



eNewsletter No. 2

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Address:

170 Hoosen Haffejee (Berg) Street, Pietermaritzburg 3200, South Africa

P O Box 2338 Pietermaritzburg 3200, South Africa

Tel: +27 - (0)33 - 342 0052

Fax: +27 - (0)33 - 342 0303

Email: admin@pacsa.org.za

www.pacsa.org.za

Dear PACSA Friends

Welcome to our second edition of the PACSA eNewsletter. This is our final monthly update on the latest happenings at PACSA for 2012. We wish you a very Blessed Christmas and look forward to connecting with you again in 2013.

The Editor

1. From the Director's Desk

Out with the old, in with the new!

After a turbulent year in 2011, I thank God for a good 2012. It's been a year of change, of trying out new things, and reflecting and learning as we are making our new road. We re-branded PACSA, we firmed up our core strategy of accompanying community partners as they strive for change through developing process facilitation as the core of our practice, and stepped up our advocacy and public awareness work. We go into 2013 confident that we will further consolidate our learnings to strengthen our work further in this second year of our new strategy.

This is my last newsletter as director of PACSA. I have been asked to continue with a few other tasks to ease the transition, so I will be around very part time under the leadership of Mervyn Abrahams as Acting Director, supported by Nareshnie Maharaj, for the first months of 2013. I am confident that Mervyn and Nareshnie are more than capable to steer the PACSA ship through this interim phase. They are contactable at mervyna@pacsa.org.za; and nareshniem@pacsa.org.za. The search process for a new director has begun and a new incumbent is expected to start in April 2013. [Click here](#) for the full job advert on our website.

It remains for me to wish you a restful holiday and a blessed Christmas. As we approach another new year during a time in South African and world history which becomes ever less certain, my prayer is for the grace: to live deeply, with purpose, to live freely, with detachment, to live wisely, with humility, to live justly, with compassion, to live lovingly, with fidelity, to live wisely, with awareness, to live gratefully, with generosity, to live fully, with passion for life.

Joyce Rupp (adapted)



Thulas Ndlovu, PACSA's longest-serving staff member, hands Daniela a gift from the staff to thank her for her 10 years of service to PACSA.

2. News

PACSA widens the scope of its work through developing its consultancy service:

PACSA Council has asked the outgoing director to continue to develop the consultancy capacity within PACSA and undertake the groundwork for its permanent status within PACSA. We have some really good staff at PACSA, and we believe that our skills and experience can be used by our donors and other organisations in the development world. The income earned will at the same time help us to ensure that we are able to continue our work with communities that are unable to pay for our services. We will publish a short profile of the services PACSA will be offering in the next newsletter. Watch this space!

PACSA welcomes a new Research and Advocacy Officer in January:

Dr Julie Smith joins PACSA from the Department of Agriculture at UKZN. She is an activist at heart, who brings extensive research experience, and has specialised in municipal services and service delivery. She is not new to PACSA and has helped Mervyn to support community partner advocacy initiatives, as well as raising PACSAs profile through submissions and comment on critical service delivery issues in Msunduzi Municipality. We are excited about the ways she will broaden PACSAs skills base in the PACSA team.

More news on the PACSA Website:

- [Holy Stick Trading](#) - Thami Ngubane's latest work
- [Gender Justice](#): Men's Role in the Struggle
- What is [Tracks 4 Africa](#) all about?

<http://www.pacsa.org.za>

3. Events and Invitations

The PACSA Collection 1979 - 1999: First hand accounts of crisis and compassion

PACSA and the Alan Paton Centre invite you to the launch of the PACSA Collection.

When: 9 February 2013

Venue: Leeb du Toit Council Chambers, UKZN, PMB Campus

Time: 12.30 for 1pm, until 5pm

Welcome: Mr Nazim Gani

Guest Speaker: Mr Chris Langefeld

RSVP: Sonia on +27 33 342 0052 or sonian@pacsa.org.za (only those who have RSVP'd will be welcome).

Join us for a viewing of the archive exhibition, introduced by Ms Karen Buckenham.

4. Features/ Debate

Changing Perceptions on Gender Power Relations ?

During this 16 days of activism against violence on women and children it is worth reflecting on whether all the awareness events and workshops are in fact leading to changing perceptions and behaviour patterns on gender power relations.

PACSA conducted a survey amongst 480 people in 18 communities in the Umgungundlovu Municipal District during June 2012 to determine peoples perceptions on gender roles and underlying perceptions on gender power relations.

While the number of those who agree with gender-based violence shows a slight decrease, the perceptions and attitudes that lead to unequal gender relations and the possibilities for gender-based violence are increasing. Much more work needs to be done to address the underlying attitudes pertaining to gender power relations if we are to create a society that values gender equality and thus shows commitment in action to reducing gender based violence.

Read more on the PACSA Website [here](#).

4. Your Letters - Write to us!

Here are some responses to Daniela's resignation:

Dear Daniela,

Thank you for sharing this. Am actually thrilled and relieved to hear the board's approval of your role in setting up the consultancy unit, in that way you are not completely out of the picture when we start to see the outcome results of PACSA's acquired accompaniment approach!

Brenda Kacheche, Country Manager Malawi
ICCO and Kerk in Actie
Interchurch Organization for Development Cooperation.

Brenda / ICCO has been PACSA's first major client, who contracted us to facilitate the gender and HIV mainstreaming capacity project in which we have accompanied the mainstreaming journeys of 8 of ICCO and Christian Aid's partners over 18-24 months.

Dear Daniela,

Thank you for sharing the news of your change of position in PACSA.

The chairperson's letter observes clearly you made this decision after a transition period where you have put milestones for PACSA to continue the journey. For sure PACSA has been able to take seriously into account a changing environment and to adapt to that. In this change, what I most appreciate is that this change was not going far away from the strong vision of PACSA, but reactivating this vision and putting all the management decisions at the service of this renewed vision of serving the communities.

For me, PACSA is inspiring, taking also much time to think and share.

You have been an important element of this inspiring organisation as a director, and I'm sure you'll keep on the same way, although in a different position.

Au revoir, Daniela, and see you soon!

Fond greetings from Entraide and from me personally to you and your family.

Claude Mormont
Directeur des Programmes Internationaux
Head of International Programmes
Entraide et Fraternité asbl
Belgium

Dear Daniela

Thank you for leading PACSA over the last ten years. I find your words "I have been with PACSA for 10 years and I believe my specific leadership tasks here are done now." very helpful and the sign of excellent exemplary leadership, especially for those of us who need to review our season of leadership from time to time.

May all you do in the future bring you happiness and fulfillment.

Peace and Blessings

Bishop Mike Vorster
District Bishop
The Methodist Church of Southern Africa
Natal Coastal District

Please write to us!

Tell us your story to inspire or challenge us to action!

We look forward to hearing from you in 2013