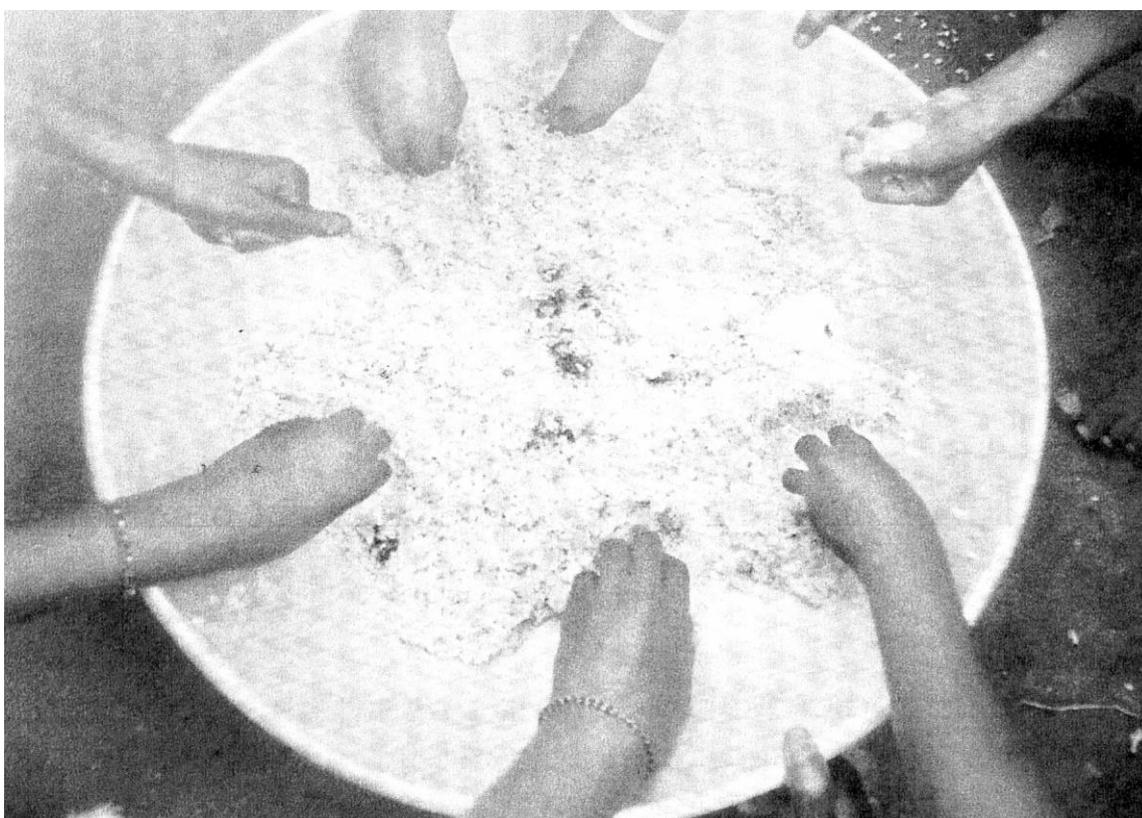


# Women Gathering in Dry Times

In the

## Goulburn Valley

An Evaluation



Women's Health Goulburn North East (WHGNE) was established in July 2000. Previously known as NEWomen, Women's Health Goulburn North East is the government funded specialist women's health service for the Goulburn Valley and North-East Victoria.

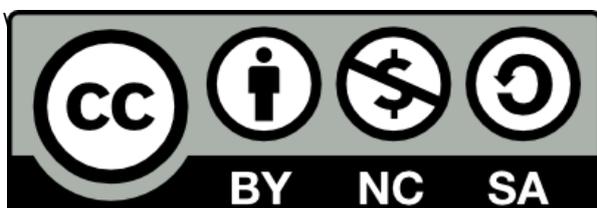
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# Introduction

Women Gathering in Dry Times (WGiDT) is a health promotion program to improve health and wellbeing and to strengthen community spirit.

The project's overall objective is to enhance community connectedness. Capacity is built within communities so that people within communities are able to look after each other.

WGiDT was funded by the Goulburn Valley Primary Care Partnership for the shires of Shepparton, Moira and Strathbogie and was implemented by Women's Health Goulburn North East (WHGNE) in partnership with the Rural Women's Drought and Climate Change Officer for the Hume region, Department of Planning and Community Development (DPCD).

Over 200 women have been involved with 55 attending the Train the Trainer workshops. Over 22 towns and remote areas were represented by women and 14 agencies participated.

WHGNE worked with local agencies to run the 'Train the Trainer workshops which were held in Euroa, Numurkah and Cobram. The women who attended these workshops were then able to apply for a grant of \$500 to run a group in their own community. Twenty-five grants were distributed across the three Shires.

Spurred on with \$500 women set about facilitating groups in their communities. The facilitators focused on including women from a diverse range of backgrounds and women who were socially isolated. The women in the groups created an atmosphere of confidentiality and got together because it's important to 'get together'.

The groups met for a minimum of six sessions. Many of the groups continue to meet. The facilitators returned for an evaluation day where they shared their stories, successes, difficulties and highlights.

Whilst the incentive of receiving money drew the women to the workshop they valued the opportunity to network and share information and ideas. They were inspired to facilitate a group in their own community. They, as facilitators grew and developed, made friends and have received a sense of satisfaction from seeing the women in their communities develop friendships.



# Stats and Facts

	Dates	Attendance
<b>Train the Trainer Workshops</b>		
Euroa	Tuesday 16 <sup>th</sup> September 2008 at The Silver Spoon Restaurant	9 Workers 17 Women
Numurkah	Wednesday 17 <sup>th</sup> September 2008 at Numurkah Information Centre	9 Workers 9 Women
Cobram	Tuesday 3 <sup>rd</sup> February 2009 at Cobram District Community Health Centre	1 Worker 10 Women
		<b>Total 55 attended</b>
<b>Groups</b>		
Shepparton	Expression through Creativity	11
Kialla	Tai Chi Fan and Chinese Folk Dance	6-9
Picola	Recipe - Swap Meet	Up to 12
Katamatite	Fitness Morning	10 - 17
Shepparton	Social and activities that will enhance family lifestyles and skills	9
Shepparton	Around the World in 8 weeks: Multicultural cooking group	13 - 15
Nathalia	Nathalia Women's Book Club	17
Shepparton	Turkish Women's Group	15-20
Shepparton	Afghan Women's Group	
Nagambie	Scrap Attack	
Strathbogie	Women's Printing Group	12 - 14
Shepparton	Candle Making	9
Shepparton	Women's Candle Making Program	6
Rushworth	Rushy Rainbows	5 - 8
Mooroopna	Hand, Heart & Soul	12 - 14
Shepparton	Congolese Women's Group	11
Violet Town	Artists Way	6 regulars
Earlston	Women's Mosaic Group	8 regulars
Mooroopna	Women Creating Possibilities (a journey through grief)	6 regulars
Violet Town	VT 500 Club	Still meeting and deciding
		<b>168 min total number of women attending</b>
<b>Evaluation Workshops</b>		
Euroa		4 women 2 workers
Numurkah		5 women 5 workers
		<b>Total 16 attended</b>
<b>Grand Total</b>		<b>239 women</b>

<b>Partner agencies</b>	
Department of Planning and Community Development Cobram District Community Health Centre Mooropna Education Centre Violet Town Community House Greater City Shepparton Council Shepparton Art Gallery Ethnic council Rumbalara Family Service Vision Australia Numurkah Community Health Service Strathbogie Shire Moira Shire Yarrawonga Community Health Service	
<b>Total</b>	<b>14</b>

<b>Towns represented by women at the Training Workshops</b>	
Bearii Cobram Barooga Between Rennie and Bull Plain Picola Yalca Waaia Nathalia Yarrawonga Katamatite Numurkah Shepparton Mooroopna Earlston Violet Town Harry's Creek Euroa Strathbogie Creighton's Creek Between Creighton's Creek and Ruffy Nagambie Rushworth	
<b>Total</b>	<b>22</b>

<b>New groups funded as a result of the Cobram Workshop</b>		
Waaia, Picola, Nathalia	Craft/Scrapping Get Together	
Cobram	First Friday Film Group	
Bearii	Bearii Craft and Friendship Group	
Katamatite	Triple F (Females for Fun & Friendship)	
Numurkah	Women's Multicultural Friendship Group	

<b>Total Women</b>	<b>239</b>
<b>Total Partners</b>	<b>14</b>
<b>Total Towns participating</b>	<b>22</b>

# Train the trainer workshops

Women Gathering in Dry Times 'Train the Trainer (TTT) Workshops' were held on Tuesday 16<sup>th</sup> September 2008 in Euroa and Wednesday 17<sup>th</sup> September 2008 in Numurkah, facilitated by Julie Tyler (Women's Health Goulburn North East) and Barb Martin (Dept of Planning and Community Development).

A total of 44 women attended, 26 women in Euroa and 18 in Numurkah,.

Both days were a success. The women who attended were from diverse backgrounds with representation from the Aboriginal community, the Congolese and the Turkish communities and the Ethic Council. There were women from school groups, farming women, women who were very nervous about attending and women with big plans for their communities.

The level of interaction and networking that happened at the TTT workshop were worthwhile outcomes on their own. The day created opportunities for growth and connection. What was valuable to the women was the networking; and the sharing of ideas and information.

Other comments were that the workshops were welcoming and relaxing, yet challenged participants to think about their groups, particularly in regard to who was to be included.

*"I was able to run the group because of a combination of everything but coming here I got ideas. The workshop was a good turning point because people were really interested in what I was doing. I had an internal struggle going on, that I didn't have the confidence. I thought it was a good idea. But was it really? The group here gave me validation."*

*"On the training day talking about 'making women feel included' was a really good thing and it made us think."*

*"Great to hear other people's ideas."*

*"Very helpful and I felt very relaxed and it gave me inspiration and energy to follow through my ideas."*

A further workshop was held on the 3<sup>rd</sup> February 2009 in Cobram for those women who missed out on the previous workshops but who still wanted to run a group in their community. A conversational style was adopted on the day, and the women loved it.

The women liked: networking; talking; open and honest sharing of ideas, stories and experiences; learning about skills and groups. They like the 'gathering' that happened on this day and have committed to continue to meet on a regular basis. Three women from the tiny town of Bearii were surprised to see each other at the workshop and were able to work together to start a group in their area.

A further five groups were funded from this day and the facilitators of these groups will have their own evaluation day in August.

# The Groups

How do you capture in a report the dynamics that have developed between these women; the benefit of spending a day in a training session with other women; the personal growth and satisfaction in running a group; the friendships that have developed that we never see; the growth and understanding that have been learnt from spending time with another woman from a different background.

Listening to each woman share about her group at the evaluation day was special. Everyone was able to catch a glimpse of what happened in the other groups. Many of the experiences were too personal to share, so they are not captured here.

The following observations and quotes come from: evaluation forms filled in by women attending the groups; the reports submitted by the facilitators of the groups; and notes taken at the evaluation days.

## The Need

Each community has its own needs and the idea of Women Gathering skilling local women to run groups that fill an identified need for their community is sound. The WGiDT program was successful because the ideas came from community members, *"There was a clear need in the community"*, and because workers can't bring their ideas into a community *"It needs to come from the people"*.

*"There's very little neighbour to neighbour contact in isolated rural areas, the only incorporated group in the area is Landcare – no local primary schools – no money – no socializing."*

*"With the horror of the bushfires there is further need for women to share and support each other."*

## Money

It became very obvious at the training days that most women and workers were there because of 'money'. The evaluation day has reinforced that providing 'money' or a grant was a really important, even necessary, motivation in getting the groups started. Yet, it was a revelation that many of the groups found they could actually do what they were doing without the money and many worked out how to make the money stretch a long way.

*"Grants give the basis and kick off point. It's hard to find the few dollars needed to get things started."*

*"The grant was really important because the women don't have the money to go out and do this or to start."*

*"It was good that it was paid for, it makes people feel special and in these days that everything costs."*

*"Many thanks to your organization for making this possible as it would not have happened without the grant."*

*"The grant was a blessing."*

*"We stretched the money a long way."*

*"I didn't think the money would get us this far but it did"*

*"We could have done the group without the funding but it was a motivational tool."*

*"Having it paid for meant no pressure."*

*"There's so little overheads that we can continue, it was a good way of getting people together during the fires and that really windy day."*

*"In the end, the consensus was that (a) we didn't need grant \$'s to do any of this, and (b) we considered we could put the \$'s towards something that would benefit the broader community while creating an opportunity for new and "old" women residents to get together."*

## **Transport**

Transport continues to be an ongoing issue for rural women. We encouraged groups to use the grant money to overcome this obstacle, but still it persists. Women don't have car licences for a variety of reasons, or there is no public transport in the town and many women are living in isolated situations.

*"Some challenges - problem with transport, unable to drive and rely on husband."*

*"There is no transport in Nathalia. We had car pooling as an option."*

*"One woman doesn't drive, her sisters brought her and it gave her a chance to mix and mingle. They didn't want her to become isolated."*

## **Publicity**

Word of mouth or personal invitation appears to still be the best way to encourage women to attend, but general advertising brought in women who were not connected and gave these women a chance to join a group.

*"Word of mouth is how most came. Because it was free they felt they could invite someone."*

*"Personal invitations made it successful."*

## Group Ownership

Successful groups were where the women felt like it was their group, where they were part of the decision making and the organising, where they owned the group. The facilitator was very much a part of it rather than someone 'running' it.

*"The invitation had four weeks on it but after four weeks we wanted to continue so we did another four weeks."*

*"I tried to make it what the participants wanted to get out of it. I wanted them to decide how to do it."*

*"Listen to the group"*

*"They contributed ideas."*

*"There were 10 of us at the meeting and a number of ideas for the weekly meetings were discussed."*

## Food

Food is essential for any opportunity where women gather. The focus of some groups was food, but all the other groups had a meal or at least a morning tea.

*"Sharing food was very pleasant experience."*

*"Providing morning tea [made it successful]."*

*"I love the yummy home-made teas."*

## Real Activity

An important aspect to the success of the groups was to have an activity that was worthwhile attending, a legitimate excuse to met together and time out from daily pressures.

*"...good thing about the activity was it was creative and totally away from drought."*

*"I came because the subject was interesting, and to interact with others."*

*"I came because I like the atmosphere, company and the knowledge gained."*

*"[It was successful because of the] Quality of presenters."*

*"We initially advertised two groups, one a general women's group as proposed to you, and the second a group called the Artists Way, which we marketed as unleashing your creative side. We had one response to the Women's Group and ten responses to the Artists Way."*

## Kids

Again we thought that money would solve the babysitting problem. For some they had no-one to leave the children with, even for money. One solution was the children being cared for by a qualified worker on the same premises as the mothers but it did use up their financial resources more quickly than other groups.

*"We have kids and no family here."*

*"Kids were welcome, but separate."*

In the absence of appropriate childcare some women still brought their children to the group with varying outcomes. Some of the groups embraced each other's children, but in the more structured activities i.e. meditation children were a distraction and the mother and other participants were unable to fully participate.

*"I didn't like the young child in the group crying."*

## Group size

The groups that were smaller in size bonded and develop strong friendships.

*"I am floating ideas to break the group into two. People are more honest if they develop trust in a smaller group."*

## Friendships

Clearly friendships developed as a result of the groups.

*"The group will keep going – new friendships have developed – four of the group would not have been friends previously and now feel comfortable with each other."*

*"They might have known each other's faces but now they have become friends. They were very reticent in the first session, but now they charge in."*

*"People didn't always know each other but they did make friendships and we had lunch together."*

*"People didn't know each other. The program was good to meet the needs of younger people new to town. We had a few who brought their mum along and they have made friendships in the group. Each week the groups interact and move around and talk to each other, you don't see anyone sitting on their own."*

*"Connections have happened in the group and one on one friendships have developed within the group."*

*"No-one knew each other beforehand. We changed the time to 5.30pm after work so we could go out for dinner afterwards. Lots of friendships have established."*

*"We noticed women exchanging phone numbers in week two. I know that those women will call each other for chats. They've made friends. They may not be*

*cooking but they are talking. Definitely friendships and conversation over the phone are happening."*

*"Some old friendships are rekindling over tea and coffee. Afterwards everyone stayed and swapped stories. It is a lovely community thing as a lot are from farms from outlying areas."*

## **What women got out of the groups**

Besides friendship there have been many other benefits for the women as a result of attending a group.

### **Understanding Diversity**

*"The women were Indian, Congolese Sudanese, Italian, Bulgarian, Philippino, Sri Lankan, Pakistani and Iraqi. We shopped for halal meat. Whoever shopped ensured the meat was halal for the Iraqi women to be able to join in."*

*"We have an intellectually disabled young woman who comes who asks lots of questions and the group is very supportive of her."*

### **Confidence**

*"Women are offering to do sessions in future – they feel confident to run a session."*

### **Personal Growth**

*"I'm in a safe supported space I don't focus on my issues but on the art."*

*"I came because I have to start living, as I was dying inside."*

*"I was interested to learn and needed something like this to help my mind in these trying days."*

*"I found it interesting how I developed from start to finish now i'm more willing to share and not just concentrate (on the activity). All good drought therapy."*

*"The group is invaluable, it helps me."*

### **More connections**

As a result of email training, the Congolese women now email friends and family, finding out news from their home country and sending photos. The trainer created email address for the women who didn't have email addresses before.

*"Many women didn't know they could send to Africa. She has sent photo and email to friends in Africa. We did not know what was happening in Africa and now you can find out through the internet. After we finished we had a party for some friends and cooked some food from our culture."*

*"Today I liked being away from home and meeting new people"*

## Support for the women

*"The greatest outcomes have been the friendship and achieving personal and group goals. It has been extremely valuable to the participants during this difficult summer."*

*"A creative exercise occupied them with planning and took them away from their mundane farming decisions and got them through the tough hot period of summer. It opened up something else apart from the negative farming situation."*

*"Sharing between women has bonded the group"*

*"There was one person who was close to full-on depression and I'd say we helped stave that off. I think we can get her through it."*

*"The women are accessing other services."*

## Fun

*"A lot of laughter happens."*

*"I enjoyed being with positive women, I got to know people at my own pace."*

*"I enjoyed listening to other women talk."*

*"I enjoyed getting off the farm with a real purpose."*

## Local

*"Local – no travel to larger centre – our hall – our area"*

## Continuing as a group

The groups that were low cost to run and where the participants were keen to keep meeting were most likely to continue.

*"Participants were keen to keep it going."*

Eleven of the groups plan to continue:

- Three of these rely on money to operate but the participants have chosen to continue the group by paying their own way;
- One will continue meeting but are unable to employ their tutor.

Two groups are still deciding and working out how they can continue to meet. Two will only go ahead with funding.

## Facilitating the group

The women reflected on their experience of facilitating a group. For all of them it was a positive experience where they developed friendships and grew and developed personally. They recognised the time, effort and passion that is required.

*"It needs someone who is passionate who pulls it together."*

Those who facilitated with a co-facilitator highlighted the benefits of this partnership. Many of the difficulties expressed could be overcome with either a co-facilitator or by having a 'professional buddy' or 'mentor'. 'Professional buddy' or 'mentor' was an idea discussed by the facilitators, where a worker in the community provides debriefing time for the facilitator

A professional buddy may be a worker e.g. community development worker, community health nurse, drought support worker, maternal child health nurse, etc who does not attend the group, but talks with the facilitator about the group. The professional buddy offers debriefing, planning suggestions, and can provide some professional skills, e.g. what to do with the "participant from hell". The professional buddy can also provide referral information as needed. The benefit is the facilitator is supported personally and professionally and the worker is able to support the group but with minimal time expended.

*"We worked as a team. We could not have done it otherwise, it was someone to bounce off about how the day went; what we are doing next week; photos and journal keeping – notes of quotes; friendships developing dynamics changing. One woman kept a diary. It's been very special. It's not about the cooking."*

*"I included the librarian in the program so I could step back and they could run it. The local woman at the library was very keen."*

*"[It was successful because of] Partnering with enthusiastic people"*

*"Having \_\_\_\_ as a mentor was important she had a huge impact on me as a facilitator."*

### **Difficulties:**

The women's comments on what was difficult provide direction on how WGiDTs can be improved, perhaps particularly regarding planning and support. The 'professional buddy' concept will help in this regard.

*"Maybe a bit more contact throughout."*

*"The evaluation forms didn't provide a way of capturing what people thought."*

*"Planning – time to do so, and how many people would come?"*

*"Problem of dominant member."*

*"Keeping it fresh – handing it over for a while."*

### **Highlights for the facilitators:**

There were many highlights for the facilitators, here are a few:

*"Sitting with the lady in the dark – talking for an hour and a half – it wasn't just a conversation – we had so many things in common – she put into words the things I was feeling that I couldn't put into words. The conversation I had with her means I have a connection with her."*

*"It's been a high all the way."*

*"The highlight was just sitting quietly with lots of women doing something and hearing little bits of conversation – all these people coming in through the door and having to get another table."*

*"I've made friends myself."*

## Photos and Snippets from WGiDT Groups

**Kialla**

**Tai Chi Fan and Chinese Folk Dance**



**Nathalia**

**Nathalia Women's Book Club**



## Shepparton

## Congolese Women's Group

*"Many women don't know how to use computers. We had the computer classes. Our Congolese friend knows something about computers. He knows Swahili and he taught us. It was very good.*

*It was hard for many women who had no computer skills. We learnt how to write and create email and learned about Excel to do mathematics introduction to Word and PowerPoint and how to send photos.*

*The training was good and to learn new things. Many women have learned how to do research. The women had computers and didn't know how to use them.*

*Many women didn't know they could send to Africa. She has sent photo and email to friends in Africa.*

*We did not know what was happening in Africa and now you can find out through the internet."*



## Rushworth

## Rushy Rainbows

This group was a good example of the community adapting to what it needed. The woman who attended the training day was unable to facilitate her group, so she mentored an older woman who ran a group for aged women.

## Picola

## Recipe - Swap Meet



## Strathbogie

## Women's Printing Group

*"After a restart in February 12 – 14 women spent the afternoon under the tree talking and making things at the hall. After four weeks we wanted to continue so did another four weeks. I'm taking a step back for a while now and letting someone else take on other topics and then come back and do art again. It's weekly every Tuesday arvo – people are trying new things, there is no charge, we decided to continue on with a donation for materials in future. There's so little overheads that we can continue – no-one there is too badly off so they can keep it going – was a good way of getting people together during the fires and that really windy day."*

## Violet Town

## VT 500 Club

*"So, all up, we haven't spent any of the grant yet! But there's been much emailing, phoning and getting together to discuss how to spend it, and this process has been great fun – very affirming and rewarding in itself (it's not just about reaching a destination, it's about the journey as well!)"*

## Mooroopna

## Hand, Heart & Soul

*"We've run 'Hand, Heart and Soul' three times. It's been a learning curve for me. I came to The Centre and just wanted to be a part of something. I didn't want to facilitate and wanted to be in the group, I didn't have any confidence or experience. I didn't know anyone much in the area so I was looking for something worthwhile to do. I didn't have the confidence but I thought it was a good idea. I put out the fliers.*

*Over the three programs we've had at least 30 different people come through and around 5 of the same people coming through each of the three groups so far.*

*The connections have happened in the group. People are offering to do sessions in future, they feel confident to run a session.*

*The group is not heavy. It's just a taster and not taken too seriously, women can take it on board or know about it. We laugh a lot."*

## Earlston

## Women's Mosaic Group

*"[After attending WGiDT] We are now planning a mural for our local hall porch. There will be 2 panels one 5 feet by 3 feet which will include local birds and plants, the other 6 feet by 3 feet which will be a representation of the area. When these are complete we will hold an afternoon tea for all women of the district to celebrate with us our achievement.*

*The greatest outcomes have been the friendship and achieving personal and group goals. It has been extremely valuable to the participants during this difficult summer.*

*"I was interested to learn and needed something like this to help my mind in these trying days" I think that says it all.*

*Many thanks to your organization for making this possible as it would not have happened without the grant. I would also like to acknowledge the generosity of all tile shops in Shepparton and Benalla who have given us tiles."*



## Mooroopna

## Women Creating Possibilities (a journey through grief)

This gathering provided the opportunity for women who have experienced the death of a close family member to come together and creatively express their grief. The group was supported by an art therapist and a grief counsellor.

- The group started with 3-4 and we now have 6
- We have had amazing feedback
- We've done lots of different art activities
- None knew each other beforehand, there are lots of friendships now
- Most important was connecting to the centre and accessing the services
- Grief can be complicated
- People come from quite a long way they don't always want to do things locally
- *A safe supported space*
- Review is hoping that the groups can continue without the professionals

## Shepparton

## Around the World in 8 weeks: Multicultural cooking group



"I enjoyed it very, very much. I saw many food; different food; different culture. I meet many people from different culture. I made many friends in group and outside."

## Shepparton

# Social and activities that will enhance family lifestyles and skills

Young working women, both indigenous and non-indigenous, met together at Rumbalara Family Services venue. The women have learnt personal development skills from professionals: haircare, manicures, pedicures, etc. Two young Koori women who are doing a manicure course volunteered their time to the group and provided role models for the young women.

The women all have indigenous children; they watched the documentary "The First Australians" which gave them insight into their and their children's heritage.

This group allowed young working mums some time for themselves and an opportunity to engage with services and other young women. Their confidence and self esteem has noticeably increased since meeting together. Some of the women have gone onto join a day program with Rumbala Family Services. Four of the young mums want to enrol in a short course.

*"I'm glad I did that thing with you."*

## Shepparton

# Expression through Creativity



An elderly lady, who lives in supported accommodation specialising in mental illness, came to the program. She was very closed off and not able to communicate with others when she arrived, nor had she like getting her hands dirty prior to the workshops. She enjoyed all the materials including clay and ended up taking part in conversation across the table as other women included her in the conversation. She was sad that the program had finished and will come to any other ones that we run. For this woman, art was an awakening and empowering activity.

One woman has gone on to enrol in a certificate III in Jewellery Manufacture due to her awakened creativity and joy of expression through the women gathering program.



## Katamatite

## Fitness Morning

*"I live 40k's from the nearest gym, so would really like to see this continue even for a small fee."*

*"I hope that this program can continue as it is so close to us. The nearest gym is 25kms +."*



### WOMEN GATHERING IN DRY TIMES .....

My idea for gathering women in dry times was to organise a fitness morning . I thought YOGA classes may be appealing , the classes also included:

- TAI CHI FAN
- FITNESS TRAINING
- PILATE S -bands
- STRENGTH TRAINING

I firstly placed flyers around the town (Katamatite) for example the post office noticeboard, mailboxes, The General Store's window, the school's newsletter and the kindergarten's noticeboard. Katamatite has a newsletter so I placed an ad in that and also the Cobram Courier newspaper. Katamatite has a population of about 300 but a lot of the people are on surrounding farms so I wanted every one to be able to access the information. I wasn't sure if the women in the area would be interested so I wanted to make the cost minimum to attract people. I was very fortunate for the cost of the classes and hall hire worked out to be the exact cost to what the grant was. The classes ran for 1 hour over a 6 week period and there was no charge. The response was wonderful, there was between 10 -17 women each week .We had women aged in their 20s through to women in their 70s joining in. Everyone was disappointed when it ended so at the moment I am trying to organise the classes to start back up again. The feedback was very positive a lot of the women stated that they don't exercise because it's to far to travel to the gym, where as Katamatite is a lot closer and cuts costs. This is the first time I have done something like this and I thoroughly enjoyed it. Many thanks to WOMEN'S HEALTH for giving me the opportunity to improve our community.

# Evaluation Workshops

Six months after the Train the Trainer Workshop, most of the facilitators met back together to evaluate how their group went and to evaluate the Train the Trainer Workshop.

The women were very excited to talk about their group and hear about how the other groups went. They were disappointed that some didn't attend the evaluation day to hear about their groups. They liked to see each other again and enjoyed spending time together.

*"It's great to meet again and hear of the successes of the other groups."*

*"Great to hear everyone's stories, challenges, outcomes."*

*"It would have been better if more of the women from the first training day came to tell their stories."*

Finally...

*"Today I liked...*

*...reconnecting with the other women."*

*...it was great to see everyone again."*

# Recommendations

It is recommended that:

- ❖ Applications for funding come from two or more women to ensure women have the support of each other and they can take time out if needed, everything doesn't always rely on one person.
- ❖ Each group has a "professional buddy" or mentor. A professional buddy can be a community worker who can provide planning, debriefing and referral information to the facilitators.
- ❖ Only community women apply for the grants and agencies support the women rather than agencies receiving the grant and running the group.
- ❖ The Train the Trainer Workshop includes a 'dealing with difficult people' section.