

CHANGE THE SCRIPT

TOSUNGA BANINGA
For Survivors by Survivors



Norma Mbele
March 2026

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079 034 2676



GENDERLINKS VOICE AND CHOICE SUMMIT



SYNOPSIS



NAME	Norma Mbele
DESIGNATION	Founder
ORGANISATION	Tosunga Banninga
COUNTRY	South Africa
CATEGORY	Opportunity Grant
SUMMARY	To address the roots of SGBVF, Tosunga Banninga launched a national campaign called <u>Change The Script</u>, using film, dialogue, and art to shift mindsets, challenge harmful norms, raise awareness, and promote healing. The campaign combines in-person and digital activities to educate, empower, and mobilise communities across South Africa.

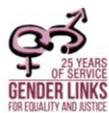


WHO WE ARE



- **Tosunga Banninga: "HELPING YOU HELP OTHERS"**
- **Community-based organisation rooted in Vaal South of Johannesburg.**
- **Established to support vulnerable groups, especially womxn, LGBTQIA+ people, and survivors of sexual gender-based violence.**
- **Grounded in intersectional feminist values, spiritual inclusion, and grassroots mobilisation.**
- **Deeply embedded in faith communities, informal settlements, refugee community and youth networks.**





OUR CORE MISSION



"To build safe, just, and caring communities by confronting systems of violence and silence."

- Tackle sexual gender-based violence and femicide.
- Confront rape culture and silence within religious and cultural spaces.
- Empower local communities through education, healing, and collective action.
- Foster intergenerational dialogue, spiritual justice, and inclusion.



WHO ARE MOST AFFECTED



- **Women - survivors of SGBV**
- **Families - femicide victims**
- **LGBTQIA+ Communities**
- **Women and Girls with Disabilities**
- **Sex Workers**
- **Youth in Marginalised Areas**
- **Refugees and Migrants**





KEY OBJECTIVES



Increase awareness about the harmful behavioural norms contributing to SGBVF and femicide in South Africa.

1

Encourage individuals and communities to examine and challenge societal norms that perpetuate violence against womxn and gender minorities.

2

Inspire and promote positive behavioural changes through creative and engaging campaign activities.

3

Reach diverse audiences across South Africa, ensuring inclusivity in the campaign's messaging and activities.

4

Establish partnerships with filmmakers, influencers, educational institutions, and other stakeholders to amplify the campaign's impact.

5



CHANGE THE SCRIPT



Art Installation
Film Screening
Community Dialogue



STRATEGY AND TRAINING GUIDE



CHANGE THE SCRIPT

OUR STRATEGY



TOSUNGA BANINGA
For Survivors by Survivors



TRAINING GUIDE



MAY 2025



OMOTOSO & MAKHASANA



TOSUNGA BANINGA
For Survivors by Survivors



JUSTICE DENIED PAIN TO POWER IN TRANSFORMING A FAILING JUSTICE SYSTEM

The cases of Timothy Omotoso and Nomatjale Makhasana expose, with brutal clarity, the systemic failures of our South African justice system, a system that repeatedly turns its back on the victims and survivors of sexual gender-based violence and femicide (SGBVF). These cases are not statistics; they are the voices of womxn and girls shattered by bureaucratic delays, improper police procedures, and a legal process that seems to shield perpetrators rather than protect victims. Makhasana's case dragged on for an agonising nine years, ending with a ruling that SAPS had failed to follow proper procedures. Similarly, the Omotoso case was mired in endless delays, legal challenges, and procedural complications that have left survivors to bear the unbearable weight of prolonged injustice.

Omotoso and Makhasana, a collective betrayal

Makhasana's case underscores how police negligence fails femicide victims. When law enforcement fails, the pain inflicted is both immediate and long-lasting. The Omotoso case, involving sexual abuse and humxn trafficking allegations, follows the same disturbing pattern of SGBVF cases obstructed by legal inefficiencies. These are not isolated cases; they are the product of a deeply entrenched system that lost its moral compass, leaving survivors to navigate a maze of technicalities and bureaucratic indifference.

I speak to you not only as an activist but as a sister, a daughter, and a feminist who carries the scars and hopes of our people. I see in Makhasana's prolonged struggle the erosion of trust in our justice system. The delays in Omotoso's case echo the experiences of countless survivors forced to relive their trauma. The human cost is incalculable, as each day of neglect and delay deepens the wounds of those scarred by violence. It is a personal and collective betrayal that demands urgent, sweeping reform.

We deserve better support

Femicide cases, like other criminal matters, are initially heard in Magistrate's Courts, with serious cases advancing to the High Court. Sexual offences are usually handled in Regional Courts that have been upgraded to Sexual Offences Courts. These courts aim to prioritise survivors' needs with specialised training and resources. However, without strict timelines and performance audits, they remain sluggish and ineffective. Namibia's Gender-Based Violence Protection Units offers a model for efficient case management.

Accountability within SAPS is equally crucial. Currently, only the Western Cape has a Police Ombudsman Office. Oversight bodies like the Commission for Gender Equality (CGE), the Public Protector, and the Independent Police Investigative Directorate (IPID) must ensure officers face consequences for procedural failures. Survivors must be empowered to sue SAPS when negligence leads to delays or the loss of vital evidence. Expanding the role of bodies such as the IPID to automatically review all SGBVF-related cases that stagnate for over six months could be a transformative step in reclaiming justice.

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For Survivors by Survivors



The National Prosecuting Authority (NPA) must be strengthened with a specialised prosecution unit dedicated to SGBVF cases. Prosecutors need trauma-informed training to prevent re-traumatisation and must have the authority to challenge delays caused by legal technicalities. Argentina's Special Prosecution Unit for GBV offers a strong model for targeted legal oversight and accountability.

Our sisters and daughters deserve better support. State-funded resources must be available to help us navigate the complex legal system. Pre-trial support programmes, such as Canada's free legal clinics for SGBV survivors, prepare victims for court and shield them from secondary victimisation.

Sanctuaries of hope and justice

Embracing technology is essential. A national digital case-tracking system could provide real-time updates to survivors, ensuring transparency. Digital evidence management systems can safeguard against the loss or tampering of critical materials. India's online case monitoring system for GBV cases highlights the potential of technology-driven justice.

Legislative reforms are vital. The Criminal Procedure Act should be amended to limit excessive postponements and prevent jurisdictional challenges that delay justice. Fast-tracked appeals for mishandled cases, as seen in Kenya's 2020 judiciary reforms, must be implemented.

Public accountability is key. Annual reports on SGBVF case delays could pressure institutions to act. Survivors must be afforded a safe space to report delays. Strengthening whistle blower protections is essential for those courageous enough to expose police or judicial misconduct, following the example set by Australia's Royal Commission on Institutional Responses to Child Sexual Abuse, where survivors are given a central role in shaping legal reforms.

The prolonged delays in the Omotoso and Makhasana cases reveal a justice system that prioritises technicalities over survivors' urgent needs. This is a call to action, for civil society, legal professionals, and policymakers, to demand a system that listens, acts with urgency, and upholds survivors' dignity. Our legal institutions must become sanctuaries of hope and justice. No survivor should suffer in silence again.

END

Norma Mbele
079 034 2676
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Change the Script Campaign • Tosunga Banninga

04 April 2025



RAPE CULTURE & SILENCE IN CHURCHES

01 MAY 2025



COMMUNITY DIALOGUE

JOIN US FOR A COMMUNITY DIALOGUE ON SEXUAL AND GENDER-BASED VIOLENCE AND FEMICIDE (SGBVF) - RAPE CULTURE AND SILENCE IN CHURCHES

VENUE: LORD MCCAMEL CHURCH IN EVATON, JOBURG | TIME: 7AM-2.30PM
RSVP: CONTACT BROTHER MS MADISE 073 620 9605 SMMADISE@GMAIL.COM



TOSUNGA BANINGA
For Survivors by Survivors

WHAT IS SEXUAL GENDER-BASED VIOLENCE & FEMICIDE?

Sexual gender-based violence (SGBV) means harm done to a person because of their gender. This can happen in different ways, such as physical violence, sexual abuse, emotional harm, or economic control. It can also include threats to do these things.

Femicide, which is a part of SGBV, is the killing of women and girls just because they are female. SGBV is not just a problem for the person affected; it is also a problem for society. It shows that there are deep inequalities that can keep people in poverty. It also damages our communities.

In South Africa, this issue is made worse by high poverty rates, a lack of jobs, drug problems, and a culture that often protects those who harm instead of bringing them to justice.

Big populations and high femicide rates mean three provinces could have two-thirds of cases.

The more women in a province, the more cases can be expected, even if the provinces have the same rate of femicide.

Percentages calculated by applying the femicide rate to a province's female population (14 years). Population sizes used from the 2020 mid-year estimates. Stats SA.

Source: 20 Years of Femicide Research in South Africa, SAMIC, September 2024.

TYPES OF SGBVF

- PHYSICAL VIOLENCE**: This includes acts such as assault, beating, and any form of physical harm inflicted on an individual. In South Africa, physical violence is often linked to domestic abuse, with intimate partners being the most common perpetrators.
- SEXUAL VIOLENCE**: This encompasses rape, sexual assault, forced marriage, and any non-consensual sexual act. South Africa has one of the highest number of rape cases in the world. In 2023/24, the South African Police Service (SAPS) reported 43,567 rape cases.
- EMOTIONAL & PSYCHOLOGICAL ABUSE**: This includes verbal abuse, intimidation, gaslighting, and other forms of psychological manipulation. Emotional abuse often leaves deep scars, affecting survivors' mental health and self-esteem.
- ECONOMIC ABUSE**: This involves controlling a person's access to financial resources, preventing them from working, or exploiting their labour. Economic abuse traps survivors in cycles of dependency and poverty.
- HARMFUL CULTURAL PRACTICES**: Practices such as ukhuthalo (forced marriage), female genital mutilation (FGM), and corrective rape (targeting LGBTIQ+ individuals) are rooted in cultural norms that perpetuate gender inequality and violence.
- FEMICIDE**: The killing of women and girls because of their gender is a grim reality in South Africa. The country has one of the highest femicide rates globally, with an estimated 2,695 women murdered in 2022, according to the South African Medical Research Council (SAMRC).



DRIVERS OF SEXUAL GENDER-BASED VIOLENCE & FEMICIDE

The drivers of SGBVF are a complex interplay of factors that act at individual, relationship, community and societal level, driven by social and political forces.

- 1. INDIVIDUAL LEVEL**
 - Gender Norms and Internalized Beliefs**
 - Masculinity is linked to control, entitlement, and aggression.
 - Femininity is associated with submission and tolerance of violence.
 - Childhood Adversity**
 - Exposure to violence, neglect, and abuse disrupts emotional development.
 - Lack of healthy caregiver bonds increases the risk of future violence (as victim or perpetrator).
 - Education**
 - Lower educational attainment increases economic dependency and vulnerability to SGBVF.
 - Higher education correlates with reduced intimate partner violence for both men and women.
 - Alcohol and Mental Health**
 - Harmful alcohol use increases the risk of both perpetration and victimization.
 - Mental ill-health both contributes to and results from SGBVF.
- 2. RELATIONSHIP LEVEL**
 - Power Imbalances**
 - Economic dependency reinforces male dominance.
 - Men's identity is tied to the ability to control women.
 - Economic Strain**
 - Unemployment and poverty increase relationship stress and conflict, raising SGBVF risk.
- 3. COMMUNITY LEVEL**
 - Social and Cultural Norms**
 - Tolerance for violence in interpersonal relationships.
 - Gender hierarchy seen as legitimate.
 - Community silence or acceptance of SGBVF as a "private matter".
 - Marginalized Groups**
 - Migrant patterns, lack of access to housing or services, and isolation increase risk.
 - Certain social roles (e.g., women as caregivers) limit women's mobility and autonomy.
- 4. SOCIETAL LEVEL**
 - Patriarchal Systems and Discrimination**
 - Deep-rooted gender inequalities and systemic bias.
 - Historical and Structural Inequality**
 - Economic disparities (especially during apartheid) created long-term poverty and inequality.
 - Media and Socialization**
 - Media often reinforces harmful stereotypes and normalises violence.
 - Early childhood socialization embeds violent norms and gender roles.

THUTHUZELA CARE CENTRES

Thuthuzela Care Centres (TCCs) in South Africa provide comprehensive support for rape survivors, streamlining medical, legal, and counselling services. Established since 2006, 51 centres operate under the National Prosecuting Authority's (NPA) SODCA Unit, collaborating with government and partners to improve sexual violence case handling.

HOW TCCs WORK:

- STEP 1:** Report rape at a TCC or police station.
- STEP 2:** Receive medical care.
- STEP 3:** Receive counselling.
- STEP 4:** Open a case (immediately or later).
- STEP 5:** Get ongoing support (including court preparation).

GAUTENG TCCs CONTACT DETAILS		
TCC	PHONE NUMBERS	EMAIL
Gauteng Provincial Manager	Advocate Joyce Kekana Cell: 084 623 2623	tsuka@tccpa.gov.za
Bargainville / Mithaleng TCC	Tel: 011 933 1140 Cell: 073 289 0990	chikuthuthuzela@gmail.com
Kopengong TCC	Tel: 012 428 9595	tsuon@tccpa.gov.za
Lesediem TCC	Tel: 012 374 3710	tsu@tccpa@gmail.com
Lenasia TCC	Tel: 011 211 0632	
Mamelodi TCC	Tel: 012 841 8413 Cell: 012 837 9623	mdomb@tccpa.gov.za
Mosabane TCC	Tel: 011 923 2180	tsida@tccpa.gov.za
Snaklehu TCC	Tel: 011 909 5832	

OTHER HELPFUL CONTACT DETAILS

NATIONAL SHELTER MOVEMENT OF SA	TOSUNGA BANINGA	OTHER CONTACTS
24-hour toll-free helpline: 0800 071 005 SAPS Helpline: 082 072 8600 082 088 2215 012 250 7147	TEARS FOUNDATION SAPS STOP GBV CHILDLINE SA GENDER COMMISSION (SAP) 012 341 4090	079 034 2626 06000 83277 10111 0800 150 155 0800 050 505




GAUTENG PARTNERS WORKSHOP



JOIN US FOR A
CHANGE THE SCRIPT
 GAUTENG PARTNERS WORKSHOP

VENUE: CNR 1 FRED VERSEPUT & ASPARAGUS HALFWAY GARDENS, OFFICE PARK HALFWAY HOUSE, MIDRAND
 TIME: 10AM. FOR MORE INFO CONTACT NORMA MBELE ON 079 034 2676



ISIGQU SOMAMA



- **IsiGqu Somama is a young, women-led organisation rooted in the heart of Orange Farm**
- **We stepped in as a partner and made it possible for them to attend a transformative workshop.**
- **Together, we brought twelve young people into a space of learning, healing and empowerment.**
- **Six mothers received critical support they had long needed.**



ORANGE FARM LGBTIQ+



- Orange Farm LGBTIQ+ emerged from a critical need to create a safe, inclusive and affirming space for LGBTIQ+ people in a community where violence is part of daily life.
- Tosunga Banninga provided mentorship and solidarity support which built vital connections, allowed for shared resources and learning.
- Together, we hosted two major workshops focused on LGBTIQ+ rights and GBV that remain deeply entrenched and under-addressed in our community.



REEL RESISTANCE



REEL RESISTANCE:

STORYTELLING, FILM & FEMINIST ACTION AGAINST SGBVF

SAVE THE DATE: VIRTUAL PANEL DISCUSSION

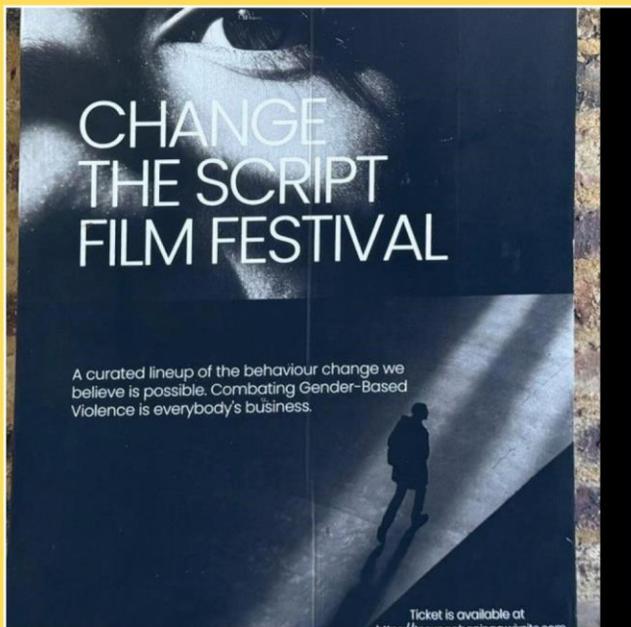
FRIDAY, 27 JUNE 2025 • 12:30PM - 2PM



JOIN US FOR A
**CHANGE
THE
SCRIPT**
VIRTUAL
DISCUSSION



REEL RESISTANCE



NGIZWE MCHUNU



- Cases of Hate Speech were lodged by Transhope with the SAHRC and The Forge Foundation with SAPS.
- In collaboration with Sikhander Coopoo, a humxn rights defender, the case was documented, and an evidentiary dossier was prepared for Lawyers for Human Rights for the SAHRC case.
- Tosunga Banninga was urgently alerted the evening before Ngizwe Mchunu went to Kwa Mai Mai (Johannesburg) about him wanting to attack queer people. We contacted Crime Intelligence, SAPS, and others in law enforcement agencies.
- When Ngizwe Mchunu arrived, he was met by JMPD and the Induna's of Kwa Mai Mai. Twelve were arrested.
- This urgent intervention prevented probable bloodshed of queer people.



JUSTICE FOR MOME



Relebohile “Mome” Mofokeng

On the 2 March 2024, the Evaton community awoke to the devastating news that 19-year-old Mome was brutally murdered. Since that day, her family has been trapped in an unending nightmare, battling their grief while fighting for justice.

Tosunga Banninga was approached by a beneficiary residing near the victim’s home. Witnessing the family’s pain and the community’s anger, we stood beside Mome’s family to demand justice.



23 OCT 2025
WE WEAR OUR SCARES

HOLDING SAPS DETECTIVES ACCOUNTABLE

JOIN US FOR A
CHANGE THE SCRIPT FLASH MOB

RAISING AWARENESS OF INJUSTICES

VENUE: VERRENEGEING, SEDIBENG SAPS CLUSTER - TIME: 10AM TILL AFTERNOON
FOR MORE INFO CONTACT NORMA MBELE ON 079 034 2676

TOSUNGA BANINGA For Survivors by Survivors

In partnership with Canada

GENDER LINKS FOR EQUALITY AND JUSTICE

WOMEN'S VOICE & LEADERSHIP SOUTH AFRICA



ELDERLY WOMXN



LGBTQIA+ Awareness Session

HIV and AIDS Education

Artistic Activism and Healing

Engagement with Support Structures (National Shelter Movement)

Art and Creative Expression



16 DAYS ACTIVISM - CON HILL



G20 DELEGATE



PROPHET DAVID UCHE



Video on social media of him practicing conversion therapy on a minor.

Tosunga Banninga went to Midrand Police Station to open a case of child abuse and that of hate crime. They refused to give case numbers. We engaged legal assistance from Access Chapter 2 and escalated the matter to the RRT on Hate Crimes. A criminal case was finally opened with SAPS.

We also worked with a human rights defender from the Eastern Cape to lodge a complaint with the Commission for Gender Equality. The complaint was accepted.



BOITUMELO HIGH SCHOOL



At Boitumelo High School, we have been allocated Life Orientation class periods to facilitate educational sessions with learners. These sessions focus on awareness raising, dialogue, and values based engagement aligned with the objectives of the Life Orientation curriculum. The aim is to create informed, respectful, and inclusive learning environments.

Following the learner sessions, we will conduct sensitisation workshops with Life Orientation teachers. These engagements will focus on strengthening educators' understanding of LGBTQIA+ inclusion, addressing stigma and discrimination, and equipping teachers with practical tools to support diverse learners within the school environment. This two tiered approach ensures both learners and educators are meaningfully engaged, contributing to a more sustainable and systemic impact within the school community.



SUBMISSIONS



TOSUNGA BANINGA
For Survivors by Survivors



SUBMISSION ON THE DRAFT HATE SPEECH AND HATE CRIMES REGULATIONS

To the Department of Justice and Constitutional Development
MaKhosa@justice.gov.za or LSebelemetja@justice.gov.za

Submitted by

Norma Mbele, Tosunga Banninga (079 034 2676 or mbelenorma@gmail.com)

1. INTRODUCTION

Nestled in the heart of the Vaal Triangle, where Vereeniging, Vanderbijlpark, and Sasolburg meet, lies Tosunga Banninga, a non-profit organisation with a soul rooted in compassion and justice. Our name, drawn from the Lingala language of the DRC Congo, means 'helping you to help others.' It's more than just words; it's our mission, our heartbeat, and our unwavering commitment to supporting womxn from all walks of life, regardless of gender, race, nationality, or class.

At Tosunga Banninga, we are fierce in our dedication to supporting survivors of gender-based violence, rape, and femicide. Our victim support room is a sanctuary, welcoming everyone, including lesbian and bisexual womxn, with open arms and hearts. Here, we provide not just comfort but concrete support, offering training workshops and standing side by side with survivors in court. One of our unique approaches is recreating mock crime scenes to bring awareness and deepen understanding within the community. This powerful method allows us to walk the journey with survivors and their families, ensuring they are never alone.

This submission is informed by the lived experiences of the communities we serve and by years of frontline work supporting survivors of hate-based violence. While we welcome the Draft Hate Speech and Hate Crimes Regulations as an important step forward, we believe there are serious gaps that, if left unaddressed, will continue to exclude and endanger LGBTQIA+ people.

2. NO PROVISIONS FOR COMMUNITY-BASED JUSTICE AND HEALING

The Draft Regulations are focused on state systems such as the police, the National Prosecuting Authority, and the courts. For many queer South Africans, especially those who are poor, black, rural, or gender non-conforming, these systems are not experienced as safe or supportive. Instead, they are often places of re-traumatisation, humiliation, and further abuse.

Civil society organisations and LGBTQIA+ communities have long called for government funded restorative justice, community mediation, and healing-based approaches as alternatives to, or alongside, the formal criminal justice system. These approaches are particularly important for hate speech cases and less serious hate crimes, where punishment alone does not address harm or prevent future violence.

Our Proposal

We propose the insertion of a new Regulation 7, reading as follows:

"The Director-General shall, in consultation with the South African Human Rights Commission and nationally recognised LGBTQIA+ civil society formations, develop guidelines for the diversion of appropriate hate speech and minor hate crime cases to registered community healing and restorative justice programmes, with the informed consent of the victim and or perpetrator."

DRAFT HATE SPEECH & HATE CRIMES REGULATIONS

TOSUNGA BANINGA
For Survivors by Survivors



SUBMISSION ON THE DRAFT WHITE PAPER ON CITIZENSHIP, IMMIGRATION AND REFUGEE PROTECTION

To the Department of Home Affairs: whitepaper@dha.gov.za

Submitted by: Norma Mbele, Tosunga Banninga (079 034 2676 or mbelenorma@gmail.com)

WHO WE ARE AND WHY WE WRITE

I write to you as the Founder of Tosunga Banninga, a grassroots organisation rooted in the streets of Orange Farm. We are not consultants or researchers in air-conditioned offices. We are women who know what it means to run from violence, to cross borders with nothing but hope, and to be told our bodies do not belong. Every day, we work with Black African women who have survived sexual and gender-based violence; with our LGBTQIA+ siblings who are hunted simply for loving; and with our migrant and refugee sisters from across the continent who come here seeking safety and instead encounter more fear.

This submission is not academic theory. It is the voice of lived experience. It carries the pain of women who have been raped at borders, exploited in homes where they clean and care for others' children, detained while pregnant, and separated from their babies because they lack the "right" papers. It speaks for queer refugees who escaped one kind of death only to face another. It insists that, when you write policy, you remember we are not problems to be managed but human beings whose dignity is protected by the Constitution you are sworn to uphold.

We submit this response in the spirit of Pan-African solidarity, because our struggles are connected across colonial borders. The violence facing a Zimbabwean woman fleeing intimate partner abuse is linked to the violence facing a Malawian trans woman escaping criminalisation. When migration policy becomes a weapon, it is always wielded first against those who are already most vulnerable.

OUR CORE CONCERNS

The Erasure of Gendered Realities

The White Paper speaks of migrants and refugees as if we are all the same, but migration is profoundly gendered. When a woman crosses a border, she does not face the same risks as a man. She is vulnerable to sexual violence by officials who know she has no power to report them and may be coerced into transactional sex to pay for passage or documentation. She is harassed, assaulted, and exploited because her body is treated as available, something to be taken.

For queer and trans migrants, the violence is even more specific. A lesbian woman fleeing corrective rape in her home country may arrive here to find no safe shelter because the system does not recognise her particular vulnerability. A trans woman may be detained in a men's facility, where she is beaten and sexually assaulted. These are not hypothetical scenarios. These are the stories we hear in Orange Farm.

IMMIGRATION & REFUGEE WHITE PAPER



SUSTAINABILITY



- Buy a printing machine we have people and organisations asking for printed items and it will save cost.
- Accredite our training module so we can be able to charge for training on SGBVF / artistic training.
- Ask for an amount to help with drawing of policies and contracts.
- Selling of Afrocentric earnings.



SUSTAINABILITY



CHANGE THE SCRIPT CAMPAIGN - DURATION OF GL OPPORUNITY GRANT		NUMBER OF PARTICIPANTS
Direct Participants	Female	1,000
	Male	300
Indirect Participants	Female	500
	Male	50
Online Participants	Female	50
Online Participants	Male	20
TOTAL		1,920



SUSTAINABILITY



CHANGE THE SCRIPT CAMPAIGN FROM BEGINNING -	NUMBER OF PARTICIPANTS
Females	3,700
Males	900
Other networks	110
Online Female	300
Online Male	20
Indirect participants during street exhibitions (female and males)	500
Learners (female and males)	300
Stakeholders	50
TOTAL	5,580



CHALLENGES (1)



1. LIMITED RESOURCES FOR ARTISTIC WORKSHOPS

Challenge

The artistic healing workshops require two to four days to be fully effective. However, limited financial and material resources restrict the duration, depth, and frequency of these sessions.

Impact

Participants do not fully complete the emotional healing process.

Sessions feel rushed, reducing long-term effectiveness.

Facilitators experience pressure to condense important healing work.

Mitigation Strategies

Develop phased workshops (e.g., shorter modules spread over several weeks).

Seek targeted funding specifically for multi-day healing programs.

Partner with local community centers or organisations to reduce venue costs.

Train selected participants as peer facilitators to extend impact.



CHALLENGES (2)



2. EMOTIONAL & TRAUMA-RELATED COMPLEXITY

Challenge

The workshops involve deep emotional and healing processes. Many participants carry trauma related to violence, poverty, loss, and systemic neglect.

Impact

- Sessions can become emotionally heavy and require skilled facilitation.
- Risk of re-traumatisation if support systems are insufficient.
- Facilitators require ongoing psychological support themselves.

Mitigation Strategies

- Include trauma-informed facilitation training for the team.
- Partner with professional counsellors or social workers for referrals.
- Build structured emotional debrief sessions into the program.
- Establish follow-up support groups after workshops.



CHALLENGES (3)



3. INTERGENERATIONAL DIFFERENCES

Challenge

Participants come from different age groups. What works for younger participants does not necessarily work for elder participants. Elderly people were intentionally included because, despite the principle of “leaving no one behind,” they are often excluded. Many are primary caregivers to grandchildren, creating a visible generational gap.

Impact

- Program content may not equally engage all age groups.
- Communication styles and learning preferences differ significantly.
- Elderly participants may feel overlooked in mainstream interventions.

Mitigation Strategies

- Design age-responsive sessions (separate and joint sessions where needed).
- Introduce intergenerational dialogue activities to bridge understanding.
- Adapt artistic methods (movement, storytelling, reflection styles) for accessibility.
- Engage elderly participants as wisdom holders and cultural anchors.



CHALLENGES (4)



4. SYSTEMIC AND ECONOMIC VIOLENCE

Challenge

- Elderly individuals financially supporting unemployed adult children.
- Families trapped in poverty due to unemployment. Emotional pain of watching children die young.
- Grandchildren experiencing severe stress, including suicidal ideation.
- Some elderly participants were excluded from shelters because of their age.

Impact

- Deep emotional exhaustion and financial strain on elderly caregivers.
- Increased mental health risks among younger generations.
- Feelings of invisibility and abandonment among the elderly.

Mitigation Strategies

- Advocate for inclusive shelter policies that accommodate elderly survivors.
- Collaborate with employment and livelihood programs.
- Include mental health awareness and suicide prevention components.
- Create safe storytelling spaces specifically for elderly participants.
- Strengthen referral pathways to social protection services.



CHALLENGES (5)



5. FINANCIAL SUSTAINABILITY AND STAFF RETENTION

Challenge

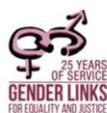
We struggle to secure enough funding to adequately compensate team members. Many volunteers are graduates from different professional fields. There is a real fear of losing them after investing in their training and development.

Impact

- Risk of staff burnout and turnover.
- Loss of institutional knowledge and program continuity.
- Reduced morale due to financial uncertainty.

Mitigation Strategies

- Develop a sustainability plan (grants, partnerships, donor cultivation).
- Offer non-financial incentives (certification, recognition, professional development).
- Introduce small stipends when possible to retain key team members.
- Build income-generating components within the program (e.g. showcasing art).
- Seek multi-year funding agreements to ensure stability.



LESSONS LEARNT (1)



1. FORMALIZE PARTNERSHIPS

Challenge

We struggle to secure enough funding to adequately compensate team members. Many volunteers are graduates from different professional fields. There is a real fear of losing them after investing in their training and development.

Impact

- Risk of staff burnout and turnover.
- Loss of institutional knowledge and program continuity.
- Reduced morale due to financial uncertainty.

Mitigation Strategies

- Develop a sustainability plan (grants, partnerships, donor cultivation).
- Offer non-financial incentives (certification, recognition, professional development).
- Introduce small stipends when possible to retain key team members.
- Build income-generating components within the program (e.g. showcasing art).
- Seek multi-year funding agreements to ensure stability.



LESSONS LEARNT (2)



2. INVEST IN ORGANIZATIONAL ASSETS

It is essential to establish a Memorandum of Understanding (MoU) in every collaboration.

Why This Matters

- Clarifies roles and responsibilities
- Prevents misunderstandings
- Protects all partners
- Strengthens accountability

Way Forward

- Develop a standard MoU template
- Ensure agreements are signed before activities begin
- Clearly outline deliverables, timelines, and financial responsibilities



LESSONS LEARNT (3)



3. PRIORITISE TEAM MENTAL WELLNESS

Owning our own film screening and dialogue equipment is more sustainable than repeatedly hiring.

Why This Matters

- Reduces long-term costs
- Increases flexibility and independence
- Allows rapid response programming
- Strengthens organizational credibility

Way Forward

- Budget for equipment purchase in future proposals
- Seek equipment-specific grants or sponsorship
- Develop an asset maintenance plan



LESSONS LEARNT (4)



4. STRENGTHEN PROPOSAL DEVELOPMENT

Proposal writing and project design need improvement to secure stronger funding.

Why This Matters

Clear proposals attract sustainable funding

Stronger budgets reduce financial strain

Better articulation increases donor confidence

Way Forward

Invest in proposal writing training

Develop a standard proposal framework

Gather strong data and impact stories

Align proposals with donor priorities



LESSONS LEARNT (5)



5. OVERALL REFLECTION

Key Growth Areas Identified

Stronger governance

Greater sustainability

Team well-being

Improved resource mobilisation

These lessons position the organisation for stronger, more sustainable impact.



NEXT STEPS (1)



1. CHANGE THE SCRIPT

- Our next phase of work focuses on expanding the implementation of Change the Script into additional provinces within South Africa.
- Interest has also been expressed by a network of community based organisations in Namibia who have requested our support. This includes working with LGBTQIA+ organisations.
- In response, we aim to extend Change the Script across Southern Africa, strengthening regional collaboration and broadening the programme's impact.



NEXT STEPS (2)



2. INVEST IN PRINTING EQUIPMENT

Purchase and own our own printing equipment.

Why This Is Important

A significant portion of project funds goes to printing materials

Owning equipment reduces recurring operational costs

Increases efficiency and independence

Supports sustainability of workshops and training programs

Capacity Available

A board member has years of experience working at a printing shop in Midvaal

Existing internal skills to manage and operate the equipment

Expected Impact

Long-term cost savings

Faster turnaround for training materials

Possibility of small income generation through community printing services



NEXT STEPS (3)



3. ACCREDITATION OF SGBVF TRAINING

Obtain formal accreditation for our SGBVF training module.

Why This Is Important

- Adds academic and professional value to participants
- Participants can earn recognised credits
- Strengthens credibility of the organisation
- Increases employability of trainees

Current Readiness

- Training module already developed
- Implementation experience in place

Next Action

- Align module with accreditation body requirements
- Partner with an accredited institution or SETA
- Submit for formal evaluation and approval



NEXT STEPS (4)



4. ESTABLISH A TRANSITIONAL SAFE HOUSE

Create a short-term emergency safe space (1–2 weeks).

Why This Is Needed

Victims sometimes need immediate temporary shelter

Some are not accommodated in shelters due to age or capacity

Others need temporary support before returning to their provinces

Purpose

Provide emergency protection

Stabilise victims emotionally

Coordinate referrals to long-term shelters or family reintegration

Expected Impact

Reduced risk of further harm

Faster response during crisis situations

More dignified and structured support pathway



NEXT STEPS



THESE NEXT STEPS WILL:

Strengthen regional collaboration and broaden impact

Strengthen financial sustainability

Increase program credibility

Improve emergency response systems

Add measurable value to beneficiaries

Protect both participants and the organisation





THANK YOU



"Tosunga Banninga – helping you help others."

We look forward to walking this journey with Genderlinks and all who seek a just, safe, and inclusive future for South Africa.



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