



ACTIVITY REPORT HR 1

ITURI / D.R.Congo 17th – 28th March 2014

USER



2014



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SUMMARY

COURSE DESCRIPTION	HUMAN RESOURCE BASE TRAINING The Human Resource Base Training is a six weeks' (42 days) course designed and carried out by PACANet to develop the capacity of church leaders for the purpose of empowering them to be able to competently respond to HIV and AIDS within their congregations, and the wider community. The course is divided into two phases of three weeks each and this was the first phase. Due to constraints, all effort was made to complete the curriculum in 2 weeks, instead of 3 weeks without compromising the content and quality of delivery.
DURATION	Phase 1 : 10 days 17 th to 28 th March, 2014
VENUE	Bunia - DRC
COURSE TITLE	Human Resource Base Training Phase 1
COURSE OBJECTIVES	<ul style="list-style-type: none">➤ To empower church leaders to actively engage in responding to HIV and AIDS➤ To enhance the capacity of the trainees to replicate the acquired knowledge and skills at the grassroots levels to meet the needs of HIV prevention and care in the family.➤ To heighten the priority placement of HIV & AIDS response on the church ministry agenda➤ To prepare trainees to initiate, manage and sustain impact-appropriate HIV & AIDS interventions as well as scale-up the efficiency of service delivery in their local churches and organizations.
PARTICIPANTS	There were 40 participants in total. (17 Female and 22 Male) from different regions of Ituri district of DRC, and 1 female participant from Uganda. Although a total of 30 participants were expected, a total of 40 attended the training.

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FACILITATORS	<ol style="list-style-type: none">1. Bibian C.C Baralemwa2. Pascal Ngona Busu3. Michael Talemwa
COURSE CONTENT	See appendix
METHODOLOGY OF TRAINING	<ol style="list-style-type: none">1. Interactive and participatory2. lecture and discussion sessions3. Brainstorming4. Group discussions5. Case analysis6. Role plays (Counseling)7. Games and jokes
EVALUATION	Daily training evaluations.

1.0 Background to the Training

The first phase of the Human Resource Training (HR1) for church leaders from DRC was conducted from the 17th to the 28th March, 2014. Due to the vastness of DRC as a country the participants were mainly chosen from the district of Ituri in the eastern part of the country. A total of 40 church leaders were trained for a period of two weeks guided by the objectives aforementioned. This was an outcome of the Call to Action conference conducted by PACANet on 11th – 12th Feb. 2014 with the top leadership of the Church in DRC where the leaders requested PACANet to assist in building the capacity of the Church in responding to the HIV and AIDS pandemic in the country.

1.1 OFFICIAL OPENING OF TRAINING

The training was opened by Dr. Roger Buju who is the Doctor in charge of HIV and AIDS programs (PNLS) in Ituri on behalf of the DRC government. He expressed his pleasure to see many players coming up to address the issue of HIV and AIDS in Ituri district. He noted that it was specifically important to strengthen the capacity of church leaders in this area since they had for long been silent and in a way left the work mainly to the government. He appreciated PACANet for being willing to come and offer support through training the leaders of the church from various denominations. He said he was optimistic that this would greatly improve their ability to address the HIV and AIDS situation in the region. He at the same time explained the general HIV and AIDS current situation in DRC and Ituri in particular. He noted that according to the data they have, most new infections are through mother to child transmission of HIV to a tune of about 31% and prevalence is highest among those 25 years and above. He mentioned some of the factors promoting infection which rotated around some cultural practices like common shaving during funerals, polygamy, among others like night markets and the high vulnerability of women. He challenged the church leaders to maximize the opportunity presented through this training to strengthen their capacities to respond and supplement the government efforts in the fight against HIV and AIDS in the region. With this, he declared the training officially open.

1.2 Opening remarks by The DRC Task Force Chairman

The chairman of the task force in DRC Bishop William Bahemuka welcomed the participants to the training and briefly explained the relationship between PACANet and the task force starting from the Call to Action conference. He introduced the task force members who were all present. The chairman mentioned he was happy the training program had started in time as promised by PACANet. He compared this to other organizations which many times commit themselves and later either fail to keep within the time agreed or do not come at all. He said he was confident that through the training program the church in DRC will be enabled to be more active in the fight against HIV and AIDS in DRC especially among the communities at grassroots levels. He requested the participants to be vigilant and active during the training because they will be expected to be engaged in active response when they go back home.

1.3. Participant representation

40 participants turned up for the training, with a representation of 22 Male and 18 female. The participants were selected from different parts of Ituri district to include Bunia, Aru, Mahagi, Djugu, Irumu and Mambasa while 1 participant was from Uganda. A good number of them are nurses within the

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church organizations and institutions while others are leaders of congregations. The members of the task force also took part in the training as participants.



Photo of HR 1 participants with the facilitators

1.4. Participant Expectations

- To add more knowledge and skill to their existing knowledge
- To be equipped better to mobilize for action as Church against HIV and AIDS

- To know how HIV infections can be reduced and AIDS can be avoided
- To receive a Certificate at the end of the Training
- To have more spiritual nourishment
- To learn and be equipped about different types of Counseling
- To learn about proper condom use
- Handouts / Training materials

1.5. Facilitators and Teaching Materials

The training was facilitated by Bibian Christine C. Baralemwa (Lead Trainer and Resource Person) and Pascal Ngona (Trainer and PACANet resource person) and Talemwa Michael (Trainer and PACANet resource person). Training materials were mostly extracted from the PACANet HR manual with a few updates extracted from other available resources. Details of training materials have been appended

1.6. Structure of Report

The first part of the report gives a summary to the training, and the rest of the body gives more detail in regard to participant representation, overall objectives of the training, the training modules, observations, and recommendations and the challenges and conclusions have been made at the end of the report.

1.7. Overall Course Aim

To impart knowledge and skills that will enable church leaders to initiate, facilitate and manage effective and result-oriented HIV and AIDS response programs within their congregations and wider community

1.7.1. Course Philosophy

This course is based on Christian values, and as such, deliberate efforts were made at every level to reflect and emphasize Biblical Values and teachings with as much effort as possible not to compromise scientific facts and evidence.

1.7.2. Overall objectives of the Training

1. To empower Church Leaders to actively engage in responding to HIV and AIDS
2. To heighten the priority placement of HIV and AIDS response on the church Ministry Agenda
3. To facilitate Church Leaders to scale up church response to HIV and AIDS

1.8. Training Methodology

- a. Interactive and participatory
- b. lecture and discussion sessions
- c. Brainstorming

- d. Group discussions
- e. Case analysis
- f. Role plays (Counseling)
- g. Games and jokes

Each day, the first 30 minutes (8.00 – 8.30 a.m.) were dedicated to praise and worship led by the different assigned class groups followed by a recapitulation of the previous day's proceedings.

All presentations were made either in English or French. Sometimes other local languages like Swahili and Lingala were used especially during group discussions.

2.0. Indicative Content

The following sessions comprised the two weeks course duration; (**See: Appendix 2**)

- I. Official opening
- II. Participant Expectations
- III. Guiding Rules and principles (put together by class)
- IV. Pre-training assessment test
- V. Grouping of the class
- VI. Current updates on HIV and AIDS in DRC
- VII. First HIV and AIDS Encounter (participant experiences)
- VIII. History of HIV and AIDS
- IX. Beliefs, Values and Attitudes

- X. The language of sex in DRC
- XI. Definitions of HIV and AIDS
- XII. Signs and Symptoms of AIDS
- XIII. Modes of transmission of HIV infection
- XIV. Prevention of transmission of HIV
- XV. Stages of progression of HIV in the human body
- XVI. Basics of ART
- XVII. Factors fuelling the spread of HIV in DRC, impact and possible solutions to addressing the factors
- XVIII. Biblical Perspective on HIV and AIDS
- XIX. The Mission and Ministry of the church
- XX. Possible responses guiding to Action Plan
- XXI. Action plan phase1
- XXII. The Impact of HIV and AIDS in Ituri
- XXIII. Positive living
- XXIV. The concept of helping
- XXV. The basic concepts of counseling
- XXVI. Counselor values and attitudes
- XXVII. HIV and AIDS counseling
- XXVIII. Pre-test counseling
- XXIX. Post-test counseling
- XXX. Community mobilization
- XXXI. Action plan phase 2

2.1 Training Evaluation

Training Evaluation was done on a daily basis. This included participant written feedback in regard to the sessions of the day, and also through face to face class discussions with participants and the facilitators.

In general, the majority of participants rated the training as excellent or very good on a daily basis and described the content as a tool that they would use to bring change within their communities.

The training ended successfully with no major incidences. There was evident change in knowledge levels from when the participants started, and positive change in their levels of participation, perceptions, and performance in the regular oral class quizzes and post-training test.

3.0 Training Modules and sessions

3.1. Day one 17th, March, 2014: The day started with devotions where the preacher of the day, Bishop William shared from the scripture quoting Bishop William Exodus 3:7-9. Also present at the opening was the entire PACANet task force in DRC who participated all through the training.

After sharing the word of God, the chairman Task Force DRC also gave his opening remarks and an update of the progress of work in DRC. This was followed by the official opening of the Training by Dr. Roger Buju.

After the official opening, Mr. Pascal Ngona facilitated the session where participants expressed their expectations for this phase of training. He also guided the participants to come up with the norms and guidelines to be observed during the training.

He then gave participants a brief of what the next 12 days would entail, and also took the participants through the objectives of the training, climaxed with a revision/pre-training assessment test.

This was followed by grouping the class into 'families' each of which would be in charge of certain responsibilities on different days during the training. The class was consequently divided into four groups. This was facilitated by Mr. Talemwa Michael.

The exercise was followed by a session facilitated by Dr. Roger who explained the current HIV and AIDS situation in DRC to the participants.

Mr. Talemwa took on the participants to share their individual first encounters with HIV and AIDS. These experiences helped build a good foundation to establishing facts from myths about HIV and AIDS during the training. Each participant was availed opportunity to share their experiences.

3.2. Day 2 Tuesday 18th March, 2014

Day two kicked off with praise and worship led by Group 1. The Bible portion of the day was extracted from Isaiah 60:1 with the theme "Rise up

and Walk”. Participants were challenged by the preacher to end the silence and inactivity which have characterized the Church during this era of HIV and AIDS.

The sermon was followed by a recap of the previous day read by a member of the group. Joint evaluation of the previous day was also done and was led by Mr. Ngona Pascal.

The continuation of participants’ first encounters was still facilitated by Michael till each participant shared their unique experiences.

Pascal then took the participants through the history of HIV and AIDS. Areas of emphasis during this session included the origin of HIV and AIDS, discovery, periods of evolution, response by Church, governments and development partners.

This was followed by the session of exploring Beliefs, Values and Attitudes as facilitated by Christine. This session helped participants to explore at length their own perceptions and interpretations of situations and circumstances basing on their beliefs, values and attitudes. This was explored in related to HIV and AIDS and also to the infected and affected persons. The session aimed to help participants appreciate the value of attitudes and perceptions as well as determine the impact of beliefs, values and attitudes in HIV and AIDS work.

The last session of the day was The Language of Sex in DRC which was facilitated by Michael. To minimize the risk of HIV infection, it is necessary to understand sexuality with a specific focus on how language influences it (sexuality). The session enabled participants to break the fear of mentioning names of some body parts used for sexual activity, leading to misunderstandings and therefore serving as engines of infection. This would later help them be freer and understand better during other sessions ahead.

Day 3 –Wednesday, 19th March, 2014

The day started as usual with devotions, this day led by Group 2. The preacher, Pastor Tsongo read from Luke 9:23, Acts 20:24 and 21:13. He challenged members to be more committed to God other than just having a feeling for God. God's work needs commitment from whoever is involved. One can't be a good servant of God by mere feelings but should demonstrate commitment to attract God's blessings. This was again followed by recap and the daily joint evaluation of the previous day.

This day had many topics covered. Michael took participants through the definitions of HIV and AIDS explaining the clear difference between the

two. He also conducted an interactive session to explore the modes of transmission of HIV with the participants.

Signs and symptoms of AIDS were also discussed at length as well as prevention of transmission of HIV basing on the modes of transmission. Efforts were made to ensure high participation through group discussions and presentations.

Pascal then went through an overview of the stages of progression of HIV in the human body after infection. Through this, participants were exposed to the stages the virus goes through once it enters into the human body and begins multiplying. He also facilitated about the basics of Antiretroviral Therapy to be observed especially during provision of care services.

3.3 Day 4 – Thursday 20th March, 2014

The day started as usual with devotions led by group 3. Pastor Tsongo shared the word of God from Luke 4:16. The preacher emphasized that Jesus has given us a mission to fulfill among our communities. We therefore have to utilize such avenues as this training to strengthen our capacities to fulfill this mission.

This was followed by recap and evaluation of the previous day. The day was used to deeply focus on the factors fuelling the spread of HIV in DRC, its impact and possible solutions to addressing the factors. This was

facilitated by Pascal who engaged the participants through group discussions and presentations. The participants identified many factors which were mainly economic, religious, cultural, and political. Participants brainstormed and came up with proposed solutions to addressing the factors which mainly focused on sensitization and advocacy among the communities.

3.5. Day 5 Friday 21st March, 2014

Just like on other days, the day started with morning devotion and sharing the word of God as led by group 4. This was followed by the previous day's recap and the previous day's evaluations were led by Pascal.

The sessions of the day included the Biblical Perspective on HIV and AIDS and the Mission and Ministry of the Church. Both topics were facilitated by Christine. Following the work that had been covered during the week, Christine gave the participants homework to do during the weekend in their groups. Each group was tasked to come up with possible responses by the Church in the face of HIV and AIDS. Each group was to present the outcomes of their discussions on Monday 24th March 2014.

3.6. Day 1 week 2: 24th March, 2014

The new week was opened with praise and worship led by group 1. The day's preacher shared from 2kings 20:1-6 and Proverbs 4:20-23. This was followed by reviews of the previous week's work by Pascal with emphasis put on Friday.

The first topic of the day, 'The Impact of HIV and AIDS in Ituri' was facilitated by Pascal. This was a highly interactive session with good participation from the class. Pascal also facilitated the class through the topic of Positive Living emphasizing the 12 steps to positive living.

Having gone with work to do over the weekend, participants were availed time to present their group discussions with wider participation from other groups. Christine facilitated this session to complete the Biblical perspective on HIV and AIDS and the Mission and Ministry of the Church.

3.7 Day 2 week 2, 25th March, 2014.

The day started with morning devotion and sharing from the word of God. Pastor. Henri shared from 1peter 5:8-10 before a recap of the previous day was done.

Christine facilitated two topics to include the Concept of Helping and Counselor Values and Attitudes. Once again there was a very high rate of class participation especially in identifying the qualities of a good helper and counselor.

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Michael had a session with the Basic Concepts of Counseling. Areas of focus were the three Steps in the Counseling Process, the different fields of counseling and the differences between HIV and AIDS Counseling and HIV and AIDS Education.



Photo: Class session

3.8. Day 3 Week 2, 26th March, 2014

The preacher of the day was Papa Upio who shared from Nehemiah 2:20, 1samuel 17:45 and Proverbs16:3. After the previous day recap was given, evaluations were again led by Pascal.

The day had two topics which were facilitated by Pascal. These included HIV and AIDS Counseling and Pretest Counseling. He took participants through role plays in counseling and there was learning through observation and participation to equip the participants with practical counseling skills.

3.9 Day 4 week 2, Thursday 27th March, 2014

Following the morning devotions, the preacher of the day was Bishop William. He extracted his sharing from Job 2:1-10 and Matthew 5. He talked about the theme of suffering in the Bible using these two portions encouraging us to take suffering gracefully for sometimes it is for the glory of God and warned against cursing God when we seem not to get answers to certain situations.

Pascal led the participants through the previous day's review and evaluation. He then took a session of Post-test Counseling building on the Pre-test Counseling session covered the previous day.

Another session of Community Mobilization was facilitated by Michael to prepare the trainees for the mobilization they have to do back home for a Christian response to HIV and AIDS among the communities.

4.0 Day 5 week 2, 28th March, 2014

The day started as usual with prayer and praise led by group 1. The sermon was delivered by Pr. Dido. The teachings were drawn from Matthew 14:22-32.

The group then did the recap before Pascal came in with the evaluations review.

Most of the day focused on the Introduction to the Plan of Action facilitated by Michael. Much of the facilitation was through case study and making individual plans of action to guide the participants' intended initiatives back in the community. Some of the participants who came from the same communities made joint plans of action. From observation of participant trends, the last day of training is normally slow with participants exhibiting exhaustion. This particular training method employed during this session was a good intervention to keep participants active and learning.

The day ended with a get together with words of encouragement from the task force through the chairman, Bishop William Bahemuka. Other short speeches were from a representative of the participants and also from the lead trainer, Christine. She mentioned her trust that the trainees had acquired new knowledge and skill and that they had what it takes to go back home and serve their communities well.

The head of health services in Ituri district, Dr. Roger Buju declared the training closed, and letters of recognition of training were handed to the participants to help them during their practicum.

Observations

The participants exhibited the urge to learn and ability to initiate HIV and AIDS interventions among their communities. This was done through active participation during sessions and plenary as well as through questions and inquiries that sought for more clarity on issues that seemed unclear to them. By the end of the training, the participants had developed detailed plans of action based on the knowledge and skills acquired through the training.

The task force was very supportive to the trainers in having a lot of issues handled. They ensured good accommodation for the participants and also did follow up on logistics and feeding. The task force also did a good mobilization job to have the participants come for the training with a fair distribution from the various parts of Ituri.

The facilitators were able to focus more on the training especially that logistics and money matters were handled by someone else other than the facilitators. This allowed more time to the facilitators to focus better on topic preparations and availability to the participants.

Recommendations

As was done this time round, facilitators should be given the opportunity to focus on trainings and not be involved in logistics, as it takes a lot of time

and sometimes diverts valuable time that could otherwise be used for topic preparations.

7.0 Conclusions:

The training was successfully completed. Both participants and facilitators expressed satisfaction with the way the training went. Participants came up with plans of action to address the various undesirable situations back home identified more clearly as guided by the content of the training. The trainers are optimistic that the knowledge and challenge passed on to the participants will go a long way in helping them initiate response strategies to address the unique HIV and AIDS situations in their communities.

8.0. Appendices

Appendix 1: List of Participants with designations and contact addresses

Appendix 2: Time Table

Appendix 3: Training notes

Appendix 4:Participant expectations