

**SPUR**   
**AFRIKA**  
**KENYA**

**MENTORSHIP MONITORING & EVALUATION REPORT**  
**FIRST HALF YEAR SUMMARY 2021**

Spur Afrika's Mentorship Program is an off shoot of the Child Sponsorship Program. The program's main aim is to help children (115 children) develop social skills, have a wider world view in regards to future job opportunities, character and spiritual formation. The mentorship is a one on one interaction between a sponsored child and a responsible adult who preferably is a Christian.

**Reporting Period:** January 2021 to July 2021

**Organisation:** Spur Afrika (Kenya)

**Project Name:** Mentorship

**Project Manager:** Maureen Koli

## **PROGRESS AGAINST OBJECTIVES IN THE LAST 6 MONTHS**

The Mentorship Program is one of the Spur Afrika Programs that has been greatly affected by COVID 19. The Number of physical mentorship meeting has reduced by 30% in the last year. On the bright side, we are excited that more mentors are getting into the space of online mentorship.

In 2021, Mentorship started gaining momentum after the low season experienced in July to December 2021. Despite the ongoing pandemic, with a positivity rate of about 10% in Kenya, we are happy to report that more people are feeling confident in doing activities that were otherwise hard in 2020. Following set Government regulations, Mentors and Mentees are able to briefly meet at the Spur Centre for their sessions.

All Mentors and Mentees are required to have their masks on and maintain social distance during physical meetings and keep them on in the entire period of mentorship sessions. January to June had an increase in the number of mentorship sessions compared to the last half of 2020; there was a total of 132 individual Mentorship sessions (28 Girls & 20 Boys, each meeting their mentor at least 3 times in the last six months) and 10 group sessions for Class eight candidates waiting to join High school. The group mentorship sessions had 15 participants 9 trainers (Spur staff included).

The goal of the first six months of 2021, was to encourage more mentors to meet their mentees as there was a decline in the same due to covid. This goal was met and the numbers continue to grow.

Mentors who were unable to meet physically for their sessions were happy to do phone calls to their mentees or have virtual mentorship sessions.

## **Mentorship Update**

There are currently 59 Mentors, 34 Female and 25 Male. 2 Mentors are on Mentorship break to attend to other life obligations. 12 of the unactive mentors, were relieved of their mentorship commitment as they did not meet their mentees at all in the last one year.

Total number of Mentored Spur Children is 65, the 55 children who do not have individual mentors are mentored in group sessions.

There was one mentorship training for Mentors in January 2021.

## **Mentorship Activities**

### One on one Mentorship

48 mentors met their mentees at least twice in the last six months; There was a total of 132 individual mentorship sessions that had different activities; Hike; lunch dates; zoom calls; tuition.

### Group Mentorship

50 children who do not have individual mentors had 4 sessions of mentorships in groups of 5 to 10. The topics covered were self-awareness, Integrity and spiritual development. The Spur staff and a few Mentors took the children through the sessions that were held on Saturday's for one an da half hours at the Spur Centre.

Class 8 students who did their Kenya Certificate of Primary Education had a 10-week mentorship session held at the Spur centre. The theme of the mentorship sessions was Crossover 101

The main objective of these sessions was to prepare them for High school. The topics taught were Leadership, Integrity, Time Management, Clear communication, Basic Computer skills. The icing on the sessions was a day trip at Mt. Longonot, main activity was climbing the mountain while reflecting on their life, where they have come from and what the students would like to achieve.

Online Mentorship: Ian & Carol – please watch video

[https://youtu.be/7\\_CnFitqYM0](https://youtu.be/7_CnFitqYM0)

The session involves talking about and expressing feelings and learning how to be authentically vulnerable.

This first half, Ian and Carol met a group of 12 students thrice to talk about feelings. The group learnt about creative public speaking skills.

Counselling: One on One

The need for counselling continued to grow this first half. With the help of two volunteer counsellors, a total number of 10 sponsored students (8 girls and 2 boys) went through one-on-one counselling sessions to help them cope with different personal issues.

Some of the common issues noted by the counsellors included; sibling and parental conflicts, peer pressure, self-esteem, academics and how to cope with peer pressure.

### **MENTORSHIP INPUT**

- Mentors, time, finance, Spur Afrika staff, Spur Afrika sponsored students. Notebooks, Trainers, Venues

### **MENTORSHIP OUTCOME**

- Brian, an average performing student who had regular mentorship sessions that included Mentor helping him to study for his exam was fruitful as Brian had an increase in performance; He improved from scoring 270 out of 500 marks to attaining 312 out of 500 marks in his Kenya Certificate of Primary Education Exam.
- Two mentors who showed extra commitment in mentorship were John (mentoring Levy and Felix), Mitchell (mentoring Mabruka and Sumaiya), Leah (mentoring Mackline) and Njeri (mentoring Daniella). There was increased confidence in the way the mentioned children expressed themselves. They are more confident while speaking and interact better with others.

- The group sessions facilitated by the Spur Team, has helped bring down the wall/guard that some students. There is a clear observable change in the relationship between the Spur children and the Team. There is more openness and more understanding of each other.
- Children who were chronic late comers are understanding the value of time by showing upon time for their mentor meetings.

### **MENTORS APPRECIATION**

Mentorship in Spur Afrika is voluntarily, we however offer regular training geared toward helping the mentors with skills to help make the mentorship sessions effective.

All mentors received a Spur Branded notebook and pen to help keep track of all sessions they have with mentee.

There was a mentors training in January – facilitated by Patrick, Maureen and an External Trainer experienced in Mentorship. The theme of the training was demystifying Mentorship and sensitizing Mentors on the value of mentorship.

Sending regular check in messages to mentors and wishing them well on their birthdays.

### **CHALLENGES FACED IN LAST 6 MONTHS**

- A few mentors are still hesitant about meeting their mentees physically due to COVID-19 and are not able to do virtual calls due to their work schedules.
- Some mentors give too many presents to the Mentees and this creates a trend where if the mentor does not have a present the child feels let down and this affects the mentorship relationship.
- 50 children do not have individual mentors; there are still fewer men signing up for mentorship.

**PLANS FOR NEXT 6 MONTHS**

- Continue recruiting new mentors to close the mentorship gap.
- Encourage mentors to keep venturing into new better ways of mentorship.
- Discourage mentors from giving gifts and handouts unless they are rewarding their mentees.
- The use of more counselling sessions with our students to help them cope with Covid 19 associated issues.
- Encourage online/video/call mentorships where possible.
- Make mentorship groups intentional and even invite mentors to join. We can teach students practical skills which might help them in future.
- Introduce Mentors reward system to appreciate mentors who are doing a great job

**FINANCIAL UPDATE**

- Funds used so far is Ksh. 472,000 an equivalent of AUD 6,000.
- The money allocated to mentorship is sufficient to cover the costs of running the program. The cost is inclusive of salary of One Spur Worker.
- The proposed budget for the next six months is Ksh. 450,000 Approximately AUD 5,800.



Thomas and Brian in a mentorship session



Group Counselling





Esther Ethel admiring her gifts from her mentor



Felix and Levy meeting their mentor, John



Adrian with his mentor, Erick



Immanuel Masinde with his mentor, Hillary

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