

Contents:

Wellness Champions
Conference 2

New Programmes in
Uganda and Tanzania 3

Feedback from
Champions 5

Certified Champions 8

The Boy with a Dream 9

Editor:



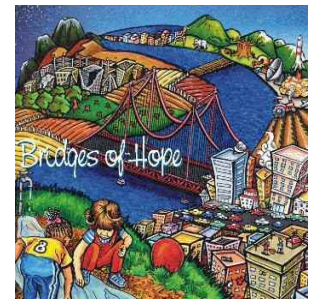
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Editorial



Welcome to this, the second *Bridges of Hope Newsletter* exclusively for Standard Bank and Stanbic Bank **Wellness Champions**, to share experiences and update you on events and new developments. This issue focuses particularly on how Wellness Champions have applied *Bridges of Hope* outside the workplace, with your friends, families and different groups in your communities.

Since the last newsletter, further programmes have trained 80 Stanbic Bank Uganda Wellness Champions and 15 in Tanzania, bringing the total to 229 excluding South Africa (where several hundred Standard Bank Wellness Champions have been trained to use *Bridges of Hope* since it was introduced there in 2003.)

It is great to see the growing number of experienced and certified *Bridges of Hope* Wellness Champions from a variety of countries, and to get

feedback describing how you have applied *Bridges of Hope* activities and techniques and the impact you are having. See our stories "Feedback from Champions."

Congratulations in particular to all who have recently fulfilled the requirements for certification – your smart presentation *Bridges of Hope* certificates have been sent to your Human Resources Department for presentation to you.

A major highlight of recent months was the Wellness Champions Conference in Johannesburg on 12th-13th July involving about 50 of the top performing Wellness Champions in South Africa and from each country where the *Bridges of Hope* training had already taken place.

Please continue to send in your feedback, comments, ideas, letters and any suggestions for improving and adding to the current *Bridges of Hope* package and these newsletters. For example, are there any

areas or issues not currently well addressed, which require more information or even a new activity?

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To unsubscribe, send an e-mail to peterl@mweb.co.zw with "unsubscribe BoH Newsletter."

Wellness Champions Conference

“Sharing my story with others made me realise that I was not alone. I do not have copyright over my bad experience.” Wise words from one of our Wellness Champions who gathered recently in Johannesburg. Sharing and understanding is the essence of the important work our workplace heroes do.

In mid July over 60 *Bridges of Hope* trained Standard Bank / Stanbic Bank Wellness Champions converged on the Ndaba Conference centre in Johannesburg for a two-day conference to share experiences and celebrate their work. This included Champions from throughout South Africa and from each country where the *Bridges of Hope* training had already taken place.

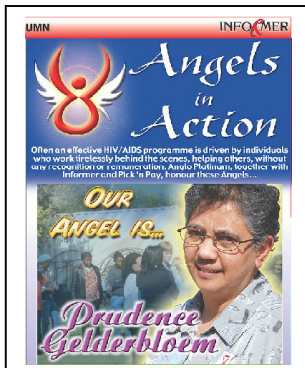
As well as providing a forum to share experiences and learning, the programme recognized the great achievements of Wellness Champions to date.

Everyone had a story to narrate of how they had in different ways impacted on the HIV and Wellness related knowledge, skills and attitudes of their work colleagues, friends, family members and people in their community.

Chief Executive for Personal and Business Banking, Sim Tshabalala formally recognized the efforts and achievements of Wellness Champions in making a difference in the bank and in the broader communities they serve.

Beverly Katz and Marina Coleman from the Health and Wellness Education

Centre introduced a process and all the necessary materials and information for Wellness Champions to complete a portfolio of evidence to qualify for various SAQA (South African Qualifications Authority) Unit Standards. Depending on the outcomes of this pilot programme with the conference participants, this may in due course be rolled out for all Wellness Champions in South Africa and then in other countries.



Our Top Champion

The champions nominated their Champion of the Year, Prudence Gelderbloem from Mossel Bay in the Western Cape. For Prudence this was double recognition, as she has also been awarded an Angels in Action certificate by Informer magazine and a cash voucher from Pick and Pay, with a cash donation of R1 750 to a charity of her choice. She currently coordinates 14 support groups including soup kitchens, a prayer group and HIV/AIDS counselling services, as well as working with seven HIV municipality clinics. Despite her hectic schedule, Prudence loves what she does. “I get a lot of personal reward from knowing I have helped someone.”

Sim Tshabalala (Chief Executive for Personal and Business Banking) with Peter Philip (Head of Corporate Health) presenting Prudence Gelderbloem with the Angels in Action Award.



Pan-African gathering

Part of the value of the gathering was sharing experiences from all African offices. For Estelle Botes of Namibia, being a Champion is a privilege as she is able to contribute to the wellness of others. “It is a reminder for me to thank God and for him to use me to touch other people’s lives.”

New Programmes in Uganda and Tanzania

“Stanbic Bank is no longer just trying to sell us accounts and home loans – they are bringing some valuable free health education to our community.” Member of the public participating in one of the community outreach *Bridges of Hope* sessions.

Since the last newsletter, two other Stanbic countries, namely Uganda and Tanzania have hosted Bridges of Hope Wellness Champions Training programme. Uganda is the biggest programme to date after South Africa, with a total of 80 Wellness Champions being trained on two back-to-back 3 day workshops in Kampala, together with 5 invited participants from local NGOs. Two EXCO members also attended the first day of one workshop, which provided a valuable statement of proactive support for the programme, as well as ensuring an accurate insight at board level of what *Bridges of Hope* offers. The following press release compiled by Wellness Champion/Communications Manager Daniel Nsibambi appeared in “New Vision” on the 8th August.



Stanbic Staff take HIV/AIDS campaign to Kampala markets and schools.

Article in “New Vision” , 8th August 2007

Stanbic Bank Staff attracted curious onlookers in various Kampala markets when they set up camp there to talk about the impact of HIV/AIDS, coping with it and living positively. The staff had just completed a *Bridges of Hope* course which exposed to them various techniques in community sensitization about the disease.

Talking about the programme which is taught in a practical and funny way, Harriot Omoding, the Stanbic Bank Human Resources Manager explains, **“Stanbic Banks is mindful of the impact of HIV/AIDS on our community. This course has equipped our staff with the knowledge and skills to enable them to sensitize their families, their peers, our customers and the general public on various facets of the disease.”**

One of the participants from northern region, a sales and service assistant in Stanbic Bank Gulu, Kennedy Bayo says. **“This is another way we are giving back to the community where we do business.”**

Eighty staff, named ‘Wellness Champions’ representing various Stanbic Bank branches and business units all over Uganda attended the course. They held talks at Nakawa, Kisugu, Kabalagala and Gaba landing site markets. They also trained students of Kibuli Secondary School, Tina School of Beauty, Kakungulu Memorial Senior Secondary School and Muyenga Secondary School among others.



One of the teams of Wellness Champions arriving at Gaba Landing Site.



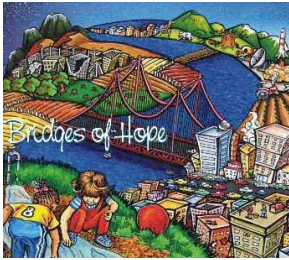
At Gaba Landing Site by Lake Victoria, involving fishermen, traders and others in *Activity 9: What happens in the Body of someone living with HIV*



At Nakawa Market

Tanzania

Although on a smaller scale, the 15 Stanbic Bank Tanzania Wellness Champions trained in Dar es Salaam are achieving a lot with *Bridges of Hope*. These two photos illustrate their first sessions in the community.



Using Activity 8:
Can you tell who is living with HIV? by the bus station.



Demonstrating use of the female condom at a market in Dar es Salaam

Feedback from Champions – impact on the community

Using *Bridges of Hope* to benefit your family, your friends and yourself.

Wellness Champions from all countries have provided a mass of valuable feedback comments, observations and descriptions of experiences using *Bridges of Hope*, including ways they have creatively adapted some of the activities for specific situations. Some extracts from these are included below.

Uganda Wellness Champion - Agnes Atim.

After the second day of the *Bridges of Hope* Champions training programme, that evening I went out with friends to relax and chat a bit. A while later a gentleman walks up to me and tells me how beautiful I am. He says this with so much seriousness that I was startled. Normally I reply to such remarks with a rude or abusive retort or I just brush it away. That day something different happened, I just looked up at the gentleman smiled at him and said thank you and I felt it coming from my heart. (The "Identity Statements" activity helped me appreciate

who I am finally.) Thanks to Bridges of Hope, I am more confident of myself and will be for ever.

Zambia Wellness Champion - Akayombokwa Mutumba.

BOH has been very helpful, even in my private life. At times I find myself doing tiny mini sessions with my girlfriend and close friends and disguise them as little games, but at the same time I am imparting knowledge. And it feels great.

Botswana Wellness Champion - Pauline Burungi.

When presenting for my family and friends who were gathered together for a wedding rehearsal, I used beer cans and cigarette boxes instead of crocodiles. This worked very well since most of them were teenagers and taught them that drugs and alcohol abuse can hinder learning / progress at school.

see Editors Comment →

Here is a great example from Zimbabwe Wellness Champion **Richard Mwerharai**, of grasping the opportunity to use the ideas and principles in the *Bridges of Hope* activities without actually having the presentation aids:

I had travelled to Gutu in Masvingo for my father-in-law's memorial service. One of the days, five of us all brother-in-laws (vakuwasha) retreated to Devure river for a mid morning bath. While seated on the riverbank across the river we saw mouth-watering snot apples (matohwe) but could not dare to cross the other side because the river is crocodile - infested. I took the opportunity to explain to my colleagues of the dangers in our lives to achieve our goals. In this context symbolically the danger was the crocodiles in Devure River and our goal was to get matohwe across the riverbank. In short I held a 'Crocodile' and 'Walking the Bridges' sessions. Though I did not have the presentation aids the session was a huge success and source

It is encouraging to see how many Champions have the Bridges of Hope techniques and ideas with immediate family and friends, and for their own personal health and development.

Editors Comment:
For addressing issues of drugs and alcohol, remember to include **Step 7 of Activity 1: Walking the Bridges.** Get one or two participants to spin round fast on the spot 5 times, then immediately try crossing the single bridge. They will almost certainly fall off. Then facilitate discussion about how this relates to taking recreational drugs and alcohol.

Feedback from Champions - positive change

*“Be the change
you want to see in
the world.”
Mahatma Gandhi*

Zambia Wellness Champion – James Gwabila. People really started looking at HIV/AIDS with a different understanding. Some said if only all people could start looking at life like that and with such a different but realistic approach we can heal a lot of lives. Behaviour change has taken place and an number of groups that have head of the *Bridges of Hope* from their friends have come to ask if I can spare some time to visit their organizations. Currently, the Zambia Army and the SDA church having been asking me to offer lessons as soon as I have time.

Botswana Wellness Champion – Daisy Poloewetse. People did not appreciate the female condom. They said it was too big. I had to tell them that the vagina is elastic and it is fine if inserted well. They wanted to know if I have used it before and I said no, so

the feeling was ‘how can I teach them to use it when I don’t use it’. So the main challenge was for me to try to use it.

Editors Comment

Many thanks Daisy for honestly sharing this challenge, which again emphasizes the importance of first trying things ourselves (as far as possible) so we have the credibility of talking from experience. The story “Stop Eating Sugar” illustrates this point well.

As a woman, even if you do not have a sexual partner willing to try a female condom, you can still try out just inserting one so at least you can speak from experience about that. Even if you don’t like it yourself, you can be honest about that and explain the advantages and disadvantages of each, and that some people prefer male condoms, others female condoms.

Stop Eating Sugar

One time, a woman came to Mahatma Gandhi and asked him to tell her overweight son to stop eating sugar.

“Madam,” he replied, “come back in three weeks time.”

Surprised at this request, she nevertheless returned with her son three weeks later.

Gandhi looked at the boy and told him, “Stop eating sugar.”

When the boy left the room, the mother turned to Gandhi and asked why he hadn’t said this three weeks ago.

Gandhi replied, “Madam, three weeks ago I myself was eating sugar.”

Source: Christina Hall

from *The Magic of Metaphor: Stories for Teachers, Trainers and Thinkers* by Nick Owen

Lesotho Wellness Champion - Mpho Nkhabu. When I used *Activity 9: What happens in the Body of someone living with HIV*, my participants enjoyed this activity too much and were shocked at the same time as they said they thought they knew about the movement of the virus, yet they didn’t know.

Malawi Wellness Champion – Patrick Mwalilino. Initially, there was reluctance from members of staff when I put a notice of the presentation. They argued that they have had enough of issues on HIV. After this interesting presentation I could see the expression from their face that everybody was excited more so because of the creative approach of using models.

Feedback from Champions “Here, have some gum!”

Chewing Gum Challenge – How to make it work better!

Activity 6: Chewing Gum Challenge has had a mixed review – it has worked very well for some and not for others, as reflected by the following comments:

Zambia Wellness Champion Akayombokwa Mutumba:

The exercise I believe that gripped the attention of the crowd, at all occasions was the gum chewing exercise, at all sessions everyone would complain about the gum “still being sweet,” and the ultimate payoff was when you would explain the purpose of the exercise and the looks on people’s faces was priceless.

Swaziland Wellness Champion

Vamsile Mthembu. Whilst doing the bridges of hope with colleagues where I was co-facilitating the chewing gum exercise we met with a lot of resistance. Interestingly, nobody

wanted to take back the gum that had been chewed even if they had positively identified their gum. They said they could not take it back because theirs had mixed with others and they couldn’t eat people’s saliva. Ok we explained that there was minimal chance that a person could contract HIV through saliva contact. The participants seemed not keen to listen to what was being said. They argued that in real life one does not put food in their mouth and then spit it out and ask other people to eat. They said it was not a good enough example to stress the importance of the spread of HIV.

Editors Comment:

From reading this and other feedback and talking to various people about it, it seems that the key to making the Chewing Gum Challenge activity work is to keep it very short and snappy. Think of it more as an icebreaker – a quick activity to challenge and get participants thinking about their risk behaviours. If you allow it to develop into an in depth discussion, it tends to lose its point. The key message is: *The health risks of eating gum already chewed by someone else are tiny compared with the health risks of sharing other body fluids through sex. If you are slightly worried about sharing gum, you should be extremely worried about unprotected sex!* Once that point has been made, move straight on to the next activity.

Future Islands and Limiting Beliefs...

Jacinta Nkulunguila, Standard Bank Mozambique

My most successful session was with group of young of 14-35 years of age who live in the military zone, in the region known here in Moçambique as “Colombia”, where drugs are consumed a lot, where situations of deaths from overdose, HIV infection, unintended pregnancy, abortions, unprotected sex and uncontrolled use of syringes put the residents of this zone in a situation of constant danger. Sex without protection is “normal” for them. The people live without thinking about tomorrow. The majority of these young ones are children of old combatants with no level of schooling. It is hard to convince the children to continue with their studies and to have a

positive life in the society. After using the *Bridges of Hope* activities including *Future Island* they had a more positive attitude and asked me to return for further sessions, though some said things like “I will never reach this dream. It is impossible for me in my situation.” The *Bridges of Hope* activities all have a strong and very positive social impact. They get people involved in a fun, relaxed way that enables rapid learning.

Editors Comment

Particularly in situations like the one Jacinta describes in “Columbia”, people often have **Limiting Beliefs** about whether it is possible for them to change their situation and their lives, reflected by comments like “I cannot...”, “I have to...” and “It is impossible for me to...” It is good to

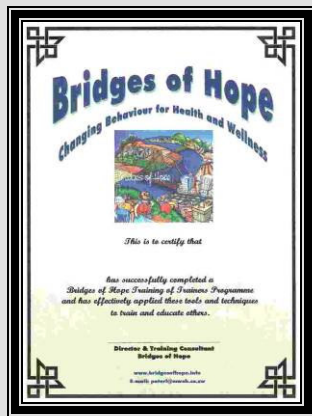
challenge such limiting beliefs, and Key Concept 6 in Appendix 3 of your *Bridges of Hope Users Guide* offers a technique for **Challenging and Changing Limiting Beliefs**, which you could use in such situations.

It is also very valuable to tell stories of how someone else like them, in a similar situation, has gone on to succeed and achieve their goals and dreams in life. On Page 9 is one such story “The boy with a dream”, which you could maybe use or adapt, about David Mulenga whose family I knew when I was working in Zambia in 1991, when he was just a boy. You might also consider using this or a similar story as part of the *Future Island* activity.

Congratulations!

Mozambique Wellness Champions, you are the first country in which ALL Wellness Champions have completed and submitted your reports for certification!

Isabel Bretes Learning & Development Consultant, Standard Bank Mozambique, states:
Our goal now is that by the 1st December 2007, at least 90% of the Standard Bank Mozambique Wellness Champions get to know ALL the activities of Bridges of Hope. Each Champion should continue to facilitate at least 5 sessions in each 3 months. Our Champions are very INSPIRED, MOTIVATED AND INVOLVED.



If you would like an electronic copy of the Bridges of Hope certification process and form to submit, e-mail peterl@mweb.co.zw stating "Request BoH certification form"

Certified Champions - making a difference!

CONGRATULATIONS to the following Standard Bank and Stanbic Bank Wellness Champions, who have all now achieved *Bridges of Hope* Certification. As well as receiving this presentation certificate in recognition of your achievement, your names will shortly appear on the *Bridges of Hope* website page: www.bridgesofhope.info/CertifiedBridgesofHopeUsers.htm

BOTSWANA

Masego Pheto, Manetso Kope, Pauline Barungwi, Wame Rakwadi, Edwin Ketsitlile, Keene Rabashima, Bawani Mutshewa, Daisy Poleowetse, Kelobogile Lentswe.

Guest participants:
Kabelo Poloko (**BOFWA**)
Itemeleng Bareng (**CEYOHO**)

LESOTHO

Lerato Majara, Mahlape Nkunyape, Moneng Mpela, Mpho Nkhabu, Nteboheleng Debeshe, Thotoane Tsosane, Puseletso Thakong

Guest participants (**PSI Lesotho**):
Lebuso Mosuone
Lits'oanelo Motsoahae

MALAWI

Benedictus Mpoto, Christina Nkhumba, Elliot Mankhamba, Eston Chamgwera, Humphreys Chiwaula, Maggie Gundo, Mary Fachi, Martha Mphatso Ngwira, Ivy Kwatiwani, Mercy Mwatero, Patrick Mwalilino, Willard Kachikwati, Freda Mughogho, Edith Banda.

NAMIBIA

Adele van Biljon, Estelle Botes, Juliana Claassen, Jackie Hoff, Nicolette Muwonge

MOZAMBIQUE

Isabel Bretes, Jacinta Nkulunguila, Rael Benzane, Isabel Mavie, Abdul Remtula, Américo M. Júnior, Argentina de Castro, Jorge Gonçalves, Flavio Leonel Lopez, Mario Ah-shú, Nelcio Fijamo, Graciete Rois Alfai, Mauro Gouveia, Silvio Khan, Isabel Mavie. Sandra Semente.

Guest participants:
Balbina Santos (**ECOSIDA**)
Mateus Baptista (**Kufunana**)
Inês Brito (**Co-facilitator / Interpreter**)

SOUTH AFRICA

Lyle Borman, Adrienne Bruwer, Monique Carolissen, Toni Coetzee, Wendy Creed, Esmarelda Dreyer, Prudence Gelderbloem, Meer Hendricks, Miranda Hlatana, Daniel Kotton, Ricky Kleinhaus, Tina Levendal, Dikeledi Malema, Gillian Miller, Mario Pepino, Elizabeth Petersen, Liesel Rumble, Shaheda Solomons, Ferial Warrin, Penelope Winter, Beauty Zondi

SWAZILAND

Duduzile Khoza, Hlengiwe Gumedze, Khontile Dlamini, Lombuso Matsebula, Nomathemba Magagula, Sibongile Ndlovu, Sikanye Zwane, Zizwe Dlamini, Vamsile Mthembu, Thembi Jabu Mdluli, Zwelile Thwala, Dlamini Nananza, Phindile Weatherson

UGANDA

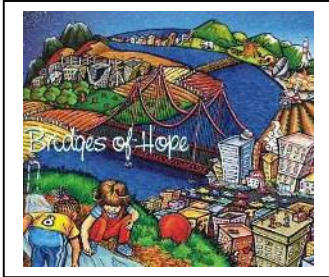
Irene Lugoloobi, Aida Mugisha

ZAMBIA

Sharon Mumba, Adell de Boer, Akayombokwa Mutumba, James Gwabila, Kawa Chirambo, Nshila Chilele, Charity Mlongwe, Abigail Mangala.

ZIMBABWE

Everymay Zhou, Alois Katsere



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We're on the Web!

See us at:

www.bridgesofhope.info

The boy with a dream

In 1991, when David Mulenga was 15 years old, he walked 7 kilometers each day from his family's small home in the village of Mingomba to attend high school in Chililabombwe.

One day, for homework, his teacher gave the class the task of writing about or drawing a picture showing how they wanted their future to be.

David set to this homework and drew a detailed plan of the 4-bedroom house he wanted in the middle of a large cattle farm. He included himself in the picture, the manager and owner of the farm business, together with his family including several children.

He put a lot of effort into the project and the next day he handed it into his teacher. Two days later he received his drawing back. On the front page was a large red F for 'Fail' with a note that read, 'See me after class.'

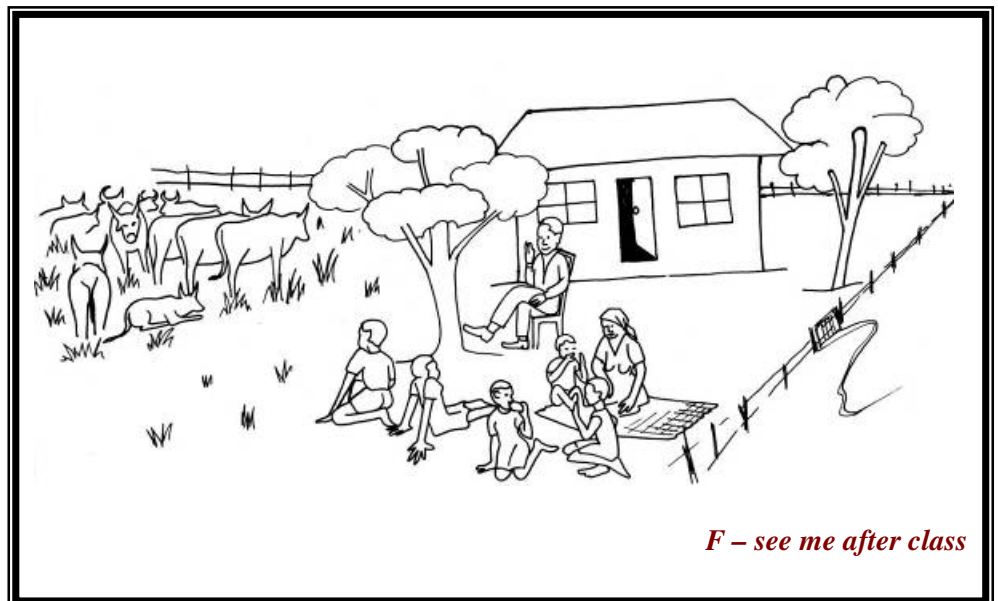
The boy with the dream went to see the teacher after class and asked, "Why did I receive an F?"

The teacher said, "This is an unrealistic dream for a young boy like you. You have no money. You come from a poor family. You have no resources. Developing a large farm requires a lot of money. You have to buy the land. You have to pay for the original breeding stock. There's no way you could ever do it." Then the teacher added, "If you will re-do this drawing and make it more realistic, I will reconsider your grade."

The boy went home and thought about it long and hard. He asked his father what he should do. His father said, 'Look, son, you have to make up your own mind on this. However, I think it is a very important decision for you.'

Finally, after thinking hard and long, David handed in the same paper. He said to his teacher: "You can keep the F and I'll keep my dream."

In 2006, some 15 years later, David invited some of his old school friends and his teacher to meet his wife and healthy children at his 4-bedroom house in the middle of a large cattle farm near Kitwe. And in the living room, framed above the mantelpiece, was the drawing he did at school, still with the fail mark on it. When the teacher was leaving, he said, "Look, David, I can tell you this now. When I was your teacher, I was something of a dream stealer. During those years I stole a lot of kids' dreams. Fortunately you hung on to yours."



F – see me after class