



Bethany Project Annual Report 2022



Once empowered you do not need to speak for them they do it themselves

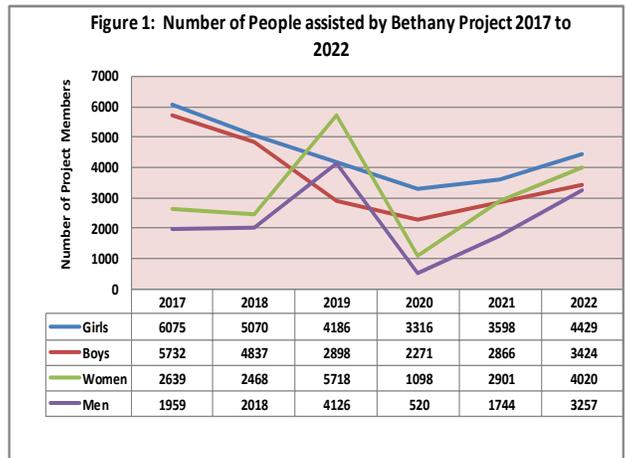
March 2023

1.0 Message From the Director

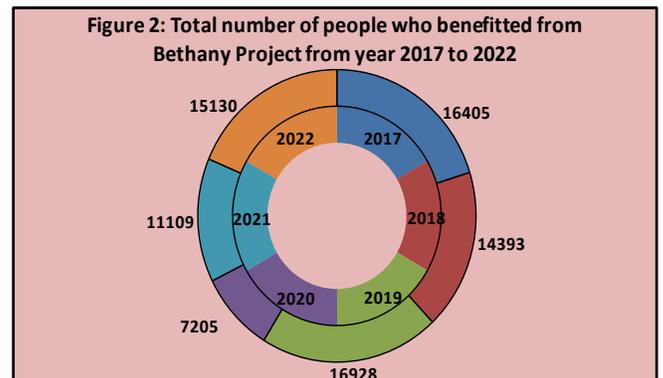


Bethany Project Director presenting a solidarity message at the 16 Days of Activism Campaign Mhototi Ward Zvishavane District

As the year 2022 came to an end, the scourge of the COVID 19 pandemic declined from being a life threatening crisis. The year 2022 became a transitional period moving back to normalcy from COVID-19 induced disruptions. A lot of lessons were learnt including the importance of online programming during emergencies and organizational resilience building. Food insecurity and other social ills continued to pose multi-pronged threats to people’s lives and their livelihoods in the operational areas. Bethany Project worked tirelessly, attaining a 27.7% increase in people who were assisted. Six (6) out of every 10 project members in the year 2022 were girls and women, compared to four (4) out of every 10 project members being boys and men. Figure 1 and 2 below indicate the increased number of project members supported by Bethany Project. Also of greater importance is the involvement of boys and men in the fight against sexual and gender based violence (SGBV) and the redistribution of unpaid care and domestic work (UCDW). At the centre of male engagement were the door to door dialogues, Humwe/Sisonke Boys and Men’s Forums and review and planning meetings.



In order to reach to scale and strengthen its e-programming Bethany Project made an impact on Twitter with 1560 viewers; Facebook with 871 followers; YouTube with 11 subscribers and 37 viewers and 500 people on WhatsApp groups. It has 4 online Sexual and Gender Based Violence (SGBV) Information Centers which provided services to 1231 young people and 62% of them being girls and young women.



In the year 2022 journey Bethany achieved so much because of dedication to duty by its 14 staff members and 215 community based volunteers. Bethany Project collaborated with civil society organizations like Musasa, Padare, Women’s Coalition of Zimbabwe; several Government Ministries and Departments key among them being the , Department of Social Development; Ministry Health and Child Care and Zimbabwe Republic Police Victims Friendly Unit; Local authorities that is Runde, Mberengwa Rural District Council and Zvishavane Town Council.

Again our expenditure for the year 2022 was in excess of USD200 000. Both financial and technical support received from our funding partners, OAK Foundation, Oxfam and United Nations Trust Fund (UNTF) to End Violence against Women was indispensable. Equally important are Zvishavane Business Community and individual Donors for their financial and material support to the organization.

Bethany Project’s success story is embedded in the organization’s family and community centered theory of change. It is our firm belief and way of doing business that we should walk side by side with those affected as we implement our projects. We plan, implement, monitor and evaluate together. When we fail or succeed we do it together and own it. Community leaders have become true custodians of our investments in the communities and they also come handy in conflict resolution once such cases surface. Bethany Project Board Members are the backbone of our success as they perform their duties selflessly. The organization’s governance is unparalleled because of the support from the Board members. I am very much convinced that Bethany Project has a very bright future and invite you the reader to be part of our success.

2.0 Who we are and what we stand for

Who We Are

Bethany Project (PVO 2/98) was registered with the Government of Zimbabwe in 1998 as a membership, private voluntary organization, after operating in Zvishavane District since 1995. It was established, as a response to orphan hood emanating from the HIV and AIDS pandemic. Its offices are in Zvishavane town, 389 kilometres south of Harare, in the drought prone regions of Zimbabwe in the Midlands Province. In the year 2022 its operational area covered Ward 6, 7, 11, 12, 15, 16, 17 and 18 in Zvishavane District Rural; Ward 1, 2, 3, 4, 5, 7, 8 in Zvishavane Urban and Wards 9 and 17 in Mberengwa District. As mandated by the Government of Zimbabwe, Bethany Project targets young people who are aged 24 years and below as presented in Figure 3.

What We Stand For

Vision

To promote comprehensive and sustainable community based care and support for male and female children and youths affected by HIV and AIDS, with disabilities and vulnerable.

Mission

To mobilize communities to participate in identifying and promoting the well-being of female and male children and youths affected by HIV and AIDS, living with disabilities and vulnerable through resource mobilization, training, networking, advocacy and effective monitoring as well as raising awareness on HIV and AIDS prevention and the management of chronic diseases in the Southern Semi-Arid region of Zimbabwe.

Bethany Project's Theory of Change

Bethany Project believes that if projects are community and family centered they stand a better chance to change attitudes, norms and practices. The changes can be sustained at community and family level hence positive outcomes can be achieved by the beneficiaries. Using this theory of change, Bethany Project has achieved a lot together with the affected families and communities. Over the years it has been recognized that working with adolescents and youths without the involvement of parents and communities where they live results in a poor support systems hence the family and community centered approach.

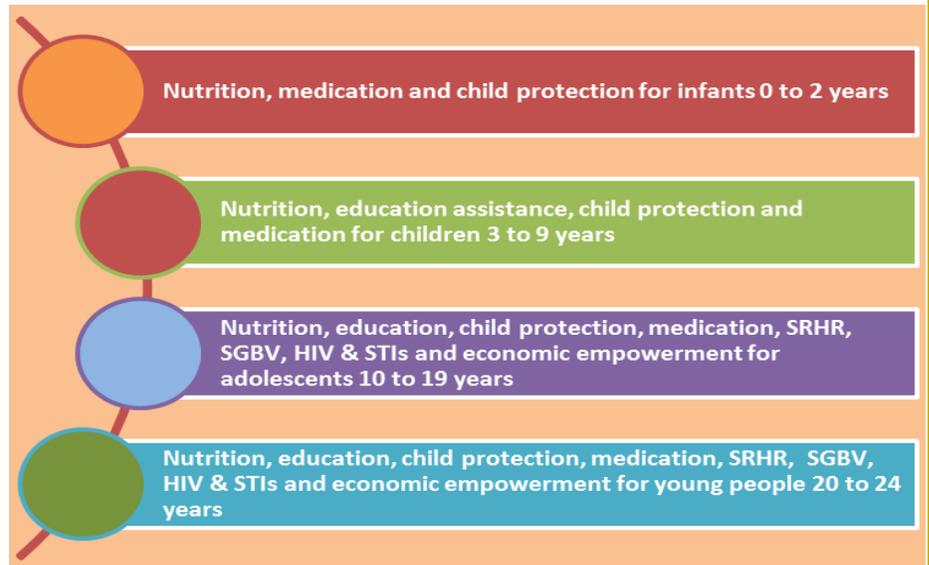


Figure 3: Bethany Project targeted populations by age group and support provided to each

Our values are:

Accountability: We commit to account for all resources entrusted to us. Resources will be accounted for to the project members, stakeholders and partners,

Transparency: We commit to share information with all project members, partners, and stakeholders on what we do, using on and offline means,

Excellence: We commit to do and produce the best and high quality outcomes for our project members using available resources

Team-work: We believe that by working in partnership we can pool skills and resources, share learning, and have greater impact hence we commit to collaborate with other development partners

Integrity: We commit to be professional in all we do and uphold everyone's human right

Inclusiveness: We believe that no-one should be left behind in all development processes we engage in, we therefore commit ourselves to be inclusive

3.0 Institutional Strengthening

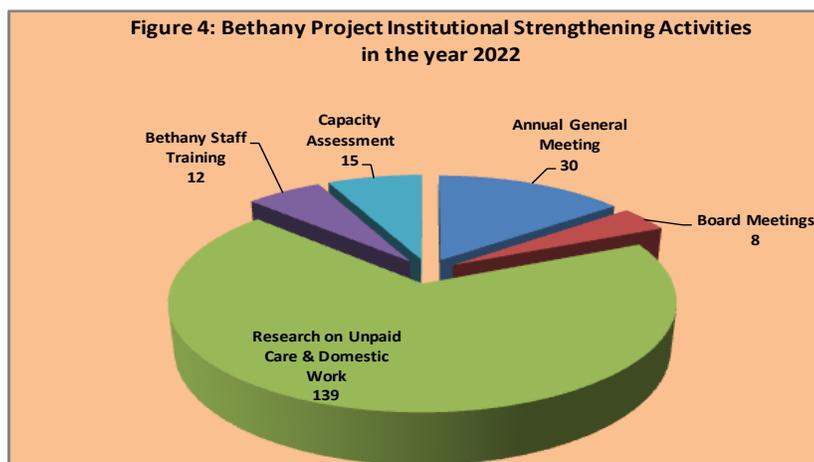
3.1 Tasks and Jurisdiction of the Bethany Project Board during the year 2022

Bethany Project is a membership organization which draws its members from the communities in which it operates. Communities in the operational areas become part of the decision makers on how the organization operates. Current membership is drawn from the business community, teachers, lawyers, nurses and other community members. Members participate through the annual general meeting, where they approve both the Board Chairperson and Treasurer's reports as well as chart the way forward through implementable resolutions. Current Board members are presented in Table 1.

Table 1: Bethany Project Board Members as at 31 December 2022

Name	Position on Board	Sex	Occupation
Nyembesi Mbaya	Chairperson	Female	Social Worker
Ulita Chandata	Vice Chairperson	Female	School Head
Dominic Chihoho	Secretary	Male	State Registered Nurse
Rosemary Mutangara	Vice Secretary	Female	Business person
Mnyasha Gumbi	Treasurer	Male	Supply Chain Accounting Officer
Marjory Mandaba	Committee Member	Female	Bank Manager
Brian Magwizi	Committee Member	Male	Businessman/Residents Association Chairperson
Patience Chigariro	Board Adviser	Female	Legal Practitioner

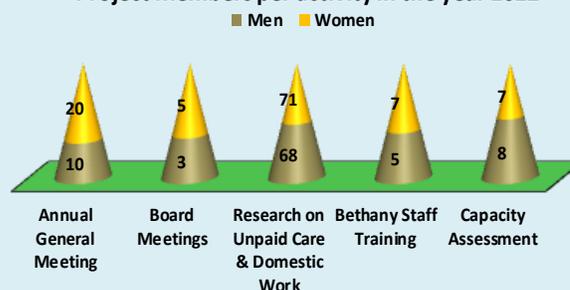
Figure 4: Bethany Project Institutional Strengthening Activities in the year 2022



Bethany Project has a robust governance system which has translated into a very strong and agile organization. Besides the external audits, the organization evaluates its work through participatory quarterly and annual project review meetings resulting in constructive feed-back from both key stakeholders and project members. Bethany Project has passed all capacity assessments carried out by funding partners resulting in increased confidence levels by both partners and back donors. Individual donors have continued to invest in the Zvishavane communities through the organization a revealing fact of the confidence they have in Bethany Project's governance system.

During the year 2022 the Bethany Project Board members continued to carry out their duties diligently. All the 4 Board mandatory meetings were carried out. A very successful annual general meeting was carried out under the leadership of the Board. In order to augment the work of the organization a comprehensive capacity needs of the organization was carried out. This exercise enabled the organization to identify its gaps and how to address them. The organization strongly believes in evidence based programming as a result it participated in an Oxfam funded research on unpaid care and domestic work. Also as part of its project monitoring and evaluation it carried out focus group discussions and questionnaire surveys under the UNTF funded projects. Figure 4 and 5 provide details of activities that were carried out and the number of people whose capacities were improved.

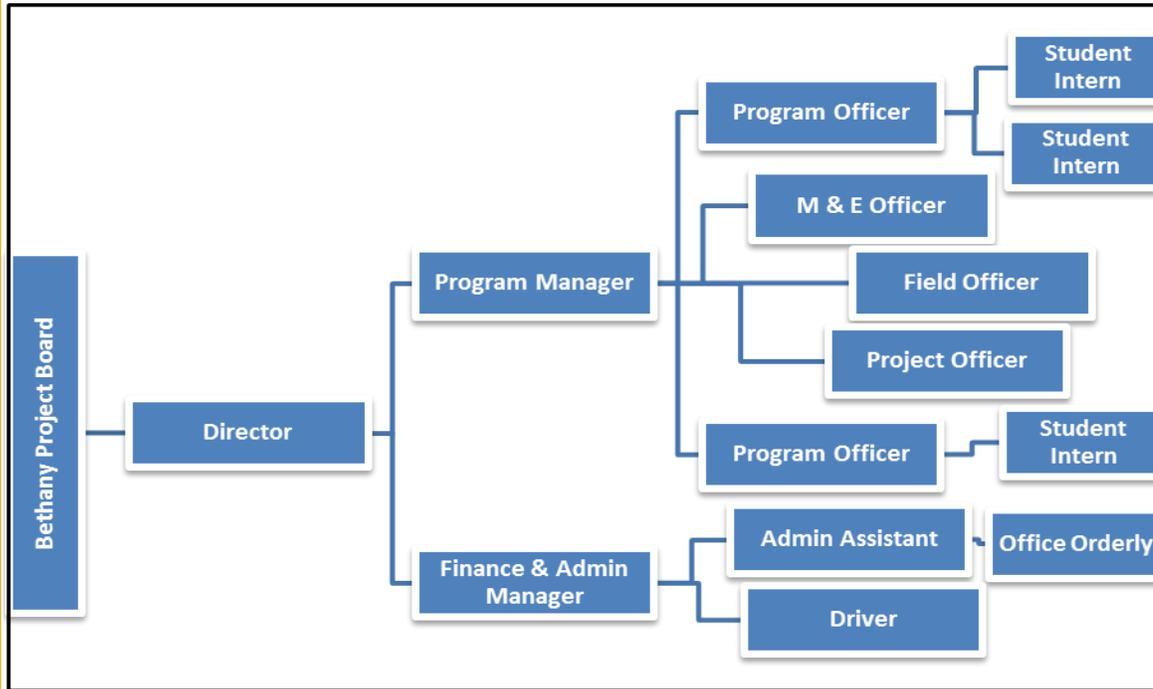
Figure 5: Institutional Strengthening by number of Project Members per activity in the year 2022



3.0 Institutional Strengthening continued

Human Resources

Bethany Project employed 15 staff members in the year 2022, these included 12 qualified and experienced staff members, 7 in the programs and 4 in the finance and administration department and the Director; plus 3 student interns from the Midlands State and Africa University. In the year 2022 one Program Officer left the organization to pursue professional development in a different environment and larger organization. He was immediately replaced by the Project Officer who was promoted to Program Officer level. Figure 5 also indicates that 12 staff members received training in basic counseling, safeguarding, data collection, report writing procurement procedures and performance indicators reporting. Figure 6 indicates the Bethany Project's organogram in the year 2022.



Management is composed of 3 personnel namely the Programs Manager (male), Finance and Administration Manager (female) and the Director (female) who reports to the Bethany Project Board.

Human resources management has been meticulously handled at the Bethany Project resulting in staff member serving for long periods of time. All the capacity building has not been lost due to staff members leaving the organization. With all the majority off the team members still

Figure 6: Bethany Project Organogram as at 31 December 2022

available and committed to the organization in the year 2023 the organization is bound to scale up to greater heights and achieve more. It is on the basis of this high performing team that the Bethany Project has continued to attract funding and deliver great outcomes.

Community Based Volunteers are at the center of the organization's work. In the year 2022 Bethany Project worked with 215 community based volunteers (95% women) who initiated, implemented and monitored the organization's projects.

4.0 Programs Performance

Table 2 indicates the Bethany Project Strategic Pillars as presented in the organization's Strategic Plan- 2022 to 2026. For each Strategic Pillar, activities were developed in order to turn it into reality. The year 2022 was the first year for the implementation of the Strategic Plan and it was a good start. Drawbacks caused by COVID-19 restrictions on the organization's programs were relaxed to the extent that the situation was back to normal, resulting in the total number of people assisted by Bethany Project increasing from by 28% to 15 130 people. By any standard this a huge impact.

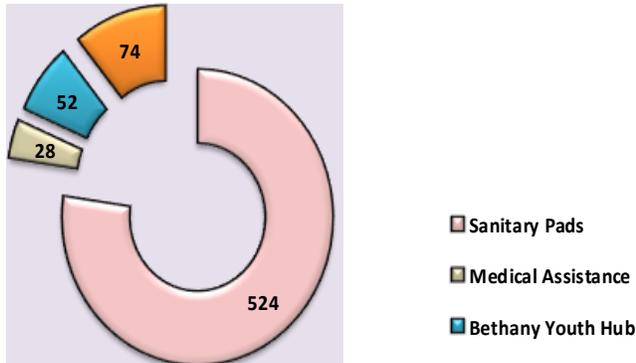
Table 2: Strategic Pillars and Activities in the Bethany Project Strategic Plan 2022 to 2026

Strategic Pillar	Areas of Focus
Social and Economic Empowerment	School based income generating projects; individual and group social and economic enterprises for the benefit of girls, young women and youths 35years and below. Creating market linkages, value addition, branding and showcasing; monitoring and evaluation; education assistance program
Sexual and Reproductive Health and Rights	Dissemination of information on the use of pre exposure prophylaxis (PrEP) and Post exposure prophylaxis (PEP); Condom programming; Menstrual health programming; child marriages; family planning services; HIV and AIDS; other social vices like drug and substance abuse
Sexual, Gender Based Violence	SGBV awareness campaigns; Case conferencing with all key stakeholders; Training of community leaders; Support to SGBV survivors; SGBV empowerment programs; Male participation Monitoring and Evaluation of initiatives
Food Security	Conservation Agriculture (Pfumvudza/Intwasa); Small grains input distribution; Field days for learning; Knowledge brokering on infant feeding options; Training of caregivers in nutritional support and income saving and lending schemes (ISALS); Establish community based nutritional gardens; Training of farmers on leadership, record keeping, production, value addition, packaging, market gardening and link ages; Establish solar powered water systems for small-scale drip irrigation schemes And for potable water.
Community Capacity Building	Cultivate an understanding and ownership of Bethany Project programs; sensitize Communities in all Bethany priority areas; community leaders trained in leadership, gender equality; women and girls participation in leadership; Train and support volunteers;
Institutional Strengthening	Train Board and Management in Civic governance; Resource mobilize to fund Bethany programs; Increase unrestricted funds over 5 years to 25% of total Budget requirements: Staff development in identified areas of need: Strengthen e-programming capacity

4.1 Sexual and Reproductive Health Rights (SRHR)

Under the sexual and reproductive health rights pillar 678 project members were assisted through menstrual health management (77%), SRHR dialogues with men (11%), Bethany Youth Hub (8%) and medical assistance (4%). Details are provided in Figures 7 and 8 below. The SRHR needs and gaps were identified through the community based project planning and review meetings. Menstrual health management was a major challenge for girls and young women living

Figure 7: SRHR by the number of Project Members per Activity in the year 2022

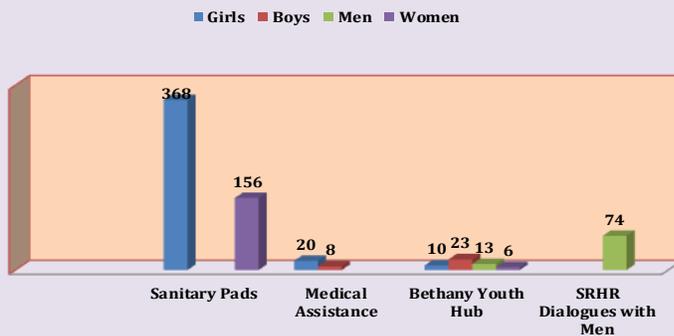


with extended family members especially the grandparents. Culturally, it is a taboo for family members especially male to hold dialogues with female members on how to handle menstrual health challenges let alone budgetary issues surrounding it. This leads to most girls shunning social gatherings, schooling and suffering silently during their menses. Annamary's testimony below provides detail about the challenges faced by girls and young women with regards to menstrual health management.

"My name is Annamary (pseudo-name), 17 years of age, orphaned, living with my grandmother in Murowa Ward, in Zvishavane District. Before Bethany Project provided me with disposable sanitary wear; I used not to attend any social gatherings, school, church or sporting activities during my menses due to lack of access to

safe sanitary wear. I would use old clothes as sanitary wear which exposed me to infections or use material that would leak like a sieve. I would then withdraw from any social gathering as a coping mechanism. I want to thank Bethany Project and UNTF because ever since they came to give us sanitary pads, I now actively participate in any social gathering and no longer miss schooling, this has given me a lot of confidence and I can now safely manage my menstrual cycle"

Figure 8: Project members who accessed Sexual and Reproductive Health Rights Services



A total of 368 girls and 156 young women (20 to 24 years) who were living in circumstances similar to Annamary's benefitted from this program. Leading to a huge positive turn around in their lives as evidenced by Annamary's testimonial. In order to break the harmful norms around menstrual health and other SRHR issues 74 men were engaged who in turn conducted dialogues with other men on how to assist both men and women to address the sticky SRHR issues. Bethany Project has got a Youth Hub where young people access SRHR and other information through WIFI and dialogues. The medical assistant component of this project also ensures that children and young people have access to health and have somewhere to rely on

when faced with medical bills.

Chipo (pseudo name) an adolescent girl aged 17 years ran away from her grand-mother in Mberengwa. When she got to Zvishavane town she could only be accommodated by a woman who introduced her to sex work. In a few months she visited Bethany Project to seek medical assistance after being infected with a sexually transmitted infection (STI) because her clients refused to use condoms and she helplessly gave in. As a sex worker Chipo is 26 times more likely to have HIV than other adolescent girls (<https://www.beintheknow.org/>). Six in 10 HIV new infections in Zvishavane and Mberengwa District were among adolescent girls (ZDAC, 2019). Also 8 in 10 adolescents who tested positive for STIs were girls. Bethany using the SRHR pillar to assist girls in Chipo's predicament.

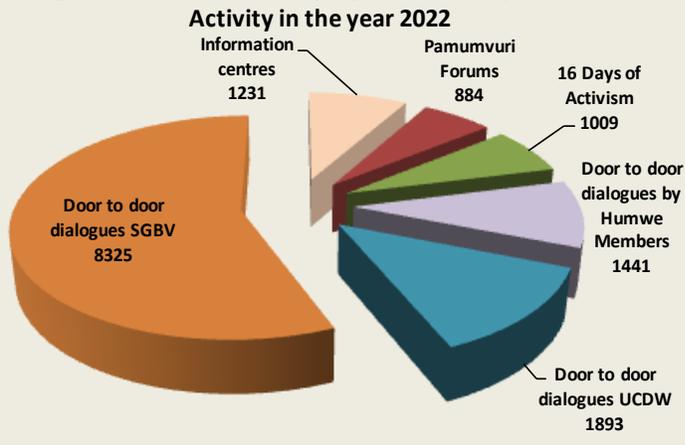
Girls and young women all smiles after receiving disposable sanitary pads



4.2 Sexual and Gender Based Violence

Under this pillar Bethany Project addressed sexual and gender based violence (SGBV) faced by adolescent girls (10 to 19 years) and young women (20 to 24 years) in Zvishavane and Mberengwa Districts. Marginalized adolescent girls and young women who experienced intersecting forms of violence and discrimination in the 2 districts included survivors of sexual violence the majority of whom are from poor families, orphans and sex workers and those living with HIV. As a result of SGBV, these adolescent girls and young women face problems which include rape, early pregnancy and child marriage, HIV and other sexually transmitted infections (STIs). Adolescent girls and young women who are sexual violence survivors face a lot of stigma and discrimination because sometimes they are blamed for attracting sexual violence through dressing or by being sex workers. Their access to services is very poor, 1 in 10 adolescent girls who were rape survivors had access to post exposure prophylaxis (PEP) for HIV, STIs and pregnancy. This is largely due to reporting of sexual violence after 72 hours (ZDAC 2022) the time within which PEP can be effective. Some sexual violence cases go unreported because 68 to 70% of the perpetrators are intimates like husbands/partners, boyfriends; family friends, fathers, brothers, religious leaders and relatives who threaten or pay the girl into silence. Due to the culture of silence the sexual abuse is mostly discovered when the girl is pregnant or sick.

Figure 9: Total number of project members per SGBV

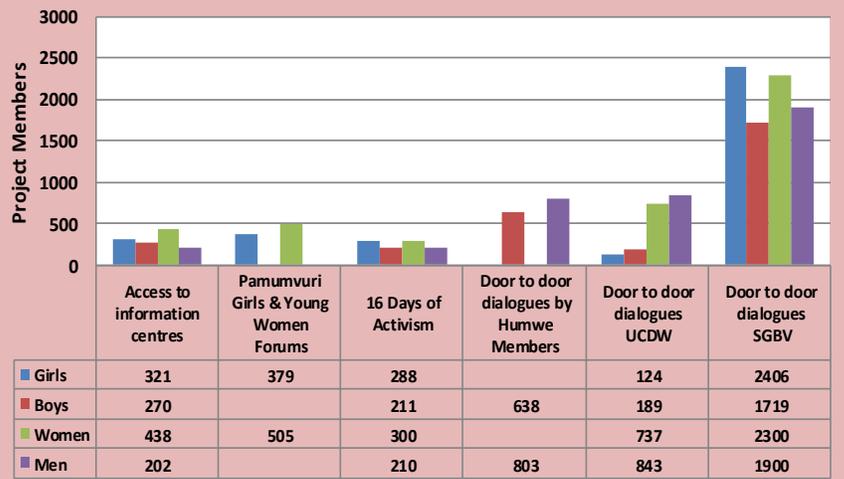


In the year 2022 Bethany Project employed strategies outlined in Figure 9 to fight SGBV faced by the girls and young women raising awareness to 14783 people on forms of SGBV, harmful norms driving it and how to fight it. Social media and radio were used to reach at scale. For instance YAFM a radio station covering Zvishavane, Mberengwa and surrounding districts has a listenership of one million people and it is estimated that Bethany's programs attracted 70% of this listenership. SGBV information centres were established in rural clinics, according to Figure 10, 472 boys and men who normally shun health centres accessed SGBV information through these centres. A significant 884 girls and young women joined the girls and young women Pamumvuri Forums, creating a formidable movement for fighting SGBV through radio and influencing during the 16 Days of Activisms against gender based violence. And other platforms. Male involvement is normally around 20 to 30% however through Bethany programs male involvement sharply increased to 47.3%. Door to door dialogues and the Humwe/Sisonke boys and men's forums were used to reach more men and boys. During the year 2022, Bethany assisted 34 sexual violence survivors to access SGBV services including the justice system.

One of the survivors Tanya Moyo (*pseudo name*) had this to say, "When I was sexually abused I was referred to the information center by my Village Head I did not know where I could get help. When I arrived at the

Centre I received counseling and later referred to the District Hospital for further assistance and medical examination and the Zimbabwe Republic Police Victims Friendly Unit. If it was not through the Information Centre I probably would not have accessed these SGBV services. I am grateful to the Bethany Project, UNTF and Oxfam for letting me and others in my situation know the referral pathway and focal persons at the information centres who helped me to access the services provided through the referral pathway."

Figure 10: Total number of Project members by sex for each Sexual and Gender Based Violence Activity for 2022



4.2 Sexual and Gender Based Violence Continued

Notable changes have taken place in the lives of girls and young women as evidenced by Vimbai's story.

"My name is Vimbai Shoko, a young woman aged 24 staying in Indaba ward. Before participating in Bethany Project Speak Out and Act against SGBV project I had very limited knowledge on sexual violence. After going through the 4 months Pamumvuri mentorship program, my knowledge on SGBV increased and my confidence and self-esteem also improved. As a result, I can now challenge harmful cultural norms that perpetuate violence against women and girls as well as raise awareness through door to door dialogues in my community on issues surrounding SGBV."

A significant 83% of girls and young women reported feeling more secure within their neighborhoods a 32% increase from the 51% in the year 2020. Knowledge levels by community leaders and projects members on SGBV issues were at 91% in December 2022 which is a remarkable result compared to 43% in 2020, 68% in 2021 and 86% in mid-2022. Besides the 5% sample of project members who were formally interviewed, random interviews by YAFM radio presenters augmented the findings of the structured interviews confirming that knowledge levels on SGBV had tremendously improved. This is a direct result of concerted SGBV programming by Bethany Project.



16 Days of Activism against gender based violence: Live on radio: YAFM Radio presenter testing SGBV knowledge levels amongst young women.



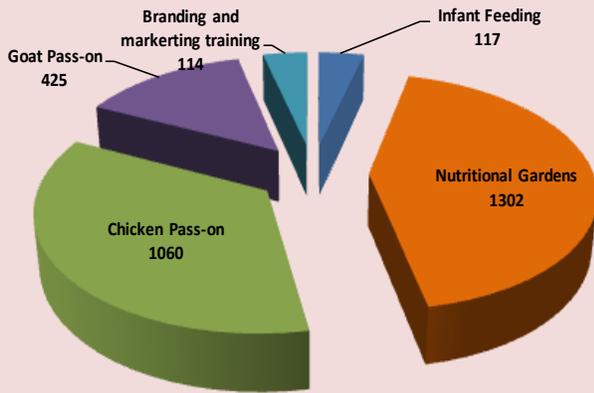
Live on radio: Men and children were not left behind in SGBV knowledge level testing at community level .

Girls and young women now know where to report SGBV, and that it should be reported before the expiry of 72 hours. Bethany Project is now collaborating with civil society organizations, Government Ministries, faith based organizations and traditional leaders. Together with these stakeholders Bethany has made a big difference in people's lives as pointed above.

4.3 Food Security

Zvishavane and Mberengwa District where Bethany is operating are located in the semi-arid agro-ecological regions 4 and 5 in the Midlands Province. The districts are always experiencing food shortages due to droughts. In these districts Bethany Project always compliments the Government of Zimbabwe in its quest to fulfill its mandate to encourage people to grow and store adequate food as stated in Section 15 of the Constitution of Zimbabwe. "Food security exists when all

Figure 11: Total project members per food security Activity in the year 2022



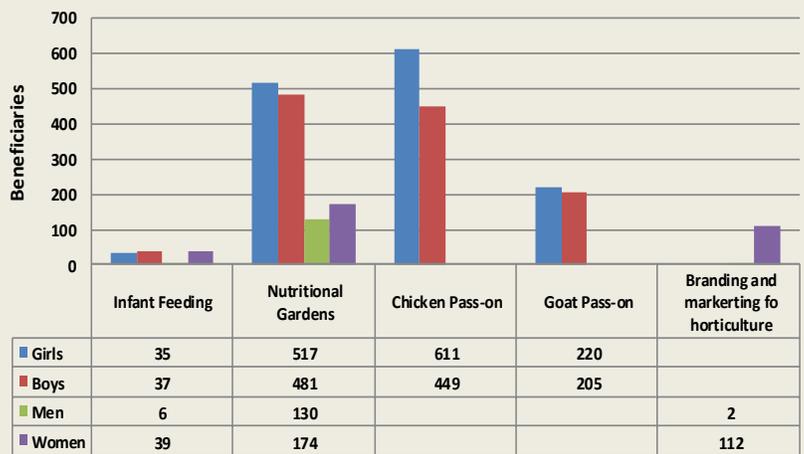
people, at all times, have physical and economic access to sufficient, safe and nutritious food that meets their dietary needs and food preferences for an active and healthy life". (World Food Summit, 1996). Under this pillar the Bethany Project supported food security through chicken and goat pass-on projects, infant feeds, and nutritional gardens as indicated on Figure 11. A total of 3000 people benefited from the food security interventions. According to Figure 12, 85% of those assisted were children as per the niche of the organization. The Bethany Project monitoring and evaluation team established that the chicken and goat pass-on schemes are still benefiting children 3 to 5 years after project completion. Valerie and Stephen's stories tell it all.

"My name is Valery Madziviridze. I am doing Form 4 at Chivizina High School and I am 18 years old. My father died when I was 3 years old. I lived with my mother who found it difficult to fend for me. I received one chicken through Bethany Project volunteers in the year 2019. Were it not for these chickens I could not have paid for my O level examination fees. I sold my 5 chickens at USD 5 each and got USD50 which I used to pay for my examination fees for 6 subjects. My mother could not assist me because she is chronically ill. I would like to say thank you Bethany Project and OAK Foundation for the support."

"My name is Stephen Chivore. I am 21 years old. I stay in Mavona village, Mtambi Ward. I was chosen to benefit from Bethany Project goat pass-on project because I am an orphan, both of my parents died. I am under the guardianship of my grandmother. On that basis I was selected by the volunteers to benefit from the goat pass-on project. The goat was passed to me in the year 2018 after it had benefitted 2 of my colleagues. At the end of the year it bore a female kid so they increased to 2. When I was in Form 4, I sold 2 goats and bought a school uniform, books and paid my school fees and I am now a proud owner of 3 goats."

The goat and chicken pass-on projects are assisting 1485 children and this has proved to be sustainable and affordable to community members. Most important is that these projects enable children to go to school using these community based assets and resources..

Figure 12: Total project members assisted under the Food Security pillar by sex in the year 2022



4.3 Food Security Continued

Nutritional Gardens are one of the climate smart interventions supported by Bethany Project to address food insecurity. Grains like maize are cultivated intensively to address food insecurity resulting from climate change. Garden produce is used for both sales and own consumption. Nutritional gardens are vital in Zvishavane and Mberengwa Districts since these areas are in regions 4 and 5 where rainfall is scarce and they significantly contribute to income and food security. This was confirmed by community leaders during review and planning meetings. Communities turn to vegetable sales and consumption for survival during droughts and hard economic times.



“Honestly speaking, working hard is good. With these gardens, hunger is a thing of the past.” said one of Mrs Moyo’s garden members

Bethany Project supports 9 nutritional gardens in the two districts and these gardens are thriving. Shumbadzauya garden members, on average each member sold 3 bundles of vegetables for 3 USD per week, all the 54 garden members sharing around USD 648 per month. Tomatoes, potatoes and beans were sold at different intervals and farmers got an average of USD12 per month per member. With the proceeds they bought basic groceries, stationery and uniforms for their families and children. However, indications are that some members are even getting more from the sale of vegetables as shown by Mrs Moyo.

Kubatanesimba garden focal person Mrs Moyo said *“I sold king onions and vegetables and got USD50 and bought my children’s stationery and was left with 20 USD as balance which I used for other household needs. Currently I have sugar beans, maize and butternut From the sales of I will buy uniforms for my children and also boost my income saving and lending scheme share contributed to my group.”*

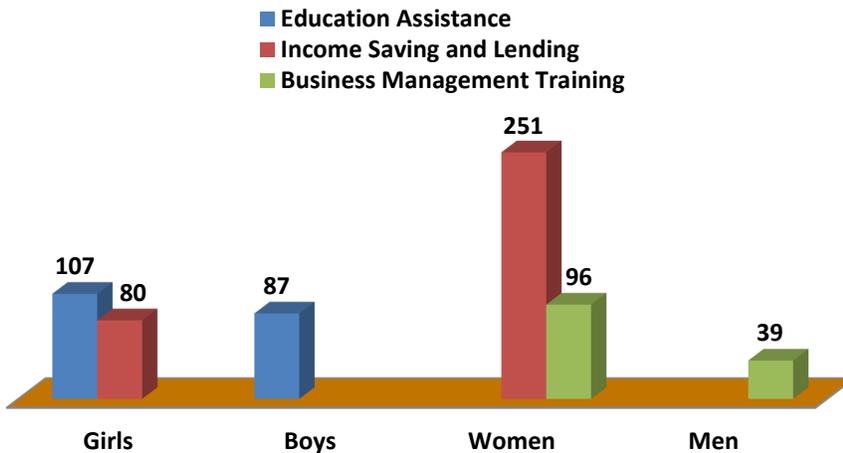


“Thank you Bethany for the gardens because our families rely on them for food and income. We are able to look after the orphaned and other vulnerable children using the produce from these gardens.” Said Volunteer Sikwila from Mutambi Ward in Zvishavane District

4.4 Social and Economic Empowerment

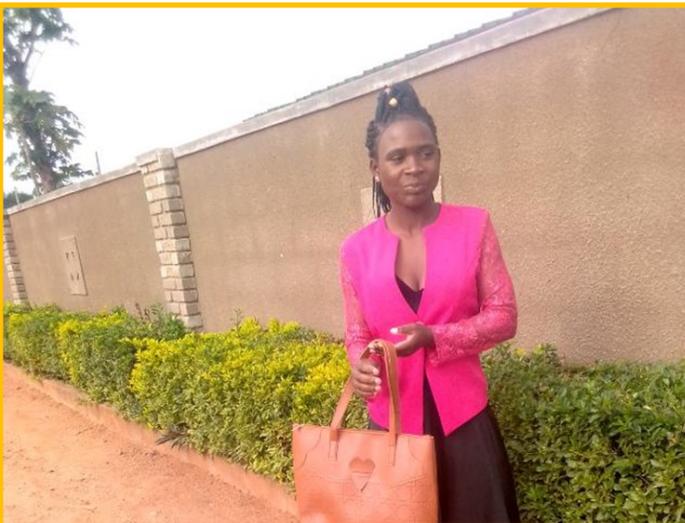
Guided by the provisions of Section 80 of the constitution of Zimbabwe, and the National Development Strategy 1 (NDS1)-January 2021 to December 2025, Bethany has deliberately targeted adolescent girls and young women for economic empowerment. According to the NDS1 women in particular those who are still youths have been left behind in terms of economic empowerment hence this targeting by Bethany interventions during the year 2022. Figure 13 indicates that 660 people were empowered through both social and economic empowerment interventions. Notably 80.9% that is 534 female (187 adolescent girls and 347 young women) were empowered through both social and economic interventions. Over the years Bethany has socially and economically empowered girls by paying school and examination fees. It also supports girls through school based income generating projects. Chicken and goat pass-on schemes assisted both girls and boys to access education. In the year 2022 194 girls and boys were assisted to go to school and 55.2% were girls. A total of 14 students 6 boys and 8 girls) had their O and A level examination fees paid by Bethany Project. Among the supported children 2 girls passed their 'A'

Figure 13: Total number of project members under the Social and Economic Empowerment pillar by sex

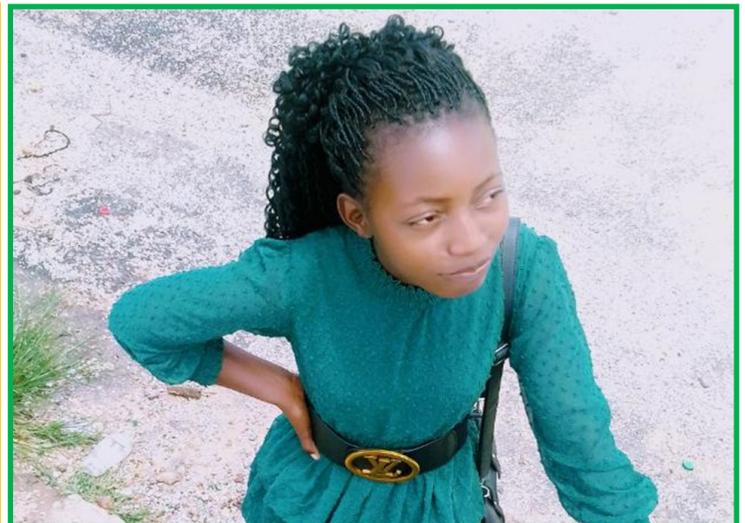


level with 9 and 13 points respectively. The two girls' social status has already changed and their economic empowerment is almost guaranteed as narrated below:

level with 9 and 13 points respectively. The two girls' social status has already changed and their economic empowerment is almost guaranteed as narrated below:



"My name is Shumirai Hove . I passed my A level with 9 points . Education has given me a voice and I can now speak for my self and my ideas are now valued at family and community level."



"My name is Egna Moyo I passed my A Level with 13 points and lam now at the Midlands State University. I now feel empowered because people now listen when I speak and I command a lot of respect."

Of the 8 schools that benefitted from school based income generating projects, six schools are still on broiler keeping. These are Mpandashango and Chivizina High Schools, Vutika Secondary, Rengwe and Zeruvi Primary Schools. Chicken proceeds from these schools have assisted 20 children (9 male and 11 female). Zeruvi Secondary School is still on a goat keeping project and owns 8 goats. Mawani and Mhototi Primary Schools are struggling to bounce back after facing some challenges. Mhototi Primary experienced high sheep mortality rate while Mawani sold their chicken in local currency and the funds were affected by inflation.

4.4 Social and Economic Empowerment Continued

By the end of the year 2022 a total of 75 young women and adolescent girls had established small to medium size businesses of their own. Five had registered their businesses with the Zimbabwe Registrar of Companies through the Ministry of Youth, Arts, Sport and Culture. Income studies which were carried out by Bethany Project Monitoring and Evaluation Unit revealed that there was an increase in income levels of these young women and adolescent girls from a monthly average of US\$35 in 2021 to US\$70 in November 2022. A knowledge levels test which was administered during the Entrepreneurship Coaches training also revealed an increase in business management knowledge from 45% in 2021 to 75% in the year 2022. Business management knowledge was increased by holding a Business Summit and Community Based Trade Fair which enabled the young women and adolescent girls to rub shoulders with women who are already running businesses. A total of 251 young women and 96 adolescent girls earned income from income saving and lending schemes (ISALs), which were both an affordable and reliable source of credit and source of income through shares. No-matter's story makes it clear that that the Pamumvuri Model is both a social and economic empowerment model.



Nomatter is the proud owner of this house in Ture Ward Zvishavane District

"My name is Nomatter Ncube, I joined the Pamumvuri Forum when I was 22 years in the year 2017. Six years down the line I am now a proud owner of a house in Ture Ward. I am very grateful to Bethany Project and Oxfam for mentoring me through the Pamumvuri Forums 4 months mentorship program. I went through a lot of skills building on entrepreneurship, business management, income saving and lending schemes. I was also empowered to fight gender based violence at home and in my community. Bethany Project also facilitated my training on detergent making. As a group of 20 under the Pamumvuri banner in the year 2018 we started an Internal Savings and Lending Scheme with the objective of creating economic opportunities for us as young women and girls. We started contributing US\$1 per member. After 3 months of contributing, we raised US\$240 and started lending the funds to group members at 20% interest, at the same time we start our individual income generating activities. These were boosted by the start-up capital support from Bethany Project which we used to start a poultry project as a group. We complemented the poultry

project with proceeds from the ISALs. As a result of Bethany Project's investment on me, I built a house, bought kitchen utensils and household furniture, paid school fees for my children. I am a proud owner of a detergent making business. My husband once went away to South Africa, now he is back, respects me and full supports me. In the coming year I am planning to drill a borehole at my homestead and venture into agribusiness."



Pamumvuri members who participated at the Business Summit at Bethany Project Youth Hub



At Sinqobile Manda's detergent stand during the community based trade fair in Ngomeyebani Ward

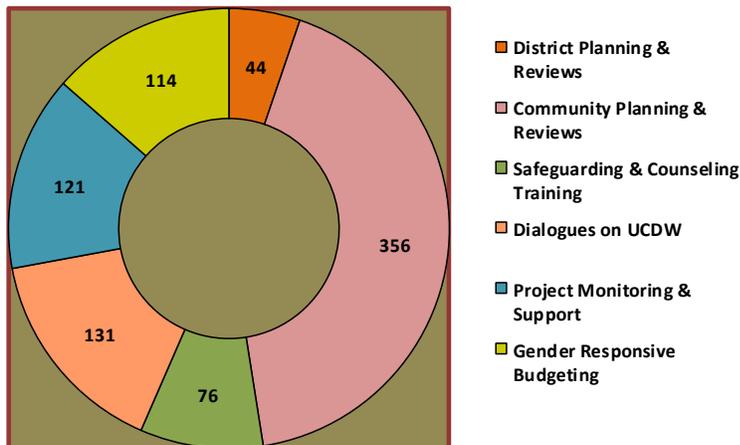
At the end of the year 2022, 534 young women and girls and 126 young men and boys benefitted from the social and economic empowerment activities by Bethany Project.

4.5 Community Capacity Building

“An empowered community is key to the sustainable implementation of projects” Lesson learnt by Bethany from the monitoring and evaluation its projects

Bethany Project’s theory of change puts families and communities at the centre of every development initiative. Communities are directly involved in the planning, implementation, monitoring and evaluation of projects. For them to successfully fulfill these responsibilities they must be informed and in the know of what is expected of them. As a result in the year 2022 Bethany built their capacity through planning and review workshops, trained them on safeguarding and basic counseling , gender responsive budgeting and they were actively involved in project monitoring and evaluation. Figure 14 indicates that 356 community leaders, volunteers and project members (216 women and 140 men) were directly involved in the planning, implementation and review of project at community level. At district level 44 stakeholders (16 women, 15 girls and 13 men) were actively involved in the planning and review of projects implemented by Bethany and its project members. Figure 15 clearly indicates the number of community members who participated under each activity in the community capacity building pillar disaggregated by gender. This resulted in project ownership hence sustaining the project outcomes. For instance , chicken and goat pass-on schemes and garden projects implemented five to ten years ago are still continuing because they are sustained at both family and community level. In the year 2022, Bethany distributed 19 goats to 36 door to door volunteers under the United Nations Trust Fund to

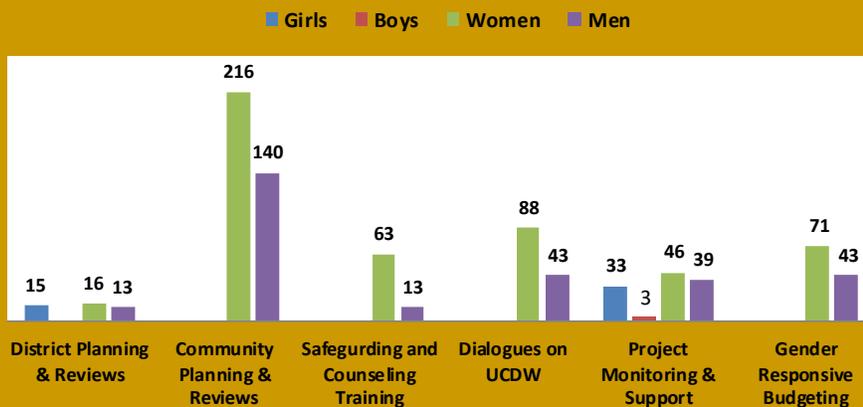
Figure 14: Community Capacity Building by the number of Project members per activity in the year 2022



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End Violence against Women funded project as its own contribution to the project. These goats were passed back to the organization by communities that had benefitted more than five years ago. Empowered communities are not passive recipients of donor funding but they also donate to other community members for further development.

Figure 15: Total number of project members assisted under the Community Capacity Building pillar



4.5 Community Capacity Building Continued

Bethany Project has taken a multi-sectoral approach to community capacity building, getting resource persons from Government Ministries and Departments. This approach ensures that Bethany plays a real complementary role at the same time ensuring that Government structures effectively discharge their duties and sustain projects beyond donor funding.

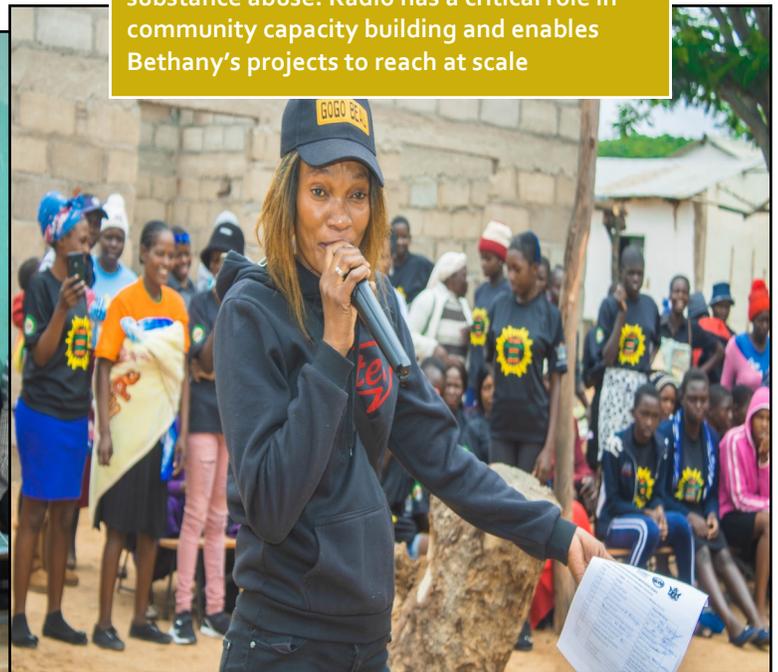
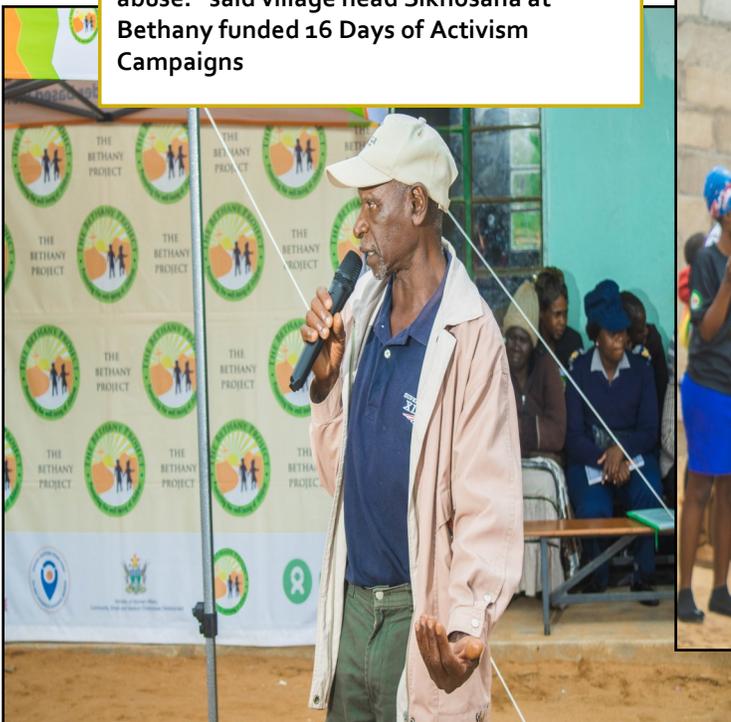


A member of the Zimbabwe Republic Police Victims Friendly Unit explaining to the community members how to fight SGBV and drug and substance abuse during the year 2022 16 Days of Activism Campaign at Dayataya Ward in Zvishavane District



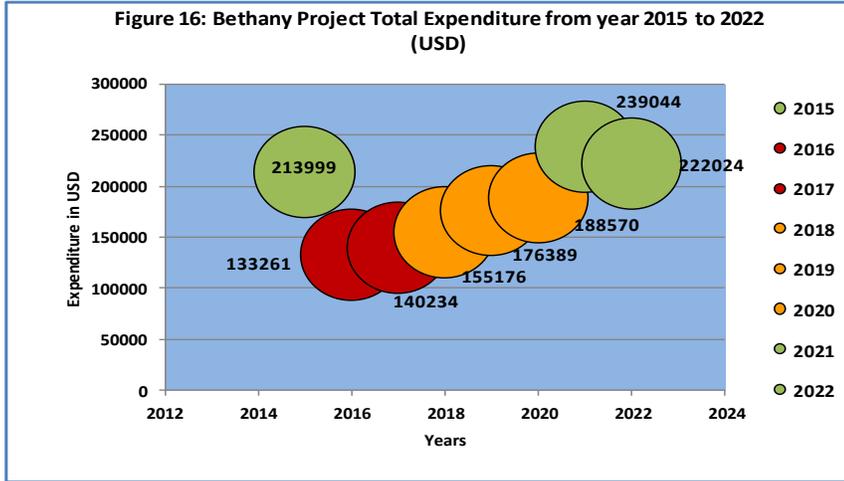
"As village heads in Chief Mafala's area we say no to child marriages, it's a serious child abuse." said village head Sikhosana at Bethany funded 16 Days of Activism Campaigns

Gogo Beau from YAFM amplifying community voices in the fight against SGBV, drug and substance abuse: Radio has a critical role in community capacity building and enables Bethany's projects to reach at scale

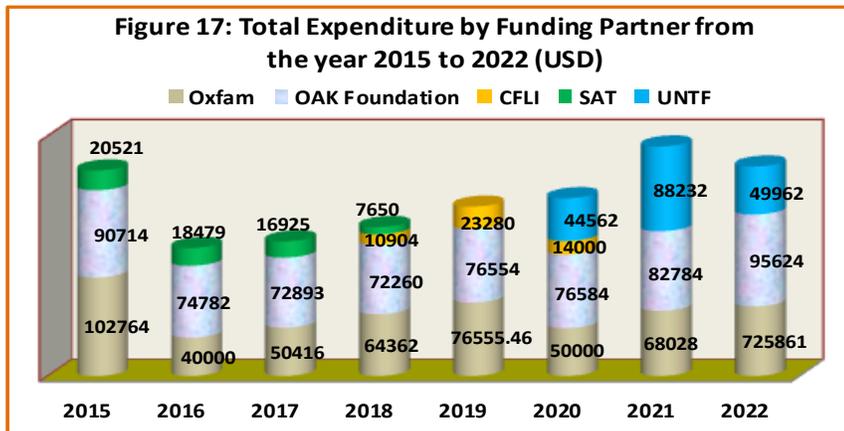


5.0 Financial Performance

In the year 2022 Bethany Project still maintained its 3 main funding partners: Oxfam, OAK Foundation, and the United Nations Trust Fund to End Violence against Women (UNTF). However, 3 projects came to an end on 31 December 2022, namely the Securing Rights Program, Unpaid Care and Domestic Work both funded by Oxfam; and the Speak Out and Act project funded by the UNTF.



Nonetheless, the organization still amassed resources in excess of USD 200,000 to implement its projects as shown in Figure 16. As indicated in Figure 17 OAK Foundation remained the highest annual contributor to Bethany Project coffers. It is important to note that Bethany Project is still on a rebound despite the successive global economic recessions and emergencies caused by floods and other pandemics like COVID-19. The organization is looking forward to continue on this path and mobilize more resources for the subsequent years. Great effort was channeled towards fund raising through proposal writing, with submissions made to the Dutch Embassy, Gender Links and Elton John Foundation. Unfortunately, Bethany was unsuccessful in all the submissions. This did not discourage the organization because it submitted a proposal to OAK Foundation for the year 2023 to 2024., which was still under consideration by 31 December 2022. There are still very strong possibilities for Oxfam to continue funding Bethany Project under its new projects that are coming. By 31 December 2022 Bethany Project was in the process of developing a proposal to be submitted to UNTF in response to its call for proposals in December 2022.



Bethany Project staff and Board members continue to produce unqualified audit reports; as confirmed by renowned auditors-KPMG (2015 to 2016) period and KPF Chartered Accounts during the 2017 to 2021 period. Bethany Project has a very robust resource accounting systems enabling it to professionally account for all resources made available to it.

At Bethany Project no donation is less important, everyone who makes available material and financial resources is accorded the same status, leading to it attracting both international and local donors as shown on Table 3.

Currently the organization is constructing a safe house / shelter which has been roofed. It is sheltering girls and young women who face SBGV and other abuses. This is being constructed using resources contributed by local business people, churches and individuals.

Bethany Project's strategic resources will not be complete without mention of the material and labour contributions from the beneficiary communities. Communities also look after the chickens and the goats under the pass-on schemes which they pass back to the organization after completing the pass-on cycles.

Table 3: Individual Donors in the year 2022

Donor	Project	Beneficiaries		
		Girls	Boys	Total
Donor A	Goat Pass-on	5	7	12
	Chicken Pass-on	50	50	100
Donor B	Chicken Pass-on	15	10	25
Donor C	Chicken Pass-on	3	3	6
Donor D	Clothing Donation	35	21	56
Donor E	Clothing Donation	10	8	18
Total		118	99	217

6.0 Strategic Resources

As already pointed out Bethany Project has invested in strategic resources like chickens, goats and nutritional gardens which are community based. These resources are helping the organization to continue assisting communities beyond funding. As they pass-back chickens and goats the organization re-channels the resources for use in other communities. As its strategic resources the organization has invested in fish breeding, indigenous chickens, goat and rabbit production. These projects are used to support the organization's programs

Strategic resources also include the safe house/shelter and community hall under construction. A public address system, tent and chairs owned by the organization are sometimes hired by individuals and the organization generates funds to support its projects and programs.

The organization has earned trust from the private sector. Platinum Holdings, a company linked to Mimosa Mine has built a state of the art netball pitch at the Bethany Project stand for its netball team the Platinum Queens. Bethany Project has a football pitch which it allows neighbouring schools like Makwasha Primary and George Chipadza Secondary Schools to use free of charge as a service to the



Bethany Project safe house/shelter under construction at the Bethany Youth Hub



Bethany Project Fish Breeding Project

Our appeal to you

Bethany Project's Appeal to you the readers of this annual report is that together with you or your organization or business enterprise we can make a huge difference to the lives of children and youths. Every donation counts and we have proven strategies and approaches to make the resources beneficial to the communities we support. It all starts with a phone call, a written or one on one enquiry, and everything will fall in place as our professional staff members engage with you. Thank you for believing in us and entrusting your resources to us.

local community. The organization also offers free WIFI to youths in Zvishavane town, particularly those in the locality. These strategic resources add immeasurable value to the organization's programming.

Bethany Project owns a 3 hectare piece of land in Zvishavane town where it is carrying out all the developments that have been outlined. At the moment it is in the process of getting title deeds and the title survey diagram was approved by the Surveyor General's office.



Multi-purpose net/basketball sporting facility at Bethany Project Youth Hub

7.0 Networks and Alliances

Bethany Project strongly believes that support and care for children and other young people is a collective responsibility which can only be accomplished through a collective response. Figure 18 indicates the organization's partners, supporters and networks for the year 2022. Every link was established in order to provide holistic support to children and youths.

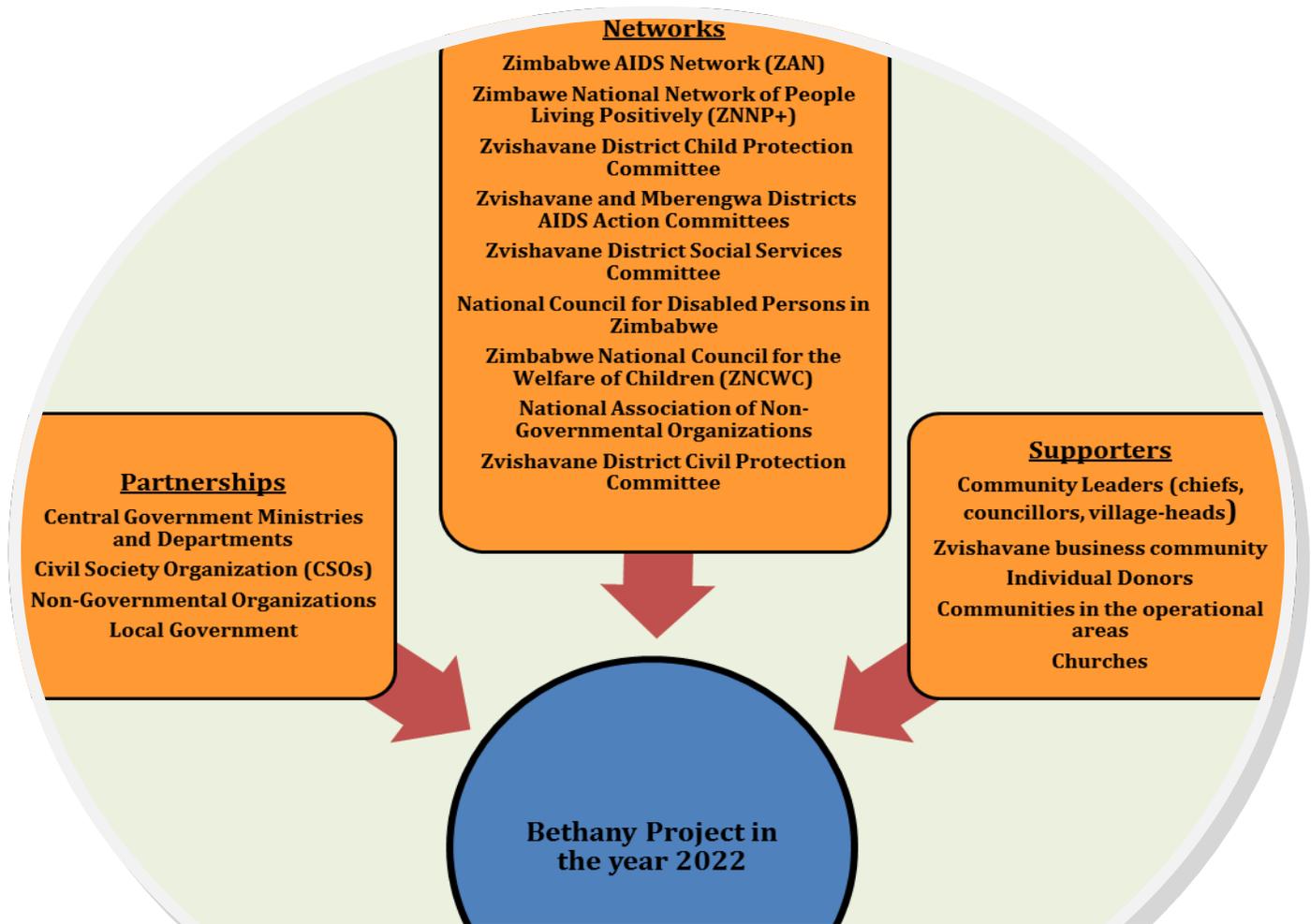


Figure 18: Bethany Project Networks, Partners and Supporters in the year 2022

Bethany Project is indebted to its year 2022 funding partners: Oxfam, Oak Foundation, and the United Nations Trust Fund to End Violence against Women (UNTF); individual donors; other partners, supporters and networks. You can be part of us. Contact us and explore how you can contribute to the wellbeing of children and youths. Our contact details are on the last page.



Partnering in the interest of children and youths with

OAK
FOUNDATION



Contact us

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