



USAID
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Volunteer Name: Tim Jergenson

Country: Tanzania

Country project: Soya Ni Pesa

Host: Catholic Relief Services

Venue: Songea Region

Audience: Soya Staff, CVs and farmer groups

Number of people : 120 people

Date: September 8-22, 2017



1. Assignment Objectives as in SOW

- Objective 1: To instruct Soya Ni Pesa staff members, and farm volunteers in methods of using personality type to plan and conduct meetings that include all members of their organizations.
- Objective 2: To instruct Soya Ni Pesa staff members, and farm volunteers in methods of facilitation to plan and conduct meetings that include all members of their organizations.
- Objective 3: Soya Ni Pesa staff will use the skills learned and will teach and coach Community Volunteers on the tools of facilitation and conducting effective meetings.

2. Achievement of the assignment objectives

Training sessions in July taught methods of facilitation, conducting effective meeting, and different learning/personality styles

Soya staff and Community Volunteers incorporated the methods of facilitation and learning styles to plan and conduct effective meetings and to engage group members which were observed by the evaluation team.

3. Recommendations to the host with regards to the assignment

- The staff in the Soya Ni Pesa project are very talented, bright and care deeply for their farm clientele and communities. They have a tremendous potential in this project and in other future projects. We encourage you to continue to support them. The supervisory staff is also very good and support the field workers. They have developed a mutual trust and respect for each other.
- We would recommend that time be planned to visit farmers in the villages where they live for all volunteers coming to Tanzania. It helps to build a better understanding of the culture and needs of the people. It also builds credibility with the farmers.
- Translate facilitation materials and make them available to Soya staff and Community Volunteers as a reference for skills they learned and additional facilitation skills.
- Encourage CARITAS staff to adapt training materials to meet local situations and customs.
- Finally, we would recommend that, if possible, a longer-term evaluation be held with the Soya Ni Pesa project (9-12 months) that would include the teaching of additional skills or review materials as needed.

4. Anticipated Impact

- Soya staff and Community Volunteers will use new tools learned to prepare and facilitate meetings that involve all their members in discussions resulting in better functioning organizations and better acceptance of information provided.
- These tools will help all members of the farm organizations feel a part of the organization and should increase involvement.

5. Recommended future volunteer Assistance

- Build capacity in staff and Community Volunteers through supporting continuing education in leadership development and group dynamics.
- Translate facilitation materials and make them available to Soya staff and Community Volunteers.
- Long term (9-12 month) follow up evaluation to measure the effectiveness of meeting facilitation with the option of a re-fresher training.
- Encourage exchanges between project participants in other regions.
- **Urge continued funding of this project and others like it!**

6. Recommendations to other non-host stakeholders

- Include partnerships to broaden the implementation of effective facilitation methods, learning/personality styles, and conducting effective meetings.
- Continued education in leadership development and group dynamics.
- Continued funding of this project and others like it.

Action plan for host recommendations

Recommendation	Specific Action	Responsible person	By when
1. Adapt training materials	Adapt to meet local situations and customs	Caritas staff	As soon as reasonable
2. Implement techniques and skills in farmer groups and staff meetings.	Develop a plan and implementation strategy.	Caritas staff	November 1, 2017
3. Farmer group exchanges	Coordinate and implement exchanges between farmer groups.	Caritas staff and CVs	Before completion of current funding cycle.
4. Long term (9-12 month) follow up evaluation to measure the effectiveness of meeting facilitation with the option of a re-fresher training.	Continue supporting program and secure funding.	Caritas staff and/or F2F staff or volunteers	Before completion of current funding cycle.
5. Continue to build capacity in staff and Community Volunteers.	Continuing education in leadership development and group dynamics	Caritas and F2F volunteers/staff	Ongoing
6. Facilitation materials will be made available to Soya staff and Community Volunteers as a reference for skills they learned and additional facilitation skills.	Translate facilitation materials and make them available to staff and CVs.	CRS	As soon as possible

7. How can CRS improve future volunteer experience

1. Provide map of area where volunteer is working – showing regions, districts, villages.
2. Provide organizational chart of government agriculture positions, etc.
3. Time planned to visit farmers in the villages where they live for all volunteers coming to Tanzania. It helps to build a better understanding of the culture and needs of the people. It also builds credibility with the farmers



A heart-felt thanks to the Caritas staff, village hosts,
and staff of CRS for the generous hospitality and
support during my visit!