



GRUPO DESPORTIVO DE MANICA

GDM Annual Report

Period: January – December 2008

1. General update:

For GDM 2008 was a significant year with many challenges and highlights. Through the challenges and successes of the year though, the organisation, or more specifically the people of GDM grew and learnt many things. It was a year of consolidation and expansion. Since Laureus Sport for Good Foundation became involved in GDM the program started a process of change, even a metamorphoses in that GDM changed from a group of individuals engaged in ad-hoc activities, to a well organised and structurally strong organisation.

At the University of Johannesburg, the program was officially moved to the care of the Department of Sport, under Prof. Wim Hollander and Sanpat Coetzee. This change is very positive in that it means more support from UJ. At the annual General Assembly three of the seven Executive Directors (including the club President) were replaced, through public deliberation and voting. This was a tremendous achievement in terms of transparency and proving the dynamic and open culture of the organisation.

Some of our challenges included: discovering our main coach Aleixo Fumo were guilty of unethical behaviour (taking bribes), so he was expelled. The first team had to play in the provincial league instead of Second Division, this was a big let down, but everyone remained dedicated and positive. The Municipality also delayed in the final approval of our plans to



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develop the new soccer pitches, this is an ongoing frustration. Yet these and other challenges only strengthened the resolve of GDM to stick together and grow stronger. Most of GDM's managers and leaders are very inexperienced in management and that all these challenges were overcome is a very positive sign.

Most importantly, 2008 was yet another year where hundreds of kids found a home where they could express themselves in a positive and healthy manner. A year of hard work is worth all the effort when one considers all the smiles and warm hearts that were a direct result of GDM interventions. GDM in 2009 looks forward to build on the successes of 2008.

2. Highlights:



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- ◆ National Mozambican Junior Football Champions!!!
- ◆ Provincial Champions (A-Team)
- ◆ HIV-Aids Intervention with Canadian 'Art for Aids International'
- ◆ Two volunteer youth coaches from Arsenal volunteering for 6 weeks
- ◆ District champions in Indoor Soccer
- ◆ Completing our building (Training Centre)
- ◆ Facilitating a Research Intervention from the University of Johannesburg
- ◆ Performing Agriculture activities under leadership of USA volunteer Julie Zavage
- ◆ Involving hundreds of young kids in our new u/14 teams structure
- ◆ Establishing a vibrant gender equal chess club
- ◆ Establishing the two female soccer teams that participated throughout the year
- ◆ Appointing our first permanent female manager (financial manager)
- ◆ Leadership tour to Johannesburg South Africa (23 youths)
- ◆ Project Manager's visit to PPI in Durban (learning a lot from their success)
- ◆ Purchasing a 21 seater bus (addressing critical transport need)
- ◆ Receiving visitors: Manon Tractor Lady and Africa Child Charity Drive
- ◆ Receiving German Volunteer, Wenke Bodefled for 3 months
- ◆ Receiving Honorary Award for exceptional performance at UJ Sport Gala
- ◆ Emmanuel Madonda visiting GDM in April, (mentoring & motivating us)
- ◆ Project Manager Nelson Veremo received new small motorbike (transport)
- ◆ New Directors chosen at General Assembly (transparency)
- ◆ Visit from Feizal Sidat President of Mozambican Football Federation



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3. Key areas of Growth:

- Organisationally we grew a lot. We greatly improved our structures and procedures. We improved role division and the managers had great 'on the job training', really taking their performance to a new level.
- Improved participation: including youths involved in sport and community members involved in functioning of the club. Examples are the female basketball teams and soccer team, as well as the chess club.
- The whole A-team (our heroes) got involved in developing the youth. Each player picked and performed a social responsibility with an agreed upon group of youths. This was not always the case previously and required a huge mind shift.

4. Challenges:



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- Politics: always a risk! This caused a huge crisis as local elections occurred while the team was in South Africa, so some politicians took major offence. Still on politics, the transfer of the land allocated to us for new pitches was delayed for no valid reasons. It is still not finalised.
- We discovered that our celebrated coach, Aleixo Fumo was corrupt, and took bribes, he had to be fired.
- We still do not have enough funds to pay all the managers the salaries they deserve, Nelson, Waru, Short, Chepad, Cheriffe, Simao, Muussa, etc worked so hard for very little.
- The University promised to perform a research intervention which they postponed to 2009.
- Schalk van Heerden got very tied up with work at UJ, which meant he had very little time to contribute at GDM. This seems to be even worse in 2009.
- Excessive circumstantial difficulties: very irregular internet connection, failing of telephone network, rats, lots of rain, very high petrol price.
- Barclays signed a MOU and indicated that they will contribute, but have not given us one cent.

5. Research:

2008 was a disappointing year in terms of M&E as well as research. We value the good that these crucial aspects can mean to GDM, and although we made small improvements, we look towards 2009 as the year where we also incorporate this element of Project



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Management. This will include the intervention by Prof Hollander, our own internal research as well as a Masters Degree that will focus on GDM and the management of the program! What we did do during 2008 includes:

- Qualitative Analysis

In the African and also Manican culture the dominant form of reflection and quality assurance is the narrative. For centuries Mozambicans have been using the art of story telling and dialogue to reflect on and improve their social organisation. This happens in an informal manner through creating sufficient time and opportunity for thorough dialogue that is open to all and on a structured level at the foundational and crucial General Assembly. As proof that this two-day 'talk marathon' actually work, the Assembly in 2008 eventually decided to replace 3 of the Directors, including the President. This is the forum where, for example parents speak about the participation of their children, where ideas are given, critique offered and good performance celebrated.

- Quantitative Reporting

For the first time in the history of GDM both the Directors and the Management Committee held formal weekly meetings with agendas and written minutes. These minutes are records of quantitative data that includes, activities, problems, ideals and achievements. Besides the minutes GDM also produced the annual General Secretary's report at the General Assembly.

- Participant Observation

Post-graduate scholar, Julie Zavage performed participatory observation and wrote down her reflections and observations as an outsider. Wenke Bodefled did the same, but on a



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more informal level. Their unique interpretations were then communicated back to GDM on a monthly basis through interactive discussions.

6. Testimony

Mariano Alexandre: 16 years old.

I grew up with and in GDM. When I first started being friends with everyone here I was very shy and still small. My friend Zambito introduced me to everyone. I remember Schalk taking us on an educational trip to the game reserve about 5 years ago. That was the first time we experienced such marvellous trip and experience. Discipline was very strict, but we will never forget that. I first learned computer literacy, from Zambito who was a teacher while being also very small. Besides computers I was always very happy to play football and GDM at least had some balls and conditions to allow us to play and improve. GDM is always like a family where we learn to have discipline, respect and to live in love with each other. Our teams are very close. I became good at football and computers. Since February 2008 I became a half-day computer teacher teaching with Muussa who plays for the B-Team and Chico, who is the A-team captain. They teach me about life. To stay out of trouble and divide activities, like play and work. My biggest joy ever was when in December 2008 I was captain of our Junior team that won the National Championship. The trophy is almost as big as me! I am so proud and my parents and friends also, no one can believe this, but it is true.

Chepad Moyo: 21 years old.

Everyone says I am serious and responsible. Some of my friends are even scared of me!



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Why? Because I don't drink, I don't smoke, I don't play wit prostitutes and I work hard. But even if I am serious I enjoy everything very much. This year GDM helped me to finish high-school. GDM is not like other clubs where players can just do what they want to. Some players that are very good don't want to come to GDM because they know they will be forced to go back to school. That funny to me. I am the First team reserve goal keeper, but I also coach the B team, the Junior team that was very successful and I even help with the small kids, just spending time with them, playing with them, showing them they are welcome and also important. Most kids don't get this. I played at a few other clubs in Central Mozambique, but I will stay with GDM until I'm old, because this club has a good vision and dreams, but dreams that we are starting to do each day. I was very sad not to tour to Johannesburg, because I was writing my exams. I have never been out of Mozambique. Seeing other places and meeting other people is very important for us to grow and be as clever as say Americans or Europeans who don't even know how much exposure they get in different thing. Anyway, what I want to say is even if I am not the first choice goalkeeper for the A team I am very happy here, because I am being a father to many small boys and I know I am also a good example to the other players. That is why I was chosen as Player Representative and Manager for 2009. That is a big responsibility and I look forward to it.

Xavier Razão: 48 years old

My name is Xavier and I am like a father figure at GDM, simply because I am older and more experienced that most of these young boys and girls. I used to be Provincial Director of Education, but today I am just a teacher. I am a true Manican, and I am proud of our town, although we have so many stupid things that are still going on sometimes. I speak



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on the community radio station (called Macecece) every day over the lunch hour period. That is the second part of my contribution to society. My first is obviously being a teacher. Besides teaching and the radio, I spend all my other free time with Desportivo (GDM). I have lived in this town a long time and what we see here is history happening in front of our eyes. This program is revolutionary, counter-cultural, fresh and most importantly it gives hope to the town. Being a part of success gives pride and hope. I don't know how to measure this, but there is nothing as good as seeing the young kids, boys and girls getting self-pride. We call it orgulha. This is something not easy to produce and I am very proud and honoured to be a part of this. He don't want to hear this but Schalk, which we call Sigauke or Scout has become one of us and he has made a huge impact here. I said to myself if this young white boy from South Africa can make a difference her, so can I, and after Schalk I think I am the first contributor to GDM.

7. 2008 Outcomes

Activity	Output
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<p>1) Sport Participation</p> <p>Football A Team (23) B Team (25) C Team (20) Junior Team (24) 5 under 14 teams (58) 1 female team (18)</p> <p>Basketball 2 boys teams (30) 2 female teams (30)</p> <p>Chess Mixed gender and ages (37)</p> <p>Athletics (5)</p> <p>Handball Females (25)</p> <p>Volleyball Ad hoc (60)</p> <p>Indoor soccer (18)</p> <p>Gymnasium (28 paying members)</p> <p>Fut 21 football training seminar (30)</p> <p>HIV Aids Indoor Futsal tournament (140)</p>	<p>Note: our strategy is not to just play, but to create a close, long term team that participates throughout the whole year..</p> <p>a) Social themes impacted: dignity, pride, hope, trust, HIV Aids awareness</p> <p>b) Skills learned: Time management, teamwork, communication, sport specific skills,</p> <p>c) Personal attributes improved: Discipline, respect, service, leadership</p> <p>d) Football Coaches trained and received certification: total 39</p>
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<p>2) Education:</p> <p>Computer Literacy (140)</p> <p>English Lessons (35)</p> <p>Machipanda (25)</p>	<p>a) Providing specific skills that promote job-integration</p> <p>b) Providing basic services to the whole town</p> <p>c) Besides students, the volunteer teaching system also provided opportunities for growth</p> <p>a) in our neighbouring town we also do compute training and u/14 soccer coaching</p>
<p>3) Life Skills Training</p> <p>Mentoring (older and younger boys builds deliberate 'friendships')</p> <p>Short Courses Specific life-skills taught in seminar style:</p> <ul style="list-style-type: none"> - conflict resolution (30) - communication (30) - decision-making (30) - responsibility (60) <p>REALLIFE skills</p> <ul style="list-style-type: none"> - agriculture (18) - budget planning (60) - building (15) - baking (5) - welding (3) - driving (3) - management (45) - formal schooling (40) <p>Leadership Tour RSA (24)</p>	<p>a) Two tier focus: class-room life-skills as well as our "real-life" skills which teaches everyday skills and abilities</p> <p>b) Over 300 beneficiaries that engaged formally</p> <p>c) Part of our approach is a strategy of integration and reflection. In this over 400 youths were made part of a team that reflected formally on issues important to them, this was through discussion sessions before training.</p>



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<p>4) HIV-Aids Intervention</p> <p>Workshops (90) Scholarships & Food (235) Orphanage Play-park started (210)</p>	<p>a) Trained in collage-making skills and taught how to reflect and symbolise feelings and opinions</p> <p>b) Learned theory regarding HIV-Aids, participated in discussion groups and talked openly about perceptions and fears</p> <p>c) The food & scholarship part of the intervention was to show that real issues like hunger, poverty, education are interrelated with HIV-Aids prevalence and we produced tangible help.</p>
<p>5) Culture & Radio</p> <p>Indigenous music events (1500)</p>	<p>a) Cultural awareness being created through Chimanhica Language promotion</p> <p>b) Social Issues like HIV-Aids, Poverty, Women's Rights are reflected upon through music</p> <p>c) The 1500 participants were involved physically, but many of these interventions were broadcasted over radio, meaning over 10 000 people listened.</p> <p>d) GDM formed a partnership with the local community radio station and therefore we have hundreds of interviews, talks, programs broadcasted. This contributes to community education and has a unifying effect.</p>



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8. Further Reflections

After visiting PPI in Durban we became very excited about GDM. The people at PPI explained to us that it takes time to grow into a great organisation. One does not have to be perfect from the start. Every year we must just reflect well and keep improving. This is how we view 2008: We achieved wonderful things which will be difficult to imitate, we also improved tremendously towards our objective of having good working structure and procedures, we had a big paradigm shift regarding the close link between playing and learning, between playing, working and growing as people. We are excited to explore more ways that will be unique and honest, ways to use our love for sport to genuinely help the youths of Manica improve their lives.

We are very grateful to Laureus, who does not just give us money, but that challenges us and almost forces us to grow, to grow up and to learn. Through Emmanuel's involvement 2008 has been a year of looking at things in a new way, while staying true to who we are. A good friend is he/she that challenge us to be the best we can be.

If we can continue our growth curve in 2009, GDM will really become a model project for the world to celebrate!