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contextualised, creative approaches for
peacebuilding and social cohesion

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Monitoring and Evaluation: East Africa Cup 2014

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Abbreviations

CHRISC	Christian Sports Contact
CSG	Child Safeguarding
EAC	East Africa Cup
EC	Executive Committee
KAO	Kicking Aids Out
KRIK	Kristen Idrettskontakt (Translation: Christian Sports Contact)
M&E	Monitoring and Evaluation
MSC	Most Significant Change
MTG	Moving The Goalposts
MYSA	Mathare Youth Sports Association
NPA	Norwegian People's Aid
NGO	Non-Governmental Organisation
OC	Organising Committee
RTP	Right To Play
SDP	Sport for Development and Peace
TYSA	Transzoia Youth Sports Association
VCT	Voluntary Counselling and Testing (for HIV)

Executive Summary

The East Africa Cup (EAC) is a youth sports, education, and culture tournament of 11 years standing. It brings together 1000+ young people from across the region, but principally Tanzania, Kenya and Uganda. To this point there has been no monitoring and evaluation of the event. This report, based on the Most Significant Change (MSC) format, is run as a pilot.

Five domains were chosen for this format, in collaboration with Svein Olsen of the Executive Committee: The first domain covers perceptions of others; The

second, leadership; the third, child safeguarding; the fourth, an open category; the fifth, stories of negative change.

Based on evidence provided in these stories, this report makes the following recommendations for the EAC Executive Committee:

Perception of others:

1. There are significant perception changes occurring through the cup. 16 of 28 stories focused on this element. To build on this, more opportunities for social mixing and positive contact should be created. This could include the orchestrated mixing of participants for sporting events, thereby creating new multi-ethnic/tribal/national teams, mitigating the situation with most potential for negative contact.

Leadership:

2. The stories regarding perceptions of leadership indicate significant success for the EAC. Participants and coaches have benefited from specific seminars and training in refereeing, leadership and first aid, whilst others have grown in confidence and an intrinsic motivation for their lives. Creating opportunities for more leaders and coaches to attend the EAC can upscale this element. This is dependent upon increased funding for more seminar leaders, accommodation and food provision, and for travel costs. For this, the EAC would need to raise new funds.

Child safeguarding:

3. This domain garnered 7 of 28 stories, highlighting methodological issues, but also revealing a lack of understanding on this aspect of the program from a significant number of respondents. Given this is a new element of the cup, it is not unexpected, but is worth highlighting to note its progress. This element will be improved by more coaches being trained in the years to come, and by a closer working relationship with Save the Children. For review purposes, a clearer wording of this domain question by a Swahili speaker, and presence of Swahili

interviewers/translators, will improve the ease with which participants and coaches understand the question.

Open category:

4. This included the story of Elimika youth where participation at EAC challenged gender stereotypes and perceptions of HIV/Aids. Seminars on gender transformation and violence against women are currently held. An increase in the number of these seminars would improve this thematic area.

5. Also included is the positive change through networking and continued work with leaders in local regions who had met through the cup. The EAC can aid the growth of this through further networking opportunities and seminars for coaches and participation heads at the event.

There are two recommendations for proactive measures to mitigate against potential negative impacts at the cup:

6. Regarding the issue of urbanisation, the organisers should investigate the possibility of a seminar educating participants on the dangers of being drawn to the big cities, in addition to the current investigation into a seminar on agriculture.

7. Age cheating within the sports competitions has the potential to reinforce negative stereotypes of the other. The implementation of recommendation 1 can also help in this regard. It may also alleviate some of the concerns raised in the negative domain, as it would be more difficult to create stereotypes against an ethnically heterogeneous team, than it would a homogenous one.

Methodologically, there are a number of improvements that can be made from the pilot version:

8. The MSC system was implemented in the days immediately before EAC 2014. This was devised by a non-Swahili speaker, and translated later. This system would benefit from the inclusion of native Swahili speakers at all levels of the process, including creating questions in easily identifiable language, both in Swahili and Swahili-English. The interview team itself needs to have Swahili speakers partnering non-Swahili speakers. A budget is needed for the

recruitment, training, accommodation, food and transportation for 8-10 volunteers, in addition to the employment of a team leader.

9. The MSC process should start earlier, with information disseminated to participating organisations before arrival, in order that they select respondents with stories from previous cups. They can also select participants as they hear of change stories throughout the tournament to come. The 2014 monitoring and evaluation process involved only one period of gathering data. Gathering data in the form of interviews or surveys, at the start and end of the cup, and a mid-year period would also significantly strengthen the process.

1. Introduction

1.1 Context

The East Africa Cup (EAC) is a youth sport, education and cultural event for boys and girls aged 11-16. The broad focus of the event also includes training and seminars for sport and development leaders from across East Africa, including the East Africa Community Coach Education System (EACCES) in collaboration with UK Sport.

The annual tournament is held annually in the final week of June, in Moshi, Northern Tanzania. EAC 2014 was the 11th consecutive tournament, with 30 participating organisations and over 1000 young people. Participants visited from Kenya, Uganda, Rwanda, South Sudan, with observers from Somalia, Zimbabwe, Zambia, Norway and the UK.

The tournament is the responsibility of four partner organisations:

- Norwegian People's Aid (NPA)
- KRIK (Christian Sports Contact) Norway
- Christian Sports Contact (CHRISC) East Africa
- Mathare Youth Sports Association (MYSA), Kenya

1.2 Objective

As an event run by four primary partners and no employed staff, the reach of the EAC is determined by the ability of its partners to source staff and volunteers for each department within the cup. As such, there has been no team dedicated to Monitoring and Evaluation (M&E) to this point. The EAC Executive Committee (EC) mandated Sam Dilliway to visit EAC 2014 for this purpose. In collaboration with the EC, Sam Dilliway implemented an M&E system based on the Most Significant Change (MSC) technique¹ and recruited a team.

1.3 Methodology

The reason for choosing this methodology is based on a number of factors. First, because the East Africa Cup has a number of aims ranging from health promotion, challenging gender discrimination, leadership development and peace building. For this reason it is important to choose a non-prescriptive method to analyse which participants' aims are being met, and in which areas the most significant change is occurring.

Second, time constraints, budgets and the number of volunteers available at late notice necessitate it. Therefore, a qualitative form of evaluation was necessary. Third, in consideration of the cultural gap: the team are an international group, with the majority external to the region. Therefore, in sensitivity with differences of background and culture, an open method of communication is needed in order to not prescribe results based on the interviewers pre-defined beliefs surrounding the program. Fourth, because the EAC is a complex event with multiple layers, participating organisations, ages and backgrounds of participants.

This should be considered a pilot approach, with small numbers of participants, interviewers and only one interviewing session per story. Future steps should address this by increasing the training for the interview team as well as its size, increasing the numbers of participants interviewed, and conducting multiple

¹ Based on: Davies, Rick and Dart, Jess. The 'Most Significant Change' (MSC) Technique: A Guide to Its Use, 2005. Published by the authors.

interviews, particularly with a focus on start and end of the event regarding perceptions and confidence.

1.4 Restrictions

This report is limited by certain factors of time, personnel, funding and language. The interview process was four days, a very short period. The evaluation team was drawn together at the start of this period, and included only one native Swahili speaker who acted as translator for the team. In practice this resulted in one partnership working in English alone, and the other partnership speaking through a translator. The team were restricted in the number of interviews conducted due to the size of the interview team, and transportation between the five different cup venues spread across the town.

2. Analysis

The opportunity to leave their hometown(s) to visit Moshi, Tanzania is a substantial change for many young people visiting the EAC. For Lydia (CHRISC, VOI), it was her first ever time leaving her hometown of Voi in Kenya. This experience is also substantial for the participants from Elimika youth. Based on Pemba in Zanzibar, these girls do not ordinarily leave the island, and therefore this opportunity for contact with young people from Tanzania and other East Africa nations creates a significant impression. Their story of change is analysed in Section 2.4.

2.1 Domain One: Perception of Others

Domain One was designed to discover what change the EAC has on young people's perceptions of those from outside their own identity group, be that sports team, organisation, town, ethnic group, religious group or nation. This measures the EAC against its stated intention to contribute to peacebuilding in the region expressed in the following two aims:

*To challenge gender prejudice, promote sport for people of all abilities and **promote dialogue between communities in East Africa.***

To provide informal networking opportunities, cultural exchange and fellowship in a friendly, tolerant and healthy atmosphere

The experience of seeing how people from other East African nations related to one another inspired Godfrey, a coach from TIA Hope in Nairobi. He believes “we are one,” and hopes Kenyans can feel this: he has learned from other countries here “they just call themselves by their country and not their tribe”. This was echoed by Mary from Yes Tanzania: “We don’t think of [our different] countr[ies], [we are happy to] just give new ideas to each other”. She found the EAC to be good for joining together to share ideas through workshops about leadership and coaching. John from CHRISC Uganda believes togetherness is a key learning strategy at the EAC. “The cultural events, seminars and fair play... now humanity is a thread that binds us all together, regardless of level of English, [or] education, we are one people.” For Janet, a player/referee from Moving The Goalposts (MTG), the cup brought about a more elemental change in her thinking. She did not know if other people lived or acted the same way as her, but she found “the difference is not big”.

EAC 2014 saw the advent of the first participation of teams from South Sudan, with three sports organisations brought together by Norwegian People’s Aid (NPA). Referee Sony was inspired by the theme of peace at the cup, believing her nation to be behind others in terms of unity: “we need to focus on peace to encourage development in South Sudan”. Calrice, coach for MTG, believed the EAC enabled her to lose prejudice and fear, most notably with those from South Sudan. Previously she believed “those people like fighting”, but came to realise “people can change your thinking, and [help you] become a better person. [I] gained a better understanding of other people.”

Barikel from CHRISC Haydom highlighted a changed understanding of disabled people whereby he is now “wanting to help them, educate them, and not discriminate against them”. Fear towards those with HIV/Aids has also been transformed, with one story from organisational head Hassan (Elimika) emphasising his learning about the condition. This led to reduced fear, which he believed enabled him to take a lead on this within his community. James (CHRISC Tanzania) explored the theme of inter-religious relations, telling the story of his work with Muslim youth. Initially, many people in the church questioned his commitment to the Muslim children, yet he believes “my actions and the success of all the children have shown the community that religious walls can be removed...we must put aside boundaries and beliefs when it comes to humanity”. He states:

Sports can bring us together; the East Africa Cup can bring us together...Together we can solve all our problems

2.2 Domain Two: Leadership

Domain two intended to discover what change the EAC has created for young people concerning perceptions of their ability to show leadership in positively engaging with their societies. This aims to measure the cup against its stated intention:

To inspire boys, girls and young people of all backgrounds and abilities to become change-makers who positively influence their communities, and to connect them both during a week in Moshi and throughout the year in the community.

Janet of Moving The Goalposts received her first referee training at EAC 2013. She returned to EAC 2014 in that position, and was visibly proud of the responsibility. Her coach, Calrice, also found she was able to take on greater responsibilities, “Taking a team to this far, large place, it was really a challenge, it has given me [the] confidence to lead others and do things independently.”

For Sony from South Sudan, the referee training she received at EAC 2013 made her the first female referee in her country, and has enabled her to be selected by the national team, with support from NPA and Save the Children. She believes that coming to the EAC established her as a role model, which will enable her to support and encourage young girls to participate in sports. She is currently studying economics at University and wants to help her community by reducing government corruption.

The experience of attending the EAC has given a number of youth coaches a sense of ownership over, and motivation for, their futures. Jerome (CHRISC Arusha) said of the first aid training: "I now know I have to create my own future for my life, to help me keep up a good health, and learning life skills have helped me to create my own future and think positive[ly] about other young people as well as my own family." Experience on the same team gave Acquiliniah (CHRISC Kenya) the motivation to continue with first aid training and to seek to become a doctor. She learned that good leaders "cooperate and listen to their people and take care of them". While for Godfrey (TIA Hope, Kenya), the first aid team gave him an opportunity to step into new leadership responsibilities. He felt he knew many people and was treated as a role model because he was one of the more experienced members of the Team.

However, the competition for places at EAC was a problem for coach Loyce (MUSA Kenya). She described her disappointment at being denied participation in previous years, due to the funding-restrictions on places at the cup. This was mentioned by a number of other youth and adult participants. Loyce participated in the Kicking Aid Outs (KAO) training,

It really opened my eyes and I learned [about] creating awareness but also saving people from many things like with players you have created awareness and you show them how to put it into action and how to practice it. It made me a responsible leader.

She believes it helped her grow personally:

Also for me it build[s] me so much I have so many skills and information. I was also promoted to learn from VCT [Voluntary Counselling and Testing for HIV] Counselling, because before I was not ready to stand, approach and talk to people. East Africa Cup is building people, it is giving confidence, I know how to overcome any challenge. I am very happy about it.

There is also evidence of leaders impacted by the EAC over a number of years. One such example is Omari Mandari, a member of this evaluation team who first attended the EAC in 2005 as a participant in the Emima youth football team. In 2006 Omari received training in the KAO framework to become a peer facilitator, and in 2007 was spotted by Right To Play (RTP) and employed as a trainer in their 'Live Safe Play Safe' program. As a result of the unfortunate disbanding of Emima, Omari was supported by the EAC, RTP and Norwegian Paralympic Football Federation to start Msimamo in 2010. Omari is now on the organising committee of the EAC and has 1500 participants in Msimamo. For this he credits the EAC:

The East Africa Cup has changed my life: I was not thinking of having an opportunity to become a big leader because of my difficulties, but when I look and I am participating I gain courage and confidence to do many things. It has played a big part in changing my life, you can say that, they bring back my smile, they bring back my young friends smiles.

2.3 Domain Three: Child Safeguarding

Child Safeguarding (CSG) is a recent development for the EAC, with support from Save the Children. EAC 2014 provided three days of pre-tournament training for the 30 members of the safeguarding team, who then trained 200 adult staff and volunteers on the cup arrival day. For coach Santos from Chrisc Rwanda, it was a new perspective: "Before I was competitive, [I] didn't care about the child, it was

about the trophy and winning the game. This way of thinking was challenged, and [I was] asked how children can develop better through the EAC.” Loyce (MYSA, Kenya) reinforces this point, describing a mindset change. “Previously adults would eat first and have good health... now we say consciousness first and we take the attention and say the children first.”

Leaders of participating organisations at the EAC spoke of its role in facilitating organisational change. John (CHRISC Uganda) asserted the EAC training created a new understanding regarding the rights of a child:

A pat is okay, don't go beyond that. This has also gone down to the organisation level, now coaches know this. East Africa Cup has triggered it, the focus is bigger now. Two to three years now there are coaches trained in this from CHRISC Uganda. Even the parents now know. There is a child protection officer now for CHRISC Uganda, with a structure in place.

Omari (Msimamo, Tanzania) stated “before, children’s rights were very low...now Msimamo has become a community safety centre for children to give stories”. Msimamo is registered as a government partner, following training for its coaches at EAC. For James (CHRISC Zanzibar), CSG training did not evolve his thinking too dramatically, however “the EAC has given me more knowledge and experience to ensure these rights are protected. For example, using a code of conduct to dictate all the organisation’s activities.” Another practical tip mentioned by Albert, coach at Transzoia Youth Sports Association (TYSA), was “keeping kids safe and not [be] overworking them with larger fields.” A number of other coaches expressed how CSG training changed the way they communicated with their players.

2.4 Domain Four: Open Category

Domain four is an open domain. This creates space for stories of Most Significant Change (MSC) outside the three previous domains. As mentioned earlier, the

chance to leave their hometown had the most substantial impact on the Elimika group from Pemba island, Zanzibar. These girls do not ordinarily leave the island, therefore the contact with young people from Tanzania and other East Africa nations is a significant change. Hassan (Elimika) described the positive experience of leaving their traditionalist Islamic island of Pemba, Zanzibar, to come to the EAC.

“The island is still very primitive. They can’t experience different things, see other people, meet[ing] people from different tribes, cultures, nationalities, colours. They are very happy when they see people that are unlike them, they know when they come to EAC they can dance, see new people, go to [the sports] field, and enjoy themselves completely.”

Participants Faharia and Fahima (Elimika) related the story of facing opposition to their participation at EAC 2013, on gender grounds.

Faharia: Some of the parents don’t agree that we should be here. They say girls should not play football.

Fahamia: ‘Football is the game of boys’, they don’t like that we wear shorts like this.

Hassan explained there has been a change in gender perceptions on the island due to girls’ participation at EAC. “Parents are now not giving too much trouble, no more shouting or ‘big mouths’. Before they saw it as going against their religion.” As organisational leader, Hassan believed the cup was very positive for encouraging social mixing and changing perspectives back home. As mentioned in 2.1, Hassan found his perception of those with HIV/Aids changed; he was able to reduce his fear and increase in empathy. As a result he has used “friendship activities to try and educate the peers in my community more accurately.” For Albert (TYSA, Kenya), the networking ability of the EAC is the most important

element because it has enabled his organisation to work more closely with other participating organisations in his area, at other points of the year.

2.5 Domain Five: Negative Impact

Domain five creates space for potential negative impacts of the EAC. There were two possible negative consequences mentioned in interviews. First, while the international element of the cup is often seen as a positive in giving young people their first opportunity travel and meet new people, it also has a negative potential. For participants from TYSA Kenya and CHRISC Uganda, doing well in their respective organisations gave them the opportunity to leave their rural communities for Moshi, where they met participants from across East Africa and a number of volunteers from Europe. This led some to desire further travel, and work outside of the their hometowns. Executive Committee member Svein Olsen is keenly aware of the problems of urbanisation, and is currently looking into additional seminars on subjects including agriculture to strengthen rural communities.

Second, the competitive nature of the sporting tournament element at the cup can create an animosity between coaches surrounding the age of participants, within each distinct age-group competition. The most significant learning outcome for Joseph (CHRISC, Uganda) at the EAC is that “coaches should not be trusted... they are bringing in the same team members that are over age.” Should this feeling extend to young people; it has the potential to create negative perceptions of others. Organisers at the cup are keenly aware of this issue, and EAC 2014 saw extra measures to ensure fairness across all teams. Measures included a check of identity cards and birth certificates at registration, and an organiser’s jury to decide upon accusations of age cheating.

3. Findings

This section analyses stories across each of the domains, to create an understanding of the overall findings within that sector. Domain one found

stories of significant changes in coach and participants' perceptions of others. Stories emphasised the ability of the EAC to create a feel of togetherness, of common humanity and being as one. That is in contrast to perceiving many differences and basing identity on tribe or nation. The new entrants from South Sudan were initially perceived to be violent and dangerous, but respondents found this view changed through meeting the team, who were themselves inspired by the message of peace at the cup. Additional stories mentioned a change in the perception of people with HIV, disabilities, and of work between Muslim and Christians.

Domain two presented stories surrounding leadership. The practical training in refereeing, coaching and first aid has enabled a number of participants to feel pride, confidence and motivation to take hold of their future. It has created new opportunities not available in their localities, and empowered coaches to take this training and embed it within their sending organisation. Participants mentioned delays in receiving this training due to funding issues, within both their sending organisation and EAC. The long-term impact of the EAC was highlighted through the story of Omari Mandari, participant (since 2005) and now organiser at the cup, who has developed confidence and skills through the EAC to the extent that he is now leading an organisation in Tanzania with 1500 participants.

Domain three analysed stories on child safeguarding (CSG). Stories suggested the CSG training created widescale change for coaches, who now put the welfare of the child first. It also created organisational change for CHRISC Uganda who created the post of child protection officer, and enabled Msimamo Youth to become a leader within their organisation. As mentioned in the methodology, this domain was the most difficult for those questioned to understand, with a sizeable number of stories unrelated to the question posed by interviewers, and therefore not included within this report.

Stories of change felt to be significant - but not within domains one to three - were classified within domain four. This included the story of Elimika youth

where participation at EAC challenged gender stereotypes and perceptions of HIV/Aids. Also included is the positive change of networking and continued work with leaders in local regions who had met through the cup.

Domain five analysed stories of negative change. The first of these is the potential of the cup to encourage urbanisation by taking participants from their rural communities to meet others, with this eye-opener having the potential negative side effect of producing a desire to move to urban Africa and Europe. The second is the continued practice of age cheating within the sports competitions, and its potential to reinforce negative stereotypes of the other.

4. Recommendations

Based on evidence provided in the stories, this report here makes recommendations for the East Africa Cup Executive Committee. As hitherto mentioned, this M&E reporting should be considered a pilot. Therefore recommendations will also include methodological points on its process and usefulness, in order for decisions on its improvement next year.

Stories for domain one suggested there are significant perception changes occurring through the cup. 16 of 28 stories focused on this element. To build on this, more opportunities for social mixing and positive contact should be created. This could include the orchestrated mixing of participants for sporting events, thereby creating new multi-ethnic/tribal/national teams in the context of most potential for negative contact. This may also alleviate some of the concerns raised in the negative domain regarding age cheating, as it would be more difficult to create stereotypes against an ethnically heterogeneous team, than it would a homogenous one.

The stories regarding perceptions of leadership indicate significant success for the EAC. Participants and coaches have benefited from specific seminars and training in refereeing, leadership and first aid, whilst others have grown in confidence and an intrinsic motivation for their lives. Creating opportunities for

more leaders and coaches to attend the EAC can upscale this element. This is dependent upon increased funding at the EAC for more seminar leaders, accommodation and food provision, and for travel costs. For this, the EAC would need to raise new funds.

Child safeguarding garnered 7 of 28 stories, highlighting methodological issues, but also revealing a lack of understanding on this aspect of the program from a significant number of respondents. This is not unexpected, given it is a new element of the cup, but is worth highlighting to note its progress. The transformation of gender stereotypes was achieved in the case of the team from Elimika. Seminars on gender transformation and violence against women are currently held. An increase in the number of these seminars would improve this thematic area.

Proactive measures to mitigate against potential negative impacts at the cup are twofold. First, regarding the issue of urbanisation, the cup should investigate the possibility of a seminar educating participants on the dangers of being drawn to the big cities, in addition to the current investigation into a seminar on agriculture. The second is the continued practice of age cheating within the sports competitions, and its potential to reinforce negative stereotypes of the other. Recommendation 1 could also help in this regard, the mixing of participants for sporting events, thereby creating new ethnically heterogeneous teams.

Methodologically, there are a number of improvements that can be made from the pilot version. The MSC system was implemented in the days immediately before EAC 2014. This was devised by a non-Swahili speaker, and translated later. This system would benefit from the inclusion of native Swahili speakers at all levels of the process, including creating questions in easily identifiable language, both in Swahili and Swahili-English. The interview team itself needs to have Swahili speakers partnering non-Swahili speakers. A budget is needed for the recruitment, training, accommodation, food and transportation for 8-10 volunteers, in addition to the employment of a team leader.

The MSC process should start earlier, with information disseminated to participating organisations before arrival, in order that they select respondents with stories from previous cups, and to select participants as they hear of change stories throughout the tournament to come. The 2014 monitoring and evaluation process involves only one period of gathering data. Gathering data in the form of interviews or surveys, at the start and end of the cup, and a mid-year period would also significantly strengthen the process.

5. Appendices

5.1 Appendix One: Sports Team Pooling Lists

					Sheets	Charts	Smart	
◇	A	B	C	D	E	F	G	H
1								
2	East Africa Cup 2014 Under 13 Boys teams pooling							
3	#	Group A	Group B	Group C	Group D			
4	1	Chrisc kenya 2	1 Msimamo Youth	1 EITF	1 Chrisc Kenya 1			
5	2	Buguruni Youth Centre B	2 Buguruni Youth Centre A	2 Partners For Change	2 Chrisc Tanzania			
6	3	Mikadini Youth Centre	3 Rising star Ministries	3 Gaffer Sports	3 AMSA			
7	4	Chrisc Uganda	4 SDA Mtwara	4 TYSA Tanzania	4 Victoria Sports Association			
8	5	YMCA Lushoto	5 Meru Warriors					
9								
10	East Africa Cup 2014 Under 13 Girls teams pooling							
11	#	Group A	Group B					
12	1	Moshi local	1 Buguruni Youth Centre					
13	2	Chrisc Tanzania 1	2 Chrisc Tanzania 2					
14	3	Chrisc Uganda	3 Chrisc Kenya					
15	4	Victoria Sports Association	4 HODI 2					
16	5	HODI 1						
17								
18	East Africa Cup 2014 Under 16 Boys teams pooling							
19	#	Group A	Group B	Group C	Group D			
20	1	Yes Tanzania	1 Chrisc Zanzibar	1 Chrisc Kenya	1 Acot Sports			
21	2	EITF	2 Ilula orphans Program	2 Msimamo Youth	2 SDA Mtwara			
22	3	MYSA	3 Makionis Sports Association	3 KPL Select	3 South Sudan			
23	4	Partner For Change	4 Victoria Sports Association					
24								
25	East Africa Cup 2014 Under 16 Girls teams pooling							
26	#	Group A	Group B	Group C	Group D			
27	1	Msimamo Youth	1 Yes Tanzania	1 Ilula orphans Program	1 Moving the Goal post			
28	2	Chrisc Kenya A	2 Chrisc Tanzania	2 Chrisc Zanzibar	2 MYSA			
29	3	Partner For Change	3 Right to Play	3 Chrisc Kenya B	3 SDA Mtwara			
30				4 Elimika Youth				
31	East Africa Cup 2014 Volleyball teams pooling.							
32	#	Girls Volleyball	Boys Volleyball	Sitting Volleyball				
33	1	Chrisc Kenya A	1 Chrisc Kenya A	1 Chrisc Kenya				
34	2	Chrisc Kenya B	2 Chrisc Kenya B	2 Chrisc Uganda				
35	3	Chrisc Kenya C	3 Chrisc Kenya C	3 Chrisc Tanzania A				
36	4	South Sudan D	4 Chrisc Tanzania A	4 Chrisc Tanzania B				
37	5	Chrisc Tanzania	5 Chrisc Tanzania B	5 Moshi Local A				
38	6	Moshi Local A	6 Moshi Local	6 Moshi Local B				
39	7	Moshi Local B						
40								

5.2 Appendix Two: Partners List

#	Core partners	Country
1	Norwegian Peoples Aid (NPA)	Norway
2	KRIK	Norway
3	Mathare Youth Sports Association (MYSA)	Kenya
4	Christian Sports Contact (CHRISC)	Regional
#	Cooperative partners	Country
1	UK Sport	England
2	Kicking Aids Out	South Africa
3	Right to Play	Regional
4	Save the children Tanzania	Tanzania
5	Norway Cup	Norway
6	Sport and development platform Norwegian Olympic and Paralympic committee and	Switzerland
7	confederation of sports	Norway
8	YMCA	Norway
9	YWCA Oslo	Norway
10	Ultimate Security	Tanzania
11	Disney/Pondus	Norway
12	East Africa community coaching Education System	Regional
13	Media Training center UK	England
14	Norwegian Church Aid	Kenya/Tanzania
15	Moshi Municipal Council	Moshi Tanzania
16	Tanzania National Sports Council	Tanzania
#	Participating Organizations	Country
1	Acot Sports	Tanzania
2	Aspire Mega Sports academy	Kenya
3	Buguruni youth Center	Tanzania
4	CHRISC Kenya	Kenya
5	CHRISC Tanzania	Tanzania
6	CHRISC Uganda	Uganda
7	CHRISC Zanzibar	Tanzania
8	Education improvement trust fund	Tanzania
9	Elimika Youth	Tanzania
10	Gaffer Sports	Kenya
11	Hodi	Kenya
12	Ilula Orphans Program	Tanzania
13	KPL Select	Kenya
14	Makionis Sports Assosiation	Kenya
15	Meru Warriors	Tanzania
16	Mikadini Youth Center	Kenya
17	MOSHI Local	Tanzania
18	Moving the goal post	Kenya
19	Msimamo Youuth Educators	Tanzania
20	MYSA	Kenya
21	Partners for change youth initiative	Kenya
22	Right to Play Tanzania	Tanzania
23	Rising Starts ministries	Uganda
24	South Sudan	South Sudan
25	Sports development aid Mtwara	Tanzania
26	Transzoia youth sports assosiation	Kenya
27	Victoria Sports Assosiation	Kenya
28	Yes Tanzania	Tanzania
29	YMCA supported team (Lushoto)	Tanzania

5.3 Appendix Three: Monitoring and Evaluation Interview List

2						
3	Name	Organisation	Country	Gender	Position	Domain
4	Janet	MTG	Kenya	F	Referee	Others, leadership
5	Calrice	MTG	Kenya	F	Coach	Leadership, Others
6	Hassan	Elimika	Zanzibar	M	Chairman	Others - levels of change
7	Joseph	CHRISC Haydom	Tanzania	M	Manager	Leadership, safeguarding - strike
8	Dennis	CHRISC Haydom	Tanzania	M	Coach	See Barikel
9	Barikel	CHRISC Haydom	Tanzania	M	Coach	Others, leadership
10	Santos	CHRISC Rwanda	Rwanda	M	Facilitator	Safeguarding, leadership
11	Ishimwe	CHRISC Rwanda	Rwanda	F	Facilitator	See Santos
12	Jerome	CHRISC Arusha	Arusha	M	Leader	Leadership
13	Godfrey	TIA	Kenya	M	First Aid/facilitator	Leadership, Others
14	Albert	TYSA	Kenya	M	Coach	Negative, Leadership, Others, Safeguarding
15	Mary	YES Tanzania	Tanzania	F	Coach	Change, Others (-Age)
16	Kyazze	CHRISC Uganda	Uganda	M	Coach	Negative (-Age), Leadership, Others
17	John	CHRISC Uganda	Uganda	M	National Coordinator	Safeguarding, Leadership, Others
18	Felix	CHRISC Uganda	Uganda	M	Media	Leadership, negative
19	David	MUYSA	South Sudan	M	Chairman	Others, (background)
20	Omari	Msimamo	Tanzania	M	Chairman	Others, Safeguarding, Leadership
21	Frank	Juba	South Sudan	M	Coach	(background - first time?), Leadership
22	Sony	South Sudan (gov't)	South Sudan	F	Coach, Referee, Player?	Leadership, Others
23	Hassan	CHRISC Zanzibar	Zanzibar	M	Player	Leadership, safeguarding
24	James	CHRISC Zanzibar	Zanzibar	M	Founder of CHRISC Zanz	Others, Leadership
25	Moses	MUSA	Kenya	M	Facilitator	Leadership, CSG
26	Patrick	NPA	South Sudan	M	National Coordinator?	Background
27	Loyce	MUSA	Kenya	F	Facilitator	Leadership, Others
28	Faharia A	Elimika	Tanzania	F	Player	Others
29	Fahima M	Elimika	Tanzania	F	Player	Others
30	Acquillinah	CHRISC Voi	Kenya	F	Player	Leadership (First Aid)
31	Lydia	CHRISC Voi	Kenya	F	Player	Others
32						
33						
34						7 CSG. 16 Others. 19 Leadership. 3 Background.
35						

5.4 Appendix Four: Story Process for Participating Organisations



Collecting Stories at East Africa Cup 2014

This week, we are collecting stories from participants of how the East Africa Cup has created change.

We would like every organisation and every leader to think about which participants within your organisation have the stories of most significant change that has occurred ***solely through the East Africa Cup***.

This process will take place from **Monday 23 June to Thursday 26 June only**.

We are asking the following questions:

1. *You are from (certain place, organisation). Because of the East Africa Cup, what was the biggest change in the way you think about people from other groups?*

2. *Because of the East Africa Cup, what was the biggest change in the way you think about how adults should treat children?*

3. *"Because of your time at the East Africa Cup, what do you think was the most significant change in your understanding of your ability to make a positive difference?"*

Please inform a member of the Monitoring and Evaluation team if you would like to contribute:
Sam Dillaway | Omairi Mandari | Natasha John | Jess Bacsu

Thank you.