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Schriftwechsel Erhard Mische u. auch Dieter Hecker mit Gossner Service Team (GST) in Zambia, u. a. mit Team Secretary Ursula Wittern, Representative in Zambia Sietske C. Krisifoe, Chairman Ulrich Luig; Personalfragen, Finanzfragen, Fragen der Projektarbe

Wochenmitten 88

Geschichten f. Fam. Bia - Mitarbeiter

Ehepaar Hossain: 1. W. Kristallschale

H. Kapoornia : Luise Reizer + Mirjam (Tb)

U. Urig : Günther Jäns - Deutschland im Juni

Ehepaar Schmid -
first : Martin Walser - Dorle u. Wolf

Ehepaar Verweij : Jörg Seeh - Kreidefarben im
Regenbogen

Volker Wenzelkampf : For. folle - Ein Volk ohne Vision
Gehet Tigründe

Dazu je 1 Expl. Prot für die Welt - Kalender (engl)
1989

OFFENTLICHKEITSARBEIT

Datum:

Referent:

Zahl der Veranstaltungen:

+) Art der Veranstaltung nur Nummer angeben:

Gottesdienst; 2 Kindergottesdienst; 3 Konfirmandenstunde;
4 Jugendveranst., 5 Gemeindeveranst.; 6 Sonstige kirchl. Veranst.;
Schule; 8 Sonstige nicht-Kirchl. Veranst.

To the Members of
Gossner Service Team

November 21, 1988

Dear Colleagues,

All of our staff would like to send their best Christmas Greetings to you hoping you will celebrate these holidays in good health and good mood.

It is our concern to assure you of our thoughts being with you.

The attached gift might serve you as an expression of our feelings and we hope there will be time and pleasure to enjoy reading and to change ideas.

We also hope our book choice will somehow meet with the interest of each of you. The choice of individual copies gives the opportunity too of changing between one another if you so like.

Knowing that passing Christmas abroad can be a special and challenging experience, we send our regards.

Finally, please accept our best wishes for the New Year 1989! We feel that the upcoming year will be most important or even decisive for the progress of the work for the people in the Gwembe Valley. And we trust that successful innovations and a further consolidation of the project might be reached.

May the Lord bless all of us individually and also our common endeavours.

~~WILHELM DAMM~~
Yours,

Wilhelm Damm
Rev. Wilhelm Damm

Colin O'Sullivan
Patricia Hooper
Brigitte Dupont
H. Q. & P. S. Purcell

P.S. As usual you will get the english version of the new Bread for the World Calendar 1989 immediately after the delivery from England.



Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Gossner Service Team
P.O. Box 4

Sinazese via Choma
ZAMBIA

- Indien
- Nepal
- Zambia
- Öffentlichkeit
- Gemeindedienst
- Verwaltung

Berlin, den 7.10.1988

Dear colleagues,

this is to give my regards for the first time and to briefly introduce myself to you.

As you may be informed by Dieter Hecker during the June mission and by the latest copy of the "Gossner Mission" periodical I took over responsibility in this office on 15 August. I hope that my experience made in different church posts and especially in several duty stations abroad might help to meet the expectations linked with the succession of Erhard Mische.

We were lucky to find a flat in Berlin (Schöneberg) quite soon so that the family (Astride, nurse by profession, french from Strasbourg; Daniel - 4 y; Mathias 1 1/2 y) could join me already 3 weeks later.

The situation in the office is embarrassing so far as my room is still under repair due to pipe bursts in the house and subsequent reconstruction all over the place. Thus I'm still roaming around and changing desks as soon as one of the colleagues is out. But the excellent atmosphere between us is a most helpful asset for a newcomer. I'm trying to get into the subject and to get acquainted to GM's working system.

What I would like to offer you in the beginning of our co-operation is my readiness to listen and learn from your experience and to prepare and take decisions on the grounds of mutual and frank communication. I know from experience that the special situation like yours in the field and the physical distance to us here in Berlin needs thorough attention. This in mind, I highly appreciate your endeavours and the job you are doing to the benefit of the people concerned in the Gwembe Valley.

At the same time I would like to maintain and develop further good and productive relations to the local partners and institutions being aware that this can only be reached in an carefully followed-up process.

In fact, I think these relations to be essential for our development assistance aiming at self-reliance and self-sufficiency.

View to the heavy difficulties Zambia is facing in terms of economy and social consequences I suppose our goals to work with the people will contin-

uously have to be revised in the long run. This again can only be done through close co-operation of all concerned.

I feel that one of the issues to be tackled soon should be to find ways and means for improving communication and information flow between the project and our office and vice versa.

As to my first visit to Zambia it has been decided to travel in January 89 together with Mr. Mehlig, the chairman of our Zambia Committee. The main reasons for this date were to give me sufficient time for intensive initial studies of the relevant documents. Secondly it was felt that our visit should not interfere with the Schumacher's arrival and settling down. Our visit is scheduled for 4 weeks. In addition, I intend to be with you in the field for a second time later in 89.

Best wishes and regards to all of you.

Sincerely yours,

Wilhelm Damm



Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Gossner Service Team
Mr. Ulrich Luig
P.O. Box 4
Sinazeze via Choma
Gwembe-Valley / Zambia
Africa

- Indien
- Nepal
- Zambia
- Öffentlichkeit
- Gemeindedienst
- Verwaltung

Berlin, den
August 10, 1988

Dear Ulrich,

When I came back from our leave in summer, I found your letter concerning Siatwiinda and the terms for Mr. Jonathan Habarad.

I will just try to clarify our position in the first respect. I regret, that there was no time to sit together with all persons concerned, i.e. Mr. Habarad, the Team chairman, the Lusaka Gossner Mission Liaison Officer and myself, which would have been the only way to come to a proper agreement. Since there was also a lack of coordination in the mutual negotiations before, this has added to the uncertainties. In future, such ventures must be prepared more carefully. Since the request for such a study came from GST through you to our office in February, I assumed, that you had discussed the contents of the study so far, that for us there would be only the matter of approval or supplementary suggestions. This was also my assumption during the short talk in a break of the evaluation seminar with Mr. Habarad.

In this sense I understood my suggestions as a sort of a special emphasis within an existing concept, which you had agreed upon. Now I see, that this was not the case and there is even a controversy about the same. Therefore my suggestion is as follows:

Keeping in mind, that the Siatwiinda issue has become more controversial again, it seems to me, that it will be more helpful for us to have as many relevant dates as possible for us about the irrigation schemes, especially about the factors, which support and which hinder self support. I also do not think, that a complete evaluation of all the 15 or more programmes could be done in a reasonable way. So as much time as is left should be given to other programmes according to your priorities. I think you should decide that carefully, if big institutions like VSP should not be given more importance as e.g. land survey, road building or the water programme, where only very few persons are involved. This is all, what I can say in the present situation.

The process which you described for the 9th July should have been started earlier, so that it could have been included into my draft. You can see from the fact, that I confined myself to the more technical and financial questions that I assumed, that you would supplement the contents of the study and then forward it to Mr. Habarad. Anyway, we must try to make the best out of this situation. Please, ask Mr. Habarad to send us the signed agreement, so that we can transfer the first instalment of the fees to his account as we had pro-

posed there. It would also be good to have a statement about the agreement about the objectives which should be accepted by Mr. Habarad.

As for the Siatwiinda project, I just heard from the colleague of Dr. Zils, that Mr. Munzinger has not yet handed in his final application and Mrs. Hoven left for holidays till 5th September. The atmosphere seems to be still positive and she had wanted to take a decision before, so it will be after the 5th September. I shall do nothing to stop it now. If it turns out after the Study of Jonathan Habrad, that the whole action should really be stopped or given up, this will be easier, than now interrupting the whole process of decision making and get it going again. So we will discuss both your statements in the Zambia Committee, but we will definitely wait for a final decision till the final report of J. Habrad is there. The GTZ people will also hear about it anyway.

Next week Mr. Damm will come and take up work in our office. Manfred Schuhmacher has ordered a 4 wheel Toyota hilux only though WEM in Hamburg. But it will be a suitable car as the others and they hope to have it here soon after their arrival.

Wishing you all the best, I remain with kind regards, also to the other team members!

Yours sincerely

Dieter Hecker.

Dieter Hecker

cc: Haya Kapooria



Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Mr. Jonathan Habarad
c/o Gossner Service Team
P.O. Box 4
Nkandabwe - Camp
Sinazeze via Choma

- Indien
- Nepal
- Zambia
- Öffentlichkeit
- Gemeindedienst
- Verwaltung

Z a m b i a / AFRICA

Berlin, den
August 11, 1988

Dear Mr. Habarad!

I got two letters of Rev. Ulrich Luig, one about the project evaluation and a second one with your memo about Siatwiinda and his own opinion about the same.

I am very sorry about the controversies regarding the terms of reference, which were partly caused by me. It was a pity, that we did not find time to sit together also with Ulrich Luig and Haya Kapooria. So, there were different talks at different times with different persons, which apparently are not in line with one another.

When we had this short talk at the tea break of the seminar in Nkandabwe, I assumed, that there was a basic consent about the contents of the study between you and the persons concerned in the project, represented through Ulrich Luig. Therefore I confined myself in the proposal for an agreement mainly to the technical and financial questions. I understood my proposals to you as a special emphasis within a concept, which was not existing as I have heared now. It will be difficult to sort out things now to the satisfaction of all people concerned, especially since the time is not there and you have started your work already. I have written in this sense also to Ulrich Luig. You will have started with an evaluation of the irrigation schemes now anyway. I did not get a proper impression in our short talk about the possibilities, what can be done within the time available, so I am also surprised, that only about 2 weeks are left for the rest of the programmes. But I think, there is not much point now in creating new confusion. Since Siatwiinda seems to be very much controversial again, it will be good having a thorough study and comparison about the performance and prospects of the three irrigation schemes. The rest of the time should be devoted to the other programmes according to a mutual consent between you and Ulrich Luig, who will then involve the different bodies accordingly. I am sure, he will give you a suggestion, for which programmes there is a special interest. This should be agreed upon and sent to us as a supplement to the agreement.

I have not yet got a signed copy from your side of this proposed agreement. As soon as we get it, we can send the transfer of the 1st instalment to your account as suggested. I am sure you will agree to this mode of payment, which seems to me also more reasonable regarding the difficulties, which arose unexpectedly, than paying the whole sum at the beginning itself as I had thought first. It gives more freedom to both parties.

/ -2..

As for your memo about Siatwiinda, I can appreciate your suggestion, but you will also see, that there is a certain time pressure for bureaucratic institutions like GTZ and the German Government. I just heared from GTZ, that Mr. Munzinger has not yet produced his final application and the lady in the ministry in Bonn is on holidays till the 5th of September, so that a decision cannot be taken before that. I shall now wait and do nothing, since it will take another few months till the final sanction of the project. Even after that, it could still be stopped. I am sure, that Mr. Munzinger will also get the final study and we shall decide then, how to proceed further. You should continue with your evaluation without being pressed by this pending decision.

I am sorry for the trouble caused to you through the fact, that we from Gossner Mission did not find the time for a proper coordination of your terms of reference. But I do hope, that your study will give us some help to plan properly for the continuation of our work in Gwembe South.

Wishing you all the best,
I remain
with kind regards,

Yours sincerely!

Dieter Hecker
Dieter Hecker
D i r e c t o r

cc: Ulrich Luig
Haya Kapooria

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

26th July, 1988

Gossner Mission
Dieter Hecker
Handjerystr. 19 - 20
1000 Berlin 41

Dear Dieter,

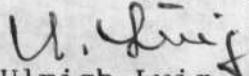
please find enclosed a memo from Dr. Habarad as well as a statement from me, both on Siatwinda irrigation scheme. Since both papers have different perspectives, I would like to add some comments on these papers.

Dr. Habarads memo urges you to try hard to postpone the decision on the funds for the rehabilitation of Siatwinda until his evaluation will be finished and his findings can be included into the discussion about the feasibility of the scheme. Although his assessment is not supported in his memo by details, his doubts are confirmed by Gudrun and Jaap as the ones directly involved in Siatwinda as well as by the tense situation prevailing at the scheme at the moment. Therefore, I have no reason to question the justification of this strong warning but fully endorse it: if it is possible to wait with a final decision, then wait - even if Gossner Mission may find itself in a somewhat embarrassing position. We have not yet communicated these cautionings to GTZ/Zambia. I will try to get in contact with Frieder Bredt over the issue.

My statement is neither confuting nor supporting Dr. Habarad's memo but tries to compile the relevant arguments on the further planning for the scheme, assuming that the rehabilitation will come. I am told that I rely too much on the technical arguments and on figures while the real problems are the attitude and the social problems of the farmers. I do agree that this bias is there, but otherwise I do not know where to start with any planning for a project of economic relevance. Although the bottom line of my statement is rather optimistic, it makes clear that the believe in a final success is based on a number of mere assumptions. Still more, my statement is meant to open up further discussions on future proceedings.

Don't get too much troubled. The whole matter refers solely to planning procedures. Keep us informed about the stage of decision-making at GTZ and BMZ in Germany. I will let you know if any new aspects will come up.

Greetings to you and the other Gossners at the headoffice,


Ulrich Luig

cc: Dr. J. Habarad

STATEMENT ON PLANNING PERSPECTIVES FOR SIATWINDA IRRIGATION SCHEME

This statement is the result of various discussions I had with Mr. Jonathan Habarad, Mr. Jaap Verveij and Mr. Vicson Siankondo on the present situation and further perspective of Siatwinda irrigation scheme. It reflects my own point of view and, of course, needs further discussions.

1. The three irrigation schemes monitored by GSDP (Siatwinda, Buleya Malima, Nkandabbwe) are of high political importance for the project. Regardless of the advanced stage of negotiations with GTZ and BMZ on the rehabilitation of Siatwinda irrigation scheme, a mere withdrawal from one of these schemes will only be accepted by farmers and Zambian authorities if clear evidence is given that the scheme is not feasible. I do not see this evidence at the moment. On the other hand, I do agree with Mr. Habarad and GTZ that, the involvement of Gossner Mission in Siatwinda irr. sch. cannot continue indefinitely. This, of course, applies to all the three schemes.

2. The overall aim for all irr. sch.s is to hand the scheme over to the farmers gradually as an economically selfsupporting project. This aim implies a technical, social/organisational and financial aspect. All these aspects compliment each other and therefore, cannot be solved separately.

2.1. Technical aspects

The main problem of Siatwinda irr. sch. was the insufficient technical design and outfit of the scheme. The experts seem to be convinced that, the irrigation system can be turned into a reliable one by the envisaged rehabilitation. Provided proper maintenance and an adequate solution of the marketing problems, the scheme will be profitable and potential enough to be selfsupporting up to the extend that, costs for future investments can be covered by then accumulated capital from the scheme. This was confirmed by Jaap Verweij in the discussion with Mr. Habarad. I assume that the experts are not mistaken in their calculations.

Buleya Malima seems to have reached that stage already.

2.2. Social/organisational aspects

As the aim for the scheme is that, it should be owned, controlled and managed (at least to a certain extent) by the farmers themselves, the farmers need advanced technical and management skills. They need to have some basic knowledge of technical problems (e.g. pump maintenance), marketing (market sites, calculation of prizes, organising transport etc.) and organisation of the scheme (selfhelp activities, plot allocation, calculation of water fees, planning for investments etc.). Given the low educational standard of all farmers, it is not very likely that the farmers or even some of them will acquire all these needed skills within the next years. It is here where Mr. Habarad is mainly worried, and he is right.

The possible extension of the scheme will even multiply these problems since the scheme will not only become larger but also more complex at the same time. The same will be true for Buleya Malima.

I do not think it very realistic to assume that, a project of that size and complexity can be managed by the farmers of the scheme voluntarily and with their own personnel ressources. Qualified external staff for the management of the scheme will be needed for a long time, if not for all time the scheme will exist.

As a result, the objectives implied in the term "selfreliance" have to be re-defined. This is of particular importance for the training programme but also for the overall planning of the scheme. The training given to the farmers should aim at enabling the farmers to control the management and to give directions to the management staff (in order to avoid being manipulated by them) instead of doing the management work themselves. This aim may be achieved within a reasonable period of time and should be considered to be a genuine task of Gossner Mission.

The establishment of an effective management for the scheme which takes care of the day-to-day scheme management should be possible within a period of 3 - 5 years, provided the rehabilitation will bring about the expected results. A step into that direction has been taken already by requiring a NRDC leaver together with the Agricultural Assistant as the Zambian management staff for the scheme. The same set up does already exist at Buleya Malima and is planned for Nkandabbwe. A formal handing over can be planned for a time when the scheme(s) will be technically functioning, the marketing problems will be solved and the GRZ management will be worked in. This may not take more than 3 - 5 years for Siatwinda, for Buleya Malima and Nkandabbwe even less. The Gossner Mission involvement can then be restricted to a continuation of the training for the farmers which will not need heavy personnel or financial committments.

NOTE ON THE PRESENT SITUATION AT SIATWINDA IRR.: The present situation at Siatwinda irr. as perceived by Mr. Habarad and others is influenced by the following factors:

- The farmers are used to Gossner Mission's financial and personnel involvement into the running of the scheme and obviously take it for granted that, Gossner Mission has to continue doing so.
- The farmers are aware of the weaknesses of the technical system of the scheme as well as of the marketing problems and therefore, make all efforts to shift the responsibility for the risks implied to Gossner Mission. This seems to be the background for the refusal of the farmers to contribute more to the running costs of the scheme (water fees).
- In addition to that, the scheme is presently run extremely uneconomic after the cultivated area has been reduced to 12 ha. instead of 22 ha. before, while the running costs remain relatively high.
- As a result of the training programme, the Farmer's Executive Committee is aware of its power and tries to exercise control over the scheme. At the same time it lacks the necessary skills to qualify for that function.
- The farmers are aware of the fact that, money can be expected from GTZ for the rehabilitation. At the same time a new Gossner man is coming in. They know from experience that the Gossner people play an important rôle in the decision making of the scheme. At this juncture they try to increase their bargaining power by taking a firm stand to safeguard their interests.

Assuming that farmers are rational and able to cope with reasonable procedures and plans I believe that, these problems can be solved without too many frictions. However, it needs a proper understanding of the situation of the farmers and as well as diplomacy and sensitivity when approaching them. It is obvious that this depends to a large extent on Jaap Verweij as the new technical adviser for Siatwinda irr.

2.3. Financial aspects

Under the assumption that, the scheme will be economically as successful as calculated by the experts, Gossner Mission as well as GRZ contributions to the running of the scheme can be gradually reduced. This is a matter of budget planning.

I am personally convinced that the farmers will be ready to meet an increasing share of the project cost as soon as their income from the scheme will increase. This view was supported by Mr. Siankondo. According to an information of Jaap Verweij, the proportion of net income and the contribution to the cost for running the scheme will be 80% to 20% after the rehabilitation. I am sure that the farmers will be reasonable enough to realise that this is fair.

3. Plan for handing over the scheme

A plan for making the scheme selfsupporting as well as for a phasing out of the Gossner Mission involvement is the only way to keep in control of the further development of the scheme. It is also the only way to become aware of the underlieing assumptions as well as of the determinant factors for the expected success. Such a plan will have to include:

- a plan for the different phases for the technical rehabilitation;
- a plan for organising the marketing in relation to the crops grown at the scheme;
- a plan for staffing and inservice training of the management;
- a plan for the training and the social organisation of the farmers;
- a plan for establishing a legal framework for the scheme in order to safeguard the interests of the farmer on the one hand and to avoid exploitation and social differentiation among the farmers themselves on the other hand;
- a plan for decreasing Gossner Mission and GRZ contributions to the budget of the scheme;
- a plan for the withdrawal of Gossner Mission personnel.

All these aspects will have to be correlated and brought into a time table. To work out such a master plan and to set a time schedule for its implementation has to be given priority in the workplan for the coming months.

Nkandabbwe, 26th July, 1988

Ulrich Luig, GST Chairman/
Adviser for Planning and Evaluation

Original - Rev. Hecker

Saturday, 23 July, 1988
Sinazeze

MEMORANDUM

Reverend Dieter Hecker
Gossner Mission
Handjerystrasse 19-20
D-1000 Berlin 41

This memo concerns Gossner Mission's plans for rehabilitation of Siatwiinda Irrigation Scheme. I am writing it because observations I have made in the course of evaluation research lead me to doubt strongly that the scheme will be able to achieve economic or organizational self-reliance, in spite of the proposed technical rehabilitation. If future self-reliance of the scheme is the hope of Gossner Mission's proposed rehabilitation program, it is best given up. I have communicated my initial impressions orally and in detail to Mr. Jaap Verweij and to the GST Chairman Rev. Ulrich Luig. Formally, my obligation to Gossner Mission and to GSDP is to submit my findings as a written report at the end of October. But since Gossner Mission's commitment to the scheme is likely to be irrevocable by that time I have decided that it is important that I convey my doubts on the project, informally, at the earliest moment.

Purely technically, the technical experts say, irrigated farming at Siatwiinda can be profitable. But technical feasibility depends upon organization, cooperation, commitment and a desire for self-reliance. I saw no evidence of these qualities in any aspect of Siatwiinda's current situation, nor do I think they can easily be nurtured there. Plans for development of such qualities are presently obscure, since they largely depend upon hiring an outside staff that will be concerned with management and training.

My impressions are based on encounters with scheme participants during two visits to Siatwiinda last year, on several informal discussions with Dr. Ingo Wittern, at Kanchindu during the same time; on recent informal interviews with scheme participants, and from hearing the views of yet other participants and officers in the course of a general meeting in which rehabilitation was discussed. I also have reason to believe that Mr. Verweij, the new scheme technical advisor, may have revised his position on feasibility since his presentations to Gossner Mission and GTZ representatives last month. Certainly I have not yet carried out a full survey of conditions at Siatwiinda during these initial days of my involvement here, but what evidence I have seen is strong enough to convince me of a need to report my doubts to you.

In my opinion Gossner Mission and GSDP are facing a commitment of staff and scarce resources that may involve them for many years to come. I urge you to consult immediately and frankly with your staff on the foundations of previous estimations of feasibility and to obtain their frank views on the likelihood of future self-reliance at Siatwiinda. Gossner Mission does not need a failure at Siatwiinda. Nor does it need to pour good money after bad. There are too many other urgent needs for development assistance in Gwembe South for Gossner's valuable staff and resources to be consumed in a project that few frankly believe will attain self-reliance. If possible I urge you to postpone your commitment to Siatwiinda's rehabilitation until my investigation is complete and the report is in your hands at the end of October.

You need a frank assessment from your GSDP staff as well as from me. A scaling-down and withdrawal may be more appropriate if Gossner Mission's hope is to be able to limit its commitment to Siatwiinda and hand over the scheme within the next three to five years.

I ask that you guard the strict confidentiality of this memo at least until my report is handed in as it will be necessary for me to work in the area until then. I hope that I have not troubled you and that you understand this memo to be written out of a sense of concern for the interests of Gossner Mission, the Gwembe South Development Project, their staff and work.

Yours faithfully,

Jonathan Habarad
Jonathan Habarad

ADDENDUM

24 July, 1988

At the time of the initial formulation of this memo I had met only individually with the scheme technical advisor, Mr. Verweij, and Rev. Luig. We have since had a joint discussion at Kanchindu where we discussed frankly the problems and views I have set forth in the foregoing memo. Mr. Verveij informs us that a postponement of the proposal is by this time not possible. In this light Reverend Luig proposed that the most useful course of action is then to draw up a three-year plan for disengagement, which appears to be also in line with GTZ's perspective. I agree.

If such a plan is developed and followed, Gossner Mission may be able to safeguard itself from a long-term entanglement, while at the same time ensuring that they have done all within reason to help bring the scheme to readiness for handing over. The plan should outline both programs for technical and organizational training, and for development of awareness of the necessity for self-reliance. It should also outline conditions that must be met and provide criteria for assessing progress. However, handing over should not be contingent on progress.

Of the political implications of such a plan, I know only that the Gossner Mission/GSDP position will need to be carefully negotiated in advance, with Zambian and GTZ personnel. This is best done as early as possible, while the outlook during technical rehabilitation is optimistic.

Again, I remain yours sincerely,

Jonathan Habarad

cc: Reverend Ulrich Luig
Gossner Service Team
Chair

GWEMBE SOUTH DEVELOPMENT PROJECT

G. S. D. P.

P.O. BOX 3, SINAZEZE / ZAMBIA

REPUBLIC OF ZAMBIA
MINISTRY OF AGRICULTURE
AND WATER DEVELOPMENT

GOSSNER MISSION
FEDERAL REPUBLIC
OF GERMANY

22ND JULY, 1988

GOSSNER MISSION
The Acting Zambia Secretary,
Mr. Dieter Hecker,
Handjerystr. 19 - 20,
1000 Berlin 41,
W - Germany (F.R.G.)

Dear Mr. Hecker,

RE: PROVISION OF MOTOR BIKES FOR GSDP PROGRAMMES

As verbally agreed with you during your visit to the project in June, the possible provision of motor bikes for GSDP programmes by Gossner Mission was discussed by the GSDP executive committee in its meeting on 19th July, 1988. At present, there is a need for three motor bikes. Depending on the fund available, priority should be given:

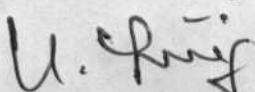
1. to Rural Works Programme for supervision of works on roads and construction of buildings;
2. to Seed Programme for contacting selling agents and visits to farmers;
3. to VSP for VSP management to contact depots, selfhelp groups etc.

It was furtheron discussed in the meeting as to whether these motor bikes should remain Gossner Mission property or should be given on a loan basis to the respective officers. Further discussions and information are needed on that (prize, procedures for maintenance, km claims etc.). However, it was felt in the meeting that, the agreement with VSP should be based on a loan, since VSP has to make efforts to stand on its own feet.

Please, communicate to Lusaka Office what funds can be released by Gossner Mission for purchasing these bikes so that action can be taken thereafter.

Thank you for your cooperation and assistance.

Greetings to all people in the headoffice and especially to those who stayed with us in June,



U. Luig, GST Chairman
FOR: GSDP COORDINATOR

cc: Gossner Mission, Lusaka Office

Gruesse aus Berlin!



Liebe Gudrun, Ute,
lieber Ulrich, Volker, Bodo!

Wir sind alle wieder gut in Deutschland angekommen und haben auch genügend Arbeit vorgefunden, die noch vor den Sommerferien zu erledigen ist.

Die Eindrücke in Zambia waren vielfältig, und es war gut, daß wir vor dem Wechsel zwischen Sietske und Haya Kapooria noch die Möglichkeit hatten, verschiedene Dinge zu besprechen und zu klären. Auch die Beobachtungen und Gespräche mit den verschiedenen Mitarbeitern im Gwembetal waren wichtig für uns und haben sich hoffentlich an einigen Punkten auch für Euch gelohnt.

Wir möchten Euch allen nochmals sehr herzlich danken für die Mühe, die unser Besuch für Euch bedeutet hat, vor allem auch unter den schwierigen äußereren Bedingungen der Versorgungslage und des "transport" in Zambia.

Wir wünschen Euch alles Gute für die kommenden Monate, viel Freude und Zuversicht bei der Arbeit und gute Gemeinschaft untereinander.

Seid ganz herzlich begrüßt, auch von den anderen Mitarbeitern der Geschäftsstelle und Pfarrer Wilhelm Damm, dem neuen Zambia-Referenten, der gerade für ein paar Tage in Berlin war,

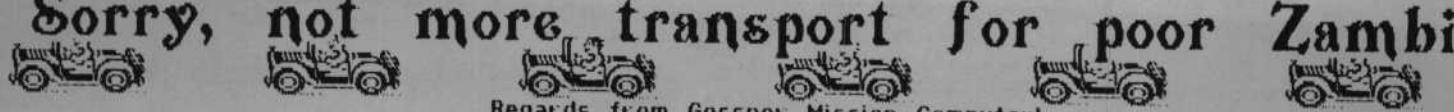
Eure

Dieter, Hanns-Uwe und Anneliese

Dieter

Berlin, den 4.7.1988

Sorry, not more transport for poor Zambia!



Regards from Gossner Mission Computer!

Greetings from Berlin!



Dear Jaap and Ellen,
dear Belayet and Lina,
dear Haya!

We have reached Berlin again from Zambia in good health and good spirits. There was enough work piled up for us on our desks to keep us busy for the remaining time before summer vacation.

We had a lot of valuable impressions during our visit to Zambia and we think the time of the visit just before the change from Sietske to Haya in Lusaka was very useful for both sides. We also found the observations, talks and negotiations in the Valley very important for us and do hope, that they were also of good use for most of you. We want to thank you once more for all the trouble you took with our hospitality, especially under the prevailing conditions in Zambia which supplies "transport".

We wish you all the best for the coming months, much joy and confidence in your work and good fellowship among one another.

With kind regards from all people in our office and Rev. Wilhelm Damm, the new Zambia-Secretary, who has just been with us for a few days,

we remain

Yours sincerely

Dieter,

Dieter, Hanns-Uwe and Anneliese

July 4, 1988

Sorry, not more transport for poor Zambia!

Regards from Gossner Mission Computer!

To the members of Gossner Service Team!

Dear friends,

We have reached Berlin again from Zambia in good health and good spirits. There was enough work piled up for us on our desks to keep us busy for the remaining time before summer vacation.

We had a lot of valuable impressions during our visit to Zambia and we think the time of the visit just before the change from Sietske to Haya in Lusaka was very useful for both sides. We also found the observations, talks and negotiations in the Valley very important for us and do hope, that they were also of good use for most of you. We want to thank you once more for all the trouble you took with our hospitality, especially under the prevailing conditions in Zambia with supplies "transport".

We wish you all the best for the coming months, much joy and confidence in your work and good fellowship among one another.

With kind regards from all people in our office and Rev. Wilhelm Damm, the new Zambia-Secretary, who has just been with us for a few days,

I remain

Yours sincerely

Dieter Hecker

July 1, 1988

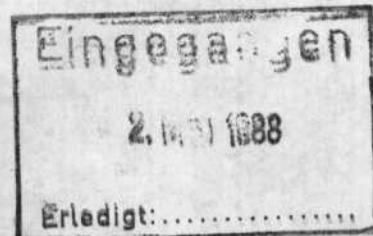
GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

23.4.1988

Rev. D. Hecker
Gossner Mission
Handjerystr. 19-20
D-1000 Berlin 41
Fed. Rep. of Germany



Lieber Dieter!

Mit dem Rückflug von Bodos Eltern ist wieder eine schnelle Möglichkeit für Post gegeben. Diesmal füge ich eine Liste der Gossner Motorräder bei und dann müßte die Fahrzeugliste komplett sein.

Der Grund meines Schreibens ist folgender: ich habe für mein Trainingsprogramm für die drei Bewässerungsprojekte im Budget u.a. auch zwei Waagen mit K 3000,-- veranschlagt. Besonders Nkandabwe braucht dringend eine, da dort nichts zum Wiegen der Ernte vorhanden ist. Es ist mir nund endlich gelungen, eine Waage zu kaufen. Nur, der Preis hat sich etwas geändert: sie kostete über 18.000,-- Kwacha!

Somit kann ich diese Waage nicht mehr aus meinem Budget für das Trainingsprogramm bezahlen und wollte es nun von den Spenden der Gruppe um Christoph Berthold bezahlen. Wir haben ja jetzt reichlich Kwacha, so daß kein DM direkt gebraucht werden.

Darf ich nun aber bitten, mir die genaue Summe mitzuteilen, die in Deutschland für Nkandabwe zur Verfügung steht. Ich kann dann entsprechend meinen Ausgaben hier und dem entsprechenden Umrechnungskurs darüber Buch führen.

Eine Pastorin aus dieser Gruppe schrieb mir, daß die Diakonie - Kollekte ihrer Gemeinde für mein Ausbildungsprogramm bestimmt ist. Dies ist so bestimmt nicht richtig von ihr formuliert, aber Du siehst, ich brauche dringend eine Aufklärung darüber, wieviel Geld ich für was zur Verfügung habe.

Inzwischen fängt Volker langsam an, sich in unsere Buchführung einzuarbeiten. Die Temperaturen sinken nur sehr langsam und immer gibt es noch Regen, ungewöhnlich für Ende April. Ich hoffe, es geht Euch allen gut!

Herzlichst

Judrun

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazene.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

Rev.D.Hecker
Gossner Mission
Handjerystr. 19-20
D-1000 Berlin 41
Fed.Rep.of Germany

Eingegangen

25. April 1988

Erledigt

10.4.1988

Lieber Dieter!

Zuerst nachträglich Dir und Denen Mitarbeitern die herzlichsten Ostergrüße!

Nun bin ich schon über vier Wochen wieder in Zambia und habe immer noch nicht geschrieben. Aber Du weißt ja wie schwierig es hier im Moment ist, alles auf dem laufenden zu halten. Zu allem Unglück bekam Ulrich vor Ostern auch noch eine ziemliche Malaria und ist gerade jetzt erst wieder ansprechbar.

Da ich ja nun weiß wie wichtig ein kontinuierlicher Informationsfluß ist, werde ich versuchen, den Stand der wichtigsten Dinge zu erklären. Außerdem füge ich diesem Brief eine Aufstellung der Wagenliste in Zambia bei mit Erklärungen, was wann ausgetauscht werden soll. Darum hat mich auch Brigitte Dupke gebeten.

Die uns von Mable-Jean hinterlassene Buchführung is von Bodo in unermüdlicher Arbeit soweit up to date gebracht worden, daß Volker Wendschuh gleich weitermachen kann, ohne irgend welche liegen gelassenen Sachen aufarbeiten zu müssen. Dazu möchte ich bemerken, daß Bodo alle Sortierungs- und Ablagearbeiten für Mable-Jean seit Juli letzten Jahres nachholen mußte.

Sämtliche Buchführungsarbeiten für dieses Jahr hat er in den letzten Wochen geschafft, was ein besonderes Talent erforderte, denn, um es mal höflich auszudrücken, diese Hinterlassenschaft war nicht sehr fair. Daß das nun alles so tip top ist, haben wir also Bodo zu verdanken, der ja schließlich "nebenher" auch noch die Small-Scale-Activities und das building programme betreut. Er ist im Moment in Lusaka, um seine Eltern abzuholen und liegt seit gestern auch mit Malaria im Bett.

Building Programme:

Mit den dem GSDP von GRZ zusätzlich bewilligten Mitteln (zusätzlich zum veranschlagten budget für 1988) ist nun das GSDP-building programme entstanden. Ein Bautrupp von 5 Leuten unter Anleitung von Mr.Ncite und Betreuung von Bodo baut nun die für das Projekt notwendigen zusätzlichen Häuser. Somit kommen auf

die Gossner Mission keine zusätzlichen Kosten für den Häuserbau zu.

Siatwinda:

Durch den hervorragend eingearbeiteten Agricultural Assistant, Mr. Mutinta, beschränkt sich meine Arbeit dort auf die Finanzz-überwachung und den Unterricht des Committees. Nur sehr selten muß ich bei Unstimmigkeiten oder Unsicherheiten beraten. Das bedeutet, daß ich maximal zweimal in der Woche dort bin, auch nach Siabaswi zu Maaze/Cusa und nach Kanchindu fahre, um den Kontakt zum Camp zu erhalten. Natürlich freue ich mich sehr auf Herrn Verwej, denn die Zeit brauche ich eigentlich nötiger für das Training Programm.

Buleya Malima:

Dort läuft alles soweit auch ohne Hossain, obwohl der dortige scheme manager enorme Schwierigkeiten bewältigen muß. Da sie durch den Urlaub von Hossain auch fast ohne Transport sind, sind meine wöchentlichen Fahrten dorthin auch immer Lieferungen für das scheme. Das Training des committees dort ist weiterhin ein ziemliches Problem, da sie enorm hinter den anderen committees sind.

Nkandabwe:

Während meiner Abwesenheit hat es enorm geregnet, so daß das Wasserreservoir vor dem Staudamm gefüllt ist und zumindest bis Mai ohne Pumpe gearbeitet wird. Während dieser Zeit bekommen zwei junge Männer vom GRZ workshop eine gründliche Ausbildung für Pumpen und Motoren. Die Bauern haben den Hauptkanal repariert und von dem Geld von Christoph Berthold und seiner Gruppe soll nun eine zweite Pumpe gekauft werden und ein Farmers Center ähnlich wie in Siatwinda gebaut werden. Ich habe mich sehr darüber gefreut, daß während meiner Abwesenheit ein Pumphaus fast fertig gebaut wurde und die Bauern sich wöchentlich getroffen haben, um ihre Angelegenheiten zu regeln. Den Antrag an die GTZ zur Untersuchung des Kohlensees habe ich abgeliefert, habe aber bis jetzt noch nicht von der GTZ gehört.

Zu den anderen Projekten kann ich wenig sagen, da ich nur am Rande mit ihnen zu tun habe.

Wegen der job-description von Frau Schumacher habe ich mit Ulrich gesprochen. Er ist der Ansicht, daß eine sinnvolle Arbeit für sie eine zusätzliche Mitarbeit bei VSP sein könnte. Da VSP schon jetzt Organisationsschwierigkeiten zeigt, glaube ich, daß zum Ende des Jahres dort sehr viel Hilfe nötig ist. Nun steht Ulrich auf dem Standpunkt, daß eine job-description für Frau Schumacher erst festgelegt werden soll, wenn sie hier ist, um auch ihr eine Chance zu geben, sich ein Bild von ihrer Arbeit machen zu können.

In jedem Fall gibt es für sie im Bereich Training/Extension einiges zu tun.

Inzwischen hat uns auch Harald Lehmann wie angekündigt besucht und wir haben versucht, ihm und seinem Freund die Fortschritte

in unserem Projekt zu zeigen. Es ist ja nicht immer leicht, die nötige Zeit für Besucher aufzubringen, aber mit Bodos Hilfe klappt dann alles doch immer ganz gut.

Jetzt freuen wir uns auf Volker Wendschuh und die lang ersehnte Entlastung, die er vor allem Bodo und mir bringen soll.

Ich hoffe, daß Dir diese oberflächliche Beschreibung des Standes hier erstmal genügt.

Wir arbeiten schon sehr an der Vorbereitung eines evaluation workshops, der mit Euch im Juni stattfinden soll.

Mit herzlichen Grüßen

Judrun

Anlage

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

16.3.1988.

Gossner Mission,
Dieter Mecker,
Handjerystrasse 19-20,
1000 Berlin 41,
West-Germany.

Dear Dieter,

How are you?

Thank you very much for your long letter you send with Gudrun.

I will try to give a short answer to most of your points.

1. It was indeed a pity that the telex about Messain went wrong. This was due that Time had not told me about a telephone call the telex office made. Usually they phone and otherwise I cheque once a week when I am passing. I have discussed the matter again with Messain before he left. I think he and Leena are persons who will follow rules if they have been set. At present they made use of no written down rules being there. They do not know about unwritten regulations. Thus my suggestion to write down certain things. The last one which should be added is the following:

Mrs. Kalaula complained bitterly that Leena just left for holidays without any handing over of the programme. Also Mabèl Jean had asked Mrs. Messain to inform Mrs. Kalaula about certain discussions which had to be followed up and this was not done. You cannot do this, especially if you leave the place for two months. To me it seems logical that one does it, but most probably not to her. Thus the next rule of handing over ones programme.

Putting up a list, should be carefully inspected for any loopholes, because they will find them if they are there. It is not nice to work this way, but we might be forced in this direction.

I would be happy, if you have discussions with them in June, to let Maya and myself and maybe Ulrich be present, so that later he cannot say this was agreed with Mr. Mecker.

2. I have confirmed the buying of the photocopier, so around the end of this month I can expect it. The project will be very happy with the typewriter, Please let us know how much they have to pay?

3. Attached you find the temporary agreement I have drawn up with Mr. Malupepe. Do not worry about the Government, they themselves suggested to take him on as a temporary solution, which I first feared but we get the assurance they will send replacement and the post will remain on their payroll.

The agreement with the PAO is now as follows: We will keep Mr. Malupepe on our payroll for the time being and they will send as soon as possible a younger officer who could be introduced to the work by Mr. Malupepe, so we can judge this new officer's performance and decide if we think he is able to have the post or not. As soon as we are satisfied with the replacement, we will lay off Mr. Malupepe for retirement, hopefully in July.

4. My opening letter explained already this issue about the changed contract for the Microprojects Programme.

5. When Volker Wendschuh arrives, I will be on a short holiday with the Children from 8 - 17 April (5 days with weekend at the beginning and at the end). I will arrange with Ulrich, who will collect him and what type of introduction he will get.

6. Attached you find the jobdescription for Jaap Verwey which we presented to the ministry together with the application letter from Mr. Malupepe and the application form for the workpermit. I hope everything goes smooth, but may be better to get him also a visum.

7. With the pile of papers you find the revised contract proposal for the agreement with the Government. I do not see any problems, only it needs pushing through the channels. All previous submitted copies have apparently disappeared, so I submitted new ones again. I will make sure it can be signed in May, or as soon as you come, if you want to sign it yourself. In case you want me to sign it, I need an authorisation letter of the Chairman of the Curatorium, like last time.

8. I knew that Martin Sampa would be too expensive. As assistant Coordinator he asked already a much too high salary in comparison what his colleagues would get (Microprojects Programme).

9. Please let us know any special programme points you want to be taken up in the schedule for your visit in June. We will count on three persons, may be four.

10. Thank you for the very clear explanation about my salary now. At present it is all clear again. I'll enclose a short note to Brigitte to thank her.

11. I had booked here (but not paid) with ECal for the 2nd of July and with Z Airways for the 8th of July. This to have, if necessary an extra week. The first date would be more suitable if I want to attend Sietskes O-level graduation in England but I have no idea if I get ready in time, with you visiting and the EEC micro projects programme end report to be finished, and all the packing to be done. So in that case I would have another week.

Do you know that EEC have calculated a ticket for Izaak and that you could claim this? Anyway this might be a matter to discuss with them when you are here. I will let you know as soon as possible which date of the two above mentioned ones I'll choose.

12. Mrs. Kapseria is leaving for Europe on the 23rd of March, returning to Zambia the 24th of April. She would like to know from you when it would be suitable to come to Berlin. She has included it in her ticket as my advise. Please could you send a telex which date would be suitable, preferable during the week after the 14th of April 1988. She is prepared to start as from the 1st of May 1988.

So this were most of the answers. All the best. Greetings.

Leitske

P.s. Please could you send a telex about Gunther Widmaiers money - Dfl 40.000 maximum, but Dfl 10.000 or any thing between will be very welcome. Subject was mentioned in one of previous letters and he phoned you two weeks ago about it.

freehuff-
Leitske

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

16.3.1988.

Gessner Mission,
Dieter Hecker,
Handjerystrasse 19-20,
1000 Berlin 41,
West-Germany.

Dear Dieter,

1. Enclosed the compiled annual reports of 1987. I don't know if they have been send by Mr. Malupepe, but usually he gives it to me, so I fotocopied my copy. Sorry if some of it is not too clear, but may be in future with our own machine we can send you excellent copies.
2. Enclosed also copies of two months monthly reports. I thought it might be of interest to see some of it. It shows sometimes a bit how much efforts are put in the report how serious the meeting is taken. Since they could be carried I thought to let you have some of it. If in future you are interested in getting them regularly, you let me know. Again, not all copies are very good.
3. Also enclosed the signed copy of the revised contract with the Government for the micromodels. The total amount stayed the same. We put the balance after the reduction of the salary, for materials for projects like the one in Livingstone, for which I asked the clamps and rings in my 1st letter. Please could you still give a quotation for this item. Most probably we can solve the problem locally, but just incase. Also the confirmation if you would be prepared to prefinance it, if it is in the limits. This amount is stated in the bottom line, in forex, which amounts to ± K 50,000.— However it might not be necessary this time.
4. Enclosed a copy of the proposed revised agreement. I think you received a copy long ago, but in this one some more changes have come, e.g. the coming of students or volunteers to the programmes, like Bede, and Gudrum in the past.

In Bede's case we were asked to get a visitors permit and requested to put up a deposit of the value of his return ticket. Later we were advised that as a mission you are exempted of this, but still the case is pending because immigration is not sure. I thought if it is fixed in the agreement, it might help in future cases.

5. Enclosed some papers on the Car for the laytraining in the Southern Province.

6. A letter about Bede.

7. A letter as answer on your letter, brought by Gudrun.

8. Financial statement Brannans car.

So far all the enclosed papers. Max

Greetings,

Leitshe

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

5-
Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

16.3.1988

Gessner Mission,
Dieter Hasker,
Handjerystrasse 19-20,
1000 Berlin 41,
West-Germany.

Dear Dieter,

Following a summing up of facts about the donated car to the Laytrainers programme in the Southern Presbytery:

1. In one of my previous letters I reported to you about the Car for the women programme, which I agreed to hand over to the Diacessness training. I had also requested to get reports on the use of the other car, which I received during the last weeks. At the end of February I was given copies of the Logbook until the end of December. An enormous amount of Km was made, without much purpose to the laytraining programme.

Via Ulrich I received some reports about the opinion in the Presbytery, (see enclosed letter).

2. Forward and backward accusations are thrown about the misuse of the car. After discussions here and there I decided that for the time being it is the best if Gessner Mission Lusaka parks the car until the differences are sorted out (see letter no. 2)

3. At present there is a lot of trouble in the UCZ. Rev. Chisanga is not on the nomination list any more for the post of General secretary and in the "Mirror" he denies that he is leaving the office.

Enclosed letters of Mr. Neun tell you some of the accusations against the general secretary. But also the letter of Chisanga about Mr. Neun show you, that it is not all so pleasant. And the car is one of the fighting issues.

4. However, everything shews, that we should be more cautious with gifts in the future.

Hopefully, all the quarreling results in some healthy changes in the

UCZ, which could only be for the better.

In April the elections for the General Secretary will take place.

I am really curious who will get the position.

So far about this, greetings

Seetske

c.c. Ulrich Luig.

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

Gossner Mission, Lusaka Office

March 10th, 1988

Dear Sietske,

Re: Gossner Mission donated vehicle for lay training programme in Southern Presbytery

during the Executive Committee meeting of Southern Presbytery which took place on the 5th March, 1988 in Mazabuka, the planned lay training programme and especially the state of the vehicle was discussed at length. The information revealed at that meeting by the Moderator for Southern Presbytery, Rev. A. Siatwinda, were somewhat shocking to me and therefore, I want to communicate them to you. The following is a brief summary of the statement given by the Moderator.

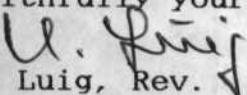
The vehicle has been donated by Gossner Mission with the purpose to implement the lay training programme in Southern Presbytery. When the vehicle arrived in September 1987, it was cleared by Synod office and handed over to the appointed lay trainer without even informing the Moderator for Southern Presbytery. It was only by accident that the Moderator came to know in December that the vehicle was already in the country. In January the Moderator requested the appointed lay trainer to submit a programme outline what he did after some weeks. By beginning of March the trainer resigned due to some problems with his eyes.

Up to that time the vehicle has been used heavily for other purposes than it was meant for. When I saw the vehicle last Saturday, it had a mileage of more than 49,600 km, the tires were almost finished and the canvas as well as the benches of the car were in a poor state. According to the Moderator, the vehicle was used mainly for private purposes of the lay trainer as well as for the headmaster of Masuku school. This statement was based on the logbook for the vehicle. The Moderator went on to say that this was done in agreement with Synod Office and the Synod Treasurer, Mr. R. Nuen, in particular. The reason why the headmaster of Masuku school became involved was that, he paid the needed money for the clearance of the vehicle (more than K 17,000) in order to help Synod Office out. Obviously some arrangements with the Synod Treasurer were made that, in return, the headmaster was permitted to make use of the vehicle.

not true

Here we are now, with the vehicle half wrecked, the lay training programme not even started and the trainer resigned. What is left are a number of unclearities and very strange feelings. It would be very helpful for all parties involved if you could follow this sad story up with the aim to prevent such things to happen in future.

Faithfully yours,


U. Luig, Rev.
cc: Gossner Mission Headoffice, Berlin

14.3.1988.

The Moderator of Southern Presbytery

Rev. A. Siatwinda,
Presbytery Office,
P.O. Box 630008,
Choma,

Dear Sir,

After my letter of the 26th of December 1987 to the transport officer at Syned Office, requesting for information about the use of the donated car for the laytraining programme in Southern Province I received several reports from Syned Office, as well as from the Executive Committee of Southern Presbytery of the 5th of March.

The following points were brought forward from the different offices:

1. A copy of the logbook showed me that from the 22-9-1987 until the 31 of December 1987 32837 km were driven, mainly between Muumba, Lusaka and Masuku Secondary School. Most of the trips were not clear what they were meant for. Since the 1st of January 1988 up to the 5th of March another 16763 km has been driven, also not for the laytraining programme.
2. A report from the presbytery meeting on the fifth of March revealed many contradictory points, compared with facts I heard in Lusaka.

I have strongly the impression, that the programme was never seriously prepared, that the person employed has never been taking the programme serious, and only used the car for privat activities. That the car was partly used by the Masuku School, who had paid the clearance duties, allowing persons without proper driving licences to drive the vehicle.

As far as I received reports, the car has been used in half a year for more than 50,000 km, without doing the work it was meant for by the donors, and requested for by the presbytery. It was also brought to my notice that the state of the car is already very poor. Certain spares are needed, as well as a set of new tyres.

I do not want to blame anybody for this misconduct of a donation, like at present many fingers are pointed to various people, but I would like to give your office the following directives and requests to help to solve the problem to everyone's satisfaction:

1. The car should be brought to my office as soon as possible, where it should be kept till a proper solution is found. Since reports tell me it is parked at Nyase School, I would like to request Rev. Oliver, through your office to bring the car to Lusaka at the earliest date he is coming to the capital.
2. I would like to ask your office to draw up a proposal for the laytraining programme in your province, indicating how the car can be used to the benefit of the training and not of the trainer.
3. Before the car is released again steps should be undertaken to bring it back on the road in the best possible condition. Certainly new tyres should be provided by the office, responsible for the misconduct.
4. After the car is released again, I would like to receive monthly reports about the use of the car, as well as a copy of the logbook, for at least the first half year, until it is shown that this programme is taken seriously.

I regret very much that I have to give you above directives. However, Gessner Mission is very disappointed after the troubles with the car for the women work, which finally was now handed over to Mindolo Diacessness training, and now about the disappointing reports about above mentioned vehicle. I feel forced to advise Gessner Mission in West-Berlin to be very cautious with further requests for donations by the United Church of Zambia.

I hope your office can assist to help to solve the problems satisfactorily so that the trust in the work of the United Church can be restored again.

Yours faithfully,


S. C. Masisifee,

c.c. Gessner Mission-W. Berlin

GST-Chairman, rev. U. Luig,

Rev. M. Oliver,

Synod Office Moderator

Transport officer Synod office.

Gessner Mission representative in Zambia

Lieber Dieter,

morgen fahren Brannans nach Lussaka, um noch einige Dinge zu erledigen und dann nach Berlin zu fliegen. Nach Erhalt Deines letzten Telex haben Sietske, Brannans und ich zusammengesessen und einige praktische Fragen ihres Vertragsendes besprochen. Dabei stellte sich heraus, daß Brannans ziemlich besorgt darüber sind, was nun von Eurer Seite noch auf sie zukommt. Ich möchte Dich das wissen lassen, damit keine unnötigen Mißverständnisse aufkommen angesichts der kurzen Zeit, die sie in Berlin zur Verfügung haben.

Brannans haben sich ziemlich darüber gewundert, weshalb im Telex erwähnt ist, daß sie den Erlös ihrer Möbel in die Projektkasse einzahlen wollen. Worum es lediglich ging (neben dem Geld für das Auto, das sie auf dringende Bitte von Erhard von van Vliets übernommen haben) war möglicherweise das Geld für ein Klavier, das sie im Blick auf ihre langfristigen Pläne der Mitarbeit im Projekt angeschafft hatten. Das hat sich aber unterdessen anderweitig geregelt. Gewundert haben sie sich deshalb, weil sie diese Frage mit Gudrun gar nicht besprochen haben. Besorgt waren sie daher vor allem darüber, welches Bild Gudrun von ihnen bei Euch vermittelt haben mag - eine Besorgnis, die ich durchaus teile, da Gudrun ihre sehr eigene Sicht der Brannans hat, die mir in dieser Form schlicht unverständlich ist. Sicher hat jeder seine eigene Art, Dinge zu handhaben, aber das gilt für alle Mitarbeiter/innen im Projekt. Ich denke, beide Brannans haben auf ihre Art eine Menge in der Zeit ihrer Mitarbeit geleistet und sind schließlich durch die von Erhard gelegte Zeitbombe auf wenig faire Weise hinauskomplimentiert worden. Besorgt sind sie auch darüber, daß sie über die Bedingungen ihrer Vertragsauflösung (mit denen sie durchaus einverstanden sind) bisher von Berlin noch nichts Schriftliches in den Händen haben, sondern sich nur auf meine mündlichen Informationen beziehen können.

Ich schreibe das deshalb, weil es sein kann, daß beide erst einmal mit gespreiztem Gefieder nach Berlin kommen in Erwartung aller möglichen Schrecken, die sie dort erwarten. Das läßt sich aber sehr leicht regeln, indem Du erst einmal hörst, was sie zu sagen haben. Das ist vor allem auch wichtig hinsichtlich der weiteren Arbeitsperspektiven für VSP im besonderen und das Projekt im allgemeinen, zu dem insbesondere Mabel Jean durchaus Bedenkenswertes mitzuteilen hat.

Ich hoffe, Du verstehst mein Anliegen richtig, d.h. nicht als Kritik, sondern als Hilfe, den Gang der Dinge so konstruktiv wie möglich laufen zu lassen. Ich weiß selber, wie schwierig es ist, sich von Deutschland aus ein objektives Bild von den Entwicklungen im Projekt zu machen und sich gleichzeitig verantwortlich zu wissen. Wenn Ihr im Mai oder Juni kommt, haben wir sicher genügend Zeit, gemeinsam über alle wichtigen Angelegenheiten des Projektes zu sprechen.

Nun noch ein technisches Problem. Ich habe von Brannans ein Motorrad und einige andere Dinge übernommen, die ich in Pfund bezahle. Es sind insgesamt 1.757,50 Engl. Pfund. Da ich nicht sicher bin, ob man einen Euroscheck in dieser Höhe in England eingelöst bekommt und es immer viel Ärger gibt, wenn der Scheck zurückkommt, möchte ich Euch bitten, diesen Betrag von meinen nächsten beiden Gehältern abzuziehen und ihn Brannans auf ihr Konto zu überweisen. Vielen Dank!

Über alle anderen Dinge, vor allem die Pensionierung von Herrn Haluppe und den Planungen für Chiyabi, schreibt Euch Sietske. Hoffentlich kommt der Administrator bald; bisher haben wir noch nichts davon gehört, obwohl dieser Mitarbeiter für das Projekt und mich persönlich das vordringlichste Problem ist. Ich hoffe sehr, daß Gudrun eine positive Nachricht aus Deutschland mitbringt.

Soviel für heute. Herzliche Grüße an alle Gossinners in Berlin, auch

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

5.3.1988.

Dieter Hecker,
Gossner Mission,
Handjerystrasse 19-20,
1000 Berlin 41 (Friedenau),
West-Germany.



Dear Dieter,

In your telex of 22.2.88 your paragraph to the Brannan's puzzled me quite a bit, and worried the Brannan's quite a lot. I think there is again a lot of misunderstanding, because of poor communication. Hopefully I am able to explain it better.

The only money which will be left with the Brannan's is that what they received for their car. I do not know how you got they idea about furniture etc. The only big items, other than the car, were the piano and their two motorbikes, which are all sold to people able to pay in forex. The piano was discussed with Mrs. Kapoeria, when she was with me in the Valley, but only in connection to a friend of hers, who might be interested, which interest she would find out. So how you got the idea as stated in the telex is for me a big question mark.

I would like to make some more clarifications on the matter:

1. The Brannan's took the car over from Jan van Vliet, because of his difficult situation. They were requested by Erhard to do so, explaining to them they would never have a less on it, because of the prices for second hand cars in Zambia. If they would have had their choice, they would never have bought such a big car. However, they were later very happy with it, and it served their working conditions very well.
2. Because of the suddenness of their leaving they had no chance, as others have, to take a loan with the mission during their last year of contract, which loan would be repaid with the carfunds.

I do not know, how it was settled with Ingo and Walter, but they just deposited

all their left over money with the Gessner Service Team. Ingo even more than he received for the car.

I would like to suggest, since tickets, luggage and other costs still have to be paid, to see how much is left over, and than to discuss the possibilities, how to solve it.

I and also the Brannan's can understand, if the Gessner Mission is rather tied up with so many people returning.

May be it is wise to look into this refund matters again, especially since you will soon have a complete new team out here, so that making up new regulations will be the appropriate time. However, you have to keep into consideration, that all previous and present teammembers are allways told, that they need not to be worried about the money after the sale of their vehicles.

I suggest that people leaving all during the last half year, should be treated as equal as possible, and new terms should be discussed according to the situation.

Some of the problems could have been foreseen, since it was known that Witterns and Heimelt were leaving at the same time. Other departures however came rather unexpected, such as Brannan's and even myself.

Against such situations the Mission might have to guard itself. In future Brannan's are prepared to have the repayment stretched over a certain period, may be with a small interest, if the Gessner Mission is financially to tight at present. I hope the whole matter can be discussed to everyone's satisfaction when they are coming to Germany.

Please could you arrange their collection from the airport? I'll telex the correct time.

Hoping that above explanations make matters a bit more clear, I remain with friendly greetings

Heetsch

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5.3.1988.

Gossner Mission,
Dieter Hecker,
Handjerystrasse 19-20,
1000 Berlin 41,
West-Germany.



Dear Dieter,

How are you?

Again some developments which are unexpected and which asked for action, which after discussion with Ulrich, I have taken.

Monday 29th of February I received the message via the radio if I could find out in the Ministry of Agr. and Water development about Mr. Halupepe's retirement. He had received a letter from the Director that his retirement starts with the 15th of March 1988. So, next week he should leave.

I went to MAWD but the director was sick and the deputy director referred me to personnel department, where they showed me a letter that he was retired since 15th of august 1987, but they had given him an extension of half a year.

This was all stated in the letter Mr. Halupepe received on the 26th of February. According to the personnel department of MAWD, he cannot get another extension, but they advised me to see the Director, whom I hope to see as soon as he is better.

I was in the Valley for the staffmeeting and the executive committee meeting, and discussed the matter with Ulrich and also with Mr. Halupepe.

Most probably we have to see this retirement in the light of discussions with IMF, where Zambia is critizised about ~~his~~ too much staff and too old.

Mr. Halupepe says he knew he would be retired, but expected it only next year, 1989. He is getting 55 years in August and that is the official retirement age, but in this case they most probably counted according to years of service, and then he has finished ~~his~~ 25 years of service this year.

However, at present it is quite disastrous if he would be leaving next week. Ulrich would be the only one of the teammembers, and is allready more than overleaded. Mr. Halupepe shows more and more his value, allthough he still can learn, but he certainly brought quite a different atmosphere in the project. We think I should have at least the chance to find out what the possibilities are, if there is a successor, if they are really not prepared to leave him for two more years.

Ulrich and I decided that in the present circumstances it is the best if Gessner Mission employs him temporary up till end of July 1988, so that we have time to find other solutions, and also that there is a chance for the Gessner delegation in June, to meet him and to discuss the matter.

He agrees to this, so I hope Gessner Mission can pay his salary according to Government regulations until the 31st of July 1988. Since there are still quite a number of vacancies, it might not be a too big burden.

I will inform the Government that for an interim period Gessner will keep Mr. Halupepe, in order to get more clarifications since his retirement is announced at the last minute, and the project is too big to be left without a leader. The deputy director suggested allready that if we want, Gessner Mission could employ him. I asked him if this would not incur us paying the GRZ coordinator for ever. I think that GRZ should keep the obligation of providing the Coordinator. However, this all needs further negotiations. In this light my proposal/decision to offer him an extension until end of July.

I hope you can agree to this.

Greetings,

 Sietske.

An other decision I took is, that I accepted the photocopier from Saarberg. Haya Kapooria informed me that her company had agreed to sell it cheaper, so not for DM 2000.— as in my previous letter, but for DM 1,500.—, since it is sold to a mission society. Since Ulrich told me that you agreed to take over the copier if it did not exceed DM 2000.— I felt free to tell Saarberg that we accepted the offer. I will let you know as soon as possible, where to transfer the money to. Greetings again. Sietske

cc. Team chairman/file

28.2.1988

Gessner Mission,
Dieter Hecker,
Handjerystrasse 19-20,
1000 Berlin41 (Friedenau),
West-Germany.

Dear Dieter,

Enclosed some more papers and some requests.

1. Two application letters by GSDP for successors of the VSP adviser and the Siatwinda Irrigationscheme adviser. This just as the proper procedure that the request has to come from the project. Fortunately you have found Ingo's successor already, and I hope you are soon also successfull with MabelJean's.

2. Enclosed a small paper with the description of the photocopy machine which we could take over from Saarberg. They are asking DM 2,000.-- It is a Sharp, Model FF781 with talking function. Elektostatic copying. Uses normal paper and copies at both sides, reduces to all sizes.

Please let me know by telex if we accept it, because there are more people interested, but we have first option.

3. Gudrun might explain you the next issue more clearly.

GSDP still needs a new typewriter. They only budgeted for K 6,000.--. The last ones available in the shops was already K 18,000.--.

I would like to request Gessner Mission if you could get a good second hand one in Germany, and if possible send it with Gudrun or the first newcomers luggage. GSDP will refund it to the team, since Gessner Mission had refused to donate a new one (or 2nd hand one) after the debacle with the stolen one. Please, consider to assist in this matter, since the project really need a good machine, with long wagon.

This was all for today. I hope you had good discussions with Gudrun, and hope she brings a lot of good news back.

Please let me know your decision about the yellow pulcar, so I can order a new one.

Greetings

Siebold

c.c. GSDP coordinator

Chairman GST

GOSSNER SERVICE TEAM

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Dieter Hecker,
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1000 Berlin 41,
West-Germany.

24.2.1988.

Eingegangen

- 4. März 1988

Erledigt:.....

Dear Dieter,

Enclosed again plenty copies of letter or other documents.

1. Copy of letter to Heks, whom you advised to request for accomodation.
2. Copy of the short statement of the 1988 Budget, which was requested by the Ministry of Agriculture to brief the Minister, after the budget was officially announced the last week of January 1988.

As you see, Government gave us 118,820 K more than we had requested for in the proposal, so we decided together with Mr. Halupepe, to spend this extra on housing, especially for more Zambian staff, like NRDC leavers, whom we would like to get for the irrigations.

I hope this money will be allocated in reality.

3. Copy of a request for more funds for the rehabilitation of Buleya Malima to the Japanese embassy.

4. Copy of a letter and a revised contract from the EEC. More about this in separate letter to explain matter more in details.

5. Copy of a list of fittings for one of the Microprojects. Also more explanation in separate letter.

Greetings,

Sietske.

erl. 22.11.

GOSSNER SERVICE TEAM

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Tel: 250580.

Mr. Hecker
Gossner Mission
Handjerystr. 19-20
D-1000 Berlin 41

Fed. Rep. of Germany



23rd of Oct., 1987

Re: Successor for Dr. Ingo Wittern - Siatwinda Irrigation

Dear Mr. Hecker,

During September we had several meetings with representatives of the GTZ, especially one meeting with Dr. Zils of the German headquarter of the GTZ was very important. According to the information the GTZ gave us of the procedures and time-tables of the KfW, the earliest a KfW-contractor will be able to start the implementation of the rehabilitation of Siatwinda Irrigation will be in January 1990. This is because the procedures of KfW will include another feasibility study before any agreement between Zambia and the Fed. Rep. of Germany can be signed. Only after the agreement is signed the recruiting procedures for the appropriate personnel for Siatwinda will start.

Therefore we want to ask you to find a successor for Ingo for Siatwinda as soon as possible. For Gudrun it will be a heavy burden to be responsible for two Irrigation Schemes and a training programme at three Irrigation Schemes. Since she will stay with the project until

15th of September, 1988, only anyhow, it is urgently necessary to have somebody soon who can take over Siatwinda Irrigation.

Best regards,

Ingo Wittern
(Ingo Wittern)

Gudrun Herlitz
(Gudrun Herlitz)

Gossner Mission



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- Indien
- Nepal
- Zambia
- Öffentlichkeit
- Gemeindedienst
- Verwaltung

Berlin, den
October 21, 1987

Dear members of the Gossner Service Team in Zambia!

You have heard already that Erhard Mische has started a new service as a parish pastor at Detmold on the first of October. We all regretted that naturally, but we understand this decision from his personal point of view. We lose in him a colleague, who always had a good cooperation with all members of our office and we know, how difficult the next months will be for all sides concerned, since there are a lot of things and details, which have to be decided here in Berlin without knowing the background and all the local implications. For the next months I have been asked to be Acting Zambia Secretary till we get a successor. We do hope, that our Kuratorium will appoint someone for this job at the end of this week, but the present candidate will be able to join in March, anyway.

I do hope, that we will have a good cooperation in the coming months and I must request you to have patience sometimes to get a decision or a reply in a short time, since there will be an additional work load on all of us in the coming months and it will take more time for me to get all the necessary informations. This has been made even more difficult through the sudden and unexpected death of Izaak Krisifoe, which has come as a shock to all of us. We are very grateful indeed to Sietske Krisifoe, that she is nevertheless prepared to continue her work for the coming months. Otherwise we could not have imagined, how we could have bridged this period of a gap. I am also very grateful that the Zambia committee and its chairman, Mr. Mehlig, has taken such an active part so far in the work in Zambia, so that they are also a resource for me.

I do hope, that we can get along with one another in the coming months. It may be good after all for me to get a chance to be involved much more in all the aspects of our work in Zambia, which will be helpful for our further planning also after a new Zambia Secretary will take up his work.

With all good wishes for a good cooperation, for the future of our work in Zambia for the people concerned, who are just now again in danger to become objects of planning from outside,
I am with kind regards,

Yours sincerely!

(Rev. Dieter Hecker)



Gossner Mission · Handjerystraße 19–20 · 1000 Berlin 41 (Friedenau)

Gossner Service Team
P.O. Box 4
Sinazeze via Choma
Z a m b i a

- Indien
- Nepal
- Zambia
- Öffentlichkeit
- Gemeindedienst
- Verwaltung

Berlin, den
September 4, 1987

Dear friends,

First I would like to send to you my best greetings and wishes for a continuation of a good and constructive work. For me the last weeks in office have begun. Realizing to have missed my duty to inform you earlier properly and officially – only unofficially via oral hints – about the exact date of my departure from Gossner Mission which is undoubtedly a poor testimony of good cooperation I want to write you that I shall leave Gossner Mission on the 1st of October 1987 and join a reformed congregation in Detmold. My new address will be: Martin-Luther-Str. 39, 4930 Detmold. We are in contact with some candidates for a possible successor. In the meantime Dieter Hecker will take over my work until a final solution is reached.

My heart will remain tied with you and your work. So I would highly appreciate to hear from you and your on-going work once in awhile. I wish you God's blessing, a lot of patience and understanding with each other, the bureaucracy and the people and much strength to keep the track on the path of our discussions although reality may challenge you again and again and tempt you to loose dedication and enthusiasm.

During the time of Sietske's absence from office we have asked Isaak in a telex to take over her tasks. You certainly have got this information and I hope that you are content with this solution and agree with the procedure subsequently.

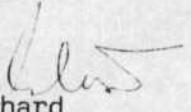
- Enclosed you find a copy of a letter of Almut Jering who applies for a Praktikum in the Project. As I have learnt that some misunderstandings and difficulties in connection with the Praktikum of Inga Rodewaldt have occurred we are much more reluctant to give any advice of endorsement from our side in this matter. But I kindly would like to ask you to let us know your opinion and decision before we give Almut Jering an answer.
- Gudrun has mentioned in her last official letter that you have made a decision or have worked out a recommendation on a solution of her transport problem during your August-meeting. We are very keen to hear the result because we have not yet received a copy of the minutes
- Sietske has phoned me the other day and we have agreed that she will come to Berlin on the 14th of September.
- Mr. von Troll of the Consultants has informed me that they have mailed to you a copy of their feasibility-study. Up to now we have not yet got it. But KfW has promised us to send us one soon. At the moment we still do not know when a meeting between the German parties involved will take place.

/-2..

- Mr. von Troll asked me again whether Gossner Mission is willing to rent the second house in Kanchindu to GTZ. It remains very difficult for us to make any decision. In April we have turned down this request. If you are still thinking the same, please let us know. Further Mr. von Troll asked us for plans and drawings of the Siatwiinda-hall and the Kanchindu-houses. I have checked our files and could not find any documents. Please check your archiv and send us some copies of them if they are at your disposal.

Again many greetings,

Shalom



Erhard

cc: Liaison Office

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

Procedure for for handling of GM-Funds

1. Personal transactions for Team members (personal loan, medical treatment) is to be separated from the Team account, Choma, and is to be done through the Lusaka Account with separate book-keeping.
2. The Team Account at Choma should be used for GSDP purposes only.
3. A copy of the GSDP-budget for the next year is to be submitted to GM-Berlin until the middle of the on-going year.
3. Separately the financial requirements for GST-members only will be submitted to GM-Berlin at the same time.
4. GM-Berlin will respond officially to the submitted budget estimates and the GST-requirements soon after, approve them or propose corrections.
5. A quarterly report about GSDP-expenditures will be sent to GM-Berlin.
6. The books and annual financial statement on GM- Project funds will be audited by an official auditor. His report is to be submitted to GM-Berlin until the end of April of the new year.
7. If additional funds for unforeseen programmes are applied for from GM the following procedure should be pursued:
 - applications by letter or telex go through the liaison office. It says:
 - GSDP needs additional funds of for It is signed by the GSDP-Coordinator and the GST-advisor or the GST treasurer.
 - The GSDP Staff has approved it on...../ will be informed on.....
 - GM-Berlin will answer through the liaison office. The Staff of the GSDP is to be informed about the answer.
8. If spares or machineries are bought abroad and financed by GM with Forex GM will inform the GSDP administration about the amount of money which is to be worked in the books of the budget.

E. Mische

18 / 4 / 1987

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.



Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

23rd of Aug., 1987

Pastor
E. Mische
Gossner Mission
Handjerystr. 19-20
1000 Berlin 41
Fed. Rep. of Germany

Dear Erhard,

I am sorry that it took so long until I was able to inform you about the progress of matters concerning my employment and my work, but by all means, it was not possible earlier. Sietske will arrive in Berlin soon, therefore I will brief you only.

- After the staff has approved and a job-discription was formulated an application for a work-permit was submitted by Sietske to the Immigration Department in Lusaka with a covering letter from the coordinator of GSDP (see also staff minutes of the meeting of August 6th, 1987).
- My transport and/or km-allowance has to be approved or worked out from Gossner Mission, Berlin (see team-minutes of the team-meeting from August 7th, 1987).
- Nkandabwe rehabilitation: I have been working hard on a long term solution for the water problems of Nkandabwe Irrigation. With all the datas and solution proposals I am holding now, I am sorry to tell you that I will not apply for EEC-funds now. The main reason is, that some proposals have to be investigated more thoroughly before any decision can be taken. Since it is too late anyhow to start any building activities (if this is necessary) before the rainy season, it will be better for Nkandabwe Irrigation if I wait until I have investigated all possibilities. Most probably I will be ready with the surveys until the end of September. Of course it will be difficult for your successor to evaluate my application, but if it is needed, I am prepared to explain the problem in detail.

The present solution proposals are:

- 1 - heightening of the existing dam; a rough cost estimation turned out that this already will be a matter of approx. K 1,000,000.00, if it is done professionally.

- 2 - building a new dam behind the existing dam; a rough cost estimation was done and it will be K 4,000,000.00.
- 3 - lowering of the main canal at the dam-outlet point, syphoning water during the dry season. For this solution the survey of the area will be completed approx. by Sept. 11th, 1987.

- Training programme:

Since I was committed so very much to Nkandabwe Irrigation (the pump broke down twice and neither the Agricultural Assistant nor the farmer's committee is able to solve any of their problems) my research report is not typed yet. I hope you will have a copy by the end of September in Berlin.

During September I will start to ensure the training facilities at the Irrigation schemes and recruit teachers for the training programme of the farmers. The FEC's will have a special training programme at each irrigation scheme. This training programme will be explained in detail in my research report and will be presented separately to the staff.

- Since the staying of Inga Rodewald with the project caused some problems and misunderstandings on both sides, it was decided to form a sub-committee to draft some regulations and a policy for volunteers who want to stay with the project. This sub-committee will sit for the first time on August 26, 1987.

This, in short, will be all for today. I hope your hollyday was refreshing and you are all fit and well for your last weeks!

Kind regards,

yours

Judith

Gossner Mission



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*Neue
Telefonnummer:
85 00 04 - 0
Telex: 136855 blnmwd*

Erhard Mische

Berlin, den

August 17, 1987

Dear friends,
many thanks for the two letters from 8th July and 2nd August which Ursula has written in your behalf.

We have had a relaxing vacation despite the fact the it was quite cold in Denmark as in almost all parts of northern Europe during this summer. Now the last round for me with GM has started and I hope that we are able to clarify some still remaining open questions.

1. We agree to buy a new fridge and stove for the Luigs which will be ordered in these days.
2. I want to ask Walter, Ursula and Ingo to make reservations and book their home flights in Lusaka for December and to pay in Kwacha as much as possible. That is the way how we have arranged it in the past and which makes it for us easier.
Former team-members have paid their tickets and luggage from the money which they have got from the sale of their cars after the refunding of the loan. The Kwacha left over has been paid in the team-account and been refunded in DM here. This was assured to everybody and which is still valid for you too.
3. The best for Ursula and Ingo is to sell their car privately and follow the procedure be mentioned under 2). The Kwacha which they have not been able to spend in Zambia will be refunded after their return according to the exchange rate of the day of the deposit.
4. In regard to Walter's car we should think whether GM buys it according to the prize he would get at the end of this year. Gudrun certainly has informed you about her desire to stay for one more year in the Project and take over the work of Ingo. I have agreed in general. The provision of transport for her is a major problem.
If GM buys Walters's car, Gudrun could use it for trips on duty according to the regulations for the GM-car in Lusaka. For private use she will be charged with 0,42 DM per km which is the regulation here.

Please, let me know your view. If you agree this car could become the pool-car next year while the old one will be sold.

5. A final decision on Gudrun's work will be made in September by the Committee. Up to now we have made only a rough outline of her job-description. I would kindly request you to send us a job-description soon.

6. In the team meeting of 24th January 1986 we have agreed that teammembers have 36 days or 5 weeks per year holidays. See minutes -No.19. In those days Hossain has explained to us that this would reflect the civil service structure in Zambia. I think we should abide by it.
7. On the refunding of team-loans I agree that a real calculation is quite difficult in these days. However I would like to tie a calculation to the value of the cars which follows the ups and downs. The team loan was meant to assist out going team members to get rid of Kwachas after the vehicles are sold. To give you an example.

On x you get a loan of y which accords to 40% of the stated value of the vehicle of that time.

Months later the exchange rate has changed. You receive much more Kwacha for your vehicle than months before. From the money of the sale you refund to the team account 40% of the total revenue. With the rest the tickets are paid. The amount which will be left over is paid in the team account and refunded in DM according to the valid exchange rate.

I hope it is clear and you can except it.

8. During my last visit I have suggested that it could be valuable for us that Ingo participates in the joint meeting with KfW and the Consultants to evaluate the results of the new feasibility stduy. So far we haven't heard anything from KfW. At the moment we have still vacation time therefore I do not expect any sign form KfW before September. But as soon as we know whether a meeting is to take place on that subject we shall inform you immediately.

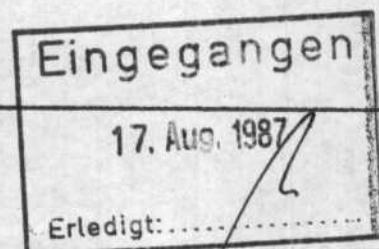
Best greetings from here
Shalom

cc Sietske Krisifoe, Lusaka

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.



Kanchindu 2.8.87

Dear Erhard,

greetings from all of us to Berlin. Hope everything is alright with you.

We would like to clarify one question with you which has come up in the talks with Mr. Halupepe and that is how many working days the teammembers can go on leave in a year. It is difficult to say that we should follow the Zambian regulations because no one knows where to place us in that system. Therfore, it would be better if GM tells us exactly the number of days for each teammember.

We have also encouraged all teammembers to fill in leave application forms from now on. This matter should be handled more businesslike in the future.

Hoping to hear from you soon.

Many greetings,

U. Witten
GST secretary

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Eingegangen

17. Juli 1987

Erledigt:.....

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

Kanchi^gdu 8.7.87

Dear Erhard,

Thank you for your letters of June 30th, 1987, especially for sending some money to the team.

I hope Mabel Jean can answer your questions concerning the finances, soon. But there are some questions to you, too. Here they are:

1. Since Hossain's contract was extended we think that a new fridge and stove should be ordered for Luigs. Initially, they were to get Hossain's but that is too long now. Do you agree to that?
2. Both Walter and we are uncertain as to what to do with our cars. To whom and how should we sell them? It is no problem to find a buyer but there is a great risk in respect to constant changes in exchangerates and its a lot of Kwacha...
We all think that it would be better for GM and Walter if he would sell his car privately. What we want to know from you is, whether GM will refund us the Kwacha we get in DM ?
3. Flights to Germany are always very booked in December because of Christmas. Therefore, we have to book now. Shall we do it here and pay in Kwacha or do you want to do that in Germany? Please, let us know soon!
4. In the last teammeeting we decided that the reciepts for all teamloans should indicate the exchangerate of that day, because otherwise repayments will be difficult to calculate.
5. Please, try to work on our km- claims. Ingo sent you our statement. If there is any doubt we can send our record book anytime. But it is a bit long since October, don't you think? From now, on we will send the statement ourselves.

6. We still don't know whether there will be a meeting with KfW in which Ingo should be present. As soon as you know, please book the flight and send a telex to Sietske, It's not so easy to start off from one day to the next from here.

Gudrun will tell you the latest news on her holiday. Ingo, Hossains and I would like to see her stay longer in the project to take care of Siatwinda and Nkandabwe until there will be a successor. But that is her decision .

Many greetings ,

Wouter

Aulage: minutes of teammeeting 6.5.87

answer sheet

please x where applicable

1. we buy a new stove yes no
 fridge yes no

2. Gm refunds Kwacha out of sale of cars fully yes no
 partly yes no
 not at alll yes no

details :

3. flights will be booked in Germany yes no
 in Zambia yes no
 will be pai d in Kwacha yes no
 in DM yes no

4. GM agrees that loans to teammembers are payed back accor-
ing to the exchangerate of the day they borrowed.
 yes no

5. There will be a meeting with KfW in which Ingo should be
present
 yes no

details :

Thank you. Hope this system makes things faster and easier.

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

30th June, 1987

Gossner Mission
- Zambia/Mr E. Mische-
Handjerystr. 18-20
1000 BERLIN 41

re: Zilili Programme / Siatwiinda

Dear Mr Mische!

This is to inform you about the purchase of a new irrigation pump for the Zilili Programme. A diesel pump was bought in Livingstone at a price of K 23'786.00. This was the only suitable type available in Zambia at that time. The pump is manufactured in India, the sparepart supply is secured. So far the pump is payed out of the Siatwiinda Irrigation allocation (GST).

Since, during your last visit at Siatwiinda on 14th April, 1987 you promised the farmers that ~~if~~ a new pump will be bought to extend the Zilili Programme I am now asking for the additional funds to cover the expenses. If it will be difficult for you to allocate the full amount of K 23'786.00 we can make use of K 15'000 we budgeted for a new pump, included in the present 1986 budget. Thus the remaining balance would be K 8'786.00 .

Any assistance will be highly appreciated by the project as well as by the farmers.

Hoping to hear from you soon,

Yours sincerely,
Dipl. Wittern
I. Wittern

c.c. Co-ordinator GSDP
c.c. Officer i/c Siatwiinda Irrigation
c.c. Treasurer GST

Gossner Mission



Handjerystraße 19–20
1000 Berlin 41 (Friedenau)
Fernsprecher: (0 30) 85 10 21

Gossner Mission · Handjerystraße 19–20 · 1000 Berlin 41 (Friedenau)

Mr. J.K. Halupepe
Coordinator of GSDP
P.o. Box 3
Sinazeze via Choma
Zambia

- Indien
- Nepal
- Zambia
- Öffentlichkeit
- Gemeindedienst
- Verwaltung

E. Mische, Rev.
Berlin, den

June 30, 1987

Dear Dir,

in behalf of Gossner Mission, Berlin-West, I would like to congratulate you for the new task and position which you have been appointed for by the Government. I want to combine it with our best wishes for your work to come and for a good cooperation between you and the Zambian Staff and the GST members. May God bless you and help you all to deal with the various plans, programs, activities and project-perspectives in a good and cooperative spirit for the benefit and advantage of the people whom to serve we are asked for.

With your understanding I would like to take this opportunity to inform you about three major decisions which we have made before your arrival and which I have had no chance to inform you about:

On the 10th of July Rev. Ulrich Luig will arrive in Zambia. After a period of preparation within Zambia he will stay in Nkandabwe. Partime he will work with the United Church of Zambia and partime he is expected to cooperate with you as an administrative advisor. It is our serious desire that you two will be able to get along well. May I kindly ask you to welcome him and to give him all the assistance and guidance which he needs.

Before your time we have made arrangements for two young German students to take some practical experiences in the work of GSDP.

One is Mrs. Inga Rodewald, Flensburg, who will arrive on the 3rd of July and come with her little child. Mrs. Hossain has been so kind to take care of her and supervise her. It was planned that Mrs. Rodewald works in the field of female extension. She will stay for 3 months.

The other student is Mr. Bodo Rehberger, Mainz, who wants to stay for 1 year if he gets the official permission to remain in Zambia for this period. He will be working under Rev. Luig.

We are quite confident that both will adjust themselves to the life and work of GSDP well for the benefit of the people as well as for their own. It will help them to gain a new and better understanding of the life of the people and the possibilities for the development process.

I would be very grateful and appreciate much if you will accept these decisions and offer the two your guidance and assistance.

With kind regards
sincerely yours

cc. GST
Mrs. S. Krisifoe

Gossner Service Team
P.O. Box 50162
Lusaka
Zambia

23 - 4 - 1987

Dear friends:

Gudrun is flying back home to Zambia tomorrow and will kindly carry my best greetings to you. Your farewell gathering for me on my last evening on duty on Zambian soil was been quite a surprise and has filled my heart with deep thanks and joy. The flight was pleasant and relaxing with 4 seats in the middle row to let me sleep well. And Berlin welcomed me with spring weather, sunshine and a fresh breeze. The tender leafs develop their beauty and demonstrate that the winter has gone. And slowly I adjust myself to the normal life here.

When I have put together the results of our discussions and my observations you will receive a report from me. This time I would like to point out one subject only.

Gudrun and I have discussed at length her presence and work within GSDP and with you. We have made her employment more officially and have signed a contract for the period covering January to August 1987, i.e. 8 months together. She will receive a monthly block grant for the actual days working. We accept however that she receives 20 days on leave according to the regulations valids for all of you. She has informed me that she wants to take still some 11 days in July which has to be arranged with you. Days off beyond 20 days are unpaid.

Because Gudrun is officially employed by Gossner Mission she works under the authority of the chairman of GST who is the officially elected spokesman of the Team. I anticipated that you will agree with it.

We have reviewed her job description of December 1986 and would like to change it slightly. Because of the importance Gudrun shall complete the archive and her research report on the structure and functioning of the farmers' committees with some recommendations for improvements.

The guesthouse will remain part of her work.

The book keeping of the Team account should be left out.

Gudrun is willing to continue with the keeping of the poolcar account. However it makes a clearcut description of the competence necessary which should be outlined by the team.

You may be surprised now to hear from me that I would propose that Mr. Chipili is asked to become responsible together with Gudrun for the pool-car. It may become a challenge for him and be a good test whether it works. If it does we could think of making him responsible for the vehicle fleet in the long run instead of employing a new person. You will remember that no-one of team was willing at Lochinvar to take over this task. I still believe if we offer Mr. Chipili a real task he will change his attitude.

Let me stop here. Many good wishes and greetings. Shalom

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Eingegangen

23. März 1987

Erledigt:

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

March 9th 1987

Rev. E. Mische
Gossner Mission
Handjerystrasse 19-20
1000 Berlin 41
West Germany

Dear Erhard:

re: G.S.T. Treasurer Items

1. Km. Claim for B. Hossain

The kilometres driven by B. Hossain from October to December 1986
are as follows:

October	1381 km
November	1565 km
December	- (claimed in Zambian currency)

Total 2946 km x .42 DM per Km.

The total of DM 1237.32 should be paid into Hossain's account as soon
as possible. I am sorry for the delay in sending these figures to you.

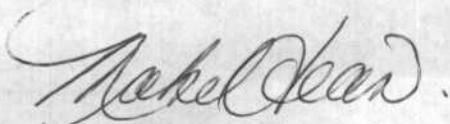
2. Km. Claim and transfer of funds for Brannan

In October 1986 Brannan's drove 2241 km. for the project. They did not
claim that month in kwacha. Would you kindly transfer 2241 km. X DM .42
= DM 448.20 to their account.

O. h. Br
Please also transfer DM 380 from Brannan's account to Wittern's account
to pay for a private purchase.

Thank you for your attention to these matters.

Sincerely,



Mabel Jean Rawlins-Brannan

P.S. Hope to see you very soon here. There is
much to discuss.

Gossner Service Team
P.O. Box 50 168
Lusaka

Zambia

February 26, 1987

Dear friends:

This time I am writing to you on financial arrangements for Gudrun Herlitz. Gudrun has asked Gossner Mission to meet the running costs for her work:

typist	K 750
transport (pool-car hiring)	K 6580
stationary	K 100

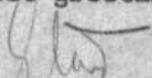
I agree that out of the team-account money allocated to cover the actual expenditures which results from her work in behalf of the team and the Project. Gossner Mission will refund the amount on your request. These particular expenditures should be identified in your books.

We take it for granted that the Staff and the Staff has approved the work of Gudrun in the line of the job description dated 10th December 1986 and the above mentioned estimates to cover the running costs.

Finally I would like to inform you that Gudrun is not offered a contract on the basis of our half contract system because of some difficulties which are seen to arise. She is offered a bloc grant to cover the living costs for the time she is actually present in the Valley and at work. Our Zambia-Committee as limited during the December meeting this arrangement first until the end of June. Financial support beyond that date is to be negotiated again.

Gudrun Herlitz has proposed that a motor-bike is bought to be used by those who may work for a limited time as a probationer (Praktikant). Before making a final decision I would prefer to discuss this matter during my next visit in March/April.

Best greetings





Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Gossner Service Team
P.O. Box RW 50162
c/o Liaison Office
Lusaka / Zambia
AFRICA

- Indien
- Nepal
- Zambia
- Öffentlichkeit
- Gemeindedienst
- Verwaltung

Berlin, den
February 17, 1987

Dear friends,

We have received your letter of January 24, 1987 and the minutes of your team meeting of December 6, 1986. Thank you very much. Some points which have been on your agenda we should discuss together in March or April when I am planning to be with you again.

1. We have agreed to offer Gudrun Herlitz a half contract first until June this year. This has been written to her already. The reason why we have not reacted earlier was because your decision on my proposal and request concerning this matter of your December meeting has not notified to us. So we have been hanging in the air until I read the minutes of your meeting. Communication indeed is so easy and sometimes a slowly going process. Any-way we are very grateful and happy that Gudrun Herlitz fits well into your Team and has become very useful for your work and is accepted by everybody.
2. I agree that GST is contributing to the salary for a bookkeeper of Maaze Cons. Coop. over a period of 5 years in a decreasing way.
3. In general I agree that a Zambian counterpart to Ba Vickson is employed and being financed by Gossner Mission. First however you should come to an agreement with CUSA, Lusaka. A counterpart should be set on the payroll of CUSA otherwiese we may be facing serious problems.
4. On GSB and a possible successor of Walter.
It is not easy for me to make a viable proposal from the far distance when even you seem to be unable to gain better clarification since my last visit. Once we try to make a new start it should be a prerogative to involve and participate the Zambians fully. With some reservations I will give you my personal view.
The new Self Help Group could be connected with the new brick making programme which we want to initiate. Walter has certainly informed you about the planned visit of Mr. Merschmeyer, Misereor, who is willing to hold a workshop on brick making in July/August this year. In future we restrict ourselves to a mobile group of skilled and trained persons who can be engaged whenever they are needed. This is combined with a "on the job training".

/-2..

I have gained some doubts whether it is recommandable to open up a hard ware shop at Sinazeze. Who is going to manage it? Do you know reliable persons who could do it which seems to be one of the most important presuppositions for a permanent success? A shop has to be run on a profit making basis to become a self supporting enterprise. The experiences which we have gained during the years so far are quite disappointing. The same is with a joinery. Do you think there is a market for the products in the Valley?

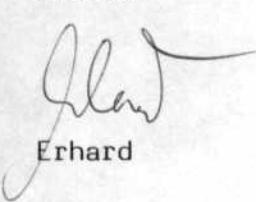
Or do you have in mind to establish a training centre for young people? That would create a permanently depending institute which will cause a lot of headaches if we take into consideration what has happened in other parts of the world.

Another point would be to start a new "on the job training programme". First we need a good analysis about existing potentials of material and man-power and secondly about the best utilisation of them. A possible successor of Walter could act as a coordinator of this combined approach. He should have management and practical experience and expertise. He must not necessarily be a building engineer. On the other hand the Government demands a clear job description which requires a plain profession, otherwise she would not give any work permit.

I have arranged to visit Zambia from 19th of March until 15th of April, perhaps a short visit to Zimbabwe included.

Finally I would kindly remind you to send us the financial statement of 1986 and the requirements of money for this year according to your own estimates. And we are yearning for your annual reports hoping to make use of them in our publications. Ursula's we got already.

Best greetings to everybody
Shalom


Erhard

cc/ Sietske

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

10. Feb 1987

Erlädt:

Gossner Mission,
Liaison Office,
P.O. Box 50162, Lusaka.
Tel: 250580.

Kanchindu, 24th January, 1987

Dear Erhard,

Thank you so much for your Christmas card and the good wishes for this year.

Before I'll be totally busy with the baby let me write and ask a couple of things.

1. What have you decided about Gudrun? In a amazingly short time she has gained the confidence and trust of many people in Nkandabwe and sees many things very clearly. So we are quite happy to have her around.
2. The VSP lorry needs a major repair which will cost K 26000.
3. There is a request from Maaze Consumers Coop whether we could pay for the salary of a bookkeeper for them. They proposed a period of five years with a 20 % decrease every year. We did the same with VSP once. Do you agree?
4. Also a request from Ba Vickson whether we could employ a sort of counterpart for him for two years. He says work is getting too much for him and he would like to train someone to take over. What do you think?
5. A request from the workshop is asking for new spares for the Benz lorry (letter enclosed). Since we are here the Benz has never been on the road and so much money was spent on it already. It is just too old.

6. There is a lot of confusion about GSB, the Building Group and the Kafwambila road. Walter and we find it very difficult to decide how the future could look like and what kind of successor is needed. There are some ideas about a joinary and a sales shop at Sinazeze but nothing concrete yet. Do you have any suggestions?

7. Enclosed minutes of GST meeting of 6th December, 1986.

8. How far is the search for our successors? We trust it is in full swing. It was January we got into contact with GM and we left in October. It should be the same again.

9. Could you arrange for the team to receive disposable syringes (2ml and 5 ml)? *Spmtu*

10. Surely Sietske will have a lot of news for us. Maybe she can tell us when you plan to come. But try to make it a longer visit than last time!

There hasn't been much rain yet and in some places it looks rather bad. It will not be a good season for Southern and Central Province and already World Vision is coming with food aid.

As soon as the treasurer is ready I can send the final financial statement for the Seed Programme.

I think that's all.

Many greetings,

Wula

ULRICH LUIG

Eingegangen

23. Januar 1987

Anschrift: Gossner-Mission e.V.

Postfach 1157, D-6500 Wiesbaden

Deutschland

Erledigt:.....

Hindenburgstr. 58

6501 Mommenheim

Telefon 06138/8519

January 21st, 1987

The Members of the Gossner-Service-Team also organized an information meeting in Zambia

Dear friends,

first of all I wish you a happy and successful New Year. I am looking forward to meet you in Gwembe-South and hope very much that we will have a good and fruitful time together. Unfortunately, I have not had much time to prepare myself for my stay as yet, as there is a lot of work to do in our congregation which has to be done before I leave.

When I met Sietske for the first time, she very much stressed the fact that there are a lot of small little things to do in the camp. According to what I understood from her, my wife was expected to help with these things. Yet, as she will join me not before next (German) winter and also wants to do some research work on her own, we developed the idea to find a volunteer (e.g. a student) for this kind of work. Surprisingly, I got to know that this idea has been already implemented for some time in the team and was officially endorsed by the board of Gossner-Mission Berlin.

Meanwhile I learned that a student of our congregation is very much interested in volunteering. His name is Bodo Rehberger and he just celebrated his 20th birthday. I know him well and I am convinced that he would be quite able to do this kind of job. He is the youngest member of the board of our congregation and has been member of our youth group for some years.

Bodo is just finishing secondary school and wants to study mathematics and geography later on. As a student he is active in the students association of his school (Schülermitverwaltung) and is very much interested in social affairs. He is a talented musician and plays piano and organ very well. I personally know him as a reliable, communicative and friendly person. A photo is enclosed.

During the last years he spent his holidays travelling to Italy, Egypt, Israel and Turkey all by himself. Together with his family he visited the U.S.A. some years ago. Therefore he speaks English quite well and he learned French at school, too.

He will finish school in June this year and is prepared to work in the project for 1 1/2 years, i.e. until December 1988. As he resisted army service, he will have to make some arrangements for his alternative civil service soon. Therefore it will be necessary to inform him as soon as possible whether he could come to Zambia or not. Please, let us know your opinion about it within the next weeks.

Wishing you all the best I am

sincerely yours,

Ulrich Löffelholz

cc: Erhard Mische, Gossner-Mission Berlin

Gossner Service Team
-Mabel Jean Brannen Rawlins -
P.O. Box 4
Sinazese via Choma
Zambia

22.1.1987

Dear Mabel Jean,
today I received your aerogramme-letter of January 13th, 1987. Thank you very much. I am already keen to hear from about the last developments in Gwembe-South, how you get along with the GVDC, whether any social solution has been found for the families which have been affected, how VSP is performing etc..

Sietske will carry cheques over a total amount of 30.000,-- DM. It is too bad that you didn't request money in December because our budget was not fully used last year and unfortunately that amount has to be written off and can not be carried over to 1987. In the future we have to make sure that the money which is still available at the end of a fiscal year is asked for in time.

In one of my last letters I have asked the Team how it feels about a financial support for Gudrun Herlitz for her work within the GSDP. So far I have not received any official remark from your side although Gudrun Herlitz has mentioned in her letter which arrived here on the 9th of January that the Team would support a payment by Gossner Mission on the basis of a half contract. Because I do not want to delay this matter unduly, please let us know the result of your discussion.

It is good to hear that you have participated in the Tonga course ; that will open the hearts of the people to you better.

On the loan arrangement. In the last year of contract each Team member can ask for a loan(per car) of DM 10000,- equivalent in Kwacha which is to be refunded after the car has been sold. If the Kwachas can not be spent totally in Zambia Gossner Mission is obliged to pay back the rest in DM at home. Walter and Witten have the right to ask for K-equivalent of DM 10.000,-- each.

Can we make use of the Scutter-report?

Best greetings to Jim and everybody
Shalom

Hand

our new Telex-No is: 186655 Gossner, after via gosser missia

2 cheques à 5000,- 2 cheques à 1000,- 5000,- DM are transferred by Telex to Choma Standard Bank

geb8579951+

np

#

183000 txoe d

atravenza40187

date: 19.1.87

tlx no:32/87

to: rev.erhard mische,gossner mission

fm: mabel jean

please send am 10,000 to gst internal account standard chartered bank
choma by telex (24604) thanks. pls confirm if sending.♦

183000 txoe d

atravenza40187

Eingegangen

21. Jan 1987

Erledigt:.....

January 13 1987
Box 4
Sinazeze.

Dear Erhard:

re - GST Finances

The 1986 annual financial statement and report is in process of completion.

However before I get the finalized form sent to you we will need more money.

Would you please send a supply of cheques which we can deposit into our internal account. Also please transfer K20,000 or DM 3000 into our external account immediately, for use while we are waiting for the cheques.

Witerns + Walter will need their loan for their final year. Walter has asked for it in one lump sum. Would you please clarify the amount and conditions for me.

The Tonga course has been very interesting and enjoyable. VSP has a lot of good things to report. SDP continues to cause headaches. I will send reports soon.

K1.25



CHRISTMAS 1966

WEST GERMANY

BERLIN 4100

HANDELSSTRASSSE 19-20

KOSSNER MISSION

REV. ERHARD MUSCHE



AIR LETTER
AEROGRAMME

BY AIR MAIL
PAR AVION

SECOND FOLD HERE

Enclosures are not permitted

Sender's name and address

ZAMBIA
SINAZEZE
BOX 4
GOSSNER OFFICE LEBWE
KAWLU - BRAUNAU

TO OPEN SLIT HERE

Thanks for your prompt action to
the Team money matters.
Greeetings
Hear all the details of your next visit.
Greeetings from Jim, the wife &
Mark

Gossner Mission



Handjerystraße 19-20
1000 Berlin 41 (Friedenau)
Fernsprecher: (0 30) 85 10 21

Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Mr. Walter Heinelt
P.O. Box 4
Sinazeze via Choma
Zambia

- Indien
- Nepal
- Zambia
- Öffentlichkeit
- Gemeindedienst
- Verwaltung

15th January 1987

Berlin, den

Dear Walter,
your letter of December 21, 1986 arrived just after we had mailed my letter to you. Thanks a lot. I would like to answer immediately.

It is good for us to hear that the reconstruction of the road to Kafambila is making very good progress. You know that we feel obliged to assist this project financially in order to secure a proper road connection to that remote area. I doubt that we can apply for funds from Bread for the World. But there might be a good chance to get money from the EEC-Micro-Projects Programme under Isaak. Please, contact him, otherwise give us a detailed financial report about your real demand. I then shall try to make funds available. Reading your letter I was a bit disappointed because in my last letters of last year I have informed you that we still have funds which are budgeted for 1986 but which have not been asked for from your side. It would have made it easier for us if we could have used the money for the purpose you are now asking for.

Please, talk it over within the Team and the Staff because this is a crucial matter referring to all. I have got the feeling that no real talking and coordination among you and within the Staff is happening and that everybody is working on his/her own in isolation from the others. Otherwise I do not understand why the Project via Team has not sent us an application for funding the road construction in time.

Anyhow we would be pleased if the road can be completed soon.

In regard to your possible successor we indeed need your advice and the advice of the Team. Certainly we are doing on our own reflecting our future plans and commitments in Gwembe-South, but again we depend very much on the judgement, opinion, experience and recommendations of the Team and the out-going team-members. As it appears to me now are we not taking any move to advertise before my visit to Zambia in March/April because we need a clear picture on the whole scene.

Please, share this letter with the others. That is the reason why I thought it should be written in English because project matters have been touched.

God and his spirit be with you all
many warm greetings
shalom
yours

Eingegangen

25.12.86
Jan 1987

Erledigt:

Sehr geehrter Herr Pastor Kirsche!

Es tut mir leid, dass ich es nicht geschafft habe, Ihnen so rechtzeitig zu schreiben, dass meine guten Wünsche für Weihnachten und den Jahresbeginn Sie zeitig genug erreichen. Meine Entschuldigung für mein spätes Schreiben ist Ihnen wohl von anderen Team- oder Mitgliedern bekannt: ich hatte sehr viel für Sie zu tun!

Sicherlich hat die erste Zeit der Eingewöhnung nicht gerade zu rationellem und organisiertem Arbeiten beigetragen, aber Sie kennen die Situation hier, wissen also, dass alles nicht immer so schnell und reibungslos geht, wie man das von zu Hause gewöhnt ist.

Es hat mich sehr gefreut, dass Sie meinen Einsatz durch den Vorschlag 'belohnen' wollen, mich ertl. unter half- contract zu nehmen. Sicherlich haben Sie das Ergebnis der diesbezüglichen Team-Sitzung schon. Mir ist der komplizierte Weg, der möglich zu machen, erklärt worden und ich hoffe, dass es genehmigt, bewilligt und zustande kommt. Sicherlich ist der finanzielle Aspekt dabei nicht unwichtig, aber auch für meine berufliche Zukunft ist ein 'Arbeitsverhältnis' wertvoller als ein sogenanntes Praktikum.

Ich danke Ihnen sehr, dass Sie meinen Start in Afrika so schnell und so erfolgreich möglich machen! Auch für die Dokumente danke ich Ihnen sehr, sie werden mich nun endlich wieder ganz fit für das Leben hier machen. - Inzwischen habe ich gelernt, das Klima zu

2

ertragen, den Alltag als Alltag zu empfinden und der Umgang mit den Zambianern ist nun auch kein exotisches Abenteuer mehr. Nach und nach bekomme ich mehr Einblick in die Organisationsstrukturen, die tatsächliche Arbeit der einzelnen Team-Mitglieder und nicht zuletzt erfahre ich durch die Arbeit im "Archiv" langsam die Geschichte der einzelnen Aktivitäten hier.

Über vieler kann ich mich nur wundern und einiges wird mir wohl immer unverständlich bleiben. Damit meine ich nicht die tatsächliche Arbeit vor Ort, sondern alles, was man wohl als Team-Geist bezeichnen kann. Sollte es mir gelingen, meine Zeit hier erfolgreich zu beenden, so wird das bis zuletzt eine Schwierigkeit für mich bleiben, mit der ich mich wohl abfinden muss. Schade. Für mich hat alles hier noch so viel Potential und ich habe mir fest vorgenommen, mich nicht von der allgemeinen Frustration anstecken zu lassen!

Inzwischen bin ich natürlich sehr glücklich, dass mein Mann hier sein kann und sich ebenfalls ein Bild von meinem Leben machen kann. Zur Zeit sind wir für einen Kurz-Urlaub in Malawi, ab 13. Januar bin ich dann wieder voll im Einsatz für das Gossner Service Team.

Ihre welche Ihnen in der Anlage eine Fotokopie eines Artikels aus der Times of Zambia, der Sie auch schon viel früher erreichen sollte.

Mit herzlichen Grüßen und nochmaligem Dank
Ihre Gedraun Herlitz