Directory of recognised trainers for

*Stepping Stones & Stepping Stones Plus*

www.salamandertrust.net
www.steppingstonesfeedback.org

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Entries appear in alphabetical order of country

All emails are written with spaces before and after the @ to try to minimize spam.

Please remove these when trying to contact the trainer.

If you wish to contact us, please do so at the following email addresses:
  laura @ salamandertrust.net
  ellen @ salamandertrust.net
  alice @ salamandertrust.net

For trainers of the South African adaptation of the Stepping Stones manual in Lesotho, South Africa and Swaziland, please contact our colleague Laura Washington and her team at Project Empower:
  laura @ projectempower.org.za
Introduction

The international Stepping Stones Community of Practice includes a number of highly skilled and experienced people who can train facilitators to use the Stepping Stones & Stepping Stones Plus programme in communities where they work.

Salamander Trust, which coordinates the Stepping Stones Community of Practice, is often asked for names of such trainers in different countries.

To help your organisation maximise its use of Stepping Stones & Stepping Stones Plus, and to enable it to be run effectively, we offer here a list of these recognised trainers to support you to run facilitator training workshops.

Whilst the trainers listed here are recognised as long-standing trainers of this programme, with many years’ experience in running it, please note that Salamander Trust does not currently formally evaluate or certify trainers. It is thus each organisation's responsibility to verify trainers' capacities, quality of work and suitability to your programme requirements.

If you wish to have your name added to this list, please send us your CV, including a description of how you were trained as a Stepping Stones facilitator and then trainer, where, for how long, and by whom. Please also indicate what experience you have had, first as a facilitator and then as a trainer of the Stepping Stones programme.

Please make sure to send us the contact details of the organisation and trainers who trained you, so that we can verify the quality of your training.

Stepping Stones & Stepping Stones Plus and its sister programme, Stepping Stones with Children are both published by Practical Action Publishing.

To find out more about the programmes and to order copies, please follow this link: http://steppingstonesfeedback.org/
Beatrice A. Oyugi

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Beatrice Oyugi holds a certificate in counselling psychology, a diploma in community-based development, a BA in development studies and a Master of Science in public health. She has over 12 years of experience working in the field of community development in various capacities. She has been engaged in design, development, implementation and M&E as well as reporting on development projects.

She is currently a program associate with PATH Kenya, an international non-profit organization whose mission is to save lives and improve health, especially among women and children. Part of this role includes coordinating the logistics of project trainings for community-based service providers and assisting with the creation of community-based video production on positive caregiving practices.

Beatrice has a wealth of experience in building the capacities of organizations to implement a number of evidence-based interventions, including the original Stepping Stones programme. She has been engaged to train a number of facilitators for 4 EGPAF sub granted organizations in the original Stepping Stones program. She has also been invited by a number of organizations to provide technical support to the management and facilitators of organizations implementing Stepping Stones locally. She is a trained trainer of facilitators and attended the inaugural East African training of facilitators in Stepping Stones with Children as a participant in March 2016.
Martin Opondo Obwar  Kenya

Email: opondobwar @ yahoo.co.uk
Languages: English, Kiswahili and Dholuo

Martin Opondo Obwar has a Higher Diploma in Social Work and Community Development from Integrity School of Management (ISM), a Diploma in Counseling from Kenya Association of Professional Counselors and a Diploma in Sociology from Kenya Polytechnic. He has also undergone intensive community development training and other courses on community programming and counseling (psycho-social support).

Martin previously worked with KEMRI/CDC as Community Liaisons Officer in an HIV Vertical Transmission project and Global AIDS Care Program, where he assisted with designing the follow up strategy of participants in various studies. He has also worked with AMREF in an adherence support programme, as a Community Liaisons Officer linking communities to health facilities and as a Program Officer in a nomadic Youth Reproductive Health Program. Currently he serves as the head of Programmes at Institute of Preventive Health, a capacity-building training institution.

He is a highly skilled trainer and attended the Stepping Stones with Children training of facilitators workshop held in Dar es Salaam in 2016, in collaboration with PASADA and the Salamander Trust.
Maureen Kemunto Bitengo Kenya

Maureen Kemunto Bitengo is a Social Scientist and a medical Laboratory Technician in Kisumu, Kenya. She holds a Diploma in Laboratory technology from the Technical University of Mombasa and in 2011 joined the University of Nairobi for a degree programme in Social Science.

After receiving her O level education, she interned with a Youth group (Fish group) within the Catholic Church, supporting youths and women living with HIV and AIDS as well as educating the entire community on reproductive health and HIV. She later worked as a Behavior change and HIV/AIDS Facilitator/Coordinator for the Fish Movement within the Arch-Diocese of Kisumu. She played a fundamental role in providing the following services:

- facilitating awareness creation meetings and campaigns on behavior change communication,
- HIV Testing and counseling,
- Drugs and substance abuse counseling,
- Referral for care and treatment,

In November 2002, she was assigned to head the home-based care department of Institute of Preventive Health. This project has resulted in numerous positive benefits for the livelihood of people living with and affected by HIV and AIDS, and the community at large. These include:

- improved health of people living with HIV due to increased uptake of care and treatment,
- longer and improved quality of life for people living with HIV hence reducing the likelihood of orphans.
• increased economic productivity and reduced instances of ill health and malnutrition and among people living with HIV
• increased awareness of HIV/AIDS; how it is spread, means of prevention, positive living
• reduced instances of stigma and discrimination because people are more aware of HIV/AIDS.
Mustafa Haji Kenya

Email: mustapher2008 @ yahoo.com or mustapher51 @ gmail.com

Languages: English, Arabic and Kiswahili

Mustafa Haji has a BA in Sociology from the University of Nairobi, and has been delivering trainings in Stepping Stones for fifteen years.

Since 2002 he has been working with Stepping Stones practitioners as a consultant on the Stepping Stones participatory approach. As part of this role he trains community based organisations on gender, development, leadership, management and team-building skills. Through this, he has worked with organisations such as ActionAid, Laikipia HIV/AIDS Control Organisation (LAHACO), GENESIS Community Development Assistance and Masongaleni Community Organization for Sustainable Development (MACOSUD).

In 2001 he trained as a Trainer of Facilitators for Stepping Stones, and in 2003 was trained as a Trainer of Trainers by ActionAid. He has also undertaken training in consulting skills, leadership, management and a Community Development Facilitator. In March 2016 he attended the Inaugural East African training of facilitators workshop in Stepping Stones with Children.
Pfiriaeli Kiwia

Email: pfiriaeli@yahoo.co.uk or kimarapeer@udsm.ac.tz

Languages: Excellent oral and written English and Kiswahili

Pfiriaeli Kiwia is an economist, and graduated from the University of Dar es Salaam in 1976. She currently works at a local NGO known as Kimara Peer Educators and Health Promoters Trust Fund (Kimara Peers) which is based in Dar es Salaam, Tanzania. She is one of the founding members of Kimara Peers, and has been a leader and coordinator of programs for over 15 years. She has almost 24 years’ experience in AIDS-related work.

She has taken great interest in the Stepping Stones programs. Apart from training in the original Stepping Stones, she has recently engaged in the following assignments:

• Independent Contractor: translating the Stepping Stones with Children manual from English to Swahili; contracted by Pastoral and Services for People living with AIDS in Dar es Salaam Archdiocese (“PASADA”) & the Salamander Trust (UK).
• Co-Facilitator: Workshop on Testing the Stepping Stones With Children manual, held at Njuweni Hotel, Kibaha District-Coast Region, Tanzania and sponsored by PASADA (Dar es Salaam) & the Salamander Trust.
• Participant: Skype meetings with Gill Gordon and Alice Welbourn (both from the Salamander Trust) as well as Willbrord Manyama (Kimara Peer Counsellors) and Nelson Chiziza (PASADA) to develop the facilitators’ guide to the Stepping Stones With Children manual.
• Translator: Stepping Stones with Children: Guide for Counselling Children Living With and Affected by HIV and Their Caregivers for PASADA.
• Participant in filming successful work with children and caregivers who participated in the workshops in Tanzania, facilitated by PASADA and the Salamander Trust.
• Co-trainer for the East African training of facilitators workshop, training participants in how to use Stepping Stones with Children in Bunju, Dar es Salaam.
• Co-Trainer for the Southern Africa training of facilitators workshop, training participants in how to use Stepping Stones with Children in Lilongwe, Malawi.
Lucas Haule *Tanzania*

Email: Nasibussoo1 @ yahoo.com

Languages: Fluent in English and Ki-Swahili

Lucas Haule holds a Diploma in Social Work from Kwazulu Natal University, where he specialised in working with children. He also has an advanced certificate in Community Theatre Development from Bagamoyo College of Art.

He has been a coordinator of *Stepping Stones* for PASADA since 2008, identifying communities which could benefit from trainings, preparing educational outreach activities and organising trainings, along with other responsibilities. From 2000 – 2004 he was a school outreach coordinator, again for PASADA, where he advised both primary and secondary schools on life skills and reproductive health activities, as well as training school teachers and the wider community in parenting skills.

From July – December 1997 he undertook *Stepping Stones* training, and the following year attended a workshop which focussed on sexual health, sexuality and gender. In 2003 he took part in another workshop, this time focussing on providing psycho-social support for children and parents. He is fluent in both English and Ki-Swahili.
Veronica Kitano *Tanzania*

Email: kitanoveronica @ yahoo.com  
Languages: English and Ki-Swahili

Veronica Kitano has studied Clinical Pastoral Education at Bugando Medical Centre, and has a diploma in Counseling from Community Concern Training Institute, Kenya. She is currently working on the Key Populations Project as Community Officer with PASADA, providing health education on HIV, STI's and TB. She is also a Community Educator & Trainer, coordinating the training of *Stepping Stones with Children*. She has more than ten years’ experience in working with communities affected by HIV, organising and delivering *Stepping Stones* training.

She has undertaken practical training in a variety of roles including basic HRM reduction training, which provided information about the effects of drugs and Methadone-assisted treatment. Veronica has been heavily involved in the *Stepping Stones with Children* pilot program, film-making and training programmes held in Dar es Salaam and supported by PASADA and the Salamander Trust.
Willbrord Manyama  Tanzania

Willbrord Manyama is currently Assistant Program Coordinator and Community Outreach Training Coordinator at Kimara Peer Educators & Health Promoters Trust Fund, a non-governmental organization responding to HIV and AIDS, Kinondoni, Dar-es-Salaam, Tanzania. He holds a Master’s degree in Community and Economic Development (M.CED), a Bachelor of Arts in Sociology - BA (Soc) and a Diploma in Commonwealth Youth Programme (CYP).

Willbrord is a mentor to community based organizations, providing a long term coaching relationship, aimed at providing new skills, knowledge and confidence, and solving operational problems based on need. With 18 years of applied experience in AIDS work, youth in development work, community and economic development, he is also a trainer in youth programmes including reproductive health, stigma reduction, HIV and IDS programming.

He has contributed inputs during workshops geared at the development of training manuals. These manuals include Southern African AIDS Trust (SAT) Training and Practice, Understanding and Challenging HIV/AIDS Stigma (series for People Living with HIV, Young People and Children), NAMWEZA: Appreciative Inquiry Interventions, and Stepping Stones with Children.

Most recently he provided support as a co-trainer during the Stepping Stones with Children Inaugural training of facilitators workshops in both Dar es Salaam, Tanzania in March 2016, and in Lilongwe, Malawi in May 2016. He also helped to translate the Stepping Stones with Children manual from English into Ki-Swahili.
Baron Oron is the Network Director for *Stepping Stones* in Uganda. He studied Literature and Theater for Development in Makerere University.

For the last 24 years he has practised *Stepping Stones* and Theater for Development and has been the Lead facilitator of *Stepping Stones* in the East and central African region and beyond. He was among the first four trainers of *Stepping Stones* which was pioneered in Buwenda, Uganda in 1994. Three years ago Baron led the Ugandan team that adapted *Stepping Stones* in Karamoja to address small arms proliferation. This package may be used in other contexts of conflict to promote peace building and reduce violence.

Baron also trained the first team of facilitators of *Stepping Stones* in the Pacific islands of Fiji and Solomon. He has previously worked with a number of USAID supported agencies in the areas of behavior change communication as a specialist. He has extensive experience in working in the Ministries of Gender and Youth in Uganda in collaboration with Unicef to promote children’s rights using Theater for Development.

Baron is one of 30 participants who attended the first training of facilitators course in using *Stepping Stones with Children* held in Dar es Salaam in March 2016. The workshop was organized by Pasada and Salamander Trust.

He is a poet, playwright and Theater Director. He has made a number of international presentations on *Stepping Stones* in different parts of the world.
Germina Sebuwufu holds both a Bachelor and Master degree in Education from Makerere University. She also has a Diploma in Education from Kyambogo University and a Diploma in Drama from Makerere University.

She served as a professional classroom teacher for four years, where she was credited and appointed as a head teacher and worked for 21 years in four Grade II Primary schools. After taking voluntary retirement from teaching, she worked for Save the Children from 1991 to 2008 in different parts of Uganda, coordinating various educational activities. She has been in charge of many programs in Uganda both in and out of the classroom, focusing on improving the quality of education in schools in the organization’s catchment areas.

She was one of the first to become a trainer using the original Stepping Stones, in a workshop that was organized in Uganda by Action Aid London, led by Alice Welbourn. She has undertaken Stepping Stones trainings, as well as monitoring and evaluation for various organizations in Uganda. Germina has acquired further experience through undertaking short courses, research work, and educational tours in Uganda, Ethiopia, Kenya, Dar-es-Salaam, Malawi, Zimbabwe, South Africa, Sierra Leone, Zambia, Denmark, and Sri Lanka.

She has supported the facilitation of workshops in Somaliland, Zambia and Sierra Leone. She has been self-employed since July 2008, working to short term contracts. Areas of work include community mobilization, human rights, children’s rights, Stepping Stones methodologies, HIV awareness, research work, trainings, child participation, education, and other child-related issues. Her most recent engagements involved supporting an emergency programme in Northern and Western Uganda (Nakivale Camp), where child-friendly spaces and clubs were established for refugee children. She is also experienced in using child friendly tools and Participatory Learning and Action (PLA). Germina attended the Stepping Stones with Children training of facilitators workshop held in Dar es Salaam in March 2016.
Gloria Eve Kasande *Uganda*

E-mail: kasandegloriaeve @ yahoo.com

Languages: English, Swahili, Runyoro, Luganda, Ateso

Gloria Eve Kasande is a passionate social worker with experience in research. She holds a Bachelor of Adult and Community Education from Kyambogo University and a Master of Arts in Social Sector Planning from Makerere University.

Gloria previously worked with Network for Stepping Stones Approaches (NESSA) in Moroto, Karamoja region in Uganda. The assignments involved participating in planning and training on the use of the *Stepping Stones* methodology to address violence and conflict mitigation in the selected sites as well as assisting with the development of the behavior change and communication plan on conflict mitigation.

Gloria was part of the team that completed the training of facilitators workshop on *Stepping Stones with Children* held in Dar es Salaam in March 2016 organized by PASADA and Salamander Trust.
Alfred Okajje

Email: okajejude @ yahoo.com or Alfred.Okajje @ socialprotection.go.ug

Languages: Fluent in English and Ateso, good command of Ngakarimojong and Luganda

Alfred Okajje is a Monitoring and Evaluation manager for Transform Uganda and a National Trainer with Network for Stepping Stones Approaches (NESSA). He holds a bachelor's degree from Makerere University and a Post Graduate Diploma in Project Planning and Management from Uganda Management Institute. He has comprehensive training in various fields of development and has worked with a number of Governmental and Non-Governmental Institutions. In the area of HIV/AIDS, Alfred has worked with District People Living with HIV Fora (PLHAFs), post-test clubs and PMTCT projects. He has worked as a Community Development Officer with Local Government, as a Monitoring and Evaluation Officer with Social Assistance Grant for Empowerment (SAGE) under the Ministry of Gender, Labour and Social Development (a DFID cash transfer supported project) and with Civil Society Fund as part of the Karamoja Integrated Development Program.

He was first trained in using the original Stepping Stones manual by Action Aid Uganda in 2004. He has been supporting community workshops using Stepping Stones methodologies for 15 years now, with a focus on HIV/AIDS, Family Planning, and Gender Based Violence mitigation in disaster areas (notably, in Bugisu region) enhancing ART drug adherence with post-test Clubs, supported by Plan International Tororo and World Vision Gulu.

In 2013 Alfred was one of the first trainers who practically applied the adapted Stepping Stones for Peace and Prosperity for conflict mitigation with communities in Karamoja, Uganda, to address small arms propagation, supported by the World Bank and the Tufts University. His immense contribution towards the reduction of new HIV infections in communities, contributed towards being invited to attend the East Africa TOT workshop, held in Dar es Salaam in March 2016. Here, he was trained as a facilitator for Stepping Stones with Children supported by the Salamander Trust and PASADA.
Zimbabwe

Patience Muyambo

Email: patience.muyambo @ yahoo.com

Languages: Fluent in English and Shona

Patience Muyambo is a results oriented development worker, with more than 15 years’ experience and expertise in training and capacity development, lobbying and advocacy, material development, adaptation and dissemination and participatory monitoring and evaluation.

She developed a passion for social justice and for making a difference in people's lives, particularly for those living with or affected by HIV, to fight stigma and discrimination.

Patience believes in empowering and transforming the lives of individuals and groups, especially women and children, through the use of people-centered participatory approaches and fostering sustainable solutions to life challenges.

Patience has contributed as a trainer and advisor to the establishment and strengthening of Stepping Stones in selected countries in Southern, Eastern and Western Africa, working with Family AIDS Caring Trust and in collaboration with ActionAid, Healthlink Worldwide, Practical Action and other Government Ministries, faith-based organisations and community-based organisations.

She has also participated and contributed as a team member of experienced and skilled Stepping Stones trainers in Africa, in the Healthlink Worldwide exchange programme to Nicaragua and the United Kingdom. Patience attended the Stepping Stones with Children training of facilitators workshop held in Lilongwe in May 2016.
Pekins Machanganje *Zimbabwe*

Email: pekinsmach @ gmail.com

Spoken languages: Shona and English

Pekins has vast experience in working with children in the community and in the Church. He has worked with marginalised groups since 1996, in particular with children and women as his main target audience. Pekins has worked with Concern World Wide, ActionAid, FACT, DAPP in trying to help the marginalised and give the voiceless a voice on issues affecting them. Consequently, Pekins has been asked by several organisations to offer consultation services on these areas.

With this experience and focus, Pekins feels excited to participate by paving the way to include Faith Based Organisations in participating in community work focusing on HIV and AIDS. This is so because there are very few churches which mainstream sex and sexuality and reproductive health matters in their gatherings, as this is often viewed as “taboo and unholy”. Being a Pastor, Pekins will advocate for children in churches to be included and participate in SRH and HIV and AIDS.

Pekins, through ActionAid, has held *Stepping Stones* TOT workshops in five provinces of Zimbabwe for Faith Based Organisations and has worked with 15 women’s groups, addressing issues of Gender and Gender Based Violence with support from Concern World Wide. He attended the *Stepping Stones with Children* training of facilitators workshop held in Lilongwe in May 2016. Currently Pekins is pastoring in a church in Eastern Zimbabwe.
Rachel H. Zimunya  
Zimbabwe

Email: rachelzimunya7 @ yahoo.com

Languages: English and Shona (written and spoken), Ndebele (basic), Tswana (very basic)

Ms Rachel Zimunya is a Family Scientist with experience in development work with expertise and skills in programme training and facilitation, monitoring and evaluation, Psychosocial support (PSS), sexual reproductive health rights (SRHR) and youth projects amongst others. She has worked with various grassroots organizations and bi-lateral donors at various levels in Zimbabwe and the SADC region. Her attributes and some of her qualifications have been included below.

- Regional Master Trainer in Psychosocial support (PSS). Regional Psychosocial Support Initiative trained (REPSSI)
- She has monitoring and evaluation experience as well as previous experience implementing and evaluating SRHR related projects.
- She has spent most of her career in development work especially monitoring and evaluation
- She is highly skilled in participatory techniques
- Her research and analytical skills are sharp, and she has extensive experience in applying them. Her values include professionalism, responsiveness (to client’s specifications), analytical depth, simplicity (to accommodate non-technical readers) and timeliness.
- She has consulting experience and is capable of leading and completing assignments.
- Excellent interpersonal skills, collegial orientation, and inter-cultural social competence, team-experienced
- Program implementation e.g: HIV/AIDS; Young People We Care program; Auntie Stella, Stepping Stones, Parent –Child communication program; Home based care program, Palliative care for children program, REPSSI OVC PSS program, Low Input nutrition Garden (LIG) program.
Taurayi Nyandoro Zimbabwe

Email: tunya18@gmail.com or tbnyanx@yahoo.com

Languages: English and Shona

Taurayi is a trainer and institutional capacity development expert with eight years’ experience in the Non-Government Organizations sector. He successfully completed Training of Trainers (TOT) Sphere Project: Humanitarian Charter and Minimum Standards in Humanitarian Response; TOT Stepping Stones; TOT Training for Transformation; TOT Human Rights Based Approaches: HIV Prevention, Treatment, Care and Support. Over the years Taurayi has provided training and capacity building under the community and health systems strengthening and targeting community health workers, extension workers, school teachers and community leaders and government officials on comprehensive HIV treatment, prevention, care and support using the Stepping Stones package.

Taurayi regularly participates in community monitoring of HIV programmes using Stepping Stones and giving technical support to community driven structures and health champions. Based on his experience in HIV work, his strong grounding in participatory approaches and community mobilization, employers at NANGO designated him as the focal person in mainstreaming gender, HIV and other cross-cutting themes; child rights governance; and social policy with a bias on gender based violence, education and health.

From 2009-15 he became the lead trainer and also provided coaching and mentorship to successive groups of junior parliamentarians and councillors on child friendly budgeting, psychosocial support and advocacy. Taurayi was actively involved in developing the zero draft of NANGO’s HIV and AIDS and Gender policies which largely reflects influence of Stepping Stones.

In 2013 he was seconded to lead a TOT group of organizations supported by SAVE in South Africa on child friendly budgeting to influence local and national budgets to prioritize health and education issues from child, HIV and gender lens. Taurayi has co-facilitated trainings for adolescent girls and young women/men in the church and those mobilized by NGOs. In 2016, Taurayi was recruited by the Zimbabwe AIDS Network (ZAN) as its national coordinator. This strategically positions Taurayi to continually entrench the institutionalization of participatory and rights based approaches and methodologies in HIV programming at strategic, policy and operational levels.
Stepping Stones & Stepping Stones Plus

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