Ward Chairman should be involved in planning and project implementation. He appealed to members of staff to maintain proper data on various schemes to support the annual funding of the Project.

He observed that during the past two years funds from the Government were inadequate to meet the proposed programmes of the project. This he said was due to financial constraints the country was experiencing. The Chairman expressed his concern over the failure of the Project Co-ordinator for not producing written progress reports as per circular letter. He emphasized the importance of preparing progress reports on all programmes falling under the Project for the Committee members to know and understand the operations.

MINUTE GSDP/SC/3 CONSIDERATION OF PROGRESS REPORTS FOR 1982 CAPITAL PROJECTS

There were no progress reports on the above subject. The Committee expressed great disappointment of the failure of the coordinator to produce progress report.

Under subheading(d) Small scale irrigation schemes, the Committee observed that there was need to open up some irrigation schemes.

RESOLVED.

(i) That the Coordinator should prepare progress report on the Project and submit to Chairman(DS) by 2nd June, 1982.

(ii) The members observed that there was need to open up some irrigation schemes at Simumpande, Kafwambila, Chisika, Chambo, Nkumbwi and Tekelo.

MINUTE GSDP/SC/4 PLANNING AND IMPLEMENTATION

The Chairman, advised the officers running the Project to work together with Ward Chairmen for any new plans to be introduced in the area. He pointed out that planning should not be done by experts but should be done by people on the grass root level who know their social and economic requirements. The Committee was informed that the Gossner Mission has been requested by the Ministry of Agriculture and Water Development to submit a five year Development plan.

After consideration the Committee requested that the prepared proposed plan be circulated to the Steering Committee members for study for the next meeting.

MINUTE GSDP/SC/5 MARKET OF PRODUCE

The Committee was informed that market for produce was still a major problem as there was no Government urgency to buy the vegetables as Zamhort has been dissolved. The Committee observed that farmers be encouraged to grow crops that demand minumum transport to the markets.

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Gossner Mission

Irrigated crops(Vegetables) should be provided with marketing organisations that farmers' efforts are economically utilised.

MINUTE GSDP/SC/6:- ANY OTHER BUSINESS

(a) The Committee was informed that there was an urgent need to prepare estimates for 1983 early in June, because other intergrated Rural Development projects were expected to meet on 15th June, 1982. After this consideration, the Committee agreed to meet on 10th June, 1982.

(b) The Ward Chairman for Nangombe wanted to know the possibility of requesting the Land Clearing Unity to come to the District to enable farmers easy access for hire. The Ward Chairman was advised to see the local Agriculture staff for details.

MINUTE GSDP/SC/7:- CLOSING REMARKS BY CHAIRMAN

The Chairman thanked the members for their contribution. He said it was not possible to develop the rural areas over night but that every effort should be made so as to bring development in the area. He emphasized on the officers concerned in planning of the projects to work in conjuction with Ward Chairman. The Chairman reminded staff members on the need of maintaining proper records on the activities taking place on the Project. He re-iterated his call that officers in the project should not fail to submit progress reports because without this data on the project it is very difficult to effectively plan for future development.

Secretary Chairman

Gossner Mission

continued!

GWEMBE SOUTH DEV. PROJECT,
P.O. BOX 3,
SINAZEZE.

13TH MAY, 1982

Fünf-Jahresplan

SPECIAL STAFF MEETING HELD ON THE 13/5/82.

Present: Mrs.Sitte - chairlady
Mr. G.K.Kadyenkuku-secretary
Mr. A.Spreng
Mr. A.Nsemani
Mr. W.Ncite
Mr. D.Mutinta
Mr. G.S.Nakasamu
Mr.M.K.Malyenkuku
Mr. Jaehn
Mr.H.Fuchs

Absent with apology: Mr.P.Wendt,ba E.Engelhardt on leave.
Mrs.I.Fuchs on leave.
Mr.Nduyi - sick

Items for discussion.

1. Animal Husbandry - The need for an officer on this job is still required. His duties are outlined here below.

Refer to minute 1/9/81 - to find these minutes.

On the programme is allocated the sum of K500.-- which is brought to K200.-- (Refer 1982 estimates) The main job of the officer still should be to advice the farmers on good management. Mr.Fuchs to speak on this subject at the Steering committee to be held on the 27/5/82.

2. Workshop- Refer to paper prepared by Mr.Fuchs of which Mr. Spreng agrees. The question of including the services to the farmers machinery or farming equipment. Concluded that the repairs of the farmers articles should be included for the next five years in order to prepare the private repairs.

3. Transport - Question arose that there is need that we must rather than expect that the GSB - and VSP. This was put to discussion. After some discussion. It was concluded that a lorry is to be included.

4. Workshop staff- Question arose that training should be included to the workshop employees. Mr. Spreng to draw a workplan.
The Workshop should go in for Appropriate Technology. After some consideration it was accepted that the programme be included.

5. Village Water Supply Programme: Need was expressed that this programme if for the project rather than VSP. It comes under the workshop.

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Gossner Mission

(Ba Gray to give a list of wells applications to Mr. Spreng)

6. Church work- Question arose whether this is a project programme. Mr. Jaehn explained that this is not quite included since it does not need any money from the government. But the Pastor would be involved in the project activities. Refer to the job description of the pastor.

7. Community Development - question arose why the programme was not on the budget this year, 1982. It was explained that the work itself is confusing because whatever work is done among the society is already doing some community development work. It was mentioned also that on the programme of Dryland farming Mr.Fuchs was advised by the D.A.O. that as he goes to the villages he should include Comm.Dev. Assistant, Health Assistant and also Agricultural staff. After some considerations, the matter was refered to the steering committee which will take place on the 27th May,1982.

8. Health and Nutrition - Refer to Female extension paper to be presented by Ba Monika on the 27/5/82.

9. Tonga Crafts - (a) Museum, question arose is this the project or belongs to VSP under the ownership of the local public. (however, this programme is recognised as part of the project (G.S.D.P.)

Proposed that - Museum is under the project the maintanance of the items to be financed by the project. The selling section to remain to V.S.P.

10. VSP and GSDP shall continue helping selfhelp programmes, by personnel and transport and material for selfhelp projects.

11. GSB - After some consideration, It was concluded that: GSDP will continue to help the co-operative by personnel and other requirements (e.g. premises)

These two agencies are to be supported by the project because they are supremently to the project activites.

Farewell to Mr.Jaehn - The Chairlady has called for a farewell speech to Mr.Jaehn.
The Co-ordinator - requested the Secretary to say something to Mr. Jaehn.

The Project Secretary thanked Mr.Jaehn and family for all the work and other activities they have performed among the people of this area and in the project in general. Also thanking them for the most kind work they have rendered in helping the motherless children. May God give them a bright future.

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Gossner Mission

Any other business:

Brick making for Makonkoto:- Question arose that we should not promise people that we can carry their bricks which they are making at home, because at present there are no GRZ vehicles running and at the same time many other villages are going to Makonkoto to make bricks there which is the order of the society.

Having no more meeting closed at 14.44 hours.

CHAIRMAN SECRETARY

Gossner Mission

confirmed.

Gwembe South Development Project,
Nkandabbwe,
P.O. Box 3,
Sinazeze.

6/5 /82

Minutes of the staff meeting held on the 6/5/82 at Nkandabbwe.

Present: Mrs. Sittee - chairlady
Mr. Madyenkuku- secretary
Mr. H.M.Fisher
Mr. A.Spreng
Mr. K.Nduyi
Mr. W.Ncite
Mr. G.S.Nakasamu
Mr. D.Mutinta
Mr. A.C.Nsemani
Rev.M.K.Malyenkuku
Mr.H.Fuchs
Mr. M.Sitte

Absent with apology: Ba Peter Wendt and Ba E.Engelhardt on leave. Ba I.Fuchs on leave.
Ba F.Phiri in Chcma, Ba P.M.Siyumbwa Malima.

In attendance: Mr. E.Syabbalo

The chairlady opened the meeting at 09.38hrs. Thanked members for coming.

1. Confirmation of last minutes. of 22/4/82
After the collection on page two that it was agreed that the paper of Mr. Krisifoe shall be the one to be followed in the extension of Syatwiinda Irrigation Scheme. The minutes were passed and signed.

2. Matters arising the minutes of 22/4/82.

Warranting of Capital Budget for 1982. Question arose, as to what is the answer to date.
On capital we are promised for K50,000.- of which we got already a warrant of K15,000.- There is doubt whether we shall have all this money in the course of the year. However up to now we have not received anything on recurrent.t.

Meeting between the P.A.O. & the Ministry officials Mr. Harthoorn and Mr. Berch from IRDP to set a date to meet the project staff.

Continuation of the special meeting held on the 22/4/82. Next week on Thursday 13/5/82.

3. Annual Reports:
Mr. Fischer's - The report was read by the chairlady from this arose the question whether there will be any time any chance for the project to get the required information from Unza on Appropriate Technology. The answer was that it all depends on requesting Unza for help where and when required.

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Gossner Mission

Question arose on Liason Officer.
Mrs.Krisiice is going to take over to do some of the duties this will not mean that she will do a full time job. The shoping shall be done by the project officers themselves. (she will be leaving in the house in Lusaka).

Mr. Jaehns' report - Mr. Jaehn read the reports. Starts with 1980. The report accepted.
Then 1981 report read by Mr. Jaehn.

On the point of the Animal drawn pump the workshop officers will take it over and complete it for trial after the departure of Mr.Jaehn.

Child Care Training by Mrs. Jaehn.
The report was read. On the point of child care it was reported that the three people meet Mr.Simvula these are Mrs, Jaehn, Mr.Jaehn and the VSP chairman. Then report to the next staff meeting.

Any other business.by Mr. Sitte.
Who requested for permission to put a sign board at the road for the Builders Co-op. The staff agreed to the request.

Lunch hour to the workshop workers- request by Mr. Nsemani that at present we come at the job at 6.am and leave the job at 15hrs what we want is to have one hour between for lunch then we leave off at 16.00hrs.
After some consideration it was concluded that the officers for the workshop and the project secretary shall see the co-ordinator and make report at the next meeting.

Report on Workshop.
Mr. Spreng reported that the engine which gives lights is broken. So no electricity. After some consideration it was concluded that the workshop officers to try and repair the engine failure to that the project administrator to take the matter up with the P.A.O.

Having no more to say the chairlady closed the meeting at 13.51 hours.

CHAIRMAN SECRETARY

Gossner Mission

Gwembe South Development Project,
P.O. Box 3,
Sinazeze.

12th April, 1982

Minutes of the Regular Staff meeting held on 8th April, 1982 at Nkandabbwe.

Present: Mr. G.S.Nakasamu (chairman) Mr.D.Mutinta (secretary) Mr.H.Fuchs, Mr. A.Chikopa, Mr.P.Wendt, Mr.F.Phiri, Mr.L.Malala, Mr. W.Nchite, Mr. M.Sitte, Rev. K.J.Jaehn, Rev. M.K.Malyenkuku, Mrs. E.Engelhardt, Mrs.Fuchs and Mrs. M.Sitte.

Guests: T.Scudder and Elizabeth Colson.

Absent with apology: Mr.G.K.Madyenkuku, A.Spreng and Mr. Fischer.
Mr. Nduyi was not known where he went.

Chairman's opening remarks: The chairman called the meeting to order at 9.30hrs. He told the members of staff that Mr. G.K.Madyenkuku is on tour, at Chipata. Mr.Fischer and Mr. Spreng both are on leave.

Item 1/82- Confirmation of the previous minutes: The previous minutes were not available yet. Therefore nothing could be confirmed.

Item 2/82 (a) Matters arising from the previous minutes and (b) item on any other business: Minutes were not available and nothing could be checked on both items, that is (a) and (b).

Item 3/82 - Claiming of the money paid to Land Development Services: Mr. Madyenkuku was not there to move the motion. However some members of staff wanted this case to be known by the Project Administrator as they treated it as very important one. It was postponed to the next meeting.

Item 4/82- Consideration of burnt bricks in place of cement blocks:
Mr. Madyenkuku was not there and Rev.K.J.Jaehn reported that Mr.Sitte is still busy making some caculations on this subject and as such it was postponed to the next meeting.

Item 5/82- Funds obtained-selling harmer mill: The mover was not there to move the motion or comment. The subject was deferred to the next meeting.

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Gossner Mission

Item 6/82 - Any other business:

a) Official announcement of the elected VSP Co-ordinator: Mr.Fuchs requested the members of staff if they are already officially informed about the newly elected VSP Co-ordinator Mr.Syabbalo. Mrs.M.Sitte said that, it is not yet done and however Mr.Syabbalo is the Co-ordinator for the VSP now.

b) Money from R.W.Programme on VSP account: Mrs. M.Sitte told the members of staff that a sum of K6000.00 for the RWP is still banked in the VSP account. It was said so because some members of staff requested to know the existance of this money.

c) Money from Dryland farming: Mrs.Sitte told the members of staff that a sum of K400.00, is shown in the account books that it was banked and after that withdrawn by an unknown person. Therefore the account books show that the balance at the moment is zero (0). The members of staff were not satisfied to how this money was withdrawn from the bank. It was resolved that a committee should be appointed to look into this. Therefore Mr.G.S.Nakasamu and Mr.Fuchs were appointed to work on this and report during the next staff meeting.

d) Co-ordination between VSP and the Workshop Mr. A.Chikoba told the members of staff that, the driver and his lorry boy are asigned to work with the works foreman at the workshop but do not want to co-operate. In reply, Mrs. Sitte said that these workers have to work at the workshop if they have nothing to do for the VSP and it was said that at the moment the right officer for these workers is Mr.Syabbalo. It was said that in order to work properly, the workshop officers and VSP Officers should co-ordinate properly, as to control their workers in a combined effort.

e) A date to be set for discussing - Annual Reports. Mrss. E.Engelhardt said that, there are too many annual reports which were already submitted and proposed for a special meeting for discussion. It was agreed that the meeting can be held on 29th April, 1982 at Nkandabbwe.

Gossner Mission

At the same time a sum of K1.00 was agreed upon to be donated for food. Mrs. I.Fuchs requested to know the number of copies to give for distribution. The Project Administrator said four (4) are enough and Rev.Jaehn said if possible it is a good idea to produce many of them to give the D.A.O. and the P.A.O. as well.

f) Report on integrated Rural Development Project at Mpika (IRDP): Rev.Jaehn and Mr. Nduyi made a visit at Mpika IRDP on 9th and 10th March, 1982. Rev.Jaehn reported that he was highly impressed by the system followed by the IRDP at Mpika and said that, while in Mpika, they discussed matters of mutual benefit with the members of staff there. He told the members of staff that the GSDP is already integrated in IRDP and that it should follow this system:-

a) February of each year, write annual report.
b) In July, budgeting and progress report.
c) In December, make a work programme.

After Rev.Jaehn finished his talk on the above issue; the Project Administrator disagreed with Rev.Jaehn. He said that the GSDP is not yet integrated in IRDP and we have not yet received an official document that permits us to go ahead with the IRDP system.

g) Extension of agreement for GST1982 to 1986; The Project Administrator told the members of staff that the "Contract for GST" expired last year 1981. Therefore in order to accelerate the renewall of the contract, a work plan or programme must be submitted to the Ministry of Agriculture and Water Development for a period of five years. The members of staff for GST said, there are many things or projects which are still to be undertaken to be included in the work plan:

a) Water transport on lake kariba;
b) Road system improvement;
c) Electrification of the District;

The Project Administrator went on to say, it is up to you to submit a work programme. On this point it was agreed upon that a committee be appointed to prepare a work programme for a period of 5 years to be discussed within a period of two (2) weeks as from 8th April, 1982. Therefore the date to discuss this will be on 22nd April, 1982. The officers appointed are:

Mrs. E.Engelhardt and
Mrs.M.Sitte.

However, all the officers were requested to submit their requirements in order to feed the appointed committee.

h) Election of Assistant Co-ordinator: Rev. Jaehn moved the motion and after that the Project Administrator brought an objection document to the job discription for the Assistant Co-ordinator, which was written on 25th March, 1982, was ready to all members of the staff by the Secretary Mr.D.Mutinta. The document was signed by the following: Hans and Ingrid Fuchus, Manfred and Monika Sitte, Peter Wendt and E.Engelhardt (team secretary).

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Gossner Mission

The members of staff agreed that the assistant co-ordinator, should carry out the duties of the project administrator and that should work according to instructions given to him by the Project Administrator. A bitter discussion went on and made some members of staff suffer from nostalgia. Rev.M.K.Malyenkuku called for what he termed "a confusion in the project" In reply, the project administrator said that he is not here to confuse the project but to co-ordinate the duties he is sent for and the officer who said that was requested to apologise and he did so. Mr. Nakasamu said that he is capable of doing everything. After a long discussion, Mr.W.Ncite proposed that one can be elected as team secretary or a helper. And the members of staff agreed that the one elected should work for a period of one year. Proposals for the assistant co-ordinator were put as follows:-

(a) Mr. Ake Spreng
(b) Mr. M.Sitte and
(c) Mr. H.Fuchs

All names were seconded. It was agreed that since Mr. A. Spreng is still on leave, we can wait for three (3) weeks by that time, Mr.Spreng will be in from leave and the election will take place.

I) Staff meeting to be held- Nkandabbwe or Siatwiinda. Rev. Malyenkuku, requested the members of staff that at times the regular staff meeting should be conducted at Siatwiinda as well instead of at Nkandabbwe only. Mr.Mutinta said that he favoured at Nkandabbwe because majority come from Nkandabbwe. Also Mr.Fuchs said that he favours Nkandabbwe due to the fact that while here, he does other duties as well. Rev. Jaehn said that there is no objection especially for special staff meetings. Regular staff meeting can be conducted at Nkandabbwe and Mr.M.Sitte favoured it as he said that the material are here at Nkandabbwe. Rev.M.K.Malyenkuku announced that as from 19th to 28th April, 1982, he will be out for a synod meeting at Kafue.

j) Representative for Cusa Zambia: Mrs.Fuchs announced that officers for Cusa will be with us during the next meeting and also that she will be on maternity leave as from 23rd April to 31st July, 1982.

k) Farmers contract forms-Siatwiinda: Mr.Mutinta moved this motion. In reply, Mr.Wendt said that him, Mr.Malala and Chief Sinazongwe solved this. Therefore Mr.Mutinta and Mr.Fuchs will have to sit and solve this.

l) Syphon pipes: Mr.Mutinta told the members of staff that in 1979 farmers were promised to be given 1 1000 metre syphon pipes and out of this, only 250 metres were given and that farmers are still requesting the remaining 750 metres. Mr.Fuchs said that if there will be money available from E.E.C. this might be solved.

m) Kilometre claims Rev. M.K.Malyenkuku: Mrs.M.Sitte told the members of staff that she has found it difficult to pay the K/m claims for the above officer. It was said that the officer is not a project employee but employed by VSP. To ease the problem, the officer should carry with him items for the Tonga Crafts; in this case it will be possible to pay him from the Government funds.

Gossner Mission

n) Two (2) generators B/Malima. Mr.Malala and Mr.Wendt told the members of staff that these generators are out of use at the moment and the crops have dried due to lack of water. They also said that the Provincial office was contacted several times in connection the repair of the generators. And that they were told to go ahead. The generators were taken to Lusaka for repair and Mr.Wendt went there to check and found one generator is already repaired. He came and contacted the Executive Officer at Provincial office in order to make payment for the repaired generator.
The executive officer told the B/malima officers that according to the financial regulations in connection to repair of government property anything over K500.00 must be taken to the "Tenderboard" and in this case the cost was K800.00 as Mr.Wendt reported. In view of this, the officers were requested to produce a document so that the generator can be taken to Afe. This was not possible, as one generator was already repaired.

Therefore, suggestions were brought forward to how this can be solved:-

a) Mr.Wendt to get a loan some where in order to pay for the already repaired generator. The members of staff agreed that and said before this is done, Mr.Malala, Mr.Wendt and Mr.Nakasamu must go to Choma and contact the Executive officer for this idea. While there, Mr.Nakasamu was trying to refuse to accompany B/malima officers; On that point Mr.Malala told the members of staff that Mr. Nakasamu is not interested in the affairs of B/malima irrigation. After that Mr. Nakasamu agreed to accompany the officers to Choma because his presence will carry more weight.

Mr.Malala reported that Mr.Simwanza from the Provincial office came to B/malima irrigation and took 420 litres of diesel without the authority of the officers there. He took two (2) drums. The members of staff said that there is no co-operation between the Provincial office and the GSDP. It was said that the case must be followed up to the Provincial office and this type of behaviour should come to unend.

c) Mr.P.Wendt and E.Engelhardt to go on leave; Mrs. Engelhardt announced that, Peter and herself will be on leave with effect from 1st May, 1982.

p) Terminatiion of contract - Rev.Jaehn: Rev.Jaehn announced that his contract will be revoked on 15th May,1982. After a long discussion on the subjects, the meeting was called to an end by the chairman at 13.30hrs.

Confirmed..... .....

Dat.....

Gossner Mission

Minutes of the team-meeting held on 7.4 82 at Paul Oskar's place

attendance: P. Wendt (chairman), K.Jähn, H.und I.Fuchs, M.undM.Sitte
E.Engelhardt (secretary)
apologies: A. Spreng (on leave) the invitee H.M.Fischer(also on Leave)

1. opening by chairman Peter at 15.15

2. confirmation of last minutes: minutes wree accepted except a correction of point 22/82:there it has to beadded, that house no. 13 will be offered to SPCMU for K 2oo

3. matters arising out of the last minutes:

19/82 Dieter uttered new interest in renting the Maico, but the team sticks to the old decision not to let but only to sell the Maico.

21/82 Ingrid reported, that Ba vixons,s gas-bottles are his own property and he has not to pay bottle charge.

4. new agenda:

27/82. Carloan for Ba Marc. Referring to team mintues 7/8o from June/July 198o point 8 (Mr. Mische was present on the July meeting) Klaus asked the team to give Ba Marc a car-loan of K 2ooo.- The team saw some difficulties to take the money from the present team account because -there is not enough money left in the team cash box, f.e. to pay the new pastor his car-loan and -the security (VSP km claim) is not 1oo% reliable, because VSP could release BaMarc and in case of an accident there comes no km-claim in. Still the team respects the decision talen in July 198o, so
1. Hans resumed that if the team agrees to give Ba marc that loan than Gossner Mission has to be asked for financial help.
2. there has to be a contract between the team and BaMarc in case of problems of repayment
3. as long as the car is not pais fully it still belongs to the Gossner Mission, resp. the team
4. interest will be put on the loan according to VSP regulations that is for a sum over K 99.99 8%.

28/82 successor for Christina to look after single-quarters. Monika is prepared to look after single quarters under the condition that she finds someone nearby who will take over cleaning of the roms and washing of the sheets.

29/82 request of German student to so research here for 3 months will be answered by Ingrid telling her the conditions about her stay (which are not to expect transport or any guiding)

30/82 the changing of the Standard Bank was postponed because there can be some troubles to get a new external account. Hans will go and talk to the manager of Standard Bank about his complaints.

31/82 with one correction the minutes froj Lochinvar were accepted.

32/82 Monikas job after leaving VSP: Monika would like to work according her education that is in the field of adult education. She wou ld like to start evening courses about basic mathematics of other subjects which are needed by the people who work in the range of GSDP. She was adviced to formulate a proposal in detail for the staff-meeting and to find out were this programme could be allocated within the government structure (most probably under community development).

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Gossner Mission

Manfred was asked to clarify the debts which GSB has with the team. He should find out whether the Gossner Mission could accept to change her credit to GSB into an official donation, how it was mentioned already.

5. Any other business

34/82 Renovation of liaison office in Lusaka. Manfred should make a estimation fo costs for the renovation of the house in Lusaka so that the liaison officer can send them to Berlin.

35/82 Klaus went on 1o./11.3. on behalf of the staff to an IRDP meeting to Mpika. This long trip, 2ooo km, exausts his km allowance that is why he asks the Gossner Mission to pay him extra k 32o.-

The team- meeting was closed before dawn.

secretary..... chairman..... .....

team-member.....

33/82 budget for the team for 1982 ... the budget estimation and the financial statement which Hans made were accepted.

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Gossner Mission

Staff ohne Team

Von 16 Staffmitgl. sind 8 Teammitgl.
Teammitgl. übernehmen 60% aller Programme,
35% ohne Partner oder zambianischen Staffmitgl.
Staffmeetings sind oft verlängerte Teammeetings
mit zambianischer Zuhörerschaft.

Team soll sich langsam auf den Rückzug vorbereiten:

1. Team sieht keine neuen Programme mehr ein!
   Jedes Programm im GSDP wird von Zambianer geführt!
   Jede, für ein Programm verantwortliche ist Staffmitglied!
   Teammitgl. beraten ihre, für die Programme verantwortlichen Partner!
2. Teammitgl. sind nur noch Berater und üben ihre
   Mitgliedsch. im Staff auf.
   In Staffmeetings nehmen sie als Berater teil.
   Kein Stimmrecht in Staffmeetings.
3. Team zieht sich aus den GSDP zurück.
   Derzeitige Teammitgl. bleiben: (2 J.)
   Lusaka: Plano
   Chowa: L.U.P.O.
   Sinazongwe: ADAC - Gesundheit
   Nkwendabwa: GSDP - VSP - GSD

Gossner Mission

Thema: Staff ohne Team 8-11-81

Beginn: 9[17] Uhr

Vortrag Haus (Paper)

Zum 1. Schritt: in welchen Programmen ist dies schon gegeben: z.B. Malina, Nkandabbwe, Siatwiinda. Hier sieht's aus als sei die Situation schon günstig.

Frage: 1. ob überhaupt

2. welche Grundlagen in den einzelnen Programmen

zu 2. GSB: keine Aussicht in näherer Zukunft, es sei denn, staatl. Inst. stellen jemanden ab (Coop Dep.) oder besorgen jemanden.

CU: kein zamb. Counterpart zu erwarten, aber CU können und müssen sich selbst fördern, wie andere CU außerhalb Valley auch.

Mehr Aktivierung des Staffs in den einzelnen Programmen, so daß diese die Verantwortung übernehmen.

Beispiel CU: kein CUSA-Mann erforderlich, auch jemand aus Valley od. Staff möglich als Verantwortlicher für Coop.

Einzelne CU in Staff zu bringen weniger günstig, da Eigenständigkeit verloren geht.

In den Staff ~~kommen~~ kamen bisher nur Leute, die den Projekt angehören bzw. für's Government arbeiten. Wenn Dezentralisierung durchgreift + Projekt mehr in Departments integriert wird, kein Problem, dann könnte z.B. auch jemand aus dem Coop-Dep. Staff member sein. Angestellte des Projekts können auch nicht einfach über Budget verfügen, müssen Distrikt level Leute sein. Verantwortlich: Nakasamu

Gossner Mission GST

Wenn das so ist: wie können Zambianer mehr Verantwortung übernehmen im Project? (ohne budget) Zurückhaltung im Staff, auch wenn's schwer fällt.
1. Motivieren, mehr zu sagen und 2. ernst nehmen, was gesagt wird von Zambianern.
Argument, "das sehe ich nicht" "da mache ich nicht mit" sollte z.B. nicht fallen.
Frage: Einbringung der Meinung auf welche Weise? z.B. über Counterpart bei Irrigations, Workshops. Andreas, GSB: Nicht, female ext. work: Mitarbeiterin beantragt.
~~Entscheidung durch zamb. Staff mitglieder~~
Aber Vorbringen allein genügt nicht, sondern wer entscheidet, wer führt aus? Vorbringen als 1. Schritt. Von Zambianern gerne uns übertragen, da Unannehmlichkeiten zu vermeiden versucht und wir nicht in der zamb. Gesellschaft stehen und Folgen zu spüren haben. Aber ist es der bessere Weg, den Weißen einzuschalten, als den "zambianischen Weg" zu gehen? Wie weit stehen wir in der Verantwortung den zamb. Gesetz + Gesetzmäßigkeiten gegenüber? Man muß grundsätzlich mit dem arbeiten, was gegeben ist, (Geld kommt z.B. von Government) kann innerhalb dieses Rahmens aber die eigene Meinung einbringen. Man sollte nicht, weil man weiß ist, seinen Vorteil (dadurch) ausnutzen, sondern Wege suchen + gehen, die Zambianer gehen können. Und ~~wenn~~ bevor der zamb. Weg als "feige" abgestempelt wird ~~[illegible]~~, sollte man die Hintergründe beachten, die zu einem solchen Weg führen.
Geduld ist ein wichtiger Faktor in diesem Prozeß. Eingeben nur von Fakten in den Staff ohne Lösungs-

Gossner Mission

orschlag (etwa um den Entscheidungsprozeß zu verhindern), so daß der zamb. Staff entscheidet. Probleme entstehen, weil innerhalb des Staffs auch Unterschiede im Durchsetzungsvermögen bestehen. Team sollte sich nicht vanshalten deshalb, sondern Kollegialität einbringen, so daß Team + zamb. Staff gleichgestellt sind. Die Diskussion sollte also in zamb. Staff geführt werden, bei Unterstützung der gegensätzlichen Parteien durch das Team.
Gegenmeinung: wenn jemand vom Team was zu sagen hat, sollte er sich nicht zurückhalten, denn auch die Zambianer werden sich melden, wenn sie was zu sagen haben. Aber man muß sehen daß die Diskussionsführung in zamb. + europ. Weise völlig unterschiedlich ~~sind~~ ist: zamb.: langsam, ausführlich, weniger schnell auf Entscheidung aus, europ.: ~~ent~~ schnell, effizient, schnell auf Entscheidung aus. Daher keine Gleichheit in Staff bezüglich Diskussionsfähigkeit. Langsamer Fortschritt wird gesehen.
Zurückhaltung des Teams kann dazu führen, daß Beteiligung + Verbindlichkeit nicht mehr durchs Team gegeben ist. Diese Gefahr ist nicht da, wenn zamb. Staff ernst genommen wird.
Ist das Team oder sind die Teammitglieder Lehrer oder haben sie Lehrer- o. Vorbildfunktion? Auch wenn man das ablehnt, kann man nicht verhindern, daß es so ist. Nicht nur ~~in~~ der Arbeit draußen, auch im Staff gilt das. ~~Ein schlechtes~~

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Was sollte sich nun im Staff ändern:
ernst nehmen der Aussagen der Zambianer + Geduld haben in der Anhörung der Zambianer.
Sollte VSP+GSB einen Zambianer im Staff haben?!, ~~wie GSB?~~
~~Gäste~~ Besuche zu den speziellen Staffmeetings sind merell zu begrüßen (wie z.B. zu den Irrigation meetings).
> nicht möglich, da sie nicht vom project bezahlt werden.
Wann ist bisher nichts gemacht worden in Richtung auf Zambianisierung bezügl. Staff, obwohl schon lange in Diskussion? Problem: Anfangsschwierigkeiten der Eingewöhnung + Einarbeitung der Teammitglieder in ihrem Bereich.
Bezüglich Integration des Projekts ~~auf~~ die Dep. ebene ~~[illegible]~~ sitzt ein Komittee, deren Vertreter von seiten der G.M. Hans-Martin-Fischer ist, die Ergebnisse sind erst in einem Jahr zu erwarten.

Z. Schnitt: Frage: soll Projekt bestehen bleiben oder soll es später aufgelöst werden, bzw. in die einzelnen Dep. integriert werden? Es war nie vorgesehen, daß das Projekt als solches entsteht und bestehen bleibt. Zukunft nach Ablauf des Agreements aber nicht eindeutig geklärt bis jetzt. Provinzbehörden wollen das Projekt mit extra Vote behalten, damit Geld in Provinz fließt.
Bezüglich Team in Staff: vollk. ~~[illegible]~~ Ausschließen des Teams vom Staffmeeting nicht gut.
Was ist sofort (z.B. zum nächsten Staffmeeting) realisierbar von den gemachten Vorschlägen?
Einbringung der Probleme durch Zambianer in Staff,
Zurückhaltung im Staff von seiten des Teams
und Ernstnehmen der Zamb. Staffmitglieder.

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Vorschlag: informeller Austausch über Ablauf + Veränderung der Vorgänge im Staffmeeting. Wird in den nächsten 3 Monaten praktiziert, am gleichen Tag nach dem Staffmeeting bei einem Teammember.

Schluss 11.11 Uhr

Gossner Mission

Minutes of the team-meeting, held on 3.3.82 at Paul Oskar's place

attendance: P. Wendt (chairman), K.Jähn, H.undI.Fuchs, M.undM.Sitte
A. Spreng, E.Engelhardt
apology of invitee: H.-M. Fischer had no transport

1. opening by the chairman Peter at 15.1o

2. confirmation of last minutes: under the point 9/82 the last line should read: "the team agreed to give the houses as a donation".

3. matters arising out of the last minutes:

8/82 the team already paid K 62o to Mr. Sikuteka. It is difficult to reconstruct now the ways which the money took when it was received by E. Hässler in 1979. Ake checked the books of GSB but could not find an entry. Manfred was asked to look them through again, to what he agrred only with a long face.

1o/82 the generator in Kanchindu was repaired by Universal Electric Lusaka, for the price of K 387.

15/82 There are still 5 copies of the internal minutes from the Loc chinvar seminar missing. Mr. Mische will get a letter from Ake in which he is asked to send the copies. The minutes of the semia nar will be confirmed on the next team meeting and if necessary discussed on a special meeting.

19/82 Maico: Dieter has lost the interest to buy a Maico. Ingrid and Hans will look into the transport of this vehicle which is still in Mazabuka.

21/82 Zamox sent a receipt of K 156 to pay a new bottle chrge for the gas-bottles (for 3 months). It has to be found out how Nelson pays the charge of the bottles which he uses at his home for welding and whether Vickson Syankondo also has to pay for his bottles (Ba Ingrid will ask him)
The gas-bottles will be handled from Monika while Ake is on leave.

22/82 Zeze-coop-houses. There is the wish to clear the owhership of these houses and to get them out of the team. The following proposals by Klaus were accepted by the team (check the sketch which Klaus drew already last year and which has to be completed with numbers to identify the houses):
No. 1 will be offered to VSP for K 2oo.-
No. 2,1o,11 will be donated to the Department of Health under the condition to use No 2 for the motherless-children-programme
No 3, 4, 8, 9 are already sold to Sinazeze Primary School
No 5, 6, 7 are offered to VSP for K 4oo.- each
no 12 Sinazeze Hall will be donated to VSP under the condition that it can be used any time for community work
No 14, 15 will be handed over to VSP
No 16 will also be given to VSP under the condition to be free for the use of the credit union if needs arise

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Gossner Mission

4. Any other businesses:

23/82 Ake brought in the problem that different items were stolen from his verandah, while he was inside his house sleeping. This might be due to the lonely location of the house, but all others were laso caught by strange feelings. It was decided to ask the staff for advice.

24/82 Since Mr. Syaballo is selcted to be the manager of VSP his contract with the team finishes. He can still give Tonga-lessons privately in his spare-time (Klaus was approached by UCZ that they look for Tonga teaching for a new missionary) Until Mr. Syabbalo can move to his house in Sinazeze he can continue to live in the single quarters. But if he wants to use gas for cooking he has to pay K 15 per month.
This regulation is valid for 6 months up to the end of August

25/82 use of single quarters. Has to be free for government officers. but all other visitors will be asked a fee of K 1,5o per night (same price like Sinazongwe rest-house) to cover costs for cleaning and washing sheets.
It was discussed to enclude the old house of Eva into this regulation.

26/82 transport of Buleya Malima oranges: like every year the discussion how to transport the oranges was controverse and led to no satisfactory resolution. Last year the team-members used their transport capacities to deliver Oranges to government institutions like RHCs and schools or to bring them to urban markets like Maamba and Choma. This is no definite solution because in future the marketing should be done without vehicles frre of charge from GSDP. On the one side there is up to now no transport charge calculated because the orchard belongs to GRZ, the vehicles can claim their kilometres from GRZ or even belong to GRZ. On the other side the orange business seems not to motivate private salesmen to come into it.
This old and general problem - how to put the strategy of future independence into tactics of immediate actions - was referred to be discussed in the staff-meeting.

The team-meeting was closed at 18.5o.

secretary!!..... cheirman.....

team-member.....

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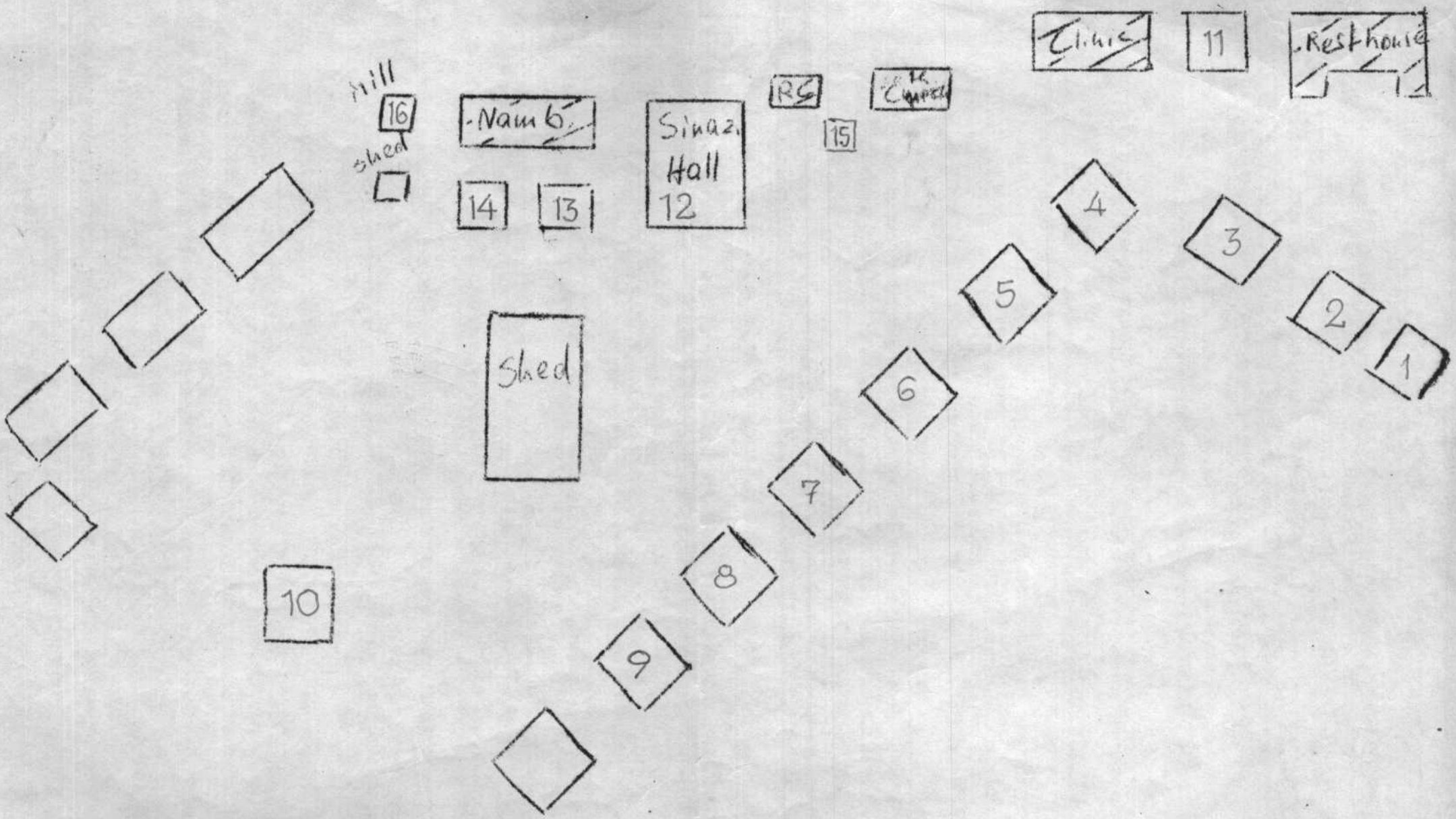
3.3.83



Gossner Mission

GSDP/2/82

Gwembe South Development Project,
P.O. Box 3,
Sinazeze.

25th Feb. 1982

Minutes of the staff meeting held on the 4/2/82 at Nkandabbwe.

Present: Mr. A.Spreng (chairman), Mr.G.K.Madyenkuku(Secretary), Mr.H.M.Fischer, Mr. A.Nsemani, Mr.P.Wendt, Mr. H.Fuchs, Rev.K.Jaehn, Mrs. I. Fuchs, Rev.M.K.Malyenkuku, Mr.D. Mutinta, Mr. L. Malala, Mr. W.Ncite.

Absent with apology- Mr. + Mrs. Sitte on leave.
Mr.Nakasamu -Choma for staff salaries.
Mr.Phiri on course in Monze. Miss. E. Engelhardt on leave.

Absent without apology:- Mr. K. Nduyi

The chairman of the day was not present therefore Mr. Spreng was appointed to chair the meeting. Having taken up the chair he opened the meeting at 9.35hrs.

Item 7/82 - Confirmation of last minutes. After a few corrections the minutes were passed as a correct record.

Item 8/82 - (a) Matters arising. Page 1 - Item 2/82 - Question arose whether the payments of the missing period on grinding charges at the turbine were collected? As the administrator was not in, the question was defered to the next meeting.

Syatwiinda farmers request for compersation of the land for Extension. It was reported that there is no progress yet. The D.E.S. is not yet contacted. The staff felt that the contact should be made by the administrator and Syatwiinda Officer very soon, so that they report at the next staff meeting.

Mr.J.Musiya appointment to Civil Service. After some consideration it was concluded that Mr. Jaehn should make a follow up by seeing Mr.Banda the Provincial Accountant in Choma.

Cattle Development. Mr. Spreng reported that spair parts are now in bought by the animal husbandary officer Choma. The chair is still missing. It was concluded that Mr. Fischer should by one from Lusaka there after, the report shall be made to the Animal Husbandry Officer, Choma for replacement.

Unza. The payments are not made yet because there is no money yet.

Sewing Machines. No progress yet, Mr. Jaehn is still to find out.

Mr. Spreng informed the staff that he was approached by Sister Alice whether should could be allowed to make use of the welfare house build by Ba Haesler at Chimonsolo. He went on to say that she is prepared to put in some money to finish up the remaining works on the building. After some discussions, it was concluded that the building belongs to V.S.P. Since it was put up by donations from Germany. Therefore it was refered to VSP Society to pass a decission.

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Female Extension Officer- There is no reply from Choma yet.

Assistant Project Co-ordinator- Rev.Jaehn reported to the staff that an agreement is made that him and the Co-ordinator plus the project secretary with one day meeting to draw up the duties of the assistant Co-ordinator. This was accepted by the staff.

The D.A.O. - Gwembe. A question arose whether a letter was written to the officer informing that in future he has to ask the Council for funds to carry out extension traing to farmers by F.T.C. staff on mobile courses and etc. Since the Co-ordinator was not there it was not clear whether this letter was written or not. However, the project secretary promised to write to the D.A.O. on this matter if it has not being written yet.

Water Fees. The question of whether all the farmers had paid there water fees yet arose, However after some considerations it was put to the officers in charge of irrigation to ind out whether there farmers have received general receipts from the project office.

Item 4/82 - Pastor in the project. Rev.Jaehn drew the attention of the staff that the future pastor in the project should be attached to VSP activities since he is termed as community worker in the ministry on his work permit. This was taken to vote after some discussions. Those in favour of the sugessetion six (6). Those against four(4) abstainers one(1). This carried, it should be brought to the notice of VSP Society committee.

Item 5/82 - Brick maing Survey. No progress, since Mr. Sitte is not here we have to bring it up at the next staff meeting.

Item 6/82 - Soil for flowe beds. No progress yet. Still to be followed by the project secretary.

NEW AGENDA.

Item 7/82 - Financial report- This was reported by Mr. Fischer that our estimates were cut for K104,900 to K50,000.-- The current is not yet cut.

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Capital Budget adjustment in the project.

	Requested	Given	Present Adjustment
Siatwiinda extension	K42,000 . -	27,500 .-	25,000 .-
Nkandabbwe	500 . -	500 .-	500 .-
Small scale irrigation	2,000 . -	2,000 . -	200 .-
Dryland Farming	10,000 . -	5,000 .-	10,000 .-
Animal husbandry	2,500 . -	500 .-	500 .-
Female extension worker	1,500 . -	2,000 .-	1,500 .-
Travelling	10,000 . -	7,000 .-	6,000 .-
Land Rover	16,000 . -	-	-
Conservation	15,000 . -	-	-
Honda & 2 bicycles	2,400 . -	-	500 .-
Vehicles	-	NEW ENGINE	5,000 .-

Item 8/82 - Consideration of buying diesel with capital funds in case of agency for Siatwiinda irrigation.

The project secretary moved the subject. After which deep discussion took place, the conclusion being that:- The minutes of the full farmers meeting held at Syatwiinda in connection with the farmers taking over the responsibility should be produced.

(b) that Syatwiinda management should call up Syatwiinda farmers full meeting so that ba Jaehn can address them on ensue where he is termed to have misled them by saying that they will have government help up to the middle of the 1982. When in fact they start subscribing money as from January, 1982.

(c) that the irrigation officers draw up an irrigation agreement form for the irrigation farmers to fill before they are given plots, and that it be translated in Tonga by the project secretary.

Item 9/82 - Electricity and water charges in the camp. Rev. Jaehn moved the subject pointing out the need for the users to pay for these two services, in case the project is not given enough money on recurrent. After some discussion it was resolved that:(1) when this problem arises, the staff shall subscribe and the funds shall be used as a revolving fund. (2) that the workshop officer should give a month notice before the fuel is out of stock.

Item 10/82 - Report on Credit unions. Mrs. I.Fuchs report made in October which was given to the staff for some months now was considered and passed as a correct record.

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Item 11/82 - Nkandabbwe Credit Union. Mrs. Fuchs reported that this union will be liquidated, this is the feeling of the Monze officer who is looking after her work in the Valley. The reason is that the union is slugish. Since Mr. Syamilandu has drawn out his money the union is only left with K700.--.

After some consideration the staff resolved that before liquidation is done, this officer from Monze should come to address us, so that we can also give him our views. The tusk of inviting the officer was given to Mrs. Fuchs, this should be in May 1982 staff meeting.

Item 12/8/82- Mechanical Training for Syatwiinda irrigation Farmers. Mr. Mutinta moved the subject that the farmers feel that there is need for them to have some of their members trained in simple engine attendancy in order to make them useful to know when the engine man is not around.
After some consideration the staff accepted the idea, the matter was then left to Mr. Spreng to make some planning as to how he will carry this out.

Having no more to discuss the chairman thanked the members for the day well spent. Meeting ended at 14.20 hrs.

.....chairman .....secretary

Gossner Mission

Gossner Service Team,
P.O. Box 4, Sinazeze.

Minutes of the teammeeting, held on the 3.2.182 at Peter's place.

Attendance: P.Wendt (chairman), K. Jaehn, H.+I Fuchs, A.Spreng,
Invitee: H.M.Fischer,
Apolpgy: E. Engelhardt (on leave), Manfred + Monika Sitte(leave)

1. Opening by the chairman Peter at 15.40h.

2. Confirmation: The minutes of 17th and 28th of December were missing, Mr.Sitte left without information. Correction of the minutes 1/82, point 5/82: instead of "a pastor" - "agreed to a pastor," point 6/82: cross "financial", then the minutes passed as correct.

3. Matters arising: Nil, because of missing minutes.

8/82- Mr. Sikuteka (K620). Ingrid reported, that this money must be at GSB. She got this information from Elisabeth Haesler. Ake was told to look after this receipt.

9/82- Houses of CU at Siabaswi. Ingrid reported, that the houses in Siabaswi were bought by GST. Still there is no receipt, that the Credit Union bought the houses from the team, so the team agreed to give the houses as a ~~loan~~ donation.

10/82- Generator in Kanchindu. Hans-Martin Fischer will find out the costs for the repair and will compare it with the price of a new generator. He will decide what is the best solution, and the team will cover the costs.

11/82- Auditors team account. Hans will produce a statement, and Peter and Eva will be the auditors.

12/82- Election Team-treasurer. Postponed until auditors' report is in.

13/82- Maamba-sister asked for Chimunsele building. Refered to the VSP-meeting.

14/82- P.N.C.-request for house or accommodation. The team was not able to offer house or accommodation, but will advice the applicant to ask GSB for building a house.

15/82- Lochinvar follow up. Some of the team members did not yet get the minutes. It will be discussed, if the minutes will be known by every member.

16/82- School group in June 82/ Mische- visit. Since there is an official invitation by the P.A.O., the staff is responsible for the time-table. Mr. Mische should write about his interest for his visit in June.

Gossner Mission

17/82 - Programme for group in May 83. The Team felt, that there is no need to write a programme one year before special if it is only one week.

18/82- Motherless child. Ake reported that some donation for this programme are now on the Team-account. The donation should go to VSP. Klaus explained that he is the representative of this programme in the Team and again with Ba Grey in the staff.

19/82 - Maico- Hans Fischer reported that Dieter is still interested to buy one of our Maicos but not willing to pay 1800Kwacha. The new selling price will be 1000kwacha.

20/82 - Settlement of Nkandabbwe account. Hans Fischer reported Mr.Mische's phone call. Peter said that the settlement of the Nkandabbwe account is done and Hans Martin can take it to Lusaka. The remained amount will be used to cover the Km-allowance.

Time-table Chairman and Secretar (Team)

		Chairman	Secretary
1982-	1. quarter	Peter	Ake
	2. quarter	Eva	Peter
	3. quarter	Ingrid	Eva
	4. quarter	Monika	Ingrid
1983-	1. quarter	Manfred	Monika
	2. quarter	Ake	Manfred
	3. quarter	Peter	Ake

The Team treasurer is excluded

A.Spreng
team-secretar

chairman.....

confirmed.....
(date)

member.....

Gossner Mission

GSDP/MIN/82

Gwembe scuth Develcoment Prcject,
P.O. Box 3,
Sinazeze.

2nd February, 1982

MINUTES OF THE REGULAR STAFF MEETING HELD ON 7TH JANUARY,1982 AT NKANDABBWE.

PRESENT: MR.G.K.Madyenkuku - Chairman
Mr. D.Mutinta - secretary
Mr. G.S.Nakasamu
Rev. K.J.Jaehn
Rev.M.K.Malyakuku
Mr. A.Chikcpa
Mr.F.Phiri
Mr.H.P.Wendt
Miss.E.Engelhardt
Mr.H.J.Spreng
Mr.Nduyi

GUEST: Mr.E.Mische

Absent with apclcgy: Mr.Sitte, Mrs.Sitte, Mr.Malala, Mr.Nchite cut for wcrk.
Mr. Fuchs, Mrs. Fuchs cn leave

Chairman's opening remarks: He thanked the members whc attended the meeting.

Item 1/82 - Confirmatien cf the previcus minutes: After a few spellings correcticns and cmitted jcb disoriptien fcr the Farm Machinery Officer; by pccr duplicating machine, the minutes were passed as a ccrrect recerd.

Item 2/82 - Matters arising from the previcus minutes; Turbine it was said that the metre cn the Turbine is [redacted] fixed and after some discussicns cn this issue, agreed that a stead flcw cf K10.00 revenue frcm Mr. D.Siamilandu shculd be given mcnthly, The administratcr shculd make a fcllcw up.

Siatwiinda Farmers compernsatien: The Prcject Administratcr and Mr.Mutinta were requested tc give a repcrt cn this issue; the answer was that the D.E.S. was nct ccntacted due tc scme administrative prcblems. Hcwever, the same cfficers were re-requested tc contact the D.E.S. when he comes fcr a meeting cn 8/1/82, befcre the meeting starts cn 8th January,1982.

Mr.J.Musiya's appcintment tc the civil service; Discussicns went cn tc hcw the prcmcticn cf the abcve cfficer can be attained as scon as pcssible and the prcject administratcr tcld the members cf staff that the cnly way is tc see the Prcvincial Accountant Mr. Banda as he is the right man.

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The Project secretary as not satisfied and proposed that the Provincial Agricultural Officer should be contacted on 8th January,1982 when he comes for a meeting and it was agreed.

Cattle development: There is no progress; the honda is not yet repaired. It was agreed upon that the Provincial Animal Husbandry Officer should be contacted on the repair of the Honda for mutual benefits.

Payment to Unza: There is no progress.

Sewing machines: No progress; however it has to be looked into as soon as possible.
Female Extention Worker: It was said that the case should still be followed to the Provincial Agricultural Officer, - Choma.

1. Assistant to the Project Administrator: Mr. Jaehn reported that he had a verbal talk with the Project Administrator on the above issue and that he was told by the Project Administrator that there was no need for the Assistant Co-ordinator as this was a new post which he cannot create. The Project Administrator said this in favour of the present administrator of having a team leader among themselves. Mr.E.Nische commented in favour of abolishing the post of the Team Leader also. He said that the project has been operating for a long time it is the time we are trying to restructuring the project in a new Government desentalisation. He proposed that in future, the Gossner Mission will have to send in a co-ordinator if requested and it is already underway. After a bitter discussion for a long time, on the post of the Team Leader, there was no conclusion reached and everything were said to remain as they are at the present moment; until further notice.

2. Tractor ploughing B/Malima: It was discussed and agreed that all farmers should pay the same rate, agreed upon as it is a GRZ Tractor. All the farmers are to pay the sum of K8.00 per one lima piece of land. Mr. Nduyi was requested to draw up a guide line for the tractor ploughing.

3. D.A.O.'s request for Malima F.T.C. Course No Progress Report on water fees: It was concluded that the Project Administrator will compile a list of those farmers who paid water fees. Job Discription report for the farm Machinary Officer: The report was prepared by a seven(7) man deligation. The report was read to all members of staff; and was found not having enough material in it and it was concluded that some additional information should be added as to improve the information contained in.

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Gossner Mission

Item 3/82 - Eva's Reports: The officer moved the floor on how she worked during 1981 and outlined the success and failures experienced during that time up to the end of the year. In that report ; the programme for 1982 season was shown. She said that one seminar will be conducted during 1982 at Malima F.T.C; involving Local leaders and Government Officers especially the Agricultural, Health and Community Development Officers. This programme or report was mainly to find out the means and ways of approaching the women folk in order to convince them to improve their standard of living by working hard. The officer was also advised the means and ways how her section could be improved by working hard on her own to open up clubs through the local leaders and then invite the Gov.departments to import their technical knowledge e.g. health dept. Agricultural. and Community department; it was concluded that, she should work in the following fields:-

(a) Health Nutrition
(b) Irrigation Schemes
(c) The third one will be done later which is the dryland farming. This will be discussed in the next meeting. The officer was requested to apply for a field at Siatwinda Irrigation Scheme for her programme. The officer was encouraged to work hard as the failures does not mean the end of everything.

Mr. Mische told the staff that:-

(1) The Gossner Mission will be ready to send another officer in place of Miss.E.Engelhardt when her contract expires if requested.
(2) With what profession?

Item 4/82 - V.S.P. Report: Mr. Jaehn reported that the treasurer will end his engagement in july, 1982.

Item 5/82 - Brickmaking:The staff discussed the subject and they said that buying and transporting cement from Chilanga is very expensive and as such a move to mould soil bricks were discussed as the only cheap means. The money used in transporting cement, could be used to pay the workers locally to make bricks. After discussing for a long time, it was resolved that since none of us is an engeneer in this field of building we should wait for experts to prepare the price chart to show us which is more expensive between the Brocks and the Soil bricks; after all the operations are completed.

Item 6/82 - Any other business: The project secretary requested the staff that the flower beds needs to be worked on and we should spare one day to fill it with good soil so that flowers can be planted in these beds and the job should be done by the members of staff only for a day to use shovels. It was agreed.

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(b) Domestic Water Supply - Buleya Malima: In Malima there is a private company using water within the irrigation for Domestic use. The officer requested the staff if it is possible for this company to work together so that we can help each other in case of problems as water is concerned. In reply, the Project Administrator told the staff that we as a Government we cannot mix with a private company and we have already estimated for that job for 1982.

(c) Fiyaubal Workshop Report: It was reported that K9000.-- allocated for the Project is not known its where abouts and therefore, the Project Administrator was requested to write a letter through the appropriate channel. Otherwise someone might have used the money.

(d) Extension of leave Joseph the Driver: ~~The officer~~ was requested to help in Malima to repair when the engine for water was not running. He did so and while working he enjured himself and could not manage to do other duties which he wanted to do as he was on leave. It was resolved that his leave be extended and Mr.A.Chikopa was given a task to find out the number of days that he spent sich while on leave due to Malima enjury.

(e) M.S.D. Vehicle repairs: Mr.A.Chikopa told the members of staff that the workshop at Nkandabbwe should have guidelines on its duties concerning the flow of Government vehicles for repairs instead of attending the M.S.D. Workshop in Sinazongwe. This has disturbed the workshop at Nkandabbwe from time to time. It was concluded that from now on wards any GRZ vehicle brought to Nkandabbwe workshop should be a companed by a letter from M.S.D. Officer. In addition, the workshop was requested to give a list of those Departments who have not returned whatever the Nkandabbwe workshop helped, so that we can have a clear record.

(f) Summary of 1981 staff minutes: It was reported by Mr.K.J. Jachn that it is better to do the summery of the minutes in order to find out the headings in which we have failed to make progress rather than just going on while problems are not solved throughout the minutes for the whole year and it was agreed as a good thing.

(g) Attendance of the staff meeting: All members of staff were requested to attend the meeting whenever required. There is no need to say Iam busy, everybody are busy and each and everyone of us should attend and it was agreed by the members of staff.

Confirmed..... .....chairman

Date.....

Gossner Mission

Gwembe South Development Project,
P.O. Box 3,
Sinazeze.

Job Description for a Pastor

1. The pastor is a member of the Gwembe South Dev. Project (GSD) staff and of the Gossner Service Team (GST), He is subject to the "Agreement for Technical Co-operation between the Government of the Republic of Zambia and the Gossner Mission of Berlin, Germany", which states that he is sent to Zambia to "assist the Zambian Government personnel and agencies engaged in the development of the Gwembe Valley". His conditions of work are determined by his contract with the Gossner Mission and by the standing orders of GSDP and GST.

2. The Pastor is the one who reflects on the theological implications of development work, particular the work of the GSDP. He keeps in touch on this subject with the project staff and with representatives of the local churches and he mediates between these reflections in the Gwembe Valley and the relections in the Gossner Mission, Germany.

3. He engages himself in the studies of the social and religious background of the peoples of the Gwembe Valley and is willing to advise teammembers on the social and religious implications of their work and programms.

4. Besides the pastoral care of the members of the GST he is also willing to give pastoral assistance to the local christian congregations. He is particulary trying to extend the relations with the United Church of Zambia (UCZ) as the largest protestant church in the area, but he is also supporting ecumenical activities.

5. He will participate in Theological Education by Extension in Zambia (TEEZ), a programm to train church layman, and will try other forms to educate church and community leaders.

6. In the project he will engage himself in a programm in the field of community development, particulary in the Valley Selfhelp Promotion Society (VSP).

7. He is prepared to take over other programms or duties if directed so by the project staff or other supervising authorities.

11.2.1982

Gossner Mission

MINISTRY OF AGRICULTURE AND WATER DEVELOPMENT,
P. O. BOX 50197,
LUSAKA.

13th January, 1982

DRAFT AGENDA FOR MEETING ON GVSDP STRUCTURAL CHANGE 13TH JANUARY, 1982

- 1. Opening remarks
- 2. Confirmation of last minutes
- 3. Financial matters
  - Account at district level,
  - Budget procedures
- 4. Staff matters
  - job descriptions
  - planner, alternative posting Coordinator in other IRDP
  - project leadership - Nakasamu wird in diesem Job zurückstehen ? —
- 5 Evaluation and monitoring
- 6 Integration procedure
- 7 Any other business

Planner : sent to the District Government

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13.1. IRDP / PAO / SPO Lusaka / DES / ADAO / ~~A~~ DG, Fischer, Jähn, Misch
Hartkorn
CLUPO
Chief Land Use Planning Officer

Amendment: minister ex officio selte aufgeführt u. anerkannt werden.

GM appoints someone either planner or another one

half a year report / report of each sector ... July | IRDP -
annual report January | regulations

Quarterly report

Gossner Mission

MINUTES OF THE MEETING ON GVSDP STRUCTURAL CHANGE
13TH JANUARY, 1982.

PRESENT:

Mr. H. Berch	Chairman Senior Economist, Regional Development Section (IRDP) MAWD, Lusaka.
K. Katongo	Secretary Economist, Regional Development Section.
Mr. Mische	Gossner Mission Berlin
Mr. W. Harthoorn	Chief Land Use Planning Officer, Department of Agriculture.
Mr. F.B. Maumbi	D.E.S. Box 91, Sinazeze.
Mr. P. Miyanda	Box 38, Sinazeze.
Mr. K.J. Jaehn	Project Officer Gwembe South Development Project Box 4 Sinazeze.
Mr. G.S. Nakasamu	Project Coordinator, Box 4 Sinazeze.
Mr. G.K. Madyankuku	Secretary GVSDP, Box Box 4 Sinazeze.
Mr. H.M. Fischer	Liaison Officer Gossner Mission, Gwembe
Mr. J. Chivwema	Box 42, Choma.
Mr. R.M. Michelo	Box 1, Gwembe.

1.2. Agenda

1. Opening remarks
2. Confirmation of last minutes and any other matters arising from there.
3. Financial matters.
   Account at district level
   Budget procedures.
4. Staff matters
   Job descriptions
   Planner, alternative po.ting
   Project leadership
5. Evaluation and Monitoring
6. Integration procedure.
7. Any other business.

1.2.1. The Chairman opened the meeting by welcoming every body and hoped that the meeting was not going to take too long.

1.2.2. The minutes were confirmed as the correct record of the previous meeting afterminor changes and corrections. The desgnation of the project was to remain unchanged accept an addition of IRDP in brackets at the end Such a name would change when need arises i.e. should the project expand to other areas other than Gwembe Valley South i.e. GVSDP (IRDP).

1.2.3. See Appendix 1 and 2.

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1.2.4. It was agreed that the recruitment procedure should change to conform to the normal Government procedures Gossner identifies manpower requirements, providing job discription and terms of reference to the D/Agriculture who after he is satisfied requests the Planning Unit (MAWD) to recruit, the latter of which informs NCDP.

It was recognised that the Agreement needs to be revised to read that one of the experts recruited should be a Church Minister.

A Planner is required to plan, Coordinate, monitor and evaluate projects in the District. Such a Planner should be located in the Office of the District Secretary. It was pointed out that GRZ has faited to recruit such a planner on the local labour market and hence Gossner has been asked to go ahead and recruite. Such a recruitment should be done within the recommended recruitment procedure.

It was realized that with the empending retirement of the present Coordinator; there was need to appoint somebody towards the 2nd quarter of the year.

1.2.5. The Chairman outlined the monitaring system governing other IRDPs and promised to distribute copies to participants. However it was leant that the agreement does not oblige Gossner to provide an annual report hence the need for its revision. On eveluation, the Chairman indicated that IRDP from time to time relies on external evaluation calling on the services of RDSB of the University of Zambia and that such services will continue for sometime.

He also pointed out that a meeting of IRDP - Coordinators will be held in Mpika to be hosted by IRDP - Mpika on 9th and 10th March, 1982. Some representative(s) from GVSDP will be expected to attend the meeting.

To be able to carry out effective evaluation of the programme, it was felt that baseline data should be collected by related institutions.

1.2.6. In order to effect smooth integration procedure, GVSDP has to meet certain requirements and the revision of the agreement. The District Council should at its next session take charge of GVSDP (IRDP) as a district project and form a subcommittee to act as steering committee for the Project. The budget estimates for 1984 should be prepared by the project staff and be presented to the steering committee and forwarded in a similar procedure outlined in Appendix 1.

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1.2.7. Under any other business, a complaint was raised by one of the attendants from Gwembe that the meeting should have been held in Gwembe since most of the attendants were from there and hence it would have been economical for few to travel to Gwembe. The Chairman promised that in future such issues will be taken into consideration.

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PROCEDURE

APPENDIX 1

SUBMISSION CAPITAL ESTIMATES CONTROLLED BY LAND USE SERVICES DIVISION

A. EXISTING AGRICULTURAL PROJECTS.

These are the projects which have been approved by the Technical Planning Committee of the Ministry of Agriculture and Water Development and have been taken up in the budget.

GENERAL

It should be the responsibility of the District Agricultural Officer to submit to the Provincial Agricultural Officer, any proposal in respect of capital requirements for existing Agricultural Projects in his district. The following procedure has to be adopted.

Detailed

1. The District Agricultural Officer (DAO) should each year present the District Development Council (DDC) for their approval, the new Capital Estimates for the existing projects in the district. The DAO should put up the estimates in conjunction with the district and/or provincial planning officer(s) Scheme Manager(s) Advisors, Project Coordinator and possibly other relevant parties. In the process of this, the Provincial Agricultural Officer (P.A.O.) should always be kept informed.
2. After approval by the D.D.C. it is the responsibility of the D.A.O. to submit the proposals to his P.A.O. who's duty it will be to submit them to the Provincial Development Council (P.D.C.) of his Province for their approval.
3. Only thereafter, the P.A.O. is to submit and discuss the estimates to/with the Chief Land Use Planning Officer, who represent the Director of Agriculture, in this matter.
4. On behalf of the Director of Agriculture, the Chief Land Use Planning Officer is to present thereafter the estimates to the Ministry.
5. The Ministry will then submit the Capital Estimates to the National Commission for Development Planning (N.C.D.P.) and finally the N.C.D.P. to the Ministry of Finance.

2/.....

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NOTE:

Any amendments made on the orginal Estimates must be communicated back to all parties involved and certainly to the District Development Council and Provincial Development Council.

Gossner Mission

B. NEW AGRICULTURAL PROJECTS APPENDIX 2

These are the projects which still have to be approved by the Technical Planning Committee of the Ministry of Agricultural and Water Development and consequently, they are not yet taken up in the budget.

GENERAL

It should be the responsibility of the District Agricultural Officer (D.A.O.) to submit any proposal in respect of new agricultural projects in his district to the Provincial Agricultural Officer (P.A.O.) The following procedure has to be adopted.

Detailed

1. All applications for the establishment of new agricultural projects should always first of all go to the District Development Council (D.D.C.) for their approval in principle, thereafter the District Agricultural Officer comes in to evaluate the proposals analysis with the help of professionals such as District/Provincial Planning Officer, District Scheme Advisors, Project Coordinator, Development Officer etc. In the process of this, the Provincial Agricultural Officer should always be kept informed. It would be advisable and necessary to bring at an early stage, that is before it goes back to the D.D.C. the project proposals to the attention of the Chief Land Use Planning Officer and the Project Evaluator of the Ministry, in order for them to give an early comment on it as well.
2. Thereafter, the proposals with the necessary amendments and/or recommendations are going back to the D.D.C. for their approval.
3. The approved project proposals are then sent through the District Agricultural Officer's office to the Provincial Agricultural Officer.
4. The P.A.O. will now present the proposals to the Provincial Development Committee for their approval.
5. The approved project proposals will then be presented by the P.A.O. through the Chief Land Use Planning Officer to the Technical Planning Committee.
6. After the Technical Planning Committee's approval, the Estimates are to be presented to the Ministry by the Chief Land Use Planning Officer on behalf of the Director of Agriculture.

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7. The Ministry will then submit the Capital Estimates to the National Commission for Development **Planning** (N.C.D.P.) and finally the N.C.D.P. to the Ministry of Finance.

NOTE:

Any amendment made on the orginal estimates must be communicated back to all parties involved and certainly to the District Development Council and Provincial District Council.

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1/82

Gössner Service Team
P.O. Box 4 Sinazeze

GM

Minutes of the teammeeting, held on the 8.1.1982 at
Nkandabbwe Camp

Attendance: P. Wendt (chairman), Ma.+Mo. Sitte, K.Jähn.A.Spreng
Invitee: H.M.Fischer, E. Mischo
Apology: H.+I.Fuchs, E. Engelhardt

1. Opening: by the chairman 2o.32

1/82- The Team agreed to Mr. Misches proposal as followed. The annual report should be discussed in the staff in Feb. or March.
a) what was done in the last year ?
b) what was not done and why was it not done ?
c) decission about the ongoing year
d) the coordinator send a copy to the Gossner Mission

2/82- The Team members will get the km-claim according to the Goverment regulations up to (for petrol cars 1.5n/km more)
a) 15ooo km per year, 75ookm per year for halfcontracts
b) the GSB should think about additinal allouens for the manager , if there is need and ask the GM for asistence.

3/82- a) the members were remained to take there leave in time according to the contract, and announce that in time to the GM by pasing the team secretary.
b) if there is a extention of the contract a different leave regulation can take place.
c) educational leave- only if the education is concerned to the GSDP work.

4/82- a) the team should send a budget to the GM and the final financial report up to Jan/Feb.
b) cheques received from Mr. Mischo 15ooo DM, 3oooo DM, 128o DM, and already in since years 86oo DM.out of the 128o DM , 1ooo DM for mother and child and 28o DM for VSP.

5/82- a) it was agreed that the GM will write a letter to the Permanent Secretary Ministry of Agricultural with copys to ; PAO,DG,DES,H. Berch to explain the bad situation with our coordinator and require a new one.
b) it was decided that we waite for the meeting in Lusaka. But the team felt that there should be a planner and ~~a pastor~~. agreed to a pastor.
c) the team-secretary should do the correspodens to GM, check the leave time table.

6/82- a) GSB should continue
b) two times per year the GSDP staff will get a ~~financial~~ report from GSB
c) if there is a zambian manager the GM will pay his salarie salarie.

7/82- a) K 5oo-oo for the guesthouse in Lusaka
b) Mr. Fischer should insure the guesthouse

A. Spreng
team-secretary chairman.....

confirmed 3/2/82 .....member.....
(date)

Gossner Mission

Gwembe South Development Project
Nkandabbwe
P.O.Box 3 Sinazeze
31st December 1981.

Minutes Of The Special Staffmeeting
Visit Of Mr. E. Mische

Held on The 30.XII.81 at Nkandabbwe.

Present: Mr. G.K. Madyenkuku (Chairman), Mr. H.P.Wendt (Secretary) Mr. M.K. Malyenkuku, Mr. K. Jeahn, Mr.H.M.Fischer, Mr. H.J.Spreng, Miss E. Engelhardt, Mr.W.Nchite,Mr.G.S. Nakasamu, Mr. L. Malala, Mr.Ndwii, Mr. and Mrs Sitte, Mr. A. Nsemani.

Gests: Mr. E. Mische (Gossner Mission)
Apology Mr. D. Mutinta, Mr. Phiri, Mr. and Mrs Fuchs.

Chairman Opening Remarks. He welcomed Mr. E. Mische.
Mr. Mische anounced that the aim of his visit mainly is to discuss about G.S.D.P. which is related to the New Strategy of the Zambian Government DECENTRALISATION.

The following timetable was made:

(a) 6th of Jan. 1982: Special staffmeeting on GSB. The Builders should choose some of their board members to atend this meeting.
(b) 7th of Jan. 1982 Regular staffmeeting where the Information about the monthly -VSP meeting will be given, which Mr. E. Mische will have joint at the 5th of Jan 1982.
(c) 8th of Jan. 1982. Special staffmeeting .

Discussion- Restructuring of the Project.

(1) The G.S.D.P. should be integrated into the new polocy of decentralisation.
(2) Mr. E Mische will give a report on the two visitors (PAO-CHOMA and G.S.D.P. Secretary) who where invited to Germany.
(3) Job discribtion for a minister in the G.S.D.P.
(4) Any other bussiness.

For this meeting the PAO- CHOMA and the JRDP- Coordinator (Hugo Berch) will be invited.
For those three meetings Mr. G.K.Madyenkuku will be the Chairman and Mr. L. Malala the secretary.

P. Wendt
for Coordinator

Gossner Mission

Gwembe South Development
Project, P.O. Box 3 Sinazeze
4/1/1982

The Minutes of the Meeting of the Project Staff held on the 10th December 1981

Present: Mrs. M. Sitte (chairlady), Mr. G.K. Madyenkuku (secretary), Ms. E. Engelhardt, Rev. K.J.Jaehn, Mr. L. Malala, Rev. M.K. Malyenkuku, Mr. D.Mutinta, Mr. G.S. Nakasamu, Mr. A. Nsemani, Mr. Nduwi, Mr. H.-J. Spreng, Mr. P. Wendt.
Absent with Apology: Mr. W. Ncite and Mr. Phiri (on urgent duty), Mrs. and Mr. Fuchs (on leave), Mr. Fischer (no transport)

Introduction: The chairlady handed to the secretary the job of introducing Mr. Nduwi. The secretary wellcomed Mr. Nduwi to the project staff meeting and to the project in general. Thereafter Mr. Nduwi was asked to introduce himself to the staff, after which every staffmember present introduced himself.
Mr. Nduwi is a district worker posted to Gwembe in general as a farm machinery officer. But due to lack of accommondation at the Boma, the P.A.O. requested the project managment to provide him a house in the camp. His duties will be in connection with general extension but half xxx of this will be on project jobs.

Confirmation of last minutes: the minutes of the meeting 12/11/81 were confirmed and signed as correct record.

Matters arising from last minutes:

71/81 Turbine: The question arose, whether the metre at the grinding mill was fixed. In reply Mr. Nsemani said that it was not fixed yet. Another question arose whether the old fees are being collected at 10,00Kwacha per month. The Administrator answered, that no collections were being made. The staff stressed that this sum should be collected by the managment by the clerical officer.

77/81 Syatwiinda farmers compensation:on the ongoing extension: It was reported, that the D.E.S. was not contacted yet. In view of that the Project Administrator and Mr. Mutinta are a task to see the D.E.S. on this matter, and give their report to the next staff meeting.

91/81 Village housing: The chairlady wanted to know, whether the cement was now available. Mr. Spreng informed the meeting, that a cheque was already made for 100 pockets which are yet to come.

92/81 Mr. J. Musia's appointment to civil service: Mr. Jaehn reported, that a letter was written, we are waiting for a reply.

98/81 Cattle development: A question arose, whether there was any progress on the subject. On reply Mr. Jaehn said, that there was no progress, because the officer has no transport yet. The G.R.Z. has no spares yet to put is on the road, but they are being looked for.

100/81 Payments to UNZA: Not yet done

104/81 Sewing machines: A question arose, whether Rev. Jaehn had seen Mrs. Syavweela on the possible use of the machines by the school. In reply Mr. Jaehn said, that he had not seen her yet but would like to hear from the project Secretary some news from the council meeting. Mr. G. Madyenkuku reported, that at the last meeting a point was brought for confirmation of the council, that the Maamba Catholic Church was arganizing a sewing training for

Gossner Mission

Maamba residents to make school uniforms, Mr. Jaehn brought the question, whether a similar programm, connected with thatone, could not be done with our machines. This went into discussion. After which it was concluded, that Mr. Jaehn should contact the church for information. And also a point was risen on the use and ownership of the welfare hall, built by Mrs. Haessler at Chimoncello. After some discussion it was again concluded, that Mr. Jaehn takes it up on the same mission.

105/81 Financial considerations for 1981: Mr. Spreng reported, that this was done.

106/81 Female extension worker: BaEva presented the paper she had prepared at the request of the staff. This was exepted. It was recommended, that all the jobdesrictions so far made be brought to the P.A.O. in Choma by the Co-ordinator.

108/81 Assistance to the project administrator: The chairlady requested Rev. Jaehn to explain to the staff the talks that went on at the meeting held in th ministry at Lusaka. He told the meeting, that there was nothing spoken in connection with the local leadership of the project: He explained that he was resigning as a Teamleader in order that he continues with his pastoral work.
The question now is, who shall help the administrator in the project administration. (It is also the decision of the Team not to have a Teamleader). During the discussion the Zambian side felt that it was not the Zambians to apoint, who should help the coordinator, but the team. However, a decision was not reached, it was left until the arival of Rev. Mische.
Presently, the helper to the administrator is Mr. Jaehn as a result of a vote: 7 in favour, 2 against and three abstainers.

110/81 Project secretary's tour to Germany: Mr. Jaehn reported that a letter was written to the P.A.O., concerning the leave of the project secretary, but no reply yet, as the P.A.O. is still on leave. The secretary asked, whether he should start his leave even before the reply. Rev. Jaehn said that he should, since also the acting P.A.O. remarked, that he saw no point, why he should not go on leave.

111/81 Tractor ploughing for Buleya Malima Irrigation: It was reported by Malima managment, that this was processed and Mr. Malala was advised by Choma that he should not enter the money paid by the farmers into government books, but the farmers committee should handle this money as it is used to buy diesel and oil for the running of the tractor. A question arose, whether the charge was the same as for the tractor unit working on dryland farms. The answer was, that the charge in the irrigation was K10,- for 0.75ha. This was regarded to be a very small charge, it was therefor decided, that in future it must be the same as for the other unit. For use outside of the irrigation the charge will be already K11.- per hour, according to the managment. But it was concluded, that it could be hired only to people around the scheme.
Rev. Jaehn pointed out, that extended tractor ploughing would mean working against ourpolicy which recommends ox ploughing. However the Project Secretary pointed out, that this policy is already worked against, since there is a government tractor in the area for hire to plough for the people. After some considerations it was decided, to bring it to the next staff meeting. Meanwhile Mr. Nduwi and Mr. Wendt to look into this in order to guide the staff at the next meeting.

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NEW AGENDA

112/81 D.A.O.'s request for courses: Mr, Jaehn informed the staff, that the D.A.O. is requesting for 6 mobile courses for the areas Gwembe North and Gwembe Central. After some considerations the staff agreed but said, that for 1983 the D.A.O. should aply from the district council if the courses are to continue. A letter in this connection shall be written to him by the co-ordinator.

113/81 Report on the meeting, held on 10/11/81, in the office of the D.E.S. Sinazongwe. Mr. Nakasamu explained, that the meeting was attended by the D.A.O. Gwembe, the teamleader, Mr. Jeahn, the Project Sercretary BaGrey and the A.D.A.O. Mr. Miyanda. The purpose of the meeting was to find effective representation of the project to the District Council. It was decided, that Mr. Nakasamu has to report and send monthly reports to the D.E.S., the D.A.O. and the A.D.A.O., so that the D.A.O. and the D.E.S. can be in a better position to answer for the project on the absence of the project administrator.

114/81 Rport on the meeting, held on 25/11/81, in Lusaka. This was already done by Rev. Jaehn on matters arising.

115/81 Report on the meeting, held on the 24th Nov 81 in Siatwiind with the irrigation farmers. The Project Secretary reported that the meeting was attended by most of the farmers from Buleya Malima, Nkandabbwe and Siatwiinda. The purpose of the meeting was to educate the farmers, so that theey will be selfsupporting in the irrigations by taking allthe possible duties into their hands. The main job expected of them is to see that they contribute enough money to run their irrigation according to the explanations laid down by the irrigation officers. The farmers accepted after some discussions, to undertake the challange, but requested the government to keep caring for replacement of engines and such major repairs on the schemes.

116/81 Considerations of two project officers reports: Postponed to the next staff meeting.

117/81 (a) Payment to VSP for use of lorry: Mr. Madyenkuku reported, that Nkandabbwe irrigation farmers had hired the VSP lorry for tomatoe transport to Livingstone. But they sold little and received little, out of which they payd nothing to VSP. He in his position as secretary of VSP was instructed to bring this to the staff. VSP argues, that the irrigations are children of the project, and VSP should not be made loose the cost of this trip to Livingstone, but if the farmers cannot pay, the project should pay VSP in any form. This was discussed, and it was mentionee, that the project has many irrigation, in others the farmers have already paid for there trips, Nkandabbwe farmers should do the same. It was decided to have a

Gossner Mission

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(b) Report on water fees to date: Mr. Jaehn requested the administration, whether it is true that all the irrigation farmers had paid the water fees to date. The reply from the coordinator was, that he does not know, but he knows only, what is reported to him by the C.O. i/c of fund collections. Mr. Jaehn continued, that it was disappointing to hear this, since in the first meeting with the irrigation farmers committees the coordinator

Gossner Mission

he firmly insisted, that all the farmers had paid, despite constant interjections from committee members and farmers advisers. It is necessary that at this moment the farmers are made to pay effectively, so that there will be no difficulties handed over to the farmers committees, when they take over the responsibility to collect fees from the farmers.

Mr. Malala reported, that at B-/Malima 10 farmers are still difficult, they have not yet paid waterfees due to them. And atSiatwiinda Mr. Mutinta said, that some farmers had not paid even for two years or more.

Mr. Nakasamu said that he defended the farmers out of the report he had received from Mr. Musia that every farmer had paid waterfees due.

After some discussion it was concluded that the project coordinator makes up a written report on this matter, making it clear who has paid and who has not paid and giving clear reasons why some have not paid.

108/81 Consideration of Drivers: The project Secretary moved the subject now that the man who was working on probation as a driver is sacked because he was found drunk on the 3rs Dec. 81, we should ask the administrator to contact the P.A.C. to provide us with one already working for the ministry.

Mr. Ncite requested full information why and how this happened. Mr. Sreng explained, that on 3rd Dec the administrator went to B-/Malima driven by Ba Driver Muleya. When they came back around 17 h, he saw Mr. Jaehn driving the L/Rover to the workshop, then he asked Mr. Jaehn why, and Mr. Jaehn said, that the driver was drunk. When Mr. Spreng came to Mr. Muleya and Mr. Nakasamu, he found them both drunk. On this note, he made up his mind to write the driver a letter of sacking which he asked Mr. Nakasamu to signe and he signed. Mr. Spreng continued that he made this decision because the driver was found drunk several times before.

The Project secretary felt dissatisfied of the desision made, he said that the Administrator should not have signed a dismisal letter, while he was involved in the same misconduct during working hours. Mr. Nsemani felt unwell by the fact, that only the driver was given such a strong punishment, yet nothing was done to the boss he was with. Will only the juniors in the project be the ones to suffer? The Project Administrator remarked, that he was a Buffalo, nobody can discipline him, not even the Permanent Secretary for he has worked for the Government for 27 years.

Gossner Mission

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Mr. Nakasamu said that he defended the farmers out of the report he had received from Mr. Musia that every farmer had paid waterfees due.

After some discussion it was concluded that the project coordinator makes up a written report on this matter, making it clear who has paid and who has not paid and giving clear reasons why some have not paid.

108/81 Consideration of Drivers: The project Secretary moved the subject now that the man who was working on probation as a driver is sacked because he was found drunk on the 3rd Dec. 81, we should ask the administrator to contact the P.A.O. to provide us with one already working for the ministry.

Mr. Ncite requested full information why and how this happened. Mr. Spreng explained, that on 3rd Dec the administrator went to B-/Malima driven by Ba Driver Muleya. When they came back around 17 h, he saw Mr. Jaehn driving the L/Rover to the workshop, then he asked Mr. Jaehn why, and Mr. Jaehn said, that the driver was drunk. When Mr. Spreng came to Mr. Muleya and Mr. Nakasamu, he found them both drunk. On this note, he made up his mind to write the driver a letter of sacking which he asked Mr. Nakasamu to signe and he signed. Mr. Spreng continued that he made this decision because the driver was found drunk several times before.

The Project secretary felt dissatisfied of the desision made, he said that the Administrator should not have signed a dismisal letter, while he was involved in the same misconduct during working hours. Mr. Nsemani felt unwell by the fact, that only the driver was given such a strong punishment, yet nothing was done to the boss he was with. Will only the juniors in the project be the ones to suffer?

The Project Administrator remarked, that he was a Buffalo, nobody can discipline him, not even the Permanent Secretary for he has worked for the Government for 27 years.

Mr. Jaehn said, as there is no driver, even in future the administrator will have to travel with project officers to their schemes if there is need for him to see the work.

On this Mr. Nakasamu remarked that he is an administrator, he cannot go with officers when he is going round on his administration duities. Mr. Jaehn said, that he was on that day he was disapointed and woried, when Mr. Nakasamu with these arguments was not willing to cocperate as a Coordinator.He continued and urged Mr. Nakasamu to reorganize himself, so that we can work well together in the project.

After some discussion the matter was left unconcluded, because members of staff were disturbed by the remark "I am a buffalo".

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109/81

Any other business

a) Appropiate technology workshop: BaAke reported on the workshop he and BaPeter attended in Lusaka on Village Crop technology,

b) Trade tests: BaAke reported that 6 memebers of the workers at the workshop in the project went for tradetests, 4 have gone trough and 2 failed.

c) Accomodation in Malima: Mr. Malala reported, that he received requests for accomodation from Kapenta fishers, and from the Gwembe South Builders, who build for these fishermen. Only the request from the builders was accepted, because it is shortterm.

d) Account for Nkandabbwe farmers: Mr. Wendt reported, that Nkandabbwe have opened a savings accountat the post office and are ready to administer the funds ~~xx~~ themselfe

e) Mr. Mishes visit: Mr. Sitt

Nkandabwe have opened a savings accountat the post office and are ready to administer the funds xx themselfes.

e) Mr. Misches visit: Mr. Sitte reported, that Mr. Mische will arrive in Lusaka on 27th Dec. It was decided, that a first staffmeeting be held on the 30th December. The Project Secretary was requested to attend these meeting. His leave will be extended automatically by those days.

G.K.Madyenkuku

confirmed .....
date

.....
chairman

.....
member

Gossner Mission

Valley Selfhelp Promotion Society,
P.O. Box 8,
Sinazeze.

5th January, 1982

MINUTES OF THE COMMITTEE MEETING HELD ON THE 1/12/81 AT NKANDABBWE CAMP.

Present: Chief Sinazongwe (chairman)
Mr. G.K.Madyenkuku(Secretary)
Mr.Simvula-luli
Mr.J.Bbuka
Rev.Jaehn
Mr.W.Ncite
Mrs.Sitte

Absent without apology: Rev.Thomas
Mr.J.Simeya
S/Chief Mweemba

Item I - (a) The chairman opened the meeting at 10.05hrs by thanking those members present for turning up and expected them to carry on the days deliberations with God's guidance. He also mentioned that this was the last meeting of the year 1981.

Item I - (b) Confirmation of last minutes-
Page 1 on house allowance which read K10.00 should read K5.00, this is the amount the society is prepared to pay as it is still a small society, she can not afford to pay more.
After a few corrections the minutes were passed as a correct record and signed by the chairman.

Item 2 - Matters arising from the last minutes:-Mr.Mosias Syakasasa - The secretary reported that he had sent Mr. Syakasasa to Choma hospital, but was returned un examined because he did not have Medical examination forms. After some discussion it was concluded that he be given a letter to Sinazongwe Hospital where the P.M.A.may attend to him as he may find it fit.

Employment of the co-Ordinator- The chairman reported that up to now he has only received one application. After some discussion it was concluded that the time of advertisements be extended, so that the interviews be made on the middle of January in the presence of Rev.Mische.

/2..

Gossner Mission

As the VSP Secretary was going to be away on some meeting both in and outside the District it was concluded that Rev. Jaehn draws up advetisement paper which shall be made into many copies to be fixed on some public places for people see and re-act.

Loans to Lima farmers- The Secretary reported that, in view of the fact that we are to help the Lima farmers, we should only give each applicant the sum of K22.00 for 2 bags of fertilizer as he has to buy seeds for himself. This was accepted therefore the first agreement of K40. each is to be councelled. The treasurer reported that up to now she had only received one application.

Transport to Nkandabbwe farmers The Secretary reported that he did not bring this to the last staff meeting, it slipped off hismind it was strongly felt by the members of the committee that the Secretary should see that it was brought to the next staff meeting without fail.

Auditing of VSP societys books.- the Treasurer reported that this was not done yet, the members recommended that this should be done, therefore the chairman and the vice chairman were requested to see the D.E.S. for help or advice.

New Agenda

Item 3- Brick pricing-The treasurer presented the paper she had prepared to the members for their consideration, which was very clear and self explanatory.
Discussion took place.
In view of the fact that some of these bricks were not burnt yet, the chairman expressed the necessity of having some one in charge of the work to help the treasurer, as we may get deeper into losses. However the vice treasurer reported that the said bricks were put on fire but there was not enough firewood therefore more wood is still required.

After some discussions, it was concluded that the vice treasurer should help to organise the burning of the bricks at Syatwinda and that the transport should be made available.

Item 4- Driver Alfred Phiris' application- The secretary brought to the note of the committee a letter written by the above driver locking for work in the society. The vice chairman mentioned of another application on the same job. After some consideration it was concluded that the committee of three be given the job of making a final conclusion on these applications (Rev.Jaehn, Mr.W.Ncite and Mrs.Sitte they can invite the transport officer if they so wish.)

Gossner Mission

Transport:- The vice chairman suggested that since the cost of diesel has gone up we should consider rising the price on transport. After some consideration it was concluded that we have to wait until all other transporters are given a go ahead to raise fares then we shall also do the same.

Item 5 - Sikaneka work clinic:-The treasurer reported that she has made an application to get funds from the Zambia Council for Social development to help finish the Sikaneka programme. This was accepted by the committee.:

Item 6 - Report on maize sales. The treasurer presented her report, which was accepted but a remark was made by the chairman and other members that no more maize be ordered until there was really need.

Having no more to discuss the chairman thanked the members for the participation.

Meeting ended at 13.50 hours.

_____Chairman

Gossner Mission

Gwembe South Development Project

Staff-Meeting: Irrigation Schemes on 22.-10.-1981

The starting point of discussion about this meeting was my remark: "I'm not prepared to start a new irrigation scheme in our area unless we have electricity. The farmers ~~are~~ will never be able to pay the running costs of a diesel pump irrigation!"
Now I would like to prove my statement:

1) How does the Government think about small scale irrigation Schemes like Boleya Malima and Gyatwiinda:

It is written in the "Third National Development Plan - Committee On Irrigation": ".... If there is a profitable market for irrigated crops in Zambia, the commercial farmers near such markets and government enterprises may be invited to carry the risk and make a profit. The average Zambian farmer is not able to take the risk nor to make a profit in a highly capital intensive venture." .... "In some areas government investments in small holder irrigation schemes may be considered as a social investment to prevent recurring famine ...." — Mr. Rattle wrote in his letter to the GDP on 5th June 1981: "... I do appreciate however that you may wish to justify this expansion in social, rather than financial, terms. While this may be possible, I regret that at present we are

Gossner Mission

unable to provide funds for this purpose." —
It is written also in the TNDP: "Such schemes will concentrate on simple crops .... mainly for local markets." - and - "Irrigation development may not mean Rural Development but may be considered as means to produce expensive food for the richer section of society."

2) What is written in the "Report on the Development Possibilities of Gwembe South Region", Part C

P 27: "Every sort of vegetable that can be grown within Gwembe South can also be grown on the Plateau with the same production technique. Thus the transport situation takes the argument. ... Therefore, vegetable production in Gwembe South should not be taken up above the ongoing level of local production on individual small scale farms and perhaps a few small-scale irrigation projects."

P 29: "... irrigated bananas, rice and cotton have a chance in Gwembe South.
Bananas and cotton should be grown on sandy loams of the Matiwa type.
Rice could be feasible on 'mopane soils' such as those at Siatwinda.
Vegetables should be propagated on a small-scale only."

P 59: "Small-scale irrigation projects will serve the markets for vegetables and green meadies in Maamba and Clemo. ... we would not recommend more than 2 small-scale projects of 10 acres each; at a bigger scale market problems could arise."

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P 63: "In the long run irrigated rice will be increasingly preferable to maize, since income elasticities of demand tend to favour rice, and rice under irrigation is one of the few stable forms of intensive crop production under tropical conditions. ..."

3) What are the ~~cost~~ costs?

The expenditure to build an irrigation scheme, for example the extension of the Syatwiinda Irrigation Scheme, are K 6890,- per Hectar or K 1378,- per ½ acre (= one plot) without the price for the reservoir.

3 a) Water costs for ½ acre of irrigated land, Syatwiinda Extension, Diesel Pump

bush clearing, stamping, surveying	K 204,-
fencing	K 83,-
main channel and boxes	K 341,-
irrigation channels	K 197,-
pipeline	K 339,-
diesel engine	K 149,-
pump	K 25,-
suction pipe, connections, foundation	K 40,-
total costs	K 1378,-

Writing-off 15 years (pump unit 10 years)
annuity (establishing) costs per ½ acre K 99,-

Water Requirements	J	F	M	A	M	J	J	A	S	O	N	D
Consumption mm/month	185	144	162	124	104	70	77	116	148	207	180	185
rainfall mm/month	200	125	25	-	-	-	-	-	-	-	50	150
Water require mm	-	19	137	124	104	70	77	116	148	207	130	35

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Total consumptive use 1702 mm
rainfall 550 mm
water requirement 1167 mm

The irrigation efficiency is about 60% including sufficient overdesign for leaching requirements and waterlosses. So we have to pump per year per squaremeter
1945 mm = 1945 litre.
½ acre = 2.000 m² x 1.945 litre = 3.890.000 litre/year
= 3.890 m³/year.

- the output of the pump is 175 m³/hour
3890 m³/year : 175 m³/hour = 22,2 pumping hours/year
The consumption of the diesel engine is 4,5 litre/hour
22,2 hours/year x 4,5 litre diesel/hour = 100 litre diesel/year.

100 litre diesel x 41 n =	K 41,-
Oil and grease	K 4,50
2 engine mech	K 20,-
spareparts	K 20,-
running costs of the pump	K 85,50
maintenance of canals	K 15,50
running costs per year	K 101,-
+ annuity of establishing costs	K 99,-
water costs per ½ acre and year	K 200,-

3 c) Water costs for ½ acre of irrigated land, Syatwiinda Extension, Electric Pump

The costs are the same like in 3a, only the electric motor is much cheaper and its life expectancy is longer so that we can write it off in 15 years time like the whole irrigation scheme. So we come to annuity of establishing

Costs per ½ acre of	K	86,-
The running costs are also less		
22,2 pumping hours x 30kW x 1,3n =	K	10,-
Oil and grease	K	-,50
1 ensine man	K	10,-
spartparts	K	10,-
running costs of the pump	K	30,50
maintenance of channels	K	15,50
running costs per year	K	46,-
+ annuity of establishing costs	K	86,-
Water costs per ½ acre and year	K	136,-

The wate costs with using an electric pump are about ⅓ lower then the wate costs with a diesel pump. ~~A farmer~~

The labour productivity in rice (one harvest per year) will increase 15%. ~~(Two harvests per year: 13%)~~.

Gossner Mission

Gwembe South Development Project,
P.O. Box 3, Sinazeze.

Minutes of the staffmeeting on 8.10.81 in Nkandabbwe.

Attendance: Mr.P.Wendt (chairman), Mr.K.J.Jaehn (acting secre.)
Mrs.E.Engelhrad, Mr.H.M.Fischer, Mrs.I.Fuchs, Mr.H.Fuchs,
Mr.M.K.Malyenkuku, Mr.D.Mutinta, Mr.G.S.Nakasamu, Mr.W.Ncite,
Mr.A.Nsemani, Mr.H.J.Spreng.
Late: Mr. M.Sitte.

Apologies: Mr.L.Malala (on leave), Mr.G.K.Madyenkuku(in Germany)
Mrs. M.Sitte (on leave)

93/81 - Opening by the chairman.

94/81 - Confirmation: The minutes of the meeting on 17.9.1981 were confirmed as correct.

95/81 - Matters arising from last minutes:

62/81 Tomato boxes: There are about 30 boxes now, Mr. Spreng reported.
64/81-Siatwiinda house: some material is still needed. Nkandabbwe house: has been repaired.
69/81-Special meeting on irrigation: will be held as planned on 22.10.81. Mr.Jaehn provided members with some written information.
70/81-Turbine: Mr.Nsemani reported, that a meter was fixed, but some manipulations were done on it. It is repaired again now. Somebody from the workshop will go there for a day to take records.
76/81-Dryland Farming funds: no progress.
77/81-Compersation Siatwiinda: no progress.
83/81-Job discription survey unit: no progress.
85/81-Transport for transfers: Mr.Msiska is still in Malima, the matter still in process in Choma. Mr.Kangombe is also still in Malima.
89/81-Mr.Mwitwa is back in Lusaka, Mr.Fischer reported, that the Chief Planning Officer will send a replacement.
91/81-Village housing programme/Community Development: Mr.Ncite will spend up to K500 from this account for community development, in co-operation with the resp. department, provided the remaining funds for the project are released.
92a/81Mr.Musiya: Mr.Nakasamu still has to write the letter. Mr.Musiya has passed the Civil Servant Examination in 1976.

New Agenda.

96/81 - Lima Programme: Mr.Jaehn introduced the paper about the Lima programme, which he prepared. It was adopted by the staffmeeting with minor changes. Mr.Fuchs will be in charge from the project side for the execution of the programme.

97/81 - Drivers: Mr.Spreng reported, that he will suspend the VSP driver, pending a decision of the VSP executive committee, he also reported, that the Project has a new driver, who will be accomodated in the camp while on probation.

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98/81 - Cattle development: Mr.Wendt reported about a meeting on the subject in Sinazongwe on 7.10.81. A memo of the meeting was distributed to the staffmembers and the proposals outlined excepted by the staff. Mr.Wendt will be in charge to follow, it up. Mr.Fuchs will go to Siameja to take a look at the house of the Veterinary Department..

99/81 - Biogas: As soon as all the implements are ready for the biogas plant, somebody might be employed for up to two months (on parttime) to get the biogas running and implements tested.

100/81 - Payments to Unza: There are still payments due for parts and consultation provided by the Unza. They will be payed from workshop account/appropriate technology.

101/81 - Sewing machines: Mr.Jaehn reported, that four sewing machines have arrived as a donation. Members are requested to come with ideas to the next meeting, how the machines can be used with the most benefitfor the people.

102/81 - Female extension worker: Mrs.Engelhardt read her proposal for a job discription for a female extension in the project. It was excepted in general. Mrs. E. Engelhardt will bring it into a form, which is the standard for job discription in the administration.

103/81 - Any other business:

a) Mrs.Fuchs reported, that some members of the CU requested her to start business again in order to get funds to supplement to the dividends. This practise would not be according to regulations. The staff encouraged Mrs. Fuchs to continue her work according to regulations. In case that CU members want to complain about this, they should come to the staffmeeting directly.

b) Liability for project employees: Mr.Nsemani reported about a case, were a workshop member damaged a sprayer. It was brought for repair and was damaged while being repaired. The Liabilities were not clear. Mr.Nakasamu was requested to find out, how much the project or the government can be held liable for damages caused by project employees.

c) Building mainatainance: Whenever the GSB help with building maintainance, (like Siatwiinda,Nkandabbwe,etc) the materials used will be replaced by the project in full.

d) FAO: Mr.Jaehn reported, that the FAO intends to consturct an irrigation scheme in an area not too far from B/Malima. A representative will come on 9.10.81 to take a look at the site in Chiyabi.

The next meeting will be about irrigation on 22.10.81.The next regular meeting will be on 5.11.81 staff meeting will start again at 8.00hrs.

K.J.Jaehn,
Acting Secretary

Date..... Chairman.....

Gossner Mission

Gwembe South Development Project,
P.O. Box 3,
Sinazeze.

Minutes of the staffmeeting on 17.9.1981

Attendance: Mr.M.K.Malyenkuku, chairman
Mrs. I.Fuchs,
Mr.H.Fuchs,
Mr.J.K.Jaehn (secretary)
Mr.L.Malala,
Mr.D.Mutinta,
Mr.A.Nsemani,
Mr.G.S.Nakasamu,
Mr.A.Mwitwa,
Mr. H.J.Spreng.
Mr.W.Ncite.

Absent with apology: Mr.G.K.Madyenkuku (in Germany) Mr.M.Sittee(on business in Lusaka)
Mrs. E.Engelhardt
Mrs.M.Sitte and Mr.P.Wendt (all three on leave)

1. Opening: The chairman welcomed the members, Mr.Nakasamu introduced Mr. Mwitwa as a new staffmember to the meeting, and he was specially welcomed by the chairman.

2. Confirmation of minutes: The minutes of the meeting 7.8.81 were confirmed as correct.

3. Matters arising from minutes:

62/81 - Tomato boxes: 18 boxes have been made. The boxes will stay with the lorry for the time being for the purpose of marketing. More boxes shall be made, Mr. Jaehn has some additional material.

64/81 - Siatwiinda house: The repair is done. But some additional work is needed, i.e. on the roof and painting. Mr.Ncite will follow it up.
Nkandabbwe house: will be done now, as agreed.

69/81 - Electrictiy: no progress

69/81 - Seminars: while on this point, it was decided, that there will be a special staff meeting on irrigation on 22.10.81.

70/81 - Nkandabbwe turbine: No progress.

75/81 - Biogas: no progress.

76/81 - Dryland farming funds: no progress, the PAO cannot be contacted by the administrator, because he is out of the country.

77/81 - Compernsation for land for Siatwiinda extension: no progress

81/81 - Job discription for animal husbandary Officer: after some discussion, the proposal was referred back to the committee for amendment.

82/81 - Job discription for female extension worker: no progress.

83/81 - Job discription for survey unit: no progress.

84/81 - Job discription for water ingeneer: the proposal of the committee was axepted by the staffmeeting.

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Gossner Mission

84a/81- Lima programme: the programme is in progress. Meetings have been held at the FRG land in Malima and Kanchindu wards. A meeting with SPCAU and MPCS Sinazeze and Mweemba will be held on 24.9.81. Mr. Jaehn will prepare a programme outline for the next meeting.

85/81 - Transport: Mr. Msisha will get transport to Eastern Province from the FAO, Mr. Kamfombe will go with the VSP lorry next week.

New Agenda:

89/81 - Work programme for Mr. Mwitwa: It was agreed, that it is to early to fix a work programme for Mr. Mwitwa. He will be taken around, arranged by Mr. Spreng. A committee will bring a proposal for a work programme to the November meeting (Mr.Mwitwa, Mr.Fuchs, Mr.Nakasamu, Mr.Kadyenkulu, Mr.Spreng and Mr.Wendt).

90/81 - Budget 1982 and communication channels in the district: Mr.Jaehn reported about a meeting in Mazabuka. I note has already been given to staff members.

91/81 - Village housing programme: Mr. Ncite is free to use government transport (Landrover or a registered vehicle) for this programme. The use of funds from community dev. programme for this purpose will be discussed in the next meeting.

92/81 - Any other business:

a) Promotions: Mr.A.Nsemani: Mr.Nakasamu explained upon request, that according to government regulations the fact of being a foreman cannot be reflected in the salary.
Mr.Musiya: The staffmeeting recommends Mr. Musiya to be admitted to the Civil Service and asks Mr.Nakasamu to write a letter of recommendation, provided that Mr. Musiya has passed the Civil Service examination.

b) Pools in Sikane: this was discussed,

c) Working hours: Mr.Spreng announced, that the working hours of the workshop are changed to 6.00-14.00hours with immediate effect.

d) Maize for famine relief: Mr. Jaehn reported on the request, that VSP will buy all the maize in the Sinazongwe district and bring it to Siameja and Siabaswi.

e) Accommodation of guests in Kanchindu: While the second house in Kanchindu is still unoccupied it can be be used as guesthouse. Meanwhile two caravans (1 from Kanchindu, 1 from Nkandabbwe) can be prepared to accommodate guests in Kanchindu in future.

f) Diesel: the use of diesel for VSP was discussed, It will be followed up by Mr.Nakasamu and Mr.Spreng administratively.

K.J.Jaehn/ Acting Secretary

confirmed..... .....
date

Gossner Mission

Note:

About a meeting on GSDP budget in Mazabuka on 7.9.1981

Attendance: Mr. Harthoom, Chief Planning Officer, Lusaka,
Mr. Simwiinga, Provincial Planning Officer, Mazabuka,
Mr. Nakasamu, GSDP Co-ordinator, Sinazeze
Mr. Fischer, Liason Officer, Gossner Mission, Lusaka,
Mr. Jaehn, GSDP, Sinazeze;

The meeting was requested by Mr. Harthoorn, after he had received an estimate for GSDP from Mr.Simwiinga, in addition to the one submitted by GSDP staff. Mr.Simwiinga had based his submission on requests and informations provided by the DAO Gwembe. After some discussion it was concluded that,

a) in future the GSDP staff will invite the DAO Gwembe to the budget meetings. In general the GSDP should use the DAO's office as communication line to the District Council and to the PAO's office, not using so much the office of the DES, Sinazongwe as communication line.

b) For 1982 to budget posts will be included in addition to the GSDP staff estimates:

conservation work	15,000.-
1 motorcycle,2 bicycle	2,400.-

the conservation work is necessary at two gullies east of Maamba, at the pumpstation in Buleya Malima, and on the Nkandabbwe road.

9.9.81

K.J.Jaehn

Gossner Mission

Gwembe South Development Project,
P.O. Box 3,
Sinazeze.

11th September, 1981

Minutes of the staff meeting held on the 25/6/81.

Present: Miss.E.Englehardt= chairlady
Mr.Madyenkuku = secretary
Mr.L.Malala
Mr.M.Fischer
Mr. W.Ncite
Mr.M.Sitte
Mr.D.Mutinta
Mr.G.S.Nakasamu
Mr.K.Jaehn
Mr.H.Fuchs
Mrs.I.Fuchs
Mr.H.I.Spreng
Mr.P.Wendt
M.K.Malyenkuku
Mrs.Sitte

On attendance: Rev.E.Mische - mission inspector on his visit to to the project.
Miss.Ingrid Born Scharf also from Gossner Mission Berlin.

The meeting was opened by the Chairlady at 09.00hrs, she welcomed Mr.Mische to the meeting and to the project in general. Then Mr.Mische greeted the staff and passed onto the staff greetings from Berlin.

Item 60/81- Budget estimates for the year 1982.
Rev.Jaehn opened the subject that our 1982 estimates will be sent to the District Council for the information of the council, which is now a new system of local administration, however we are going to send our estimates directly to the Ministry in Lusaka as usual.

As for B/Malima, our estimates will be sent to the P.A.O. in Choma for his approval and on ward delivery to the Provincial Council.

Syatwiinda: Mr. Fuchs gives his estimates in the following way:-

a)-diesel = K4,600.-
-oil 400.-
-salaries for 2 engine men = 2,000.-
-salaries for 2 general workers = 2,000.-
-spare parts 2,000.-
Total = 11,000.-

Gossner Mission

Nkandabbwe: a) - 500.-
b) small scale irr. 5,500.-
K5,500.-

On this item of small scale irrigations the District Council has to be involved.

Rural Works Programme: This programme was cancelled

Dryland farming: A figure of K10,000 was voted for it was also stressed that the agriculturists in the project should make a workable breakdown of this figure.

Workshop - Transport and camp maintance:

a)	7 workmens' salaries	9,276.-
b)	2 drivers	4,082.-
c)	diesel, oil, gas, and petrol [illegible] lorries	8,644.-
d)	Tyres for 3 lorries	1,300.-
e)	Steel	500.-
f)	Tools	1,000.-
g)	spares	5,000.-
	Total=	29,802.-

Animal husbandry: 2,500.-

Agricultural Research: taken over by the dryland farming.

Erosion control: 2,500.-
Female extension work: 4,500.-
Health and nutrition: 1,000.-
Community Dev. dropped down for the time being.
Co-operative extension: for seminars and information material- = 1,500.-
Staff salaries: 12,750.-
Travelling costs: 38,200.-
Stationery: 2,000.-
This includes protective clothes for office ordery and watchmen.
Subsistance allowance: 1,000.-
Contingencies: 1,000.-
LandRover P/Up ?

Next meeting July, 9th 1981 at 09.00hrs.

Chairman

Gossner Mission

Gwembe South Development Project,
P.O. Box 3,
Sinazeze.

31/8/81

The minutes of the staff meeting held on the 7/8/81.

Present: Mr. P.Wendt - chairman
Mr. G.Madyenkuku - secretary
Mr. M.Fischer
Mr. Fuchs
Mr. D.Mutinta
Mrs. M.Sitte
Mr.K.Jaehn
Mr.M.K.Malyenkuku
Mrs.Fuchs
Mr.Sitte
Mr. Spreng

Late comers - Mr.L.Malala, Miss.E.Engelhardt.

Apologies- Mr. Nsemani on leave
Mr.W.Ncite occupied by work.

In attendance- Mr. Miyanda ADAO-Sinazongwe.

The chairman called the meeting to order at 9.25hrs.

Item 2/61/81 - Confirmation of last minutes- passed as a correct record after a few spelling corrections.

Item 3/62/81 - Matters arising from last minutes-

Tomato boxes- Mr.Sitte reported that the work will be done by Mr. P.Syamangamu who will start making boxes next week.

Item 64/81 - Syatwinda houses (irrigation)
The estimates were made by Mr. Sitte the repairs on the house used by Mr.Munachoonga will cost K163.- this includes the transport. The work will be started after two weeks from now.
The estimates on the extension of the house used by Mr.Mutinta will be K3,400. This was put on the 1982 budget.

Nkandabbwe-House- No progress the repairs will be attended to after Syatwiinda house repair.

Syatwiinda extension- Mr. Fischer reported that the Gossner Mission is applying for funds from E.E.C. but still awaits for a letter from the farmers of Syatwiinda and one from the P.A.O. Meeting on the future of irrigations not sat yet. This will be decided on the staff and extension officers seminar to be held at Malima F.T.C.

Item 9/67/81 - Marketing of B/Malima Fruits- At present no problems on the oranges, the problem is on the grape fruits as they are not liked by the local people. After some consideration it was concluded that Mr.Fischer will try to find market for these in Lusaka.

Gossner Mission

Item 10/68/81 - Electricity - No progress

Item 11/69/81 - Seminar for extension officers and the project staff to be held at B/Malima FTC.

It was reported by Mr.Miyanda and the Team Leader that the officers from Choma were not coming due to short notice, however Mr.Miyanda made it clear that he gave them notice for quite some time. After some length consideration, it was put to vote as to whether the seminar should be postponed or carried. The votes were in favour of going ahead.

Nkandabbwe turbine- Mr.Spreng reported that the fitting of a metre at Mr. Syamilandu's grinding meal will not be a problem. He also reported that Mr.Syamilandu complains of the sieve in the hammer mill to have holes, therefore he requests the projects to put some bars to stop people from going near the mill hole. Mr. Spreng promised to get this done. A request was made to Mr. Fischer to buy new sieves from Lusaka. On the recovering of grinding funds, the staff were not happy that the sum remained at K10.00 per month. After some discussion it was concluded that Mr. Spreng shall help Mr. Nakasamu to talk with Mr. Syamilandu on this.

Item 13/73/81 - Provincial show participation- Mr. Jaehn complained that although the Zambian staff wanted to go to the Prov. show, when returning they were not prepared to work hard in dismantling the stand to get the material back, this went into aguement as Mr.Mutinta replied that people did not refuse to work but did not want to sit on top of the wood on the lorry, so that when Mr. Jaehn offered to give some of them a place in his car everybody was happy and the work was done, also Ba Malyenkuku complained of being over burdened at these shows as nobody could be ready to help him, on this point it was concluded that next time it shall be at the crafts officer to request for some one from the project who shall work with him all the way through.

Item 17/75/81 - Biogas- The secretary requested the staff that the plant should be put to full use so that we local people can learn something from it in full e.g. fertilizer, working on a frige and on lantrines. After some consideration it was concluded that Mr.Spreng and Mr.Fischer shall work hand in hand to make some more activities on the plant.

Item 18/76/81 - DryLand remaing funds- Mr.Jaehn reported of the conversation which we had with the P.A.O. who request that Mr.Nakasamu should see him so that necessary arrangements can be made how this money shall be used.

Item 19/77/81 - Land compersation on Swatwiinda extension to farmers cultivating on it at present. It was reported by Mr.Mutinta that the S/chief contacted the farmers on this but they still insist to get some compersation, however we are still waiting for the D.E.S. he added.

Gossner Mission

After some consideration it was concluded that the Project Secretary should see the D.E.S. to speed up the meeting with the farmers in order to put us in the right picture so that the farmers committee can write a letter to Mr.Mische in connection with the need of extension.

New Agenda

Item 1 /81/81 -Job discription for the Animal husbandry Officer.
After some consideration a committee to look into this was set up. (Mr.Wendt,Mr.C.M.Tweinda(farmer) the animal husbandry assistant Sinazeze. Mr. Madyenkuku this committee to meet next Monday at 14.00hrs, to draw up a guide line.

Item 2 /82/81-Female extension worker.
After some consideration it was concluded that Miss. Engelhardt and Mrs. Sitte should draw up the job discription and a programme outline.

Item 3 /83/81-Survey unity.
It was decided that the committee here under shall draw up a job discription Mr. Malala, Mr.Mutinta Mr.Fuchs and Mr.Sitte.

Item 4 /84/81-Water engineer.
Refered to villlage water supply committee to form up a job discription.

Item 5 /84/81-Programme outline for Dryland farming.
After some considerations on the paper presented by Mr. Fuchs and ideas from Mr.Jaehn and Mr. Madyenkuku the meeting concluded that the decision shall be made by the Seminar participants at the F.T.C next week.

Item 6 /85/81-Any other business.
a. Transport for Mr.D.Msiska to Chipata and Mr. C.Kangombe to Kabwe.
After some considerations, it was concluded that :-

1. for Mr. Msiska at present we have no relaible transport, therefore we can not help.

2. for Mr. Kangombe, Mr.Nakasamu to approach the P.A.O. for land-rover which we can fuel up. However Mr.Malala to asses how much goods Mr.Kangombe has. We regret that at present we have no good lorry to make such long journeys.

Item 7 /86/81-Use of VSP Society Lorry for Monze show.
Mrs. Sitte requested the staff the costs of the transport to Monze show. After some consideration, it was decided that the payment due shall be given in the farm of diesel from the project to the society.

Item 8 /87/81-Rice sheller
Mrs.Sitte moved the subject that as the rice sheller is to be moved to Siatwiinda who shall bear the transport and instalation costs? Plus the cost of cement and labour etc. After some consideration it was concluded that these will be met by VSP Society, these costs shall there after be included on the price of the machine to the farmers committee.

Gossner Mission

Item 9 -/88/81- Announcements.

a). Going on leave

1. Ba Eva- 17th August to 17th September the duties are already arranged, however Mrs. M.C.Meja is the contact person.

2. Ba Peter Wendt- 27th August to 27th September duties already arranged, however the contact person is Ba Ake.

3. Ba Mr. & Mrs. Sitte, as from September.

4. Ba Gray is going on a visit to Germany at the invitation of the Gossner Mission 3rd Sept. to 18th October. The water programme shall be in the hands of Ba Jaehn as well as secretariat.

b) Visit of the Provincial permanent secretary: It was announced that the P/S will visit the District on Sunday the 9th of August,1981 arriving at Sinazeze at 10hrs, and inspect the new clinic site and Lintco. Lunch at the camp G.S.T. thereafter B/Malima irrigation Monday morning Siatwiinda.

Meeting ended at 14.31hours.

Chairman

Gossner Mission

GWEMBE SOUTH DEVELOPMENT PROJECT,
P.O. BOX 3,
SINAZEZE.

30/7/1981

THE MINUTES OF THE STAFF MEETING HELD ON THE 9/7/81 AT NK'BBWE.

PRESENT:

Miss. E.Engelhardt - Chairlady
Mr. G.K.Madyenkuku - Secretary
Mr. P. Wendt
Mr. M.Sitte
Mr. A.Nsemani
Mr.D.Mutinta
Mr.K.Jaehn
Mr.G.S.Nakasamu
Mr. H.Fuchs
Mr. A.Spreng
Mrs.I.Fuchs
Mr. W.Ncite
Mrs. M. Sitte
Rev.Malyenkuku

IN ATTENDANCE:

Rev.E.Mische and Ba Ingrid Borns Scharf from G.M. in Berlin German.

1) Item 60/81 - Charimans welcome speech and apologies. Mr. Malala out to Livingstone. The chairlady welcomed everybody to the meeting.

2) Item 61/81 - Confirmation of last minutes- confirmed and signed after some corrections, except no. 46/81 which should not read K4000 but K2500.- however the money needed to keep the workshop running up to the end of the year will be K2600.-. As Mr. Dixson Siamilandu is leaving at the end of September, there will be no need of lay off some of the workers from the workshop.

3 Item 62/81 - Malima estimates: Mr.Wendt informed the staff that the whole budget for this project for the year 1982 will amount to K18000.-- a detailed estimates will be worked out by a committee of 5 staff members. Mr. Wendt, Mr. Nakasamu, Mr.Spreng, and Mr.Madyenkuku. This same committee should apply for funds to reconstruct B/malima scheme.

4) Item 63/81 - Tomato boxes The officer given the job of making these boxes, reported that there was no carpenter ready to make the boxes yet. After some consideration Mr.Sittee informed the staff that he will make one available shortly.

5) Item 64/81 - Syatwiinda houses- Mr.Ncite reported that he had inspected the houses, found that some repairs were need on the house used by A.A. for research.

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Gossner Mission

6) Item 65/81 - AA's House at Nkandabbwe- Mr.Sitte reported that he and Mr.Wendt inspected the house, the cost of repairs would be K124.00 as only few bricks and a piece of plank will be required. Mr. Spreng to conduct the repairs on this house.

7) Item 66/81 - Orphan care- Mrs. Sitte reported that a meeting was held between the D.E.S., Church members, Hospital staff from Choma, Chief Sinazongwe plus members of the welfair Society from Choma and Kasamba. The D.E.S. chaired the meeting, and minutes were taken by his Secretary.

8) Item 66/81 - Syatwiinda extension: Report by Mr.Fuchs. He reported that there was no money available to get the work going. After some considerations, it was suggested that a special meeting be held to discuss the future of irrigations.

Mr.Mische remarked that if the staff would accept to get money from abroad, this could be looked for, provided the Ministry agrees to the idea. The staff happily accepted the suggestion and agreed to take up the necessary steps with the Ministry.

(Special meeting to be held on the 23rd July to discuss future of the irrigation.)

9) Item 67/81 - Marketing of B/Malima Fruits: The Officer i/c reported that there were no problems at present.

10) Item 68/81 - Electricity in the area: Considerations were made on the possibility of getting electricity to the Valley as this would be a cheaper source of energy to irrigation schemes. It was found ~~out that it could be necessary to find~~ out that it could be necessary to find out some datas about the possibility of getting electricity in the valley. This could perharps be found from Z.E.S.Co. When this is found it may be possible to ask for foreign funds from abroad.

(Mr. K.Jaehn to take this up with ZESCO)

11) Item 69/81- Seminar for extension staff at Malima: Mr. Jaehn reported that the dates will be 10th to 14th August, 1981. This was decided upon by the D.A.O. i/c of the area.

12) Item 70/81 - Job discription for the Co-op. promotor- Mrs. Fuchs presented the prepared paper, which was accepted as presented.

13) Item 71/81 Marketing study- After some considerations. It was proposed that Mr.Fischer be asked to approach the University of Zambia for some one who could do this work for the area. If it is not possible to get one from Zambia then one should be requested for from abroad on a short contract.

Technical and financial statement of Syatwiinda Irrigation scheme to June, 1981.

Mr.Fuchs presented a detailed paper which he had prepared. The paper was accepted, but the repairs of the canals is believed to be a job of the farmers.

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After some discussion it was concluded that a meeting be arranged with the farmers so that the administrator and other officers can address the farmers on this subject of canal repairing.

We all know that there is less money in the project, therefore the farmers have to be involved to do so ~~the~~ some job on the scheme.

Item 72/81 - The Nkandabwe Turbine- The project administrator after being questioned as to what was coming out of the grinding mill, that any time he went there he was told that there was no money as the turbine was not working. On this the staff felt very much concerned, as it is except that this time of the year is when the grinding is high since people have just harvested their maize and also that there is water available to drive the turbine, therefore the administrator was very much urged to see to it that some money be collected from the plant. Mr.Mische requested to know why the money if any is recovered should go to the Government instead of VSP. In reply, it was said that more government funds were used on putting up the system.

15. Item 73/81 - Provincial Show participation- It was announced that we as a project will not participate at the coming show. The Zambian staff wondered to hear this because it was not brought to discussion. The explanation was that there was no money for fuel. It was left on that there will be no participation.

16. Item 74/81- Drivers and transport orders- It was reported that an extract was made from general orders and that it will be hand out when ready.

NEW AGENDA

17. Item 75/81 - Biogas- Mr.Madyenkuku expressed the need that this plant be put to full use so that we the local people can learn the value of it. After some discussion Mr.Spreng promissed to keep finds out how best this can be utilised. Also Mr. Mische promised to make some finds on a new type.

18. Item 76/81 - Dry land farming- Mr.Madyenkuku moved the motion by requesting the staff that on this a strict follow up should be made in order to achieve the required aims. After some discussion it was concluded that Mr.Fuchs should make a list of these farmers available to the staff for consideration.

b) Ba Gray continued to say that since there is some money on Dryland farming left in the books of VSP. What will be the best use of it? Shall it be put to the government revenue? After some considerations it was proposed that the project administrator take up this point with the P.A.O.'s office.

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19. Item 77/81- Compensation on the land at Syatwiinda extension- Mr. Madyenkuku moved the subject that he was approached by the chairman of the farmers in connection with the subject. After some considerations it was found that no compersation could be given since it was up to the benefits of the farmers and also that there were no houses involved. It was therefore concluded that Mr.Mutinta and Mr.Fuchs follow this matter with the S/Chief Mweemba.

20. Item 78/81 - Chiyabi clinic- Mr.Madyenkuku moved the subject that Chiyabi people (in Chipepo) are requesting the project to give a hand in some of its repairs on the clinic buildings. This way refered to VSP.

21. Item 79/81 - Mr.Syankondo-The team treasurer reported that Mr. Syankondo shall be paid K70.00 per month while at school and will be given transport money up and down Kabwe.

22. Item 79/81- Workshop trainees- Mr.Madyenkuku moved the motion that he was approached by the expected trainees that they wanted to know when their training starts and on what items. In reply the officer i/c of the workshop said that there was no training as he was busy with other works in the workshop and that there was no money to carry on with training.

    This was put to discussion, after length discussion it was concluded that the training on the job should be carried on the question of money does not come in since there will be no extra funds required apart from what they are already receiving. The details of the training shall be arranged between Ba Ake and Ba Andrea.

23. Item 80/81- Visit of the Minister- The team leader reported that during his visit the Minister and his party shall take lunch from here.

The next meeting to take place on the 23/7/81, meeting ended at 16.15 hours.

_____Chairman

Gossner Mission

Gwembe South Development Project,
P.O. Box 3,
Sinazeze.

10th August, 1981

Minutes of the special staff meeting held on the 18th June,1981.

Present: Miss.Engelhardt - chairlady
Mr.Madyenkuku - secretary
Mr.W.Ncite,
Mr.P.Wendt
Mr.L.Malala
Mr.H.M.Fischer
Mrs.I.Fuchs
Mr.G.S.Nakasamu
Rev.Jachn
Mr.D.Mutinta
Mr.A.Spreng
Mrs.M.Sitte
Mr. A.Nsemani
Rev.M.K.Malyenkuku

Absent with apology:Mr.M.Sitte Choma for duties.

Item - Cusa - Zambia; Mrs. Fuchs explained that Cusa means Credit union savings association. This is the highest body in Zambia. Then comes CU which is credit union, which are run by Regional Officers, in which case one for this area is in Monze.

Loans: These are given only to the members of each particular credit union. They are given in order to help a member when he has some financial problems, the amount given does not exceed double the amount a member has on his account in the union. The interest is 1 % per month. In case of seasonal loans to farmers it is 8 % per season. Study groups should not give loans as they can not take a difficulty loane to the court of law in order to recover what he owes the group.
A credit union is formed by a group of people with one common interest or bond.

Insurance: Life insurance protection- The union should be ensured with the insurance Company. In this way if a loanee dies then the insurance company will pay the sum due to the credit union.

Joining membership:- An application form has to be filled for the board of directors to consider, if accepted then the applicant becomes a member of the union and pays all what is required of him to the union and gets the benefits when they are due.

Finance: The income of the C.U. comes from:-
1). Enterance fees (2) Interest on loans (3) Interest on accounts
4). donations and (5) Other incomes.
Credit unions funds go out to the following channels:
1) Reserve fund, (2) Unions expenses, (3) Educational requirements
4) Dividends given to members (5) Interest refund.

The division of the funds is done by the board of Directors, but the decisions of expenditure is decided by the general meeting.

Administration of the C.U.
a) People outside the common bond of the C.U.
b) General membership.
c) Board of directors.

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d) Loans committee;
e) Executive committee;
f) Education committee;
g) Supervisory committee;

Membership of the committees
Supervisory committee 3 members
Executive committee 3 members
Education committee 3 members
These are all members of the board of directors.

She proposed that she was ready to start at Muuka and Maamba and went on to say she could not go to any other places.

The members of staff during discussion time felt that there was need to have the following other places attended to. After some discussion it was concluded that despite the fact that the officer is not prepared to go to any other places at present, the need is there that she carries on her work in the following way.

1. Mwembe, Nkandabbwe
2. New openings (a) Muuka (b) Malima (c)Malima (d)Sinazongwe (e) Maamba.

Buleya Malima Irrigation-The Team Leader explained the discussion of the following people, teamleader, Mr.Wedt and Mr.Madyenkuku had with the P.A.O. in connection with the confusion in the management of the scheme. After this Mr.Malala requested to know who would be signing the payment vouchers of the scheme. It was resolved that Mr. Nakasamu will be doing the signing but before he does it, he has to confer with Mr. Banda the accountant.

There after Mr.Malala reported that as a result of the recommendation made by the budget meeting at B/Malima three (3) people are being laid out, a letter is already written to the P.A.O.

Any other business.

1. Village Water Supply:- Ba Gray expressed the need for forming a committee on the above subject to consider village water supply applications. This was accepted, the following were elected to village water supply committee, Mr.Madyenkuku, Mr.W. Ncite, Mr.Spreng, Mr.Wendt and Mr.Nsemani.

2. Syatwiinda extension for compersation.

3. Information- Mr.Jaehn informed the staff of the visit of Mr. Mische that he will be here on Wednesday the 24th next week. As this will affect our next staff meeting date, we should hold our staff meeting on the 25/6/81.

Having no more to discuss the chairlady thanked the members and the meeting ended at 13.16hours.

Chairman

Gossner Mission

Gwembe South Development Project,
P.O. Box 3, Sinazeze.

Minutes of the staff meeting held on 4th and 5th June, 1981 at Nkandabbwe Camp.

Attendance: Miss.Engelhardt(chair) Mr.K.J.Jaehn(acting secretary) Mrs.J.Fuchs,Mr.H.Fuchs, Rev.M.K.Malyenkuku, Mr.L.Malala,Mr. D. Mutinta, Mr.G.S.Nakasamu, Mr.A.Nsemani,Mrs.M.Sitte,Mr.M.Sitte, Mr.H.J.Spreng, ~~and~~ Mr.P.Wendt and Mr. W. Ncite

Absent with apology: Mr.G.K.Madyenkuku (Gwembe District Council full meeting), Mr.H.M.Fischer (in Lusaka)

37/81 The meeting was opened by the lady in the chair at 9.30h.

38/81 Confirmation of minutes of the meeting on 2nd April,1981: Item 36/81 IV reads: appointed member of the national comission for crafts in Zambia. Otherwise the minutes were confirmed as correct.

39/81 Matters arising from minutes:

3g/81 Mr.Jaehn reported, that according to a conversation with the Provincial Planning Officer, no additional surveyors are assigned to the province, therefore he cannot second any to our project.

3h/31 Tomato boxes: The farmers are still waiting for the boxes.

3i/81 People participation committee and ban on meetings. A letter was written describing the jobs of officers and possible meetings they are involved in. However Mr. Malala and Mr.Mutinta were left out and should be included in a follow up letter.

2095)/81 Syatwiinda Irrigation Housing: A report about the subject from Mr. Krisifoe was received with thanks. The building experts (Mr. Ncite and Mr.Sittee will complete the report and estimate the costs involved.

17c/81 Crop Demonstrator: No reply from DAO Gwembe yet.

32/81 Orphan care: Mrs.Sittee reported, that a meeting is arranged with local leaders to be held at our camp on 17th June. Staffmembers may attend.

Special meeting 19/2/81.

1. Syatwiinda Extension: The application for special funds for Syatwiinda extension amounting to K120,225.-- was forwarded to the Ministry. There is no official reply until now, but according to Mr. Fischer, the chances are slim to get the money.

3. Small scale irrigation: It was concluded after some discussion, that the agricultural officers shall convey a special meeting on the long range planning of irrigations in the area.

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35/81 Marketing of Buleya Malima fruits: no progress.

36/81 I Research results: The secretary wrote a letter to the department, requesting the results of research carried out in the valley.

36/81 VI Electricity: We are still waiting for an answer from our Ministry.

New Agenda

40/81 Seminar Malima: Mr.Fuchs reported, that the seminar of extension staff and project staff was postponed to a time after the shows.

41/81 a) Rural Works: Mr.Fuchs reported, that the programme started in May with a workplan, which was set up by a committee consisting of the DPS, the ADO, the ADAO and himself. 10 men work on the Malima-Sinazongwe road, supervised by Mr.Miyanda, 10 men work on the Ngoma road, supervised by Mr.Fuchs, 20 men work on the extension of Syatwiinda, supervised by Mr.Mutinta. Mr.Fuchs is the general supervisor. it is planned to continue on the Kaiwambila road later in the year.

b) Dryland farming: postponed.

c) Standing Dryland farming in VSP:postponed

42/81 a) Typewriter course for Syatwiinda: There are some individuals requesting for such a course: The staff advises the people concerned to organize the course on a self-help basis.

b) Consumers co-op. in Syatwiinda and

c) Job discription for CU advisor: There will be a special staff meeting on the subject on the 18/6/81.

d) Toilet for Syabaswi centre: Mr.Ncite will look into the matter.

e) Applications for Syabaswi centre: Mrs. Fuchs reported about forthcoming applications for the craftsmen centre. She was authorized to make the necessary contracts.

43/81 Formation of a village water supply committee: postponed due to the absence of Mr.Madyenkuku.

44/81 Biogas: postponed.

45/81 Malima budget: The staff received two different estimates for 1981, one from the department, and one from a staff committee. K15,000.-- were allocated for this year.

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The following budget was passed:-

Salaries for 5 employees	6,500.-
Subsistance allowances	100.-
Fuel, Diesel, Petrol and oil	4,400.-
Spareparts	2,900.-
Insecticides and fertilizer	500.-
Staticnaries	100.-
Protective clothes	300.-
Housing maintainance	200.-
Total =	15,000.-

Three workers have been laid off from 1.6.81 in order to accord with the available finances.

A special meeting will be held with the Executive Officer, Lusumpuko house, and the A.D.A.O., if possible on 18/6/81, to work out details about the management of the Malima scheme.

46/81 Special funds for Malima/Syatwiinda Irrigation Schemes: K20,000.- were given in cash for there two projects for reconstruction and extensions. The money, which was promised in October, 1980, arrived only at the very end of the year. It was arranged, to spend money, K10,000.- which was estimated for a generator for the project in 1980 and buy the generator later from the special funds. But K14,123.87 were actually spend from the project vote. The generator costs were only K7,000.- (used generator) This gave additional K3,000.-savings to be spend for irrigation projects, bring the total to:- K14,123.87 + 10,000.-+3,000.- = 27,123.87 of this amount 14,593.11 were spend in Malima, 8508.76 in Syatwiinda. It was decided that the remaining K4022.- will be spend in full for Syatwiinda totalling the amount for Syatwiinda to 12,530.76

Still on this point Mr.Fuchs informed the meeting that according to his calculations the running costs are excedding the allocated funds. He will come with detailed figures to the next meeting.

47/81 Visits to the project:

a) Mr.Mische and MrsBorns-Schaff from GM will arrive in Zambia at 23/6/81 for a 4 weeks visit. The detailed programme for their stay is not yet known, but it will certainly include staffmeetings in the first half of July.

b) A group of teachers: 12 teachers from Germany want to visit the project on tour in Zambia from 3.8. to 6.8.81 A committee was elected to be responsible for the programm Mr.G.K.Madyenkuku,Mr.W.Ncite,Mr.M.Sitte,Mr.H.J.Spreng.

48/81 Minutes of the staffseminar in March 1981: Mr. Madyenkuku will compile the minutes.

49/81 Grinding Mill Nkandabbwe: The building still has to be completed (door,bars for protection) and a meter will be fixed for proper recording as soon as possible (Mr.Spreng).

Gossner Mission

Mr.Nakasamu reported that he received K10.- revenues for May 1981 , which was considered for to low, by members. He will make a follow up.

50/81 a) Programme evaluation: It was decided, that an additional staffmeeting about only two project programmes at a time and without matters arising, shall be a standing institution every other month.

b) Financial report: Mr.Jaehn stressed, that a monthly financial report is needed before every ordinary staff meeting.

51/81 Transport: Mr.Spreng reported about the grimm situation of diesel in stock and funds for diesel this year. It was concluded, that all departments will get transport only if they provide diesel in advance and that they will be informed of this decission by a circular.

52/81 Workshop financial situation: Mr.Spreng estimated fresh the necessary expeditures for 1981 and calculated a total of K28,379.39, about 6,000 Kwacha more than allocated in the bddget. A critical review of his calculation lead to a reduction by K4000 (cuts at items like cement,tyres, diesel etc), the remainingK2000 were found in other programmes (Nkandabbwe irrigation, small scale irrigation, dryland farming etc).

At this point in the agenda the meeting was adjourned at 15.30h. to the next morning by the chairlady. The meeting resumed on 5.6.81 8.00h. same attendance (Mrs.M. Sitte and Mr.Ncite left after point 55/81.

53/81 VSP:

a) Announcements: Mrs.Sitte reported that the VSP funds for loans are exhausted and the executive committee stopped giving loans for three months.
She further announced that her office hours are Mondays and Tuesdays 8.15h. and that sale of clothing in the camp is from Ba Monika Meja's office only (strictly).

b) Funds for seminars: Mrs.Sitte reported, the VSP funds for seminars are exhausted. It was decided that, seminars will be paid out of project funds from the respective accounts. Participants in seminars shall be encouraged to contribute to the costs of seminars.

c) Cashing cheques for farmers: This risky service was done in former years by VSP. The service is well known and therefore even more risky now. We will approach Bankleys Bank through the DES to open up services in Kaamba (Mr.Jaehn). An alternative would be to encourage local agencies like farmers committees to give this service to the farming community.

54/81 Labour day: postponed

55/81 Tonga Crafts: Rev.Kalyenkuku reported, that business and purchase opportunities are increasing now.

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He brought up the question, where the position of Tonga crafts in nowadays within the project after the financial part is taken over by VSP. Mr. Jaehn stated, the Tonga crafts is still an essential and integrated part of the whole project. But a more thorough discussion is still needed on this point.

56/81 Agricultural shows: Mr. Wendt was elected by the meeting to be the projects co-ordinator on the show business. He informed the members, that the district show will be on 11-12 July in Sinazeze. He proposed a special meeting, which was arranged for the 9.6.81 at 14.00h.

57/81 Applications for housing: Mr. Nakasamu reported about two applications for accommodations. After a short discussion it was concluded, that we are not in a position to give housing to any other department. It was mentioned, that three houses at the agricultural camp at Siapaka village are vacant.
Still on housing complaint about the toilet at the single quarters were brought forward: It was decided, that the toilet door has to be locked at all times and strictly only toilet paper shall be used.

58/81 Continuation of 52/81 Workshop:

a) Generator: Mr. Spreng reported, that the running costs for the generator will be annually K4,500.- if running 13h. per day (cf 22/81 cf 5.3.81). Cables were bought for K700.- which is K200.- than agreed (cf 6/81 cf 15.1.81). It was agreed to pay the overspending from the special funds (Siatwiinda/Malima).

b) Transport: To guide the drivers on their duties, a paper will be brought by the administrator to the next staff meeting as a proposal.
About the situation in Lusaka a complaint was brought to the staff about the toilet and the housing in general. It was referred to the Team.

59/81 Any other business.

a) Food during staffmeeting: It was agreed to prepare food for regular staffmeetings (Miss Engelhardt). Members agreed to pay one kwacha each to meet the costs.

b) Budget meeting: The next regular meeting will be the budget meeting. Starting at 8.00hours. The rest of the agenda will be dealt with after the budget. Members are requested to come prepared.

K.J.Jaehn (Acting Secretary)

Date..... Chairman.....

Gossner Mission

Agenda for teammeetings with E. Mische and I. Borns-Scharff in June 1981

Chair: Eva (Ake, Ingrid)

1. Opening ✓
2. Timetable for the visitors ✓
3. Confirmation of minutes ✓
4. Matters arising
   a) Generator
   b) Loudspeakers for filmprojektor
   c) Zeze-coop
5. Contract system
6. Planning for withdrawal / Extension of agreement
7. Socio-economic survey
8. Teamfinances
9. Accomodation, Latrine and stores at our Lusaka house
10. Kanchindu Camp
    a) painting the second house
    b) generator building
11. Course for V. Syankondo, Ba Vixon
12. Circular letters
13. Extensions
    a) Gwembe Central
    b) Zimbabwe
14. Electrification of Gwembe South
15. Flight costs for A. Sauer in April 1980
16. Statement P. Weiß at Kuratoriums meeting 9/80
17. Payments for famine relief maize
18. Naico - Dieter

T St T
5. 9. 14.

1. Kabompo - insgesamt 8 Personen / 2 Wagen
9. Toilette u. Essen, Übernachtung für Afrikaner
10. Anstreicher seit Monaten in Camp, auch Zimmerleute
11. war geplant 1980, Kurs über Cooperative-Management
    Forderung: 720 K für 6 Monate: 100 K für Fa., 120 K Taschengeld
    K 70,- pro Monat angeboten,
18. O.K.
6. alle für 1983 zum Abschluß bringen und abreisen, ohne Ersatz. (~~G. M.~~ Eva)

Teams-Besprechung

Gossner Mission

GSDP/March/81/Staff

GWEMBE SOUTH DEVELOPMENT PROJECT
P.O.BOX 3 SINAZEZE
13.3.81

EINGEGANGEN
Erledigt

MINUTES OF THE STAFFMEETING HELD ON 5.3.81 AT NKANDABBWE

Attendance: Mr. W.Ncite (chairman), Mr. K.J.Jaehn (acting secretary), Ms. E.Engelhardt, Mr. H.-M.Fischer, Mrs. I.Fuchs, Mr. H.Fuchs, Mrs. S.Krisifoe, Mr. G.S.Nakasamu, Mr. A.Nsemani, Mr. D.Mutinta, Mrs. M.Sitte, Mr. M.Sitte, Mr. H.-J.Spreng, Mr. P.Wendt
absent: Mr. I.Krisifoe (in Europe), Mr. G.K.Madyenkuku and Rev. M.K.Malyenkuku who could not come because of heavy rains.

21/81: Confirmation of last minutes
The minutes of the meeting of the 12.2.81 were confirmed as correct.

22/81: Matters arising from last minutes

3a/81 Report about Grainstorage: The report is in and in protuction, it will be ready for distribution before the seminar with ext.-staff.

3e/81 S.P.C.M.U. : no meeting because of ban on meetings.

3g/81 Survey team: the survey on Simunpande is done, the map will come from the planning officer, Choma. Mr. Nakasamu reported, that the planning officer offered to second two surveyers to the project. The would be wellcome and could be kept busy for likely all of 1981. The would be supervised by Mr. Nakasamu and accommodated in Buleya-Malima.

3h/81 Tomatoeboxes: BaNcite made a sample. BaMadyenkuku will have the boxes produced according to the sample. It was discussed, but not decided, that the boxes will be offered to the farmers first (on sale).

3i/81 Peoples participation committee: The Administrator has contacted all concerned parties, who wellcomed the idea, including the PAO. The first meeting will be held, after the ban on meetings is lifted.

4/81 Seminar with extension staff: will be 16. - 20. 3. at Malima FTC. We will approach the DES, to find out, wether the ban on meetings applies to this seminar.

5/81 Staffseminar: will be 26. - 29. 3. in Lusaka - Dutch farm. It will be combined with the evaluation - follow - up seminar.

6/81 Generator: The generator is running alright now. It will be operated during workshop hours (7^{00}-15^{00}) and evenings from 17^{00} - 23^{00}. The team is authorized to change the times for evenings.

8/81 Visitors to Germany: The PAO,S/P indicated, that he would follow an invitation from the GM to visit Germany.

11/81 New accounting system: No progress. A committee was formed to look constructively into the matter: Mr. Nakasamu(conveiner), Mr. Spreng, Mr. Nsemani, Mr. Jaehn.

16/81 Training of manpower: Definite arrangement-s still have to be made for the course for Mr. Syankondo. The costs will eventually come from Germany, the team will have to prefinance meanwhile.
Building man: Mr. Sitte will report on this issue in the next meeting.

Gossner Mission

17/81 Nkandabbwe
a) The waterproblem still cannot be solved, because the Japanese are still out.
b) The hole of the lower pipe in the upper dam was reported closed.
c) Crop-demonstrator: the concerned staffmembers were out, therefore defered to next meeting.

20/81 (1) Matrasses: There is some confusion of the whereabout of matrasses, the administration was therefore asked to make a list of the matrasses.
(5) Siatwiinda irrig. house for the AA: Mr. Krisifoe was not present to report.

New Agenda

23/81 Mr. Malala on staff meetings: Mr. Malala will be invited to the staffmeetings from now on.

24/81 Listing of our manpower requirements: The PAO has requested the project to inform him about the projects man-power requirements. We will compile the list in the next meeting, and every staffmember is requested to come prepared.

25/81 Revision of project or staff constintution: refered to the staffseminar.

26/81 Builders Co-op: Mr. Sitte was requested, to report to staff in the next meeting about the present situation and the problems of the Gwembe South Builders Co-op.

27/81 Syatwiinda engines: The new engine in Syatwiinda is connected now and running. Enough oil will be stored in Syatwiinda to avoid any problems from oil shortages. Full services after 150 running hours will be done by the workshop. Simple services will be done by the engine attendances.

28/81 Workshop and Transport Officer: Mr. H.J.Spreng is in charge of the workshop, transport and camp maintainance, starting from 5.3.81.

29/81 Treamtreasurer: Mr. Jaehn announced, that Mr. Fuchs is elected teamtreasurer. He will take over on 1.4.81.

30/81 Km-claim for the building adviser: Mr. Sitte, the building adviser in the project, will claim from the project for his driving, as this was done before the financial difficulties in 1979.

31/81 Syphons: Mr. Mutinta reported, that 1980 not enough syphons were bought to provide these to every farmer. It was decided, that the remaining farmers will be provided with one each, after that pipes will be stocked for sale only.

[illegible]: Mr. Krisifoe reported, that up to now [illegible]

Gossner Mission

32/81 Orphan care: Mrs. Krisifoe reported, that there are now four babies have been brought to the camp, whos mothers died and whos families asked for assistance. She proposed a project programm for these families in conjunction with the welfare departement. Some policies have been already developt: The families have not only to send a caretaker for the baby, who is trained in childcare here, they have also to provide milkpowder for the baby and food for the caretaker. Clinics should be involved in the programm from the beginning, e.g. Sinazeze (where housing can be made available) or Kanchindu. The first aim of the programm should be to prevent the death of the mothers. The staffmeeting agreed to the propasol, which Mrs. Krisifoe will still bring to paper and present to the welfare departement. The staffmeeting agreed to provide housing for the programm in the Nkandabbwe Camp (e.g. house F) The staffmeeting askes the GM to provide a half contract to Mrs. Jaehn, who will be in charge of the programm.

The chairman closed the meeting at 13.30 h.

K.J.Jaehn, acting secretary

date.....chairman.....

Gossner Mission

DISTRICT EXTENSION WORKERS SEMINAR FOR AGRICULTURAL, VETERINARY, COMMUNITY DEV, HEALTH STAFF AND WARD CHAIRMEN AT MALIMA F.T.C. FROM 16TH TO 20TH MARCH, 1981.

:PROGRAMME:

DATE	TIME	
16/3/81 Monday	08.00hrs	Arrival of participants to be welcomed by Officer Incharge Malima and Assistant D.A.O.
	10.00hrs -10.30hrs	TEA BREAK
	10.30hrs -13.00hrs	Official opening of the Seminar by District Executive Secretary Sinazongwe.
	13.00hrs -14.00hrs	LUNCH TIME
	14.00hrs -16.00hrs	The role of SPCMU in the area
17/3/81 Tuesday	08.00hrs -10.30hrs	The role of Extension Services in how to produce more food (Maize) by crop Husbandry Officer - Choma Research Officer SPCMU - (Seed Supplier)
	10.30hrs -11.00hrs	Tea break
	11.00hrs -13.00hrs	The subject still continues
	14.00hrs -16.00hrs	Food storage talk by the food Storage Officer - Choma
18/3/81 Wednesday	08.00hrs 10.30hrs	The role of Home Economics Officer in the area
	10.30hrs 11.00hrs	Tea break
	11.00hrs -12.00hrs	Talk on Primary Health care by District Health Inspector Sinazongwe.
	12.00hrs -13.00hrs	Talk on the role of Community Dev. department and Nutrition by District Community Dev. Officer - Gwembe.

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Gossner Mission

	13.00hrs -14.00hrs	LUNCH
	14.00hrs -16.00hrs	Talk on new introduced e.g. decis of experts.
19/3/81 Thursday	08.00hrs -10.30hrs	Policy of the department of Agriculture, Community Dev. and Veterinary Department by D.A.O. Gwembe, D.L.O. Sinazongwe D.C.D.O. Gwembe.
	10.30hrs -11.00hrs	Tea break
	11.00hrs -13.00hrs	Brief talk on World Bank Project by D.A.O. Gwembe and Gwembe South Development project. (Team leader)
	13.00hrs -14.00hrs	LUNCH.
	1 14.00hrs -16.00hrs	Talk on livestock development in the area by Prov. L., Planning Officer - Choma and District Livestock Officer, Sinazongwe.
20/3/81 Friday	08.00hrs -09.00hrs	Talk on Y.F.C. movement in the area by Prov. Youth Extension Officer Choma.
	09.00hrs -10.00hrs	Compiling of resolutions and then closing speech by the Provincial Extension Officer-Choma.

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Gossner Mission

EINGEGANGEN
30. MRZ. 1981
Erledigt .....

GSDP/81

GWEMBE SOUTH DEVELOPMENT PROJECT,
P.O. BOX 3,
SINAZEZE.

25th Feb, 1981

STAFF MINUTES HELD ON THE 12/2/81 AT NKANDABBWE

PRESENT: Mr.W.Ncite(chairman) Mr.G.K.Madyenkuku (secretary)
Mr.H.M.Fischer,Miss.E.Engelhardt, Mr.P.Wendt,
Mr.G.S.Nakasamu, Rev.M.K.Madyenkuku, Rev.K.Jaehn
Mr.H.I.Spreng.

Latecomers:-Mr.A.Nsemani,Mr.D.Mutinta,Mr.Krisifce
and Mrs.S.Krisifce.

ABSENT WITH APOLOGIES:- Mrs.Fuchs (on training) Mr.Fuchs(sick)
Mr. & Mrs.Sitte (in Germany)

ITEM 15/81 - CONFIRMATION OF LAST MINUTES

Minutes were passed as a correct record after a corrections of a few spelling mistakes.

ITEM 16/81 MATTERS ARISING FROM THE LAST MINUTES

Page 1 - Item 3 (b) : It was reported by Mr.Wendt that Mr.Jinja at present did not want any clearing but informed the officer that he shall approach him when he will want some help rather than clearing. However the officer informed the staff that he did not commit himself on this request.

Ba Jinja's WORKSHOP

At the site, some considerations were made as to who now owns the building left by Mr.Jinja. After some consideration it was concluded that : (a) the building belongs to V.S.P.
(b) VSP will make a decision on how this building will be used.

GRAIN STORAGE

It was reported that the report collected by the Germany voluteer is not sent yet.

MEETING THE SPCMU

The staff met the managing staff of SPCMU in Choma plus the Prov. Co-op. Officer. It was decided that they have to come and meet the leaders of the area if they arrange with the District Governer, Gwembe in order that they give clear explanation to the leaders of the area, who may in turn educate the masses how best the Co-operative socities should be organized.

PAGE 2 WAL TENT

A question arose why the part of the altent was sold by the officer of the Roads department, In reply Mr.Krisifce said that it was wrong wording to say that ; it was sold, what happened is that it was given to another department for GRZ use.

Gossner Mission

SIMUMPANDE SURVEY: It was reported by Mr. Krisifce that the surveyor Mr. Kalaluka is in Choma for his pay, as a result of this, the Provincial Planning Officer Mr. Simwiinga is doing the survey at the area and is expected to finish anytime this week.

TOMATO BOXES: It was noted that no progress was made on this subject. Some of the staff were not happy about this since the matter is an old standing case, the officer incharge of Nkandabbwe, who is looking after the boxes said that he saw no use of making these boxes. However after some discussion it was concluded that a sample boxes should be made available at the next staff meeting.

PEOPLES PARTICIPATION COMMITTEE : As the holding of meetings is prohibited at present, the Project Secretary reported that he had gone to the D.E.S. to find out the possibility of holding one. He the D.E.S. was not sure and is to find out before he can let us go ahead. However, questions arose why the people to be involved could not be contacted and he told that when meetings are allowed they shall be invited. The staff strongly felt that it was over due the Project administrator should have seen the P.A.O. and who would be members to this committee. After some consideration the Project Administrator strongly promised the staff that he will contant the P.A.O. on the 13/2/81, and that he will contact all those expected to be members so that he will at the next staff meeting clear himself off this blame.

ITEM 4/81 - SEMINER WITH PROJECT STAFF AND AGRICULTURAL EXTENSION STAFF

It was found that at present it will not be possible because of the present ban on meetings. The meeting is proposed for 9th March, 1981 it may be that by that date the ban shall be out. The items to be discussed at this meeting should be out lined (Mr. Krisifce is taking charge of this)

ITEM 5/81 - SEMINER WITH THE TEAM MEMBER AND THE PROJECT STAFF

After some considerations of the place of meeting and also consideration of the ban on meetings no specific conclusion was made. However a suggestion was made that this can be held at the last week of March or the first week in April. However the work was left to the committee of four to find out the meeting place. (Mr. Krisifce Mr. Madyenkuku, Mr. Fuchs, and Mr. Jaehn.)

Item 6/81 - GENERATOR

The Team Leader reported that the generator is in, but we are short of electric wires in order to make it possible even to run the water pumps. As well as the workshop. This therefore means that we still need to have some monnay to pay for these. After some consideration, it was concluded that we wait until the new budget is out.

Page 3 - ITEM 8/81 VISITORS TO GERMANY

The Team Leader reported that he has written a letter to the Gossner Mission in Germany that Mr. Madyenkuku be invited to Germany this year, plus another person. But the reply has not come yet. The name of the other person has to be discussed, after a few names were mentioned (thus the D.G.-Gwembe, the P.A.O. S/P and that of Mrs. Syavwela) The staff concluded by recommending the P.A.O.'s name, it was left to the Team Leader to contact him.

Cont/...3

Gossner Mission

ITEM 11/81 - THE NEW ACCOUNTING SYSTEM

The idea was accepted, but nothing was done yet, it was strongly stressed that the accounting office should do this work. The Project Administrator promised to get this done by his accounting Officer in the project.

NEW AGENDA

ITEM 16/81 - TRAINING OF MAN POWER

Mr. Fischer reported that on Mr.V.Syankondo he has found a certificate course which is run by Co-operative department and it takes 9 months. The Education standard required is Form III. But negotiations can be made. This is taken on in Lusaka. The staff then stressed that Mr.Fuchs should continue to make some detailed negotiations. This should be done even before the next staff meeting.

Building man- This question was differed until the coming of Mr. Sittee.

ITEM 17/81 - NKANDABBWE UPPER DAM

a) The matter is not taken yet with the Japanies, because they are not there yet.

b) Closing of the running hole was also discussed Mr.Fischer remarked that this will be easy as his boat was there for use the workshop men will do it.

c) Crop Demonstrator at Nkandabbwe- Mr. Wendt informed the staff that he was not happy with the work of Mr.Simuchembu at the irrigation he therefore made some arrangements to bring in Mr. Kandaandu from B/Malima he had even gone to the P.A.O. with the A.D.A.O. on this matter. But the conclusion with the P.A.O. was not good therefore he was seeking the view of the staff. This brought in a very hot discussion against the officer for taking the matter with the P.A.O. before contacting the project staff who requested Mr.Simuchembu's appointment to the scheme. After some consideration, the staff recommended that:-

   a) as now the scheme has doubled its size, it is time that we ask the department for a better informed officer.
   b) that we do not ask the department whom to send us, but they to do as they did in the past.
   c) that the Project Secretary write a letter explaining the situation to the D.A.O.-Gwembe.

ITEM 18/81 - BUDGET ADJUSTMENTS FOR 1981

Mr.Fischer informed the staff that the 1981 estimates so far we are given K100,000.-- The minister is of the opion that we scrap off The Rural Works Programme. Therefore it is now necessary that we make some adjustments as to how we are going to work with this given figure, Taking into account the increases in salaries and costs of fuel and material. The staff strongly opposed to cut the RWP completely, but favoured doing it in stages. However it was decided that a special meeting be called upon to look into this next week on the 19th February, 1981.

ITEM 19/81 - CUSA

To print a book in Tonga. Differed to the next staff meeting because Mrs. Fuchs was not present.

Cont/....4

Gossner Mission

TONGA CRAFTS - (a) Mr.Fischer requested the staff to consider some means of boosting the Tonga crafts by employing some people temporaly. The request should be considered by V.S.P.

(b) Request that V.S.P. committee minutes be circulated to VSP members. After some consideration the matter was refered to V.S.P. committee.

(c) Requests the staff meeting to consider changing the staff meeting days from Thursday to another days, because he found that Thursday does not suit him on the side of transport with the family (Mr.Fischer. After some consideration it was found that no other day could be workable it was therefore left to the same Thursday.

ITEM 20/81 - ANY OTHER BUSINESS

(1) There was a complaint from Ba Eva that there is shortage of matresses in the stock record they appear to be 12 but there is none. After some consideration it was reported by the Project administrator that he had given (2) to the surveyors at Simumpande. However there were still 10 more not known where they are. It was finally concluded that the Project Administrator to find out where the missing matresses are.

(2) Mr.P.Wendt and Mr.H.I.Spreng will be going on leave starting from the 13th Feb,1981 will be back early next month. Mr.Wendt's duties while on leave will be carried out by the farmers committee Nkandabbwe and B/Malima, the camp maintenance to be carried out by Mr.W.Neite. Mr.Spreng's duties by Mr.Nsemani.

(3) Dislcading of V.S.P. Lorry - Mr.Nsemani wanted to know the procedure in dislcading the lorry with GRZ workers. It was concluded that the matter be left to the V.S.P. committee to programme up the lorry.

(4) Germany Voluteer - The Team Leader informed the staff that there will be a germany volutee who will come here for two weeks pending his appointment to Luapula Province where he will be working at one of the secondary schools. The members of staff did not have any objection on his stay at the camp.

(5) Syatwiinda Irrigation House for the AA- Mr.D.Mutinta expressed concern on the house he lives in at Syatwiinda that it was small for a size of his family. After some discussion the matter was left with Mr.Krisifoe to consider what should be done.

(6) Invitations to the opening of Syatwiinda clinic- The project Secretary presented the invitation letters from the D.E.S. to the members of staff.

Having no more to discuss and time being up, the chairman thanked the members and meeting ended at 15.14 hours.

W. Neite (Chairman) 5.3.81

Gossner Mission

GSDP/ 1/81

GWEMBE SOUTH DEVELOPMENT PROJECT,
P.O. BOX 3,
SINAZEZE.

16th January, 1981

MINUTES OF THE STAFFMEETING ON 15.01.81 AT NKANDABBWE

Attendance: Mr.A.C.Nsemani(chairman) Mr.K.J.Jaehn(Acting secretary) Miss.E.Engelhardt,Miss.I.Fuchs,Mr.H.Fuchs,Mr.I.J. Krisifoe,Mr.M.K.Malyenkuku,Mr.G.S.Nakasamu,Mr.W.Ncite, Mr.H.I.Spreng.Mr.Mutinta (at 11.00hrs)

Absent with apology: Mr.H.M.Fischer (on duty in Lusaka), Miss. S. Krisifoe(sick), Mr.G.K.Madyenkuku(on leave) Mr. & Mrs. M.Sittee and Mr.P.Wendt(on duty).

1. Opening: The chairman opened the meeting (at 9.14hrs) and welcomed the members.

2. Confirmation of minutes.
Nov. 80. The attendence at this meeting still has to be added, otherwise the minutes were confirmed as correct.

Dec. 80. Page 1, Item I: it reads D.G.'s office instead of P.A.O.'s office. Otherwise the minutes were confirmed as correct.

3. Business arising from minutes:
a) Lake Transport:- Mr.G.K.Madyenkuku contacted and informed the D.G.'s office in Sinazongwe. From there a letter was written to the Permanent Secretary, Livingstone about this subject to raise his attention and get his opinion. Meanwhile preparations shall also be done in the project, concerning the costs involved, what type of a boat should be looked for, how to get it, etc. Mr.Fuchs will be incharge of the investigations.

b) Ba Jinja:- clearing of his new plot: no progress

c) Training of manpower:prostponed, as Mr.Fischer was not there to report.

d) Grainstorage: Mr.H.Redleberger, the student from Germany, was here and made some investigation and came up with some suggestions. He promised to send a written report to the project soon.

e) S.P.C.M.U. A meeting was held on 22.12.80 with the education team of S.P.C.M.U. and Co-op. department. Some useful informations were received, but the team was not able to answer all the questions of staffmembers. Another meeting with the managment of S.P.C.M.U. and officer in charge of the Co-op department and the project staff shall be held at Choma on 22.1.81 at 9.30hrs.

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Gossner Mission

f) Walltent: The road department sold one half of a walltent. Mr.Krisifoe shall approach the officer to compensate for that. The other walltent(still complete)is in use and still needed very much probably until the end of rain season.

g) Survey team: The team is working in Simumpande now. The people in the area had a meeting, they agreed to the survey and the result will be discussed with them and the chief. The soil and the surface area look promising to be sutiable for an irrigation scheme. But economic energy in form of electricity will be essential.
The survey team will proceed to Malima (Mutanga and Chiyabi)

h) Tomato boxes: no progress

i) Peoples participation committee: The Co-ordinator has not yet contacted the P.A.O. on this matter. We shall meanwhile go ahead and invite the proposed parties to a first meeting on the afternoon of the next staffmeeting, 5th Februay, 14.00hrs. The Co-ordinator shall write the invitations.

j) Turbine: There are still no revenues collected. Mr.Siamilandu will be called to the office.

k) Water in Nkandabbwe upper lake: prostponed.

l) The FTC Malima has asked again for support in form of transport and funds for 1981. Transport shall be again provided by the Project. But since there are no provisions made for training in the projects budget 1981, the GM has to be asked for support. The funds shall be K1 ooo, like 1980 although thenumber of courses is 26 in 1981 compared to 16 in 1980. It was agreed with the acting principal of FTC Malima and the ADAO (on 13.1.81) that the participants also have to bring their contributions. It was also agreed with the ADAO, that the selection and collection of farmers has to be organised better than last year.

4. Seminar with Project staff and agricultral extension staff.

Mr.Krisifoe and Mr.Jaehn report, that the idea came up to make a seminar like the one in 1979. The problem of negligence of subsistance food production should be discussed there besides other issues. Proposed date; 23.2. - 27.2.1981 Proposed place: FTC Malima. A committee shall be formed to prepare the seminar consisting of two members from the project (Mr.Krisifoe and Mr.Fuchs) and two members from the agricultural extension staff.

5. Seminar with project staff and team members.

Mr. Jaehn reported, that he proposed a seminar with the mentioned participants to ensure the continuation and advancement of the project staffs works and policies. This seems particular necessary, after so many team members have changed. The idea was accepted and a committee formed to prepare the meeting. Mr. Krisifoe, Mr.Madyenkuku, Mr.Fuchs, and Mr.Jaehn.

6. Generator.

After the funds K10,ooo, reserved for the Generator in 1980 had been spend already for the especially funded projects in Malima and Siatwiinda, these special funds were used in turn now to purchase the generator.

/3...

Gossner Mission

But a good used one was bought, and K3,500 were saved. K500 of those shall be used to buy additional electrical material, K3000 shall be used for the irrigations.

7. Typewriting course in Siatwiinda: prostponed to next meeting.

8. Visitors to Germany: To continue the good habit of GM to invite representative from the project and related areas to Germany every two years, the staff welcomed the idea to ask the GM to renew its invitation for Mr.G.K.Madyenkuku staff member might think about a second sutiable person until next meeting.

9. Furniture for house F. will be bought, as soon as funds are released.

10. Credit Union office in Nkandabbwe.

There are no objections from the staff when the credit union usesone room of the building at Nkandabbwe irrigation on Saturday's as office. They will use their own filing cabinet.

11. The new accounting system for the workshop, transport and travelling, which shall secure a more precise accounting of the costs of various programmes has started on 1.1.81. It still has to be implimented by the administration.

12. Miss. E.Engelhardt announced her leave from 16.1. to 6.2.81 Mr. Mutinta will organise the sisal programme and groundnuts production.

13. Mr.I.Krisifoe anncunced happily his new born daughter, Martha Jantine Krisifoe (9.12.80)

14. Mr.M.K.Malyenkuku reminded those, who travel to Lusaka, to take Tonga crafts at all times.

The chairman closed the meeting 13.00hrs.

K.J. Jaehn
Acting as Secretary

Gossner Mission

GWEMBE SOUTH DEVELOPMENT PROJECT,
NKANDABBWE STATION,
P.O. BOX 3,
SINAZEZE.

22nd December, 1980

THE MINUTES OF THE STAFF MEETING HELD ON THE 4th December, 1980 at NKANDABBWE.

PRESENT: Mr. A.C.Nsemani(chairman) Mr.G.K.Madyenkuku(secretary) Mr.H.M.Fischer,Miss.E.Engelhardt,Mr.W.Ncite,Mrs.Fuchs, Mr.Fuchs,Mr.G.S.Nakasamu,Mr.K.Jaehn,Mr.I.J.Krisifce, Mrs.Sitte,Mr.P.Wendt,Miss.E.Hassler,Mr.M.K.Malyenkuku and Mr.H.J.Spreng.

In attendance: Mr.V.Syankondo.

Absent with apology- Mr.Sittee, Mrs.Krisifce

Introduction: Mr.Jaehn introduced Mr.Spreng the new team member to the Project staff he went on to say Mr.Spreng will be the new workshop office i/c. The staff welcomed the new member by clapping sound of hands.

Item I - Mr.Jaehn made a report of the meeting held in ~~P.A.O.~~ D.G.'s office in connection with the S.P.C.M.U. Taking over from Namboard in the Gwembe Valley in January,1981. The system works in the following manner: (see chart enclosed)

Gossner Mission

A- UNION ⟷ AFFILIATION FEE: K50.00

1. UNION DIRECTOR
2. DEPARTMENTAL-M.C.O. ATTACHED TO THE

B- SOCIETY -TO HELP SOCIETY RUN ITS AFFAIRS

MEMBERS OWN AND RUN THE CO-OPERATIVE SOCIETY

C. SEVEN DIRECTORS
SOCIETY MANAGER

SOCIETY BOARD

TO PLAN FOR THE SOCIETY AND ASK MEMBERS TO AGREE TO THEIR PLAN BEFORE IMPLEMENTING THE PLAN AT AN ANNUAL GENERAL MEETING

D. THREE DIRECTORS
SOCIETY MANAGER

EXECUTIVE COMMITTEE

E.
1. SEEDS
2. CATTLE DIP
3. SALADINE
4. SUGAR
5. POTS
6. FERTILIZERS
7. BICYCLES
8. FLOUR
9. MAIZE MEAL
10. TYRES AND TUBES
11. PLOUGHS
12. GROUNDNUTS SHELLERS

CO-OPERATIVE SOCIETY

Co-OPERATIVE ACCOUNTING SYSTEM GIVES FINANCIAL INFORMATION

F. 1. SOCIETY MANAGER
2. SALESMAN
3. BOOKKEEPER
4. PRODUCE CLERKS
5. WATCHMAN
6. OFFICE ORDERLY
7. DRIVERS
8. AUDITORS

CREDIT TO MEMBERS

CONSUMER GOODS TO MEMBERS

FARM INPUTS TO MEMBERS

PRODUCE BOUGHT FROM MEMBERS

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The question now is, what shall we do as a project working for the people in this area(Gwembe South) should we consider forming some kind of a co-operative which should work for the people.

After some consideration it was concluded that a letter be written to the union requesting them to come to the project so that they come and make their ways of operation known to us. When they all the project staff should be involved and the Syatwiinda Credit Union and Nkandabbwe. Mr.Nakasamu to take up the matter with SPCMU.

Item 2 - Confirmation of October.staff minutes.

Page 1 - Item ii- where it reads-Mr.Jaehn report. It should read Mr.Nakasamu reported. After some spelling mistakes the minutes were passed as a correct record.

Item 3 -(a) Matters arising from last minutes.

Page 1 Item 2- The officer was asked whether he had taken up the matter of the wal-tent with the roads branch. In reply the officer Mr.Krisifoe said that he had not made any follow up yet but he will contact the Road branch soon.

Page 1- Item 12-It was reported that the Planning officer was approached twice, but each time the officer to do the surveying was out on other projects. However it was concluded that Mr.Nakasamu follows the matter and give transport if it is the hinderance (5.12.80)

Page 2- Tomato boxes, The officer was requested whether he has made the sample box as instructed by the staff. The officer Mr. Ncite replied that as the tomato season was over there is no need of making the boxes until next year. The staff felt and demanded that the boxes be made now waiting for the tomato season. The officer agreed to make a sample so that Mr.Madyenkuku could conduct the making of more of these boxes.

Item 3-Page 2- Encreasing of Zambian staff in the Project.

The secretary requested to know as to how far we have gone on this subject. The matter seem to have not received much attention, in short it appeared as if the need is not clear at present. Mr. Miyanda the A.D.A.O.'s name was put forward for consideration to be attending the staff meetings but the conclusion was not clear as he may be one of those to attend peoples participation committee which is yet to be formed.

Peoples participation committee

It was reported by the team leader that the District Secretary, Sinazongwe was approached on this, who accepted the proposal.The project co-ordinator reported that he had not brought the matter to the PA.O. yet and that he had not even seen who may be participarnt he also requested to know who these shall be. In answer the following bodies should be in this committee:-

(1) Syatwiinda Credit Union (one representative)
(2) Nkandabbwe " " "
(3) Valley Self Promotion "
(4) One representative from the committees of irrigation schemes.

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(5) a. Health department
b. Agriculture (extension)
c. Fisheries (extension)
d. Community Development
e. Vet and Tsetse department
f. One ward Councillor
g. Other officers may be invited when required

Page cont. Item 5- Turbine.
The team leader wished to know as to how much the turbine has brought in the office as revenue since the agreement forms have been signed. In reply, the project co-ordinator replied that nothing is recieved yet, but promised to make a check on it.

Water in the upper dam:- The secretary reported the water level has gone down ealier than expected, it is believed that this is due to the installation of the water pump by P.N.C., which is or has drained more water. There is at present no water for the turbine. After some consideration it was concluded that the company be approached to install their pump below the upper dam. (action by whom not mentioned) Workshop to close the lower pipe

Item 6(a) Syatwiinda extension.
The officer i/c reported that although the required amount of money was paid to the department of Land Use Services, the machine to do the work are not in Syatwiinda yet. It was stressed that a follow up be made.

(b) B/Malima irrigation equipment. This is being looked into by AFE

(c) F.T.C. It was reported by Mr.Krisifoe that a meeting was to take place in connection with FIC Malima, but aborted. It is scheduled to take place on the 9th December.

(d) Sisal:- Ba Eva reported that at present, the rope making machine has shown some wearing out therefore spare parts are required. She therefore requested to know how she could pay for this as parts were not available in Zambia. After some consideration, she was advised that she can get the spares though donor agencies over seas.

(e) Financial Report:- The Project Administrator reported that there was no prepared report, however he informed the staff that all the money allocated to us is used up.

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Gossner Mission

Staff minutes held on the 6th November, 1980:

Water transport

(a)Confirmation - It was noticed that theitemm on water transport was missing from the minutes. On this item it was concluded that:-
(a) there was need for lake transport.
(b) that the District Secretary, Sinazongwe approached to find out from him whether there is any need for this programme, and that the local people be involved in some way or another in order to make them understand that they are also involved in the exercise.
(c) that the project co-ordinator and the project secretary bring this to the notice of the District Secretary.
There after the minutes were passed as a correct record.

Matters arising:- Page 1- Ba Jinja:-Mr.Jaehn reported that the meeting took place between the chief, councillor syapwaya,village headman syamugande in connection with the land. At this meeting it was finally decided that the land around the workshop and Ba Jinja's house belonged to the project. Therefore ba Jinja is given another area to the west of the area we are holding. Therefore we have to fence our area.

Mr.Jaehn requested the staff whether there was any possibility of helping ba Jinja to get his new place cleared by the project as he has put up this request claiming that, he ba Jinja has made some clearing at the site of the project. After some consideration, it was concluded that he be helped, that Mr.Wendt take up the job. And that it should be done now not next year.

Training of Man power.
Mr.Fischer reported that he had contacted Evelyn horn college, where he was told that they only take form five students. But so far he has not yet contacted N.I.P.A.

Mindolo:-Ba Eva reported that from her observation Mindolo is not the right place for our need. Miss.Haessler requested to know whether Ba V.Syankondo can be sent in this programme and also using the same funds? In reply, it was stated that whoever is sent should go through the church in this cas (UCZ) However it was concluded that Mr.Bredt be contacted for advice. (to be contacted by ba Fischer)

(5) Transport:On this subject Rev.Malyenkuku complained to the staff that it was not in order to have brought his name in the staff meeting on the question of charging the people on his car, it should be born in mind that, at times he makes journeys which are private during these journeys if somebody akss him for a lift, it is upt to him to request this person for help of a small amount of money in order to help him buy the petrol, if he is on a duty journey he has always carried members of public including those on V.S.P. without asking them for anything. Therefore before one brought this matter to the meeting he or she should have contacted me. He finaly went on to say that he may be hard in future on such complaints. As Mrs.Krisifoe was not in, no useful reply was given to ba Marks remarks.

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Point 8- Claims for seminars.
Question risen whether the Project administrator had made any findings on this matter. Mr.Jaehn reported that, him and the P.A. had met the Provincial Accountant, who advised that, in the first place make an LPO to the shop know what to buy from, it this is not accepted, buy with your money, then after this, make a list of items bought and send these to Choma with your money, then after this, make a list of items bought and send these to Choma with the reciepts plus the rejected LPO.

Point 9- to be discussed at the next staff meeting.

Point 10- Missing parts of the Syatwiinda old water pump. It was reported by Mr.Nsemani that they are found, they were within the workshop.

(b) Items for the agenda's of staff meetings:- The project secretary complained that officers should give their items to the secretary to be put on the agenda of the meetings, what is happening now is that officer always say they have come to the meeting they always have something on any other business. This is not fair. It was taken note of by the staff.

(4) Programmes progress reports-Differed to the next staff meeting.

(5) Any other busness
(a) Ba Nelson Simawachi - Mr.Nsemani brought in the complaint of Ba Simawachi that he would like to continue to work as a full worker despite the fact that he has a loan of gas bottles(mean while the loan is fully paid)After some consideration, it was decided that the Administrator officers should meet him next week.

(b) Ba Joseph Muchimba- A complaint came through the workshop administration that the man above is asking for a consideration in salary since he is doing two jobs, that is Driving and Mechanics. The matter was also refered to the Administrative officers who would be meeting next Monday.

(c) Maize Storage:- Mr.Fischer reported that Mount Makulu research station is prepared to build up 3 different grain storages at the F.T.C. Malima if the project accepts the idea, Mount Makulu will get down material.
The idea was accepted, so Mr.Fischer to go ahead with the rest of the arrangements.

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(d) Building -Mr.Ncite:- Mr.Ncite, requested the staff to take note that he is using the Builders transport to go to his home and back as arranged by the Co-op.management, he is not paying for that, but instead he is not paid overtime. He bittery made strong remarks that he has or is hearing some people speaking against this arrangement. He even went on to say that he is going to fight the man who talks against this arrangement. (he went on to say that he had brought this matter before the departure of Ba Elisabeth)

On his strong remarks, the staff in general requested him to state whom he has heard of talking bad of him, or how told him about this,because of the threatening words of fighting he has made. After strong discussion, he said, he has changed his statement, that he was not going to fight. However his statement has given ill feeling to some of the staff both white and black (although his complaint was based on his fellow blacks.

(e) Annouuncements

(1) Mr.Jaehn announced that there is a German student who is now at Mount Makulu on some research work on grain storage he may be visiting the project some time. The question is whether we are going to accept him and help him where and when necessary in caring out his research down here. The staff accepts him but he should be asked to make known his finds to us too.

(f) G.R.Z. Honda- Mr.Jaehn requested the staff that the project repairs the honda and let it be used by Malima irrigation staff. The idea was accepted, but the cost of spares should be bought by the malima Irrigation scheme funds.

9. Leave- Ba Gray requested to go on leave starting from the 2nd day of January to the 31st of the same 1981. The staff accepted. But the P.A. requested Ba Gray to fill an application form.

The chairman requested the project secretary to say few words of goodbye to Ba Elizabeth who was leaving the valley for home. The secretary thanked ba Elizabeth for the work she had done during her stay in the valley and wished her a good journey home and a good stay there.

Chairman

Gossner Mission

Gwembe South Development Project,
P.O. Box 3, Sinazeze.
27th June, 1980

SPECIAL STAFF MEETING TO BE HELD ON THE
2ND JULY, 1980 AT 09.00HRS.

Officers concerned. Mr.G.S.Nakasamu,Mr.K.Jaehn,Mr.G.K.Madyenkuku, Mr.W.Ncite,Mr.P.Wendt,Mrs.Krisifce,Miss.E.Haessler,Miss.E.Engelhardt and Mr.I.J.Krisifce.

Subjects to discuss.

1. Small scale irrigations.
2. Appropriate Technology on water.
3. Appropriate Technology on farming.
4. Animal Husbandry trial.
5. Agricultural Research.
6. Erosion control.
7. Community Development.
8. Co-operatives.
9. Health nutrition.
10. Any other business.

G.K.Madyenkuku
for Project Administrator

Gossner Mission

Gwembe South Dev.Project,
P.O. Box 3,Sinazeze.

Gossner Service Team
P.O. Box 4, Sinazeze. via Choma
1st July,1980 Zambia

The Syatwiinda Irrigation Farmers and Credit Union Officials,
The Nkandabbwe Irrigation Farmers & Credit Union Officicials,
The Buleya Malima Managment and the Farmers committee members,
The Gwembe South Dev.Project Workers,
The Gwembe South Builders Managment & Workers,
The Rural Works Programme Farmers,
The United Church of Zambia, Kanchindu Consistory,
The Roman Catholic Church Maamba Parish,
The Kanchindu church choir,
The Nkandabbwe church choir.

Dear Madam!
Dear Sir!

The Gwembe South Development Project and the Gossner Service Team work for ten years now in Zambia, in the Gwembe Valley. The GSDP started with the Siatwiinda Pilot Irrigation Scheme. We want to celebrate this anniversary at Siatwiinda on Thursday, the 10th July 1980. We start at 10 hours and want to stay together until late afternoon. Food will be provided. Also transport, where nesessary.

Our main speaker will be the District Governor, Rev.Chipese. We would be glad, if you would attend our celebration.

Sincerely yours,

(G.S.Nakasamu)
Project Administrator

(K.J.Jaehn)
Team Leader

Gossner Mission

Gwembe South Dev.Project,
P.O. Box 3,Sinazeze.

Gossner Service Team,
P.O. Box 4,Sinazeze
1st July, 1980

The Syatwiinda Irrigation Farmers and Credit Union Officials,
The Nkandabbwe Irrigation Farmers and Credit Union Officials,
The Buleya Malima Managment and the Farmers committee members,
The Gwembe South Dev.Project workers,
The Gwembe South Builders Managment & Workers,
Rural Works Programme Farmers,
The United Church of Zambia, Kanchindu consistory,
The Roman Cathclic Church, Maamba Parish,
The Kanchindu church choir,
The Nkandabbwe church choir,

Nomuyandwa Nobakwesu,

Pulojeti ya Gwembe Saufu(GSDP) antomwe a nkamu yabana Gossner(GST) zyabaa mwaaka kumi kazibeleka omuno mu Zambia mucisi ca Gwembe Boma Sinazongwe. Nkamu eyi yakatalika a mulimu wakuscla zilili zyakutilila kwa Siatwiinda. Tuyanda kuyo sekelela kwa Siatwiinda mubuzuba bwa 10 July, muli bwane, Muswanganc uyo jalulwa ciindi ca 10 kilokc cifumofumc. Elyc tuyc bungana antoomwe kusikila ciindi cha gcokc lokc.(acisupwido) Malyc ayc pegwa a zyeezyc kuli bazwa kule batajisi zyabc zya kweenzya.

Mukanazi mupati uyocba mulangi wa Gwembe, Ba Muluti Chipesc. Inga twabotelwa kapati kuti mukasike ku pobwe lyesu.

Banu mulushomc,

(G.S.Nakasamu)
Project Administrator

(K.J.Jaehn)
Team Leader

Gossner Mission

Gwembe South Development Project
P.O.Box 3 Sinazeze

Minutes of a special Staffmeeting held on 27.6.80 at Nkandabbwe

Present: Miss E. Haessler (chairlady), Mr. K.J.Jaehn (secretary)
Miss E. Engelhardt, Mr. H.M.Fischer, Mr. G.S.Nakasamu,
Mrs. S.Krisifoe, Mr. I.Krisifoe, Mr. W.Ncite,
Mr. P.Wendt, Mr. U.Schlottmann

Special guests from Germany: Mr. E.Mische, Mr. E.Smid

1. The chairlady wellcomed the guests to the staffmeeting
2. The following programm was drawn up for the visitors:

   28.6. Workshop and Camp

   29.6. Mr. Mische preached in Trinity, 9^{30}h

   30.6. Gwembe South Builders

   1. 7. Siatwinda Irrigation and Rural Works

   2. 7. Staffmeeting all day

   3. 7. Siatwinda Credit Union Meeting

   4. 7. Staffmeeting all day

   9. 7. Social Evening with DG,DS and all Staff

   10.7. 10. Anniversary Festivity at Siatwinda Irrigation

   14.7. Staffmeeting all day

   Points for the staffmeetings: Annual reports, planning for future, evaluation report, budget (in that order)

   Mr. Mische expressed also interest in visits to Gwembe Central, and, for relaxation, to Nchete island and Livingston.

3. The date for the aniversary will be the 10. July
   All staffmembers are invited to think about an activity, which involves all participants in the feast and which at the same time expresses our ideas of development.

K.J.Jaehn

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TEAM-WEEKEND IN LOCHINVAR FROM 6th - 8th NOVEMBER 1981

Sunday, 8th November 1981, 9.15 - 11.15 hrs, topic:

STAFF WITHOUT TEAM

For introduction of the subject hans presented a paper as follows:

There are 8 teammembers out of 16 staffmembers.
60% of all programmes are run by teammembers, 35% without any participation of a staffmember who is a Zambian.
Staffmeetings are often only extended teammeetings with zambian audience.
The team should slowly prepare its retreat:

1. the team will not bring in any new programmes,
   every programme within the GSDP is conducted by a Zambian,
   everybody who is in charge of a programme is member of the staff,
   teammembers advise their zambian partners who are responsible for the programmes.
2. teammembers are only advisors and stop to be staffmembers,
   they take part in staffmeetings as advisors,
   they do not have the right of voting.
3. the team retreats from the GSDP,
   advisory teammembers could stay for instance
   - a plamner at Lusaka,
   -an advisor for the Land Use Planning Officer at Choma,
   - an advisor for the ADAO and the Health Officer at Sinazongwe,
   - advisors for the GSDP, VSP and GSB at Nkandabbwe.

In the discussion it looked like the circumstances and the situation of the 3 irrigation schemes of the GSDP are favourable to do a step in this direction (agricultural advisors).
There is few hope in this direction for GSB unless governmental organisations (Department for Cooperatives) second somebody to GSB or manage to get somebody for them.
On the side of Credit Unions it seems to be difficult to get a zambian counterpart out of financial reasons. But the Credit Unions could promote themselves in the worst case as a lot of other Credit Unions also have to do all over the country.

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[illegible] it was said that the zambian staff should be mobilized more in the various programs so that they take over the responsibility. For instance for Credit Unions it is not absolute necessary to have a well-trained person from CUSA, somebody of the staff or a resident of the valley could also be responsible for cooperatives. It is not good to bring the Credit Unions themselves directly into the staff as they might loose their independance and their self-confidence.

Up to now only people who belong to the project or who are working in the project (Government) could become members of the staff. If decentralisation takes place and the project is integrated more into the departments somebody of a department could also be a staffmember. At the present the zambian employees of the projectare not allowed to decide on the project's budget, only the administrator and the team are responsible for this. On the zambian side people of the District level are required to make the budget of the GSDP.
(A committee has been formed concerning the possibilities of integrating the GSDP into the departments. H.M. Fischer is the representative on the side of the Gossner Mission. Those of the project will be chosen in the next staffmeeting. Results on the work of this committee are expected in about a year).

How can the zambian staffmembers in this situation take over more responsibility in the project (excluding the Budget)?
For the team the best way would be to hold themselves back in contributing to discussions even if it is difficult. The Zambians should be motivated to contribute more and they should be taken serious in their remarks. Arguments like "I do not see this" or "I do not take part in This" for instance should not be made from the side of the team.

The question is now how to bring in one's opinion?
There the zambian counterparts should be in charge of bringing problems forward to the staff like the advisors for the irrigation schemes, BaAndreas for the workshop, for female extension work a counterpart has been applied for.

Bringing problems to the staff is not decicive, but who is going to decide, who is going to act? Reporting can be considered as a first step towards zambianisation.

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But even this reporting to the staff is often put on the team by the zambian staffmembers as they try to avoid troubles with their fellow-Zambians. The team is not standing in the zambian society like they are and therefore will not feel the consequenses of a certain decision. But is it really the better way to bring in the "mugua" instead of going the zambian way? How far are we, the team, responsible towards the zambian law and legality? Basically we have to work within what is given (as we for instance get the money from the zambian Government) but within this frame we can bring in our own opinion. It should be avoided to use the advantages of being a white person but it should be tried to look for and to go ways which also Zambians cab go. Before putting the stamp "cowardly" on such a zambian way it must be considered how it came to such a way, what the background was.

Patience is a very important factor in this process. A problem should only be brought before the staff giuded by facts but without a proposal for a solution. This might cause a long discussion but in the end the zambian staff can take part in the decision while otherwise the solutions of the team are accepted too fast.

Problems arise in this process as also among the staffmembers differences in carrying through their opinions are seen. Therefore, the team should not step back completely but should show itself as a colleague, so that team and zambian staff are on a par. The discussion of problems should take place in the staff with support of the opposite parties by the team.
A different opinion was ushered: if somebody of the team wants to say something he should not keep back because also the Zambians will say something if they feel like. Here it was made clear that the way of discussing in Zambia and in Europe is completely different: the zambian way is slowly, in detail and less speedy in coming to a decision, the european way is quickly, efficiently and coming fast to a decision. Therefore there is no equalitiy concerning the abilitxy of discussing in the staff. But progress is seen on this problem.

The back-keeping of the team in the staff could cause a feeling of being less concerned and having less obligation towards

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staff decisions. This danger is not present if the staff is really taken serious.

Is the team or are the teammembers teacher or do they have functions of teachers or ideals?
Even if we disown this it is still a fact. This is not only valid for the work outside but also for the work and behaviour in the staff.

So what should be changed in the staff now?
1. The Zambians should be taken serious in their contributions
2. The team should be patient in listening to the Zambians.

Should there also be a zambian representative of VSP and GSB in the staff? Generally it is welcome to have guests to the staffmeetings, but it is not possible for VSP and GSB to join the staff as they are not working for the project (Government).

The question was put wether the project is meant to stay as it is or wether it should be disbanded and be integrated completely in the various departments? The formation and the existance of the project as it is now was never intended like that. The future after the expiration of the agreement between the G.M. and the GRZ is not yet clarified. The provincial offices would like to keep the project as it is because it's extra vote brings more money into the Southern Province.

Summary:

The complete exclusion of the team from the staff is not yet possible (budget) and also not good.
What can be done starting from the next staffmeeting is
1. bringing forward of problems by zambian staffmembers
2. keeping a bit back from the side of the team
3. taking serious of contributions of zambian staffmembers.

The proposal to exchange opinions and observations of the next three staffmeetings concerning the "zambianisation" as described above immediately after the staffmeetings was accepted.

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7.11. afternoon

Ake: team constitution

The team constitution was set up in 1974. In those times it had the function to give a formal framework how to come to decisions and on the other side to define the role of the team-leader. 1974 the GSDP was organized completely by the team of experts. The staff and the co-ordinator as Zambian decision-making bodies were still in preparation.
So the main task of the team-leader was:
to keep contact to administrative officials of the Zambian government, where ir was expected that the team-leader could giveon his own reliable and imperative answers to the government demands and to co-ordinate differnet parts in the GSDP, how to allocate team-members in the integrated approach of work

Since the 'staff-meeting' and the role of the Zamiban co-ordinator are established now, the situation is differnet. Mainly because the decision-making role is now in the hands of the staff. The stff is the body to discuss any problem with project work and look out for decisions. The team is authorized only to handle internal questions between Gossner Mission and Nkandabbwe and should not anticipate solutions considering project work. Under this new perspective the role of the team_leader is reduced, as all administrative work is put into the hands and responsability of the co-ordinator, who is now the highest authority and represents the GSDP on all levels. The team-leader is per definition now not any more authorized to take any decisions by himself which are concerned with project work.

Unfortunately if we look at the reality and the work which is in fact carried out by our administrator one has to admit that he does not successfully cover the described tasks. Maybe the work is just too much for him, until now still too much is left to the team-leader, f.e. to come to conclusions with the governmet and to follow-up those decisions, even in administration. So the team-leader has a very difficult task: on the one side he is not authorized to represent the whole GSDP but only the team in its internal matters. On the the other side he actually is carrying out this work and is approached by Zambian officials as if he were the team-leader of the GSDP and approved by the whole staff.
But this cannot be accepted for the future, where most of the administrative work has to be carried out by the administrator. It was discussed how the new tasks of the team-leader look like, and how his functions could be splitted up if nobody was able to take over all the duties. It has to be insured that:
1) the co-ordinator still gets assistance in administration, as it seems that work is toomuch to be done by him alone
2) there has to be a person to keep the official contact to the Zambian government. But mainly this again is the job of the administrator to be the official representative for any request to the GSDP.
3) still needed is a team secretary who has to organize internal meetings, write minutes and hold up correspondamce with Gossner Mission in West-Berlin.

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Are proposed [illegible] and a committee [illegible] to cover these functions. But I [illegible] questioned whether this would not mean that too much authority is again taken away from the staff and put into the power of the team, a tendency which would be definitely wrong. One could consider to form an executive committee out of staff-members, as most work is anyway dealing with project matters. There is also hope, that the new administrative structure after decentralization might strengthen the District Development Committee and make its work more effective. Certain decisions and executive actions could then be expected to be carried out by the District Development Committee.

Finally the team-members decided to bring the whole discussion into the staff-meeting. The proposal to be made to the staff-members was formulated like this:

there will be no team-leader in future but his job will be carried out by several people

1) the official representative for the Zambian government will be the liaison-officer in Lusaka

2) a team-secretary, who will be appointed every 3 months will conduct the correspondance with the Gossner Mission

3) the staff should discuss and decide about the assistance for the project-co-ordinator, whether he will be helped by elected staff-members or whether one should request the PAO to send an assistant, who starts working as soon as possible and can be the successor of Mr. Nakasamu, who will retire in 1982.

On request of Christina the role of the unpaid wife of a team-member within the team was discussed. It was agreed that an unpaid spouse has not the duty to become an active member of the team)which includes job like team-treasurer etc) but can decide about his or her activities him-or herself after his or her personal feelings or needs. Christina decided to withdraw her presence from the team-meetings with the argument that she felt intolerance of the team against her children, if they disturb in discussions.

Gossner Mission

10/81

Gossner Service Team
P.O.Box 4 Sinazeze

Minutes of the teammeeting, held on 7.9.1981
at Nkandabbwe Camp

Attendance: Manfred Sitte (chairman), Eva Engelhardt, Ingrid and Hans Fuchs, Christina and Klaus Jähn, Hans-Joachim Spreng, Peter Wendt.
Invitee: Hans-Martin Fischer, Angela Fischer (temporarily)
Apology: Monika Sitte (on leave in Italy)

1. Opening: by the Chairman

2. Confirmation of minutes: The minutes were confirmed with the following changes: add: 3.g) Famine relief maize payments: no progress. 7: line three: replace "Manfred" by "GSB", in lines four and five replace "he" by "they". Add: 8: Announcment: Monika announct her leave from middle of September to the middle of October. She will correspond about the conditions of her leave with Gossner Mission directly.

3. Matters arising from last minutes:
   a) Teamfinances: the lorry is still not sold. Ake will fit it with a mirror and then it will be brought to Lusaka.
   b) Caravan in Lusaka: no progress
   c) VW-Combi: It was decided to sell it to Hans-Martin as it is, unrepaired, for K 600,- (5/0/2)
   d) GSB: no progress
   e) Teamweekend: It will be in November. Preperations as follows:
      Team and church: Klaus and Christina
      Teamconstitution: Ake
      Withdrawel: Eva
      Food: Peter
   f) Famine relief maize: payments are in progress, but some money still has to come.

4. Klaus' work: Klaus explained, that he will concentrate on his churchwork, lay training and on Tonga tradition for the rest of his contract period. He therefor retires from Teamleader.

5. Election of teamleader: was postponed to the teamweekend. Klaus will remain in this office up to that date.

6. Signatures for GST bank- and savingsaccounts: It was decided, that the following teammembers are authorized to signe for all GST accounts (internal account, external account and savings account): Hans-Peter Wendt (chairman), Klaus J. Jähn (secretary) Hans Fuchs (treasurer), Eva Engelhardt, Ingrid Fuchs, Christina Jähn-Hoffmann, Manfred Sitte, Monika Sitte, Hans-Joachim Spreng.

7. Zeze-Coop:
   a) The team recieved an assessment for the four houses, which are offered to the Sinazeze school, of 670.50 Kwacha. The team has paid 750.- K for these houses and continous to offer the houses to the school for this price only.
   b) The 300,- Kwacha downpayment will be paid back to the Sinazeze PTA as requested (4/4/0, casting vote of chairman in favour).
   c) The health assistant, who complaint about the missing pitlatrine is requested to build one on self-help basis. He can get technical assisstance from GSB.
   d) The matter of pitlatrines in general is referred to VSP as the future beneficiary.
   e) Manfred reported, that the house, which is used by GSB, has been renovated in lieu of rent.

Gossner Mission

8. Sewing machines: referred to staff.

9. Offices for staffmembers: Ake, Hans and Monika are requesting for offices outside of their houses, in the camp. House I will be used for this purpose, while it is not used for staffhousing. Two bedrooms will be reserved for guests.

10. Mr. Sikutega: In follow up of minutes 8/81, point 33, Klaus reported, that Mr. Sikuteka visited the team on the date of the proposed meeting on 16.9.81. He explained the matter and it was agreed, that he will continue with the construction of his house with advise from the project.

11. Accomodation: Mr. M. Siakasasa, the VSP lorry boy, has applied for accomodation in the camp. It was decided, that there is no need to accomodate a lorry boy, after so many other requests have been turned down,
But there are no objections to accomodate the new project driver, while he is on probation.

12 Staff without team: referred to the team weekend. Hans will prepare for this item.

13. Revenues: Ake reported, that he is using transport revenues for the purchase of spareparts. The team has no objections against this practice. Ake will settle the account monthly with Mr. Musia in future.

14. Parttime teaching in Sinazeze: The team has been requested to look into the possibility to do some teaching at the proposed secondary evening classes in Sinazeze. The team recommendsthe idea. Everybody should be free to do some teaching in his spare time. As a first step, interested teammembers will fill the provided forms.

15. Any other bissiness:

a) Mr. Mische's visit in January: Manfred pointed out, that Erhard's proposed visit is conflicting with his and Monika's leave from the middle of January to the middle of February. Fuchs' will be on leave from December to the middle of January.

b) Transport to hospital: Ingrid wanted to know about charges for privat transports to a hospital or clinic. Hans-Martin said, that the team in the past got orientation from normal charges of local car-owners. This will continue.

c) Vickson Syankondo: He complained, that he has not enough money to meet expenditures at the course. After some discussion it was concluded, that he will get another 50 Kwacha for this purpose.

d) Visitors in Kanchindu: Gideon will get one Kwacha for each visitor in Kanchindu.

e) Loans: Hans reported, that loans are still outstanding from Mr. Malala, Mr. Mutinta, who has paid some, Mr. Ncite, with whom an arrangement for payments in installments will be made, and Mr. Ngandu, who will be contacted by Eva and Peter.

K.J.Jähn
Secretary

Chairman.....

confirmed.....Member.....
(date)

Gossner Mission

GM

9/81

Gossner Service Team
P.O.Box 4 Sinazeze

Minutes of the teammeeting, held om 6.8.81 at Nkandabbwe

Attendance: Eva Engelhardt, Ingrid and Hnas Fuchs, Christina and Klaus Jähn, Hans Joachim Spreng, Manfred and Monika Sitte, Peter Wendt.
Invitee: Hans-Martin Fischer

1. Opening.

2. Confirmation: Minutes 8/81 wree confirmed.

3. Matters arising:
   a) Extension of agreement: Hans-Martin reported, that Erhard negotiated about it with the ministry, there is no further action needed from our side.
   b) Teamfinances: The lorry is still not sold, therefor no change in the teamfinances.
   c) Lusaka house: No construction measures are needed, but the leaking roof of the caravan has to be repaired. Manfred and Hans Martin will follow it up. Costs will be covered by camp maintainance.
   d) VW-Combi: It is in the camp now, and the repaire will be estimated by ~~xxx~~ Ake.
   e) GSB: No progress yet with Coop-departement and the Building-Coop-Federation.
   f) The teamweekend will be at 23./25. October, Hans-Martin shall book for 10 persons at Lochinvar.

4. VSP: Monika introduced some ideas about structural changes in the VSP society. After a lengthly discussion, the matter was postponed to a special teammeeting on 13.8.81.

5. Dryland farming: Referred to staffmeeting.

6. House for CCTS: The committee for a Child Care Training Sector has applied for a house at the Zeze-coop in order to realize the programm. It was decided, that the programm will get a house there.

7 Money from Sister Alice: In November 1980 Sister Alice gave 1000 Kwacha to Hans-Martin for the purchase of a hammer mill. When Manfred was in very urgent need of cash around that time, he lend this amount of money from Hans-Martin, but he failed to pay it back. In order to get the mill, The Sister paid again to Hans-Martin, but this time 1500 Kwache, because the price was increased in the meantime. This money has to be recovered: It will be paid by theteam for the time beeing and will be accounted to the GSB as an additional loan. Decided so by the teammeeting.

K.J.Jähn
Secretary

chairman.....

confirmed.....member.....
(date)

Gossner Mission

GM

8/80

Gossner Service Team
P.O.Box 4 Sinazeze

MINUTES OF VARIOUS TEAMMEETINGS WITH E. MISCHE AND I.BORNS-SCHARFF IN JUNE AND JULY 1981 IN NKANBABBWE.

1. Confirming of minutes: Minutes 7/80 were confirmed as correct

2. Matters arising:
   a) Generator: will be discussed again, when the new welding machine is installed and working.
   b) Loudspeaker for filmprojector: arrived and are working.
   c) Zeze-Co-op: The team takes notice of an application for one of the houses for the child-care-training-sector.

3. Gossner Mission Contract system: The GM-Kuratorium decided, that all new contracts will be made according to the DÜ-contract system. Erhard explained the new system (a dreft is in the team-file) which is not really finalised yet. As soon as DÜ makes final decisions, each teammember will be provided with datas to compare his salary and benefits in the old and in the new system, and can decided for himself, whichone to follow. Erhard explained, that the free homeflight in four year contracts applies to new contracts only.

4. Planning for withdrawal/ Extension of agreement: On two of the meetings this point was disdussed. The team had discussed since a few weeks, what consequenses would be involved, if GM/GST would withdraw from Gwembe South at the end of 1983. In detail the consequenses were discussed for the irrigation schemes, for the workshop and for female extension work. It appeares, that the irrigation schemes will contineu to need technical and financial assistance. Technical assistance is vital, it could be provided by either moving the workshop to Buleya Malima, or with a service contract with the Maamba Mine.
The extension of the agreement will be discussed by Mr. Mische with representatives of the Ministry of Agriculture and Water Dev. before he departs from Zambia.

5. Socio-economic survey: It was agreed, that there is need to collect datas and other particulars for further planning for the project and the area. Erhard reported about a group of experts with the name ECO, which is interested to make the survey. The costs of 150,000.-DM would have to come from "Bread for the world". A decision about financing would not take place before 1982. Erhard reported also about Dr.Huhle, who is interested, and who could be financed by DÜ. The team has no objections, as long as no GM finances are involved. The team wants to be involved in the formulation of the survey approach.

6. Teamfinances: Hans reported about the situation of the teamfinances. For 1981 K 20 000.- are still needed above expected incomes. The money is particulary needed for financing of the incoming cars.
Following solution was found: Teammembers cannot get money for their cars from the team, but only from GM directly. GSB will sell the Toyota lorry and repay with the proceeds part of their debts to the team. Ake and Hans-Martin will assist in the sale.
The financial requirements of the team was calculated at K 10,000.- per annum.GM should include this amount in her budget.

7. Accomodation latrines and stores at the Lusaka house: Hans-Martin and Manfred will work out a proposal for a solution of these problems.

8. Kanchindu Camp: The second house will be painted, after the staff decided about its use. Generator will also be discussed in the staffmeeting.

Gossner Mission

9. Course for V. Syankondo: While Vickson is on the course, he will be supported with 70 Kwacha per month, for six months, plus travelling costs. He will be bound to work for the project or one of the connected organisations, if a job can be provided. The GM will provide the necessary funds.

10. Circular letters: During the last one and a half years the GM had technical difficulties to print the circular letters as promised. As the situation might persist, teammembers are free to use other printing facilities (at their own costs).

11. Extension Gwembe Central: Erhard will negotiate about the subject subject in the Ministry.

Extension Zimbabwe: Erhard explained, that GM will not be in a position to extend into two directions. He declared the idea dropped, to got to the Tonkas in Zimbabwe.

12. Flightcosts for A. Sauer: Erhard pointed out, that in case of a medically necessary hometrip, a propper attestation has to be produced, if the GM is approached to pay for the trip.

13. Payments for famine relief maize: The outstanding payments from Malima will be collected by Peter up to the beginning of August.

14. Maico: It was agreed to lend a Maico to a friend of Hans-Martin, a new doctor at Mazabouka, for the period of 5 weeks (starting 24.6.81).

15. Leyland gear: The freight costs, for the gear, which arrived in Lusaka by air, will be covered by the team.

16. Workshop: Ake reported about the situation in the workshop, particulary about the tight financial situation.

17. Film: Erhard agreed, that the GM will pay freightcosts from Bayreuth to Bonn and the insurance costs for a film about music in Africa, which comes from an archiv at the Bayreuth Uni.

18. VSP: Erhard expressed his concern about the degree of involvment of Monika as a teammember and expatriate in the VSP. He wellcomed the idea to employ a Zambian manager and a Zambian accountant. He explaint, that the GM is willing to pay the salaries in a declining pattern (1st year 100%, 2nd year 80%, 3rd year 60%, 4th year 40% and 5th year 20%). The costs for the transport for the manager will also be regarded as part of the personal costs and will be treated in the same way by the GM.

19. Subsidies from the EEC: Erhard reported, that he intends to apply from the EEC a subsidiary grant of 50% of the projects costs for three years. The projects costs include the payments of salaries by the GM for German staff. Erhard wants particulary include and finance from this grant:

a) The extension of Siatwiinda irrigation
b) Equipment for the workshop
c) A small lorry for the GSB

He will base his application on the project budget 1982, which will be send to him as soon as possible. The team has no objections, if he goes ahead.

20. Annual reports: Erhard complained about the missing reports for 1980 and proposed, that the 1981 reports are written in January and that they discussed in the project thoroughly.

21. Visitors 1982/83: Erhard reported about a group of 7 church ministers from Germany, who want to come in 1983 for four days. They are wellcome by the team. But the team feels to be overburdend with a group of 12 young people, who want to come here for six weeks for a kind of workcamp.(vote: 3/3/3). It is alright with the team, if Fuchs' take them to Kanchindu.

Gossner Mission

21. Probationers: The majority of the team is prepared to accept and attend to probationers. But decisions should be made in the staffmeeting. In an actual application is Hans willing, to take an agricultural probationer.

22. Project-accounting: In order to install an internal cost-accounting within the project, an additional accountant is needed. If thisone is not found within the civil service, the GM would provide the salary for one. All teammembers/project officers should cooperate seriously.

29. Journals: Erhard explained, that the GM feels not able to pay for more than the three journal. The monthly "Titanic" is therefor out. Erhard was asked to investigate the costs for the NZZ and to inform the team.

30 DED: According to DED practice, Erhard will try to realize a preperation time of 6 months, including 4 months of language studies and 1 month in-country travelling.

31. Hans-Martin's VW-Combi: The combi was severely damaged by Ulli Schlottmann, on duty, while he was send here by GM. Hans-Martin gets k 3,000.- for the car from the team. The team will repair it. The costs for the repair and any additional losses will be paid by the GM.

32. GSB: Manfred reported about the actual situation of the GSB, particulary about the financial situation. After the lossbringing year of 1980 (K 11,000.-) he expects also losses for 1981 of about K 3,000.-. The general conclusion was, that with the present set-up, the GSB have no bright future.
The following measures shall be taken: Manfred makes quarterly reports to the staff, the GM and the GSB-board of directors. The GSB shall be reduced to a size corresponding to the demand in the valleyonly. After the completion of the on-going project it will be evaluated again, wether any profits can be realized in the future. Contacts will be made with the co-op departement and with the Federation of Building Co-ops, in order to get support, particularry in form of qualified manpower. The prefinanced k 40,000.- will be recoverd by the GM from other sources. After the sale of the Toyota lorry the team shall ask the GM, to settle the debts of the GSB with the team account.
Since the team is involved in the GSB, particulary in its financial affairs and risks, GSB is more than other programms a team-matter. Since the responsibility is high, it should not be carried by one person alone. Hans is therefor asked to participate fully in the financial responsibility of the GSB and to report accordingly to the team and the GM.

33. Mr. Sikuteka: He claims to have paid unter witnesses to Elizabeth the sum of 620,-K for building material, but he is still waiting for the goods. Since it could be true and the team is unable to proof to the contrary, the team will pay the material and Ingrid will try to recover the money from Elizabeth.

33. Teim-retreat: Klaus proposed a weekend for the whole team at a place like Lochinvar to discuss a) the teamconstitution, and b) the church implications of our work. Detail at the next meeting.

34
Erhards remarks: Erhard expressed his concern, that according to to his observations, that teammembers are outvote the Zambian staffmembers and give them little chances to participate in decisions. This impairs the relations, which might be also the result of mutual insecurity. Zambians should be incouraged to prepare and explain proposals to the staffmeetings.

K.J.Jähn, secretary chairman.....

member.....

date.....

Gossner Mission

7/80

Gossner Service Team
P.O.Box 4 Sinazeze

Minutes of the teammeeting, held on 3.6.81 at Nandabbwe Camp

Attendance: Peter Wendt (Chair), Manfred Sitte (secretary), Eva Engelhardt, Ingrid and Hans Fuchs, Christina Jähn, Monika Sitte, Hans-Joachim Spreng.
Late: Klaus Jähn
Invitee: Hans-Martin Fischer

1. Opening: by the chairman.

2. Corfirmation of minutes: Minutes 6/80 from 27.5.81 were confirmed as corredt.

3. Matters arising from last minutes:
   a) Generator: The running of fridges on trial will be done later, after other equipment has been installed (reported by Ake= Hans-Joachim)
   b) Buntzels preface: will not be published, because DÜ refused to do so; so the problem seems to be solved (reported by Hans).
   c) Teamhouse in Malima: Is in good condition, but has to be painted completely, and no furniture is there. As there is no urgent need, this matter was decided to be postponed indefinitely (reported by Eva)
   d) Loudspeekers for the filmprojektor: They are not working. Hans Martin will ask at the NAUMANN-STIFTUNG for a spare Loudspeeker (Ake's report).

4. Peters report from GM Berlin: was no more needed as Peter told, because all the irmportant items are already known.

5. Carloan for Klaus: No objections, if he takes the full 4000 Kwacha.

7. Health service in the Camp for teammembers use only: Monika will check and take care of the existing equipment. Treatment for non-members is members private responsibility, who may decide new in every case.

8. Swimming pool: Was discussed again after it has been in the air a long time. Leaving out a final general discussion, only the necessary measures and repairs were discussed to put the pool back to use. 2000 K or less are needed to do the job, ore about 300 K for each teammember involved, plus running costs. Not everybody agreed. The matter will be discussed again in one of the next meetings, (Manfreds report).

9. Visit of Mr. Mischo and Mrs. Born-Scharff: Visitors should live in the single quarters. Christina will prepare a feeding plan, which will be discussed in a small special meeting. All meetings with Mr. Mische shall be arranged together to enable Hans-Martin to participate.

6. Zeze-Coop: (discussed after Klaus' arival) Klaus explained the history of the purchase of the houses (cf minutes 8/79, 3/80): Four houses are offered to the PTA Sinazeze School, three are reserved for the project/VSP use. Three houses were offered to the clinic/health departement, but Klaus reported, that he had reduced the offer to one house, because the departement is building its own camp. A request came from GSB to buy one ore more houses, they were advise to apply officially.

Gossner Mission

10. Treasurers report: Because the treasurer will live in Kanchindu, Ake will manage the engine oil and the gasbottle store. Financial difficulties were discussed (no money available) without final solution. It will be discussed with Mr. Mische.
Some loans were not paid since a long time. Hans will write statements to the debtors as reminders, (reported by Hans).

11. Letter from Elizabeth: Elizabeth wrote, that the houses in Siabaswi are bought and paid by the Credit Union. But receipts are missing. As the Coop-departement is involved, this problem will be discussed with them, together with Klaus (Ingrid's report).

12 Radio call: For the times of the absence of Klaus, the duty to operate the rad io-call will rotate among teammembers. It was agreed, that Hans-Martin will buy a battery-charger for the radiocall system in Lusaka.

13. Any other busxiness:
a) Strategy of GST for the future (departure of the whole team at the end of 1983): postponed to Mr. Misches visit (Eva's report)
b) Transport: Problem of the VSP lorry meeting was discussed at length. There is a basic problem of managing the programm in order to make it profitable. Discussion ended without result and will be continued in other meetings of GST and VSP.
c) Post: Mail can be ~~rk~~ transported between Choma and Sinazeze in both directions by teammembers in future. The postmaster in Choma gave an official permission. (reported by Ake and Klaus)
d) Visit from Germany: A member of a group from Lüdinghausen, who's members have been here before, wants to visit us this year. This will be discussed, when the letter has arived (Hans-Martin's report).
e) Klaus aplied for a loan of 900 Kwacha, because import customs were unexpectedly paid by the dealer for his Renault. It will be repaid with the refund from Government. Agreed.

Manfred Sitte
acting secretary chairman.....

date..... member.....

Gossner Mission

5/80

Gossner Service Team
P.O.Box 4 Sinazeze

Minutes of the teammeeting held on 13th May 1981 at Nkandabbwe Camp

Attendance: Monika Sitte (chair), Eva Engelhardt, Ingrid + Hans Fuchs, Christina + Klaus Jähn, Manfred Sitte, Hans-Joachim Spreng.

Absent with apology: Peter Wendt (on leave in Germany), Hans-Martin Fischer (on duty in Lusaka)

1. Opening by the chairlady.

2. Teamlanguage: Since all teammembers are German, the teammeeting will be held in German. The minutes shall be in English, as the official correspondence. But teammembers may also use German for official correspondence,

3. Confirmation of minutes: Minutes 4/81 were confirmed as correct.

4. Matters arising from last minutes:

a) Letters to and from Elizabeth: No progress

b) Motherless children: Monika and Christina will contact the DES next week to arrange for the proposed meeting on the subject.

c) Generator: Hans-Joachim introduced his calculations for the running costs of the generator:

Costs: 2,5l diesel/hour , 13 hours	= 32,5 l	= 12,35 K/day
		= 4.500,-- K/year
maintainance		= 360,-- K/year
Total costs		4.860,-- K/year

Savings: If the fridges run on electricity, and teammembers pay for electrisity:

25 K/month, 5 housholds	=	1,500,-- K/year
Workshop saves petrol, when using welding transformer: 1,92	=	700,-- K/year
Balance		2,660.-- K/year
Additional investment for welding transformer for 1981		795,--

It appears, that the savings for handy gas by switching to electricity will just cover the additinnal costs to run the generator five more hours dayly. Nevertheless we will run the fridges for one week on trial, as soon as t e generator runs satisfactory.

d) Buntzel - preface: We are convinced, that the preface will be severely harmfull to us and the whole project, if published as it is. We will write our opinion to Frieder add talk to him individually.

e) Monika's work and km-claim: It was confirmed, that Monika can claim full (up to 1600), because she works full time. Despite the Kuratorium's decision the team maintains, that her job is a full time job, like for Sietzke, and should be paid accordingly.
There is still the problem, how to finance the traveling allowances: we don't have enough money to meet all the costs.

f) Salaries and loans to employees: Hans-Martin found out, that

Gossner Mission

Gossner Mission

f) Salaries and loans to employees: Hans-Martin found out, that there are no regulations for domestic employees in rural areasß The market is regulated according to supply and demand. As a guideline, a minimum salry was suggested: K 35 for gardenboys, K 45 for houseboys.

5. Theory of development work: It is already a good costum to meet at Eva's place on Wednesday's evening for discussions.

6. Tonga tradition and Chi-Tonga lessons: As there is still a demand for both in the team, Syaballo shall stay employed up to the end of the year.

7. Teamgarden for the orphan-caretaker: In order to give the girls a task to grow some food of their own, they will be provided with some land. There is enough land in the camp available, e.g. the old Fischer-garden.

8. Teamhouse in Malima: In general the idea was wellcomed to furnish one house in Malima as a teamhouse for short visits. Eva and Peter will look into the matter.

9. Visit of a group of teachers: 3. - 6. August. 12 teacher will visit us on a tour of Zambia. They are wellcome, we are willing to feed them, the programm shall be discussed in the staffmeeting.

10. Ping-pong-table: Agreed, that Fuchs' take the team ping-pong table to Kanchindu.

11. Teamleader: The position of the teamleader in the team and in the project was discussed.

12. Cooperation in the project: postponed

13. Film: There is a chance to get African films from an archiv in Germany. The idea was wellcomed very much. The GM is requested to cover transportcosts to Bonn and insurance. Eva will explain it in detail to the GM. But we need a better box for the projector. Ake will look into it.

14. Letter from Erhard: postponed

15. Payment for oranges in Malima: It was decided, to pay the outstanding K 1200 from teamaccount and discusse the case again, when Peter is back.

16. Auditors report: postponed

K.J.Jähn, secretary chairman.....

date.....member.....

Gossner Mission

EINGEGANGEN
24. APR. 1981
Erledigt

Misike

4/81

Gossner Service Team
P.O.Box 4 Sinazeze

Minutes of the teammeeting held on 1st April 1981 at Nkandabbwe Camp

Attendance: Hans Fuchs (chair), Ingrid Fuchs, Eva Engelhardt, Christina + Klaus Jähn, Izaak Krisifoe, Monika + Manfred Sitte, Hans-Joachim Spreng, Peter Wendt.
Invitee: Hans-Martin Fischer

1. Opening: The chairman opend the meeting with the remark, that this is most likely the last teammeeting with Izaak.

2. Confirmation of last minutes: Point 13:"and it appears, that the discussion about teamleadership is here again" was deleted, otherwise the minutes were passed as correct.

3. Matters arising from last minutes:
   a) Walltent: Izaak will finish it this week
   b) Gasbottles: To cover the losses for handygas in 1980, of K 392,23, each houshold will pay K 65,37. For the new consignment of handygas of March 81, each household will pay K 63,91, (exept Izaak, who will pay only what he uses this month)
   c) Houses and mill in Siabaswi: no progress
   d) Mother and child: Christina reported, that Sietke, Monika and she have been in Choma to see the social welfare officer. The officer wellcomed the ideas very much, but explained, that from her office no financial assistance can be given. She proposed a meeting with local leaders and officers from government departements concerned.
   Monika, Eva and Christina will organize this meeting.
   Meanwhile the house F will be prepared urgently: The clothes will be moved to Ake's new home, the ceiling will be done by GSB, electricy will be connected by the workshop.
   e) Houses in Kanchindu: Wether one diesel engine can be replace by an electric motor, shall be decided by the staffmeeting.
   f) Generator: The running costs for the generator are for diesel only one Kwacha. Ake will make precise calculations until next meeting. The idea was discussed to use the money, which is saved by running the fridges on electricity, to buy additional diesel.

4. Letters received from E. Mische:
   a) Loan to GSB: There are two possibilities, to get the loan: in Zambia via the Christian Council, or in Europe from the Eucomenical Bank in Holland. Both lines are tried now.
   b) New contract systems: It will be discussed during Misches visit. Hans wrote a privat letter to the GM, which he understands as a basis for that discussion.
   c) Mr. Buntzels preface to Frieders book. Hans-Martin and Klaus had read the preface in Lusakaand reported, that they are not at all happy about it. In order to discuss it better, the GM is asked to send a coppy of the preface to the team.
   d) Extension of the agreement: Is in process in the ministries.

5. Statement of teamaccount: Christina presented the statement for 1980. Every debtor to the team shall get a finacial statement for his saccount.

6. Km-claim for Sietzke/Monika

Gossner Mission

6. Km-claim for Sietzke/Monika: Christina reported, that she had paid Sietzke more than 800km km-allowance, while it was still undecided, whether Sietzke would get a full contract. Later Christina continued that practice, because she saw the nedd for it. The team agrees to the practice, and it could continue with Monika, in the range of the limited funds available.

7. Minutes for staffseminar: referred to staff

8. Theory of development work: Postponed. But Eva announced, that she invites interested members to discussion rounds on Wednesdays.

9. Salaries and loans to employees: Loans in general should come from the credit unions, meme ership should be encouraged. Other applications for loans, also from Project-employees, shall be referred to VSP.
Hans-Martin will go to the labor office to enquire about salaries and regulations for domestic servants.

10. Tonga lessons and tonga tradition: postponed

11. Teamgarden: postponed

12. Teamhouse in Malima: postponed

13. Visit of a group of teachers from Germany in August: postponed

14. Store for Krisifoes property: No objections, if Izaak uses the store in the Lusaka guesthouse until June.

15. Ping pong table: postponed

The next meeting shall start at 15^{00} hours.

K.J.Jähn
secretary

date.....chairman.....

member.....

Gossner Mission

Gwembe South Development Project
P.O. Box 4
Sinazeze, Via Choma.

EINGEGANGEN
30. MRZ. 1981
Erledigt

Proposal for training of girls who are taking care for orphaned babies

Since August 1980 regularly men, whose wifes died after giving birth, came to look for help and advice how to raise the baby, since no mother milk is available. In several cases they had been in the nearest clinic or hospital and were refused help or sometimes were given a feeding-bottle and one packet of milkpowder only, very often without any advice. So people were not satisfied with this and came to us for more advice.
They wanted us to take care for the baby and agreed to our condition, to bring a girl, one of the relatives, who will look after the child, also when it returns later to the village and provide food for the foster-mother and money for the milkpowder of the baby.

(1) However, we feel the problem should be solved in two ways. First, it should be tried to prevent the mothers of dying at child birth. This could be done by better training of the local village midwives, and by educating the people, that it would be better if they were in the neighbourhood of a clinic at the time that they are due. So it would be ideal if every clinic or hospital had some rooms or facilities where expecting mothers just could stay and wait, till the baby arrives. Many mothers die because they suffer from postpartum heamorrhage, which cannot be predicted during antenatal visits, but which could be prevented to become too severe and the cause of maternal death if they would have had medical service near hand.

If they could just wait at or near the clinic, like plenty women do e.g. in Monze Hospital, even bringing their own food, maternal death might occur less frequent and more children would still have their mothers to take care for them and the necessary breast milk which is the best and the cheapest.

Since the above is not possible to realise from one moment to the other, we still have to think about the children who still lost their mother at time of birth.

Gossner Mission

Above all I would like to stress, that even if help and assistance would be provided, the family should be responsable for the baby in the way as mentioned above.

(2) The biggest causes of death of the motherless child are lack of food (no milk powder) or gastro enteritis, because of lack of sterility of feeding utensils. We think if the fostermother could be given some training about baby care and if we could secure a constant supply of milkpowder, we could solve some of the problem.

In above proposal we would like to involve the welfare department and the health department as much as possible.

Our proposal:

(1) The babies and fostermothers brought to us should stay at an adequate place, close enough to be under constant supervision. They will get an intensive training of two or three weeks learning how to prepare the milk, how to clean and sterilize the bottles, how to feed the baby, how to bath, etc. In the meantime we can closely observe how the baby responds to the milkpowder, does it grow sufficient, does the stool stay normal, etc. 5 Weeks

If this goes satisfactory, we can provide facilities at Sinazeze coop and/or at Kanchindu clinic, where they could stay for another 2 weeks, not any more under close supervision, more independently but still close enough to observe if they were doing the things they were taught. After this they could return to their village, till the time of weaning the baby. They should come back weekly to show the baby, get it weighed, which is a control to see if they keep the right strength of milkpowder, and to get a new supply of milkpowder, which they can buy from us.

(2) The time of weaning the baby is again a dangerous period in the babies life. This could be the time to get them again back for training in preparing porridge and what to put in it. We could folow the same line: two weeks intensive supervision; two weeks less, but still near at hand, than back to the village with regular weekly or fortnightly checks. Special this last part could be done with the clinics, because they will have to come there anyway for vaccination. 4 Weeks

Gossner Mission

To come back to the waiting mothers: the place where the girls could stay at Sinazeze, could at the meantime be a place where mothers could wait for their babies to be born. The new built clinic is closeby. We definitely should apply for a midwife.

Costs involved in the programme:
The programme will involve some costs. Some equipment will have to be provided in the places where the girls have to stay, e.g. cooking facilities, pots and pans, bathing facilities, etc.

(3) A full-time employed trained girl preferably Tonga, being from the area should help with the training and should do the main guidance. So a salary has to be paid: even a gril, who is a fostermother for a baby herself, and is doing very well could be selected to be employed, unless the Welfare Department and the government request special capacities. Additional training could be considered in some cases.

Our request to the Welfare Department and the Government is, if they would be prepared to assist us in these costs and give they could give us a go-ahead. We would as well apply for the permanent stay of a trained midwife in Sinazeze.

If the Welfare Department agrees with this proposal, our first steps will be to contact Senior Chief Mweemba and Chief Sinazongwe, their Headmen and Councillors. With them we could find out what the possibilities are for making it self-help programmes if any buildings are involved, e.g. if the programme would really work, the present facilities might be not sufficient or we might like to involve more places near clinics in the valley in the programme.

S.C.Krisifce

Gossner Mission

10.03.1981

Seminar in Lusaka - "Dutch-Farm"

Participants on March, 27th 1981, morning.

Miss.E.Engelhardt - Sociologist - GSDP
Mr. A.N.Chikopa - Workshop forman - GSDP
Mrs. I.Fuchs - Agriculturist - GSDP
Mr.H.Fuchs - Agriculturist - GSDP
Mrs.M.Sitte - VSP- Treasurer-GSDP
Mr.M.Sitte - GSB Advisor - GSDP
Mr.H.P.Wendt- Agricultulist-GSDP
Mrs.Chr.Jaehn - Theologist - GSDP
Mr. K.Jaehn - Theologist/Team Leader - GSDP
Mr.Krisifoe- Agriculturist-GSDP
Mrs.Krisifoe- Midwife
Mr.H.I.Spreng- Engineer - GSDP
Mr. M.Fischer - Liason officer
Mr. G.S.Nakasamu - Project Administrator - GSDP
Mr.G.K.Madyenkuku - Project Secretary - GSDP
Mr.M.K.Malyenkuku - Tonga Crafts Organiser - GSDP
Mr.W.Ncite - Building Supervisor- GSB (all members from GSDP)
Mr.L.Malala - Field Supervisor - B/Malima
Mr. D.Mutinta - " " Siatwiinda
Mr. F.Bredt - Agricultulist UCZ
Mr.J.Oglethorpe - former development research officer
Mr.J.B.Mutelo - chief planning officer - Ministry of Agriculture
Mr. W.J.Rettie - evaluator from MAWD, planning unit

Buntzel Report:
Mr.Buntzel pointed out the problem of participation in the GSDP. The different possibilities of having people participated were discussed. Also a lot of problems were mentioned to reach this aim of participation. It was agreed that this is the main problem of nearly all programmes run by foreign development angencies. As soon as the expatriates leave the programmes collapse. It was made clear that the GST, how it is working now, seems to be an additional project running parallel to the government departments. A system is created by the GSDP., because the already existing departments, out of several reasons are often not able to fulfill their tasks.

For instance the department of the planning office, like it does exist now, does not manage to really concentrate on planning. So the staff of GSDP should advice the planning officer on district level. With other workds: the GSDP should try the existing channels instead of building up this parallel construction, which would mean an integration of the GSDP instead of an isolation, which creates new dependecies.

The same problem arises in VSP. Who are the members of the VSP-committee. There are no real representatives of the local people. The question arose to have a planner, who would stay in contact with the local people collecting informations and bringing them too, for instance, VSP.

The VSP committee members are mostly officials who have already served the people in other branches. That means, the GSDP is only creating a new committee (duplication of an existing system) because since 1970 the PPC was working, which during the years became less and less efficient; it was explained wy the valley Tonga often feel disappointed when they hear "government".

Gossner Mission

They still remember the history of "Lake Kariba" In addition: people seem to trust the GSDP more than their government. Here the work of GSDP staff comes to a very crucial point: the main reason of the GSDP is to serve those local people who are not reached until now by their government; so what is the position of the GSDP? If the people trust the GSDP more than the government officers, if GSDP is working in the line of government and is not regarded as a government agency, there will be a crucial lack of identification of the people with their government and nation. Thinking radically the consequence of this would mean: revolution. Being a government department - do people really look at the GSDP like that!!
To solve these problems mentioned above the GSDP could not exist any more like it does.

Proposals: a) a concept of a district plan should be developed by the planning office;

b) the GSDP would belong to the staff of this office without any executive power.

Suggestion: to form a small body who works out the possibility of integration into other departments.

Represented in the meeting: the PAO office,
team leader of GSDP,
ministry of agriculture
F.Bredt (UCZ)
W.Ncito

It is an open meeting;
The representative of the ministry, Mr.Mutelo affirmed again that priority was given to the Valley because the need was bigger than in any other part of Zambia. He continued: "Now, when the decentralization will take place, we (the GSDP) ... ... shall take the chance to go back to our old direction: working as an advisor in the existing structure.

Hans-Peter Wendt - GSDP

Gossner Mission

Minutes from the staff seminar in Lusaka
27.3.81 afternoon

Participants: the same as in the morning except: H.M.Fischer Mr.Mutelo Mr.Rettie and Mr.Olglethorpe who left after one hour. Special guest: Frieder Bredt.

As the discussion on the Buntzel report in the morning ended with the demand to integrate the GSDP more into the government departments, the afternoon session started with the question, why there has been no closer co-operation between departments and GSDP until now, what were the previous experiences?

Government Departments have a certain line of commands which make it often difficult to work in. To follow the complicated structures of desicn-making takes away a lot of energy. Mervin Temple was quoted who adviced not to get into the departments. Efforts of integration were made repeatedly but given up after a short time.

There is a difference between the close co-operation with the government or to be a part inside the structure, because the latter would mean to proceed only on official channels and especially, in concern of funds this might turn out to be very time-consuming. But there is a hope that integration might be now easier than in the first years of GSDP, because now the people themselves as well as the government know better what GSDP stays for. The possibilities of closer integration under the government after decentralization have to be examined. There is still a lack of knowledge about the new structures within the staff of GSDP.

Discussing Rudi Buntzels demand for consolidation of existing programmes in direction to withdrawal of the European team, the following alternative was pointed out:

- should the existing programmes be consolidated and given over

- or should also new programmes be started. Should GSDP respond to demands coming from eareas which have not been attended until now because of war conditions?

Planning for withdrawal or for expansion?

It was agreed that consolidation should be aimed at. Once again the question about the definition of 'self-reliance' rose: will an irrigation scheme like Siatwiinda be self-reliant when the people run the scheme totally by themselves or will they in future still be helped with money from the government? In the second meaning, the European expert could withdraw even earlier. Following Buntzel's definition, 'independence' means that groups become an independent legal body which might still receive some money from outside.
The Government nowadays would never start a new programme without a profound feasibility-study, which indicates a certain profit after a certain time. If there were lacks in this respectin the past like in Siatwiinda, those mistakes should be avoided, Because the government trusts the European experts, it accepts even programmes without feasibility studies, as they trust that Europeans will calcultae themselves.

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As it is planned that the government should take over parts of the programme, the departments should be informed and involved in every step.

Again education was pointed out as the crucial point: only people who can read and count will be able to follow the plans and the ideas which are developed by GSDP and the Zambian government. But still basic questions have to be answered: who should be taught? The department staff, which can be transferred any time? Or the local people, whom one can only reach over the staff? Education is useful only if it gears towards a certain aim for the learner. so education for whom, is the first question and teaching as a method itself is a second. The government gives only a general rule of who might educate, specific strategies could be fitted into it by the district governor.

It was finally agreed that before every new start of a programme its economic impact should be studied carefully. Experiences which were already made should be reconsidered, problems which were not solved earlier should be carefully examined. Concerning Siatwiinda Irrigation again it was mentioned that social aspects were more new programmes might be started:

- if it is clarified that the needs of the people are really met. Frieder Bredt warned the 'new team' that people might ask for things which they know that GSDP offers them, like irrigation schemes.

- if the economic impacts are studied carefully.

- if it is reinsured that the government departments co-operate and take over their part of responsability.

As Klaus uttered disappointment about the little results of the discussion on Buntzel's report it was considered and agreed to start a discussion on it later again.
Frieder Bredt pointed out some statements concerning the paper which should summarized her shortly:

- the project always had problems with reports from outside.

- outsiders always feel uneasy about the way how team-members themselves describe their work.

- Frieder criticized that Buntzel's practical advices lack profound background knowledge. They pick out details without reference to wider impacts.

- Frieder sees conformity with Buntzel's general idea, that one should not think so much in technical terms but refer more to social consequences and to people's participation and self-reliance, Otherwise one migh easily run danger of a charity approach.

- but Buntzel is too formal in judging people's participation. Setting up a legal body alone does not already mean to get people active in their own belongings.

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- if Buntzel proposes that people could be brought into action and withdrawal could follow immediately than his way of thinking is too simple. Withdrawal has to be done carefully and further assistance be ensured in advance.

Speaking about those remarks the discussion got stuck at the question whether local seed production was reasonable, the majority agreed not to undergo own seed-breeding but to ask Mochipapa or other research stations to do their trials in the valley. Frieder criticized that it was one of the Europeans' biggest jobs to make more and more trials, without thinking about implementation and possible constraints. Why do they not use the yearly meetings of research officers and agricultural assistants to discuss further strategies? Those research control the seed production for whole Zambia, so they should be addressed for special proposals.

The afternoon session ended in requestioning again the impact of Buntzel's report in West-Germany. Will the publication attack the future of GSDP, as it is the only printed evaluation report available? Especially those churches which give money to the Gossner Mission might get worried. That is why one should reconsider whether one should not formulate a team-opion which might be published as a response.

Eva Engelhardt

Gossner Mission

Minutes of the Staffseminar at the Dutch Farm on the 283.81

about:

PROGRAMMES; WHICH HAVE BEEN TRIED IN THE PAST

Present: Mr.G.Kadyenkuku, Mr.K.Kalyankuku, Mr.W.Ncite, Mr.A.Chikopa Mr.D.Mutinta, Mr.L.Kalala, Mr. + Mrs.Jahn, Mr. + Mrs.Sitte, Mr. + Mrs. Fuchs, Miss.E.Engelhardt, Mr.P.Wendt, Mr.H.J.Sprong.

Guest: Mrs. Almut

Absent with accuse: Mr. Nakasamu, Mr.Fischer

Chair: Ingrid Fuchs

Secretary: Hans Fuchs

Opening by Ingrid Fuchs at 10.20 hrs.

a) Food and Nutrition:
Sietske Krisifce reported that all the different programmes of food and nutrition mentioned under point A came out of each other.

Vegetable seeds were sold at Kanchindu, Siameja, Kafwambila, Sinazongwe and Sinazeze in the seed sales programme. The preparation and cooking was shown at Cooking demonstrations. Apart of the vegetables was conserved by drying them in the Drying Vegetables programme. The drying of vegetables is well known by the Tongas, teaching was only necessary in the drying of European vegetables.

All this programmes died because of the war and the rising prices for foodstuffs.

The health care programme was connected with the food and nutrition programme at the small clinics. It stopped because of the war. In Sinazeze it stopped because the Co-operation with the Medical Assistant there was very poor.

The mother and child programme has just started. It should help the motherless babies in a kind of self-help-programme. Primarily it should help to prevent the death of a mother because of giving birth.

b) Training:

Tailoring Training, Mr.G.K.Kadyenkuku reported:
The tailoring training was done by Mrs.Clemens with shool leavers. She was looking for the material and the machines. After her contract had finished the programme stopped. There are still 3 machines in the area but for starting the programme again the material was found too expensive.

Brickmaker Training: Mr.W.Ncite reported:
This training was founded by Mr.W.Ncite at Siabaswi and Malima in 1974. The programme stopped when the GSB started working on the platuau because only people from the valley should be trained.

Bricklayer Training:, Mr.Ncite reported:
Boys were trained by doing practical work without any tests. This training died slowly down since the GSB had to make profit.

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Mechanical Training:
It started with the workshop and is still going on.

c) Animal Husbandary:
Mr. I.Krisifce reported.

Cattle Development: Cattle is the second income of the Tongas. Since the setup of the Cattle Paper of Mr.Bruns and the PLO the starting of a cattle programme was planned. This plan passed the official way of the planning office. Since 1975 they are looking for a "cattle man" but up to now they did not find one. During the war it died down completely and it is now in "Izaak's fridge."

Pig Development:
The pig programme was connected with the poultry programme. Izaak did the survey and found that it is very difficult in the valley. At one time the pig-production was supported by the government. Two farmers where trained in Monze. The difficulties up to now are to get the pig feed and to do the marketing.

Poultry:
Izaak started this programme because some farmers asked him to bring chickens. He collected the orders and brought the chickens to the farmers. In 1979 15 farmers kept chickens. The marketing of eggs was no problem. The selling of broilers was difficult, the meat was too soft in the opion of the Tongas. A mistake of an officer, he financed big houses for chickens without looking after the climate in this houses, and the difficulties of the providing of chicken feed stopped this programme.

The programmes Leather Work, Tanning and Pottery where only planned but never carried out.

d) Irrigation
Handpump and Animal pump Irrigation:

There was a handpump irrigation in Kafwambila. But since the war started nobody from the project was there to check this programme. The animalpump irrigation was not successfull.

e) Mechanical Engineering
There is a Crafts Centre in Siabaswi, a building for some crafts men, a grinding mill and a bar. But only the bar and the grinding mill are working and one room of the crafts centre is used by a tailor. The crafts men are working in their villages (blacksmith, bicycle repairer and so on) and not in the centre.

f) Fishtransport
In the past the Team gave the fishermen transport to Lusaka and charged them for it. Sometimes it was difficult to get the money for the transport. Since the war started this programme died down.

The discussion about this programmes stopped at 16.00hrs.

Gossner Mission

Minutes of the Team and Staffseminar held in Lusaka on the 28th March 1981 from 16.15 - 17.00 hours about the staff Constitution.

Present: as previous minutes of the day

Absent with accuse: Mr. Nakasamu, Mr. Fischer

Guest: Almut

Chairman: Izaak Krisifce

Secretary: Ingrid Fuchs

The purpose of this part of the seminar was the consideration and change of the staff constitution.

On request the chairman first gave some information about the history of the Staff constitution. He pointed out that the Staff constitution was set up in early 1973 together with the Team constitution. The setting up of both constitution had become necessary because of different points of view on development aid of the first team and the resulting difficulties in the work.

It was said that these papers were made to state that every matter concerning the staff should be referred to the staff meeting and not to the teammeeting and the other way round.

The following decisions on the staff constitution were made:

Point 1, section 1: left as it is.

Point 1, section 2: The District Development Committee (DDC), today the District Council, was originally appointed to do the control on the Gwembe South Development Project (GSDP). Out of the circumstances at that time DDC appointed another committee, the Gwembe South Development Committee (GSDC), to take over this task. But as all heads of the departments of the Gwembe District are supposed to take part in it the whole set up is too big to function. Therefore there is no control on the projects' activities. A change of this situation is not possible because the GSDC is the fixed organisation for that task in the contract between the Government of the Republic of Zambia and the Gossner Mission, Berlin. The staff has to accept the GSDC in its constitution as a supervisory institution until the whole projects' structure might be changed as discussed before in this seminar.

Point 1, section 3: instead of "the Land Settlement Board in the Ministry of Rural Development" it must be now "the Ministry of Lands, Agriculture and Water Development".

Point2: Left as it is

Point 3: Left as it is.

Point 4, section 1: The elections for the secretary took place only twice. Since then the same man is doing the work in common agreement. It was therefore discussed wether the secretary should be working permanently for the project but the proposal was rejected. It was pointed out that future secretaries could show a a lack of interest in their work because they might only see the payment of this job.

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If the secretary is implcyed permanently by the prcject he could be mcved tc another place by the Gcvernment. Sc this sectien is left as it was.

Pcint 4, sectien 2: "He represents the prcject at all levels." Since a few years there is an administratcr and cc-crdinatcr in the prcject. As he is appcinted by the Gcvernment he can be remcved at any time. Therefcre the administratcr and cc-crdinatcr and the Prcjects' secretary should represent the prcject tcgether frcm new cn. This regulatien has tc be agreed tc by the Prcvincial Agricultural Officer and the District Gcvernor.

Pcint 5, sectien 1: This pcint is changed accerding tc the present situatien. That means there is taking place cne meeting a menth during werking hcurs. The chairmanship is rctating every three menths accerding tc a plan werked cut by the prcjects' secretary.

Pcint 5, sectien 2: left as it is.

Pcint 6: remains as it is. It was cnly strengthened that the first functien, tc exchange experience, infcrmatien, advice and ideas between the staff members, has tc be put into the staff meetings mcre strcngly sc that there is mcre ccontrcl cn the prcjects' activities.

Pcint 7: left as it is.

At the end of the meeting Sietzke Krisifce's leave of the prcject was annceunced. Rev. M.Malyenkuku gave the thanks of the prcject and the participating people tc Sietzke fcr her werk in the prcject fcr mcre than 10 years new.

I.Fuchs

30/4/81

Gossner Mission

3/81

Gossner Service Team
P.O.Box 4 Sinazeze

EINGEGANGEN
30. MRZ. 1981
Erledigt

Minutes of the teammeeting held on 4th March 1981 at Nkandabbwe Camp

Attendance: Ingrid Fuchs (chair), Hans Fuchs, Eva Engelhardt, Christina and Klaus Jähn, Sietzke Krisifoe, Monika and Manfred Sitte, Hans-Joachim Spreng, Peter Wendt.
Invitee: Hans-Martin Fischer
absent with apology: Izaak Krisifoe (in Europe)

1. Opening: The chairlady opend the meeting and remarked, that this is the last regular meeting for Sietzke to attend.

2. Minutes 2/81 were confirmed as correct

3. Matters arising from last minutes:
   a) Walltent: no progress, the screws are missing
   b) Seminar with staff: Hans-Martin reported about their enquieries about a place for the seminar. The matter was referred to the staffmeeting.
   c) Houses and mill in Siabaswe: No progress, no letter from Elizabeth yet.
   d) Mother and child: After still another child has come, with a caretaker, the need was seen to change the approach to the problem by opening a project programm. Sietzke will come with a programm proposal. The team proposes to the staff to accomodate the babies and the girls in an extra house (e.g. house F). The team propses to put Christina in charge and askes the Gossner Mission to provide her with a half contract. The main emphasis of the programm should be on the reduction of the mortality of lying-in mothers.
   e) Literacy programm: Eva found out, that since 1974 the Community Development Departement took over all activities in this area and has specially trained personall for literacy courses. Because the activities are low now, the departement wants to start a new campain. Teachers are not involved any more.
   f) Newspapers/magazins: The circulation of these items was revised as follows: Fuchs (Stern) - Wendt - Sitte (Zeit) - Spreng - Jähn (Spiegel) - Engelhardt - Fuchs etc.
   g) Gasbottles: Everybody, who still has to pay, shall pay, what is due, the remaining loss will be shared evenly to all teammembers. In future, the costs for gas will be shared evenly to the housholds.

4. Election of teamleader: Klaus was reelected teamleader (6 votes), Eva received 4 votes.

5. Election of teamtreasurer: Hans was elected teamtreasurer.

6. Housing in Kanchindu: The house in Kanchindu will be renovated. Two one-piston Lister diesel engines will go to Kanchindu, one for the generator (the old team-generator) one for the pump. Hans will be in charge of these operations, assisted by Åke and the workshop.

7. Housing in Nkandabbwe: There wil be three houses free in the camp in future: One (Krisifoes) will be occupied by Åke, one (house F) will ba baby-house, one will be guesthouse.

8. Generator and Electricity: Are working allright. The line to the pump still has to be bought and installed.

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10. Car for Krisifoes: There are no objections, if Izaak orders and buys a car in the name of the team as long as he is a teammember.

11. Parafin fridge for Krisifoes: Krisifoes had paid for the proper electric installation in the Kanchindu house (for the other house Frieder Bredt paid). It was agreed to give them a parafin fridge as compensation.

12. Manfreds km-claim: Pending a decision of the staff o.' the subject, it was deceided, that Manfred claims from the team like any other teammember. The team recovers from GSDP or GSB. If the project pays, the GSB could, it was dicussed, in a case of reasonable profits in 81 pay the same amount for development work. A proposal will be made to the board of directors GSB.

13. Private and official letters: It was discussed, wether Klaus should signe "Teamleader" in his outgoing correspondence, while he is expressing his own opinion. While no final conclusions were made, and it appears, that the discussion about teamleadership is here again, Klaus said, that he would in general signe with his name only.

K.J.Jähn
secretary

date.....chairman.....

member.....

Gossner Mission

GM

EINGEGANGEN
12. MRZ. 1981
Erledigt .....

2/81

Gossner Service Team
P.O.Box 4 Sinazeze

Minutes of the teammeeting on the 11th February 1981

Attendance: Hans-Joachim Spreng (chair), Eva Engelhardt, Hans Fuchs, Christina and Klaus Jähn, Sietzke and Izaak Krisifoe, Peter Wendt Invitee: Hans-Martin Fischer

absent with apology: Ingrid Fuchs (on duty in Lusaka), Monika and Manfred Sitte (in Germany)

1. Opening: The chairman wellcomed present members

2. Minutes 1/81 were confirmed as correct

3. Matters arising from last minutes
   a) Walltent for gasbottles: it has arived, Izaak will organize its construction
   b) DED preperation. There is nothing, what we could benefit from the DED's activities. One volunteer will come on 15.2.
   c) Seminar with staff: We are still in favor of going out, ~~also~~ although high costs are involved. The area of Monze would be preferred, because it is not to far away. To reduce costs, food could be provided by members.
   d) Generator: is in progress
   e) Grinding mill and houses at Siabaswe: no progress
   f) Creditunionbooklet: We will wait for Ingrid for this subject

4. Election of teamleader: Postponed

5. Election of teamtreasurer: Postponed

6. Financial report: Postponed

7. Annual reports: Klaus reminded members, that reports have to be written. They should be delivered to Gossner Mission as soon as possible, to the staff by the end of March.

— 8. Mother and child: There is a new baby at Jähn's, whos mother died. It will be cared for by a girl from it's family, Jane will do some supervision. The girl with the baby will occupy a room next to the driver. The idea came up again, to train girls in childcare. They could be employed by the departement for social welfare.
We will check in the community, how the people would react to girls, who come to their homes to assist in childcare (Eva), and then we might go again to social welfare (Sietzke + Christina)

— 9 Literacy programm: This came up again after the contact with the baby's family. There are many children and adults, who never had a chance to go to school. The Communty Development workers are trained in literacy courses. We will enquire, wether they can do more (Eva). We will also approach the schools to find out, why there are no more adult classes.

— 10. Newspapers/ magazins: To insure proper circulation of magazins and newspapers, we form a chain: Fuchs (Stern) - Engelhardt - Jähn (Spiegel) - Spreng - Sitte (Zeit) - Wendt-Fuchs Magazins go to those indicated first. Newspapers should be collected by anybody in Choma and circulated in the same way. As we are 7 with a full contract, we could claim for 3 1/2 magazins, and want "Titanic", which is a monthly, on probation basis.

Gossner Mission

11. Gasbottles: Christina reported, that approx. K 700 are missing on the gasbottle account. She will bring the precise figure next time and we will have to look for a solution to recover the money.

12. The prices for oil have gone up. Minor losses were made on that account. The new price for oil from the team will be K 2,50 per liter.

13. Km - claims: Christina informed members, that the rates for km-claims went up by 50% from December 80.

14. Zeze - Coop: Was discussed

15. Starting of generator: To avoid confusions and disturbances with the generator, the workshop will be instructed, to fill the tank before they knock off.

16. Visitors from GM: Erhard Mische and Mrs. Borns-Scharff will come as official vistors in June/July 81. We will be glad to have them here.
It was noted, that Erhard's nephew is not regarded as an official guest. He will be looked after by Erhard.

17. Socio-economic survey: After some discussion it was felt, that aims and ends of the survey are not clear enough to the members. The issue shall be discussed in detail with Erhard, when he comes in June. Hans suggested, that the person, who will do the survey, should be a "Agrarsoziologe".

18. Second bookkeeping in the project: The recommendation of the Zambia-committee for an additional internal accounting was welcomed, it will bring us more information about the actual costs involved. To have this done in a satisfying way, we are in need of an additional expatriate to do the heavy workload. There is nobody, who could do the work now.

why expatriate? is it not the job of GSDP?

19. GSB: Klaus reported about the discussion on GSB in the Zambia committee. Erhard promised to work hard, to get the K 40,000.-- fast.

Gossner Mission

GM

1/81

Gossner Service Team
P.O.Box 4 Sinazeze

Minutes of the teammeeting on the 14th January 1981

Attendance: Eva Engelhardt (chair), Ingrid and Hans Fuchs, Christina and Klaus Jähn, Izaak Krisifoe, Hans-Joachim Spreng, Peter Wendt.

Absent with apology: Sietzke Krisifoe (sick), Monika and Manfred Sitte (in Germany), Hans-Martin Fischer (on duty in Lusaka)

1. Opening by the chair

2. Minutes 12/80 were confirmed

3. Bussines arising from last Minutes
   a) Houses: the walltent to store the gasbottles will be brought next week (Izaak)
   b) DED preperation programm: after E. Misches suggestion, Hans-Martin shall find out from the DED, how we in turn can benefit from the DED activities, services etc.

4. Election of teamleader: prostponed to next meeting

5. Election of teamtreasurer: prostponed to next meeting

6. Auditing of teamaccounts shall be done by Ingrid and Ake Spreng

7. Seminar with the team and/or staff: Klaus proposed a seminar, where all the old documents of GST and GSDP could be reviewed and former programms evaluated in order to avoid to make the same mistakes again. After it was decided, that it should not be the team alone, but should also include the whole staff, the matter was referred to the staffmeeting. The team pais the costs.

8. Seminar of project staff with agricultural extension staff: it was agreed, that the team provides the funds for that seminar, because it is usefull and necessary, but no funds are found in government votes.

9. Repair of fence around the camp: As the workshop is to busy to do the job, the employees of the teamm ember will combine forces and do the work. Agreed.

10. Generator: Peter reported, that the Genrator (a used one) arrived and will be installed behind the workshop. Ingrid complained about the way, decisions are made, like the one to buy a used generator instead of a new one. It appeared to be a problem more of the informal communication in the team. This was discussed, but no conclusions were made.

11. Grinding mill and houses in Siabaswe: Ingrid wanted to clarify the ownership of these, because there seems to be some confusion. She will make investigations from Elizabeth first.

12. Typewriting course: referred to the February staff meeting.

13. Organisation of transport was discussed. Staffmembers shall direct the drivers, when they are on the spot.

14. The FEC Siatwinda got a loan from the Credit Union, but they have no means to repay it. The whole issue is to unclear to the team, so that it cannot help in this case. The FEC is responsible for its own actions.

15. Laketransport: referred to staff

Gossner Mission

16. Creditunionbooklet: CUSA is prepared now to print a booklet on credit union in ChiTonga with our financial assistance. In Dec. 1979 it was decided to give K800,- from funds, which came from the German Mission board at that time. The costs are 1500,- nowadays. The old funds are spend and the accounts settled. In the next meetings we have to decide, how to finance the book.

17. Visitors to Germany: The matter was discussed and referred to the staffmeeting. The team supports an invitation of BaGrey Madyenkuku by the Gossner Mission.

18. A. Sauers: her flight to Germany 4.80.
Klaus informed about the decision of the GM-administrative committee, to pay for that flight. He also informed about his reply, where he rejected the blaim, which was put on the team. His opinion was supported by the team.

19. Use of teamhouse Lusaka by the DED 20. - 23. 3.
Agreed.

20. Minutes of the Kuratorium of GM 9.80
We will have a special meeting to comment on the Kuratoriums discussion of the Buntzel-report. Klaus will make a proposal. Meeting on 29.1.81

21. Furniture for Ake in his new house (F)
Since there are no furnitures for an additional house, and no funds from government funds available until April, the teamfunds are exhausted as well, we just have to help each other. Everybody should look in his house for some reasonable furniture for Ake.

K.J.Jähn
secretary

chairman.....

confirmed.....
date

member.....

Gossner Mission

GM.

12/80

Gossner Service Team
P.O.Boy 4
Sinazeze

Minutes of the Teammeeting, held on 11th December 1980

Attendance: Peter Wendt (chairman), Eva Engelhardt, Ingrid and Hans Fuchs, Christina and Klaus Jähn, Izaak Krisifoe, Hans-Joachim Spreng,

Apologies: Sietzke Krisifoe (nursing her newborn Jantine) Monika and Manfred Sitte (on homepreperations)

1. Opening: The chairman wellcomed all members, but particulary Hans-Joachim (Ake) as a new teammember.

2. Minutes 10/80 and Conclusions 11/80 were confirmed.

3. Bussines arising: from last minutes

a) Mother and child: Sietzke has seen the Social Welfare Officer in Choma. She has no objections, if we start something in this area, we are even most wellcome. But there could be no assistance expected from her or from the office.

b) Houses : Hous F shall be repaired and prepared for use. If Ake will not use it, it will be used as a community house. The gasbottles shall be shifted to a walltent, which to bring Izaak will organize.

c) Gwembe Central: Hans-Martin had reported, that the Ministry will wait for the World-Bank's programm for the Gwembe Valley, before further considerations are made.

4. Expenditures on education/training:
The team has spend 1980 onethousand Kwacha to support 16 courses held at the Malima Training Centre. VSP has spend some money this year for seminars in the cooperative extension programm and in the community development/female extension programm. As these costs cannot be met from Government funds, the GM is asked to cover these expenditures from their funds. This was already agreed upon, when Mr. Mische was here for the first time in April 1979, now the team renews its request and asks the GM to provide special funds for the educational work, which is considered essential in the work. The Farmers Training Centre has already asked for assistance 1981, because they know alredy, that their allocation is not enough to run courses. The same sum like last year should be considered.

5. DED's inland preperation in our project.
Eva's statement on this subject and the report of the DED tutor were discussed. The matter of continuation of this project was referred to the staff.

6. Km-claims: It was discussed, whether Manfred could claim from the project for his GSB work. He shall continue to claim from GSB, in full. Only if this proves absolutely unrealistic, it shall be discussed again in the meeting.

7. Loan for Siatwinda farmers: Zamhort has still not paid the farmers for tomatoes since June. The farmers have 7000 K outstanding (in Siatwinda alone) and they have to buy fertilizer now. As VSP is to short on cash, the team agreed to give a loan of 500 Kwacha.

8. Car for sister Magret (Maamba):
As the sister in Maamba does the same work like ourselfes, the team agreed to help her with her transportproblem, by buying a car with a loan and lending it to her for two years. Condition is, that the vehicle stays in Gwembe South and is used for development work only.

9. After the housebreaking in our Teamhouse in Lusaka, it was decided

a) that burglarbars shall be fitted at the remaining 12 windows,

b) Hans-Martin shall investigate, how to insure our house,

c) blankets, pillows, matrasses, crockery, cutlery and pots shall be bought on loan cost.

Gossner Mission

10. Mapanza ambulance: the team received a request to donate a ambulance for the Mapanza area. As this area is not covered by our activities, we cannot respond to this request.

11. Christmas 1980: We will celebrate Christmas together. Father Christmas will bring gifts for children only. We start with a common meal at 19 h.

K.J.Jähn
secretary

confirmed.....
date

.....
chairman

.....
member

11/80
7.12.80

Eingegangen
10. DEZ. 1980
Erledigt

Gossner Service Team
P.O.Box 4 Sinazeze

Conclusions of a teammeeting on Gwembe South Builders in Nkandabbwe Camp on 4.12.80

1. A teammeeting on the situation of the Gwembe South Builders (GSB) was planned for some time. Reasons were:
a) Elizabeth Hässler, who managed financially the GSB with the technical assistance of H.-M. Fischer and W. Ncite from June 1979 to October 1980, is about to leave the project and the country and had to give a report, and
b) Manfred Sitte, who came into the managment of the GSB almost immediately after his arrival in the middle of August this year, and who was fully responsible for the Building Co-op since November, also had to give a report.
The Gossner Mission had send Manfred as soon as possible to Zambia, on the request of the team. He had no home-preparations, but the Gossner Mission considered his first stay of four months in the Gwembe Valley as a probation time. The team was requested to comment on his ability to manage the GSB. This was the more necessary as the parties concerned still had in mind the damages for the builders caused most likely by poor managment of Klaus Jankowski.

2. The team rejected the request to comment on the work and the person of Manfred. It was felt, that it is not possible to asses and criticize the work of a man, with whom teammembers not only shared the work, but also shared their private life.
All the other teammembers came and are here with a full contract, and any discussion of their work would not directly affect their contracts. Also the team was not requested to comment on the work of the former managers of GSB. These facts would ~~also~~ set the participants of the discussion about Manfred in an unequal position.
While teammebers expressed, that they expect Manfred to come back, the full responsibility for the decision on the contract was referred back to the Gossner Mission, for above reasons.
In future the team will from the beginning reject a request to comment in a similar case.
This will not exclude discussions and criticism of the work of teammembers, done in the project. And the teamdecision stands, that the manager of GSB is responsible to the staff and the team in regard of his work.

Gossner Mission

3. After Elizabeth and Manfred had given their reports (attached), it was stated,

a) that in the past and in the present the builders, the members and workers, had to struggle hard due to circumstances mostly beyond their control, but due to an extend to the poor managment of a teammember.

b) that the situation is clearly improving and that there is a future for the GSB, although for a long time the burden of the past will still last on them.

c) that in order for the builders and the managment to breath easier, the Gossner Mission should stand to it's promises to give a substantial financial support to the Gwembe South Builders. Considering the liabilities, which accumulated in 1978/79 and which to a great extend will even be caried forward to 1981, the sum of forty thousand Kwacha was regarded sufficient. This money could be given in the form of a grant, or as a loan, given for example from the Eucomenical Development Bank, guaranteed by the Gossner Mission, or a combination of both. As the manager is free for the GSB, it should be possible with sound calculations to repay a loan in an appropriate time.

d) that besides good technical and financial managment special emphasis has to be given in the years ahead to training and education.

This shall include the training of a good number of memebers and nonmembers in building trades, building supervision, calculating and accounting. There are training facilities in the country, like NIPA in Lusaka, and finances could be secured from doner-agencies in Europe.

This shall also include seminars and other means of education in Co-op regulations, by-laws etc.to encourage the members of GSB to direct and control their Co-op effectivly and responsible.

7.12.80

K.J.Jähn
teamsecretary

Gossner Mission

Eingegangen
10. DEZ. 1980

10/80

Gossner Service Team
P.O.Box 4
Sinazeze

Minutes of the Teammeeting, held on 5th November 1980

Attendance: Eva Engelhardt, Ingrid + Hans Fuchs, Elizabeth Hässler, Christina + Klaus Jähn, Sietzke and Izaak Krisifoe (chairman), Monika and Manfred Sitte, Peter Wendt.
Invitee: Hans-Martin Fischer

1. Opening: The chairman wellcomed the members, particulary Ingrid and Hans as new members, to the teammeeting.

2. Minutes 9/80 were confirmed.

3. Bussines arising from last minutes:
   a) Extension to Gwembe Central: Hans-Martin reported, that he had arranged with Mr. Retty in our ministry, that Mr. Retty, after checking with his ministry, will approach the the National Commission of Planning, which in turn should ask the german embassy for funds for a survey on development potentials for Gwembe Central.
   b) Mother and child: Hans-Martin found out, that the ministry for social welfare would be responsible for that kind of programms and that from no other sources funds could be expected. Sietzke will contact the office for social welfare in Choma.
   c) Nkandabbwe swimprogramm: no progress.
   d) Watersupply in the camp: was discussed.

4. Letter from Erhard, 2.10.80
Klaus had already answerdd some of the points, mentioned in Erhard's letter, and his arguments were accepted by the teammeeting. In detail, it was discussed:
   a) Our commitment in Malima: The takeover of Malima irrigation scheme is not only a good chance for this and the other two irrigation schemes, but it is also completely in the line of the policy of the government to promote irrigation farming. Decisions like this one about single programms can only be made in the project and not in the Kuratorium in Germany, particulary, if no requests for additional manpower are made. Besides that, Erhard Mische had already commited himself in meetings with the PAO and other officials, that we cannot anymore go behind that commitment.
   b) The planer: The discussion on this was prostponed to the evaluation-followup-meeting and to the outcome of the reconstruction of local government.
   c) A socio-cultural/economic survey. About this suggestion we want to think a little bit longer. May be, it could be done in the country together with UNZA (University of Zambia). As it is not very urgent, we will come back to it later.
   d) Funds for training: referred to staff.
   e) Sozialpraktikum: More informations are needed on this subject, particualar, what kind of training this is, what kind of supervision and reports are wanted from us, and furthermore what kind of a visa would apply for a six month stay, as a tourist visa is for not more than three month.

Gossner Mission

f) Schools for partnerships: Elizabeth will follow up the matter.

5. Letter from Simon Stocker/War on Want: The letter was dicussed andthe matter of the sharing of risks between credit unions and VSP was referred to the VSP executive meeting.

6. Letter from Mervin Temple to the team on laketransport: referred to staff.

7. Letters from Uli Schlottmann: Two are going to be answerde by Monika and two by Elizabeth.

8. Houses in Kanchindu: There is a request for one of the houses in Kanchindu from the army. But as we are going to occupy those houses ourselfes, we have to give a negative reply.

9. Houses in Nkandabbwe and preperations for H.-J. Spreng: Mr. Spreng will for the time of the absence of the Sittes move into their house, while we a) renovate the house F and b) decide about the use of the houses in Nkandabbwe, Kanchindu and Malima.

10. Signatures for the team accounts: After the changes in the team, it was decided, that the following can signe for the three accounts with the Standard Bank:
Christina Jähn-Hoffmann, Eva Engelhardt, Klaus J. Jähn, Sietzke Krisifoe, Izaak Krisifoe, Monika Sitte, Manfred Sitte, Ingrid Fuchs, Hans Fuchs, Hans-Joachim Spreng and Peter Wendt

11. Sietzke's maternity leave: Her leave started at the beginning of November. But since she is still needed and able to work, she just carries on. The team appreciates that. About the paiment, Sietzke will write to the GM.

12. Teamhouse in Lusaka: Hans-Martin reported, that the DED wants to rent one half of our house in Lusaka during preparation courses, every three months for two weeks for families only. It was agreed to help the DED, under the condition, that all other maens have been exhausted. Hans-Martin will negotiate a proper rent.

13. Housing for workers: A number of applications for housing have come up. As a rule we cannot provide housing for workers, but one block single quarters was given to GSB for occasional occupation by passing through workers.

14. A ladder for domestic use for teammebers was bought by Manfred. It was decided to buy it and refund Manffed.

15. Contract for Hans: Hans Fuchs worked since November 1st and should get paid from that date on.
Monika should work as discussed in the last teammeeting and get a contract starting February.

16. Time for teammeeting: After some discussion it was decided to leave teammeetings on evening hours.

K. J. Jähn
secretary

chairman.....

confirmed:.....
date

member.....

Gossner Mission

9/80

Gossner Service Team
P.O.Box 4
Sinazeze

Minutes of the Teammeeting, held on 1st October 1980

Attendance: Elizabeth Hässler (chairlady), Eva Engelhardt, Christina + Klaus Jähn, Sietzke + Izaak Krisifoe, Monika + Manfred Sitte, Peter Wendt.
Invitee: Hans-Martin Fischer

1. Opening: Monika was wellcomed by Elizabeth as a new member to the team.

2. Minutes 8/80 were confirmed.

3. Bussines arrising from last minutes:

a) Extension to Gwembe Central: Hans-Martin reported, that he went to the Ministry as well as to the German Embassy, but he failed to meet the responsible people and was told to come back.

b) Preperations for new teammember, Fuchs: The following furnitures will have to be bought: 1 set of easye chairs, 1 set of table chairs (6), 1 filing cabinet
Elizabeth and Hans-Martin will collect them from the airport. They will come on sunday, 11.10.80, in the afternoon to the camp, Christina will organize a wellcome-coffee.

c) Waiting mothers and motherless babies: Hans-Martin reported, that there would be a chance to train young women in child-care, employ theme and give them to families in need. Training could be organized with the YWCA, employment should be given by the Red Cross or Unesco or other organisations, working in this field. Hans-Martin will follow it up in Lusaka, Sietzke will follow it up with the local health-department officials.

d) Nkandabbwe swimmclub: no progress

e) GST as shareholder in GSB: no progress

f) District Council/statefarm:
Izaak reported about the District Council meeting: Some teammember and the project secretary were present, but they were not asked to comment. The state farm might be split between Gwembe South and Gwembe North. A cotton jennyry will go to Munyumbwe. A senondary school will go to Maamba.
Peter reported about a meeting with the PAO on the 29.9.80 about Malima. The team represented a plan for the recontruction of that irrigation scheme, worked out together with T.Beaumont, Prov.-Planning officer. The PAO, Mr. Chivwema, agreed and in turn decided to write a letter to the parties concerned, that in future the managment of Malima Irrigation lies in the hands of the project. We have to ask for funds for the first stage from the ministry.

g) Nkandabbwe extension: The money for that project is already here, but loaned out to the GSB. The financial situation at the building group is still very tight, they are not able to pay the loan back. In the team account, the money is not available. If there is no help, teammembers might have to pay back carloans.
The estimate for the damm is still outstanding.

Gossner Mission

4. Monika's work in the project: There is a need in the project for someone to promote and coordinate the selfhelp-activities. In addition to that it is fellt, that for the time beeing the team should provide the VSP-treasurer, until one is found and trained from the area to take over as a fulltime job. These works are done by Sietzke now (in addition to her medical work). The team suggests, that Monika gets prepared to take over. The team even asks Monika to extend her stay here, even when her ticket expires (because an excursionticket would not be much more expensive than a normal one-way ticket).
GM should provide Monika with that normal contract.

5. Watersupply in theCamp. It was complaint, that the watersupply in the villages is improved, while the standart declines in the camp. After a minor change in the pipesystem, the supply was improved, but it still is not satisfactory. We will watch the development.

6) Official visitors: The allowance for feeding official visitors was actually never claimed by any teammember. It was resolved, that the teamtreasurer will pay in future automatically those, who where put on the feedingplan. The nominal daily rate is K6,-.

7) Radiocall: A strong interferance is disturbing now since quite some time. A second aerial has to be installed in order to us e the second chanal. The electronic engineer Hans-Martin will look into it.

K.J.Jähn
Secretary

chairman.....

confirmed.....
date

member.....

Gossner Mission

8/80

Gossner Service Team
P.O.Box 4
Sinazeze

Minutes of the Teammeeting held on 9.9.1980

Attendance: Eva Engelhardt (chairperson), Elisabeth Hässler, Christina + Klaus Jähn, Sietzke + Izaak Krisifoe, Manfred Sitte, Peter Wendt

Invitees: Angela and Hans-Martin Fischer

1. Opening: Eva wellcomed the members, particulary Manfred as a new member to the teammeeting.

2. Minutes: 6/80 and 7/80 were confirmed.

3. Bussines arising: a) Zeze-Coop

Klaus reported, that the big shed is given somehow to the Boma and GSDP jointly. It will have to be discussed with the DS, how to use it best.

b) Tonga Crafts Batoka: referred to staffmeeting. Since the costs are so high, the team recommends to give the idea up.

c) Place on lakeside: There is no need to apply, as there is actually no run on lakeshoresites.

d) The team is still waiting for the decision on this subject of a full contract for Sietzke. (cf minutes 4/80)

e) Km-claims for hospital: Klaus reported, that he asked for information on this subject, but at the PAO's office nobody could give him a complete answer. He found out, that teammembers are entiteled to trips to the nearest hospital with a doctor. Trips to Choma or even Monze shall be claimed from GRZ. He did not find out about trips to specialists in Lusaka.

f) Extension Gwembe Central: The GM needs an official request on this subject in order to take action. Hans-Martin will appraoch the planning unit in the ministry in order to get some official planning-framework and then possibly apply through the ministry to the German embassy for a survey.

4. Privat cars in the team: This matter came up after Eva's accident: She had the risk and no car now. In order to help her to get a new one, the team proposes: She pais the money, which she gets from the insurance, into GST-account, and gets the value in Germany from GM to enable her to buy a car abroad.

5. Cashing cheques by VSP/GST: Many thousands of Kwacha of old currency into new have been changed by the treasurers, as a service to the people. This will be terminated at the weekend and only be pickedup, after Hans-Martin made enquiries at the Bank of Zambia in Lusaka.
Cotton-cheques will be further accepted, as this service incurrages the farmers to grow more cotton, but they shall be paid only after we have got the money.
We will have to encourage influential people from the valley to put some pressure on Lintco in order to get bank-services extended here.
For Namboard-cheques the farmers will be refered to the postoffices.

Gossner Mission

6. Preperations for new teammembers: Fuchs's will occupy Eva's house. If they move to Kanchindu, which would be adviseble, repairs would be made there.

7. Salaries according to DÜ-regulations: this came up because of the high inflationrate in Zambia. Hans-Martin explained, that the GM-salary-structure already includes the compensation for high livingcosts, which is granted by DÜ.

8. Orphans: After some discussion prostponed to next meeting.

9. GST as shareholder in GSB: Prostponed to next meeting. Manfred and Peter to make investigations into the implications.

10. Nkandabbwe swimmingprogramm: Eva will collect informations about the costs involved.

11. District Council/ Statefarm and 12: Malima irrigation: Some informal talks on these subjects will be held with Mr. T. Beaumont, when he comes.

13. Donations: It was agreed to give a donation of K50,- to feed the people at a workshop at Muuka-bridge with the MCC and DG.

14. Nkandabbwe extension: It wassuggested, that GSB make the work at the dam and the mainchanal. They will work on an estimate.

15. Izaak informed the team, that he has asked the GM to look for a replacment for him. He might leave already at the end of 1980. The team in this connection sees the necessity to give Mr. Fuchs a full contract right from the beginning.

16. Hans-Martin reported about his stay in Germany and his attendance of the Zambia-committee meeting.

K.J.Jähn
secretary

confirmed:.....
date

chairman.....

member.....

Gossner Mission

7/80

Gossner Service Team
P.O.Box 4
Sinazeze

Minutes of Teammeetings held on 30. June and 1. July 1980 with Mr. Mische, Sambia-Inspector of Gossner Mission, Berlin, and Mr. Smid, member of board of trustees, Gossner Mission.

Attendance: Hans Martin Fischer, Eva Engelhardt, Elisabeth Hässler, Christina + Klaus Jähn, Sietzke + Izaak Krisifoe, Peter Wendt

Izaak Krisifoe, the chairman, wellcomed the members and particulary the visitors from Germany.

1. Simon Stocker will come with his wife and his baby on 2.7.80, by train. He is interested in VSP and Credit Unions. An VSP executive meeting shall be called for 3.7.80 afternoon.

2. Contracts between GM andGST-members
a) The teammembers expressed again their opinion, that the salary-structure should be the same as with DÜ. There should be no different types of salaries in the team.

b) After a lengthly discussion about contracts for spouses, having the regulation for DÜ in mind and the discussion about it,the team stated, that
I In the case of two open contracts, both experts should get a full salary, even if they are maried to each other.
II If the team/staff sees the need for a programm, and a spouse has the ability and qualification to do it, she (he) should be paid accordingly, that is in German standard. The team recognizes the financial situation of GM, which leads to half-time contracts, allthough there should be exeptions (e.g. S. Krisifoe, c.f. minutes 4/80). The old practice was criticised, to promise half-time contracts already in Berlin. But there should be uniformity of contracts in the team: same work, same pay.

3. Homeleaf: according to DÜ (as practised)

4. Overlapping of contracts: In general an overlapping time of three month should be ensured for every change of contacts. Mr. Mische promised to do his best to realise this.

5. Employment of Zambians: After some discussion it was agreed, that Zambians can be employed by the GM, if they are valuable to the develo ment of the valley.

6. Employment of Mr. Syaballo: extended for one year.

7. BaNcite's leavepay Ba Ncite cannot take his leave for two years, which he is entitled to. He cannot be payd out by the project, this would be against goverment regulations. It was agreed, that GST takes over the leavepay, because GM caused the dilemma by not providing a building engenier in time.

8. Loans from GST: There is no objection against loans for the transport of staff officersand other officers working in the project as it is in the projects (and the teams) interest to provide them with good transport, provided money is available. Loans should be limited to K2000,-, repayable within two years; interest according to VSP. It was agreed to give BaNsemani a loan of K420,- for one year, after he has repayed his other loans.

Gossner Mission

9. Teamfinances: The teamtreasurer had explained to the visitors from Berlin the situation of the teamfinances. They appear to be very sound. Berlin has applied for most of the money, which was send here, from third parties. If all the money comes in, GM will have to pay only K1500,- this year.

10. Km-claims for hospital/church. This subject came up again. It is clear, that driving for churchbussines will be payed for by GM/GST. On hospital trips it was not clear, what "medical and hospital facilities, on the same terms as are normally made available to expatrate civil servants of comparable rank" actually means for us. Are trips to Monze or even Lusaka included? Klaus has to find out from the PAO office. It was agreed, that the teammeber and their families deserve the best available treatment, even if it is not covered by the agreement.

11. Magazins for teammebers: The team gets: Spiegel, Zeit and Stern. The Jähns didn't have any part in those magazines, they take 1/2 Spiegel from the beginning of 1980, Elizabeth gets refunded, what she had payed on it.

12. Christmas outfit will be bought and send by GM, after the team has send a list of required items.

13. Information / decisionmaking referred to Staffmeeting

14. Evaluationreport referred to staffmeeting

15. Extension to Gwembe Central: The GM has agreed to follow a request of the GRZ to extend. The planning officer is still working on a first framework for the development of this area. After that a survey will have to be made.

16. Liaison officer as a teammember: After some discussion, it was decided to leave it as it is: The liaison officer is not a member, but an invitee to the teammeetings.

17. 10. anniversary: The costs are higher than expected, the two oxen are already, the total costs will accumulate to about 1500 Kwacha. It was agreed, that the money comes directly from the GM, not from the GST account.

18. Responsibility allowance BaNsemani: will be payd from may on by the team. There is no more workshop account with VSP.

19. Laison office: will be vacant from 17.7. to 1st week september, when the Fischers are on leave in Germany.

K.J.Jähn, secretary

confirmed:..... chairman.....
date

member.....

Gossner Mission

6/80 Gossner Missia

Gossner Service Team
P.O.Box 4
Sinazeze

Minutes of the Teammeeting held on 17th June 1980

1. Attendance: Hans Martin Fischer (chairman), Angela Fischer (host), [illegible], Elisabeth Hässler, Christina + Klaus Jähn, Sietzke + Izaak Krisifoe, Peter Wendt.
Invitees: Gerhild + Peter Weiss
Apology: Eva Engelhardt

2. New Member: Peter Wendt was wellcomed to the Teammeeting

3. Minutes 5/80 were confirmed.

4. Business arising from minutes:
   a) Zeze Coop: No progress. The police wants to establish a station in Sinazeze and is interested to get some houses. But we have promised already the houses to the various departements. There might be a chance for one house, when the health departement needs less.
   b) Tonga Crafts Batoka: No progress. The selected site is in a residential area, the shop cannot be realised there.
   c) Bob Thelin has decided to go to Sikalonga.
   d) Place on lakeside: No Progress.
   e) Uli Schlottmann will come on the 21. June. The red Toyota will be his transport, but it has to be repaired first. Meanwhile Hans Martin will give him one of his cars and claim the km's to the team. He will stay in Peter's house and will rotate for food every week to another family. The women (Christina) will make a feeding plan, also for Erhard Mische, Enno Smid and Simon Stocker. The three will stay in the singlequarters.

5. BaMarks application for a carloan is refered to Mr. Mische, when he comes, since this is regarded as a policy matter.

6. Sinazongwe Club: The ADS asked for assistance for the rebuilding of a social club in Sinazongwe. The rebuilding is designed as a self-help-projekt. It was agreed to help with material worth up to K150.

7. Administrationß About this matter will be personal contact first.

8. Loan to GSB: Elizabeth reported, that she had aked for an urgent loan to buy cement and transport, K 3227,-, and got it. Cement was given. The personell enquire shal be discussed, when Uli arrives.

9. The 10th anniversary: refered to the staffmeeting.

10. Josefs and Isaaks fines: Those fines will be paid by the team (see minutes 2/80)

11. Motor bikes: Peter will look after the Maico, which is for team use. All expenses shall be paid by the team. It will help to reduce km-costs.

Gossner Mission

12. Blankets. 10 additional blankets are needed in the single-quarters and will be bought by the team.

13. Pedro Jinja: It is understood, that the responsibility to terminate the contract with BaJinja is with the team and not with VSP

14. Klaus' report from Germany: Klaus was present at a Zambia-committee meeting in Bielefeld. The main issue was personell. Mrs. Fuchs, who will replace Elizabeth, and Mr. Fuchs, who will later replace Izaak, and Mr. Spreng as replacement for Hans-Martin will probably arrive in November. Mr. Sitte, who will take over the GSB, was asked to come as soon as possible, favorable in July. The commitee accepted all candidates, but the decision is still pending due to the consent of the administrative committee of the GM. It will meet on 9.7.80. Another point of discussion at the meeting was the evaluation-report, which will be discussed in the team, when Mr. Mische arrives.
Klaus reported, that Mr. Mische wants to introduce with the Fuchs' the DÜ-regulation, to give only one partner a full contract, to the other one a local contract. This will have to be discussed, when he comes.

15. Next meetings will be held with Mr. Mische and Mr. Smid after their arrival.

K.J.Jaehn, secretary

Confirmed:.....
(date)

chairman.....

member.....

Gossner Mission

Minutes of the Teammeeting held on 6.5.80

1. ATTENDANCE: Elisabeth Hässler (chairman), Eva Engelhardt Hans Martin Fischer, Klaus & Christina John, Peter & Astrid Sauer.
Apology: Sietzke & Izaak Krisifoe (on leave)

2. MINUTES 4/80 were confirmed

3. BUSINESS ARISING FROM MINUTES:

a) Zeze Co-op: No progress. 3 houses to be sold to VSP for 400 K each, on condition that GSDP can accomodate staff there if needed. Payment can be made later, meanwhile the amount due can be put on ton of the loan VSP got from GST.
b) Tonga crafts Batoka: Plan is made, to be submitted to Planning Unit, Choma
c) Merkblatt II: Ready
d) Bob Thielen: No indication as yet that he is interested to work with the Team. The Team is waiting for more information before it decides whether to help UCZ to bring in his car.
e) Place on Lakeside: No progress.

4. SINGLE QUARTERS.
Due to the improved security situation these quarters are frequently used. Agreed that Steven is payed K 10 per month to do the necessary work (cleaning, washing bedsheets etc.)

5. THE OEL CRISIS!
Christina reported that she we made a loss with the Team oel. This was attributed to inaccurate measuring. Decided to buy more oel and to increase retailprice to cover losses.

6. ULI SCHLOTTMANN. In reply to a letter of the Team Uli has offered to come for 6 weeks to help with GSB. This was highly appreciated and Klaus is to ask Uli to come. Team will look for accomodation, food and transport. For ticket (if applicable) Uli should negotiate with GM.

7. INVITATION DIRECTOR.
The Team would like the Director to join the 10th anniversary of the GSDP, especially as Mr. Kriebel is a man of the first hour.

8. DISCUSSIONS/DECISIONMAKING.
Hans Martin brought up one major point of Mr. Buntzel, the problem of decisionmaking, discussions, information in the working together of GST and staff. Agreed that we think about this problem and discuss it at a later date.

9. SAUERS LEAVING, WENDTS COMING.
Hans Martin will pick up Peter Wendt. He will stay in Klaus's house and then take over Sauers house. A wellcomecoffee to be arranged.

10. REPORT OF ELISABETH.
Elisabeth reported that GM found a couple who is willing to come quickly. She: 'Agrarökonom' (replacement for Elisabeth) He: 'Agraringenieur' (could possibly help GSB). The Team is happy about this news and hopes they really come soon. Further a 'Maschinenbauingenieur' to replace Hans Martin has been found. Only for GSB it looks bad, but Elisabeth reported that Erhard is really doing his level best to find someone. In addition Astrid brought two items from Mr. Mische, the financial report 79 and Km claims, health. (both already attented)

Gossner Mission

11. GSB

As Elisabeth and Hans Martin had indicated that the will not be able to look after GSB after 30.4.80 this problem was brought up again. As the Team is convinced that GM can not do more than they do to find somebody, the Team agrees to carry on with GSB. Klaus will help Elisabeth with the day to day running, Hans Martin will do the calculations for tenders, even after he has moved to Lusaka (he hopes to get advice from Uli Schlottmann). It is hoped that the new man coming from Germany in September will take over from Elisabeth and Klaus.

12. SIMON STOCKER.

Agreed to ask him to come in the last week of June.

13. LETTER OF PETER AND ASTRID SAUER.

Sauers letter was discussed. The Team will state in a letter to all parties concerned what really happened.

14. DATE AND PLACE OF NEXT MEETING.

Date: 17th June, Place: open

H.M.Fischer
Secretary

Confirmed: ..... chairman. .....
(date)

Member. .....

Gossner Mission

4/80

Gossner Service Team
P.O.Box 4
Sinazeze

Eingegangen
21. APR. 1980
Erledigt

Minutes of the Teammeeting held on 2.4.80

1. ATTENDANCE: Eva Engelhardt (chairman), Hans Martin & Angela Fischer; Klaus & Christina Jahn; Elisabeth Hässler; Izaak & Sietzke Krisifoe; Peter Sauer.
Apology: Astrid Sauer

2. MINUTES 3/80 were confirmed

3. BUSINESS ARISING FROM MINUTES:

a) Zeze Co-op: Klaus reported that he has to see the liquidator to clarify some points (safe, shed etc.) The Departments who were offered houses have agreed in principle to buy them.
b) Tonga crafts Batoka: A siteplan has been collected from Choma Rural Council. It is now up to us to make a plan and an estimate of what we want to built.
c) Merkblatt II: In preparation.
d) Sisal Programme: Hans Martin reported that he is testing a simple method to take out the fibre. It works technically satisfactory remains to find out whether it is economical.
e) MISCHE's LETTER: Erhards reply on the Teamleaders letter (see minutes 2/80) has been noted with satisfaction. The proposed salary/social package structure was found appropriate, the only open question seems to be about the effective day.
f) Mattresses. To be bought by GRZ
g) GSB. No news on personell yet. Elisabeth to contact people while in Germany.

4. ELECTION TEAMTREASURER.
Christina Jahn was elected to be Teamtreasurer. Peter will hand over the books as soon as possible to enable Christina to learn them while Peter is still around.

5. TEAMLEADER/SECRETARY ELECTION
Klaus was elected Teamleader. Handing over around 1.7.80.

6. BUILDING MATERIALS SINAZEZE CLINIC.
The councillor, Mr. Siapwaya, has requested the Team to look to it that buildingmaterials are delivered to Sinazeze clinic (staff house) as they have been payed long ago. As no record exists at GSB it was decided that the Team pays the 20 pockets cement claimed, and GSB the 4 doorframes.

7. DONATION, FIELD DAY SIATWINDA
Agreed that 20 Kwache be given

8. TICKET G.FISCHER In appreciation of the good job this gentleman is doing the Team recommends that his ticket be payed by GM. Also his stolen books should be replaced.

9. FULL CONTRACT SIETZKE. Sietzke has a half contract with GM for clinic work. On top of that she works as VSP treasurer which has developed to be a big job also. She therefore practically works as a full time worker and the Team requests the GM to consider giving her a full contract.

10. VISIT OF UCZ AGRICULTURALIST. Hans Martin announced that an american agriculturalist is to visit the Team to find out whether he could work in the GSDP.

Gossner Mission

11. PLACE ON LAKESIDE. The Team was advised by the Boma to reserve a nice place on the Sinazongwe lakeside if it is interested. Klaus to investigate.

12. Single Quarters. Christine agreed to take over the SQ from Astrid.

13. NEXT MEETING. Next meeting will be on 7.5.80

H.M.Fischer
Team Secretary

Confirmed.....

.....member

.....chairman

Gossner Mission

G.M.

3/80

Gössner Service Team
P.O.Box 4
Sinazeze

Minutes of the Teammeeting held on 5th March, 1980

1. ATTENDANCE: Izaak (Cairman) & Sietzke Krisifoe, Eva Engelhard Elisabeth Hässler, Hans Martin & Angela Fischer, Klaus & Christina John;
Apology: Peter & Astrid Sauer (on leave again)
Invitees: Peter Weiss

2. MINUTES 2/80 were confirmed

3. BUSINESS ARISING FROM MINUTES:

a) ZEZE Co-op. Klaus had prepared a plan showing the current position and a proposal for the future. It was agreed that two houses will be sold to Health Department, four to PTA, one office, one house to Namboard and one office one house to Lintco. The rest VSP keeps for own programmes or to settle craftsmen. Once the houses are sold the new owners will be responsible for the tenants. VSP will ask the tenants of VSP houses to move only if the houses are needed, meanwhile rent will be collected.
Namboard will be offered the use of the big shed provided they don't store fertilizer in it.

b) Tonga Crafts Batoka. The committee reported that the Choma Rural Council was seen and two plots were selected. The premium per plot is 87 Kwacha and the rent Kwacha 6 per year (lease for 14 years). The CRC is preparing a plot drawing which will be collected by the committee and which will be submitted to the planning office (Choma).

c) GSB. The Team decided to make some own efforts to look for replacement for K. Jankowski. Hans Martin has already written to Uli, Krisifoes will try Holland.
On auditing the Team decided that Peter Sauer should audit the books of GSB.

d) Furniture. The GRZ property in the Teamhouse has been collected. The Teamhouse to be equined to the satisfaction of the Team. New GRZ furniture will be bought as soon as funds aare released.

e) Merkblatt II. Eva has agreed to help Christina to produce it. A draft will be soon circulated in the Team for comment.

4. VSP FINANCIAL REPORT. The auditor (Klaus) reported that the books were extremely well kept, no mistakes found. He only requested that money should not be shifted within programmes unless for services rendered by the receiving programme.

5. GSB STAY IN CAMP. Agreed that GSB will be allowed to stay another 2 years in the camp, thereafter the request will come up for reconsideration.

6. SISAL PROGRAMME. Izaak brought it to the knowledge of the Team that also a Decorticator will be needed to run the sisal programme efficiently. Hans Martin reported that he has already made enquiries and that it may be possible to get a Decorticator in Zambia or to make one in the workshop.
It was also decided that if necessary part of the production will take place in Siatwinda (water available)

7. MAIZE MILL Agreed to help Sister Alice to bring in a maizemill dutyfree if applicable.

Gossner Mission

GST

8. Dorothea Lehmann. Peter Weiss reported that GM has agreed and started to assist Dorothea Lehmann to settle in Germany.

9. MESSAGES FROM MR! MISCHE. Peter Weiss reported on discussions he had with Erhard while in Germany:
Finances: A list of programmes not covered by the GRZ budget should be submitted, coming to 120 000 DM including the lorry already applied for. The Plans and details for Irrigationextensions for the submission to EEC should be sent to Berlin soon.
Salarystucture: During discussions on that subject Peter took the stand of sticking to DÜ regulations for the sake of clarity. He has the backing of the Team.
Evaluation: The GM suggested to consider following questions during the evaluation:
What impact has the presence of the Team on the people, does it create dependency? What hapnenes to the cultural identity of the people? Are needs created which take the people away from their background? Are we imposing development?
How much does the Team help to enforce zambianisation? does it promote selfsufficiency? Do we use the resources of the people or do we substitute them?
While discussing these undoubtedly important questions doubt was expressed whether the proposed evaluation can give answers.

10. EVALUATION WORKSHOP. It was agreed that guests from Lusaka should reach here during Friday, the 28th March. Friday afternoon and Saturday they will be introduced to the Project. Sunday and Monday Morning the Workshop will take place.
Invitees: Mr. Mahandawire (CCZ Coordinator Tafwani Centres)
Steven Mulenga (Housing Project Unit)
J. Oglethorpe (Zambian Council Soc. Dev.)
Beaumont (old) or Mutello (M.o.Agriculture)
Sode? (IRDP)
Father Walsh
Chief Sinazongwe, Chief Mwemba

11. Mattresses. Decided that new mattresses will be bought either out of GRZ or GST funds.

12. ORAL TONGA TRADITION This programme will be transfered to GST.

13. TV. Peter Weiss was informed that the Team does not want to buy his TV.

14. CLEANING TEAMHOUSE. Angela complained that she found the Team-house twice not properly cleaned. Peter Weiss informed that BaTime was sick and that his wife (Mama Time) cleaned the house, and this one is just not as competent as BaTime.

15. BETRIEBSAUSFLUG: Date and place (country) not yet decided.

16. DATE AND PLACE OF NEXT MEETING: 2.April, place open.

H.M.Fischer
Teamsecretary

Confirmed..... Member.....

Mennonite Central Committee

2/80 G.M.

Gossner Service Team
P.O.Box 4
Sinazeze

Minutes of the Teammeeting held on 13.2.80

1. ATTENDANCE: Elisabeth Hässler (chairman), Klaus & Christina Jähn (host), Peter & Astrid Sauer, Izaak & Sietzke Krisifoe, Hans Martin Fischer.
Apology: Angela Fischer

2. MINUTES 1/80 were confirmed

3. BUSINESS ARISING FROM MINUTES:

a) Zeze Co-op. The committee is still working on the implementation of the decisions. Klaus is preparing a siteplan. Elisabeth is in negotiations with Namboard.

b) Tonga crafts Batoka. The concerned committee has selected a new site. A plan to be drawn and submitted to Choma Rural Council.

c) Auditing of Teamaccount. Klaus reported that the books were found nicely kept. The books were approved.

d) Christmas outfit. Teammembers expressed disappointment and slight anger about GM reaction to our request. It is discouraging that Berlin could think that the GST wants to 'import Christmas mood etc.'. It is equally dicouraging that Mr. Mische seems to have forgotten our lifestyle discussions. The Teamleader to write a letter.

e) Malima. In view of the shortly expected takeover of Buleya Malima Irrigation Scheme the responsibilities were clarified. Peter Sauer (or his successor) is responsible for the agricultural side and the organization of the farmers (where Elizabeth eventually will assist them) Hans Martin (or his successor) is responsible for the technical side.

f) Playschool. As the 'childrensituation' has changed the idea was chancelled. Neverthéless Berlins reply on the subject was regarded as poor. The Teamleader to write a letter.

4. FINANCES/APPLICATION FOR FUNDS/EVALUATION.
Hans Martin reported that it is definite that the Project will get 100 000 Kwacha for the budget 1980. Therefore our application for funds to the worldmission should be reconsidered. It was decided that the evaluation by Dr. Bunzel should go ahead, as it is by itself valueable. The application for funds will now be based on extension of existing programmes and implementation of new programmes.
Siatwinda Irrigation Extension. We should give priority to the possibility of getting funds from within Zambia. However the application to EEC should go ahead parallel.
It is hoped that War on Want will assist VSP, we are looking forward to receive Mr. Stocker.

5. SALARY BaNcite. The Team feels, that the work of BaNcite, who is doing a good job at GSB, should be appreciated. Agreed that the Team gives him an allowance of 30 Kwacha per month with effect of 1.1.80. This allowance will be reconsidered once GM has send a new man for GSB.

6. GWEMBE SOUTH BUILDERS (finances and supervision)
Hans Martin and Elisabeth made it known to the Team that they had informed GM that they will not be able to supervise GSB after 30.4.80, which is a year after GM knows that they have to look for replacement.

Gossner Mission

Also the financial situation is unsatisfactory. Despite that some money is expected soon (sale of lorry, payments for Duba) there is not enough cash for the daily running. It is noted, that the situation is mainly caused by GM not sending replacement for K.Jankowsky. The Team, on behalf of the GM, will give a credit of up to 5000K if necessary.

7. VSP. The VSP treasurer submitted a financial statement, which will be discussed at the next Teammeeting. Klaus and Peter to audit the books.

8. FILMPROJECTOR. It was agreed to give the Teamprojector to Peter Weiss as requested.

9. EVA/FURNATURE. To fill Eva's house with furnature the GRZ property in the Teamhouse Lusaka will be brought to Nkandabwe. New furnature for the Teamhouse out of Teamfunds will be bought. Astrid to be responsible for that. Hans Martin and Nakasamu will form a committee and buy more GRZ furnature.

10. RADIOCALL. Hans Martin informed the Team that the radiocall link to Lusaka is now established. Klaus to be the deputy radiocallist. All Teammembers are invited to learn to operate the devise.

11. GENERATOR. As the GM made it a policy to supply electrical light to Teammembers (see 'Merkblatt' point 9) it was found just that the Team now buys the currently used generator. Once the bigger GRZ generator is bought, this Teamgenerator will be used at Kanchindu.

12. MERKBLATT. It was discussed that a second 'Merkblatt' should be edited for new Teammembers (What to bring, tips, etc.) Christina will be the writer.

13. Dr.Bunzels VISIT. The time indicated (second half of march) and the idea of the workshop at the end of his stay were agreed upon, as to whom he should meet the Team suggests that he also meets people of the valley (Chiefs etc.).

14. KM - CLAIMS.
For health: Again it looks Mr. Mische has completely forgotten our argumentation. The Teamleader to write a letter. Further surprised by the reversal of decisions made with the consent of Mr. Mische, the Teams starts questening the authority of the Zambia referent.
For UCZ: The Team refers to an older Teamdecision (see minutes 7/76 6b2, 12/76 3fv) and the approval of the GM (see letter Kriebel GST from 19.10.76. Now what?

15. OFFICIAL LANGUAGE, OFFICIAL LETTERS. It was clarified that englisch is the official Teamlanguage. From all official letters a copy should go into the Teamfile. Official is all that is not private, e.g. all about work is official. The GM is requested to correspond accordingly.

16. SECURITY IN CAMP. In the light of the recent burglaries the efficiency of the watchmen should be improved by following measures. They have to report when they come to Klaus. Every hour they have to operate a gong.

17. CASHING CHEQUES. The bank has increased the fees on cheques. Decided to charge our customers with immediate effect the bank fees..

18. CREDIT. Elisabeth has asked for a credit of K 5000 from the Team, to be payed back 5 weeks after getting the money. Granted.

Gossner Mission

19) PAYMENT KÜHNLE. Elisabeth reported that a payment of Kwacha 1000 has been made to Mr. Kühnle. This is for the work done for Gwembe South Builders, namely planning for the NIEC store at Gwembe and Demo Ranch. The Payment includes follow up at the buildingsite, Elisabeth assures the Team. It is taken for granted that this money comes out of GM funds. Elisabeth also reports that due to the theft of 1800 Kwacha - and some other circumstances she had to get money from Mr.Raad. The Team decided to ask GM for refund.

20) LAFFIES GASBOTTLE. To help Laffi the Team decided to pay for his first gasbottle, the next bottles he has to pay himself. The GRZ cooker can stay with him as long as it is not needed in the camp (Klaus to inform him accordingly)

21) JOSEPHS ACCIDENT.
Izaak reported that due to Josephs statement about his accident, Izaak was ordered to Maamba police station. Despite that Izaak made it clear to the police that he is not the one responsible for transport, the police intents to fine him for authorizing unlicensed driving. Decided that the transportprogramme pays the fine, Hans Martin to follow up the funny withdrawal of Josephs driving license

22) MARY FROST, a language professor at the University of Zambia is to visit the Project to advice Mr. Siabalo on the collection of oral Tonga Tradition. She is expected to stay for one week.

23) LEAVE ANNOUNCEMENT. Peter Sauer announced that he will go on leave from 3.3.80 until 14.3.80. He also invited the Team for Karneval on saturday, 16.2.80 at his house .

24) REMINDER. The Teamleader reminded Elisabeth, Izaak and Sietzke to submit their overdue annual reports. He also reminded the Team about the contributions towards the GM - booklet.

25) Next Teammeeting will be on 5.3.80.

H.M.Fischer
Secretary

Confirmed.....

Member.....

Chairman.....

Gossner Mission

1/80

Gössner Service Team
P.O.Box 4
Sinazeze

Minutes of the Teammeeting held on 12.1.80

1. ATTENDANCE: Peter Sauer (Chairman) & Astrid Sauer; Hans Martin Fischer, Klaus & Christina (+Ricky) Jahn, Izaak & Sietzke Krisifoe.
Apology: Elisabeth Hässler (on leave), Angela Fischer

2. MINUTES 12/79 and 13/79 were confirmed

3. BUSINESS ARISING FROM MINUTES:

a) Zeze Co-op. The appointed committe has submitted its report. (attached to minutes). The suggestions of the committee were adopted. Suggestion one will be paid from the money from abroad. Elisabeth is already looking into the matter of selling 2 houses to Namboard. If necessary the clinic could be assisted from VSP (Second Hand Cloth Programme) to buy three buildings for their staff. The costs of Nelsons building will be put on top of his credit. Excess houses will be sold to interested government departments, Rural Council or tenants. If this fails the matter will be discussed again. The committe will implement the above decision. The Siatwinda Credit Union will pay 700 Kwacha to the Team for the house in Kanchindu.

b) Applications for funds.
Peter reported that his part of NK - dam/extension is ready and he is going to send it to Berlin. Outstanding still a plan from Mr. Beaumont. Izaak has not yet submitted information about Malima and Rural Works (see minutes 13/79, 3)

c) Extension Gwembe. A meeting on the subject with the people concerned was held in Gwembe. Mr. Beaumont is currently working on a framework for planning.

d) Request for prayers/songs.
Mr. Siabalo was involved in translating songs and prayers out of the UCZ Song/Prayer book.

e) Tonga Crafts/ Batoka.
The site was inspected in Batoka. A committee was appointed to follow the matter up (Astrid, Sietzke, BaNcite, BaMark) A plan of what we want to build there will have to be drawn up. Care should be taken to get a big enough plot which is near the road.

f) VSP. Peter Weiss has drafted the constitution of the VSP Society. The next staffmeeting will have to decide on the matter. Vickson to be invited for this item.

g) Hans Martin informed the Team that his going to Lusaka as Liaison Officer is definite.

4. KM CLAIMS: To ensure timely submission of KM claims from Team to GRZ is was decided that the treasurer will not accept Km claims from members after 15th of each month.
The Team clarified the rôle of the Teamleader and the Teammembers in claiming km allowance. Each Teammember is responsible for his claim. He/She is trusted that the claim is correct and justified. The Teamleader is only responsible for the submission of the claim in the richt form to Government.

5. FUTURE OF WORKSHOP: The Team decided that the GM should be asked to send replacement for Hans Martin soon. Hans Martin and Klaus will make a jobdescription for the new man.

6. AUDITING OF TEAMACCOUNT: Klaus and Hans Martin will audit the 1979 Teamaccount. A new treasurer to be elected in May. The Treasurer submitted a financial statement.

7. SALARY ANDREA CHIKOPA! Hans Martin reported that Andrea is doing a very good job in the workshop as a foreman. As his salary is comparably little and cannot be increased through GRZ, the Team agreed to pay Andrea a monthly allowance of 20 Kwache through VSP. This is understood as a bonus for good work and can be withdrawn any time.

Gossner Mission

8. ELECTION TEAMLEADER/SECRETARY.
Postponed until May.

9. CHRISTMAS OUTFIT. Each year the Team struggels to decorate the Teamtree and a decent Father Christmas. The Team askes therefore the GM so send a set of christmasdecoration and a complete outfit of Father Christmas. (Should now be cheaply available, and can reach here in time!).

10. REQUEST CREDIT SIATWINDA FARMERS.
Referred to VSP

11. SUPPORT FARMERS TRAINING CENTRE MALIMA.
Izaak reported that he attented a meeting of the FTC. He informed the meeting about the willingness of the Project to contribute towards the running of courses. He hinted a figure of 1000 - 2000 Kwache. He also stresses the point that participants should contribute food. To be further discussed in staff.

12. WORLDBANK.
Izaak informed the Team that he attented a meeting in Gwembe on the subject of Worldbank involvement in the Gwembe District.

13. MALIMA. A draft of the Handing Over Arrangements of Mailima Irrigation to GSDP has been received.

14. PLAYSCHOOL. The stand of Berlin on this subject is not clear. Unfortunately the point was not discussed when Mr. Mische was here. To be clarified.

15. CLEANING TONGA MUSEUM. Sietzke and Astrid reported that agnes was employed on parttimebasis for cleaning the Tonga-museum.

16. NEXT MEETING will be on 13th February, 20 hours at Fischers place.

H.M.Fischer
Team Secretary

Confirmed: .....Chairman

.....Member

Gossner Mission