

English	isiXhosa
ChildVision Implementation Guide for ChildVision Students Returning to Their Centres	Isikhokelo Sokuphunyezwa kweChildVision sabafundi beChildVision ababuyela kumaziko abo
Part 1: Your First Steps (Before You Go Home)	Icandelo 1: Amanyathelo Okuqala (Phambi Kokuba Ubuyele Ekhaya)
1. Make a To-Do List of 10 Steps	1. Yenza Uluhlu Lwemisebenzi Enamanyathelo Ali-10
Write down 10 things you plan to do when you get back to your ECD centre. These should be ideas for how you will explain the ECD IMBIZO idea to parents and staff and get them involved. Bring this list with you on Friday and show it to Ntate Guy. Talk about it with Ntate Ernest, Mama Phakama, and your fellow students before you leave.	Bhala phantsi izinto ezili-10 oceba ukuzenza xa ubuyele kwiziko lakho le-ECD. Ezi mazibe ziingcinga zokuba uza kuyichaza njani ingcinga ye-ECD IMBIZO kubazali nabasebenzi, uze ubabandakanye. Yiza nolu luhlu ngoLwesihlanu uze ulubonise kuNtate Guy. Thetha ngalo noNtate Ernest, uMama Phakama, kunye nabanye abafundi phambi kokuba uhambe.
Part 2: Back at Your Centre – What to Do First	Icandelo 2: Xa Sele Ubuyile Kwiziko Lakho – Into Omawuyenze Kuqala
Step 1: Arrange a Meeting	Inyathelo 1: Lungiselela Intlanganiso
Call a meeting with:	Biza intlanganiso kunye:
• Parents	• Abazali
• Staff	• Abasebenzi
• Community leaders (if possible)	• linkokeli zoluntu (ukuba kunokwenzeka)
Explain that the meeting is to discuss how to make your ECD centre stronger, to help children from your community even more, and last for many years.	Cacisa ukuba le ntlanganiso yenzelwe ukuxoxa ngendlela yokwenza iziko le-ECD libe namandla ngakumbi, lincede abantwana boluntu lwenu ngakumbi, kwaye lhlale iminyaka emininzi.
Step 2: Talk About the Problem	Inyathelo 2: Thetha Ngengxaki
Ask them:	Babuze:
• “Do you want better ECD education for your children?”	• “Niyafuna imfundo ye-ECD engcono kubantwana benu?”
• “Do you want trained teachers to teach your children?”	• “Niyafuna ootitshala abaqeqeshiweyo bafundise abantwana benu?”
• “Do you know how much it costs to run this ECD centre for one child?”	• “Niyayazi ukuba kubiza malini ukuqhuba eli ziko le-ECD ngomntwana omnye?”

Write on a board or paper the monthly costs:	Bhala ebhodini okanye ephepheni iindleko zenyanga:
• Teachers	• Ootitshala
• Cooks	• Abapheki
• Manager	• Umphathi
• Food (a good meal: half greens, a quarter protein, a quarter carbs)	• Ukutya (isidlo esilungileyo: isiqingatha yimifuno eluhlaza, ikota yiprotheyini, ikota yikhabhohayidrethi)
• Rent, water, electricity	• Irenti, amanzi, umbane
• Stationery	• Izinto zokubhala
• Airtime, transport, and other expenses	• I-airtime, uhambo, nezinye iindleko
Add all these together, then divide by the number of children at the centre to show how much it costs per child.	Dibanisa zonke ezi ndleko, uze uzahlule ngenani labantwana abakwiziko ukubonisa ukuba kubiza malini ngomntwana ngamnye.
Here is an example:	Nanku umzekelo:
Item	Into
Estimated Monthly Cost (ZAR)	Iindleko Eziqukelelweyo Zenyanga (ZAR)
Teachers (3 teachers total)	Ootitshala (ootitshala aba-3 bonke)
R6,600	R6,600
Cooks (2 cooks total)	Abapheki (abapheki aba-2 bonke)
R1,200	R1,200
Manager	Umphathi
R3,000	R3,000
Food (20 children @ R15/meal × 22 days)	Ukutya (abantwana abangama-20 @ R15/isidlo × iintsuku ezingama-22)
R6,600	R6,600
Rent, water, electricity	Irenti, amanzi, umbane
R1,000	R1,000
Stationery	Izinto zokubhala
R500	R500
Airtime, transport, misc.	I-airtime, uhambo, nezinye
R900	R900

Total Monthly Cost	lindleko Zizonke Zenyanga
R19,800	R19,800
Number of Children at the Centre: 20	Inani Labantwana Kwiziko: 20
Monthly Cost per Child $R19,800 \div 20$ children = R990 per child	lindleko Zenyanga Ngomntwana $R19,800 \div 20$ abantwana = R990 ngomntwana
Then ask:	Emva koko buza:
• “How much do parents pay now?”	• “Bahlawula malini abazali ngoku?”
• “Do you see the shortfall (how much of the cost is not being covered by the fee contributions)?”	• “Niyayibona intsalela (imali engahlawulwanga yimirhumo)?”
• “If we had a way to fix this that costs you no extra money, would you join?”	• “Ukuba besinendlela yokulungisa oku engena ndleko eyongezelekileyo kuni, ningajoyina?”
Step 3: Share the Solution (The ECD IMBIZO Model)	Inyathelo 3: Yabelana Ngesisombululo (Imodeli ye-ECD IMBIZO)
Tell them: “We can solve this through an ECD IMBIZO – a savings group where parents and staff save money together. We can also start small businesses through it.”	Baxebele: “Singayisombulula le ngxaki nge-ECD IMBIZO – iqela lokonga apho abazali nabasebenzi bagcina imali kunye. Singaqala neeshishini ezincinci ngayo.”
Tell them that each family representing a child at the centre needs to:	Baxebele ukuba usapho ngalunye olumela umntwana kwiziko kufuneka:
1. Join the ECD IMBIZO	1. Lujoyine i-ECD IMBIZO
2. Help at the centre by doing jobs needed so more money can go to paying teachers better salaries, helping keep them at the centre (use an example of trained teachers going to work at Pep rather than teach because they earn more money there).	2. Luncede kwiziko ngokwenza imisebenzi efunekayo ukuze imali engagumbi iye ekuhlawuleni ootitshala imivuzo engcono, kubagcine kwiziko (sebenzisa umzekelo wootitshala abaqeqeshiweyo abasebenza ePep endaweni yokufundisa kuba behola ngcono apho).
3. Support the centre by buying and using its services.	3. Luxhase iziko ngokuthenga nokusebenzisa iinkonzo zalo.
Step 4: Explain the Benefits in Simple Terms	Inyathelo 4: Chaza Izibonelelo Ngamazwi Alula
Say:	Yithi:
• This is how we keep teachers in the village.	• Le yindlela esigcina ngayo ootitshala elalini.
• This is how we get better food for the children.	• Le yindlela esifumana ngayo ukutya okungcono kubantwana.

• This is how we keep our centre running without begging for help.	• Le yindlela esigcina ngayo iziko lethu lisebenza ngaphandle kokucela uncedo.
Tell them: “At ChildVision, I’ve learned how to help our centre become a place that really helps children grow in every way—physically, mentally, and spiritually.”	Baxebele: “EChildVision, ndifunde indlela yokunceda iziko lethu libe yindawo enceda abantwana bakhule ngokupheleleyo—emzimbeni, engqondweni, nasemphefumleni.”
Part 3: What the ECD IMBIZO Model Does for Your Centre	Icandelo 3: Okwenziwa yiMveliso ye-ECD IMBIZO Kwiziko Lakho
Let them know the ECD IMBIZO:	Babenze bazi ukuba i-ECD IMBIZO:
• Keeps trained teachers from leaving the village/community	• Igcina ootitshala abaqeqeshiweyo bengashiyi ilali/uluntu
• Teaches families to support the centre without needing lots of cash or expensive fees	• Ifundisa iintsapho ukuxhasa iziko ngaphandle kwemali eninzi okanye imirhumo ebizayo
• Teaches families and staff be involved in managing the centre together	• Ifundisa iintsapho nabasebenzi ukuba babandakanyeke ekulawuleni iziko kunye
• Builds a strong, united team around the children	• Yakha iqela elinamandla nelimanyeneyo elijikeleze abantwana
• Teaches Biblical values like honesty, hard work, and love	• Ifundisa amaxabiso eBhayibhile afana nokunyaniseka, ukusebenza nzima, nothando
• Helps families and the centre start small businesses such as:	• Inceda iintsapho neziko ukuqala amashishini amancinci afana nala:
o Veg gardens	o ligadi zemifuno
o Chickens for eggs	o linkukhu zamaqanda
o Cooking or laundry services	o linkonzo zokupheka okanye zokuhlamba
Part 4: Ongoing Actions for You	Icandelo 4: Izenzo Oza Kuziqhubekisa
Keep doing these things:	Qhubeka usenza ezi zinto:
1. Meet regularly with parents and staff to save and loan money. Before saving, hold a catechism-based Bible study, meeting, and skills training session.	1. Dibanani rhoqo nabazali nabasebenzi ukuze nonge nize nibolekise ngemali. Phambi kokonga, yenzani isifundo seBhayibhile esisekelwe kwikatekismu, intlanganiso, noqeqesho lwezakhono.
2. Train parents and staff in:	2. Qeqesha abazali nabasebenzi kwezi zinto:
o Food production	o Imveliso yokutya
o Child safety	o Ukhuseleko lwabantwana

o Making toys and learning tools	o Ukwenza izinto zokudlala nezixhobo zokufunda
o Record keeping	o Ukugcina iirekhodi
3. Keep records of everything.	3. Gcina iirekhodi zazo zonke izinto.
4. After three savings meetings, train the parents and staff to borrow money to start small businesses.	4. Emva kweentlanganiso ezintathu zokonga, qeqesha abazali nabasebenzi ukuba baboleke imali ukuze baqale amashishini amancinci.
5. At the end of the year, hold a Pay Out meeting where you pay all money saved and interest earned to parents and staff.	5. Ekupheleni konyaka, yenzani intlanganiso yePay Out apho kuhlawulwa yonke imali egciniweyo nenzala kubazali nabasebenzi.
6. Talk about the costs of running the centre and where help is needed.	6. Thethani ngeendleko zokuqhuba iziko nalapho kufuneka khona uncedo.
7. Help organise small income projects.	7. Nceda ukulungiselela iiprojekthi ezincinci zengeniso.
8. Encourage parents to help practically (cleaning, cooking, gardening). This can be formalised, so their work counts as part of paying fees.	8. Khuthaza abazali ukuba bancede ngezandla (ukucoca, ukupheka, ukulima). Oku kungabhaliswa ngokusesikweni, ukuze umsebenzi wabo ubalwe njengexalenye yemirhumo.
9. Pray together, sing God-honouring songs, read the Bible, use the catechism to guide you, and live by Christian values.	9. Thandazani kunye, culelani iingoma ezidumisa uThixo, fundani iBhayibhile, sebenzisani ikatekismu ukukhokela, niphile ngokwamaxabiso obuKristu.
10. Help the group create clear rules (contracts, fees, roles).	10. Nceda iqela lenze imithetho ecacileyo (iikhontrakthi, imirhumo, iindima).
11. Keep sharing progress with ChildVision (WhatsApp, email, or call).	11. Qhubekani nabelana ngenkqubela neChildVision (ngeWhatsApp, i-imeyile, okanye umnxeba).
12. Keep helping one another.	12. Qhubekani nancedana.
13. Teach what you've learned to others.	13. Fundisani abanye enikufundileyo.
Part 5: Send Feedback	Icandelo 5: Thumela Ingxelo
Please remember: Send a message every now and then by WhatsApp, email, or phone call to say how things are going, ask questions, and share solutions. This is very important!	Nceda ukhumbule: Thumela umyalezo rhoqo ngeWhatsApp, i-imeyile, okanye umnxeba ukuxela ukuba izinto zihamba njani, ubuze imibuzo, uze wabelane ngezisombululo. Oku kubaluleke kakhulu!
Final Message	Umyalezo Wokugqibela

You are not just someone running a preschool. You are a ChildVision leader, helping children (and their families) grow up strong in Christ, in learning, in health, and in hope.	Awungomntu nje oqhuba isikolo sabantwana abancinci. Ungumkhokeli weChildVision, unceda abantwana (neentsapho zabo) bakhule bomelele kuKristu, emfundo, empilweni, nasekuthembeni.
With the ECD IMBIZO, your ECD centre can become a hub of life and growth for the whole village.for the whole village.	Nge-ECD IMBIZO, iziko lakho le-ECD linokuthi libe liziko lobomi nokukhula kulo lonke ilali. kulo lonke ilali.