

23rd February 1970
Scgw/k1

Mr. J. G. van Keulen
Abersonlaan II/I

Wageningen
Nederland

Dear Mr. van Keulen,

cordial thanks for your careful reply on our sending the contract form. Before I enter in answering all the ten questions you have put on me let me express my gratitude to you for handing in your resignation to your superiors. Can we do anything to promote your director's attitude on foreign aid? Was my letter of any help to you? We all are really very anxious to see yourself and Mrs. van Keulen amidst us in April. Pardon, I forgot Rik. But I am not quite sure whether he is ready to visit Germany in this early age of his. But now to the ten questions:

(1) What means "serious sickness" and how far is it covered by the provisions of article IV? It is fully covered by those provisions. Any disease will be cured as far as possible according to the contract's condition that all medical care will be provided free of any cost. In cases where there is any remaining disability or professional unfittness the provisions of article IV (7) apply where it is written that the employee is insured against disablament and invalidity.

However, we have found that we forgot one very important though rather delicate point. You are getting an amendment of article III as part of this letter. We all hope that this section is of no more than paper value. Still in the interest of the employee we have to fit it into the contract.

(2) I could follow your arguments regarding continuation of Government service but there is one question from my side. To become a member of the Agricultural Expert Pool you have to have five years experience in tropical agriculture. Till now you have two years. The remaining three years are expected to be the years of service with the Gossner Mission. This is all right. But now: In case you do not get the leave for Gemeinwohl from your employer does

this effect your chances for entering the pool ? Or in other words: can you become a member of that pool after you have fully resigned from Government service for three years ? Or is there the danger that they will treat you as a new-comer without a chance of service ? Add then the consequence: If you do not leave for Gemeinwohl you have asked for a life assurance policy. Is this a replacement for the pension fund or can it be understood that it will serve as a kind of additional security in case you would be again under the pension scheme after becoming a member of the Pool ?

(3) Housing in Zambia will be provided for by the Government according to their contract conditions with Gossner Mission viz Annex I, (2) a, We too know by the submission of the relevant papers that the Government has made provisions for the purchase and the building of accommodations in their budget for this year.

(4) I can very much imagine how discouraging it is to have only Harambee Spirit in the tank. But our case is better: The Government provides all petrol, lubricants etc. without a mileage limit. Besides they pay for depreciation of the cars. And this in fact is limited to the maximum of 2000 miles per month per vehicle. But this is not applicable for the provision of petrol.

(5) According to the Government contract with Gossner Mission, Annex II (2) it is clear that balances on accounts opened by the Gossner Mission in Zambia are freely transferable into any other convertible currency. Sure, it is not written that this applies also to private accounts opened by co-workers. It could be found out whether there is any possibility for doing so. But in my opinion it would be much easier to have the savings put into the Gossner Mission account and drawn the balance on the end of service and re-transferred to Europe. I do not see any difficulty in maintaining sub-accounts for private balances left in the Mission account. Even there should be no problem in calculating the interest on every end of the year.

(6) You are right - it can be not only a pity but a real problem to have a counterpart who is unfit but safe to any dismissal of his status as a Government servant. But I believe that is one of the "In-Puts" we have to carry as we are dealing with an independent and - hopefully - selfconscious country. On the other hand much depends on the permanent discussion with the Co-ordinating Officer who is the man to make the whole venture a success or a failure.

Indeed, it is he who is the key person not at least in our relation to our African counterparts too.

(7) Your visa will be applied for here in Germany. You may bring your passport along with you when coming to Germany.

(8) Regarding the preparation course I am including a corrected paper indicating the general outline of this course. In my opinion we shall find enough time during our long meetings to prepare ourselves for the difficult task to purchase and to pack what is necessary for Zambia so that there is not so much time needed for on the end. I have also asked for information whether we can ship the luggage not by boat but by plane in order to avoid the possibility of long delays in receiving the goods. This would also effect the question of packing the goods. Let me put it so in this moment: There has to be sufficient time for a proper departure but there should not be any unnecessary delay. The way how to prepare this shall be subject to our discussions and a common solution amidst us.

(9) I believe that there would be a great advantage for you if you have your private car with you. Of course, you can import it into Zambia without paying import duty. This is said expressively on the Government contract.

(10) Regarding the work permit for your wife I would like to ask whether you expect this from the Gossner Mission or from Zambia. I believe that it would be possible that we take Mrs. van Keulen under contract too if she desires so. I remember that there was some hesitation because your wife did not like to work without a proper supervision of a doctor. But in general we are well prepared to take her over as a part time worker. In this case we would suggest that this point may be discussed again after your settlement in Zambia, perhaps after half a year or so. We have made similar arrangements with Mr. and Mrs. Köhpcke who came recently from Zambia and are willing to return again with Gossner Mission.

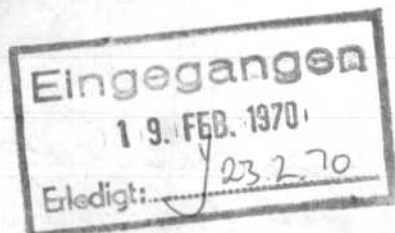
This has now become a long reply and I hope it is still clear what I have tried to answer.

Kind regards to you and the family,

yours sincerely

P.S. Just when I was in the middle of this letter the

mail brought the reply of your director with the information that you are free with effect from 1st April. God bless.



Wageningen, 17th February 1970.

Mr Kl. Schwerk,
Gossner Mission,
Berlin.

Mr. Walter Maun!!
to family!

26
Feb 72

Dear Mr. Schwerk,

Just after the arrival of your letter and contract I have resigned. I don't yet know ~~the~~ the decision of my director to leave the service on 31st March. His attitude on foreign aid is not so enthusiastic.

We can discuss several points by letter when we try to write, to answer and to understand accurately. I prefer to write in English because I shall certainly stumble over drücker oder vierter Fall - in your language. I hope to become a bit handy in German during the training.

I like to discuss the following items.

1. art III (The contract can be terminated by serious sickness). When you understand by serious sickness all disablement and invalidity which is covered by insurance (art IV.7) I do agree. If not, then the insurance is too limited or the interpretation of serious sickness is too wide, too extensive.
2. art IV I told you already that I am trying to continue my government pension (a legal provident fund), which is still in discussion. This continuation is only possible when I remain an officer of my government. It was impossible for me to enter into the agricultural expert pool because of my lack of experience in tropical agriculture (the terms are 5 years). After three years service by the Gossner mission I shall try to enter again. Then my position ^{to} mission will be that my government lend my out to the mission as an agricultural expert. To tide over this period I have applied for a special leave for common interests (Gemeinwohl). During this leave and after ~~two~~ three years as ~~ex~~ pool expert I can continue my government pension. When my contract with the mission will be terminated then I am not unemployed because the

pool director can provide ~~for~~ an other job.

When I succeed in obtaining leave for Gemeinwohl the contribution will be fl 117,15 monthly and my government will pay fl 245,10 (see salary statement) I have argued to the officials that I enter into a contract by a not-profit ~~x~~ organisation for foreign aid. I am not sure that my government is willing to remain to pay her contribution for an organisation abroad. Then the contribution will be $fl\ 117,15 + fl\ 245,10 = fl\ 362,25$ monthly.

When I not succeed in obtaining leave for Gemeinwohl then I have to effect a live insurance.

As a pool expert (after three years) my government will pay her part of the contribution

AOW/AWW is a kind of tax and will not be levied.

You see, it is not yet clear how much the contribution of the provident fund will be. I hope you will understand my explanation and you have no ~~to~~ objections to these efforts.

3 Art VI. In this article is not mentioned who is responsible for providing suitable (accommodation) in Zambia (or the mission or the government). The responsibility of medical care is clear (art IV): the mission is responsible and the government will provide this care. Question: who is responsible for housing?

4 Annex I. The mission will provide transport and the government of Zambia will meet travelling expenses at the rates normally paid (I4). Will the government pay the petrol? Is there a milage limit. Such conditions caused tremendous troubles in Kenya. I know experts who could only work one week a month by a milage claim and the rest by "Harambee spirit."

5 Annex II Only no currency exchange control is mentioned for Mission purpose. What are the limitation of exchange of savings of the co-workers?

6 Amendment II. It is pity that the Ministry of Rural Development appoints a counterpart. Dismissal or transfer by unfitness will be difficult.

(what very often happens)

7 When the team together applies for a visum, oki'. If not, then I have to arrange something before we go to Germany because we need our passport for this during this stay in Germany. In Holland is no consulate of Zambia.

8 The training will start at the beginning of the contract on the 1st April? and after the training there is a opportunity for packing. Can you mention already some dates.

9 Is it possible and usefull to ship my car with exemption from customs duties.

(when you like in German)

The list of questions has grown to nine points. I hope you will find time to answer them. It is better to be clear now to avoid difficulties in future. Bad weather conditions in Holland stimulate the desire to depart to a warm climate!

Kind regards also from my wife

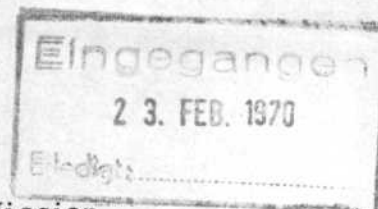
Op van Keulen

J.C. van Keulen
Aberson laan 11 I
Wageningen

10 Is there already a possibility that my wife can get a work permit in order to work as a part-timer

INSTITUUT VOOR CULTUURTECHNIEK EN WATERHUISHOUDING

WAGENINGEN



STARINGGEBOUW
Lawickse Allee 136

Telefoon 08370-6333
Postbus 35

Gossner Mission

Handjerystrasse 19-29

1 BERLIN 41 (Friedenau)

W. Deutschland

uw brief:

ons kenmerk: 15/356

datum: 20-2-1970

onderwerp:

bijlagen:

Dear Sirs,

In reply to your letter dated 10 February 1970 I can inform you that I am willing to release Mr. J. G. van Keulen at the required date of 1 April 1970. He has been of great service in my Institute, but I can appreciate that he is willing to take a task in a developping country.

I wish you every success in the work you are undertaking in Zambia and elsewhere.

Yours sincerely,

Kallelnja!
22.2.70

dr. C. van den Berg
director

cc: J. G. van Keulen

no reply necessary

10th Febr., 1970

The Director

Institute for Land and Water Management Research

Mr Dr C. van de B e r g

W a g e n i n g e n

Nederland

Sub.: Resignation of Mr Johan Georg van K e u l e n , Wageningen

Respected Sir,

We would like to draw your attention to a rather precarious problem of ours for which we dare to ask for your help. We refer to the disposal of Mr J.G. van Keulen. The story in short is as follows:

The Gossner Mission has been invited by the Government of Zambia for taking a substantial part in the development of the backward people of the so-called Gwembe Valley which is the northern bank of the Lake Kariba. The main task will be the introduction of irrigation farming thus using the abundant water reservoir of the lake. The initial step shall be a Pilot Irrigation Project near the village Siatwinda. A report on a detailed soil survey carried out by the Mount Makulu Research Station on order by the Government reads: "The Malima soils have a wide crop adoption. Moderate amounts of fertilizers will be required and of course good management. Crop yields are expected to be high due to the favourable soils and climate." In another statement our partners in Zambia have put every emphasis on the importance of the first Pilot Irrigation Project saying that there are only two possibilities: "Siatwinda will become a success or it will be our funeral."

After very extensive searching we have been lucky in finding Mr van Keulen whom we consider the right man for this difficult task. He himself is ready to serve the people of Zambia through the Gossner Mission. But time is now pressing us because of the local need and expectations as well as our preparations here in Europe. With great difficulties we have found a n expert from Scotland to teach our co-workers the Tonga language.

Our urgent request is now whether you would be kind enough to release Mr Johan Georg van Keulen with effect from 1st April 1970 for service in Zambia through our Gossner Mission. We are asking this before all on behalf of the daring people and the Government of Zambia. It would be a great relief for us if you could let us have your favourable decision in due course.

Yours sincerely,

(Klaus Schwerk)

cc: Mr J.G. van Keulen
Abersonlaan 11
W a g e n i n g e n

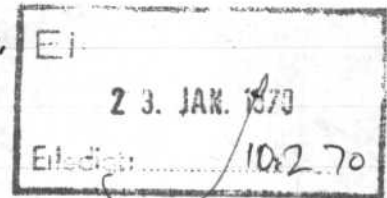
Dear Mr van Keulen,

I am so sorry that again it had taken two days more than I promised to write this letter. On Sundaynight a couple arrived here in Berlin in order to have talks about their joining our team for Zambia. We have had extensive and day-long discussions. Today noon they have left Berlin and gave their agreement to collaborate. Every co-worker is the result of a certain conversion - you see how mission work can be interpreted. I do hope that the delay of all this writing has not too serious implications on you. I have noticed your request to discuss several points regarding your status as a Government-official with me. Please let me know whether you expect me to come to Wageningen. If that is the case - o.k. I shall have to take the plane. Otherwise I would be grateful if we could do it by paper. But you decide. Above all I have to fit the team for Zambia by all means. It might be of interest that on Saturday last we have got the cable from Lusaka stating their readiness to accept the contract in the last version. This is in so far so important as we can now say that the conditions of our engagement in Zambia are clear - and good too, as we believe.

Kind regards and best wishes to Mrs van Keulen and the Junior,

Wageningen, 19th Januari 1970

Mr. Kl. Schwerk,
Gossner Mission,
Berlin.



Dear Mr. Kl. Schwerk,

I shall keep you posted up as to how things go in Holland to avoid any unclearness.

On the advice of Mrs. Rot, I contacted the secretary of the technical aid department of IAC (International Agricultural Centre) for my position on life insurance. I prefer to continue my present government pension, which is only possible when I remain a government-official (department of agriculture). Maybe I am admitted to a pool of agricultural experts by now or to a pool of foreign aid experts in future as a permanent official (department of foreign affairs). The board of directors of these pools must be willing to dispose me under contract to the Gossner Mission. I hope, there are no objections to this procedure from your side. My interests and future are safe-guarded and in the view of the irrigation project I shall have the disposal at all facilities of assistance from my government. I like to discuss this subject as soon as possible with you.

I have the promise of the director of the International Institute for Land Reclamation and Improvement for every assistance of this Institute on the technical side of irrigation.

In my latest letter I explained to you that I informed my boss about my intention to give up my present job. I explained to you also that I shall resign (the official request for retiring the service) when I have received the contract. Please send me the contract soon, because of my three month's notice terms

and add a request to my director for shortening of this period, strongly argued (training period, and commitments to the government of Zambia.) My director is:

Mr. dr. C van de Berg.

Institute for Land and Water Management Research
Wageningen

I wrote that my salary in January 1970 is fl 1434 = monthly. This statement is already out of date and the amount is fl 1509 and so are all the other figures about rates and taxes, life-insurance changed. Probably the final statement will be known at the end of January. I shall hand you the official wage sheet. My salary in 1975 will probably be fl 1800.= (eighteen hundred), which is the increase by seniority on government base, without increases by inflation a.o.

So my wife and I bear our departure in mind. My wife is in training for her driving license and Rik got his inoculation ^{and purchases} for smallpox already. We are looking for storage of our furniture and consider the shipment of our volks wagen. We know from a friend coming from Zambia a little about the level of cost of living and the prices of cars.

I hope we find the opportunity to discuss all these subjects thoroughly.

With kind regards,

Olvan Keulen

J.C. van Keulen
Aberdon 1224 II^I
Wageningen

,9th January 1970
Schw/k1

Mr. J. G. van Keulen
Abersonlaan 11 /I
Wageningen/Nederland

Dear Mr. van Keulen,

Many thanks for your letter of 22nd Dec 69 with the attached statement of your income. I am very happy for your final decision to join our team for Zambia. God bless your work of the next 5 years.

There is one point where I need some clarification from your end:
You wrote that your present salary is

fl 1.434,-- p/month

and then you state that in 1975 it will be by


fl 1.000,-- p/month

Does this mean that it will be 1.000,-- fl more than 1970 or is this a writing error and should read fl 2.000,-- ?

Regarding the question of the life-insurance AOW/AWW I shall ask for the advice of Mrs. Rot on the occasion of my visit to Utrecht on the 23rd of January 1970 the results of which I shall let you know immediately.

Please, convey my regards to Mrs. van Keulen and the young Prince

sincerely yours



2.

Wageningen, 22nd December 1969

Eingereken	
29. DEZ. 1969	
Erledigt:	9.1.70

Mr. K. C. Schwerk
Gossner Mission
Berlin

Dear Sir,

Just after my arrival in Holland I put some questions concerning live insurance, taxes, ADW/AWW, to Mrs. Bot (DCA, Holland.) I have not yet received her answer reply. In order to save time, I let you know that my wife and I have decided to accept your offer to work in Zambezi for the Gossner Mission in principle. I informed my director already and I shall resign after signing the contract with the Mission.

I enclose a statement of my salary, ~~and~~ rates and taxes and a copy of the official statement will follow after the 1st of January.

My son starts with crying every night at 4.0 o'clock a indication of health.

J. G. van Keulen

Yours sincerely,
P. van Keulen

J. G. van Keulen
Abersonlaan 11^I
Wageningen
Gossner Mission Nederland

Abersonlaan 11^I

Statement (not official)

Salary January 1970 £1434 monthly

(Without a correction for inflation and real income increase my salary will be at 1975 = £1000 by seniority)

Child allowance 4% } 10% of £1434 = £143.40
Holiday " 6%

Allowance health insurance 4% of £1434 = £~~57.00~~^{57.36}

Cost insurance £63.- monthly

Accident insurance £48.- yearly

Statutory liability £7.20 yearly

Income tax £3065.- yearly

Pension basis ~~£~~ 24% of 1434 = £ 344.16

privat contribution

10% (£1434 - £428) = 100.60

employers contribution £ 243.56

AOW/AWW (compulsory insurance, old-age, orphan, widows fund) 10,6% of £1434.- = £152.-

In my situation paid by the government. By not-government-officers paid by the employee.

Emoluments: Car compensation and telephone subscription

old age Pension Scheme

Keulen

Widow Pension Scheme (nicht möglich jetzt)

no. 10013
11 DEC 1969
10013



AIR MAIL
PAR AVION
AÉROGRAMME



Crossner Mission

1000 Berlin 41

Handjerystrasse 19/20

Germany

First fold here

Second fold here

Sender's name and address:

J. van Koulen
Aberseelaan 11 F Wageningen
Ned

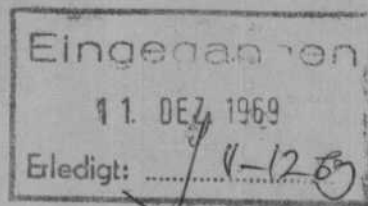
AN AIR LETTER SHOULD NOT CONTAIN ANY
ENCLOSURE ; IF IT DOES IT WILL BE SURCHARGED
OR SENT BY ORDINARY MAIL.

Issued by the Postmaster General, East Africa

To open cut here

Wageningen, 8 December 1969

Mr. Hl. Schwerk,
Gossner Mission
Berlin



Dear Mr. Schwerk,

I hope, this letter will come to your hand in time. I am sorry that I mentioned a wrong date - a slip of the pen.

Thursday night 11/12 I shall arrive and call at your guesthouse so that the whole Friday 12/12 will be to our disposal.

Yours truly,

Olvan Keulen.

J. G. van Keulen
Aberson laan 11-I
Wageningen.

Dec. 5, 1969

Mr and Mrs J.G. van Keulen
Abersonlaan 11
W a g e n i n g e n
Nederland

Dear Mr and Mrs van Keulen,

Cordial congratulations to your son from Gossner Mission and me personally. It was great joy when we received the card with the good news yesterday. May God bless mother and son and may you three have a fine Christmas this year in your small family which now has a certain similarity to the Holy one.

Today I got your recent letter announcing the coming of Mr van Keulen to Berlin. There is some problem regarding the day. You say that you will be arriving on 12th of December at 20.30 hours on the airport and call at our office on Friday morning. The 12th of December is Friday. Am I right when I presume that you mean Saturday instead of Friday? But where are you staying for the night? Our office in the Mission House is at the same place where our guest rooms are too. For your safety we shall prepare one room for the night. If you are not going to any friend here in Berlin then you are welcome in our Mission House (address see on top of this letter). I shall wait for your call on Saturday morning as there is no office time. On Friday the whole office is on duty if you would come on 11th and call on Friday.

So whatsoever is correct we are prepared for your arrival. A small gift from the Mission on the occasion of your son's arrival will be sent tomorrow by our bookshop.

With kind regards

(Klaus Schwerk)

Geboren op 27 november 1969

WILLEM FREDERIK

Vannacht hebben wij in dankbaarheid
een zoon gekregen en wij noemen hem

RIK

George van Keulen
Anja van Keulen-Rienstra

Wageningen, Abersonlaan 11-I.
tijdelijk: „Ziekenzorg”, Wageningen.

Gossner
Mission
Printed in Belgium

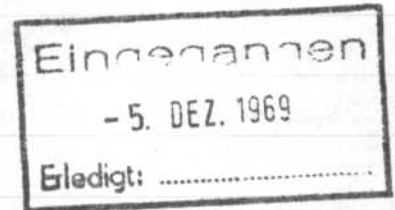


SASKIA 4

Copyright Lannoo, Tiel



Wageningen, 3rd. December 1969.



Mr. Hl. Schwerk,
Gossner Mission,
Berlin.

Dear Mr. Schwerk,

First of all I let you know that I have become father! My wife and my son are in a good condition!

Thank you for your invitation to have a further discussion in Berlin. I intend to arrive on 12th December 20,30 hour on the airport and will call at your office on Friday morning. If this date is not convenient to you, mention another date whatever you like.

Your sincerely,

J. George van Haulen.

J. George van Haulen
Abersonlaan 11^I
Wageningen NL.

4.11.69 sch/go

xxxxxxx8516933

Mr. J. G. van Keulen
Aberson laan 11 I
Wageningen (NL)

Ref.: Your letter of October 27, 1969

Dear Mr. van Keulen,

Just one week after our talks at your home you were so kind to hand in your application for service with Gossner Mission. Many thanks for your letter of October 27. I am very happy about your wife's and your readiness to return again to Africa. Of course Gossner Mission has to accept your condition that you will be available not earlier than March/April 1970. This rises the question when you should be taken under contract: With effect of April 1970 what would mean that you should be sent out without prior preparation time or at a later time, say October to December 1970, but then as a member of the second group going to Zambia. By many reasons I would prefer the first possibility much more than the last one.

But as we have no pressure of time in this moment let me make the following suggestion: Please book any date of your choice after November 24 (but preferably before December 15) to come to our Mission House at Berlin to have a second turn of discussions in the presence of our director, who at the moment is still in India for visitation. Perhaps at this time you can already tell us whether your first child is a son or a daughter. It is clear that all travel expenses will be paid by Gossner Mission. If you like so we can make the necessary booking of flights from our side. Please only inform us right in advance about the date.

Have you heard anything about Mr. van der Hel's opinion on the Zambia project? Please convey my greetings to him too.

With cordial greetings in anticipation of your reply,

Yours sincerely,

(Klaus Schwerk)

Wageningen, 27 October 1969.

Eingetragen
30. OKT. 1969
Erledigt:

Mr. H. Schwert
Gossner Mission.
Handwerkerstrasse 19/20.
Berlin.

Dear Sir,

Further to your explanation of the Siatwinda Project. I let you know that I wish to be considered as a candidate for a post in Sambia. So likes my wife to be contracted as a nurse to participate in the project for part-time.

We are at your disposal not before March/April 1970 in view of the coming baby. Besides at that time I shall have finished a subject I am working on and shall then begin with another one so that that time will be most convenient to me.

We like to discuss on the aim and means of the project, job description and competency, and the conditions.

Ever and over?

Your faith fully,

D. van Keulen.

J. G. van Keulen
Abersonlaan 11 I
Wageningen (NL)
phone: 08320-7462.