

# Investing in people for social change: The case of a U.S based train-the-trainer program conducted in rural South Africa.

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# BACKGROUND: Fulbright Scholar 2023

- Faculty Engagement
- Student Engagement
- Community Engagement



# Neighborhood Leadership Academy

- Community leadership training program – taught in Missouri USA for over 20 years.
- Graduated over 500 neighborhood and organization leaders
- Personal Leadership (Clifton Strengths)
- Local Government
- Resources and Funding
- Asset Mapping
- Project Development
- Asset-Based Community Development

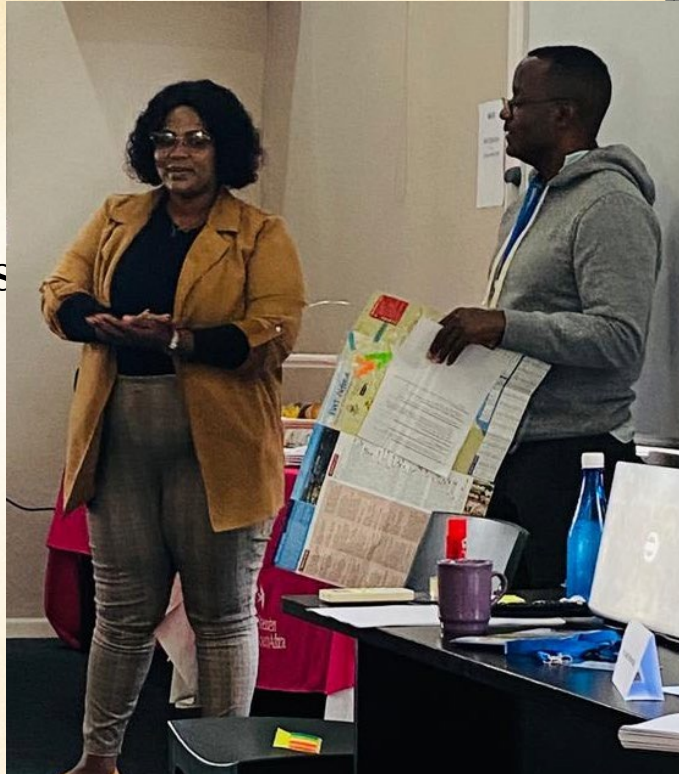


## 2-week NLASA Program

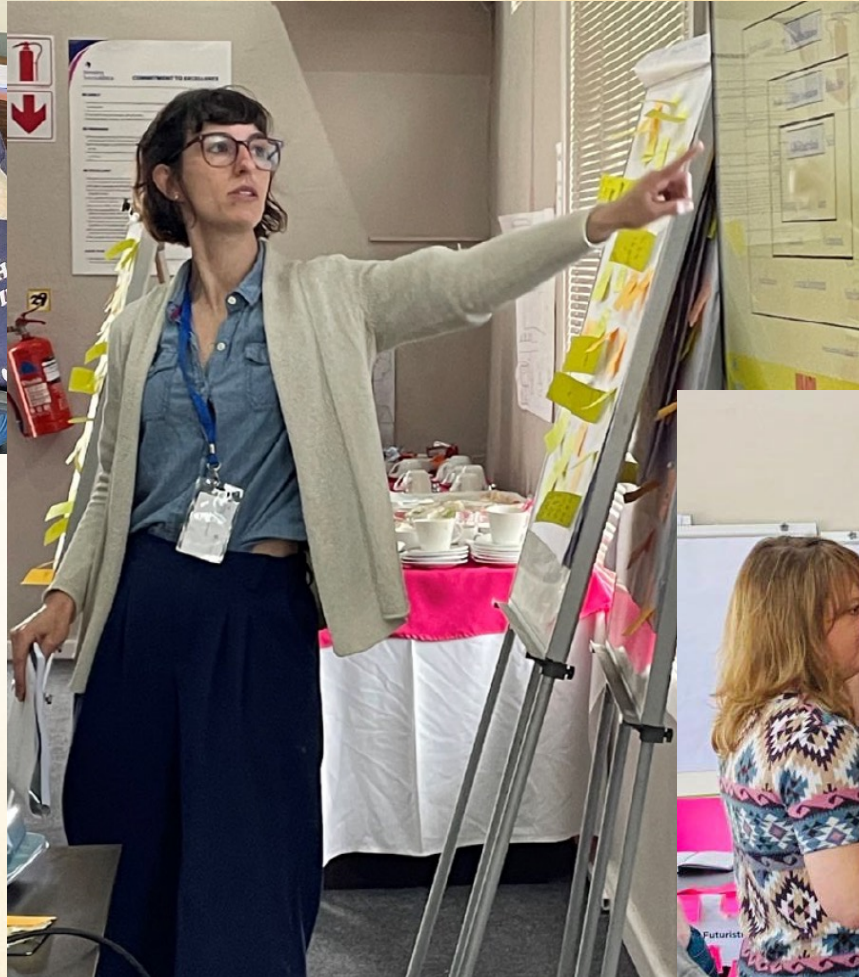
- Train-the-trainer
- 16 Community members
- 4 faculty members

## Partners

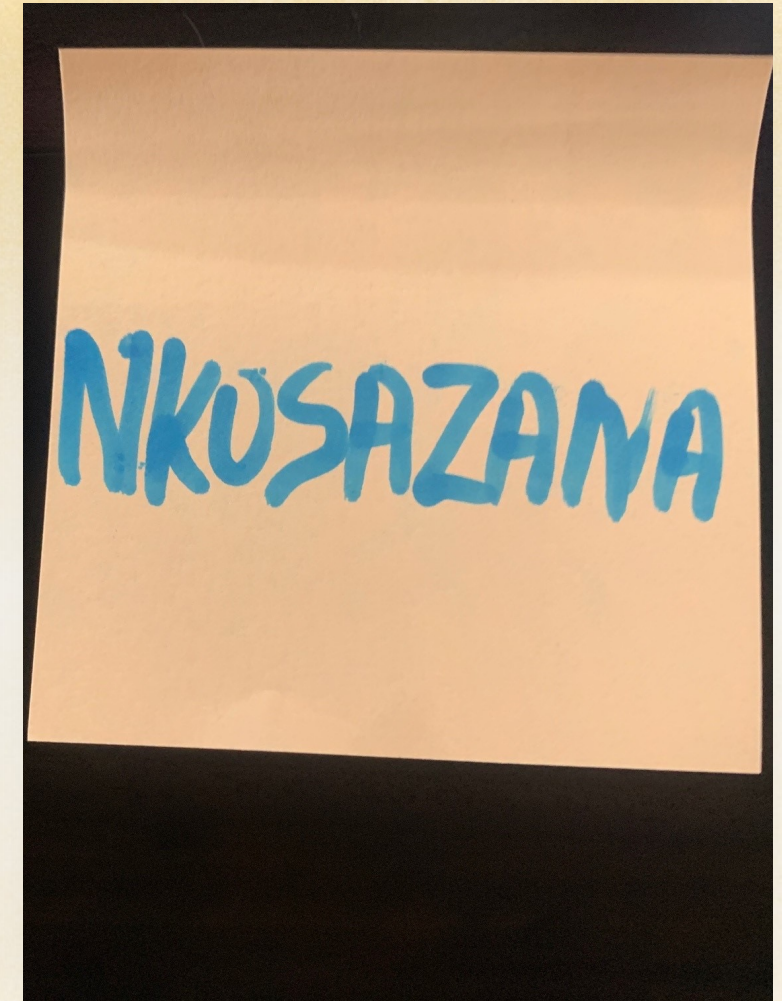
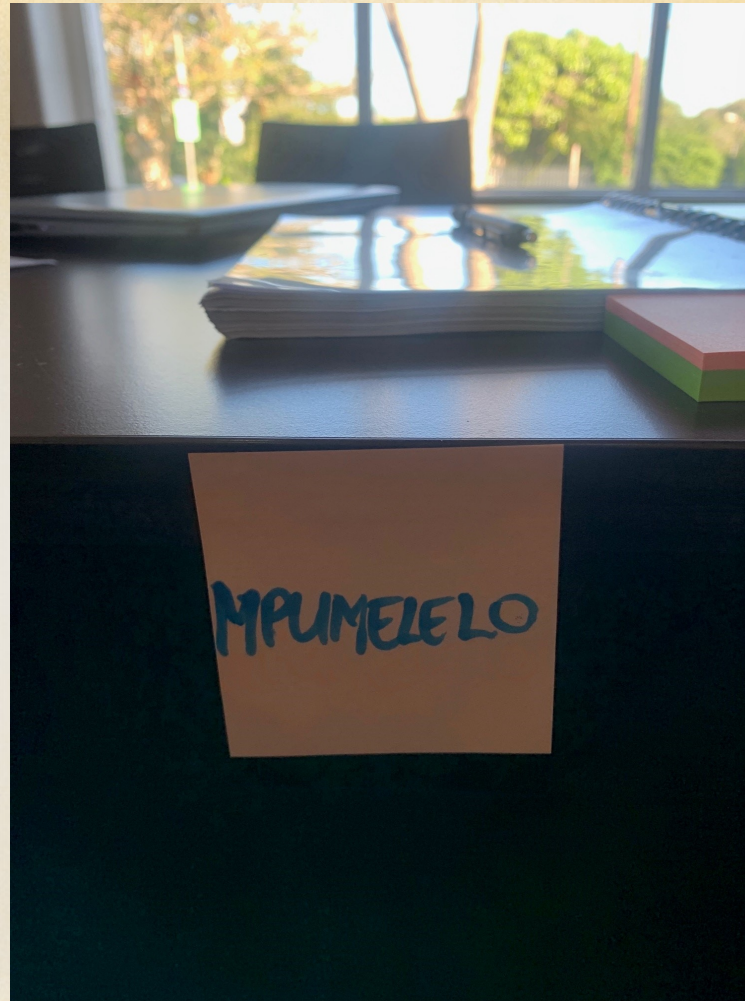
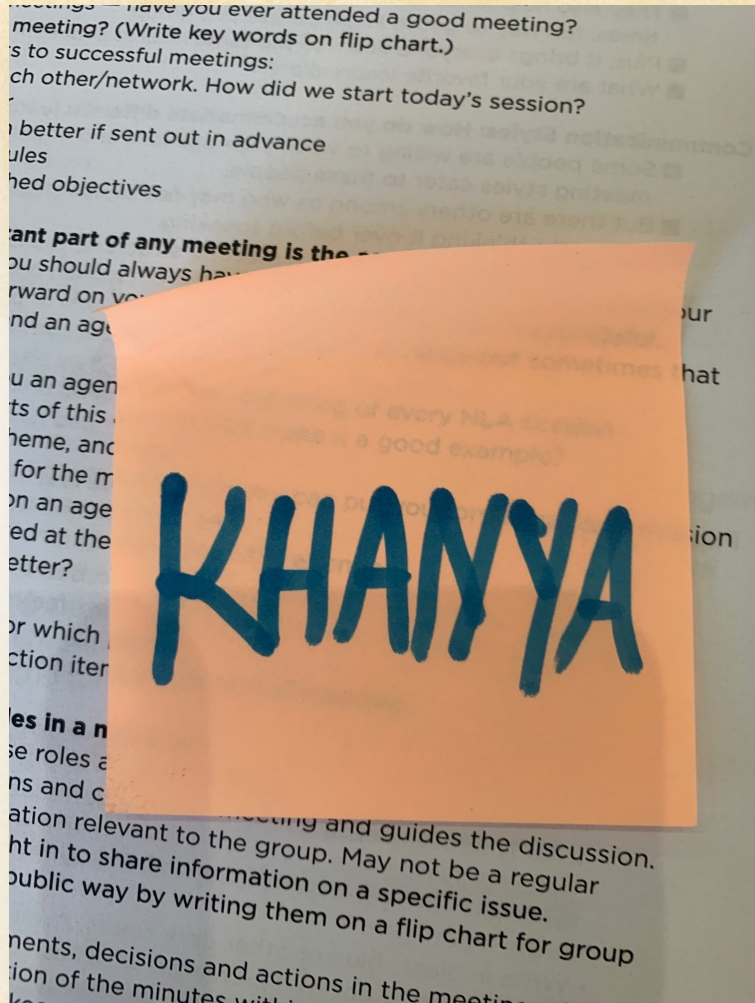
- Local government
- Leaders of community organizations – NGO, and Faith-Based
- Community (Volunteers)
- Stenden South Africa
- University of Missouri Extension
- University of Missouri - Columbia



# ENGAGING TRAINING



# CULTURAL COMPETENCY IN DELIVERY



# Community leaders better equipped

## Group complete Stenden/Missouri University course

MARK CARRELS

A group of community leaders and Stenden staff who completed a leadership programme with StendenSA in partnership with the University of Missouri in the US, graduated with fanfare at a ceremony at My Pond Hotel on Friday May 31.

The community leadership Training Programme – dubbed Train the Trainer – was hosted at the StendenSA campus over a two-week period in conjunction with the University of Missouri’s Neighbourhood Leadership Academy.

The aim of the programme is to capacitate community leaders who are mainly from the non-profit sector.

Fourteen of the community leaders are from the Ndlambe NPO sector and five are Stenden staff.

The course instructors who conducted the programme at Stenden



**WELL DONE:** Ndlambe community leaders with their certificates on Friday at the My Pond Hotel after finishing their leadership training programme organised by the Stenden campus in conjunction with the University of Missouri in the US. In the centre, front, are Missouri instructors Claire Rippel, Dr Sarah Massangale and Prof Wilson Majee and Stenden’s Dr Wouter Hensens. **Picture: MARK CARRELS**

# Results: Post program evaluation + 6-month follow up interviews: 19 interviews

## Ubuntu

- *Shared love for and commitment to community*

## Self Awareness / Self Esteem

- *Discovery of personal leadership strengths*

## Empowerment

- *Communication, engagement, and action*



## *Ubuntu: Love for community*

*“What motivates me is the people. It’s never been about me. If the people grow, if the community grows, then we’ve all won...When I saw what the training was about, I knew this was aligned with my vision. It’s about building leaders within the community,” P10*

*“What motivated me (to participate) is, the thing is, we are working for our community. Our community comes first. So that is why I was interested in the community to learn more of how I can make my community a better community”  
P5*



## *Discovery of personal leadership strengths*

“Oh, that one (*the Clifton Strengths Assessment*), it affected me a lot. Now and again, I memorize, and I look at those strengths because I didn’t know that I have such strengths that I can focus on if I want to achieve what I want to achieve. That has ***built my self-esteem and to understand myself better,...***” P2

*“The most important thing that I took from the program, which I used to take for granted is the issue of collaboration..... I got a stamp on it from the training, that it is the of outmost importance that organizations or any community if they want to achieve what they want to achieve, they have to work together in achieving that, ...” P1*



# Recommendations from Participants



MINI GRANTS AND  
FINANCIAL SUPPORT



LONGER  
TRAINING/MORE DEPTH



FORMALIZE ONGOING  
ENGAGEMENT



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Under review: *Community Development*

