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ORGANISATIONAL ANNUAL REPORT 2016



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FOREWORD



The Rwandan Association of Trauma Counselors (ARCT-RUHUKA) has the pleasure to present the 2016 annual report. The report highlights the variety of activities and projects under the Organization's four major programs carried out during 2016 and give a brief detailing about the achievements made. Those achievements realized were in line with ARCT-RUHUKA Annual Action Plan in the fiscal year 2016.

As we look back to the 2016 and many other previous achievements, we wish to express our sincere gratitude to the Government of Rwanda, our domestic and international key partners and stakeholders including; UNDP through the Rwanda Governance Board (RGB), TROCAIRE Rwanda, CARE International, The Germany Development Cooperation (GIZ) and many others. It is imperative to mention that those significant achievements were recorded due to the high dedication of ARCT- Ruhuka staff.

Looking forward, there is no doubt the years ahead may pose some challenges. But our success in 2016 will remain our major motivational factor. We will endeavor to maintain the momentum, increase the necessary skills, networking, resources mobilization with enthusiasm to achieve our overall vision and mission.

As we look forward to another successful year 2017, I would like to reiterate ARCT-Ruhuka's continued commitment and contribution to mental health and Psychosocial well being in Rwanda.

KALIGIRWA Annonciata
Chairperson

TABLE OF CONTENT

Contents

FOREWORD	2
TABLE OF CONTENT	3
LIST OF TABLES	4
ACRONYMS	5
EXECUTIVE SUMMARY	6
CHAPTER I	7
ARCT-RUHUKA BACKGROUND: Vision, Mission, Objectives, Values, strategic goals and GOVERNING BODY	7
1.1. ARCT-RUHUKA BACKGROUND	7
1.2. GOVERNING BODY	8
CHAPTER II.....	10
ARCT – RUHUKA PROJECTS AND ACHIEVEMENTS PER PROGRAM.....	10
2.1. DESCRIPTION OF PROJECTS IMPLEMENTED IN 2016	10
2.2. IMPLEMENTED ACTIVITIES PER PROGRAM.....	12
2.2.1. TRAINING PROGRAM.....	12
2.2.2. COUNSELING AND CLINICAL SUPERVISION PROGRAM.....	22
2.2.3. INFORMATION EDUCATION AND COMMUNICATION (IEC) /ADVOCACY PROGRAM	34
2.2.4. INSTITUTIONAL CAPACITY BUILDING PROGRAM.....	42
CHAPTER III.....	53
LESSONS LEARNT AND RECOMMENDATIONS, CHALLENGES AND CONCLUSION.....	53
3.1 LESSONS LEARNT AND RECOMMENDATIONS	53
3.2. CHALLENGES AND SOLUTIONS GIVEN.....	53
3.2. CONCLUSION	54
SUMMARY OF FINANCIAL REPORT.....	55
REFERENCES.....	56

LIST OF TABLES

Table 1: Implemented projects

Table 2: Clubs situation and trained mentors under bothSS4G and BEE Projects.

Table 3: Summary of realised activities under training program

Table 4: Statistics of type of clients, sex and age group

Table 5: Statistics of clients by Diagnosis, age group and sex

Table 6: Couple counselling

Table 7: Group counselling

Table 8: Couple and group counselling per diagnosis

Table 9: Number of participants (CPWs) supervised per sex and per donor

Table 10: Number of Professional counselors supervised per sex

Table 11: Awareness through media

Table 12: ARCT RUHUKA visibility and partnership

Table 13: Reinforce staff and partner organizations acapacities

Table 14: Details of projects, concept notes elaborated and MOU signed

ACRONYMS

APS : Animateurs Psychosocial

ARCT-RUHUKA: Association Rwandaise des Conseilles en Traumatisme - Ruhuka

BEE: Better Environment for Education

CCS: Counseling and clinical supervision

CNF: Conseille National des Femmed

CNJ: Conselle National des Jeunes

CSO: Civil Society Organizations

ES: Executive Secretary

GBV: Gender Based Violence

ICB: Institutional Capacity building

ICRC : International Committee of the Red Cross

IEC: Information, Education and communication

IZU: Inshuti Z'Umuryango

JADF: Joint Action

MOU: Memorandum Of Understanding

MT : Management team

NGO: Non Governmental organization

PLWD: People Living With Disabilities

PTSD : Post traumatic Stress Desordre

RGB: Rwanda Governance Board

SGBV: Sexual and gender Based Violence

UN: United nationas

UNDP: United Nations Development Programme

EXECUTIVE SUMMARY

ARCT Ruhuka annual report of 2016 indicates its performance on key activities implemented during the twelve months of the said year. In 2016 the organization implemented its activities as usual through diverse projects under four major interdependent and complementary programs; the Training program, the Counseling and clinical supervision program (CCS), the Information, education and communication program (IEC) and the Institutional capacity building program (ICB). Through various projects, the following activities were realized as indicated under each program:

The **Training Program** focused on a range of activities including: Delivering trainings and refresher courses to professional counselors, practicing CPWs and mentors, and review of some training modules. During 2016 a total numbers of **1353** people were trained. Among them 827 are girls and 526 are boys.

The **Counseling and Clinical Supervision Program** concentrated on offering quality counseling services at ARCT-Ruhuka head offices and Kigeme refugee camp by **6** professional counselors and at community level by **142** Community Psychosocial Workers, where a total number of **7774** clients were received of whom **3163** were males and **4611** were females.

The program also provided clinical supervision support to **142** Community Psychosocial Workers; 74 females and 68 males and **6** Professional Counselors/Clinical Psychologist; 1 Male and 5 females. It has been carried out a counselors care to **50 professional counselors; 15 males and 35 females** in order to maintain professional standards and avoid indirect trauma and burnout.

The **Information Education and Communication (IEC) Program** focused awareness raising on different causes of trauma, prevention and support needed by people with psychological problems. The awareness raising is done by ARCT-Ruhuka and CPWs at community level through public talks, radio and TV shows and other public places such as in schools and creation of clubs. ARCT – Ruhuka carried out 5 radio presentations and 3 TV shows and published two articles on Website. **1864 “Mfiticyerekezo clubs”** were formed in secondary schools to help students to combat GBV.

Under the **Institutional capacity building program**, different activities related to monitoring and evaluation, networking, resource mobilization, building organizational systems and structures as well as maintaining good and strong partnerships and creating new ones were realized. It has been carried out recruitment of five new staff, an organizational financial audit 2015. It has been launched 2 projects; **Safe School for Girls project** and **Better Environment for Education project** supported by CARE International to work in 9 districts of Southern and Western province and the launch of 2 projects; **“Life goes on project”** and **Indangamirwa project** supported by GIZ to work in Kigeme camp and Gicumbi District.

This annual report is divided into three chapters. The first chapter was devoted to ARCT-RUHUKA’s background, vision, mission, values and governance; the second chapter describes ARCT- Ruhuka activities implementation under programs through different projects; the third chapter summarize challenges and solution given, lessons learnt and recommendations.

CHAPTER I

ARCT-RUHUKA BACKGROUND: Vision, Mission, Objectives, Values, strategic goals and GOVERNING BODY

1.1. ARCT-RUHUKA BACKGROUND

The Rwandan Organization of professional Trauma Counselors (ARCT Ruhuka) is National Organization formed in 1998 and officially registered as non-governmental organization in 2004, under the ministerial decree no 97/11 of 28th July 2007, and legally registered by Rwanda Governance Board with a Certificate of Compliance on the 12/09/2013.

The organization evolved from a trauma counseling program implemented by Trocaire, an Irish Charity Organization. The Organization initial members consisted of 13 ladies trained in therapeutic trauma counseling by Trocaire in 1995. The organization has since grown from 13 to 119 members in 2016, of whom 92 members corresponding to 77.3% are females and 27 members corresponding to 22.7% are males. The primary focus is to offer psychological support to victims of trauma, through integrated services for trauma prevention, care, and healing to facilitate peace building and development. ARCT – Ruhuka has enjoyed sound partnership with the Government institutions , local administration authorities , Local and International NGOs , Embassies as well as UN Agencies .

Vision : ARCT-RUHUKA envisages Rwanda as a country where all people have access to integrated mental health services.

Mission : Our mission is to lead development and application of innovative psychosocial approaches to mental health services and strengthen professional capacity in understanding, treating and preventing mental health problems.

Objectives:

- Increasing the number of professionals in trauma counseling (management and healing) through training of technical counselors and psychosocial community workers.
- Maintaining professional standards of counselors and psychosocial community workers by offering regular clinical supervision support.
- Ensure permanent quality counseling services at different community levels
- To intervene in traumatic crisis situations
- Conducting researches in order to highlight the influencing factors of psychological trauma and sensitizing people on prevention strategies.
- Collaborate nationally, regionally and internationally with other institutions dealing with mental health, human development, peace and reconciliation.
- Capacity building and supporting to other institutions intervening in psychosocial services.

Strategic goals

- To contribute to the improvement of people's mental well using innovative psychosocial techniques that incorporate the diverse needs of people with psychological problems

- To promote research and accurate tracking and evaluation of programs to increase understanding of the complex causes of mental health problems within an African context
- To become an organization that supports the development of professionals and semi professionals working in mental health through training and quality supervision
- To build public awareness on mental health issues through advocacy, strategic partnerships and networking
- To increase organizational financial stability and secure adequate resources to execute ARCT-Ruhuka's mission and vision
- To strengthen organizational effectiveness and staff performance
- To mainstream gender and HIV/AIDS in all its programs and strengthen psychosocial capacity of Key players in HIV/AIDS and Gender issues
- Providing psychological support to people suffering from traumas related to different problems

Core Values

ARCT-RUHUKA's Core values include;

- Non – Discrimination,
- Confidentiality,
- Professionalism,
- Integrity ,
- Transparency and accountability
- Respect for human rights

1.2. GOVERNING BODY

In accordance with the Chapter III , Article 12 of the statutes creating ARCT-RUHUKA, the governing body is composed by: General Assemble which is the supreme organ (All members), Board of Directors (7 members): President, V/president, Secretary, Treasurer, Commissioner for Training Program, Commissioner for Counselling and Clinical Supervision, and Commissioner for Information, Education, and Communication (IEC); Audit Committee (3 members) and Conflict Management Committee (5 members).

The governing Board of Directors since 29th March 2015, has the following members:

- Chairperson: KALIGIRWA Annonciata
- Vice chairperson: KAGOYIRE GASINZIGWA M. Grace
- Secretary: RAGIRA Agathe
- Treasurer: MUKAMANA Esperance
- Training Commissioner: RUTABAYIRU Raymond
- Counselling and Clinical Supervision Commissioner: GASENGAYIRE Beatrice
- Information, Education, Communication Commissioner: KARAMAGE Emmanuel

Internal Auditors Members

- Sheja Innocent
- Umubyeyi Chantal
- Murekatete Denise

Conflict Managment Members

- Munyarugerero Andre
- Mukarukundo Judith
- Nkima Marie Claire
- Munezero Didine
- Karengera Mbabazi Beatrice

CHAPTER II

ARCT – RUHUKA PROJECTS AND ACHIEVEMENTS PER PROGRAM

2.1. DESCRIPTION OF PROJECTS IMPLEMENTED IN 2016

During the year 2016, ARCT-Ruhuka implemented five (5) major projects funded by different donors, covering different geographical locations and different target groups as indicated in the following table:

1. Table of implemented projects

No	PROJECT NAME	OVERALL GOAL	LOCATION	TARGET GROUP	PERIOD	DONOR
1	Empowering community through trauma healing project	Empowering community through trauma healing and empowering families and opinion leaders, for participatory decision making to promote good governance	Rulindo District: Kisaro, Buyoga, Burega and Mbogo sectors ; and Gakenke District: Muzo, Ruli, Muhondo and Rushashi sector	Families in conflicts	2013- 2017	TROCAIRE
2	Safe Schools for Girls (SS4G)	To help adolescents especially marginalized girls to build capacities and pursue opportunities to realize their aspirations. To reduce number girls school dropout	Huye , Nyanza , Ruhango Kamonyi	Girls in 9&12 years basic education (YBE)	August 2015 - 2018	CARE RWANDA
3	Better Environment for Education (BEE)	To help adolescent girls return and remain in school complete their lower secondary education and transition to upper secondary.	Karongi, Ngororero, Nyabihu, Rutsiro and Rubavu	Girls in 9&12 years basic education (YBE)	June 2016 – 2018	CARE RWANDA

4	Indangamirwa Projects: psychosocial support for development of families in conflict in Gicumbi district.	To contribute towards a community where families (husband, wife and children,) and individuals are living together, share mutual respect and solve conflicts in a non violent way in order to create a sustainable development.	Sectors of Giti and Rushaki in Gicumbi District	Families in Conflict	April 2016-2017	GIZ
5	Strengthening Psychosocial Community Interventions for Fostering sustainable peace”	Building capacities of professional counsellors and CPWs n psychosocial support in preparation of national commemoration of 1994 genocide against TUTSI and building peace in Rwanda.	15 Districts – CPW focal points	52 CPWs	January-march 2016	GIZ

2.2. IMPLEMENTED ACTIVITIES PER PROGRAM

2.2.1. TRAINING PROGRAM

The training program aims at improving quality and quantity of capacities and competences of technical interveners in psycho- social support at different levels in the community. This report focused on Trainings which have been conducted from October to December, 2016 by ARCT/RUHUKA or Partners.

Overview of Trainings offered in 2016

ARCT Ruhuka in partnership with different donors under different projects we trained many beneficiaries' on different subjects. Within the year, ARCT RUHUKA has been reinforced partners and community volunteers' capacity.

The **first training** increased knowledge of **36 Master Trainers¹** and **947 mentors²** in mentorship, life skills, Voluntary Saving and Loan methodology for financial, economic, business and entrepreneurial literacy and Leadership with knowledge in School Scorecard to provide feedback to the school Management on services performance.



¹Master Trainers are volunteers selected at districts level by local partner organizations (YWCA & AEE) in collaboration with district education officers and will deliver training of mentors from secondary school.

²Mentors are volunteers selected by girls in 9 & 12 Year Basic Education (YBE) that provide Psychosocial support and mentorship in schools through clubs



Photos above: Master Trainers and Staff are explaining group work activities and brainstorming in front of class. CARE (SAM, above left), ARCT RUHUKA (Marie Josée, below left and Francine, below right) and group work presented by their classmates

The training output is that 9&12 Basic Years Education are equipped with mentors able to offer mentorship to especially the girls and boys from those schools towards increasing girls performance , transition to higher levels , prevent Gender Based Violence and school drop out.

Story of change:

During the training concerning lessons on mentorship particular on skills with “*knowledge Behavior change and mindset for trust building to Girls and boys self-esteem and ability or capacity for girls and boys*”, one participant was frapped by the ability of girls and boys because in his memory he know that from his family culture values” *the man think and the women cook*” “*UMUGABO ARATEKEREZA UMUGORE AGATEKA*” after this training he is committed to change his behavior and to help his family that boy and girls could do same activities and in training of mentors he will convincing all mentors that girls and boys have capacity to do same thinks and activities.



Master trainers are committed to fight against School dropout and GBV to the adolescents both girls and boys.

2. Table shows the clubs situation and trained mentors under both SS4G and BEE Projects.

SS4G Project				
Districts	No. of trained mentors	No. of Schools	Number of formed clubs	Number of club members
Huye	116	23	193	5,075
Kamonyi	128	26	222	6,822
Nyanza	99	20	203	5,874
Ruhango	121	24	188	5,291
Total	569	114	1,026	29,300

BEE Project				
Districts	No. of trained mentors	No. of Schools	No. of formed Clubs	Pupils in Clubs
Nyabihu	115	32	206	5962
Ngororero	79	34	168	4983
Rutsiro	90	38	196	5521
Karongi	94	47	286	8075
Total	378	151	838	24, 541

The tables above shows that a total number on **947** mentors were trained and a total number of **265** schools have been reached during this year. Clubs are formed by girls and boys in **S1** and **S2** and each club has got an average of **25 - 30 members**; each school has an average of 5 mentors (1 school Director and 4 mentors). A total number of clubs formed are 1864 under both projects and are composed by a total number of **93,841** pupils.



Mfiticyerezo Club members; Left, St Dominique secondary Schools and Right Groupe Scolaire Sheli in Kamonyi district

The **second organized training** was offered to 90 APS or 24 males and 21 females from Gakenke District and 26 female and 19 male from Rulindo District. Those reinforced APS's capacities **in entrepreneurship and the spirit of working in cooperatives**. This was done as a phase out of a 5 years project (2013-2017) that ARCT-Ruhuka has been implementing in Rulindo and Gakenke with funding from Trocaire. The activity was planned to ensure the sustainability of service delivery by 90 Community Psychosocial workers to families in conflict in Gakenke and Rulindo districts. It is anticipated that once trained in entrepreneurship, the community Volunteers will meet in their solidarity groups with common projects that were developed, and also discuss about the psychosocial support issues offered to beneficiaries.

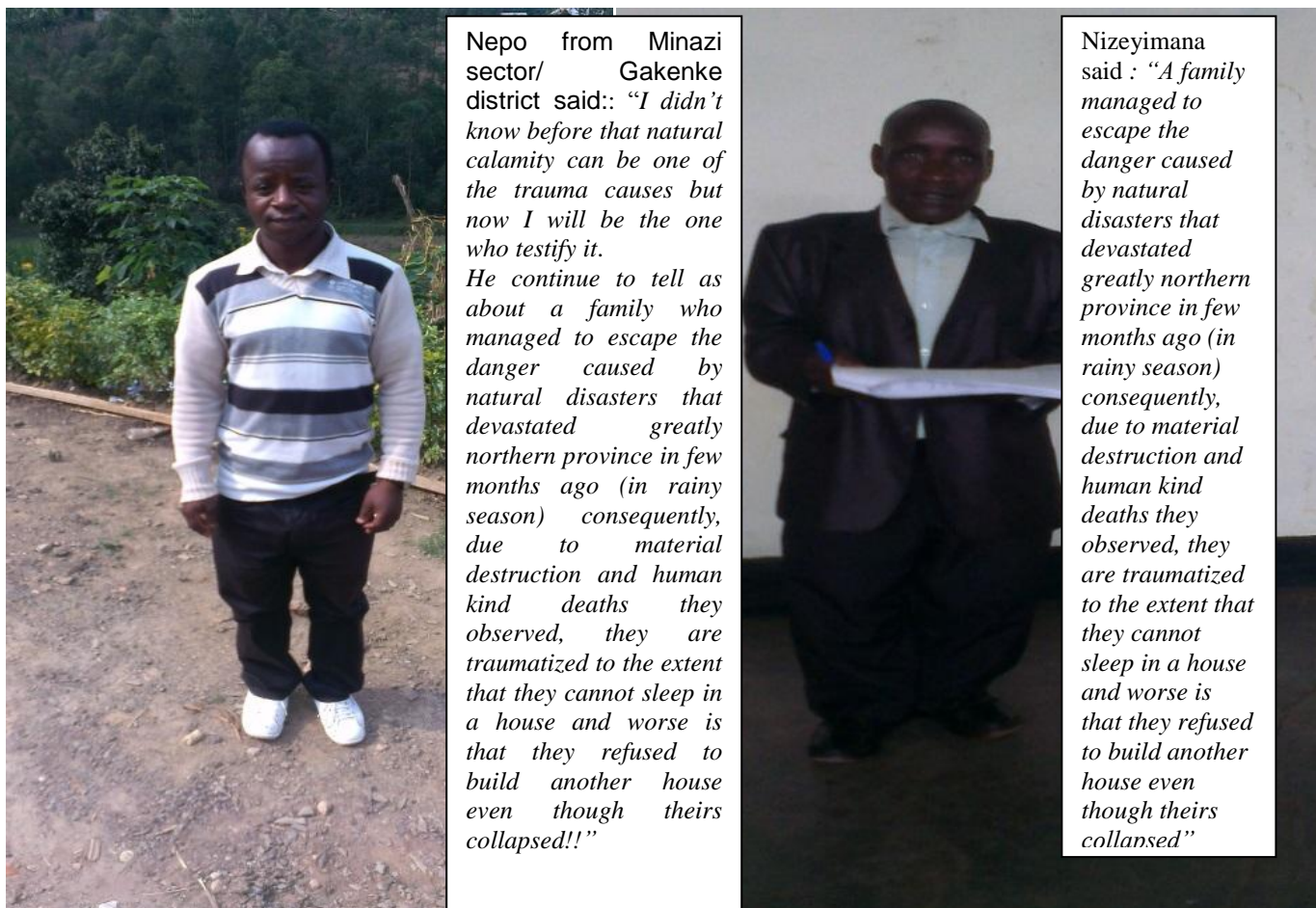
The **participants have been trained on the following different topics**: “ Introduction to entrepreneurship characteristics, Introduction to project definition and identification, Introduction to sources of project ideas and selection of business opportunity, Problem analysis and project cycle, Project planning, implementation and monitoring and evaluation, Introduction to business plans writing and Writing business plans practical exercises.”



Above: participants pose for a picture with ARCT-Ruhuka ES and Trainers after the closing ceremony

The CPWs trained were encouraged to create synergy and continue to work together to serve the communities. Trainees(CPWs)were explained the importance of solidarity group, and they were encouraged to join solidarity groups, create accounts, and thinking about the project they can do together after receiving the training on entrepreneurship and project management. The CPWs from 8 sectors of Rulindo and Gakenke formed solidarity groups. With the support from Trocaire, these groups received start up capital for their small business.

The **third organised training** was on **Trauma , active listening and life skills for 36 People Living With Deasability (PLWDs) 17 in Rulindo and 19 in Gakenke**. This training was organized by ARCT RUHUKA in collaboration with two Districts of Rulindo and Gakenke and supported with GIZ/ZFD.



Nepo from Minazi sector/ Gakenke district said: *“I didn’t know before that natural calamity can be one of the trauma causes but now I will be the one who testify it. He continue to tell as about a family who managed to escape the danger caused by natural disasters that devastated greatly northern province in few months ago (in rainy season) consequently, due to material destruction and human kind deaths they observed, they are traumatized to the extent that they cannot sleep in a house and worse is that they refused to build another house even though theirs collapsed!!”*

Nizeyimana said : *“A family managed to escape the danger caused by natural disasters that devastated greatly northern province in few months ago (in rainy season) consequently, due to material destruction and human kind deaths they observed, they are traumatized to the extent that they cannot sleep in a house and worse is that they refused to build another house even though theirs collapsed”*

The training **objective** was to reinforce skills of **36 PLWD** from 17 sectors of Rulindo and 19 sectors of Gakenke. The training participants were Coordinator at sector level from People Living with Disabilities (PLWD) from all sectors of the two mentioned districts above.

The training attendance were **38/36 (30/38 male out of 8/38 female)** planned due to one of the participants has severe disability and was in need of a **1 guide** in his nearest to assist him not in training follow up but in special assistance and life care on basic needs.

In addition to this, the training was also attended by **1 ARCT RUHUKA Local Peace Advisor** to allow him to be familiar with ARCT-RUHUKA approaches as organization specialist in psychosocial and see how the approach is moothing with peace building.

Other organized trainings were related to **gender and Sexual Gender Based Violence** given to **200 couples** living in conflict from 8 sectors of Rulindo and Gakenke Districts.

At the end training on gender, 100% of couples who participated in the training sessions signed the commitment form or performance contract engaging them in behavior change and promotion of Gender



equality in families, GBV prevention and other forms of conflicts from their family to the entire community.

Some of trained participant choose randomly after a training session on gender equality and SGBV held in Muhondo sector, Gakenke district testified the training workshop results:

MUHAWENIMANA Claver, 48 years old and his wife MUSABYIMANA Anastasie 39 old years from Muhondo sector in Gakenke District, testified that after the training session on Gender and SGBV the alcohol abuse was among the source of conflicts in their family. The family conflicts were characterised by violence behaviours, fighting at home, arguing with each other and irresponsibility at home. His wife also experienced the traumatic symptoms such as continuous sadness, anger, lack of confidence and irresponsibility and many others. The negative effects of the conflicts in the family were poor family; school drop out of their children, wasted of money indrunkenness and prostitution. After the training session, this couple decided to change this violence behavior, committed and engagement to maintain good behaviours at home and in the community. The husband testified in front of other participants and said that” *I will maintain the good behaviours at home, I will never beat my wife and I will buy a goat in July 2016, pay school fees and send back my children to school*” .

The last training organised by ARCT Ruhuka to 30 (20 Males and 10 females) TROCAIRE partners from Rulindo and Gakenke , in Trauma and Active Listening at Nyirangarama, Rulindo district, one of the participants said: ‘’*We will improve our customer care services for our clients and we knew how to manage our own families and improve our relationship; we appreciate this training which is helpful to improve our well-being and relationship in our families*’’ One of Partner’s organization after the training.

Table 3: Summary of realised activities under training program

No	PLANNED ACTIVITY	INDICATOR	M	F	% OF REALISATION	SUBJECT	BENEFICIARIES	LOCATION	DONOR
1	2 days training to reinforce partners' capacities in trauma and active listening	30	20	10	100	-Theory of Trauma -Active Listening	Trocaire and ARCT RUHUKA Districts Partners	District of Rulindo and Gakenke	TROCAIRE
2	2 days Training on Gender Based Violence	100 couples or 200 people	100	100	100	-Gender -GBV - Conflict Management	Families leaving in conflict.	District of Rulindo and Gakenke.	TROCAIRE
3	Modules review	2	NA	NA	100	-Mentorship, -Voluntary Saving and Lending -School ScoreCard.	Volunteers District Focal Point and mentots for 9&12 YBE	Kigali city	CARE International
3	10 days Training of Master Trainers	36	19	17	100	Mentorship, Voluntary Saving and Lending, School Score Card	Volunteers District Focal Point	District of Kamonyi, Muhanga, Nyanza and Ruhango of Southern Province under SS4G project and Rutsiro, Ngororero, Nyabihu and Karongi of Ouest Province under BEE project.	CARE International

No	PLANNED ACTIVITY	REALISED	M	F	% OF REALISATION	SUBJECT	BENEFICIARIES	LOCATION	DONOR
4	Training of Mentors	SS4G=569 BEE =378	SS4G :200 BEE: 102	SS4G : 369 BEE: 276	100	Training on mentorship , Voluntary Saving and Landing , School Score Cards	Selected teachers by clubs members from 114 9&12 YBE schools under SS4G and 151 under SS4G projects.	Kamonyi, Muhanga, Nyanza and Ruhango of Southern Province under SS4G project and Rutsiro, Ngororero, Nyabihu and Karongi of Ovest Province under BEE project.	CARE INTERNATIONAL
5	Training of People Living With Disabilities (PLWDs) ³	38	30	8	105%	-Trauma, -Active listening -Life skills. -Gender based violence -Trauma, growth and developmental psychology of children and teenagers	PLWDs(17 in Rulindo and 19 in Gakenke	Rulindo and Gakenke	GIZ/ZFD
6	Provide certificates to 12 young girls who dropped out schools (postponed by District from 2015)	12	12	0	100%	Tailoring, entrepreneurship, life skills	Youth drop out school	Rusiga Sector , Rulindo District	Rwanda Government Board.

³Those people are the sectors coordinators in charge of PLWDs

No	PLANNED ACTIVITY	INDICATOR	M	F	% OF REALISATION	SUBJECT	BENEFICIARIES	LOCATION	DONOR
7	Training in entrepreneurship	90	43	47	100	<ul style="list-style-type: none"> -Introduction to entrepreneurship characteristics - Introduction to project definition and identification - Introduction to sources of project ideas and selection of business opportunity - Problem analysis and project cycle - Project planning, implementation and monitoring and evaluation - Introduction to business plans writing - Writing business plans practical exercises 	Community Psychosocial Workers (CPWs)	Rulindo and Gakenke	TROCAIRE

2.2.2. COUNSELING AND CLINICAL SUPERVISION PROGRAM

This program ensures provision of quality counselling at all levels by;

- Offering permanent, quality and professional counselling services to individual, couples, families , groups and crisis intervention (in cases of disasters, accidents...) both at national and provincial levels .
- Maintaining professional ethics and standards through organized regular clinical supervision support of counsellors and psychosocial community workers in the field.
- ARCT – Ruhuka also organise and facilitate retreats for personal development, Stress management and team building for institutions and any groups of people on request.
- Re enforce technical skills of ARCT-Ruhuka Professional Counsellors and Community Psychosocial Workers (CPWs)

In this year, realised activities under counselling and clinical supervision program have been done through different projects by Community Volunteers and professional counsellors from about 15 districts with the support of the above mentioned projects.

2.2.2.1. Counseling services

Belonging, acceptance, and approval are among the most important and universal of human needs. Fitting in group as adolescent or adults and joining group therapy or other social group all fulfill the basic human needs. Thus, group therapy may make them feel truly accepted and valued for the first time. This can be a powerful healing factor as individuals replace their feelings of isolation and separateness with a sense of belonging. However this will be achievable if group sessions happened many times for leading to the psychological well-being of every group member.

The organised activities was related to offering individual, couple and group counselling to the victims of trauma and other related psychosocial problem like family conflicts⁴; drug abuse etc.

Here after change in attitudes and behaviour had been testified by beneficiaries.

One couple which has been in conflicts for years, the lady from Buyoga Sector-Rulindo District; victim of the conflict testified that: *“Before getting to know and receiving psychosocial support from APS trained by ARCT Ruhuka, I didn’t know I was so much affected, I had some trauma symptoms such as anger,*

⁴The family conflicts we are dealing with are mainly related to land, gender misunderstanding , reproductive health within couple and poverty ,infidelity, unequal distribution of family resources such as land and agricultural or animal products etc..

*aggressiveness, fear, I never trusted any one, and I was so much discouraged by life and lived a hopeless life. I had a good and able family, but my husband battered and maltreated me, he was very selfish and spent all our family incomes with out any consultation , he would drink day and night , hanging with all types of women in the bars. This was very heavy on me and I could not tell anyone, our 3 children were also much affected that they started performed poorly and it was so frustrating. One day we were at Buyoga sector offices where we were asked by Executive Secretary to attend a sensitization meeting conducted by (Umukangurambaga ku ihungabana) APS on GBV and its consequences; It was like she knew my inner feelings and our home affairs, I requested for an appointment, I started with my own counseling but after some time, she introduced me to a group of women victims of GBV where I learnt a lot. We shared personal experience and how people managed different situations. After 6 months because we had to meet monthly for group counseling, I had completely changed myself , my husband and my children just through communication skills and change of my own behavior learnt from my fellow women in group and guidance by APS. Today, we are a happy family , our children are in the best schools and performing very well , my husband consults me for any decision to be taken , we have joint bank account , he no longer goes to bar and people always asks him what I gave him because the change in our relationships, the development of our family is really visible to everyone who knew us before. **I am very happy I got to know the person who listened to me and walked with me from the darkness to brightness**".*



Above: A couples living in family conflict and violence from Gakenke District, Rushashi Sector facilitated by APS in group counselling testifying their behaviour change through counselling services

Tables below show details statistics of clients received by CPWs and counsellors

a) Individual Counselling

Table 4: Statistics of type of clients, sex and age group

Types of Clients	Number per sex and age group										
	<15		16-25		26-35		< 35		Total clients per Sex		GT
	M	F	M	F	M	F	M	F	M	F	
New cases	85	92	99	112	86	99	91	113	361	416	777
Old cases	73	84	83	107	131	220	168	171	455	582	1037
Clients referred	3	2	3	10	1	11	0	10	7	33	40
Drop in clients	5	5	3	19	6	17	20	22	34	63	97
Integrated cases	19	33	22	55	50	100	49	60	140	248	388
Abandonments	5	2	6	9	5	12	5	10	21	33	54
TOTAL	190	218	216	312	279	459	333	386	1018	1375	2393

Clients presenting in Individual counselling by sex from January up December 2016

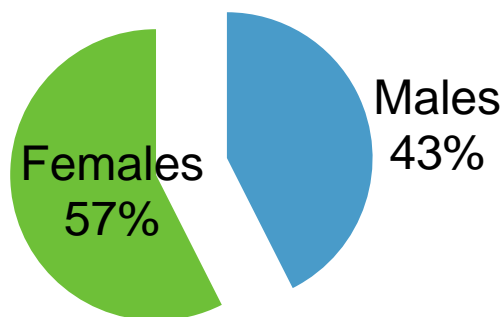
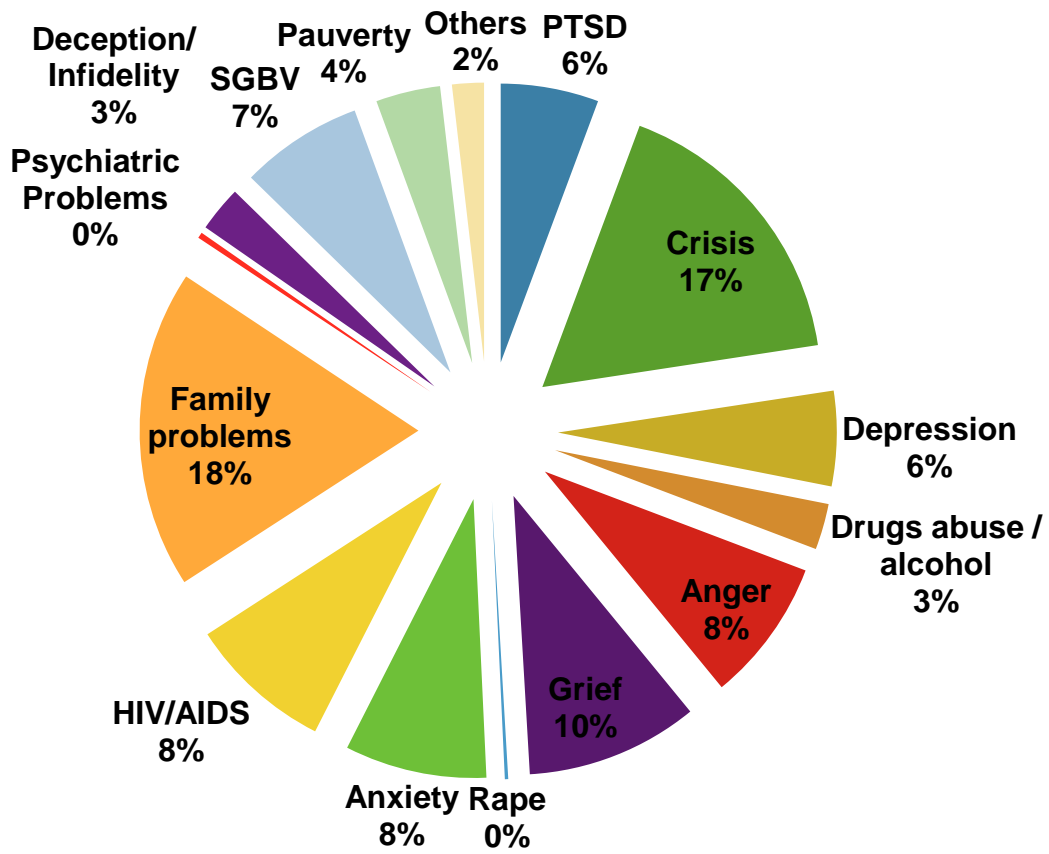


Table 5: Statistics of clients by Diagnosis, age group and sex

Diagnosis	Number per sex and age group										
	<15		16-25		26-35		< 35		Total clients per Sex		GT
	M	F	M	F	M	F	M	F	M	F	
PTSD	11	14	29	55	32	56	11	26	83	151	234
Trauma Crisis	3	11	116	252	64	160	9	82	192	479	697
Depression	4	7	17	37	22	58	17	65	60	167	227
Drogue abuse	1	0	9	5	41	7	19	28	70	40	110
Anger	2	7	11	58	62	96	41	65	116	226	342
Grief	0	0	44	48	56	78	71	115	171	241	412
Rape	0	1	0	6	0	1	0	0	0	8	8
Anxiety	0	9	13	61	49	97	44	66	106	233	339
HIV/SIDA	12	20	41	90	39	62	26	55	118	227	345
Family problems ⁵	3	30	153	58	99	123	127	168	382	379	761
Psychiatric problems	0	0	0	0	3	2	3	6	6	8	14
Deception/Infidelity	0	0	9	8	23	23	15	31	47	62	109
SGBV	2	17	22	12	35	52	67	86	126	167	293
Poverty	1	2	8	7	20	36	38	42	67	87	154
Others	0	0	1	3	10	17	22	23	33	43	76
Total	39	118	473	700	555	868	510	858	1577	2518	4121

⁵ Family problems includes; Fighting/battering of couples, emotional abuse, separation , divorce, gender inequality and GBV, drunkardness, concubines ,

Diagnosis impression presenting in Individual Counselling from January -December 2016



Trauma crisis presenting in mourning period from January to December 2016 by sex

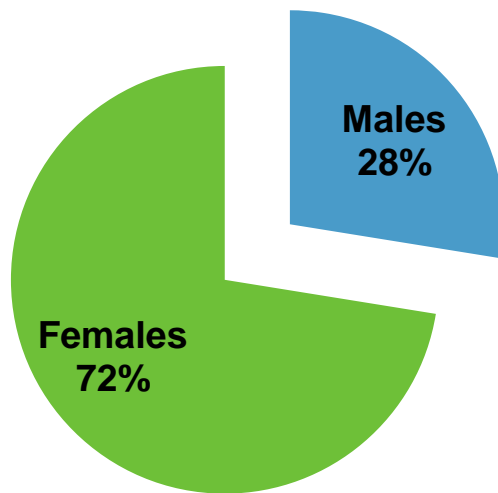


Table 6: Couple counselling**a) Couple counselling**

New couples in therapy	Existing couples	Drop out couples	Integrated couples	Referred couples	Total couples	TOTAL		
						M	F	TOTAL
216	358	48	196	50	868	868	868	1736

Table 7: Group counselling**b) Group counselling**

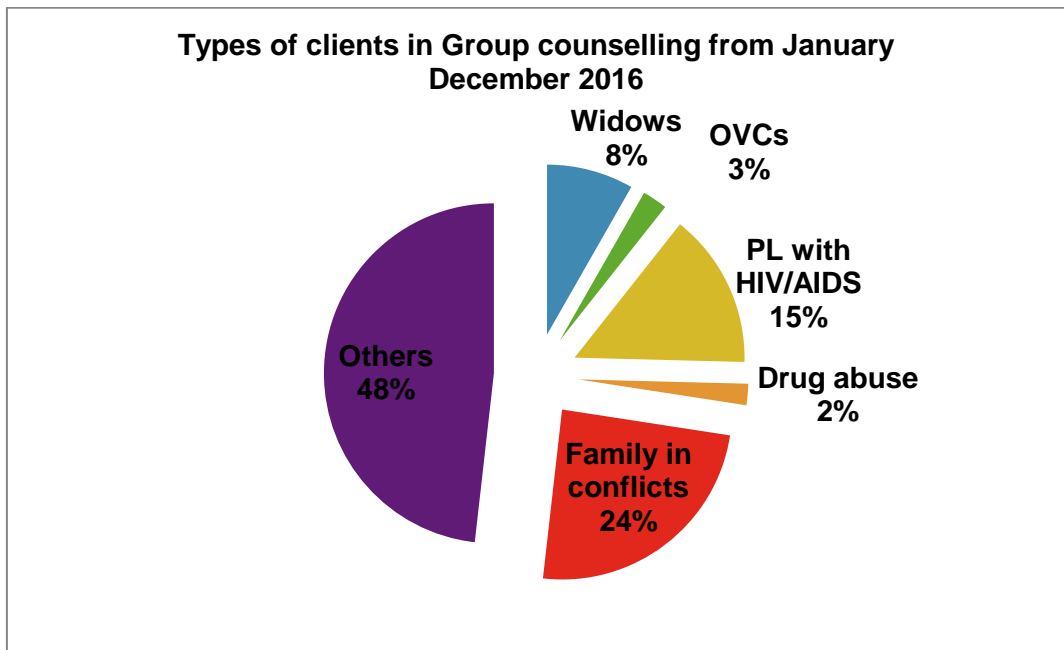
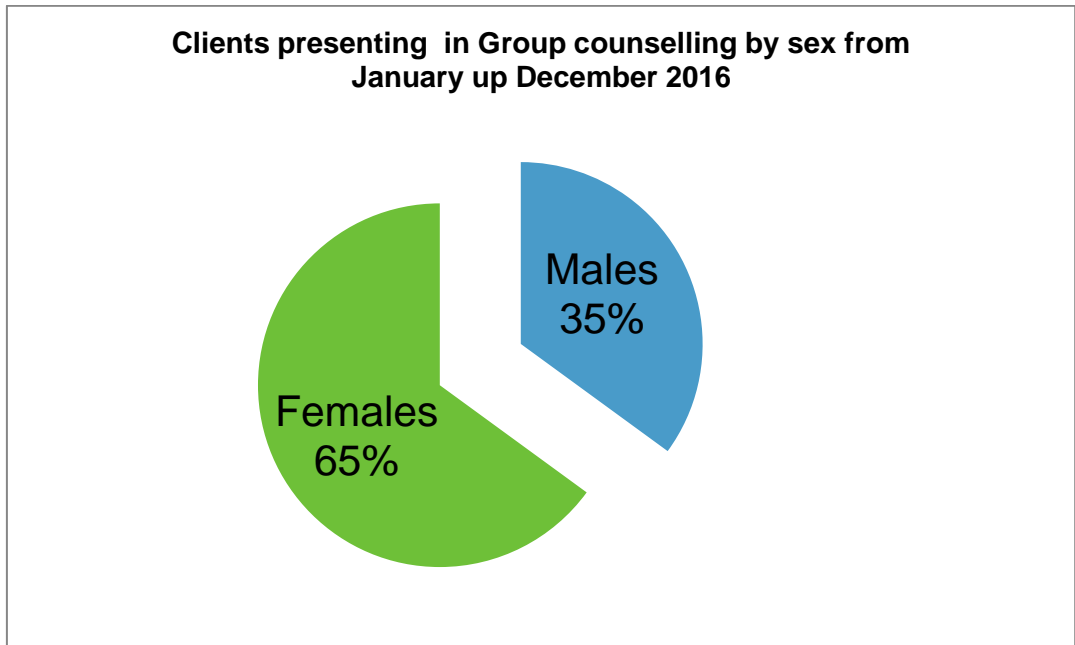
Type of clients in Group counseling	Total # of group therapy	# of existing group therapy	Members in existing groups therapy			# of new group therapy	Members in new groups therapy			Total clients in group therapy		
			M	F	T		M	F	T	M	F	T
Widows	17	15	31	241	272	2	6	23	29	37	264	301
OVCs	6	6	33	54	87	0	0	0	0	33	54	87
PL with HIV/AIDS	23	15	97	303	400	8	14	124	138	111	427	538
Drug abuse	7	6	41	26	67	1	4	3	7	45	29	74
Family in conflicts	39	35	374	434	808	4	40	40	80	414	474	888
Others	17	16	637	1112	1749	1	0	8	8	637	1120	1757
Total	109	93	1213	2170	3383	16	64	198	262	1277	2368	3645

Table 8: Couple and group counselling per diagnosis**c) Couple and group counseling per diagnosis**

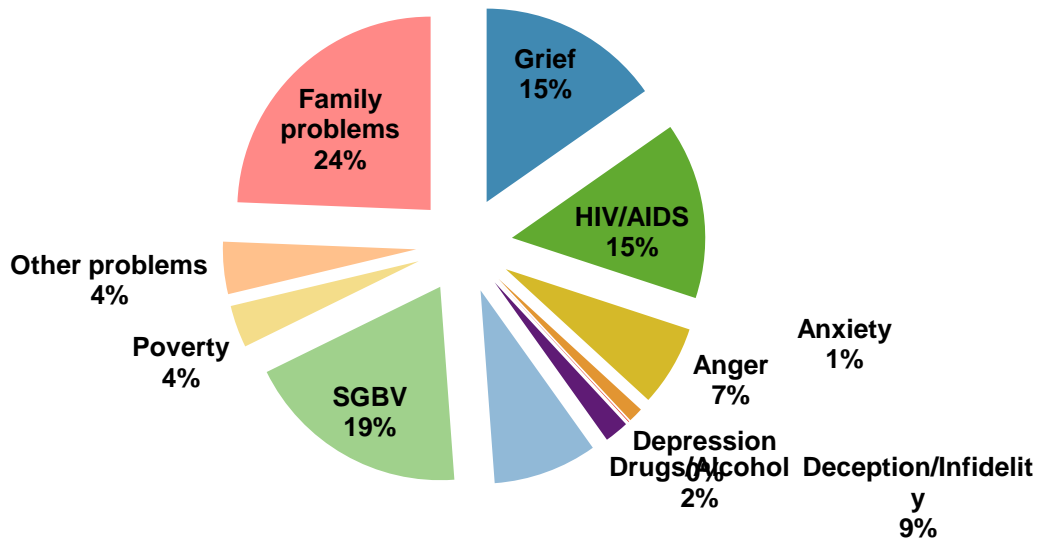
Diagnosis	Couple counselling	Group counselling	Total clients
Grief	25	557	582
HIV/AIDS	35	538	573
Anger	19	247	266
Anxiety	25	45	70
Depression	5	2	7
Drugs/Alcohol	101	74	175
Deception/Infidelity	458	317	775
SGBV	390	689	1079
Poverty	0	129	129
Other problems	0	159	159

Family problems	421	888	1309
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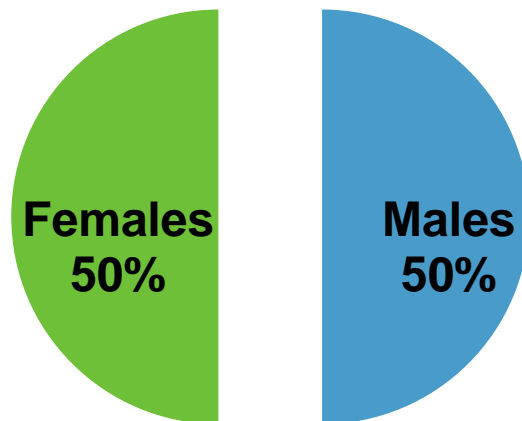
From the above table, cases with family problems comes as the highest clients received during 2016, followed by SGBV where as the other presenting problems were almost a half of the total clients.

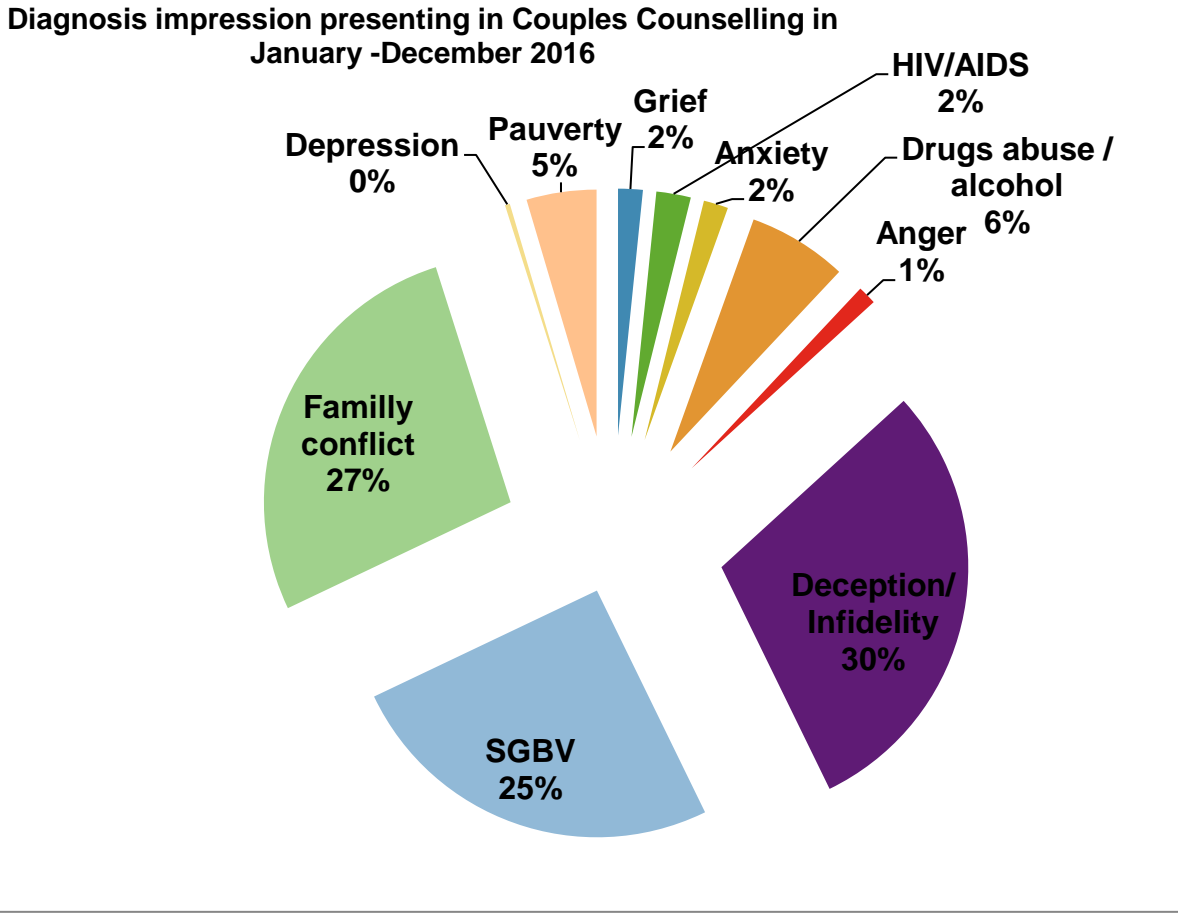


Group counselling diagnosis from January December 2016



Clients presenting Couples counselling by sex from January up December 2016





2.2.2.2. Clinical supervision services

Our counseling approach towards psychosocial healing for peace building has entailed the strengthening of communities, in the specific by training of resource persons at community levels, who can provide psychosocial interventions and offering continuous clinical support to them and to the professional counselors in order to enable and improve the quality services and maintain standards and norms for everyone involved in this domain.

It is in this regards that, ARCT-RUHUKA in collaboration with donors have organized to offer **3 clinical supervision sessions** to **142** (74 females and 68 males)⁶ Community Psychosocial Workers and **6** (1 Males and 5 females)⁷ARCT RUHUKA Professional Counselors/Clinical Psychologist with the support of GIZ and Trocaire partners.

The following table show the details on the clinical supervision activity conducted in the year by the frequency of once per trimester.

⁶Those are community volunteers’ focal points from different sectors of the mentioned districts.
⁷Those are only ARCT Ruhuka staff and are supervised by a external supervisor, the sessions are open to any member in need of supervision.

Table 9: Number of participants (CPWs) supervised per sex and per donor

Donor	Planned participants			Attended participants			
	M	F	Total	M	F	Total	%
GIZ	23	29	52	22	29	51	98%
TROCAIRE	45	45	90	44	45	89	98 %
GENERAL TOTAL	68	74	142	66	73	140	98 %

Table 10: Number of Professional counselors supervised per sex

Planned participants			Attended participants			
M	F	Total	M	F	Total	%
1	5	6	2	7	9	98%

The approach used was a case study using a Peer Support and case presentation mechanism and at every session we used a systematic presentation of a clinical case met in the clinical practice experience. The case presented were those felt by counselors as generating confusion, difficulties or uncertainty in their practice.

A group discussion was organized to collect more in depth information and to gain a deeper understanding about the case, to get alternate views and perspectives, discussion and analyzes of problematic cases were oriented to bring adapted solutions and the professionals and semi-professionals was provided with feedback about orientation with regard to the therapeutic project plan of a specific clients. Based on the case studied additional theoretical elements were also discussed.

Major Purpose of the case presented was related to Counter transfer, insufficient skills, Indirect Trauma, Family conflict, Sexual violence, Lack of identity, Grief and Family conflict, Indirect trauma, Insufficient of Skills, were presented.



CPWs districts focal point
in and after clinical
supervision at St Paul



2.2.2.3. Counselor's Care

ARCT RUHUKA organized a 'counselors care' to 50 counsellors (15 males and 35 females) in order to prevent and fight "burn-out" to the active members and professional member staff.



ARCT-RUHUKA members in Counsellor Care at Club House La Palisse Hotels/Gashora, Counselors demonstrate some of relaxation exercises "CAPACITAR."Counsellor had time to express their tiredness and stress release.



The chair person thanked all members for the attendance and added that it is time to relax due to stress caused by receiving clients with psychological problems and other work related stress. *"It would be sad to treat others stress and die of it; we must prevent stress to avoid doing any harm to our clients, she said"*.She also passed vote of thanks to the funder GIZ for the support of this important activity.

The counsellor's care was marked by relaxations and stress management exercises like CAPACITAR, traditional dances, song and role play done by counsellors from the same geographical location.The main purpose of this presentation is to motivate counsellor's innovations in relation to psychosocial support, counselling ethics and limits.

The participants in counsellors care were also updated about the news of organization by ARCT RUHUKA Chairperson supported by Executive Secretary. They talked about new partners and projects and current number of staff which is about 17. Guiding information for business plan was collected and the observations were made to membership card before ordering it for printing.

2.2.3. INFORMATION EDUCATION AND COMMUNICATION (IEC) /ADVOCACY PROGRAM

This is a supporting program that helps the organization to:

- Acquire appropriate mechanisms for sensitization, to raise population awareness on psychological trauma, other mental health issues and advocating for the victims.
- Developing and conducting research, documentation and communication mechanisms and sharing information on trauma and organization activities.

During the year 2016, through the IEC program the organization organized different activities:

2.2.3.1. Awareness raising on psychosocial issues and Trauma

➤ Production of awareness raising materials

The documentary film cover realised activities in different programs. The documentary film will help ARCT RUHUKA in advocacy and documentation. It will also be used as sensitisation tool to beneficiaries and partners. Two **video** one short of 15 minutes and 1 for 30 minutes are available. ARCT-RUHUKA produced communication materials such as leaflets, pull ups and banners, with the support of GIZ that would be used to increase the visibility of ARCT-RUHUKA. We also produced and distributed **1392** leaflets and **215** T-Shirt.

➤ Sensitization through different channels

This activity was done by ARCT-Ruhuka through staff counselors and CPWs at national and community levels where the following activities were conducted:

Table 11: Awareness through media

Activity	Frequency	Location
Radio talks	5	Radio Rwanda, Kigali Today, Voice of Africa
Articles	2	Website/ www.arctruhuka.org
TV shows	3	TV10 and TV1

➤ National reflection workshop



Participants photo in workshop follow consultant presentation

ARCT-RUHUKA with support from GIZ organized an advocacy National reflection workshop titled :” *Psychosocial Intervention during commemoration: Background, current and future perspectives*”and held at Lemigo Hotel on 23rd March 2016 and facilitated by Professor Eugène Rutembesa and DR. Darius Gishoma, both lectures at University of Rwanda.

The reflection workshop brings together Government institutions, researchers, civil society organizations, Local and International NGOs. A total number of 43/35 planned participants composed of 20 males and 23 females attended the meeting.

The **purpose** of the workshop was the following:

- Analyzing different interventions made by mental health professionals from 1995 up to present ;
- Identifying strengths and challenges in our interventions during the morning commemoration period (how to address new challenges?)

Suggesting **recommendations** about the way to forward to intervene before, during and after mourning commemoration period, especially to see how ARCT should address those new challenges in order to support the national policy in mental health. The Key points discussed are:

- Framework and Politics related to commemoration;
- Experience-driven reflection on the state of intervention during commemorations;
- the biggest challenge identified, ie, Post-crisis intervention and follow up beyond the stabilization of crisis;
- *From experience-sharing to future plan*; developed a reflection on challenges and how ARCT should address those new challenges in order to support the national policy in mental health.

In the following table is summary of **recommendations** from the workshop:

The 5 points Intervention Model (MPJSR)

1.	Mapping of organization at community level
2.	Prevention and Preparedness : Prepare, coordinate, offer training to volunteers & organization at community level prior to commemoration period (training & common meetings)
3.	Joint Crisis Intervention at community level
4	Supervision and post-crisis follow-up at community level : examine the effectiveness of crisis prevention and intervention plan, sustain the recovery and reconstruction months after crisis
5	Research to develop evidence-based practice



Participants in workshop when discussing on recommendations

2.2.3.4. Base line survey on psychosocial needs for proper reintegration

During 2016, ARCT-RUHUKA conducted a base line survey on psychosocial needs for proper reintegration of prisoners to **300 prisoners** in 3 prisons which are Muhanga, Ngoma and Kimironko Prisons. The final report and recommendations from the baseline are ongoing under the responsibility of Rwanda for Counsel.

2.2.3.5. Exchange meeting between community representatives, civil society groups and local authorities

The activity had been done under TROCAIRE project and **200/200** people participate in exchange meetings. Among them were local authorities, representatives of CNF, Youth, IBUKA, Socio-therapy, handicap, all APS's and in charge of security at sector level.

- Eight exchange meetings with local leaders held in 8 Sectors of Rulindo and Gakenke Districts; 80 participants attended the meeting; (40 men and 40 women) among them were Executive Secretary of cells, CNF, CNJ, IZU (Inshuti z'umuryango), at Districts and sector level.

- All participants were committed that each village should strengthen the parent's forum (Umugoroba w'Ababyeyi) by conducting dialogues regarding family issues and authorities at Sector and Cell level will be responsible of implementation of the activity and ARCT -Ruhuka will be part of that on technical side were possible and necessary.
- Youth clubs agreed to mobilize young people to attend the parent's forum.



Above: Photo on group discussion during exchange meeting held on 25/10/2016 at Rulindo District, Kisaro Sector.

2.2.3.6. Follow up on network of interveners at district level supported by ALERT International

ARCT RUHUKA in collaboration with District Authorities, with the support of International ALERT organized a follow up **one day workshop with** members of network representatives in three districts of Gasabo, Ngororero and Gisagara respectively on the date of 23-25 of March 2016.

The purpose of the activity was to follow and monitor the existence of network created at district level in previous years. The activity **outcome** was to reinforced synergy between network members in psychosocial and promoted project sustainability and accountability.

The following items were discussed and verified and the following results have been funded:

- Organisation/Institutions intervening in Trauma healing or/and peace building in the areas are known by district at **100%** but more had known at sector level especially the details activities done.
- Committee/team representative of interveners in Trauma healing or/and peace building is in place: **75%**only Ngororero have committee in place at district level under the responsibility of JADF and Good Governance. Gasabo and Gisagara the committee is at sector level due to geographical location under the responsibility of in charge of social affairs.

- The team of interveners in Trauma healing or/and peace building is call together/convene by authorities at Sector level at **100%**.
- CPWs/APS/Facilitators/Mentors have defined and protected space for expressing emotion and conducting peers to peers support funded at **100%** ; Facilitators have service point at cell or school level if needed.
- Trauma Healing or/and peace building interventions are defined, presented and recognised by authorities either at district or Sector level at **100 %** but more actively involved during morning period.
- The team or representative of interveners in Trauma healing or/and peace building is invited in district or sector for planning and they input are considered under District Development Plan or Sector Development Plan at **75%**; in Gasabo and Gisagara, facilitators are actively involved in other district or sectors structures like Abavugarikijyana or Abajyanamathat's why are the nearest of authorities.

2.2.1.1. Participation in 16 days Campaigns against GBV



The 16 Days of Activism against Gender-Based Violence is normally an annual and universal campaign which runs from 25 November to 10 December. The Ministry of Gender and Family Promotion organized this campaign in Rwanda in collaboration with partner organizations including ARCT – RUHUKA. The National Theme for this year was: “Let’s stand together to eradicate Gender Based Violence”. (**Twese hamwe Duhagurukire Kurandura Ihohoterwa rishingiye ku gitsina**), where as the International one was “**Orange the World**”. This year, the Rwandan campaign launched on 25/11/2016 in Rulindo District, Tumba Sector.

ARCT RUHUKA was actively involved in 16 days campaign of activism against GBV as shown on above photo. Many of target population have participated in this campaign. They were from eight sectors of

Rulindo and Gakenkedistricts;where ARCT-Ruhuka is implementing a project that addresses GBV and family conflicts with support from TROCAIRE Rwanda.

During the campaign, ARCT/RUHUKA distributed leaflets to local authorities, Community Psychosocial Workers, Community members and other stake holders like Ministries and Partners; with key message focusing on the theme of the year.



Trained CPWs at Rushashi Sector leading community match in VAW campaign

The contribution of ARCT/RUHUKA has been appreciated not only by the Mayor of Rulindo District who highlighted its activities in addressing family conflicts through trauma healing but also by sectors authorities and community members, as well as an official appreciation letter from MIGEPROF.

2.2.3.6. Reinforce ARCT RUHUKA visibility and partnership

Table 12: ARCT RUHUKA visibility and partnership

Events	Organizer/ Donor	Location	Beneficiaries
Attending 1 meeting on human trafficking and GBV prevention care and support	Gender Monitoring Office	GMO office	26 partners from Government , CSOs , and International NGOs
2 JADF meetings	Rulindo and Gakenke District	Districts	District partners
Launch of Life Goes On Project	GIZ/ZDF and ARCT Ruhuka	Kigeme refugee camp	Interveners in the camp
Launch of SS4G and BEE Projects at 10 districts of operation	CARE international		Authorities of Muhanga ,Ruhango, Kamonyi, Nyanza and Huye of Southern province , and (BEE) Rutsiro , Karongi , Nyabihu and Ngororo.

Events	Organizer/ Donor	Location	Beneficiaries
Launch of Indangamirwa Project	GIZ/ZDF and ARCT Ruhuka	Gicumbi district	District and sectors authorities
Participation in 3 days workshop for development of a « <i>Psychosocial reintegration tool for street children in the family</i> ».	MIGEPROF	MUSANZE	MIGEPROF, NCC, MINISANTE, ARCT Ruhuka and other Non Government Organizations' working in psychosocial area.
Participate in 10 days International encounter and exchange meeting	Mandela dialogue	Sri lanka - Colombo	32 participants from 12 post conflict countries globally (Rwanda, South Africa, Colombia, Nepal, USA, Cambodia)
Attending International conference on healing and social cohesion	Never again Rwanda	Kigali - Rwanda	Never again partners
Participating in 2 GIZ Professional Group meetings	GIZ/ ZDF	Rubavu	GIZ Local peace Advisors
Creation of clubs 1026 under SS4G and 838 under BEE projects	CARE International under BEE and SS4G project	Kamonyi, Muhanga, Ruhango, Huye, Nyanza, Ngororero, Rutsiro, Karongi and Nyabihu	Girls and boys in 9&12 YBE (BEE= 24541 and SS4G = 29300)
JADF meeting	District	Gakenke	Project Officer and other partners

2.2.3.7. Visit at ARCT Ruhuka Head office

ARCT-Ruhuka was chosen by GIZ/ZFD to be visited by their line ministry for Germany cooperation , 2 visitors from ministry , the Rwanda GIZ country director and Civil peace service Coordinator were received at our head quarters , where they were explained about ARCT-Ruhuka work in peace building . The visitors were happy and commended the work of ARCT-Ruhuka.





Above : Visitors from Germany Cooperation and GIZ /ZFD with ARCT-Ruhuka staff

Below, SIT students in visit at ARCT RUHUKA



ARCT
RUHUKA
ES when
explaining to
the visitors

ARCT RUHUKA had also occasion to advocate to 25 students from SIT “School for International Training “on Wednesday 24th February 2016

During the visit, students know about the organization activities and discussions were around “Mental Health in post-genocide Rwanda”. The visit was more helpful for the students to learn from our experiences and they promise us to advocate for funding and partnership

2.2.4. INSTITUTIONAL CAPACITY BUILDING PROGRAM

This program aims at ensuring proper mechanisms and strategies for coordination of activities within the organization.

- Putting in place mechanisms and efficient tools for mobilization and management of organisation resources.
- Strengthening the quality and competencies of members and staff in specific areas.
- Building capacities of young institutions that work on psychological issues.
- Developing mechanisms for sustainability and creating better strategic partnership with internal and external actors.
- It also focuses on developing community-based approaches and strengthening its participation in relevant networks at national regional and International levels.

The above activities are implemented in partnership with Government Institutions, National and International Non Governmental Organizations.

2.2.4.1. REINFORCE STAFF AND PARTNER ORGANIZATIONS CAPACITIES

ARCT RUHUKA staff reinforced capacities through training and workshops organised by government and non governmentationals. The table below show details

N°	Training or workshop participated in	Number of trained	M	F	%	Subject	Target groups	Location	Outcome	Donor
1	2 days workshop on Fraud Management Training	1	1	0	100	Fraud Management	Accountant and financial managers	Kigali City	Risk management know and prevented	CARE International
2	Technical staff training on Conflict sensitive, project planning, Monitoring and Evaluation	6	3	3	100	Training on Conflict sensitive, project planning, Monitoring and Evaluation	ARCT technical staff	ARCT Ruhuka	Participants and some staff has started using the skills in reporting and project development.	GIZ/ ZFD
3	Staff Training on risk management	3	2	1	100	-Understand risk vocabulary and concept -Assess risk impact and likelihood -Determine necessary actions to	ARCT Ruhuka technical staff	ARCT Ruhuka	Gaining Capacity on risk analyzing and evaluation in the process of project and programs implementation.(C oncerned staff developed one document on risk management under CARE projects	CARE International

						manage risk				
N°	Training participated in	Number of trained	M	F	%	Subject	Target groups	Location	Outcome	Donor
4	Participating in 2 days planning workshop (ARCT/GIZ)	7	4	3	100%	workshop (ARCT/GIZ) Long term partnership intervention	11 participants (Staff ARCT Ruhuka and GIZ Refugee component. Among participants, seven are from ARCT Ruhuka.	ARCT Ruhuka	Long term partnership intervention defined and agreed on	GIZ/ ZDF
5	Second session of Training on group Analysis	1	1	0	100%	Group Analysis	28 Participants (9 male and 19 female) from CPR, Les enfants de Dieu,ARCT-Ruhuka, AML,AVEGA, Fondation Rwanda, CBCP and Marembo Center .	AVEGA Agahozo	Participants gained skills on group facilitation and supervision skills	Surf Rwanda
6	Training on socio reintegration of Genocide Survivors and ex – prisoners.	1	1	0	100%	Socio reintegration of Genocide Survivors and ex – prisoners.	24 Participants (13 male and 11 female) from NURC, ARCT Ruhuka, Never Again Rwanda, IRDP, Prison Fellowship-Rwanda, MINALOC,CNLG, MINIJUST,CNDH,CEJP,Rwanda National police, ALARM,Tumain foundation, RDRC,and RDF.	La PlalisseGas hora	Increased partnership and organization visibility	National Unity and Reconciliation commission

N°	Training participated in	Number of trained	M	F	%	Subject	Target groups	Location	Outcome	Donor
7	Training on Mental Health Facilitation	2	-	3		Training on Mental Health Facilitation	2 BOD members, 1 member and 1 Staff member	School of Public Health Kicukiro	Facilitation skills gained	USA Association of professional counsellors
8	Do No Harm (DNH) Training	2	1	1	2	DNH theories	Trocaire partners	TROCAIRE	Improved knowledge in planning and project management with respect of DNH principles	TROCAIRE

Table 13: Reinforce staff and partner organizations acapacities




Above: The ICRC staff during training/Capacity building on Trauma/PTSD and basic counseling skills

2.2.4.2. ELABORATION OF PROJECTS

Table 14: Details of projects, concept notes elaborated and MOU signed

Project	Donor	Project duration	Status	Observation
BEE and SS4G	CARE INTERNATIONAL	2016-2018 (BEE) 2015-2018 (SS4G)	Discussion was made with CARE International on the SS4G and BEE projects and MOUs from July 2015 - June 2016 for SS4G was signed, as well as the one for BEE from April – December 2016.	Funded
Santé Mental Project concept note	Louvain Coopération	2017-2021	It has been approved a concept note and a five years proposal was developed and submitted to Cooperation Louvain.	Regret
Project	Donor	Project duration	Status	Observation
Strengthening Psychosocial Community Interventions	GIZ	March -May 2016 June- September 2016	A new 3 months project June – September 2016 was developed and a Four (4) months project (June – Sept) to GIZ /ZFD was developed and submitted.	Funded
SS4G	CARE International	August 2015- July 2019 but 3 years only with ARCT RUHUKA	6 months MOU is already signed between ARCT-RUHUKA and CARE International.	Funded
Strengthening Psychosocial Community through trauma healing	Trocaire	(July 2016 – Feb 2017)	An eight months Project was developed and submitted to Trocaire Rwanda and MOU signed. It is important to report that after critical analysis of existing Trocaire partners (24 partners) , ARCT-Ruhuka was chosen among the 10 long term partners of Trocaire Rwanda from 2016-2020.	Funded

2.2.4.3. STRENGTHENING AND CREATING PARTNERSHIPS

Institution	Type of partnership	Doc available
UR	We worked with University of Rwanda, Faculty of Medicine, department of Clinical Psychology to strengthen our partnership. The major areas of partnership are areas of Academic research, trainings and exchange of interns.	MOU has been signed
<div style="display: flex; justify-content: space-between;">  <div style="border: 1px solid green; padding: 10px; background-color: #e0f0e0;"> <p>UR Team – Prof. Vincent SEZIBERA and Stefan with ARCT - RUHUKA team after partnership discussions at ARCT-RUHUKA H/QS</p> </div> </div>		
Kindernothilfe	Agreed on concept note and project proposal	Ongoing project proposal
Rwanda Center for counsel	Research oriented	MOU has been signed

2.2.4.4. REGULAR MONITORING AND EVALUATION OF ORGANIZATION PROGRAMS AND PROJECTS ACTIVITIES

To monitor regularly ARCT-RUHUKA programs and daily activities, different Internal Organization meetings were organized and conducted of different organs at organisational level.

The main point discussed on those different meetings was in accordance with elaboration of plans of work, analyse reports, projects and organisation budget and organization budget, giving feedback and approve to different organisation legal documents like (staff evaluation form, procedures manuals, land exploitation and maintenance) , and define new recommendations and orientations.

The following meetings have been organised:

- 4 Ordinary BoD meetings
- 1extra ordinary BoD meetings was organised in preparation for General Assembly
- 4 Internal audit committee
- 4 staff and 5technical meetings; in the end of year staff meeting,the BoD members were present with the purpose of listening to the staff, thanking them for the hard work and wishing them a happy new year.The staff were very happy and appreciated the discussions and visit by the BoD.



The BOD and internal audit members with Staff posed for a photo after end of year staff meeting



Above: Staff meeting chaired by the Executive Secretary

- 28 Management Team meetings (MT)
- One (1) General assembly was held on 2-3/04/2016 and 5 new members joined the organization.



Above : ARCT-Ruhuka members pose for a photo after the General Assembly meeting at Lemigo Hotel

- Commission meetings: 2 special meetings for Land development Committee, 1 meeting for counselling and clinical supervision.

2.2.4.5. ORGANIZED FIELD VISITS

This was part of monitoring and evaluation of ARCT-RUHUKA project activities, there was need to follow-up on developments of field activities and strengthening Institutional relations with local administration authorities. The field visit monitoring and evaluation objectives were:

- To update our partners on our activities and assess how our services are appreciated by beneficiaries, local administration authorities and other stakeholders.
- To strengthen our relationships and partnerships with District and sector authorities
- Evaluate ARCT-RUHUKA's activities or interventions

The ARCT RUHUKA Executive secretary did a field visit to Gakenke and Rulindo districts where she met different authorities like in charge for good governance in Gakenke and Vice mayor Social Affairs, JADF, gender and family promotion in Rulindo. Not only the district was visited but also sector level where she met the in Charge of Social well fare.

The constitutions and recommendations from projects monitoring and evaluation from both ARCT RUHUKA staff and basing on what said by authorities, beneficiaries and Community volunteers met in field visit monitoring and evaluation was related to:

- Continuous support to community volunteers
- Support the Evening Parent Sessions
- Find from the existing projects a way to support the two Districts on issues of GBV and how to make use of it.
- Follow up on the previous project supported

The in charge of monitoring and evaluation (Local Peace Advisor) went also at Rushashi sector, Gakenke District where the in charge of Social Affairs thanked ARCT-RUHUKA for having brought a convenient methodology of approaching families in conflict. He said: *"this method is very good because families in conflict sit together in a comfortable and secret milieu and get healed, different from attending a public event like Umugorobaw'ababyeyi"*. From there, wives and husbands managed to sit together which not the case was before he added.

One of the Community Psychosocial Worker, who follows those families in conflict, testified that tangible changes are observable. Quoting one of them , *" she said that before ARCT-RUHUKA's interventions, husbands from families in conflict were always in prisons and their wives were frequently in hospitals owing to lasting fights within the households, their houses were ready to collapse, both wives and husbands were very dirty, they didn't wash their bodies and clothes to the extent that one could be ashamed, men used to sell their lands in cabarets after they got drunk without consulting their wives , women that went to prostitute in Kigali for months without caring for their children and husbands and from there ,polygamy immersed"*.

In general, the field visit monitoring and evaluation was very relevant, much needed and long overdue as the authorities were really impressed by the visit just to meet them and know more on what we do, it was beneficial to both ARCT-Ruhuka and the Administration authorities visited.

2.2.4.6. ORGANISATIONAL AUDIT

ARCT- RUHUKA carried out an external Organisational audit for the period of January 2015 to 31 December 2015 in accordance with International Standards on Auditing funded by Trocaire .The purpose of the audit was to significantly scale up the capacity of the organization to enable it to competently work towards its mission. The audit assessed internal controls within ARCT-RUHUKA including financial control mechanisms, human resources, level and quality of funding and governance structures in light of its mission.

2.2.4.7. RECRUITMENT OF NEW STAFF

Six new staff (3 females and 3 males) was recruited. Two GIZ local peace advisors, one project officer, two trainer supervisors were recruited for BEE project.

2.2.4.8. BUILDING CAPACITIES OF OTHER INSTITUTIONS AND PARTNERS

ARCT RUHUKA as expert in psychosocial support, training of Profession Counselors and trainers, was requested by ICRC to offer a training of 1.5 days to 11 ICRC staff including 4 female and 7 male on Historic of trauma in Rwanda and basic counseling skills. The capacity building has been conducted on 28 up to 29 September 2016.

The two days capacity building training objective was to help ICRC staff in understanding of Historical back ground of psychosocial trauma problems in Rwanda and to provide ICRC staff with basic counseling skills for increase their awareness and knowledge so that they can provide day to day guidance and address different problems faced by the beneficiaries in their area of intervention.

The covered topics were Historical background of trauma problems in Rwanda and Post Traumatic Stress Disorder (PTSD); basic crisis intervention; Psychological debriefing; Active listening and relaxation techniques.

The training was facilitated by ARCT-Ruhuka Executive Secretary and Staff Trainer counselor and was closed on 29/09/2016 by Maryam Kashefi the Regional Protection Trainer Africa of International Committee of the Red Cross (ICRC) who appreciated the trainers for their professionalism during training process as well as the participants who took their time to attend an intensive training that will help them fulfil their task. She ensured that she will propose next training for giving to the ICRC staff the maximum package in Psychological intervention.

CHAPTER III

LESSONS LEARNT AND RECOMMENDATIONS, CHALLENGES AND CONCLUSION

3.1 LESSONS LEARNT AND RECOMMENDATIONS

From the implemented field activities in the communities, the following lessons have been gathered for future implementation.

- The trained Community psychosocial Workers (CPWs) represent a key pathway to results at community level. The sustainability of our interventions relies heavily on them to transfer knowledge and skills acquired to the communities both through learning sessions and through informal interactions.
- It has been observed from the school mentorship program (SS4G & BEE), that not only professional counsellors can offer training in psychosocial support and mentorship, but also Community Volunteers with **university level** in the domain of teaching, social worker and psychology, after 15 days of training in trauma, active listening and facilitation skills and after one co-facilitation supervision support in training with an experienced Master Trainer, can be able to perform in training. For that reason, to reduce some training cost and promote sustainability of activities at the community level and with a Permanent peer support, we are recommending ARCT RUHUKA to sign contract with at least 2 volunteers ex-trained as APS/Community Psychosocial Workers if possible with required criteria to be reviewed after a certain period and those volunteer will help in case of needed.

3.2. CHALLENGES AND SOLUTIONS GIVEN

Due to delaying of some donors in funds transfer, some activities were done under pressure in the last months, which required a lot of procedures which affect normal requisition process and we made it on the last minute; we appreciate the support from ARCT-Ruhuka BOD and Commissions who supported in all activities process like authorisation on pre-financing and even participate in the activities like partners meeting, trainings, organisation networking meetings with different partners.

Matching ARCT - RUHUKA annual plan of activity and reports with collaborative districts activities and plans is some times difficult due to the donors MOUs stating dates. To overcome the challenge, we agreed with the donor to do our plans and reports according to districts fiscal year.

While applying for the fencing of the land, we were asked by Gasabo District authorities to get the latest version of land titles. There has been an issue of 4 people that were found registered in ARCT-Ruhuka land. This case was taken to the Cell and Sector levels who advised in writing that we should take the matter to courts to clear everything. Today we have identified one RUKANGIRA Law Chambers, but the process is still ongoing.

3.2. CONCLUSION

The year 2016 was successful in implementing the planned activities. Building on lessons from the previous fiscal year (2015), more efforts were put in the consolidation of the four programs and service delivery well as fundraising. In the same way, ARCT-Ruhuka continued to support the process of services decentralization in psychosocial support by training more Community Psychosocial Workers at community level. For the 2017, the Organization actions will continue to focus on programs and project interventions meant for the improvement of availability, accessibility and utilization of psychosocial services the quality of services offered by professional and semi professional counselors , as well as strengthening partnerships with relevant institutions . We look forward to a more collaborative partnership with government and private institutions , CSOs and development partners .

SUMMARY OF FINANCIAL REPORT

Partner/Donor	Opening Balance 01/01/2016	Total Income 2016	Total Expenditure 2016	Total Balance 31/12/2016
1. GIZ	0	48,052,000	51,693,181	(3,641,181)
2. CARE / BEE	0	21,320,029	21,567,800	(247,771)
3. CARE / SS4G	(7,611)	19,738,412	19,730,794	7
4. TROCAIRE	10,500,064	36,132,284	43,343,807	3,288,505
5. ARCT-RUHUKA/VENTE	5,002,119	73,255,363	74,848,476	3,409,006
6. ARCT-RUHUKA	204,721	1,721,000	1,199,735	725,986
7. CAISSE	18,000	2,070,935	1,936,735	152,200
TOTAL	15,717,293	202,290,023	214,320,528	3,686,752

REFERENCES

1. ARCT-Ruhuka Annual report 2015
2. Organizational Annual Plan , 2016
3. Projects Quarterly and Annual reports ,2016
4. Organizational Quarterly reports , 2016