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Aktenzeichen

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Titel

Protokolle Gossner Service Team (GST) u. a.

Band

1

Laufzeit

1970 - 1979

Enthält

chronologisch geordnete Protokolle, meist in engl. Sprache: Team Meetings d. Gossner Service Team (GST), Staff Meetings d. Gwembe South Development Project (GSDP); verschiedene Komitees d. GSDP, z. B. Coordinating Committee, Gwembe District Committee and

13/79

Gossner Service Team

Minutes of various meetings held with Mr. Mische during his stay with GST in November/December 1979

1) STRUCTURE: The need to restructure our setup is pressing. VSP was built up in order to meet our requirements (using revenue made by programmes, handling money from overseas). A legal basis for VSP must be found. There are 3 alternatives:
a) Company (e.g. like Family Farms). Erhard will make inquiries at a competent lawyer about the feasibility of changing VSP or the whole Project into a company.
b) Society. A committee (Peter W., Elisabeth, Sietzke and Hans-Martin) has outlined our requirements and Peter Weiss will investigate whether we can meet them by forming a society (which could be done within a few days). The idea is to let GSOP as it is, but form VSP into the society, running most of the programmes.
c) Multipurpose Co-op. This will be looked into once a and b fail.

2) GOALS: The stay of Gossner Mission in the Gwembe South will not be forever. Our goal is to change from a managing into a pure advisory capacity within a period of about 5 years. GM staff could then be reduced. This goal can be reached if we let Zambians participate in our decisionmaking, policymaking and work.

3) FINANCES:

Mr. Mische found three sources of money:

a) World Mission, Hamburg (Folgekostenausschuf)

The application made to Brot für die Welt for assistance in the 1979/80 budget was forwarded to the World Mission. They agreed already to 48 000 Kwacha for 79, on condition that a financial report for 79 is made and that their recommendations are observed. These recommendations are:

- I) Revenue made by the workshop to be channeled back to the Programme, revenue to be increased.
- II) RW programme to be restricted to 60 people, plans for the future to be drawn up.

III) Waterfees to be used in the irrigation scheme.

Plans to meet their demand are being made.

Before they grant us money for 1980 an evaluation of the project will be made by a man of the choice of the World Mission.

b) EEC

Microprojects, we can get 50% of the total costs of a programme

c) EZE

Needs a church as a partner

The assistance from EEC for following projects will be sought:

Extension Siatwinda Irrigation Scheme

According to a meeting Mische - Fischer-PAO the extension of irrigation schemes is very much in line with Government policy. A meeting with the farmers concerned was held. It is thought to irrigate another 100 ha, of which 55 ha are already booked. Also the school-leaver problem could be eased. One problem will be the marketing. Elisabeth will make a survey on this. Another problem are the people occupying the land. The chief hopes to find a solution by January. For the application a detailed plan and calculation is needed. Mr. Beaumont will do this job for us. It is expected that the money can be received within 3 months after submitting the application, aim is to commence work next dry season. The feasibility of electrification will also be looked into.

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Malima Irrigation scheme

The Government will most certainly not be in a position to make funds available to rectify the scheme. It was therefore decided also to ask for funds for this scheme. Izaak to equip Gossner Mission with the necessary information.

RW/ Dryland Farming

This being the most capital intensive programme funds should be found for it. The Donaragency requires certain information before they are likely to release money:

- A projection of the programme into the future. After some years (e.g. 5 years) we should come away from the employment system to just training / credit system, so that there will be a foreseeable end to financial assistance.
- A plan for the work to be done by RW people has to be made. Izaak will formulate a + b and submit it in due course to GM.

Nkandabwe Dam / Extension

This also has been planned for long. Peter will give Mr. Mische a plan and a calculation.

Transport/ Tractors

The need for mechanization was again stressed. However, some questions will have to be looked into in connection with the programme. Fields will have to be cleared from stumps before machine ploughing can be carried out. It is more economic to plough big fields than small ones. The benefactors for the programme will have to be indicated. It was agreed to go ahead with purchasing the tractors.

We have applied for 2 lorries. Meanwhile we are assured that Government will give us one new lorry. As EEC grants only 50% of an application, this just fits nicely.

It was not very clear where Mr. Mische will get the money for the lorry ordered for GSB.

On handling funds it was decided that all programmes will be handled by VSP (see also minutes 10/79 15b). GST will only deal with the private needs of GST members. On loanarrangements (carloans) it was decided to stick to the old regulation (see Minutes 8/78 5).

4) CONTROL OF FINANCES

To avoid another problem like GSB, there must be a control mechanism on all programmes dealing with money:

Programme	Controlmechanism
GSDP	Controlled by Government
GST	Checked yearly by a competent Teammember Financial statements issued several times a year.
GSB	One financial statement to be submitted to Co-on Department yearly, checked by them. The accountant is employed by GSB. In future there will be two people of the Team involved, one as technical adviser, one as financial adviser
VSP	To be audited according to the regulations of a society/company (future)
RW/Dryland	programme of VSP

5) EXTENSION GEMEINE CENTRAL/NORTH

A meeting with the people concerned is still outstanding. Next date given is 15th December. Mr Weiss found out that we can get the German Government to make a area extension study under certain circumstances. This will be followed up.

6) LIAISON OFFICER

Mr. Weiss disclosed that he will end his contract in June 1980. Some discussions were held on the jobdiscription of the new liaisonofficer. Mr. Weiss reported of his difficulties to work together with the UCZ in the field of Community Development (no interest, no funds). There are several possibilities to put the 'second leg' of the liaisonofficer:

- a) Full with UCZ as e.g. a parish priest
- b) Involvement in an organisation dealing with CD (e.g. American friends, Selfhelp Development) doing on the job training, small scale industry promotion.
- c) Work in the ministry (as a planner, question of loyalty)
- d) Full time for GST, buying materials and goods, marketing.
- e) Get somewhere involved where there is a foreseeable benefit for the project (e.g. University, in appropriate technology)

Hans Martin showed interest in the position. He will, after some more thinking on the subject, eventually apply for it. The majority of the Team would prefer possibility (e)

7) GST-MEMBER TO BE MEMBER OF KORATORIJUM

This seems to be impractical. Mr. Mische will instead try to have the Zambiacommittee sit when a Teammember is by chance in Germany. But there is the option that on important matters a Teammember could be asked for joining a Koratorium meeting.

8) 10 th ANNIVERSARY GST

It was decided to make only a medium sized celebration. A booklet to be published for the occasion as a kind of review and the perspectives for the future. Teammembers have been assigned chapters to write on. The contributions should reach Berlin beginning March 80.

9) VISITORS TO GERMANY

The next visitors to Germany according to GM tradition will go there in 1981. Some thoughts should be given to who is to go, and for how long will they stay.

10) COLLECTION ORAL TONGA TRADITION

Mr. Siabalo will be employed for at least 1/2 year (150 K) to collect and write Tonga stories. Klaus Jahn to assist in technical questions (publishing etc.)

11) GST - RELIGION

Mr. Mische made his stand on the subject clear (which might not have the support of the full Kuratorium)

Somebody can be employed by the GM if he meets following conditions:

He/she should be willing to work in the framework of a mission
He/she should be willing to talk about religious questions
He/she should not attack the spiritual foundation of a mission
For the work here the importance of religion for development should be seen. It was pointed out that with the 'Teamapproach' we have each member has his special field of work. It is Mr. Jahn's task to observe and investigate the social/religious aspect of development. It is one purpose of a Teammeeting to coordinate the findings/problems/results of the work of each Teammember.

12) ANNUAL REPORTS

Contrary to last year, the annual reports should be submitted to Berlin before the end of January. Deadline in Zambia: 15.1.80

13) DONATION BRIDGES

The Team decided to donate 500 K towards the rebuilding of the blown up bridges

14) DONATION CREDIT UNION

Elisabeth asked for a 800 K contribution to enable the Credit Union to translate and print a relevant booklet into Tanga. It was agreed that she can use money from her programme to do this.

15) LOSSES

Sometimes money/ items are lost in the cause of the work without that the one loosing it can be blamed. A committee was formed to consider each case individually (Team Treasurer, Teamleader, Teampriest). If the committee finds that there is no guilt on the side of the one loosing it, money could be refunded out of Teamfunds.

16) EVA ENGELHARD

Eva has written a letter to the Team asking for certain information. Astrid and Hans Martin to reply.

17) GSB

Mr. Mische was enlightened on the current financial and contract situation.

On Mr. Jankowskies problem it was decided that Mr. Mische will be shown the relevant documents so that he gets a clear picture of what happened. Any action will be left to him, for the Team the matter is closed.

The need for replacement was again stressed. One applicant is a Nigerian, but it was pointed out that if the ability and the character suits the job and the conditions in the Team, there is no reason why Berlin shouldn't go ahead with employing him.

The extension of GSB to Choma (getting a plot and a house) was accepted in general. In order that GSB can finance it, it was agreed that GSB can have the 10 000K loan of the Team for one year longer if need be. Also the backpayment for the lorry will be postponed for one year.

The Team has no objection to employ an electrician and to give him a one year job guarantee; Job will be for him in the camp (electrification) and at GSB.

H.M.Fischer
Team Secretary

Confirmed.....

Member

12/79 6.17

Gossner Service Team
P.O.Box 4
Simazeze

Minutes of the Teammeeting held on 7th November, 1979

1. ATTENDANCE: Elisabeth Hässler (chairman), Hans Martin Fischer
Klaus & Christina Jahn, Izaak & Sietzke Krisifoe, Peter
Sauer.

Invited: Peter & Gerhild Weiss
Apology: Angela Fischer, Astrid Sauer.

2. MINUTES 11/79 were confirmed

3. BUSINESS ARISING FROM MINUTES:

- a) Zeze Co-op: The committee has been there to check the state in which the houses are. Seven to eight houses are in good condition, the rest needs repair (e.g. plastering, new windowframes). A meeting between the occupants and teammembers is proposed. It will have to be made clear to them that they have to pay rent and that this rent will be used for repairs. Namboard and Lintco should buy the houses rather than rent them (3 houses).
- b) Reports from Izaak about Siatwinda still outstanding, Peter will make the report on Nkandabwe- Dam. Elisabeth reported that there is a chance to get socalled Micronprojects financed through EEC. This system works different from the application we made already through GM. More information on that to be collected.
- c) The Team has been in Gwembe to meet the people concerned, but the people concerned didn't turn up. A letter to be written to the DG. Next meeting (Täst!) on 19th November, 10 hours in the DG's office.
- d) New Programmes: Klaus has made some relevant enquiries, more discussions on the subject when all information is available.
- e) Pipes for Siatwinda Farmers: Pipes are available at 4.20 K per meter. Considering the high costs a test with the cheaper PVC pipes (1.20 K /m) will be made by Izaak.
- f) Tonga crafts: Hans Martin reported that Tonga crafts run into the expected financial trouble. Some Teammembers met BaMark and following temporal solution was found. VSP takes over the programme. BaMark will be employed on half time basis. In that way the costs of the programme officer (salary + km allowance) is brought down to about 200 K per month. Sietzke and Astrid have taken stock and will streamline the programme together with Gerhild.
- g) IRDP: A contribution of 5832.00 K towards the dryland farming programme was received.
- h) Landrover: It is stuck in Kasama. Arrangements for collection are being made.

4. REQUEST FOR AFRICAN PRAYERS AND SONGS: Peter Weiss and Klaus will follow up this request from Berlin.

5. TONGA CRAFTS IN BATOKA: Sietzke suggested that also some drinks should be sold at the proposed Tonga Crafts outlet in Batoka.

6. 'NEWSPAPER' of P. Sauer: Peter had circulated a paper about His discussions in Berlin. Some points were clarified.

7. PREPARATION FOR ERHARD'S VISIT: Astrid will prepare a food time table. Two days at the beginning (20/21st Nov.) and two days at the end of his stay in the valley are earmarked for meetings/seminars.

12/79

GST

8. NEW GAS REGULATIONS: To combat the 'gaslosses' a new system is introduced. Numberplates are fixed to the gasbottles as soon as they are bought from Lusaka. A list (with attached ballpoint) will be hanged in the gässtare and everybody is asked to fill in his name and number of the gasbottle he is collecting. In case somebody forgets to pay, this matter can be easily followed up.
9. FINANCES: The Teamtreasurer reported that all money of programmes has been shifted to VSP (except RW which will be shifted later). From now on the Teamfinances will be only used for the personal needs of the Team and its members.
10. CARLOAN NCITE: BaNcite has applied for a loan to repair his car. The loan should be open up to 1000K. The request was granted, on condition that he shows the receipts of his spendings.
11. BUSINESSLOAN IZAAK: Izaak asked for a businessloan of K 1000 for supplying ploughs and spares to RW - farmers. He will pay it back by the end of December.
12. NEXT MEETING : Next meeting will be held at Krisifoes on 5.12.79. Chairman: Peter Sauer

Hans Martin Fischer
Team Secretary

Confirmed. chairman
..... member

67.
11/79

Gossner Service Team
P.O.Box 4
Sinazeze

Minutes of the Teammeeting held on 14th October, 1979

1. ATTENDANCE: Klaus (chairman) & Christina Jähn, Hans-Martin & Angela Fischer, Tzaak & Sietzke Krisifice, Elisabeth Hässler, Invitée: Peter & Gerhild Weiss
Apology: Peter & Astrid Sauer (on leave, still!)

2. MINUTES 10/79 were confirmed.

3. BUSINESS ARISING FROM MINUTES:

- a) Teamfridge: It was decided that we try to repair it. If it can work on gas it will be taken to the valley for either using it in the guesthouse or for a new Teammember. If it can only work on electricity it will stay in Lusaka and will be the replacement for the first fridge (either Team or Weiss) getting spoiled.
- b) Information about programmes: Peter Weiss had to act under Pressure of time, his explanation was fully accepted.
- c) Zeze Co-op: A committee was formed (Klaus, Elisabeth, Sietzke) to check the houses (register occupants, look at state of buildings). The houses will be let according to Government rates. Two houses will go to Namboard, one to Lintco as requested. The ownership of the liquidated Co-op to be discussed later.
- d) Childrens Playschool: Christina reported on behalf of the concerned committee that following proposal is made: Christina is prepared to teach 2 hours every day from January onwards. The group should not exceed 8 children. Children of the camp will participate as long as there is no language problem. Materials will partly bought/ produced locally, partly GM will be asked to send some. A room within the camp will be made available.
- e) Money from EEC: Berlin has asked for detailed information on various programmes for above application. Tzaak to write about Siatwinda extension, Malima irrigation and Nkandabwe repair, Hans Martin about Transport and Tractor.
- f) Extension Gwembe Central/North: A delegation of the Team to go there to find out the actual needs and the feasibility of such an extension. The delegation should try to meet the Governor and the Rural Council.

4. NONGERMANS/NONCHRISTIANS IN GST:

Mr. Mische has repeatedly asked for an opinion on this subject. The Team had nothing to add to the letter of Hans Martin to Berlin (Letter of 14.9.79, chapter 3)

5. SECURITY IN THE CAMP: The Team was requested by the Staff to employ a second watchman. Accepted.

6. FINANCES: It was reported that 50 000 DM was received from Berlin. The Team is happy about Berlins activity. Hans Martin expressed the unopposed opinion that money shouldn't be the limiting factor to any of the programmes.

7. TONGACOURSE: The Jähns have started their Tonga course. It will end in December. The teacher, Mr. Siabalo asked a salary of 150 K per month, accommodation and gas for cooking free. The evening-classes deal with customs and everybody should feel free to join.

8. INFORMATION WITHIN THE TEAM: Klaus suggested to have informal meetings between Teammeetings so that everybody knows about everybody's work. Other Teammembers expressed that the communication is rather satisfactory. Klaus will review the problem again ones he stands with both legs in work.

9. NEW PROGRAMMES: Klaus suggested to do something about cow and goat hides. He will find out whether they can be sold to Bata Bata. He further suggested to import second hand pedal sewing machines. Also here Klaus will look into the feasibility.

10. HANDPUMPPROGRAMME: Hans Martin says he doesn't have enough time these days for this important programme. Klaus agreed to take it over.

11. PIPES FOR SIATWINDAFARMERS: At the siatwinda seminar the farmers were promised that they will be offered pipes which they need for siphoning, so that they can buy them. Izaak to find out whether they are available within Zambia and to get a proforma invoice.

12. GASBOTTLES: Sietzke announced new prices for gasbottles. Teammembers are asked again to make sure they pay what they take.

13. CHEQUES FROM FARMERS: Sietzke reported that this year the Team cashed cheques worth about 60 000 K for farmers. It was felt that Lintco should be approached so that next year Barclays Bank comes and cashes the cheques. If this can't work we will have to introduce a fee for each cheque cashed.

14. TONGACRAFTS: BaMark asks all Teammembers to write down all items bought/sold immediately in the invoice book. Gerhild reports that she attends meetings of the Zambia Cultural Service on exporting crafts, but no results as yet. Hans Martin expressed his feeling that Tongacrafts will soon be in financial troubles. It was decided to wait with action until BaMark reports difficulties.

15. BOARD OF SURVEY: The Board of Survey will come on monday, 22.10.79 to inspect the furniture in all the houses.

16. PERSONNEL RECRUITMENT DED: No personnel can be seconded to GST due to security reasons. But there might be a chance of cooperation with the DED in recruiting staff for GM.

17. KALINGALINGA: Peter Weiss reported on the progress of his work for GTZ. The plan was finished some days ago, only some small following up remaining. Peter will go to Germany by the end of October.

18. IRDP CONTRIBUTION: IRDP had promised to contribute to the Dryland Farming cost up to 3500 - 4000 K. They will need a proforma invoice and they should get a small report on RW - Development. Izaak to arrange both.

19. LANDROVER: Is reported to be on the way from Dar es Salaam to Lusaka.

20. EVALUATION: The Planning Unit. M.o.A., will be invited to make a evaluation about our programmes and the Project as such.

21. NEXT MEETING: To be held on 8.11.79. Place: Jhnn, Chairman: Elisabeth.

Hans Martin Fischer
Secretary

..... Chairman
..... Member

Confirmed.....

10/79

G. N.

Gossner Service Team
P.O. Box 4,
Sinazese

Minutes of the Teammeeting held on the 5th September, 1979

1. ATTENDANCE: Izaak (Chairman) & Sietske Krisifoo; Elisabeth Hässler, Klaus & Christina Jähn, Hans Martin Fischer.
Apology: Peter & Astrid Sauer on leave, Angela Fischer on duty
2. MINUTES 7/79, 8/79 and 9/79 were confirmed.
3. BUSINESS ARISING FROM MINUTES:
 - a) Religious Education Circular: No answer yet, Klaus to follow the matter up.
 - b) VSP: A meeting to be held soon. Sietzke reported that Aron was laid off due to little work.
 - c) Buying of maize: There are 200 bags of maize in Sulwegeonde and ca. 500 bags at various depots in the valley. Elisabeth will make arrangements to buy them.
4. VISIT TO OTHER PROJECTS: P. Weiss had suggested two Projects which could be visited. The Team decided to visit one of them (the one near Lusaka) in the middle of October. It could be combined with a Teammeeting in Lusaka (if Moses can't come to the mountain, the mountain will come to moses).
5. GUESTHOUSE: Also GSDP Staff is allowed to sleep in the Lusakahouse, provided they stick to certain rules.
6. Request of PAO: The confidential report asked will be given orally.
7. FRIDGE OF K. JANKOWSKI: It was felt that this fridge was sent to the Team and should stay with the Team. It will stay in the guesthouse in Lusaka. The fridge there is small and old. Refered to GM to decide.
8. INFORMATION ABOUT PROGRAMMES: Sietske reported that P. Weiss has published information about her clinic - secondhand cloth programme. This information was partly wrong. As much as it is appreciated that P. Weiss is getting active on behalf of the Team it was felt that this should be done in a proper way. In the mentioned case P. Weiss would have contacted Sietske before he sends the report for publishing. A discussion on this matter to be held with P. Weiss.
9. LEAVE ARRANGEMENTS: The GM is reconsidering the duration of our leave. The GM is asked not to make any decision until Mr. Mische has been here for discussions on the object.
10. TEAM HONDA: It appears Mr. Nakasamu has failed to obtain a loan for this Honda. As the Team needs the money the Honda will be offered to BaGray.
11. ZEZE CO-OP: There seems to be some misunderstandings as to why the Team has bought property from the liquidated Zeze Co-op. A meeting with the people concerned (mainly DS and chiefs) to be held soon.
12. PLAYSCHOOL: The Jähns brought the idea of setting up a playschool for children in the camp. The idea was generally wellcome. A committee to look into this matter (Christina, Sietske, Angela)
13. GWEEMBE SOUTH BUILDERS: Hans Martin reported that Bancite has now been firmly established as a manager, he can do the supervision on the buildingside and the general supervision of all workers. The Team therefore remains with the financial control (Elisabeth), contracts and tenders (Elisabeth), control of stocks and materials (Hans Martin). For technical assistance the help of an architect was suggested. Hans Martin will negotiate with one in Lusaka. (Payment possibly GM?)

• 10/79 GST

14. LETTER OF K. JANKOWSKI: A letter of Klaus was received with comments about GSB - problem. Also a request of GM to react to this letter is there. But as Peter has gone to speak to Klaus and to Mr. Mische the result of these discussions will be awaited before any action (which we are ready for) will be taken.

15. MANAGING FUNDS FROM GM:

- a) It was agreed that financial statements will be given to the Team at a regular basis. This will involve all members dealing with money (e.g. VSP, credit union, Rural Works etc.) Arrangements for auditing accounts will be made. By taking these measures we hope to avoid another 'GSBgate'. More discussions on this subject will be made in connection with the new setup of the Project.
- b) About handling the money for the Project sent by GM it was decided that all loans (e.g. the 10 000 K of GSB) will be handled by the Team. Money for programmes will be handled by VSP. A mode of distribution to be found by Sietske and Hans Martin.

16. MONEY FROM EEC: Elisabeth reported that according to her contact it is wiser to ask for a bigger amount ones rather than some money every now and then. Decided that grants for the following should be asked:

- a) 2 Lorries (may be a Transportco-op can be founded)
- b) Extension Siatwinda (possibly a survey to be made by EEC - Staff) The Team will follow this matter up as P. Weiss will not have time for it.

17. EXTENSION TO GWEMBE CENTRAL/NORTI: This matter will be left to GM to decide and follow up.

18. FRIEDER BREDT: Peter Weiss conveyed the question from Mr. Mische asking what we think about employing Frieder again. The Team feels it doesn't know what's going on about Frieder, but the opinion in general is that it is not advisable to employ somebody again after he has been out for some time.

19. EXTENSION TO MALIMA: After a studyvisit has been made the Team decided to go ahead and take malimairriation over.

20. OUR SELFUNDERSTANDING: Klaus asked for a discussion on this point. This will be done sometime when Peter & Astrid are back. It will be not discussed within the Teammeeting. Klaus to arrange the discussions..

21. KILOMETER CLAIMS: The 1.5 Ngwee contribution of the Team on each km will remain. Teammembers are asked to combine their trips to reduce the costs of travelling. The claims should be made more explicit, as Mr. Nakasamu has to approve them.

22. NEWSPAPER: Still to be continued.

23. EXPORT OF TONGACRAFTS: Klaus to make some enquiries.

24. NEXT MEETING: Possibly middle of October in Lusaka

Hans Martin Fischer
Secretary

.....Chairman
.....Member

Confirmed.....

THE RECORD OF THE STAFF MEETING HELD WITH THE P.A.O. ON
THE FUTURE OF BULEYA MALIMA IRRIGATION SCHEME HELD ON THE
4TH OCTOBER, 1979.

PRESENT: Mr. G. S. Nakasamu (chairman) Mr. G. K. Madyenku (secretary), Mr. H. M. Fischer, Mr. A. Nsemani, Mr. I. J. Krisifice, Mrs. S. Krisifice, Miss. E. Haesler, Mr. M. K. Malyenku, Mr. P. Miyanda, Mr. Malekani, Mr. D. Msiska, Mr. J. Chivwema (P.A.O.) Mr. T. D. Beaumont (District Planning Officer) Mr. Chiyahika (F.T.C.) points.

Mr. Krisifice outlined the subject by reading through the paper he had prepared in connection with the future of the scheme. Everybody had a copy of this paper. After the reading of the paper some points were raised for discussion and consideration.

Page 4 of the paper prepared by Mr. Krisifice.

A. On the Organisation side.

- 1) The proposed future management set up accepted.
- 2) Abolishing the Managers title was discussed and finally accepted that it has to be abolished instead the supervising staff shall be trained A.A. (2) One senior one Junior, they shall be called supervisors to the farmers. The senior being responsible to make monthly reports etc as required.
- 3) The farmers committee discussed and finally accepted to be the direct managing body on the farmers by the help of the supervisors and at times by the project staff of G.S.D.P.

Page 5

7. Water Fees. The question introducing water fees to the farmers was discussed. The following recommendations made.
 - (a) Agreed that water fee system be introduced to the scheme.
 - (b) That the amount of money to be charged has to be locked into by the management.
 - (c) That the money be used to buy diesel to run the engines.

8. (a) Orchard- After some discussion, it was found necessary that the orchard be left in the hands of the management and that a citrus nursery be developed at the scheme.
- (b) Funds from the sells of fruit and planting trees from the nursery- It was after some consideration concluded that some of the money obtained from the sell of fruits and trees be used to buy diesel at the scheme.

- (c) On Technical side:- Channels It was agreed that the lining of channels as to be done anytime the money is made available. It was further agreed that sub channels have to be attended to also as it may be deemed necessary.

- 2) Levelling of some fields:- considered and found necessary that they have to be levelled when funds are made available.

- 3) Syfoms - getting water from the channels should not be by cutting the channels, but syfoms should be used. After some consideration it was recommended that the tubes should be made available by the management then farmers buy, the system of letting the farmers to buy the tubes is good because they will take care of them as their properties.

12...

Engines:- It was after some consideration recommended and agreed upon that one engine complete with generator should be on a stand by all the time to replace those at work in case of a sudden breakdown. It was also suggested that electric supply to the domestic houses be suspended until such time when the financial situation improves, as running the engine to generate electricity costs money. (no actual conclusion was passed).

B 1). Transport: Transport for the staff was considered, suggestions were made whether to make available a honda on loan to the supervisor or a G.R.Z. honda. Also to consider making available one or two bicycles which the Assistants can buy. It was finally decided that both points are to be looked into by the office of the P.A.O.

2) Transport for marketing produce. This was suggested to be a joint venture with other irrigation schemes, therefore the truck could be used by both or all the irrigation schemes if it is made available. Some suggestions were made as to find sources of income possibly contacting eec urgents. (possibly 5 tone lorry). To be looked into by the Project management (GSDP).

3) Tractor. The need for a tractor to plough for the irrigation farmers and the cut side farmers was stressed. This brought a very hot debate, After which it was concluded that although a tractor is already bought in the name of B/Malima, it will be stationed in Choma where the P.A.O. thinks that it will be fully used. But it will be brought to B/Malima at times to plough the Government plot and etc. The feelings of the P.A.O. was that people have to use hand or ox ploughing in the valley.

4) Two wheel tractor unity:- After some discussion it was agreed that if funds are available this can be bought and tried at Syatwiinda not B/Malima.

C Labour Force:- It was suggested that the labour force should be reduced as follows:-

- a) 1 mechanical service man
- 2 enginemen
- 4 labourers for the orchard

the rest to be laid off. After some discussion it was concluded that the P.A.O.'s Office will look into the normal procedure of laying them off.

- b) That 1 bricklayer and 14 men shall be employed when funds are available for lining the channels.
- c) That the office workers shall not be needed as all the office work will be done here at the project.

D Farm Plan:- It was suggested that the question of plot sizes should be reviewed in order that families be given plots that they can manage well starting from 0.2ha. per family. After some discussions it was agreed that the management look into it.

E Miscellaneous:- It was reported that there are at B/Malima some implements which are lying there un used. After some discussion it was, concluded that a list of these be made, so that it can be possible to single out what belongs to the department and what is not for the department. There after we can decide what can be used on the scheme as may be found fit.

F Village Water Supply:- It was suggested that the villagers living around there be provided with drinking water, what is happening now is that they go into the reservoir from their domestic water.

(3)

After some discussion it was concluded that two should be considered when funds are made available.

- (1) Supplying them through the irrigation system by making a tank and a tap available to the drawing points.
- (2) Looking into the possibility of supplying them with water from the scheme's domestic water supply borehole.

Plan of action

To be finalized by the P.A.O.'s office:-

- (a) drawing a constitutional hand over.
- (b) making finance available.
- (c) safety of the team members who will be working at the scheme.
- (d) looking into the availability of the urgently required generator and etc.
- (e) looking into the possibility of a workable water fee table.
- (f) possible procedure of labour reduction.

Having no more to discuss the chairman thanked all those present for their contributions and extended great thanks to the P.A.O. for sparing his time with the project and Malima staff in search from bettering man's affairs. The P.A.O. thanked the team and all for the meeting well conducted.


CHAIRMAN

9/79

6.17

Gössner Service Team
P.O.Box 4,
Simazeze

Minutes of the Teammeeting on Gwembe South Builders, 9.8.79

1. ATTENDANCE: Peter Sauer (chairman) & Astrid Sauer; Izaak & Sietske Krisifoe; Elisabeth Hässler; Klaus & Christina Jähn; Hans Martin Fischer;

2. NEW MEMBERS: Klaus & Christina Jähn were wellcomed to the Teammeeting.

3. REPORT ON PRESENT SITUATION OF G.S.B.:

a) Personal situation of Elizabeth: When Elizabeth took over from K. Jankowski she was told by him that this would not involve much work as he had zambianized the Co-op. (see also annual report; K.Jankowski), and a new manager was being arranged for. But Elizabeth soon found out that the managing of G.S.B. is a full time job. Neither BANCITE, BASIMEA nor BAMESSES is able to read a plan, make a calculation for a tender, decide what has to be bought or make any other decision. Worse, the financial situation is poor. A report about the checking of the books has been sent to GM. Financial statement follows under (b). Elizabeth will not be able to run G.S.B. alone as she has other programmes of her own.

b) Financial situation:

Bills and credits to be payed:

Z.S.a.B.S.	12 600 K
Lenco	800 K
Masimba Colgeries	396 K
Tonga Crafts	1 034 K
GST old lorryloan	2 800 K
GST new loan	6 000 K
Expected bill J.Brooks (Toyota truck)	6 000 K
Expected bill Z.Tobacco (Toyota pick-up)	2 500 K
Total	32 130 K

Expected income:

Shortterm:

Z.R.C. for Dubaranch	6300 K
NIEC (Simazonwe shop)	5 000 K
Retention fee	3 500 K
subtotal	14 800 K

Longterm:

Z.R.C. for Dubaranch	24 000 K
Retentionfee	3 600 K
subtotal	27 600 K
Total	42 400 K

All projects listed under shortterm have already been finished, those listed under longterm are under construction or already finished.

c) Transport:

Mercedes lorry running
 Green Toyota pickup can be repaired locally
 White Toyota pickup (?t) under repair
 Grey Toyota truck under repair
 Red Toyota pickup under repair (paid by insurance)

Following proposal was agreed to:

As transport is absolutely essential for the work of G.S.B. a durable solution for this problem has to be found. The grey Toyotatruck is now in running condition (new engine) but otherwise in a bad state. It therefore should be sold. The income from the sale will be used for paying for the repairs of all vehicles and for paying back the lorryloan to GST. The GST will then give a new credit for a new Lorry to G.S.B.

d) New Projects:

There is an encouraging number of new projects in sight:

Farmhouse near Choma (Z.F.C.)	40 000 K
4 small houses near Kalomo (Z.F.C.)	total 8 000 K
1 bigger house "	15 000 K
1 house (VET - Department GRZ)	11 800 K

It can be visualized that if we can run G.S.B., those new contracts would take them out of the red within something like one year.

4. Measures to be taken to run G.S.B.

There are basically two possibilities to solve the G.S.B. problem. First possibility is to close down; sell all the stock and assets, and pay the creditors out. But the Team feels it is responsible for the present crises (inability of a Teammember - lack of supervision by Team), therefore the second possibility was chosen and following plan of action was agreed to:

a) Supervision: As already mentioned Elizabeth alone cannot manage G.S.B.. Agreed that Klaus + Izaak help on supervision in the buildingsite; Hans - Martin + Peter on planning and buying of materials. This arrangement can only be regarded as an emergency setup (? - 3 month). Following mediumterm arrangements will have to be made (listed according to preference)

- I GM sends a replacement for K.Jankowski within this year.
- II A volunteer working already in Zambia (DED or Dutch volunteer) is seconded to G.S.B., until GM sends a new man.
- III GM asks Mr. Schlottman to come back until a new man is found.

To avoid a future crisis it was decided that from now on G.S.B. will not be left in the hands of one man.

b) Zambian Manager: The person who applied for the job was found not suitable. It is highly unlikely that an able person is found who can manage G.S.B. in the present situation. It was decided that a new manager will be looked for when G.S.B. is sound again.

c) Credit: So far the GST has given 6000 K, another 4000 K will be given to them. The Team has already asked GM through P.Weiss for this funds. It is felt that these 10 000K together with the credit for a new Lorry will be enough to put G.S.B. right.

d) Transportcosts: All claims for travelling for G.S.B. should be made to G.S.B. (If travellingcosts become to high, the GST might consider help.)

5. ANY OTHER MATTERS, URGENT ONES ONLY

- a) Acting GST-Treasurer: Sitzke agreed to act as treasurer during Peters leave.
- b) Guesthouses: Angela will look after them during Astrids absence.
- c) Use of Sinazezehall: Will be used by various community development programmes. Team will pay for some necessary upgrading, as far as it can't be done within some other programmes (e.g. Rural Works)
- d) Tongacourse: A teacher will be employed full time for about 3 month to teach Klaus & Christina Tonga. Elizabeth & Klaus to make necessary arrangements.

Having felt that a lot of work was done, the meeting closed at 17 hours. Next meeting: 5.Sept.79

H.M.Fischer, Secretary

Confirmed:

.....Chairman

.....Member

8/79

Gossner Mission

Gossner Service Team
P.O.Box 4 Sinazeze

Minutes of Meeting of Gossner Service Team, 23. July 79

1) ATTENDANCE: Elisabeth Hessler (chairman), Peter & Astrid Sauer
Izaak & Sietzke Krisifoe, Hans Martin & Angela Fischer

2) Minutes 6/79 were confirmed

3) BUSINESS ARISING FROM MINUTES:

a) Religious Education Circular: Astrid wrote a letter to them, but no answer received yet.

b) VSP: A meeting of VSP should be held soon.

c) Car regarded personal property: Hans Martin reported that the Zambiaausschuß took note of this point and agrees with the content of the minute. A followup will have to be made by the Koratorium, e.g. whether an insurance should be made.

4) REPORT BY HANS MARTIN: He reported about the meetings in Germany he attended, namely

a) With Brot für die Welt (see minute 7)

b) With DIT on following subjects:

Leave (only one calendarmonth, like before)

Luggage allowance (200 kg for single person, but with an option for flexibility)

Personnel

c) Zambiaausschuß (see minutes of Zambiaausschuß)

5) ARRIVAL OF FAMILY JÄHN:

The Jähns are expected on 28.7.79. There are some doubts whether they will come on that date as their child fell seriously sick and no more information was received from them. Hans Martin will pick them up, Sietzke will prepare a welcomecoffee.

6) TREASURERS REPORT:

Peter Sauer gave a written statement of the GST finances (see attached paper)

On gas supply: Somehow a deficit was made. Agreed that a special lock should close the gasstore, one key being with Peter; the other one together with the generatorkey. Teammembers are requested not to forget paying their gas.

On Malala's Honda: The insurance is in GST name. As Peter has written to him that the insurance is expired, no more responsibility is with the Team.

7) REQUEST FOR FUNDS:

Hans Martin reported that in a meeting with Brot für die Welt it was resolved that GSDP should apply for the funds, the application to be endorsed by GRZ and UCZ. Gossner Mission will prefinance this money so that we can go ahead with our programmes. We will have to submit a detailed list of our immediate requirements to Berlin.

8) FOLLOWUP OF VISIT MOMBA IN GERMANY

Hans Martin informed the Team about the discussions between Mr. Mische and Mr. Momba during the latter's stay in Germany. Mr. Mische has submitted a list of points which were read to the Team. The Team listened to those and will take them up at an appropriate time.

9) FOLLOW UP OF PETERS CASE:

It was felt that the way the local authorities dealt with the search of Peters house was not an appropriate one. The charge made didn't include the important facts. Hans Martin will write a letter to the PS in Livingstone.

10) ACCOMODATION FATHER KIENDI

It was reported that the above Father hodies the Sauersfamily out of their house at awkward times to get accomodation in the Singlequarters. Decided that Peter should speak to Father Walsh so that an acceptable system of getting accomodation is found.

11) VEGETABLE TRIALS REVENUE:

To be used for further trials, money handled through VSP.

12) PETER SAUERS LEAVE:

Peter announced that he will take his annual leave as from 20th August.

13) ZONGWE COOP:

Elisabeth reported that the Liquidator was here recently to liquidate, that means selling out this Coop. It was decided that the Team should buy as much as possible, so that these houses, maizemill etc. could be integrated into our development programmes. Peter will give the necessary funds to Elisabeth.

14) GWEMBE SOUTH BUILDERS:

Elisabeth requested 2000 K credit for salaries and 4000 K for building materials from the Team. Agreed. A Teammeeting on the GSB issue to be held on 8.8.79, 9 hours in the meetingroom.

15) BUYING OF MAIZE:

For this programme 7000 K are needed. Maize will be bought from remote areas, grinded by the Siabaswi grinding mill and the meal then sold locally. 3000 K are already contributed to this programme by the Catholic Church, 2000 K will come from VSP the rest will be financed by the Siatwinda credit union.

16) NEXT MEETING:

Will take place on 8.8.79, 9.00 Hours sharp, in the meeting room.

Hans Martin Fischer
Secretary.....

.....Chairman

.....Member

Confirmed.....

6/79

Gossner Service Team
Box.4, Sinazeze

Minutes of Meeting of Gossner Service Team, 9th May, 1979

1) ATTENDANCE: Izaak Krisifoe (Chairman) & Sietske Krisifoe; Clemens & Ruth Schmidt; Peter & Astrid Sauer; Klaus & Oona Jankowski; Hans Martin & Angela Fischer; Apology: Elisabeth Hessler (on leave).

2) Minutes 4/79 and 5/79 were confirmed.

3) BUSINESS ARISING FROM MINUTES

a) GST quarters at Lusaka: Not yet attended to.

b) Single quarters at NK: Not yet attended to.

c) Replacement of furniture: It seems the replacement of furniture is not yet pressing, especially as the new furniture will have to be paid out of GSDFP funds. Postponed till need arises.

d) Letter to Mr. Matzdorf: Clem was asked to write one in the name of the GST.

e) Maize: The credit from the GST was paid back, but VSP still has to get 600 - 700 K for transport. This money is expected when all maize is sold.

f) Visit of Mr. Bayreuther: The Team recommends that due to the new security situation no visitor should be asked to come to the valley. Mr. Mische to inform Mr. Bayreuther accordingly. ←

4) RELIGIOUS EDUCATION CIRCULAR:

The Team is asked to act as an agent for some religious education books, published by a section of Ministry of Education. The books are to be sold to pupils via the schools. The Team agreed to do this on a trial basis for about 6 months. Sietske and Astrid to be in charge of it.

5) SIETSKE AS VSP TREASURER:

Sietske agreed to take over VSP treasurership from Clem. (see also Minutes 4/79 6a). Hans Martin remains Chairman.

It is noted that if VSP develops to something big, this could work out as a halftime contract for a Teammember. Sietske will also be a member of the VSP committee. It was reported to the Team that Mr. Aaron Siatontola was employed as a storeman for VSP.

6) JANKOWSKIS' LEAVING:

Klaus reported that on 14.5.79 he will be in Lusaka to interview possible managers for Gwembe South Builders. As temporal accomodation BaPetro's rooms are offered. Bancite will be asked to help GSB for the transitional time. Jankowski's will be leaving at the end of May/ beginning of June. Krisifoe's have now decided to stay at Nkandabwe and to move into the house of Jankowski.

Kanchinduhouses: Lisa, formally working for Krisifoe's will be asked to look after the 2 houses and the gardens. She will be paid by GSDFP! The compound can be used for programmes, e.g. sisalnursary, fruittrees for nutritionprogramm etc. (store still to be used by Izaak)

2/....

7) SCHMIDT'S LEAVING:

Fanwell will be employed by the Team (1K per day) for watering the garden, awaiting the arrival of the Jahn - Hoffmanns. BaMonica will be selling Tongacrafts during working hours, Teammembers will be selling during other times.

8) APPOINTMENT OF ACTING TEAMLEADER:

Jzaak was appointed acting Teamleader for the time Fischers are on leave.

9) SALES OF SECOND HAND CLOTHING (by SIETSKE):

A total of 1452 K has been realized in this programm, which runs now under VSP. Sietske will start negotiating with the people concerned about building the Kanchinduhospital extention.

10) TRANSCEIVER: (by Hans Martin)

Not to be installed due to the sensitive security situation.

11) LOAN FOR USED HONDA: (by Andrea Chikopa)

Andrea could get a loan from Team for above purpose provided he makes a 100 K deposit. Under the same terms Izaak, who sells the Honda, will give a loan to Andrea, so it was left to Izaak and Andrea to sort it out.

12) CAR LOAN TO BE PAID BACK: (by Izaak)

Izaak was asked by Mr. Mischè through Peter Sauer to pay back 600 K of his 4600K car loan. The current teamdecision is, that every Family could get a 4000 K car loan. If 2 familymembers are working for the Team and both need a car for their work the Team will consider also a loan for the second car. In the case of Izaak it was agreed to split the loan into 4000 K for Izaak and 600 K for Sietske.

13) CAR REGARDED PERSONAL PROPERTY: (by Izaak)

Izaak was worried that in the case of a withdrawel from Zambia his car(s) will be regarded as personal responsibility and that, if he has to leave it, he will just loose it. (see 'Leaving paper' from May 79).

The understanding the Team has with the Gossner Mission was reepeated:

In case Teammembers have to leave Zambia for reasons beyond their control, the Gossner Mission will refund the Teammembers for property (incl. cars) they had to leave behind in an adequate manner.

14) NEXT MEETING: At Elisabeth, date flexible.

Hans Martin Fischer
New Secretary

Confirmed:

..... Chairman
!!!!!!..... Member

Zeichenerklärung (für alle weiteren Minuten)
Betrifft GM Berlin.
take note of it

→ take action

5/79

EINGEGANGEN

Gossner Service Team
Box 4, Sinazene

Summary of discussions at various special Team meetings held during the visit of Mr. E. Mische, 5th-29th April, 1979.

- 1) Manfred Matzdorf: Members expressed grave concern at the way in which Manfred's contract was terminated, and especially that this happened at such a late stage. If he was really unsuitable, why was this not found out earlier? In future such vital discussions must be held with prospective Team members much sooner.
- 2) Eva Engelhardt: Those who have met her agree that she has the right approach and personality for successful work here, but we wonder whether her qualifications as a sociologist are what are needed at this stage. GST needs a nutritionist, and attempts should first be made to recruit a home economics teacher. If unsuccessful, perhaps Eva can "adapt" herself to the position.
- 3) Ulrich Oehler-Grimm: GM has received his application for possible work in GST. He is Swiss, born 1922, at present still with DÜ in Botswana. Evidently has a lot of Appropriate Technology experience. We recommend that GM interview him when he comes to Berlin, bearing in mind that in spite of his age he may be flexible enough to make a positive contribution here. It will interest us to know what he has been doing in Botswana, and how successfully.
- 4) GST representation in Germany: We believe that for important meetings of Kuratorium, and for special meetings (like the Studientagung at Mainz in January 79) GM should seriously consider having an official representative of GST present. We think the expense would be warranted if such a person can speak on behalf of GST and present its ideas, and then report back to GST.
- 5) Future role of Team Leader, in the light of now having a Zambian Administrator. Agreed that Team Leader shall liaise regularly with Administrator, to inform him and to be informed re GRZ correspondence, etc. Apart from this the Team Leader will be mainly the Secretary of GST, and coordinate work and information amongst GST members.
- 6) Life-style: Members feel that after discussions on this subject (also in private with various families), there is no misunderstanding at all between them and Mr. Mische as representative of Gossner Mission.
- 7) Financial support for GSDP: Mr. Mische recognizes the need to raise additional finance for this year and following years if GSDP is to continue its work as planned, and he will try to get funds, had already made contacts before he left Germany. We are thinking in terms of K 120,000 to K.150,000 to the end of 1981. We agree that GRZ must be kept fully informed of what capital input comes from Germany, but we want the funds transferred in the best and quickest way. This probably means not going through GRZ Ministry of Finance, which will delay the money's coming, and then still leave us subject to all present controls, bottlenecks and difficulties, such as LPO buying, etc. We suggest a special account at Choma, operated jointly by a representative of GRZ and a member of GST/GSDP.
8. Changes in GRZ/GM Agreement: It is deemed advisable not to make any changes to the present Agreement (because any new agreement may be much less favourable), but to find a common

interpretation of the terms of the present Agreement if and when that should become necessary.

9) PERSPECTIVES FOR FUTURE WORK. After keen observation and much discussion Mr. Mische set up quite detailed "Perspektiven". These were discussed briefly and found favour in general principle. In English translation they have now been distributed to GRZ and GSDP officials for consideration and further discussion.

10) Informal planning sub-committees: Mr. Mische suggested that persons with common interests (agriculturalists, or medical and health representatives, for example) should meet regularly to plan their work, exchange ideas, etc.

11) SECURITY. This question took up a great deal of time, after Peter Sauer and Klaus Jankowski had been arrested in Choma on 17th April. For us it was never a question only of the actual arrest, but of the wider implications: why are our identification papers not recognized? Is there anywhere in official circles a suspicion that we may be working in collusion with the enemy? Can GRZ officials give us a guarantee concerning our present and future safety? Are they fully in control of this area, and of the freedom-fighters? The Provincial Agricultural Officer, Choma and District Secretary, Sinazongwe had a meeting with us here. Hans-Martin Fischer, Klaus Jankowski and E. Mische travelled to Livingstone to meet GRZ officials there. Final outcome was that GST decided to continue its work for the present, in the light of assurances given by GRZ officials, but it was made clear that individual members have the right to make a personal decision as whether they can stay on or prefer to leave. After long and careful deliberation the Jankowski family decided to leave by approximately the end of May. Within 75 days of leaving they have the right to return here if they wish to do so.

12) Social life, fellowship. There were numerous opportunities to meet socially and enjoy good fellowship, which were very much appreciated and helped to make Mr. Mische's visit a great success.

Clem Schmidt,
Retiring Secretary

Confirmed: Chairman

..... Member

Ulyen an Verteiler Netz und 21.5.79

EINGEGANGEN

4/79

21. MAI 1979

Gossner Service Team,
Box 4, Sinazene

Erledigt Minutes of Meeting of Gossner Service Team, 11th April, 1979

1. ATTENDANCE: Peter Sauer (Chairman) & Astrid Sauer; Izaak & Sietske Krisifoe; Elisabeth Hässler; Klaus & Oona Jankowski; Hans-Martin & Angela Fischer; Clem & Ruth Schmidt. Invitees: Peter & Gerhild Weiss; Erhard Mische (Berlin).

2. MINUTES of Meeting held on 28th February, 1979 were confirmed.

3. ELECTION OF TEAM LEADER/SECRETARY: Hans-Martin Fischer.

4. BUSINESS ARISING FROM MINUTES:

a) Maize has not quite all been sold, but the credit from GST can be paid back already at this time.

b) Radio connection: Aerial fixed at Nkandabwe, except for some small things to be done; not yet done at Lusaka. Transceivers should be on the way to Zambia.

c) Second caravan for Mt. Makulu will be brought here soon, to be repaired here.

d) Supply of Firewood: Arrangement with Ba-Adam did not work out, but we can get regular supplies through Rural Reconstruction Camp, Sinazongwe.

e) GST Quarters at Lusaka: Ba-Time has agreed to our suggestions, and Peter Weiss has put this down on paper as a written agreement. Upgrading not yet attended to, but boxes will be made for each family.

f) Single Quarters at Nkandabwe: Washbasin now OK, floor now fungus-proof, shelves still to be done.

g) Nkandabwe UCZ Church building: Almost completed. First service to be held there on Easter Sunday, with Rev. Mische preaching; official dedication set down for Sunday, 13th May.

h) Sale of GST Hondas: Mr. Nakasamu has made necessary applications for a GRZ loan to cover the full amount. D. Mutinta is getting a GRZ Honda for his duties, but may like to buy one privately at a later date if still available.

i) Replacement of broken GRZ furniture: Clem reported that he had cancelled the Board of Survey when it became clear that broken furniture would not be replaced by GRZ, but that we would have to buy it out of our own capital vote. Agreed that we should make a list of items required and get the prices of such items from GRZ Stores.

j) Visit of Mr. Bayreuther: Mr. Mische will contact him when he returns to Germany, and then inform us of Bayreuther's proposed programme.

5. MATTERS DISCUSSED WITH MR. E. MISCHE:

a) Plan for Sisal programme at Cimonselo has been agreed by GM, and Hans-Martin and Mr. Mische will work out best way of getting equipment here.

b) Annual Leave Entitlement: Mr. Mische will check this out in Germany and inform us of his findings.

c) Funds for Methane Gas Digester, turbine maize mill, oilseed press: GM has agreed in principle to try to raise funds for these items. Hans-Martin will give necessary details to Mr. Mische.

d) GST Account in Germany: Members strongly recommended to Mr. Mische that it be permitted to have a GST Account in Germany, because of the frequent need for foreign funds, and often at short notice (e.g. cycle spares, port fees, etc.). Mr. Mische will check on the way this can be done and inform us.

e) Additional Refrigerator: The one sent in name of GST for Krisifoes has not arrived, so recommended that another one be sent with the Jähn-Hoffmann family. Krisifoes will take over the one being used at present by the Schmidts.

f) Publication of annual reports: Mr. Mische suggested that in reports (and also letters) we can mark those parts which quite obviously should not be published for a wider readership, but are meant as confidential information to GM. Agreed.

6. VALLEY SELFHELP PROMOTION FUND: Clem reported a written report on VSP activities up to 28th March. It was agreed:

- a) That Hans-Martin Fischer be appointed VSP treasurer in place of Clem Schmidt.
- b) That 3 rooms be made available to VSP, and that a VSP store-man have permission to live in the rooms at present still occupied by Petro Jinja.
- c) That as soon as funds are available GST make a loan of K. 3,900.-- to VSP (making a total loan of K.5,000.--), and that the full amount of K.5,000.-- be repaid to GST through an appeal for funds in Germany. This means that VSP will be subsidized with an initial capital grant of K.5,000.--, and Mr. Mische promised to try to raise this amount.

7. HOUSING FOR JÄHN-HOFFMANNS: Agreed that the Schmidts' house to be reserved for them.

8. NEED FOR NUTRITIONIST: The ladies of the Team will meet with Mr. Mische to work out a proposal, also covering whether Eva Engelhardt can be employed meaningfully in GST.

9. LOAN TO LUSAKA ACCOUNT: Funds from Germany for Lusaka Account did not arrive, so agreed that K.1,000.-- be made available as a loan for a period of up to 4 weeks.

10. NEXT MEETING: Wednesday, 9th May, 1979

Clem Schmidt, Secretary

Confirmed:..... Chairman

..... Member

Rapport an Vertreter versandt 21.5.79

EINGEGANGEN

3/79

21. MAI 1979

Gossner Service Team,
Box 4, Sinazese

Minutes of Team Meeting held at Nkandabwe on 28th February, 79.

1. ATTENDANCE: Hans-Martin Fischer (Chairman) & Angela Fischer; Peter & Astrid Sauer; Klaus & Oona Jankowski; Elisabeth Hässler; Clem & Ruth Schmidt. Invitee: Peter Weiss. Apology: Izaak & Sietske Krisifoe (on leave).

2. MINUTES of meeting on 31.1.1979 were confirmed.

3. BUSINESS ARISING:-

a) Maize transport: Fourth load by Zalbro was delivered yesterday. Elisabeth is going to Choma with Senior Chief Mweemba on 8th March to arrange for a newspaper report if possible.

b) Radio connection: Equipment will be shipped by air early in April.

c) Second caravan for Mt. Makulu: This shall be repaired by us. Agreed that up to K.75, including material, can be spent if necessary. After the new Land Rover has come to us, letters will be exchanged with Mt. Makulu to confirm the exchanges which have taken place.

d) SHD Visit: We are looking forward mainly to a mutual consultation and sharing of ideas.

4. VISIT OF MR. MISCHE: Astrid and Clem will work out a plan for his stay in the Valley.

5. SUPPLY OF FIREWOOD: Agreed that we request Ba-Adam to be in charge of regularly supplying firewood to us on a contract basis.

6. MONEY FROM OVERSEAS FOR SPECIAL PROGRAMMES: Agreed that such money should wherever possible be handled through our Valley Selfhelp Promotion Fund (VSP).

7. TEAM QUARTERS AT LUSAKA: Agreed that GSB personnel should use our property only for business purposes, not for their personal relatives or friends. They should use the caravan, and use Ba-Time's facilities for washing, eating, etc. if Ba-Time is agreeable. Peter Weiss will discuss with Ba-Time.

Our quarters contain basic equipment, but some upgrading is necessary (e.g. selves, compartments, teahut, etc.). Hans-Martin and Peter Weiss will plan it. Oona and Astrid will work out how bed-linen can be regularly available at Lusaka.

8. SINGLE QUARTERS AT NKANDABWE need upgrading (shelf in the bathroom, fixing washbasin, repairing floor, etc.). Hans-Martin will attend to it.

9. CHARGES FOR PRIVATE TRANSPORT: Clem reported that normal charges by Zambians are: K.6 - 8 to Sinazongwe; K.15 - 20 to Maamba. We agree to charge K.5 to Zongwe, K.12 to Maamba, such income to go to VSP funds.

10. CHURCH BUILDING AT NKANDABWE: Clem reported on progress, and that there will be not enough money to finish all the work. Agreed that Clem will speak to the people, whether they will leave the building unfinished or take a loan to finish it.

11. SALE OF GST HONDAS: Agreed that Mr. G. Nakasamu can have one of these, provided he pays it in full. The second to be made available to Mr. D. Mutinta (Siatwinda AA), if no GRZ Honda available, and provided that at least half the cost is paid as a deposit. Peter Sauer will contact Mutinta.

12. VARIOUS JOURNALS will be sent around to the various families, rather than being left in the Meeting Room.

13. FURNITURE FOR HOUSES: Clem will make enquiries as to whether we can get broken furniture replaced, or whether it must be bought by us, etc.

14. PROPOSED VISIT OF H. BAYREUTHER: Agreed, on the condition that he appreciates the uncertain security situation, and agrees to the simple accommodation we can offer him, and that he must make his own arrangements for eating, cooking, etc.

15. MOTOR OIL IN BULK: Because of possible shortages, GST will buy 210 litres of Super Motor Oil at K.300--- and sell to members at K1.50 per litre. Peter Sauer will be in charge.

NEXT MEETING: At the time of Mr. Mische's visit. (Now set down for Wednesday, 11th April, 19.30 hours at Schmidts).

Clem Schmidt, Secretary

Confirmed: Chairman

..... Member

VALLEY SELFHELP PROMOTION FUND - Report to GST for the period up to 28th March, 1979.

The first official meeting of VSP committee (H-M. Fischer, E. Hässler, K. Jankowski, V. Syankondo, A. Chikopa, C. Schmidt) was held on 28th March, 1979, and the following matters were reported and/or discussed:

- 1) GST Loans: At present VSP has a total of K.1,100.-- on loan from GST.
- 2) Blacksmith Programme: Axe-heads and lensides are made and sold. To date a cash profit of K.357.60 has been made, and existing stocks are valued at K.422.--, making a total of K.779.60 for this programme. There are ample springs available for many more axe-heads to be made, and there should be no problem in selling them, because until now we have sold only in Choma.
- 3) Cycle spares programme: H-M. Fischer made a personal loan of K.1,100 available, so that Peter Weiss could buy 400 tyres and 400 tubes for us. Selling began on 20th March, and by 28th March all had been sold or ordered, and a big demand remains. When all payments have been made, we will have made a profit of K.300.--, even though we sell at regulation price. At present other spares (hubs, axles, spokes, etc.) are being bought by Peter Weiss. The Committee feels strongly that VSP should take full control of bringing cycle spares into the Valley regularly, so that others will not be able to make exorbitant profits. So this looks like being an ongoing programme of VSP, making a valuable contribution to development here, and at the same time showing a reasonable profit.
- 4) Water Development Programme: This is not meant to make a profit, but to utilise those funds which were made available for water development from Germany. Main expenses so far have been for 100 pockets of cement (K.420), two hand drilling rigs at K.150 each, and one suction pump (K.100). The former handpump programme is also included in this new programme.
- 5) Workshop programme: Also not expected to make a profit. Gets money from lorry transport, manufacture of equipment, and uses money for buying materials, etc. This programme permits the workshop to make and do things which would not be possible if all income went to Government revenue.
- 6) Zeze Grinding Mill: This mill belongs to the Liquidator of the former Zongwe Co-operative. Our aim is simply to get it running, so that it will serve the community. VSP will pay the costs of repairing it, and will have these costs repaid from proceeds of grinding maize until all our expenses are covered. After that the money earned will go to the Liquidator, or into a special account.
- 7) Onion storage programme: Through Elisabeth Hässler VSP bought 150 bags of onions at K.4 each from Siatwinda farmers, and stored them at Nkandabwe until the price increased. In spite of storage and other experimental problems there was a profit of K.74.--. VSP intends to buy about twice as many onions in 1979 and make better and more permanent storage arrangements. Perhaps after some time this programme can be taken over completely by Siatwinda farmers.

Plans for the future: The committee thinks it advisable that VSP employ a storeman in the near future. This person will be in charge of all sales and stores, could also be employed to sell Tonga Crafts after Mrs. Schmidt leaves Zambia. Hans-Martin and Clem will look into whether he should apply for a trading licence.

As further programmes we are considering setting up a carpenter at Siabaswi, to whom we would supply the timber, pay him a wage, and sell the things which he makes. This procedure is probably necessary until we can show that it is worthwhile and he takes over the "business" himself.

Also, we shall consider buying maize, grinding it, and then selling the mealie meal. This may avoid the problems we had last season when we had to bring maize from Choma into the Valley.

Recommendations to GST:

- 1) That Hans-Martin Fischer be appointed Treasurer of VSP in place of Clem Schmidt.
- 2) That 2 Or 3 rooms be made available for VSP , and that the storeman live in the rooms of Petro Jinja after Petro moves to his workshop in the near future.
- 3) That GST make available an additional K. 3,900 as a loan to VSP (making a total loan of K.5,000), and that this full amount be repaid to GST through an appeal for funds in Germany.

Next meeting: Approximately 23rd May, 1979.

an Verteiler versandt 4. 29.3.79

2/79

Gossner Service Team
Box 4, Sinazene

Minutes of Team Meeting held at Nkandabwe on 31st January, 1979

1. ATTENDANCE: Peter Sauer (Chairman) & Astrid Sauer; Hans-Martin & Angela Fischer; Klaus & Una Jankowski; Elisabeth Hässler; Clem & Ruth Schmidt. Invitee: Peter Weiss. Apologies: Izaak & Sietske Krisifoe (leave).

2. MINUTES of meeting on 5th January, 1979 were confirmed

3. BUSINESS ARISING:

a) Maize transport: Zalbro United Transport of Choma have taken three loads of 500 bags each to Maamba so far. Normal costs would have been K.400 per load, but they have not charged. Agreed that Elisabeth will try to publicise this fact, possibly through a report to the newspapers, and will write a letter to them also.

b) New workshop at Nkandabwe is almost ready. Petro Jinja wants to buy it at K.50 per month until the full amount (without interest) is repaid. Agreed. He is also planning to build a house for himself near the workshop, intending to move out from here within app. 3 months.

c) Repair of caravan at Lusaka left for Hans-Martin and Clem to arrange.

d) Use of money from Lüdinghausen: Hans-Martin and Elisabeth will write to Gossner Mission suggesting the setting up of a twine-making programme (from sisal) at Cimonselo. Agreed.

4. RADIO LICENCE: Peter Weiss reported that this has finally been granted. Antennae have been ordered, and sets will be ordered as soon as frequency has been allocated to us. At Nkandabwe the set will be installed in the meeting room (with lock-up possibilities) if this site is found to be suitable from the technical point of view.

5. EVA ENGELHARDT, a sociologist who visted here briefly last year, has expressed interest in working with GST. Agreed that we write to GM saying that we were impressed with Eva, and could discuss with Mr. Mische in April whether there may be an opening here for her.

6. SPILLER/HAETTIG VISIT: Agreed that they can come for 2-3 weeks, provided they note the security situation, and are prepared to cook and fend for themselves. We do not think a longer stay would be necessary.

7. REQUEST FOR MATERIALS from Women's Club, Sinazongwe: Agreed to reply that the tailoring programme, which was sometimes able to supply materials, has been closed down several years ago.

8. ANNUAL LEAVE ENTITLEMENT: We request Mr. Mische to check on annual leave entitlement for GST members, so that the matter can be discussed when he comes in April.

9. RICE SHELLING MACHINE: The farmers at Siatwinda would be prepared to buy such a machine (app. cost, \$US 2,000.--), but need the necessary foreign currency. Agreed that we make foreign currency available to them, provided they pay in Kwacha.

2/...

10. SELF HELP DEVELOPMENT REPS.' VISIT: We propose that this visit be on 9th-11th March, concluding with a seminar on the Sunday morning. The three persons will be given meals in the different homes on a rotation basis.

11. SECOND CARAVAN FOR MT. MAKULU: Normally we would not make the second caravan available until we get our new Land Rover, as arranged; but Peter Weiss can negotiate with Commissaris that he can take the second caravan now provided he (Commissaris) will be responsible for repair of same.

12. JANKOWSKI KILOMETRE CLAIMS: These will now be paid by GSB instead of GRZ, but agreed that Klaus is eligible for the 1.5n per km which all GST members get from GST funds.

13. PROJECTS FOR SUPPORT FROM GERMANY: Hans-Martin made two suggestions:

- a) Methane Gas Digester, which would cost app. K.500.--
- b) Turbine maize mill for Nkandabwe Lake, which could be manufactured locally, but would cost app. K.1,500.--.

14. DATE & PLACE OF NEXT MEETING: Wednesday, 28th February, at Sauers.

Clem Schmidt, Secretary

SPECIAL TEAM MEETING HELD AT NKANDABWE ON 20th FEBRUARY, 1979

1. ATTENDANCE: Peter & Astrid Sauer; Elisabeth Hässler; Klaus Jankowski; Clem & Ruth Schmidt. Invitees: Michael & Sabine Müller; Frank Scherer. Apologies: Hans-Martin & Angela Fischer (Lusaka); Una Jankowski (unwell).

2. The business of the meeting concerned a letter from Manfred Matzdorf in which he mentions that he has been diagnosed as a diabetic and asks for information, advice, etc. concerning his coming as a member of GST. He also mentions that his coming will be delayed, possibly till early June.

Una and Astrid had gathered and written down information on various different aspects of life and medical care here. These points were discussed and it was agreed that Astrid and Clem will formulate a letter of reply to Manfred.

3. It was also agreed that the DM 10.000,-- which GM has available for TEEZ work shall be used, first to reimburse GST for K 1,500 already spent, then for the purchase of an IBM typewriter for TEEZ (DM1.750,--), and concerning the balance Rev. Curtis shall decide whether he wants it in Kwacha, or for some overseas purchases.

Confirmed:..... CHAIRMAN

..... MEMBER

Folohysen an Verteiler Lusaka am 1.3.79 4/2

1/79

Gossner Service Team
Box 4, Sinazene

Minutes of Team Meeting held at Nkandabwe on 5th January, 1979

1. ATTENDANCE: Elisabeth Hässler (chairman); Klaus & Una Jankowski; Peter & Astrid Sauer; Hans-Martin Fischer; Clem & Ruth Schmidt. Invitee: Peter Weiss. Apologies: Izaak & Sietske Krisifoe (leave); Angela Fischer (new baby).
2. CONGRATULATIONS expressed to Hans-Martin and Angela Fischer, who have a new daughter since yesterday morning.
3. MINUTES of meeting on 6th December, 1978 were confirmed
4. BUSINESS ARISING:
 - a) Maize for famine relief: Elisabeth reported on progress, including also that Zalbro United Transport of Choma are making transport available free of charge to us. Elisabeth will try to find out what Chief Sinazongwe tried to do in the matter of keeping maize stored here in the Valley, and why he failed, so that for the coming season proper storage arrangements can be made. It seems utterly senseless to us that Namboard transports all the maize out of the Valley, and then much of it (or even more than was taken out) must be transported back again a few weeks later.
 5. NEW WORKSHOP AT NKANDABWE: This is nearing completion, and Hans-Martin and Clem will negotiate with Ba-Petro and Ba-Dickson to see what may be the best arrangements for having it taken over.
 6. CARAVAN AT LUSAKA is in quite bad shape, especially that the floor is being eaten by termites. Agreed that it be exchanged with one of the caravans here at Nkandabwe.
 7. MONEY FROM LÜDINGHAUSEN (DM 3.000) is available for youth work in Zambia. Members will think about it and discuss more fully at next meeting.
 8. VISIT OF E. MISCHE: Agreed that we suggest mid-March to mid-April as most suitable; if this is not possible for him he shall come as planned, at beginning of April.
 10. LETTER FROM KRISIFOES informed the Team that Izaak needs medical treatment at Davos, and that they will return 6-8 weeks later than planned.
 11. LETTER FROM MANAGER, Standard Bank Choma requested that GST reimburse Bank for K.79.05 paid on behalf of T. Bachmann, where cheque was lost and T. Bachmann did not reply to two letters written to him by the Bank. Agreed that we reimburse the Bank (because of the services that are given to us), and Clem write to T. Bachmann to try to get payment from him.
 12. CREDIT FOR MAIZE. Additional amounts will be made available to Elisabeth, for her to use until the relief-programme ends in mid or end-January.
 13. NEXT MEETING: Wednesday, 31st January, 19.30 at Fischers.

Clem Schmidt, Secretary

Confirmed:.....

..... Chairman

..... Member

EINGEGANGEN

16. JAN. 1979

11/78

Erledigt

Gossner Service Team,
Box 4, Sinazene

Minutes of Team Meeting held at Nkandabwe on 6th December, 1978

1. ATTENDANCE: Klaus Jankowski (Chairman) & Una Jankowski; Peter & Astrid Sauer; Hans-Martin & Angela Fischer; Elisabeth Hässler; Clem & Ruth Schmidt. Apology: Izaak & Sietske Krisifoe (leave).

2. THANKS were expressed to Elisabeth for the delicious meal supplied before the meeting.

3. MINUTES of meeting on 8th November were confirmed.

4. BUSINESS ARISING:

a) Refrigerator in good condition has been bought for Lusaka Team house at a cost of K.300, to be collected on 12.12. Attempts will be made to sell our old refrigerator, possibly to a repair firm.

b) Oilseed Press: Hans-Martin reported that such a press would not be feasible if the machine must be bought. But there is the possibility that one could be donated through Village Industry Service who is looking for organizations to run such and similar things in rural areas.

c) Garden, etc. at Lusaka: Peter Sauer reported that 78 different plants have been planted and various improvements made, a total of K.105 being spent. Peter Weiss will now take charge of maintenance of this area.

d) Single Quarters room - no longer required by Ba-Gray, but Ba-Ncite would like it available to him during the rainy season in case he needs to spend nights here. To be cleaned by Ba-Violet.

e) Team Garden: Chitibi and sisal have been planted.

5. VISIT OF MR. MISCHE: The most suitable time for us would be immediately after Easter, 1979 (second half of April).

6. INFORMATION TO MANFRED MATZDORF: A discussion took place on information to be sent to Manfred, who plans to arrive in April. Also agreed that after Krisifoes return we shall discuss whether he can have the house in which they at present live (near workshop), because this seems more homely and suitable than the house near the Tonga Museum.

7. CHRISTMAS CELEBRATION: To be held on 24th December, at the home of Klaus and Una.

8. TEE SUPPORT: Agreed that we give a temporary support of K.1000 to Theological Education by Extension in Zambia. If the money has not been raised by Gossner Mission within 3 months we shall discuss our commitment again.

9. ONION STORAGE: Elisabeth reported on a plan to store Siatwinda onions for some time, to take advantage of a better price later. Agreed that a loan of K.500 be made to VSP so that this programme can be taken up.

10. PIG PROGRAMME: Agreed that Elisabeth can have a loan of K.700 for up to six months to purchase pig food, mainly bone meal.

11. KILOMETRE CLAIMS TO GRZ: Clem reported that GRZ officials in Choma are now not prepared to countersign km. claims which do not directly refer to the agricultural aspect of our Project, even though the multi-programme nature of our Project has been pointed out many times. This is one of the big disadvantages of having the P.A.O. in charge of our Project, namely, that he sees everything in terms of Agriculture and suggests, for example, that

Dept. of Health should pay km claims for Sietske and Astrid. But evidently Ba-Gray and P.A.O. reached a compromise that it would be O.K. if we wrote an "agricultural" purpose for those km claims which would otherwise not fit into agriculture.

All Team members expressed opposition to this plan, because it is dishonest (and could easily be misinterpreted by another P.A.O. at a later date), and because it does not recognize the important work being done in other spheres by us. Therefore resolved - That we try to get a letter from Ministry authorities in Lusaka, laying down that our Project rightly also does work in the spheres of health and community development.

12. POST BOX AT CHOMA: Because of the very irregular mail service to Sinazese, which is likely to continue for a long time due to the bad bus services, it was agreed to open a postbox at Choma as soon as possible (no boxes available at present).

13. DAILY NEWSPAPER FOR GST: Agreed that Gst will pay the costs of getting "Times of Zambia" regularly. Will be distributed to all GST members.

14. SPARES FROM ABROAD: Because of the chronic shortage of spares, it may sometimes become necessary to get certain items from overseas. This was agreed to in principle. In this connection it was agreed to request permission from Gossner Mission to open at Gossner Service Team Account at some place in Europe, possibly Frankfurt, which would make such purchases possible, and would also make the keeping of an External Account at Choma unnecessary.

15. ELECTIONS: Secretary: deferred at least till February.
 Treasurer: Peter Sauer
 Auditor: Klaus Jankowski

16. GRALL/HENKE VISIT: We cannot supply work for them, nor do we agree to an extended visit of several weeks, but would have no objection if Peter Weiss wanted to bring them here for a few days.

17. HAND PUMP PROGRAMME: Peter Sauer will write to Ulrich to answer the queries he has raised in connection with this.

18. ANNUAL REPORTS: Clem appealed for all of these to be in by the first days of January.

19. MAIZE FOR FAMINE RELIEF: Elisabeth reported how this programme is now working well, except that we get no help from GRZ sources and very little from military. It will need to continue for some weeks more at least.

20. NEXT MEETING: Friday, 5th January, 1979, 19.30 hours at Jankowskis.

Clem Schmidt, Secretary

Confirmed..... Chairman

..... Member

EINGEgangen

11. DEZ. 1978

Gossner Service Team
Box 4, Sinazene

10/78

Erledigt

Minutes of Team Meeting held at Nkandabwe on 8th November, 1978

1. ATTENDANCE: Hans-Martin Fischer (Chairman) & Angela Fischer; Peter & Astrid Sauer; Klaus & Una Jankowski; Elisabeth Hässler; Clem & Ruth Schmidt. Invitees: Peter & Gerhild Weiss. Apologies: Izaak & Sietske Krisifoe (home-leave).

2. MINUTES of meeting on 6th October confirmed

3. BUSINESS ARISING:-

- a) Tonga language study: Agreed to ask Mr. S. Momba of Sinazongwe GRZ School to give a short course (one day per week during school holidays) at Nkandabwe Camp, which he has agreed to do.
- b) Special identification cards have been received.
- c) Radio licence: In spite of a first refusal there is still hope to get this, because the refusal was based on a misunderstanding. Peter Weiss has written a detailed explanation with the application for reconsideration.
- d) Refrigerator at Lusaka: Still not working successfully. Peter Weiss will try to get it repaired on a guarantee from the former repair. If this is not possible, Peter & Gerhild will try to get a replacement for us.
- e) Oilseed Press: Reply received from Japan, quoting a total cost of app. \$US 25,000.---. Although we would not need or could make here some of the accessories we feel that the price is rather high. Hans-Martin & Peter Sauer will make a feasibility study on this question.
- f) Generator for Camp: Hans-Martin reported the need for a capacity of 20-25KV to cover use of various electrical items (but not cookers) in 7 houses, plus various hand machines in the workshop. Cost will be app. K.6,500.--- (Lister), but is not available at present, so will be bought out of capital vote in 1979.
- g) Buleya-Malima Irrigation: Due to the difficult security situation in that area it has not been possible to visit, and there seems no point in having a seminar at present.
- h) Gossner Mission property at Lusaka: After general discussion it was agreed that GST will plan and develop the area around the Team house, after which the gardeners employed by Peter & Gerhild may be able to maintain that section in a basic way; the caravan remaining there will be sited as far as possible away from the house; instead of using the new wash machine of GM in the care of Peter & Gerhild, the Team wishes to take over the old machine for use at Lusaka; Team members will have access to the mulberries around the house; Gerhild will take responsibility for seeing that Mama-Time cleans the house after people leave, for which GST will pay K.1 per cleaning; GST will take some of its bedlinen to Lusaka for use there.
- i) Kilometre Allowance: The following principles were agreed upon:
 - i) At the end of each month GST members will be reimbursed according to GRZ rates for the actual kms driven in that month, up to a total of 1600 (800 for half-contract) kms. In addition they will receive 1.5n per km, up to a maximum of K.24, from GST funds.

- ii) No payments will be made during the month of local leave in which there is no GRZ claim from a member.
- iii) This new arrangement will come into effect as from 1.11.1978

In explanation it was said that this is a simple and straightforward proposal, which will make the work of GST treasurer easier. At the same time it is fair that the more kms a person drives, the greater should be his/her subsidy from GST funds, because such a vehicle is being worn out on official duties.

Where a member feels that a maximum of 1600 kms per month is not enough, he/she should try to combine his/her work with other members, or should bring the matter to GST for discussion and possible special action.

4. TEAM GARDEN. Hans-Martin referred to a piece of very good land near the Camp, which we have received permission to use. It is intended to gain experience in digging a well there and to make a feasibility study for animal-drawn pumps, etc. It was agreed to spend up to K.200 on making a fence, planting fruit trees, etc. and to discuss at a later date how best to utilize the land for good development.

5. Maize for Siameja people: Elisabeth reported the need for maize, which people from Siameja and beyond could collect for their own use. Agreed that we try to buy 100 bags of 90kgs each and deliver them to Siabaswi. This will involve a credit of app. K700 from Gst funds, but only for several weeks until the people pay.

6. TRANSPORT OF SICK PERSONS: There are numerous requests to members for such transport. Often one wonders: are they really sick? are they trying to exploit us to take them free of charge because local Zambians charge them? have they been referred by local Health Centre or do they come on their own? Agreed that we should normally all charge the same as local Zambians would, but put the money into a special fund (for medical development?); and we should expect that people are referred by the Sinazese Medical Assistant before coming to us. In extreme emergencies special consideration may be given.

7. VARIOUS VISITORS: Peter Weiss mentioned the desire of several persons from Self Help Development, and agriculturalists and economists from University, who would like to see our Project. GST accepts this in principle, suggests first half of March as a good time, and that the visitors should have copies of our annual reports to read before coming, and that possibly a seminar can be arranged for that time. Peter W. will now discuss further with them.

8. SINGLE QUARTERS: Reported that Ba-Gray and Ba-Ncite use one of these rooms, and that it is usually not very clean. Clem will discuss with them whether they still need this room, for what purpose, and how it can be kept clean.

9. NEXT MEETING: Wednesday, 6th December, 19.30 hours at Elisabeth Hässler's place.

Clem Schmidt, Secretary

Confirmed: Chairman

..... Member

Visa och om 14.12.78

EINGEGANGEN

11. DEZ. 1978

Ruth
Gossner Service Team
Box 4, Sinazene

9/78

Minutes of Team Meeting held at Nkandabwe on 6th October, 1978

1. ATTENDANCE: Peter Sauer (Chairman) & Astrid Sauer; Klaus and Una Jankowski; Elisabeth Hässler; Hans-Martin & Angela Fischer; Sietske Krisifoe; Clem & Ruth Schmidt. Invitee: Peter Weiss. Apology: Izaak Krisifoe (in Dar-es-Salaam).

2. MINUTES of meeting on 29th & 31st August confirmed.

3. BUSINESS ARISING:-

- a) Tonga Language Study: Letter received from Fr. Keenan to say that the conducting of a course is not possible at present.
- b) Special identification cards: Still to come from District Secretary, Sinazongwe.
- c) Radio Licence: Still various bureaucratic delays, and no answer from Ministry of Defence as yet.
- d) Refrigerator at Lusaka: Peter Sauer will see whether it can be repaired by closing in the freezing compartment, so no new one to be purchased at present.
- e) Special Account for money from GST programmes: It was agreed that a VALLEY SELFHELP PROMOTION FUND be formed, and Rules as appended to these Minutes were adopted. The following were appointed as members of the VSP Committee: Clem Schmidt (Treasurer); Elisabeth Hässler; Hans-Martin Fischer; Klaus Jankowski; Vickson Syankondo (Siatwinda); Andreas Chikopa (Sinazene). Clem will be in charge of calling the first meeting of this VSP Committee.
- f) UCZ Church Building at Nkandabwe: Clem reported that the site has been graded, and pegging out and digging of the foundations began on 3rd October.
- g) Credit Union Seminar costs were K.134, which will be repaid to GST.
- h) Grinding Mill at Sulwengonde: It was noted that in his letter of 14.9.78 S. Kriebel expressed some doubt as to whether ownership by GST would be appropriate. Reported that GSDP cannot own such a mill (except with GRZ consent), and that GST wants initial ownership in order to prove profitability and thus convince and stimulate the local people. If not successful at Sulwengonde it can also be moved to another place; if successful, local persons will hopefully take it over at a later date.
- i) Axe-making programme: Hans-Martin is employing two smiths and more than 100 axes have been made. This programme will be handed over to VSP as soon as possible.
- j) GST Welding Set: A contract has been made with Ba-Nelson.
- k) Cycle Spares: Hans-Martin has written to GM about these.
- l) Children's Playground Equipment: Hans-Martin reported that the climbing frame is ready and other items are under construction.

4. Donation to Independence Celebrations: Letter received from Maamba requesting a K.50 donation. Agreed to reply by letter to state that we regularly support Sinazene Independence Celebrations, sometimes also those at Sinazongwe, but cannot support Maamba.

5. APPROPRIATE TECHNOLOGY LIBRARY: It was agreed that we try by all means to build up a comprehensive AT Library. We are very thankful for GM's interest and willingness to send the various books we order through them.

6. OILSEED PRESS: Hans-Martin reported on a successful oilseed press seen at Chikuni recently. It is made in Japan, would cost perhaps DM 4-5.000. We shall request a pro forma invoice from the manufacturers in Japan, then possibly add such a press to our list of projects for funds from Germany.

7. OFFICIAL GST PHOTOGRAPHY: Agreed that a photographic record of GST activities would be very valuable, and that therefore official photographs, slides, etc. will be paid for from GST funds.

8. VEHICLE IN NAME OF GST: Agreed that the small car Hans-Martin wishes to buy can be licensed in the name of GST.

9. DRILLING EQUIPMENT: Funds being sent for this purpose from Germany will realize app. K.5.100, and will be used for: Second-hand drilling rig (without motor or cable) from Family Farms, K.1.200; cable K.100; motor, K1.200; Honda pump, very versatile and capable of 600 litres per minute, app. K.2.000; and the balance for minor equipment.

10. GENERATOR FOR NKANDABWE CAMP: GRZ authorities have requested that we instal a generator to serve the houses of senior staff (expatriate and Zambian) and workshop. Agreed that to be of proper value such a generator should run for 18 hours per day. Hans-Martin will work out the size which is required, and the costs of same.

11. BULEYA-MALIMA IRRIGATION SCHEME: Hints have been made by GRZ authorities that we take over the advisory supervision of this scheme, and that a seminar be held on the subject later in the year. Before this happens we want to know the various implications, and so Peter Sauer, Hans-Martin and Clem are requested to inspect the Scheme and make a proposal to our next meeting.

12. EXTERNAL BANK ACCOUNT: Peter Weiss asked advice whether such an external account should be opened by him in Lusaka, in addition to the external account of GST at Choma. Decision was left to Peter Weiss.

13. LIBRARY BOOKS: Evidently GST received many books free of charge in the past from a society in Germany. Is there any interest to continue this? Astrid will check on details.

14. FILM PROJECTOR: The speakers have been damaged beyond repair, new ones available in Lusaka at K.90 each. Peter Weiss is requested to write to GM asking for replacements to be sent from England.

15. Gossner Mission Property in Lusaka: A discussion took place on whether Team members can use the wash-machine in the care of Weiss family but belonging to GM, who is responsible for keeping the grounds around the Team's house clean and tidy, and generally what is the relationship between the Team and the Weiss family as far as the property in Lusaka is concerned. The request was made that when the Weiss family gets its new wash-machine (to which Team members will have access under certain conditions), the old wash-machine shall be available to the Team in Lusaka. ...The whole question will be discussed more fully at next meeting.

16. REPAIR OF NKANDABWE DAM: Will be postponed until Klaus comes back from leave. To do the work in late November or early December will probably still be time enough. Perhaps we can get the use of a machine (excavator) which is at present being used by Dept. of Agriculture at Choma.

17. SALE OF SECOND-HAND CLOTHING: Sietske reported that she has app. K.630 in hand from sale of clothing sent from Germany. She has written to the donors, has also promised to speak to a group in Stuttgart when they visit Germany. Agreed that this money can be reserved for bricks and building material for a selfhelp clinic at Kanchindu, provided such a clinic is built on a selfhelp basis (see Point 6, GST Minutes, 11/77).

18. KILOMETRE CLAIMS: There is general agreement that the present rules re payment of kilometre claims is neither fair nor satisfactory. Peter Sauer and Clem will submit a new proposal for discussion at the next meeting.

19. NEXT MEETING: Wednesday, 8th November, 14.00 hours at Schmidts.

Clem Schmidt, Secretary

Confirmed: Chairman

..... Member

Appendix to GST Minutes 9/78

Rules for the VALLEY SELFHELP PROMOTION FUND

1. Gossner Service Team will operate a VALLEY SELFHELP PROMOTION FUND (VSP) and will open an Account in this name with Standard Bank Choma. Gossner Service Team will initially make available to this Fund an interest-free loan of K.500.---.
2. The purpose of the VSP Fund shall be: to make possible the setting up and operation of various selfhelp programmes for the Gwembe Valley. All such programmes shall be designed to be selfsupporting, and any profits shall remain within the Fund for the setting up of further programmes.
3. Gossner Service Team will annually appoint the Treasurer and other members of a VSP Committee, which shall include at least two Zambian members. This Committee shall administer the VSP Fund, including the setting up of new programmes, deciding what amount of money will be made available and who will be in charge of the programme.
4. The Treasurer of VSP will receive all income from the various programmes, and will issue official receipts. He will also pay all valid expenses of the various programmes, but only up to the amount initially agreed upon for a particular programme. For any increased amount to be made available to any programme the permission of the VSP Committee must be obtained. The Treasurer will also give quarterly reports to Gossner Service Team.

Adopted by Gossner Service Team,
6th October, 1978

Wesleyden
M. 19.9.78

EINGEGANGEN

8/78

12. SEP. 1978 Gossner Service Team
Box 4, Sinazene

Minutes of Team Meeting held at Nkandabwe on 29th August, and
continued on 31st August, 1978.

1. ATTENDANCE: Klaus Jankowski (Chairman); Una Jankowski; Peter Sauer; Hans-Martin & Angela Fischer; Izaak & Sietske Krisifoe; Elisabeth Hässler; Clem & Ruth Schmidt. Invitees: Peter & Gerhild Weiss. Apology: Astrid Sauer.

2. MINUTES of meeting on 12th July, 1978 confirmed.

3. BUSINESS ARISING:-

- a) Tonga language study: Klaus reported that he and Clem had visited Fr. Keenan at Kizito Pastoral Centre near Monze, and that possibly a short course can be arranged for October, but that we are still waiting for confirmation from Fr. Keenan.
- b) Special identification cards: These have been completed, except for the endorsement necessary by District Secretary.
- c) Radio Licence: No reply from Ndola as yet. Peter Weiss has written again.
- d) Refrigerator for Lusaka: The one we had in mind was sold. Peter Weiss will make an effort to see whether one can be bought in Lusaka. He is authorized to pay more than K.250 if necessary, perhaps also offer to have it paid in DM if that is desired.
- e) Ambulance for Sinazongwe: Noted with great joy that necessary agreement has been received from Min. of Health officials, and that Peter Weiss has notified Gossner Mission accordingly.
- f) Job-description for Planning Consultant/Administrator: This matter was discussed at length at a special meeting in the evening of 31st August. A job-description was agreed upon, which will be sent to GM, Berlin, together with background information on the job-description. It was also resolved that soon after the arrival of the Planning Consultant/Administrator (app. 2 months after he comes) a detailed seminar shall be held on all aspects of planning work.
- g) Drilling Equipment: Klaus has now written for details to UK, but received no reply. In the meantime Hans-Martin has been very successful with the building of local rigs and equipment, which is performing well. It was, therefore, agreed that the funds available in Germany should be sent to GST as soon as possible, so that they can be used for making several more hand drills, for a Lister engine, and other equipment which is available here. Hans-Martin will write a report for GM, which can also be used to inform the donors about the use of their donation.
- h) Special Account for money from GST programmes: It was agreed in principle that there should be such an Account, and Peter Sauer, Hans-Martin Fischer and Clem Schmidt are asked to work out details and submit them to next meeting.

4. HANDPUMP PROGRAMME: The Treasurer reported that this had been run at a loss, and that a figure of app. K.300 would have to be written off before a new start is made with this programme.

5. PERSONAL CREDITS: It was agreed to rescind the decision of Meeting 6/78 of 26th June (Point 7, page 2) in favour of the following:

"GST members will be entitled to a personal credit in Kwacha, to a maximum amount equal to the cost of their motor vehicle. Such credit will be limited to one motor vehicle per family except with special permission.

A member may start making use of this personal credit (in instalments as arranged with GST Treasurer) as soon as he/she starts work in Zambia. The total credit must be repaid when the member leaves GST or earlier.

The amount of credit given to any member can be limited below the maximum amount if sufficient funds are not available."

It was also agreed that those GST members who at present have car loans with GST shall not be obliged to continue their monthly repayments, but that the amount still owing will be regarded as a personal credit to them, under the above conditions.

6. GAS SUPPLIES: The Treasurer reported that GST now has a total of 33 gas bottles in different sizes. It was agreed that each family could have up to 3 bottles at a time, and then receive a new bottle only on delivery of an empty bottle. Prices for the present are fixed at: K.27 (45kgs), K.19 (35kgs), K.11 (18kgs) and K.5.50 (9kgs).

7. UCZ CHURCH BUILDING AT NKANDABWE: Clem reported that attempts are being made to erect a church building at Nkandabwe, the present building at Sinazeze being rented. Members of GST agreed that they would help where possible, provided local church members are willing to do a lot of self-help in this matter. Clem will liaise between GST members and local church people.

8. AXE-MAKING PROGRAMME: Agreed that Hans-Martin be given a credit of up to K.200 to recommence such a programme, there being sufficient demand for axes, and lots of material available in the form of old lorry springs.

9. GST WELDING SET: Agreed that the second oxy-welding set be sold to Ba-Nelson for use at his home. The total cost of app. K.550 will be repaid at K.20 per month for 12 months from end of October, 1978; and thereafter at K.30 per month until paid off.

10. VISITORS TO GERMANY, May/June, 1979: Gossner Mission has requested our Project Staff to nominate two persons to visit Germany as guests of GM from beginning of May to mid-June, 1979, including attendance at the 1979 Kirchentag at Nürnberg. Team proposes to Staff Meeting on 31st August that Mr. Gray Madyenkuku, Project Secretary, and Mr. Stephen Momba, Headmaster of Sinazongwe GRZ School and UCZ local preacher, be nominated to GM. In case either of these persons cannot go, we shall consider the name of Chief Sinazongwe. ...Also proposed that if such an invitation comes again in future, it should be considered to send two women next time.

11. NEW PROJECTS FOR FUNDS FROM GERMANY: The following were listed:

- Cycle Spares: Agreed to ask for an amount of app. DM 10.000,--. Hans-Martin will write to GM, asking for this, and also explaining the project, so that donors may be recruited.

- b) Grinding mill at Sulwengonde or similar place: To set up such a project would cost app. DM 15.000,--. Such mills are very necessary, but ownership poses a problem, so our plan is that GST should own the mill, but put a local person in charge of running it, and use any profits for further development.
- c) In-patient block at Kanchindu was already mentioned at the meeting on 2.12.77. This is still a possibility, provided it can be clarified what is necessary, how much selfhelp will be forthcoming, approximate costs, etc.

12. CIRCUMSTANCES OF ULRICH'S LEAVING: Peter & Gerhild Weiss expressed surprise that none of the Team members were able to accompany Ulrich to Lusaka and the Airport at the time of his leaving. Members agreed that Ulrich had been properly farewelled at Nkandabwe, and that it suited his own plans to drive to Lusaka with Mr. Momba.

13. CARE OF GUESTHOUSES: Angela announced that she is no longer in a position to look after the guesthouses. (Since the meeting Astrid Sauer has agreed to take charge of this, with promised support and backing from all the women)

14. CHILDREN'S PLAYGROUND: Hans-Martin Fischer was given permission to spend up to K.300 on making suitable playground equipment for the children. This equipment shall wherever possible be portable, so that it can be moved from house to house as necessary.

15. HOME LEAVE for KRISIFOE FAMILY will be taken from mid-October to app. end of January, 1979. Agreed.

16. CREDIT UNION SEMINAR: Because of the security situation this can probably not be held at Malima, so agreed that it can be held at our Camp at Nkandabwe, and that if no other means of finance is available, Elisabeth can spend up to K.100 on food, etc. for the participants.

NEXT MEETING: Friday, 6th October, 14.00 hours at Krisifoes.

Clem Schmidt, Secretary

Confirmed..... Chairman

..... Member

gall dieses Protokoll
vervielfältigt und
verschickt werden?

Dr. Dr. Kriekell mein
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- 11 -

GWEMBE SOUTH DEVELOPMENT PROJECT

Seminar on SIATWINDA IRRIGATION SCHEME, held at Nkandabwe
on Thursday, 10th August, 1978.

1. Attendance: From GSDP Staff: Gray Madyenku, Izaak Krisifoe, Elisabeth Hässler, Hans-Martin Fischer, Peter Sauer, Klaus Jankowski, Wilson Ncite, Clem Schmidt; From Siatwinda: L. Malala (A.A. Irrigation), A. Munachoonga (A.A. Research), V. Syankondo (Chairman, Farmers' Committee), N. Siatwinda (Vice Chairman), H. B. Siankwazi (Secretary), J. B. Siangandu (Treasurer), S. Sinkende (Vice Treasurer), W. Silabba (trustee), and S. Sikapila (trustee); Visitor: V. Helms (Germany).

2. General Assessment of Progress: Izaak Krisifoe reported on progress at Siatwinda over the last years, and its present state of development. The Scheme contains 110 plots of 0.2 ha (half acre) each. Of these, 107 are occupied by 52 different farmers. 41 of these farmers can be regarded as active.

3. Problems, difficulties, needs, etc. at Siatwinda: Long and detailed discussions took place on various questions, as follows:

a) Farmers not keeping rules of contract. It was reported that some farmers do not keep the rules of the contract they have signed, which is mainly evident in the non-payment of water fees and in not keeping channels clean. This is regarded as a very serious matter, which cannot be tolerated any longer, and so it was unanimously resolved -

That any farmer who does not abide by the rules of the contract he has signed will be given 3 months notice to quit his plot.

It was especially noted that all involved with Siatwinda, namely, Farmers' Committee, Agricultural Assistants, Project Officers, Project Secretary and Project Administrator shall stand united in carrying out this resolution.

On the question of water fees it was decided that these will in future be collected by the office of GRZ Provincial Accountant, Choma, and that all arrears must be paid, at least from the beginning of 1976 if farmers are not to be asked to quit. A separate official receipt will in future be issued to each farmer who pays his water fees.

Congratulations and thanks were expressed to those farmers who have paid their fees regularly, and who keep the other rules of their contract.

b) Making of Shutters: This is under control at GSDP workshop.

c) Repair of fence: General policy is that for natural deterioration GSDP will supply the material which needs to be bought, but that farmers are responsible for labour, and for such material (e.g. posts) which is readily available nearby. But perhaps the fence can be shifted, so that land which comes under water regularly and quickly destroys the fence shall not be included.

d) Siphon hosepipes: Many of these now need renewing. Agreed that GSDP will continue to supply these to farmers, but only as from 1980 and if available. This is due to the fact that

they have not been budgetted for 1979 and it is now too late to do so. Farmers who need such siphons before 1980 are encouraged to buy their own. It was suggested that perhaps some will take greater care of these siphons if they own them personally, rather than belonging to GRZ.

e) Keeping of detailed records: Clem Schmidt reported what records would be valuable and necessary, and it was decided that GSDP Staff should take up this matter, not only for Siatwinda but also for other programmes within the Project.

f) Marketing: Great disappointment was expressed with Namboard at Choma, especially as they often refuse to buy vegetables (tomatoes, cabbage, onions) which are brought there. The following points were agreed:

- : Namboard should be told to send their lorry to Siatwinda, like they do to Maamba.
- : Namboard must supply bags, and not expect farmers to supply, because Namboard buys in bulk.
- : These and other complaints will be voiced to MCC member E. Mudenda who will visit Siatwinda in near future.
- : We shall consider whether some produce (e.g. onions) cannot be stored until a proper market can be found.
- : We shall consider advertising, so that private buyers know what we have available and may buy from us in bulk.

Izaak Krisifoe will check, possibly at Mt. Makulu, why the price of rice has not yet been increased, etc.

g) Rice-shelling and Threshing machine: Referred to GSDP workshop for possible implemtation.

h) Engine replacement: Reported that this item has already been included in the 1979 budget proposals.

i) Extension of the Scheme: Izaak Krisifoe reported that in the beginning Siatwinda was planned to be developed in three stages as follows:

- Stage A: 80 acres (32 ha)
- B: additional 100 acres (40 ha)
- C: additional 120 acres (48 ha)

But the present plan for extension is to reclaim 15 acres (6 ha) from the lake, and for this purpose K.2,100 has been included in 1979 budget proposals. Agreed that this be done.

j) Permanent pumpstations: We shall take up with T. Beaumont of GRZ Choma the matter of getting a machine to make a long and deep channel, so that perhaps only one pumpstation will be necessary.

k) Relationship of Farmers & L. Malala: Some complaints were voiced that Mr. Malala is not doing enough advising of farmers at Siatwinda. On the other hand, it is also claimed that some farmers are unreasonable in their demands on the A.A. The wish was expressed that farmers inform the A.A. of their needs and wishes in good time, and that the A.A. exercise patience and understanding in trying to help farmers with their planning of plots, planting, etc.

4. Relationship of Farmers with GSDP: Farmers stated that often they do not know who is responsible for helping them, especially when engine breaks down, battery is flat, etc. They also complained that often things which they have ordered and regard as urgent (e.g. gates, shutters) take a very long time to be done.

On the other hand, it was stated by GSDP staff that often things are said to be very urgent, but once they have been completed by the workshop they lie around for months, not evidently being urgent at all. Or, that equipment is brought to the workshop with certain parts missing, which makes repair and testing impossible.

Agreed that farmers should bring their needs to the notice of the A.A. or the Project Officer, and then follow it up through these people to make sure that it has been attended to.

If any matters of policy or administration need attention, the letters should be addressed to the Project Officer in each case, but with copies to other persons who can be expected to be interested in the matter. This means that in all cases the P.O. will be informed, which is very important for the smooth running of the Scheme.

5. Credit Union matters: Elisabeth Hässler explained that the Siatwinda Selfhelp Credit Union is not yet officially registered, but has received permission to start operating. Official registration involves 5 different steps and takes a certain amount of time, and cannot be hurried.

Members of the CU have made a programme for addressing persons at various places, in order perhaps to get new members for the Siatwinda CU, but also to encourage others to form their own CU.

The CU Advisor (Elisabeth Hässler) has for security reasons not been able to visit as many areas as she would have liked. She also feels that the best result is achieved when persons come to her, expressing interest and asking for help. Whilst this was agreed, it was also suggested that the Advisor should never get tired of introducing this CU plan, which is new to the people of this area, and which will take a long time to be properly understood and appreciated.

G. K. Madyenku, Chairman
C. G. Schmidt, Secretary

Minutes of Team Meeting held at Nkandabwe on 12th July, 1978

1. ATTENDANCE: Hans-Martin Fischer (Chairman); Angela Fischer; Klaus & Una Jankowski; Izaak & Sietske Krisifoe; Clem & Ruth Schmidt. Invitees: Peter Weiss; Mr. S. Kriebel; Dr. H. Grothaus. Apologies: Peter & Astrid Sauer (on leave in Germany); Elisabeth Hässler (at CUSA meeting at Kabwe).

2. MINUTES of meeting on 26th June, 1978 adopted.

3. BUSINESS ARISING:-

a) Tonga language study: no reply as yet.

b) Special identification: The necessary photographs have been taken, and cards will be made as soon as possible. Regarding identification for our vehicles, it was agreed that Mr. Kriebel would order 50 copies of strips showing "Gossner Service Team, Box 4, Sinazese", the Team members to get one set (2 copies) free, but must pay for any further copies.

c) Radio licence: no further progress

d) Refrigerator for Lusaka: The one we have in mind may no longer be available, but if it is, Sietske is authorized to offer up to K.250 for it.

4. APPROPRIATE TECHNOLOGY SEMINAR: Is to take place on 18th July, beginning at 9.00 a.m. Izaak Krisifoe to be Chairman. Mr. S. Kriebel will contribute general remarks on philosophy of AT, the aims of this approach, what is hoped for, etc., various members will contribute practical aspects (e.g. what local resources, skills, markets, products, are available), and Clem Schmidt will speak on the limitations of AT. Members of Staff are to be invited.

5. HANDPUMP PROGRAMME: Now that Ulrich Schlottmann has left Zambia, Hans-Martin Fischer is to be in charge.

6. PLANNER/ADMINISTRATOR: Mr. Kriebel reported that Manfred Matzdorf will take part in the DU introduction course at the end of July, that he intends to be available to Gossner Mission as from app.

1.1.79, first for preparation in Germany, then to arrive in Zambia app. 1.4.79. After discussion concerning his job-description it became evident that there were differing expectations, and it was agreed that Mr. Kriebel, Peter Weiss and Clem Schmidt (and any others interested) should submit a draft job-description to the next Team meeting. The question was asked whether Manfred M. should be brought here to see the work before being asked to sign, or perhaps after he has signed, but it was generally felt that this would not be a good idea.

7. AMBULANCE FOR SINAZONGWE: Mr. Kriebel reported that DM 25.000 is available for this purpose, but must be used before 31.12.78, which means that a decision must be made here in Zambia by about 31.8. We must push the local GRZ authorities to act in this matter and stress the urgency of the situation, rather than doing too much pushing ourselves within the Ministry of Health.

8. DRILLING EQUIPMENT: Mr. Kriebel reported that DM 12.000 is in hand for this, but also must be used before 31.12.78. Ulrich Schlottmann has written to UK about this, but received no reply. Klaus Jankowski will now follow it up. If the money cannot be used for drilling equipment overseas, we shall this year buy two 2-cylinder Lister diesel engines, because other parts of drilling equipment could probably be built in our own workshop.

9. THEOLOGICAL EDUCATION BY EXTENSION: Funds for equipment for this programme of UCZ are being sought in the current issue of 'Gossner Mission' to a maximum of DM 20.000. If such funds are not forthcoming, and if ambulance funds are not used, these ambulance funds could possibly be diverted for TEE use.

10. SIMEON SIMAKANKA came from Germany with Mr. Kriebel and is spending several weeks in his village before returning with Mr. Kriebel. Evidently he is fitting in quite well, although there has been some quarrelling amongst his relatives over the gifts which he brought. The plan of the Paul family is that perhaps in three years' time Simeon may be ready to come home permanently.

11. FUTURE ZAMBIA SECRETARY: Mr. Kriebel reported that very likely he would take over the India desk, and that Mr. Mische (coming to Berlin Office as from 1.10.78) will be the Zambia Secretary. If so, Mr. Mische should try to visit Zambia in app. March/April, 1979 or as early as possible after his appointment.

12. "KONTO K": Mr. Kriebel reported that where Gossner Mission uses Lufthansa to fly Mission personnel or material to and from Germany, the German Govt. subsidizes such flights to the extent of 75 percent. GM's maximum allowance per year is DM 16.000, for which it would get a subsidy of DM 12.000. This is why GM wants to buy the tickets for GST members in most cases when they travel, and he hopes for co-operation from GST members.

13. PROFITS FROM GST PROGRAMMES: Mr. Kriebel stated that in his opinion such profits should not flow into GST funds, but be at the disposal of GSDP. It was agreed that this matter be further considered by GST at a later date.

14. SECURITY SITUATION: Mr. Kriebel expressed his appreciation of the comments and attitudes of GST members on this subject. At the present time there does not seem to be acute danger.

15. DR. GROTHAUS brought greetings from the Kuratorium of GM. He introduced himself as the second member of Kuratorium who has come to Zambia to inform himself of our situation in a personal way. He invited all to be frank and open with him in discussing misunderstandings, problems, etc.

16. ANTI-MALARIA CAMPAIGN: Mr. Kriebel and Dr. Grothaus brought more than 1000 Daraprim tablets, and more are available. Mr. Kriebel also brought addresses from USA and Germany, offering to send medical supplies to Third World countries. We should consider making use of these offers, because of the continuing shortage of medical supplies in Zambia.

17. NEXT MEETING: Tuesday, 29th August, beginning at 14.00 hours. Members are asked to note the earlier starting time for this and future meetings.

Clem Schmidt, Secretary

Confirmed:..... CHAIRMAN

..... MEMBER

GSDP/ AAC/ GEN/1

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

6th July 1978

To ALL PROJECT STAFF:

Sirs,

The Staff meeting will be held on 13th July 1978 at Nkandabbwe. The time will be 9-00 hrs, this shall be under the Chairmanship of Mr. W. Nchite.

The AGENDA IS AS FOLLOWS:

- ✓ 1. (a) Apologies,
(b) Well coming the visitors Mr. Kriebel and Dr. Grothqus
- ✓ 2. Confirmation of last minutes,
- ✓ 3. (a) Matters arising,
(b) Item on any other ~~matter~~ Business,
- ✓ 4. (a) Election of project Administrator,
(b) Election of project Secretary.
- ✓ 5. Strategy for cattle Development,
- ✓ 6. Plan for Syatwiinda Seminar,
- ✓ 7. Nkandabbwe Dam Building in permanent form,
- ✓ 8. First Aid Trainig,
- ✓ 9. Donation for Land mine victims,
- ✓ 10. Mr. Musiya's Salary, (ceneral office)
- ✓ 11. Any other Business,
- ✓ 12. Chairman closing remarks.

9:00
Thursday, 20.7. ~~1978~~

Budget meeting, 27th July

G. K. Madyenkuu

PROJECT SECRETARY

Minutes of Team Meeting held at Nkandabwe on 26th June, 1978

1. ATTENDANCE: Elisabeth Hässler (Chairman); Izaak & Sietske Krisifoe; Klaus & Una Jankowski; Hans-Martin Fischer; Ulrich Schlottmann; Clem & Ruth Schmidt. Invitee; Peter Weiss. Apologies: Peter & Astrid Sauer (on leave in Germany, sent a greeting card)

2. MINUTES of meeting on 5th June, 1978 were adopted, after adding under Point 6 that Elisabeth had requested and received two credits of K. 1,000.-- each - one for the Credit Union of Siatwinda farmers, so that it can be registered; and the other for buying rice from the farmers.

3. BUSINESS ARISING:-

- a) Tonga Language: no reply to letter written by Klaus as yet.
- b) Payment of Ba-Mary: no further action necessary.
- c) Security - special identification: Still pending, due to delay in getting suitable film for photographs.
- d) Cattle expert: no further developments as yet, but Peter Weiss has an appointment with the person concerned. Will now be taken up in next Staff meeting.
- e) Radio licence: no further progress as yet.
- f) survey in Gwembe Valley (Maamba): Clem reported that it will be possible for the student concerned to work in the "squatter-compound" of Maamba for several weeks, and that accommodation will be available in the waltent at UCZ Church, or perhaps in the GRZ caravan which is at present at UCZ Church.
- g) housing arrangements: Ulrich wants to leave on 7.7., which means that on that day or earlier the Jankowskis can move into his house, Elisabeth to the house where Jankowskis are at present. Further housing plans:
 - i) If and when the Cusa rep. comes he will be accommodated temporarily in the former Accountants house. For the longer term it should be planned that he live perhaps in Sinazeze.
 - ii) If and when a cattle expert comes he shall be housed in Kanchindu.
 - iii) For the Planner-Administrator the house which been ^{has} store-room for Tonga crafts, Gas, etc. will be fully renovated and prepared.
 - iv) Klaus & Una have permission to add to their house, to the value of app. K.500.-- as soon as it can be arranged with Hans-Martin that materials and money are available.

h) First-aid course: The RC Sisters in Maamba do not have time to run such a course (wrong information at last meeting). But we are agreed that it is necessary. Sietske will look into various possibilities as to who could run such a course, and it will also be discussed at next Staff meeting.

4. SUPPORTING GROUP IN BERLIN: Clem reported on his and Ruth's evening with this group of interested young persons who have been supporting our work through GM for many years. They would appreciate occasional contact by letter with us. Clem will encourage them to write to us from time to time.

5. Visit of Director Kriebel & Dr. Grothaus: A general outline for a programme was agreed upon. Elisabeth and Clem will prepare a detailed programme for distribution.

6. GM support for Theological Education by Extension: Clem referred to the fact that at GST meeting on 13th January (1-78) he received permission to appeal for funds to support TEE, and reported that GM was interested to try to raise the necessary amount of money for equipment (typewriter, duplicator, etc.) which will amount to a maximum of DM 20.000,--. Noted with approval.

7. PERSONAL CREDITS: Agreed that Ulrich can immediately get a personal credit of K.1,000,-- to be repaid when he leaves Zambia unless other arrangements have been agreed to. Then a discussion took place on the question of personal credits to GST members, so that at the end of their contract they will not have large sums of Kwacha to leave here, requesting reimbursement by GM in Germany. The following principle was finally agreed upon:

Within the last two years of contract a member of GST may request a personal credit of up to K. 10,000,-- to be taken in instalments as desired. Interest will be charged at 5 per cent. Such a credit will be given only if funds are available, and further instalments can be stopped by GST decision at any time.

8. FIREWOOD: Izaak will be in charge of supply of firewood to GST members, so that each does not have to make private arrangements in future.

9. REFRIGERATOR for Lusaka Guesthouse: The present refrigerator is not working satisfactorily (freezing), so Sietske and Ruth shall look into the possibility of getting a good replacement.

10. SALE OF OLD GST TYPEWRITER: Agreed that Clem can buy this typewriter, not functioning at present, for K.30, in order to be able to use certain spare parts for his own typewriter.

11. POSSIBLE NEW PROGRAMMES: At the time when security situation was very uncertain several members of staff were not able to attend to their work properly, and so some new programmes were contemplated. But now all staff is fully working again, even though in some cases with a change in priorities, and no further planning is necessary at present.

12. NKANDABWE DAM SITE has been temporarily repaired by PWD men. Staff meeting will have to consider longterm repairs. Agreed that PWD men be given K.20 for their work.

13. HONDA CT-90s: Clem reported that of our original order of three such Hondas (Minutes, 4-77), we have now received two, at a cost of K.640 each, not including registration & insurance. Agreed that one of these be kept in reserve for CUSA rep. if required, the other be for GST use, with Team Leader in charge of same.

14. BUILDING OF TEAHUTS: Decided that this is a private matter, everyone being responsible for their own if they want one.

15. NEXT MEETING: Wednesday, 12th July, 15.00 hrs at Krisifoes.

16. FAREWELL: Elisabeth spoke words of farewell to Ulrich, for whom this is his last Team meeting, and wished him well for the future.

Clem Schmidt, Secretary

Confirmed: Chairman

..... Member

4/78.

Gossner Mission.

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

Minutes of the Teammeeting held on the 5th of May, '78 at Nkandabwe.

1. Attendance: Peter Sauer(chairman), Astrid Sauer, Klaus and Una Jankowski and Izaak Krisifoe.

Invited: Peter and Gerhild Weiss.

Apologies: Ulrich Schlottmann (Lusaka).
Sietske Krisifoe (sick).

2. Minutes of the meeting on 21.3.1978 were confirmed correct.

3. Matters arising: Tonga language: Klaus informed that at Monge the last Tonga course for this year has been conducted and will be soon closed. A new course will be started next year again. The meeting agreed that Klaus should find out the possibilities of a private teacher, who would be willing to teach Tonga.

4. The treasurer:

- Klaus Jankowski was appointed as acting treasurer during the absence of Peter Sauer.
- Peter Sauer will find out more information from the Standard Bank, Choma, to clarify the information that Members of the Gossner Service Team may get traveller cheques from the External Account of the GST for their travelling outside Zambia and up to a maximum of K300.— per adult, only; children no allowance. Izaak has been the first case in these regards.

5. Letter of Gossner Mission to the treasurer (GST):

The Team does not agree to the letter of GM about the income-tax problem affecting C.Schmidt and I.J.Krisifoe.

The treasurer has to write GM about it.

6. Payment of Ba-Mary: More information should be obtained from the Community Development Officer i.c. about their request to pay Ba-Mary by the team and get it refunded by the Comm.Dev.Dept.

7. Kanchindu Station: Izaak informed that for the time being he and his family will move to the Nkandabwe Camp. This since the unsecure situation in Mwemba area at present and the hepatitis of Sietske.

b. Ba-Mark will be asked to keep an eye on the station.

8. Credit of Ba-Elizabeth: referred to the next meeting.

9. Telephone-link: Izaak informed that the GST-application for a telephone has arrived in Choma from L'stohe, and that the team is on the list, but connection be due at 1980. Peter Weiss added that an application for a radio license has been made and that the security may cause problems.

10. Security: The tense situation of the last months and the resent accidents of an other landmine explosion at Mweemba school and an accident involving Ulrich, whereby he was stopped by drunken soldiers pointing guns to him, made, that the meeting considered the point, whether it is not better to stop the project for the time of six months, also since most of the teammembers and staffmembers cannot do their work fully.

The situation seems to be safe, but unpredictable situations, like the one happening to Ulrich, can happen. The meeting decided, that awaiting the views of the other members (5) on leave and the GIM, the GST should withdraw for the time being from the project. The emergency plan agreed upon, may be carried out. Peter Weiss should find out the views in Lusaka (the Ministry of Lands and Agric.) and possible projects for the GST. The Gossner Mission should be informed and a Gwembe South Dev. Comm meeting should be called (DG., DS, PAO., 2 Chiefs, the Army off.i/c. and the security off. i/c.).

11. Rural Works Programme:

Klaus informed that according to his job-description, he should be advisor to the Gwembe South Builders and do the Rural Works Programme. But at the moment he thinks that he will be fully occupied as Manager of the Building Group. He would very much like to do the Rural Works Programme, but if he leaves the Building Group they will face big difficulties within a short time. (\pm 6 weeks).

12. The Catholic Fathers Chikuni: are asking whether the GSDP could use a man in the field of rural development. The meeting decided that due to the present situation, whereby our members are under-used and the security problems, especially with regards to field activities, not to do it.

The Catholic Fathers should be informed about this.

13. First aid courses:

Astrid Sauer should find out from the Sister in Maamba about the possibilities of conducting first aid course for selected members of the GSDP and others. The Red-Cross should also be approached for this matters

14. Lorry Tyres: Peter reported that GRZ-Lorri-tyres were removed and used by the Gwembe South Builders without his notice. It was agreed that he should see Ulrich about this to clear it up-

15. Information by the Treasurer:

- Klaus Jankowski has taken a credit of K 300. -- and has repaid it again.
- Chibuku of K26. -- was paid to the farmers of Nkandabwe irrigation for the work they have done to the broken dam, as an encouragement.

16. The Ambulance:

Peter Weiss reported, that it is still very hard for him to get the Ministry of Health to give a clear answer with regards to the ambulance to be donated from the friends of the Gossner Mission. He again wrote a letter to the Ministry, so we should still wait for the reply and failing this, the matter should be taken-up with the local authorities.

17. Leave: Astrid and Peter Sauer will be away to Germany from the end of this month till early July 1978. This, as Astrid has to be admitted into hospital for an other operation on her shoulder.

18. Date and place of next meeting:

On the 9.6.1978 at Nkandabwe (Fisher's).

Confirmed:.....

for the acting secretary
I.J.Krisifoe.

Chairman.....

Member.....

3/78 Gossner Mission.

Gossner Service Team
P.O.Box 17, Sinazese.

Minutes of the Teammeeting, held at Nkandabwe on 21.3.78.

1. Attendance: Klaus Jankowski (chairman), Ulrich Schlottmann, Hans-Martin Fisher, Sietske and Izaak Krisifoe, Peter and Astrid Sauer.
2. Minutes of the meeting on 24th February 1978 were confirmed with the following corrections:
 - a. Item 4: Decision of treasurer
The third paragraph should read:
..... next Teammeeting. It was agreed now that he can take decision, but he should whenever possible try to see other Teammembers first and as he is living in the camp this should be not too difficult, and inform the teammeeting as soon as possible.
 - b. Item 11: Mr. Myanda.
3. Matters arising:
 - a. Tonga language: Claus informed that he and Elisabeth were in Chikuni, but they have learned that there are no courses any more in Chikuni.
There is an other one at Monze and on this Claus will still contact them.
4. Credits:
 - a. Ba Gray requested for a car credit of K 400.--- to repair his car. The decision was that he should be allowed to K 200.--- as he should be able to bring up the rest.
 - b. Klaus Jankowski requested for K 500.--- personnel loan It was agreed.
 - c. Elizabeth received a loan of K 1000.--- (postponed to next meeting).
5. Minutes to out-going GST-Members:
Ulrich requested whether he still could receive the team minutes after leaving the team. The Team accepted his case, but does not agree that this should be general.
6. House for CUSA-Officer: Meanwhile he will be accommodated in the camp till the next man arrived. The possibility of a house at Sinazese should be looked into. To hire one or build one and hire it to CUSA.?
7. Importing a car: Izaak requested to be allowed to import a car via GST. It was agreed.
8. Nkandabwe irrigation scheme:
Peter reported that the dam was broken and that it needs urgent repair. It was decided that:
 - the engineers should look into it and report to the next staff-meeting.
 - a farmersmeeting should be called to discuss their participation for the repair.
9. Leave announcements: a. Izaak and Peter will continue on leave after IDZ meeting at Chipata. B. Hans Martin will be on leave from 17.4.78/end of May.

for the acting secretary

I.J.Krisifoe.

Confirmed 5/4/78 Chairman..... Member.....

1/78

24 JAN 1978

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

Minutes of Team Meeting held at Nkandabwe on 13th January, 1978

1. ATTENDANCE: Ulrich Schlottmann (Chairman); Hans-Martin & Angel, Fischer; Izaak & Sietske Krisifoe; Peter & Astrid Sauer; Elisabeth Hassler; Clem & Ruth Schmidt. Invitees: Peter & Gerhild Weiss.

2. MINUTES of meeting on 2nd December, 1977 were confirmed

3. Business Arising:-

- a) Special Identification. Not yet attended to.
- b) Sietske as DPHN. Agreed that we now write to Provincial Medical Officer to say that Sietske Krisifoe has been appointed as our replacement for Gretel Janssen. It is not yet clear whether she will be appointed as DPHN, because a Zambian may already have been appointed.
- c) Nutritionist (Oekotrophologie-expert). Sietske and Elisabeth submitted a written proposal, which was read and discussed. It was agreed that we favour the appointment of such a person, and now refer the matter to Staff for decision and further action.
- d) Film Projector. On the basis of information received, Peter Weiss recommends that a Bell & Howell, Model TQ III 1698 be purchased for our work. Agreed.
- e) Ambulance. It is clear that money for such a vehicle has been donated from only one source in Germany. But GM has guaranteed to be responsible for the full cost. Peter Weiss has written in detail to the Ministry of Health, setting out the offer and conditions, and we now await the Ministry's reaction. In the meantime District Governor of Gwembe District will also be informed that we are trying to arrange for an ambulance for Sinazongwe District.
- f) Importing of cycle spares. Nothing further to report as yet.
- g) Audit of treasurer's books. Question was asked whether this should be done by the incoming treasurer, but the general feeling was that this is perfectly OK, seeing the incoming treasurer had nothing to do with the finances for the past year, and his auditing of the books may be helpful to him in getting necessary information for his own future use.
- h) Letter to retiring Director. It was brought up whether it may not be good to write a letter from GST to the retiring Director of GM, but it was agreed to abide by the decision of the meeting on 2nd December.

4. VISITS OF GM REPRESENTATIVES IN 1978: It was decided that we encourage Mr. Kriebel to visit Zambia in 1978 as was planned. But we have understanding for the fact that he may wish to visit Nepal (as invited by his colleagues) and may not be able to make two long visits away from Germany in the same year. If he should decide not to visit Zambia in 1978, then we suggest that he should visit as early as possible in 1979, and also that Klaus Schaefer's visit in 1978 be for at least 10 days. Other members of Kuratorium (e.g. Prof. Grothaus) will also be welcomed, but we visualize that those who visit for the first time will possibly be "receiving" more than "giving".

5. SEMINAR ON LIFE-STYLE IN CONNECTION WITH MR. KRIEBELS VISIT: We have no objection to such a seminar, provided it does not become the only major topic to be discussed, but is counter-balanced by one or more other major topics connected with our work.

6. ADMINISTRATOR/PLANNER: It has been noted that such a person has not yet been found. The question has been discussed in Staff and all are agreed on two major points, namely, that planning should not be abandoned because of a current shortage of GRZ finance, and that we should encourage GM to continue the search for such a man for some time longer before we make other proposals for solving this problem.

7. ELECTIONS:-

- a) Team Secretary: Clem Schmidt, with Elisabeth Hassler being Acting Secretary during his absence.
- b) Signatories for GST Bank Accounts: Treasurer, Secretary, & Elisabeth Hassler.

8. CARE OF TONGA CRAFTS DURING RUTH'S ABSENCE: Agreed that all GST members will be responsible for selling Tonga crafts when available, will sign their names on the invoice, so that Ba-Mark can collect the necessary money from them at the end of each month.

9. Repair of refrigerator in Lusaka Guest House: Hans-Martin will see that this refrigerator is taken for repair. If it proves to be beyond repair he has the authority to purchase a suitable replacement.

10. BEST PROCEDURE FOR LEARNING TONGA: The Team basically agrees with the opinion expressed by Peter Weiss in his letter to GM of 2.1.78, namely, that if one is wholly dependent on self-initiative for learning this leads to constant dilemma as to priorities. One must have the opportunity of learning language away from the place of work, and for a period of at least 6 weeks.

11. VISIT OF DR. OBERMAIER: From Mr. Kriebel's letter of 3.1.78 it was noted that Dr. Obermaier will be coming in mid-February, that his advice shall be taken seriously, and that biological agriculture shall be promoted in Gwembe Valley. Members expressed keen disappointment that Obermaier has not replied to the two letters written to him by Peter Sauer, and that we have no real idea of what he expects from the visit, and how we can prepare for it. When we agreed to his coming, it was stated that we are mainly interested in his experiences in tropical agriculture. We had thought he would not be coming in February (due to having no information from him), and his time of visiting is not now very suitable. We shall be prepared, however, to listen carefully to what he says, although we can give no guarantee concerning the results of his visit.

12. PRE-FINANCE FOR DRY LAND FARMING PROGRAMME: Izaak reported that due to the drastic cut in our GSDP budget for 1978, the dryland farming budget had also been cut drastically, but in the hope that GST funds could become available if necessary. Approximately K.5.000,-- will be in hand from this programme in the past years. If this money cannot be used but must be paid into

GRZ revenue, then it is agreed that up to K.4.000,-- can be made available from GST funds for prefinance for 1978 season.

13. LICENCE FOR TWO-WAY RADIO TRANSMITTER: There is no objection to Peter Weiss going into this matter again, and making the necessary application if necessary.

14. IDZ VISITS: The visit by GST members to the Chipata area is to coincide with a meeting there, and it is suggested that it be arranged for March, but before 20th March. Our members would like to have some reports they can study beforehand.

IDZ representatives from Lusaka, and Mr. W. Rettie of the Ministry, will be invited to the seminar at which we discuss annual reports on 23-24 February at Nkandabwe. To make their visit meaningful they should also get copies of our annual reports beforehand.

15. CONTACT WITH NATIONAL RESOURCES DEVELOPMENT COMMISSION: Peter Weiss and Elisabeth Hassler will take up contact with NRDC.

16. SUPPORT FOR THEOLOGICAL EDUCATION BY EXTENSION (TEE): Agreed that during his home-leave Clem can appeal for funds to help this programme of the United Church of Zambia.

17. LEAVE-APPLICATION-FORMS are now available, and members should complete details concerning their 1977 annual leave.

18. TREASURER'S REPORT: Ruth, as retiring treasurer, submitted a detailed written financial statement, which has not yet been audited due to the auditor having been absent.

19. DATE & PLACE OF NEXT MEETING: Friday, 24th February, 1978 15.00 hours at Sauers, with Hans-Martin Fischer as Chairman.

Clem Schmidt, Secretary

Confirmed: CHAIRMAN

..... MEMBER

S/S/C/No. 1

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

THE RECORD OF THE STAFF COMMITTEE ON CONDITIONS
OF GENERAL WORKS OF THE PROJECT HELD ON THE 13TH
JAN. 1978 AT NKANDABWE.

STAFF COMMITTEE

Mr. P. Weiss
Mr. G.K. Madyenku
Mr. I.J. Krisifœ

Points for consideration.

1) Effect of pay on sick employees:- This question came in because of late one employee who worked on hours had lost some hours for about one week. During which week he was unwell and therefore did not come for work. On the pay day he lost the amount of money of the days he did not work to this he made some bitter complaints as he expected to get paid despite the fact that he did not work.

After some discussion the committee made the following recommendations on social grounds.

- a) that hourly system be discontinued, it should be replaced by daily system.
- b) that casual worker system be specified.
- c) that every worker who falls sick should report at place of work before he goes for treatment or in case of acute illness, he must produce a sick report from the hospital.

In any case of the above event, the hospital or clinic should give such a person a note with enough information to the employer which may be:-

- a) unfit for duty and to attend for treatment as may be required.
- b) fit for work but should be attending for treatment as instructed, by this way, the sick should come for work every time after treatment if fit for work note is given, or must work for some hours before going for treatment.

That the workers together with the employer should hold a gentleman's meeting where the workers should be explained what role they have to play while at work and why the employees in turn should also bring to the employer anything they want to be clear to them.

A sick Register to be started, this should start with the workshop workers as they seem to be at present the only ones we have on regular employment.

Having no more to discuss the meeting ended at 15.25hrs.

----- CHAIRMAN

GWEMBE SOUTH DEVELOPMENT PROJECT

TO ALL MEMBERS OF STAFF:

The District Governor, Gwembe, has requested that the Gwembe South Development Committee should meet at our Project centre on Wednesday, 16th November, 1977 at 10.00 hours.

The purpose of this meeting, among other things, will be:-

1. to reveal 1976-77 capital expenditure (K. 70,000 allocated).
2. to know physical progress and problems of the capital programme of work as approved in the capital estimates.
3. to reveal the effectiveness of the management committee and the newly-formed committee known as "Executive Committee".
4. to discuss secondment of Zambian Counter-parts to the project to ensure smooth continuity of the project in future.
5. to consider Zambian Co-Team Leader.
6. to consider 1977/78 Capital Estimates if necessary.
7. to visit some projects by the Committee members.

It is also suggested that the Permanent Secretary for Southern Province or his representative be invited to guide us on some policy matters likely to arise during the meeting.

Some of our new Staff members have not yet attended a meeting of Gwembe South Development Committee, the last one having been held in February, 1977. But I think you will all notice the great importance of some of the items listed for discussion, and will make sure to keep that date free of other engagements.

The District Governor, Gwembe, will be the Chairman of the meeting.


Project Administrator

11/77

Gossner Service Team
P.O. Box 4, Sinazese

Minutes of Team Meeting held at Nkandabwe on 2nd December, 1977

1. ATTENDANCE: Peter Sauer (Chairman), Astrid Sauer; Ulrich Schlottmann; Hans-Martin Fischer; Sietske Krisifoe; Clem & Ruth Schmidt. Invitees: Peter & Gerhild Weiss. Apologies from Elisabeth Haessler & Izaak Krisifoe.

2. MINUTES of meeting on 4th November were confirmed.

3. BUSINESS ARISING:-

- a) Special identification. Not yet attended to, due to DS being on leave.
- b) Dividing screen at Clinic. Folding screen has been sent by Ministry officials from Choma.
- c) Sietske as DPHN. Still undecided.
- d) Proposal re Oekotrophologie-expert. Not yet ready.
- e) Theological Education by Extension: Letter of sincere thanks for our interest and support received from Rev. David Curtis.
- f) Gwembe South Development Committee Meeting. Reported that after several postponements this meeting was finally not held at all. Food preparations made by our ladies were used instead to feed the Cabinet Minister of Southern Province and his entourage on 24.11.77.

4. FILM PROJECTOR: Correspondence between S. Kriebel and P. Weiss on this question was noted, and agreed that P. Weiss will be in charge of future negotiations, etc.

5. AMBULANCE TO BE DONATED FROM GERMANY: Not quite clear whether perhaps money has been donated from two different sources. Clem to clarify this point with S. Kriebel. Peter Weiss will negotiate with Ministry of Health in Lušaka re the donation, that it must be based at Sinazongwe, and all details re getting of a suitable vehicle.

6. POSSIBLE NEW PROJECTS FOR SUPPORT FROM GERMANY: Sietske mentioned the possibility of an In-patient block at Kanchindu. In our opinion, this can be further investigated by Sietske, but we believe that a completed building should not be placed there but that if built at all it should be on a self-help basis.

Hans-Martin reported on the desperate need for cycle spares, and that we could perhaps import these if foreign currency is made available to us from Germany. He was given approval first to negotiate with NIEC, who have a monopoly on cycles and spares, to see whether any working together with them is possible or feasible.

7. ASTRID'S PROGRAMME OF WORK: Astrid reported on her plans for her work - period of training in Monze; microscopic examinations in schools and clinics; training in hygiene and body-care; training in growing special foods, new types, and so on. Agreed that official starting point for Astrid's contract with GM shall be 1.12.1977.

GST Minutes, 11/77

(2)

8. REFRIGERATOR FOR KRISIFOE FAMILY: Agreed that Peter Weiss will negotiate with GM to have a refrigerator sent in the name of Gossner Service Team, on which duty will be paid by GST if necessary, which shall be for the use of the Krisifoe family.

9. CHRISTMAS will be celebrated by the Team members on 24.12. at the home of Peter & Astrid Sauer. The arrangement is that all members will contribute food, help, etc.

10. ANNUAL REPORTS: Clem reminded members to have their annual reports in by end of year or very early in January, so that they can be sent to Berlin in good time for the January meeting of the Kuratorium.

11. ELECTIONS:

a) GST Secretary: Postponed till January meeting due to absence of Elisabeth and Izaak.

b) Treasurer: Peter Sauer, as from 1.1.78

c) Auditor: Peter Sauer, for 1977 financial statements only.

Also agreed that a small safe be bought and built into the wall at Peter Sauer's home.

12. VARIOUS: Peter Weiss reported on various persons wanting to visit the Valley, and our members being invited to inspect an IDZ scheme at Chipata (Peter will make a schedule, if possible), and on his desire to write to Namboard expressing disappointment at the lack of ploughs (Permission given to write in name of GST). Clem extended greetings from Janssens, Mehligs and Schuelzgen... Decided not to write a GST letter to retiring Director Seeberg, because those who know him have already written privately.

13. DATE & PLACE OF NEXT MEETING: Friday, 6th January, Nkandabwe.

Clem Schmidt, Secretary

Confirmed: Chairman

..... Member

EINGEGANGEN

10/77

23. NOV. 1977

Gossner Service Team
P.O. Box 4, Sinazeze

Erledigt

Minutes of Team Meeting held at Nkandabwe on 4th November, 1977

1. ATTENDANCE: Izaak Krisifoe (Chairman); Peter & Astrid Sauer; Hans-Martin & Angela Fischer; Elisabeth Haessler; Clem & Ruth Schmidt. Invitees: Peter & Gerhild Weiss.
Apologies from Sietske Krisifoe & Ulrich Schlottmann

2. MINUTES of meeting on 7th October confirmed after amending the amounts under #14 from 24.40 to K. 20.40 in both cases.

3. BUSINESS ARISING:-

a) Special identification. Clem reported that District Secretary had suggested we make several copies of a special identification ourselves. This was regarded as unsatisfactory, and so now the D.S. is to be requested to give a special letter for each GST member, quoting his/her NRC number, which can then be used in connection with NRC.

b) Dividing screen at Clinic. Sietske has written about this, but no reply as yet.

c) Sietske as DPHN. No decision to report as yet.

4. TONGA LANGUAGE STUDY: It was generally agreed that a basic knowledge of the Tonga language would be helpful for communication in our work, but also stated that this is more necessary for some Officers than for others. But there is a practical difficulty in learning the language, especially after one has already started one's work. It was therefore agreed that for the present GST members it would be a private matter as to how much Tonga they learn, and where, and when. But for the future, GM should make a definite policy for its Officers on this matter. Preferably, if language is to be learned, this should be done before work commences. Whether courses in Tonga are available, either in Europe or even in Zambia, is likely to prove a complicating factor.

5. POLICY RE EXTENSION OF CONTRACTS: Reference was made to S. Kriebel's letter of 10.10.77. On this question we make the following proposals:-

a) In the case of Izaak Krisifoe, GM should stick to what was evidently agreed between Izaak and S. Kriebel, namely, that Izaak have a new contract, and for a term of three years.

b) In other future cases a two-year extension shall be offered in place of a new contract, as proposed in S. Kriebel's letter.

c) Short extensions of less than one year shall be regarded as a flexible end to a contract, as proposed in S. Kriebel's letter.

d) If at any time a person is prepared to renew for a period of three years and GM is agreeable to this, such a person should be offered a new contract (with all the benefits implied) rather than an extension.

In commenting on S. Kriebel's letter of 10.10. members were unanimous in the opinion that the letter would have been better without the explanations and interpretations.

6. LIFE-STYLE EMPHASIS: Members have gained the impression that S. Kriebel is concerned about our life style, even though not much was said about it when he was here, and his report on his visit hardly mentions the subject. In our discussion it came out that members feel life style is basically a private matter in which everyone needs to make his/her own experience, and does not need or want to be told from outside what he/she ought to be experiencing. We shall have further discussions on the subject in future, and feel we can handle the subject satisfactorily. If GM has a policy on the subject, this should be brought to the notice of applicants for positions in GST.

7. NEW DIRECTOR OF GM: We have noted that S. Kriebel is to be the new Director as from 1.1.78, but that official information is still to come to us. Agreed that we wish him God's blessing and guidance, and the necessary strength for this difficult task.

8. POSSIBILITY OF "OEKOTROPHOLOGIE" EXPERT FOR GST: Sietske and Elisabeth will jointly draw up a proposal for consideration by GST and then by GM.

9. CARE OF LIBRARY & GUESTHOUSES: Agreed that Astrid and Angela will consider this and decide who will look after which. (Since agreed that Angela will care for Guesthouses, Astrid for library)

10. NEWSPAPERS, JOURNALS FOR MEMBERS: The information given by S. Kriebel re costs, etc. was noted, and after consideration by members the result will be reported to GM.

11. DISTRIBUTION OF GST MINUTES: Members felt that because of the importance of GM's work in Zambia, copies of GST minutes should also be sent, at least to some members of Kuratorium. S. Kriebel shall give us the names of those to whom minutes shall be sent.

12. THEOLOGICAL EDUCATION BY EXTENSION: Clem reported on the attempts to get this programme going within UCZ, but that it sadly lacked finances because of the financial state of UCZ at the present. Agreed that from GST funds an amount of K.500 be made available as a grant, and an additional K.500 as a loan, so that the programme can get under way.

13. LUSAKA GUESTHOUSE FURNITURE: Agreed that the policy will be to have no GRZ furniture in Lusaka Guesthouse, and that this policy will be put into effect gradually.

Also agreed that for the present time GRZ caravans (2) will remain on the Lusaka property, because there is no use for them elsewhere, whereas they may sometimes need to be used at Lusaka.

14. WORKSHOP AT NKANDABWE: The possibility of establishing a workshop (probably for P. Jinja) at Nkandabwe has been discussed in Staff meeting, and a sub-committee is looking into it. GST agrees in principle with the idea, and will make money available if Staff eventually recommends it.

15. MEETING OF GWEMBE SOUTH DEVELOPMENT COMMITTEE: Clem reported that this meeting would now take place on 23.11.78. Agreed that our ladies will provide luncheon, with GST bearing expenses. Further agreed that GST meet at 15:00 hours on 22.11. to consider various points of the agenda, especially the question of Zambian counterparts and Zambian Co-Team Leader.

16. TELEPHONE FOR PROJECT: Agreed that this question be brought up at GSDC meeting on 23.11.

17. BUSINESS LOAN FOR PETER SAUER: Agreed that a loan of up to K. 1,000.- be made available to Peter Sauer for purchase of farming spares, etc.

18. LABORATORY EQUIPMENT BOUGHT BY ASTRID SAUER: Agreed that GST will take over the ownership of laboratory equipment brought from Germany by Astrid, and that she will receive a total of DM 622,90 in payment of same. (List of equipment is with GST treasurer)

19. LIAISON WORK: Peter Weiss requested GST members to inform him regularly of matters which ought to be brought to the notice of GRZ Officials in Lusaka, it being difficult for him to decide this on his own account. ... Peter also reported having contacted the new German Ambassador and having informed him of our existence and work. ... Peter has written a comprehensive letter of information to the Jankowski family, and is now ready to write a second letter, giving further necessary information.

20. DATE & PLACE OF NEXT MEETING: Friday, 2nd Dec., Nkandabwe.

Clem Schmidt, Secretary

Confirmed: CHAIRMAN

..... MEMBER

9/77

Gossner Service Team
P.O. Box 4, Sinazene

Minutes of Team Meeting held at Nkandabwe on 7th October, 1977

1. ATTENDANCE: Elisabeth Haessler (Chairman); Hans-Martin & Angela Fischer; Izaak & Sietzke Krisifoe; Peter & Astrid Sauer; Ulrich Schlottmann; Clem & Ruth Schmidt.
Apologies from Peter & Gerhild Weiss.

2. MINUTES of meeting on 29th August, 1977 were confirmed

3. BUSINESS ARISING:-

a) Legal Status: Clem reported no further developments as yet, except that Ministry official has advised that our Project would not qualify at present to be organized similar to Family Farms.

b) Repair of GRZ Mercedes: MSB cannot decide whether or not this lorry can be repaired by them until they know what is wrong with the lorry. In any case, Mercedes mechanic has advised that use of the lorry will not make its condition worse, so this matter will be taken up again in January, 1978.

4. RELATIONSHIP TO SECURITY FORCES: Clem requested all members to exercise special patience and tact when questioned by the security forces, and also to remember that we are not regarded as private individuals but as a group - therefore one person's tactlessness could cause trouble for others. After short discussion it was decided to request District Secretary for special means of identification for all members of the Team, and also for our vehicles, if possible.

5. COPIES OF OFFICIAL LETTERS FOR GST FILE: Members are reminded that in the case of official letters a copy should always be made for the Team file.

6. BEST USE OF READING ROOM: Agreed that the books in our reading room will be placed into different categories; journals, etc. will be put into folders; members will be informed when new material has come; and a book will be made available, so that those who take books to their homes can list these.

7. PARAFFIN REFRIGERATORS: Decided not to sell the two which are at present in working order and surplus, because they may be needed for emergency, or for spare parts.

8. LUSAKA GUEST HOUSE: Ulrich reported that this is now completed, but the final certificate has not yet been issued by the City Council. Mention was made of the following basic regulations which should apply:

- a) all members to list their intention of using these rooms on the notice-board in the meeting room. The Weiss family has the right to use rooms for official guests, but never both at the same time.
- b) Persons who have used the rooms are always responsible for leaving them in a clean condition. Broom, mop, bucket, etc. are kept there. Make sure not to leave foodstuffs behind,
- c) Hot-water-service should be turned off. Refrigerator should always be left on.

9. ELECTRICAL SUPPLY: Hans-Martin reported that he, Peter and Clem had combined to purchase a generator for electrical supply. Agreed that this would remain a private venture, and that anyone else wanting to join would have to negotiate with them privately. But the generator will be driven by the engine which pumps water for the Camp at the same time.

10. BUSINESS LOAN FOR HANS-MARTIN: Agreed that a loan of up to K.1,000.-- be made available to Hans-Martin for the purchase of cycle spares, etc. etc.

11. APPLICATION-FOR-LEAVE FORM: Agreed that we introduce such a form, similar to the one used at GM headquarters, Berlin.

12. SPECIAL CONSIDERATION FOR EACH OTHER DURING HOT SEASON: Agreed!

13. DIVIDING SCREEN FOR SINAZEZE CLINIC: Agreed that this is very necessary. We shall make such a screen if Min. of Health will bear the cost. Sietzke will negotiate with Ministry.

14. Back Payments to men at Workshop: Hans-Martin reported that Andreas, Nelson and Morton had been underpaid for some months, and were entitled to K. 34, K.20.40 & K. 20.40 respectively. Because it is not possible to get this from GRZ, it was agreed that GST would pay this amount.

15. VISIT OF DR. OBERMAIER: His present plans are to visit Zambia in February, 1978. Peter Sauer will write to him to say that we have no objection to his visit at that time, but it must be taken into account that various places cannot be visited at that time, due to rains, and possibly also for security reasons.

16. DISTRICT PUBLIC HEALTH NURSE: Mr. Kriebel's suggestion, that possibly Sietzke could serve as DPHN, was noted. Sietzke will give consideration to the matter.

17. CATTLE EXPERT: Clem reported that he had written to Australia to ask whether a Zambian could possibly be trained there, whether a scholarship would be available, etc.

18. FILM PROJECTOR (16mm): Clem will write to S. Kriebel to suggest that such a projector should be sent with the Jankowsky family when they come to Zambia in early 1978.

19. STORE-ROOM FOR ELISABETH HAESSLER: Agreed that such a room, app. 8m x 4m should be built at Kanchindu, with GRZ funds, and that Clem contact Ba Ncite re building of same.

20. STEEL CABINET FOR CREDIT UNION AT SIATWINDA: Agreed, will be purchased with GRZ funds.

21. DATE & PLACE OF NEXT MEETING: Friday, 4th Nov., Nkandabwe.
Clem Schmidt, Secretary

Confirmed:..... CHAIRMAN

..... MEMBER

8/77

10. OKT. 1977

Gossner Service Team
P.O. Box 4, Sinazene

Erledigt.....
Minutes of Team Meeting held at Nkandabwe on 29th August, 1977

1. ATTENDANCE: Hans-Martin Fischer (Chairman); Angela Fischer; Arnold & Gretel Janssen; Izaak & Sietzke Krisifoe; Elisabeth Haessler; Ulrich Schlottmann; Clem & Ruth Schmidt.

Invitees: Peter & Gerhild Weiss. Visitor: Mr. S. Kriebel.
Apologies from Peter & Astrid Sauer (en route from Lusaka)

2. MINUTES of meeting on 22nd August were confirmed, after the alteration of Line 15 on Page 2 to read: "... could phase out in favour of a Co-operative Union."

3. BUSINESS ARISING:-

a) Newspapers/journals for GST members: All members have their individual wishes, with only Ulrich requesting "Die Zeit", so Mr. Kriebel will negotiate with Ulrich re necessary payment towards getting this newspaper by Air Mail.

4. PARTNERS FOR OUR PROJECT: The question was asked whether we have adequate relations with persons and organizations who represent the local population, e.g., village headmen, UNIP, certain Churches, ward councillors, school teachers, etc.

It is agreed that the first step is to identify how persons and organizations influence the local population, it being evident that some are more important than others. The second step will then be how to co-operate with them. Probably individual Project Officers will work on this, rather than the Project as such, but the wider and more official level of co-operation should not be forgotten or neglected.

5. SET-UP OF VARIOUS PROGRAMMES: It often needs a special effort to "dream" about the possibilities hidden within various programmes to make them more relevant. Mr. Kriebel referred to the discussion at Mainz on 30th March in connection with the expansion of the Tonga Museum and Crafts Programme. Can this also be done with other programmes?

6. WHAT CAN GOSSNER MISSION CONTRIBUTE? Many of the letters from Gossner Mission headquarters are meant to contribute to our discussions. Perhaps such letters should be specifically listed for discussion at Team meetings. Team members are also encouraged to suggest for discussion any interesting or worthwhile points from books, papers, journals, etc.

Gossner Mission has in the past made many books available to our library, as well as subscribing to journals, etc. for us. This is very much appreciated, and will continue also in future. Members are encouraged to use the library facilities.

7. THE TEAM SET-UP: The question was asked whether there is a feed-back from the local population concerning our Team concept. Izaak ventured the statement that the local population is confused, and GRZ authorities assume that we have their type of administration.

8. LEGAL STATUS FOR GST: Clem pointed out that legal status could be obtained through forming a company, a society, or a co-operative, and listed certain advantages which legal status would bring. Permission was granted him to make further enquiries.

2/...

8. GOSSNER MISSION POLICY IN ZAMBIA IN GENERAL: It was reported that the Secretary of Christian Council of Zambia asks regularly whether GM will diversify into other areas. Peter Weiss suggested that experienced Gossner personnel could form new cells in different places, using personnel from other agencies. Should this be limited to Zambia, or also include other similar countries?

Mr. Kriebel pointed out that Gossner Mission is not planning extension, but could be pushed into considering new proposals! But new schemes would probably have to be undertaken with GRZ; if GM were to work with CCZ, this would involve too much finance.

9. CAR LOAN AGREEMENT: The draft was adopted as submitted.

10. Car LOAN FOR H-M. FISCHER: K.4,000.-- loan approved.

11. REPAIR OF GRZ MERCEDES LORRY: It is agreed that this lorry is badly in need of repairs which will cost at least K.4,500.-- Agreed that we shall try to get it repaired by MSB if possible; or by payment out of our GSDP capital vote. If both of these prove impossible, then repairs can be paid out of GST funds.

12. DATE & PLACE OF NEXT MEETING: Friday, 7th October, 15.00 hours at Nkandabwe (Fischer's).

Before closing the meeting at 17.22 hours the Chairman spoke brief words of farewell on behalf of the Team to Arnold and gretel Janssen.

Clem Schmidt, Secretary

Confirmed:..... CHAIRMAN

..... MEMBER

EINGEGANGEN

7. SEP. 1977

7/77

Entwikt

Gossner Service Team
P.O. Box 4, Sinazeze

Minutes of Team Meeting held at Nkandabwe on 22nd August, 1977

1. ATTENDANCE: Ulrich Schlottmann (Chairman); Izaak & Sietzke Krisifoe; Arnold & Gretel Janssen; Hans-Martin & Angela Fischer; Peter Sauer; Elisabeth Haessler; Clem & Ruth Schmidt.

Invitees: Peter & Gerhild Weiss. Visitors: Rev. H. Peters; Mr. S. Kriebel.

2. WELCOME to Peter & Gerhild Weiss, who have just returned from Germany a few days ago.

3. MINUTES of meeting on 13th August were confirmed.

4. BUSINESS ARISING:-

a) New rooms at Lusaka: Ulrich reported that City Council Inspector had been there and found everything OK. Ulrich will discuss colour-scheme with various Team members before painting begins.

b) GST refrigerators: Clem reported that all three have now been cleared, one being in use by Elisabeth and the others still in Lusaka awaiting transport. The small parts missing were able to be bought in Lusaka.

c) Loan Money from Germany: Elisabeth would be glad to use this money in her programme, a part of it in the very near future, and the balance as her programme expands. She will give her plans in the form of a letter to Mr. Kriebel, so that he can negotiate with the group in Berlin which has the money available.

d) Visit of Dr. Obermeyer: Agreed that he be invited to visit our Project in December of this year, if possible, rather than in 1978. Mr. Kriebel will negotiate the visit with him.

e) Simeon, son of Japheth: Since last meeting Mr. Kriebel has visited Simeon's family in the village and found that Simeon will be welcomed and accepted when he comes back. It is therefore agreed that we encourage him to go back to his village in the first instance. Clem will keep contact with him, note how he adjusts to village life, and report to GST if necessary.

d) Youth Worker for Kanchindu Consistory: Since last meeting we have received a copy of Rev. Mulowa's letter to Luedinghausen. This letter contains several matters which could be misunderstood, and does not yet include any reports on work here. Mr. Kriebel will contact Luedinghausen, and report the actual position, and also suggest that Luedinghausen ask questions concerning the type of information they may want.

5. MEETING OF ZAMBIA-KURATOREN AT MAINZ, 30-31 MARCH, 1977: A long discussion took place on various aspects of the report on that meeting. Main topics covered were: the basis on which GM works in Zambia, the challenges of balanced development and mission-to-the-whole-man; the spiritual life within the Team; the benefits of the participatory as against the technical approach; the life-style of members of the Team. It became clear from the discussions that misunderstandings can be cleared up through such discussions, that conformity is not expected in all matters, that Mr. Kriebel sees it as one of his important functions in Berlin to maintain a discussion with us on the basic questions which are relevant to our work.

6. FUTURE PERSONNEL REQUIREMENTS: A long and detailed discussion resulted in the following decisions:-

a) GM will recruit a Project Administrator as soon as possible. This person shall preferably also be qualified in planning and field research, which is necessary and can provide a good combination with administration.

The pastor can then concentrate on his present job-description. It is understood that an appointed administrator will also take over the functions of Team Leader as they are expected from GRZ authorities. And obviously such an administrator will not be elected by GST or GSDP staff.

It would seem that the question of legal status for GST or GSDP is now postponed, but we are agreed that the Administrator should keep all options open, including the one that GSDP could become a Co-operative.

b) Agreed that Two Agriculturalists continue to be necessary (as at present) for irrigation and dry-land farming. There is the possibility that the work will in future be divided in a regional way, with one being based at Kanchindu and responsible for all agricultural work in that area, and the other based at Nkandabwe.

The application of W. Colenbrander as an agriculturalist was turned down, because his qualifications do not seem suitable for the position we have in mind, and because Izaak's contract is likely to be renewed again in 1978.

c) An Engineer will in future be in charge of Rural Works Programme, as well as giving advice of a professional nature to Gwembe South Builders. The advising of GSB in its administrative matters and finances will in future be in the hands of the Co-op. Advisor of the Team.

d) A Cattle Expert will be recruited if possible, thus creating a new position in the Project.

7. IMPORTATION OF MOTOR VEHICLES: GST has the right to import vehicles according to the terms of Agreement with GRZ. But GM does not have German currency available for this purpose at present, so members who wish to buy a duty-car (apart from their private one) will have to supply their own foreign currency. Permission is granted to Peter Weiss to buy a car in the name of GST if this becomes necessary.

It will not be possible for Gwembe South Builders or Zambian members of Staff to purchase vehicles in the name of GST.

8. FUTURE OF GM WORK IN ZAMBIA OR ELSEWHERE: The general policy is that GM is not trying to find new fields of activity, but is always open to special requests, from whatever source.

9. NEWSPAPERS/MAGAZINES FOR GST MEMBERS: General rule is that each GST member entitled to a weekly newspaper or magazine. But originally the idea was that this be by surface mail. "Die Zeit" was sent Air Mail when several combined their subscriptions for it. What is the position now? GST members will make a list of present situation and future wishes.

10. SIATWINDA FARMERS - REQUEST FOR LOAN: The explanation was given that farmers need this loan only until they get payment from Namboard. Agreed that K. 600.-- be made available from GST funds, with Elisabeth in charge and using this loan as an encouragement to the farmers for taking an active interest in their proposed credit union which can hopefully supply loans in future. Ulrich requested that his vote against giving the loan be recorded.

11. NEXT MEETING: Monday, 29th August, 15.00 hours at Nkandabwe..

C. G. Schmidt, Secretary

Confirmed: CHAIRMAN

..... MEMBER

EINGEGANGEN

- 7. SEP. 1977

Erläutert

6/77

Gossner Service Team
P.O. Box 4, Sinazeze

Minutes of Team Meeting held at Kanchindu on 13th August, 1977

1. ATTENDANCE: Izaak Krisifoe (Chairman); Sietzke Krisifoe; Arnold & Gretel Janssen; Hans-Martin & Angela Fischer; Elisabeth Haessler; Peter Sauer; Ulrich Schlottmann; Clem & Ruth Schmidt. Visitors: Rev. H. Peters; Mr. S. Kriebel.

2. WELCOME to Hans-Martin & Angela, and Peter as new members of GST, and to Rev. Peters, vice-chairman of GM Kuratorium, and Mr. S. Kriebel of GM, Berlin.

3. MINUTES of the meeting on 10th June, 1977 were confirmed.

4. BUSINESS ARISING:-

a) New rooms at Lusaka: It was reported that these are proceeding according to schedule, and that bricklayers will finish their plastering and other work, probably by end of next week. Roof is on, and also part of ceiling.

b) GST refrigerators: Clem reported that one of these has arrived, two more expected soon. A small part has been found to be missing, hopefully it can be bought at Lusaka. Mr. Kriebel said that another refrigerator has been ordered for the Fischer family.

c) Film Projector: Elisabeth reported that we need a 16mm projector for the many films which are available from Zambia Information Services, that such projectors are not available in Zambia. Agreed that a projector is useful for education in rural areas, even though many people still need to be taught how to watch and appreciate films. Clem will pursue the matter of importing a suitable projector.

5. YOUTH WORKER FOR KANCHINDU CONSISTORY: Mr. S. Kriebel reported on the meeting which he and Rev. Peters had had on this subject with Rev. Mark Malyenkuku, Rev. H. Mulowa and Deaconess J. Manyanina. Kanchindu Consistory will contact Luedinghausen and try to establish mutual contact. GST will not be involved, except to encourage these contacts and give advice where necessary (Clem), and for Ulrich and Elisabeth each to write a short report on youth work being done at the present time.

6. LETTER TO GM KURATORIUM: Rev. Peters gave a detailed and clear reply to our letter which had expressed concern over the many resignations at Gossner Mission in Germany, and expressing our hope that GM is not in a state of crisis. According to Rev. Peters it is planned that GM will continue as before, remaining independent. Plans are being made for the appointment of a new Director. At Gossner-Mainz there is now the chance for a new evaluation of the work, and discussion is still going on.

7. COST-OF-LIVING ALLOWANCE: Mr. S. Kriebel explained in detail the adjustments which have been made, and that our allowances are at present slightly higher than those of DU. He was thanked for his efforts, and satisfaction expressed at the result.

8. REGULATIONS CONCERNING LEAVE: On the question of local leave, it was agreed that normally such leave expires on 30.4. of the following year and should be taken before then. Team members could consider making written application to GST for their local leave, which would then at the same time give the

written record which is desired at the Berlin office.

On the question of final leave, it was agreed that in its original sense the "Reisemonat" is to include the time of packing, selling things, travel arrangements and actual travel, medical examination at Tuebingen, etc. Some of the contracts are not clear on this point.

Luggage allowance for landlocked countries has been increased to 140 kg per adult and 70 kg per child if sent by air.

Luggage allowance, and "Ausstattungshilfe" for home-leave before extension of contract: These questions will be clarified by Mr. Kriebel in Berlin, and we shall be informed in due course. (DU evidently regards extension of contract as a new contract, with all benefits applying afresh).

9. SIMEON, son of Japheth: Mr. Kriebel reported that the Paul family, who originally took Simeon to Germany several years ago, intends to send him back next year and requests help of GSDP/GST in getting him adjusted and trained, etc. It was agreed that it is evidently necessary to bring him back to Zambia, but that to put him into his old village situation is a most difficult possibility. Although we are not being held responsible for Simeon's future, any help we give will obviously very quickly turn into a responsibility. Without committing ourselves, we are prepared to find out whether he could go to a Church orphanage, boarding school, with a suitable family, etc.

10. LOAN MONEY AVAILABLE IN GERMANY: A group of persons has collected DM 40.000,--, which could be made available on loan. Mr. Halubobya of CUSA has expressed interest, although it is not clear whether a proposal could be made for its immediate use. It would be good if it could be used for CUSA work in our area, but this could not happen immediately. Deferred for further consideration at next meeting.

11. MONEY RAISED FOR SPECIFIC PURPOSES: A long discussion took place on the fact that some money raised for specific purposes (water supply) is already available in Germany if desired, and obviously much more could be raised for specific and imaginative programmes within our Project. The question is whether to change our present policy of not generally accepting such money, but considering that GRZ should be responsible for all costs of our Project. It was agreed that in future we shall accept money for specific programmes wherever possible. The DM 6.000,-- already available can possibly be used for a new drilling rig, or for those parts of a drilling rig which are not available in Zambia. Rev. Peters will check in Celle concerning the most suitable equipment available for water-drilling.

An ambulance for Sinazongwe District ought to be first priority for any further money made available for specific programmes.

12. VISITORS: Various persons have announced their intention to visit our Project during the coming weeks. Clem will negotiate with Peter Weiss and others to make the necessary arrangements.

The case of Dr. Obermayer, an agriculturalist from Germany, is somewhat different, because he would need to come for app. one month at planting time (December), and could then possibly be an honorary advisor to GM on agricultural questions. Peter Sauer will keep in contact with him, with a view to a possible visit by Obermeyer in December, 1978 if regarded as worthwhile.

13. BEST USE OF FUTURE VISITS FROM BERLIN: There would seem to be purpose and interest in having a seminar-style of discussion on various subjects, which could have real value if properly prepared with position-papers, etc. from both sides. It was agreed that on this question GM of Berlin should take the lead by making suggestions and requesting whatever they may want from GST or individual members of the Team or Staff.

14. Meeting with Dr. R. N. Chakanika, Ethnographer of Living-stone Museum, at Schmidts on Friday, 19th Agust, 20.00 hours.

15. SPORTING EQUIPMENT belonging to GST can be made available for use at Sinazeze under the supervision of the Medical Assistant.

16. GUEST HOUSE SUPERVISION to be Ruth's responsibility until other arrangements can be made. Thanks to Gretel for her work in the past years.

17. PURCHASE OF LISTER ENGINE: Agreed that GST purchase a Lister engine, the size still to be determined. For what purpose and under which conditions it can be made available is also still to be determined.

18. NEXT MEETING: On Monday, 22.8.77 at Schmidts. Members are also requested to keep the morning of Wednesday, 24th August, free in case another meeting is necessary.

C. G. Schmidt, SECRETARY

Confirmed: CHAIRMAN

..... MEMBER

Minutes of Team Meeting held at Nkandabwe on 10th June, 1977.

1. ATTENDANCE: Arnold Janssen (Chairman); Gretel Janssen; Izaak & Sietzke Krisifoe; Elisabeth Haessler; Clem & Ruth Schmidt.

Apology: Ulrich Schlottmann (Lusaka). Peter Weiss, Peter & Astrid Sauer were also expected, but did not arrive, due to road accident.

2. MINUTES of the meeting on 28th April were confirmed.

3. BUSINESS ARISING:-

a) New rooms at Lusaka: Clem reported that the plan accepted at last meeting had been slightly changed, to make roof construction more practicable; also that there would be a fee to be paid for submitting plans to Lusaka City Council, etc., but that Gwembe South Builders would bear the cost of supervision by Mr. B. Weber.

b) GM Kitchenware: Ruth reported that all members had bought their kitchenware according to GM terms, leaving no GM kitchenware except in Guesthouse, and a few small items being stored.

c) Stolen Equipment: Agreed that GST reimburse Izaak for the cost of a new prism (app. K.40), because S. Kriebel had suggested this be done, and because it was being used for his work at the time it was stolen.

d) Purchase of Hondas: Clem reported that an order for a further three 6T-90s had been placed, and that he would regularly check on time of their being available.

e) GST refrigerators: Agreed that the gas refrigerator coming in the name of Peter Weiss be made available to the Schmidts. The paraffin refrigerator at present being used by the Schmidts will be donated to the Ministry of Health for use at Sinazene Clinic, provided there is no need for it amongst Team members.

The old and unserviceable paraffin refrigerators can be sold for K.20 to K. 30 each, according to size and condition, Clem to be in charge of disposing of them.

4. EXTERNAL ACCOUNT at Standard Bank, Choma: Agreed that this be kept open for transfers from abroad.

5. FREQUENCY OF TEAM MEETINGS: Agreed that we continue to meet approximately once per month, as has been the case in the past.

6. LETTER TO CHAIRMAN OF GM KURATORIUM: Team members discussed the large number of resignations within Gossner Mission at this time, and it was agreed that a letter be written on behalf of the Team to the Chairman of the Kuratorium on this subject.

7. FILM PROJECTOR FOR GST? Izaak & Elisabeth reported on the desirability of having a film projector to use for educational purposes within the Project. Elisabeth was asked to make further enquiries re best size, price, availability of films, etc. Clem will enquire whether purchase could perhaps be made from our GRZ funds on LPO.

8. SALES OF BOTTLED GAS: Ruth reported that GST has 26 Gas bottles on which it has paid the deposit necessary, and that she would make sure to have gas always available for Team members, to avoid

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(2)

the inconvenience of each member having to get gas personally.

9. FINANCIAL REPORT: Ruth gave a written report of treasurer's transactions up to 8.6.77, and members expressed pleasure at having this available.

10. LETTER FROM S. KRIEBEL to Rev. Mulowa re possible support from Luedinghausen for training a Youth Worker for UCZ Kanchindu Consistory: Clem reported on this letter, and after some discussion it was agreed to wait for the reaction of Rev. Mulowa before taking any further action.

11. TOPICS FOR DISCUSSION WITH GM REPRESENTATIVES IN AUGUST: The following were listed as topics which need discussing:

- a) The future of GM work in Zambia. Policy. What about Tongas in Zimbabwe?
- b) Legal status for GST/GSDP, including also the question of administration within the Project, getting recognition for Project Secretary, etc.
- c) Funds for the Project from sources other than GRZ - is it possible, advisable, etc.?
- d) Annual leave - What are the rules? Is everyone's contract alike in this?
- e) Cost-of-living allowance - if not already settled by then.
- f) Concerning the resignations of the Director, the Zambia-Kuratoren, and the situation at Mainz.

12. DATE & PLACE OF NEXT MEETING: Agreed that the next meeting be held at Kanchindu in approximately mid-July.

C. G. Schmidt, SECRETARY

Confirmed: CHAIRMAN

..... MEMBER

Einiges bei Besuch, mit Theena

FOR YOUR INFORMATION: *topic*

FOR DISCUSSION AT STAFF MEETING, 16.5.1977:

During personal discussions with Mr. S. Kriebel of Gossner Mission, Berlin, he suggested that various matters at present discussed in Team meetings could rather be discussed and decided at Staff meetings. I have looked through Team Minutes for the last nine months, and this is what I find:

- a) Questions of housing, accommodation, and all other matters connected with the Camp were discussed in Team because it was said that the Team is responsible to GRZ for the buildings. But there is no reason why we should not change this to make Staff responsible, if we so desire. *Agreed to be decided by Staff.*
- b) Various other matters (like job-descriptions) were first discussed at a Team meeting and then a recommendation made to Staff. Perhaps such matters could be taken directly to Staff. *Agreed*
- c) Some questions (like having visitors, what to do in case of emergency, etc.) seem to be the special responsibility of the Team members as expatriates, and so I presume we discuss them in the Team because we imagine Staff is not specially interested. But I see no reason why Staff should not deal with them, if they wish to do so. *To be discussed in Staff wherever possible.*
- d) On the question of whether a person's contract shall be extended or not - is this a question for Staff or for Team? *Agreed that Staff be kept informed*
- e) There are many other matters which appear in Team minutes, of which one would think that they could be discussed by Staff, as for example: purchase of Hondas, new refrigerators, employment of Ba-Mary, availability of Sinazeze Hall to UCZ, donations to various causes, etc. There is one chief reason why such matters come to Team meetings for decision, and that is because they require money, and the Team must decide whether its funds will be used for such purposes.

There are also numerous programmes being handled by various Team members, for which they get credits from the Team, which must be repaid to the Team.

We should seriously consider whether perhaps Staff should decide if such a programme should be permitted, Staff should demand regular reports on such programmes, and profits from such programmes should not be kept in the Team, but in a special fund which is controlled by Staff. Such a procedure has much to commend it, and would bring such programmes into the general oversight of the Project, even if GRZ is not supplying funds for it. *Agreed.*

A second matter which we should discuss is whether we should not have regular (once per month?) progress reports on all programmes at Staff meetings. We could even work out a form, asking for the information which we want. My own personal opinion is that once per month may be too often. *Agreed, esp. every third mtg. that is, every six weeks.*

Hopefully we can have a positive and detailed discussion on these questions on 16.5.77.

C. G. Schmidt. GOSSNER SERVICE TEAM
P.O. BOX 4
Via Choma
SINAZEZE



Minutes of Team Meeting held at Nkandabwe on 28th April, 1977.

16 MAY 1977

1. ATTENDANCE: Gretel Janssen (Chairman); Arnold Janssen; Ulrich Schlottmann; Elisabeth Haessler; Izaak & Sietzke Krisifoe; Clem & Ruth Schmidt. Invitees: Peter & Gerhild Weiss; Thomas Bachmann.

2. WELCOME: Gretel spoke special words of welcome to Peter & Gerhild on behalf of the Team, wished them a pleasant and happy stay in Zambia, and joy in their work at Lusaka. Peter responded.

3. MINUTES of the meeting on 4th March were confirmed.

4. BUSINESS ARISING:-

a) New rooms at Lusaka: After thorough discussion it was resolved not to go ahead with the plan submitted by Tara Jobbing & Construction. Instead, the plan submitted by Ulrich on behalf of Gwembe South Builders was adopted as being much better and more practical, and it was further resolved that Gwembe South Builders be requested to erect the rooms at their submitted price of K.12,400.--

b) Purchase of Hondas: Clem & Izaak reported that a Honda CT-90 had been collected. Price was K. 702.30, including registration, insurance and crash helmet. This will be made available to Mr. L. Malala, and if possible repaid through a GRZ loan to Malala. If this proves impossible, Malala must make a monthly payment of K.30 to GST until it is fully paid.

Three further Honda CT-90s are to be ordered at Honda, Lusaka. We shall not proceed with the former plan to import Hondas from Japan.

c) Coming of Peter & Astrid Sauer: Clem reported on meeting Peter Sauer in Hannover, and the hope that they will arrive mid-May. But because application of Work Permit has only just been sent to the Ministry, there is doubt whether this will arrive in so short a time. But before writing to GM or Sauers about this, Peter will check progress with Mr. A. P. Shumba at the Ministry in Lusaka.

d) Policy re GM Kitchen ware: Clem reported that Mr. Kriebel had requested that we abide by the decision of the Team, made on 7.5. 1973, which reads,

"We recommend not to continue supply of kitchen ware by Gossner Mission for new team members. Used kitchen ware will be taken back at the end of contracts or before, lost or broken things are to be paid for, the full price." In addition to this, Mr. Kriebel suggests that any member wishing to purchase kitchen ware still belonging to GM, shall now be entitled to do so at half the original cost. Policy agreed to.

e) Maamba UCZ Church Opening & Dedication: Resolved that GST make a donation of K.50 towards this, and also pay for cost of transport for persons from Sinazene/Sinazongwe. Individual members are encouraged to make personal donations at the special offering to be taken up at the Opening Service.

5. REPORT ON MATTERS DISCUSSED WITH GM:

a) Greetings: Clem brought greetings to all from GM staff in Berlin, including also Director Seeberg who had only just returned from a long stay in India, and also from the Zambia-Kuratoren who met in Mainz on 30/31.3.77, and also from Frieder & Violet Bredt.

b) Cost-of-living allowance: Mr. Kriebel has promised to discuss this question with DU, Stuttgart, and then report to us.

c) Refrigerators: At present three will be sent, in the name of Haessler, Weiss and Sauer. It was agreed that these be regarded as belonging to the Team, with the Team responsible for deciding who will use them. But it was also agreed that the first to arrive will be made available to Elisabeth, because of her urgent need.

d) Topics to be discussed with Mr. Kriebel in August: It is important that topics we want to discuss with Mr. Kriebel be sent to him in advance. This will be taken up in detail at next meeting.

e) Personal loans: Even though GM has agreed to reimburse members who leave Kwacha in GST Account at the end of their contract, Mr. Kriebel suggests that personal loans can still be made available during the last year of a person's stay. It was therefore agreed that an amount of up to K.3,000.-- be made available if required.

Several other matters deferred , due to lack of time.

6. VISITORS TO THE VALLEY: Clem reported that in spite of some difficulties, Mr. & Mrs. Mehlig were still keen to come for the first 3 weeks of July. Agreed to write that they come.

Also reported that Pastor Gerd-Rainer Fendler will come for app. 10 days in June.

Also, that Landessuperintendent i.R. Peters will possibly accompany Mr. Kriebel in August; and that Pastor Jochen Riess may come at some time for a short visit, if he gets a visa for South Africa.

7. LUSAKA ACCOUNT: An Account is to be opened with Barclays Bank, Longacres in the name of Gossner Service Team, to be operated by Peter & Gerhild Weiss. To open this Account an amount of K.1500 will be provided from GST Choma Account.

8. LUSAKA HOUSE: Agreed to pay K.100 to Izaak for all the extra travel involved in his responsibility for getting the house renovated and handed over to the Weiss family, etc.

The broken windmill, evidently promised to someone by Albrecht, is to remain on the property, because Peter may wish to use it.

9. STOLEN EQUIPMENT: Izaak reported that when his vehicle was broken into in Lusaka, a prism belonging to Maamba Collieries was among the items stolen. Izaak managed to get a replacement from Germany at a cost of DM.125,--. Izaak is to check whether his own insurance, or that of Maamba Collieries will cover the loss, and report back to the Team.

10. HANDING OVER OF HOSTEL BUILT BY GSB AT SINAZONGWE: Ulrich reported that this would take place on Friday, 27th May, 10.00 hours, and that various GRZ and other officials would be invited. It was agreed that this would be a good opportunity to invite the various officials to lunch at Nkandabwe, as guests of GST, thus also showing the connection between GST and Gwembe South Builders.

11. DATE & PLACE OF NEXT MEETING: Friday, 3rd June, 15.00 hours, at Nkandabwe.

EVENING SESSION:

At a special evening session Peter & Gerhild submitted the following questions, for their own personal information and as a basis for discussion:

1. What does the Team expect from the Liaison Officer?
2. What social and spiritual life is there in the Team? Is there a Team-spirit? What gives the Team its identity?
3. Who makes policy? Gossner Mission, Berlin? Or the Team? Or do these complement each other? Or any other?
4. Are there any long-range objectives for the Team, or for the future of Gossner work in Zambia? Can our everyday work be checked over against these?
5. Has any motivation research been done? Are there any hindering motives? What attempts have been made to activate the local population?

In a pleasant and long discussion, Points 1 & 2 were discussed in detail, and some of the other questions just briefly touched on. It was agreed that there will have to be further discussion on some of the questions, possibly also when GM representatives are here in August.

C. G. Schmidt, SECRETARY

Confirmed: CHAIRMAN

..... MEMBER

GWEMBE SOUTH DEVELOPMENT COMMITTEE

Terms of Reference as adopted at the meeting held on 8.3.1977

1. NAME

The name of the Committee shall be: Gwembe South Development Committee.

2. MEMBERSHIP

The membership of Gwembe South Development Committee shall consist of the Following:-

The District Governor, Gwembe Chairman
The District Secretary, Sinazongwe, Secretary
The Gossner Service Team Leader
The Project Secretary and Project Officers of Gwembe South Development Project
The Hon. M. Beyani, M.P.
The Provincial Agricultural Officer
The Provincial Animal Husbandry Officer
Senior Chief Mweemba
Chief Sinazongwe
The District Agricultural Officer
The District Community Development Officer
The Principal Medical Assistant, Sinazongwe
The Secretary, Gwembe Rural Council
Five Ward Councillors
The Fisheries Development Officer, Sinazongwe

Apart from its members, the Committee shall have the right to invite various persons to its meetings from time to time.

3. DUTIES & RESPONSIBILITIES

The Gwembe South Development Committee shall:-

- a) formulate suitable guidelines for general development in Gwembe South, and for the individual programmes of the development agencies; to evaluate the work of existing development agencies, personnel and funds; and to receive and make suggestions for new projects and programmes which may be desirable or necessary.
- b) meet at least two times per year, such meetings to be held within the Gwembe South region.
- c) receive detailed reports concerning existing development projects in Gwembe South.
- d) make its own report and recommendations to the District Development Committee.

4. EXECUTIVE

The Gwembe South Development Committee shall have an Executive of not more than 5 persons, which shall meet as required to implement the decisions of the Committee. The Executive shall have the right to make further decisions on its own, provided always that these do not conflict with the general guidelines laid down by the Committee.

EINGEGANGEN

3/77

17. MRZ. 1977

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

Minutes of Team Meeting held at Nkandabwe on 4th March, 1977

1. ATTENDANCE: Elisabeth Haessler (Chairman); Ulrich Schlottmann; Arnold & Gretel Janssen; Izaak Krisifoe; Sietzke Krisifoe (Part-time); Clem & Ruth Schmidt. Invitee: Thomas Bachmann.

2. MINUTES of the meeting on 11.2.77 were confirmed.

3. BUSINESS ARISING:-

a) New rooms at Lusaka: Clem reported that Tara Jobbing & Construction had submitted a price of just over K.14,000, divided into categories, of which some could perhaps be omitted. The sub-committee has considered this, found it rather high, and suggested that Gwembe South Builders also give a quotation. This was agreed to by the Team, and also the policy is to be discussed with Gossner Mission in Berlin by Clem before a final decision is made.

b) Honda for L. Malala: Clem reported that there is evidently not much interest in our small order by Honda, Japan. But we have managed to get one CT-90 in Lusaka for Malala, to be available in March or April. Izaak will be responsible for collection of same when available.

4. ELECTION OF TEAM SECRETARY: Elisabeth & Clem were nominated. The result of the voting was as follows: Clem 3; Elisabeth 2; Informal 2, and Clem was declared elected.

Acting Secretary until Clem returns from Germany will be Izaak.

Acting Treasurer during Ruth's absence will be Ulrich.

5. MEETING OF WEISS FAMILY: It was agreed that Izaak should meet the Weiss family when they arrive in Lusaka, probably on 2.4.77.

6. VISIT OF LANDESSUPERINTENDENT i.R. PETERS: This member of the Kuratorium will probably come to Zambia with Clem & Ruth on 16.4. for a short visit. Arnold & Gretel will be in charge of preliminary arrangements for this visit.

7. LETTER FROM PETER SAUER: In a recent letter Peter Sauer asks mainly about type of vehicle he should bring, and what crockery, etc. will be available for them when they arrive. Clem was asked to inform him that a Toyota Land Cruiser (diesel) would probably be most suitable for his work, and that there is no crockery, etc. any more available. The Team agreed that Gossner Mission should in future give a "household allowance" to new members, enabling them to pay for the shipment of their crockery, etc. from Germany, or the chance to buy it here after they arrive. The purpose of this is to avoid disadvantaging future members over against those already here.

8. MAAMBA UCZ CHURCH DEDICATION is set for Sunday, 8th May, 1977.

9. VISIT OF TOP OFFICIALS FROM DEPT. OF AGRICULTURE: Clem reported on the visit of six men (all expatriates) from Dept. of Agriculture 2.3.77, who were also taken to Siatwinda.

10. BUILDINGS FOR GWEMBE SOUTH BUILDERS: Ulrich introduced a request for the use of buildings at present occupied by GSB to continue for some time after GSB becomes independent, because of the financial risk of erecting a large complex of buildings especially for GSB at this time, and also so that planning can start now. After a long discussion on various aspects of policy, etc. it was agreed:-

GST Minutes, 3/77

- i) that we have no objection to Gwembe South Builders using the Mess building (except for rooms occupied by workshop), the rooms in which cement and lime are stored, and the rooms in which Ba Moses is living, until the end of 1979,
- ii) that the question of continued use after that time shall be renegotiated at the end of 1979,
- iii) that GSB shall be permitted to make alterations to the buildings at their expense, to make them more suitable, and
- iv) that after GSB is registered as a Co-operative it shall pay rent for the use of the buildings.

11. TONGA CRAFTS AT LUSAKA: Izaak reported that Mrs. Tonkes wants to finish her work of selling at Lusaka on 31.3.77. We suggest that the shop be closed until Mrs. Weiss can take up her duties, possibly for one month.

12. EVALUATION OF PROGRAMMES: Ulrich distributed forms for evaluation which he had received from Gossner Mission in Berlin, and members will study same.

13. DATE & PLACE OF NEXT MEETING: Except for unforeseen circumstances, no meeting is scheduled until after the Schmidts get back from their leave, probably in connection with the visit of Peters.

C. G. Schmidt, SECRETARY

Confirmed: CHAIRMAN

..... MEMBER

To Members of Gossner Service Team, for information:

During the first twelve months of using my Holden Belmont in Zambia I have kept accurate records of kilometres driven, and costs of running the vehicle. This is the result:

Kilometres driven:	GRZ	21,623
	UCZ work	1,717
	Other (GSB,etc.)	1,426
	Private	2,687
	<hr/>	<hr/>
	Total	27,453 kms.
<hr/>	<hr/>	<hr/>
Expenses:	Petrol	K. 1,302.06
	Oil, servicing	191.75
	Tyres, repairs, etc	360.65
	Registration	60.--
	Insurance	209.90
	Sundries	57.43
	<hr/>	<hr/>
	Total	K. 2,181.79

This means that actual expenses work out at 7.94n per kilometre.

But please note the following:

- a) no depreciation is included under expenses.
- b) most of the servicing was done by me personally, rather than in a garage.
- c) being a new car, very few repairs were necessary.
- d) the present high cost of petrol is only present in the last few months of this calculation.

My forecast is that during the next twelve months it will be impossible to run my vehicle on the 10n per kilometre which is being paid (or 12n for travel on rural roads).

C. G. Schmidt, 28.2.1977

Minutes of Team Meeting held at Nkandabwe on 11th February, 1977

1. ATTENDANCE: Arnold Janssen (Chairman); Ulrich Schlottmann; Izaak & Sietzke Krisifoe; Elisabeth Haessler; Clem & Ruth Schmidt. Invitee: Thomas Bachmann. Apology: Gretel Janssen (on leave in Germany).

2. MINUTES of the meeting on 8.1.77 were confirmed.

3. Business arising:

a) Lusaka House: Clem reported that GST members had been contacted separately and all had agreed to accept the quotation of K. 695 from Tara Jobbing & Construction for full renovation and interior redecoration of the Lusaka house. Izaak had in the meantime made the necessary arrangements for the work to be done by Tara.

On the question of erecting several small rooms in place of the caravans, Izaak reported that plans and quotation would be ready next week from Tara. Sub-committee of Izaak, Ulrich and Clem were given authority to finalize this matter.

b) Purchase of Hondas: Clem reported that Gossner Mission was prepared to remit the necessary foreign exchange for these to Japan; but that the suggestion was made from Berlin that GST members consider taking some of their salary in Kwacha from GST funds, so that the foreign exchange can be reimbursed. All agreed to this, and several have already acted on the suggestion.

Clem will discuss with Gossner Mission in Berlin whether the present GST External Account should be kept in operation.

c) Refrigerators: It was decided to ask Berlin to send as many as possible as soon as possible.

d) Km. Allowances: It now seems definite that GRZ will not pay more than 1600 kms per vehicle per month, so it was agreed that as from January, 1977 GST will pay all kms. over 1600 at 10 n per km up to a limit of 400 kms per vehicle. For Gretel and Sietzke, so long as they are on a half-rate, this means all kms. over 800 at 10 n per km up to a limit of 200 kms per vehicle.

e) Welding Set: Arnold reported that it had become possible to purchase the welding set for the workshop out of the 1976 GSDP capital vote, even though it involved a lot of trouble.

f) Cash Box for GST Treasurer: Reported that this had been bought for K 37, and agreed that it can be installed in the home of the treasurer, rather than in the office, because most of the treasurer's work is done outside of office hours.

4. COST-OF-LIVING ALLOWANCE ("Kaufkraftzuschlag"): The possibility of such a special allowance, in light of steep rise in prices in Zambia, was discussed, and Clem was asked to negotiate on the matter with GM authorities when he visits Berlin. There would be no objection from members to having such an allowance paid in Kwacha from GST funds.

5. Schmidt's Annual Leave: Clem reported that he and Ruth intend to leave for Germany on 10.3. and return on 15.4., visiting Berlin from 4.4. to 7.4.77.

6. ELECTION OF TEAM LEADER: Clem reported that according to previous decision the Team Leader should be elected in February. The new development, however, is that a Project Administrator will be

elected by Team & Staff members on 21.2.77, and that he will take over the main functions formerly expected of the Team Leader. It is agreed, therefore, that the Team will elect a Secretary from amongst its members at the next meeting of GST.

7. POLICY RE EXTENSION OF CONTRACTS BY MEMBERS: It was agreed to ask Gossner Mission not to request an opinion from the Team before deciding on the extension or renewal of any members' contracts, because in most cases, if not always, the Team will not be able to have a common opinion. For Team members to be obliged to vote on the question, or to express an opinion, can easily cause tension. On the other hand, we understand the necessity that GM will want guidance in its decision, and so we suggest as a general rule that persons will probably not do very effective work in a development programme such as ours after having served for 5-6 years, or two terms. Furthermore, we offer to GM the right to request a confidential report on a member's work from each member of the Team, the understanding being that each member will be asked for such a report, but that there is no obligation on the member to reply if he/she does not wish to do so.

8. THE FINANCIAL STATEMENT for 1976, jointly submitted by Ulrich and Ruth, and audited by Clem, was adopted.

9. HOUSING & ACCOMMODATION: As previously agreed, Elisabeth will soon move into the house formerly occupied by the Bredts at Kanchindu. She reported that CUSA probably will not be sending a Zambian counterpart at least for 12 months, and so the question of his accommodation is not now urgent (Kanchindu manse is occupied at present by UCZ deaconness).

Mr. & Mrs. Peter Sauer, who are scheduled to arrive in mid-May, are to be housed in the present home of the Bachmann family who are planning to leave in late April or early May.

10. CREDIT TO GRZ FOR FOODSTUFFS IF NECESSARY: Clem reported that there is a desperate shortage of mealie meal in the Kafwambila, Syampondo, Siansovu areas, and that GRZ is trying to get some to there. A recent attempt to do so with our lorry failed at Muuka. Possibly, if a way is found to get it there (boat?), mealie meal will have to be bought quickly. We are prepared to advance the necessary money for up to 300 bags if such an advance of money will help to get foodstuffs to hungry people.

11. NEXT MEETING to be held on 4th March, 1500 hours at Nkandabwe.

C. G. Schmidt, SECRETARY

Confirmed: CHAIRMAN

..... MEMBER

Minutes of Team Meeting held at Nkandabwe on 8th January, 1977

1. ATTENDANCE: Frieder Bredt (Chairman); Violet Bredt; Arnold & Gretel Janssen; Izaak & Sietzke Krisifoe; Elisabeth Haessler; Clem & Ruth Schmidt. Apology: Ulrich Schlottmann (on leave)

2. MINUTES of the meeting on 3.12.76 were confirmed.

3. BUSINESS ARISING:

a) Helmut Lütt did not visit us as promised. We shall not contact him further, but wait for him to make the next move. Evidently Mr. Kriebel has also written to him.

b) Proposed job-description for Arnold's successor was discussed, and it was decided to recommend to GSDP Staff that the draft proposal be accepted.

c) Job-description for Liaison Officer: The draft submitted by Clem was accepted, but when it is sent to Berlin an accompanying letter shall make clear that we have no objection to having the Liaison Officer as a Team member, although for practical reasons we are suggesting that he rather be a permanent invitee.

d) Care of Lusaka House: Izaak submitted a report concerning his taking over of surplus cash, keys, furniture, etc. (written list is with Team Leader). The net profit of K. 2768.98 from the sale of the Land Rover will be deposited in GST Account. On the question of renovation, Tara Jobbing & Construction will be submitting a quotation in the near future. It was further resolved that Team members should not stay in the house during the short vacancy, especially as renovations will soon be taking place.

e) Purchase of Hondas: Clem reported that External Account cannot be used for this purpose, but that Berlin has agreed to send the necessary foreign exchange to Japan when necessary.

f) Refrigerators: Elisabeth will write to Mr. Kriebel requesting that two gas refrigerators be sent out with the Weiss family for our use.

g) E.D.C.S.: Deferred until Elisabeth has had a chance to inform herself on the question.

h) Clem's travel for UCZ work: Deferred.

i) Km. allowance for GST members: Attempts will be made to get GRZ to pay up to 2,000 kms per vehicle. If this proves impossible, the Team should consider paying all kms. over 1600 at 10n per km up to a limit of 400 kms per vehicle.

4. TREASURER'S REPORT: Ruth submitted a report, which had to be tentative for the present because of the absence of Ulrich overseas. Members commented that it gave them a clear picture of the financial situation.

5. WELDING SET FOR ARNOLD'S PROGRAMME: Arnold reported that the welding set agreed to for GSDP 1976 budget could not be bought due to bureaucratic delays and difficulties. Agreed that attempts be made still to get it from 1976 surplus; if not possible then from 1977 budget; if that not possible then discuss the matter in Team at a later date.

6. GRETEL TO GERMANY: Gretel reported that she and Wiebke would be leaving for Germany on 20.1.77, hoping to return in late February or early March. Reason: thorough medical check-up for Wiebke.

7. CARAVANS AT LUSAKA: It was reported that the caravans are leaking quite badly, and Izaak will look into this. The desire was also expressed that enquiries be made concerning the erection of several rooms of a permanent nature in place of the caravans, for Team members to use when they visit Lusaka.

Re cleaning of caravans, kitchen, etc.: Request that all who use them should clean them regularly and properly and carefully. When the Weiss family has arrived Gretel will ask Mrs. Weiss to supervise an occasional thorough and complete cleaning by Mama-Time.

Gretel will buy additional cups for the kitchen.

8. Car for Peter Weiss: Clem referred to a letter from Peter Weiss requesting advice concerning the type of car to bring. Members generally agreed that a diesel would be best - a Mercedes for good service and resale value. Clem will write to him about it.

9. CASH BOX FOR GST TREASURER: Agreed that this can be bought, and will preferably be installed in the office of Team Leader.

10. LETTER re KARIN MUCHINGALE: Clem & Ruth will take up the matter on their next visit to Lusaka.

11. VISITORS FROM USA, via Mr. Poe of Sikalonga: Clem will take up the matter of how best they can visit this area, and where.

12. DISAPPEARANCE OF CRAFTSMAN: Arnold reported that one of the craftsmen at Siabaswi, who had been highly recommended to him, had recently disappeared, evidently to Lusaka, and had taken with him materials and equipment on which he was owing app. K.400.---. It was resolved that Arnold should officially report this case to the Police.

13. CREDIT TO SIATWINDA FARMERS: Frieder reported that of the original amount of K.200 agreed to, only K.145 had been distributed. Of this, K.88.55 had been spent on the garden, but there had been an income of only K.4.59 when the man in charge disappeared, leaving a loss of K.83.96. Izaak will take over future responsibility for what remains of the credit.

14. Credit for Ploughing Oxen: No further money has come in to date. Elisabeth will look after this in future.

15. FRIEDER'S HOUSE: Sietzke will be in charge of listing goods and equipment which are left by Frieder & Violet; and Sietzke, Izaak & Elisabeth will take charge of necessary renovations.

16. NEXT MEETING to be held on 6.2.77 at Ulrich's place.

17. FAREWELL: Several members wished Frieder & Violet well for their travel to and stay in Germany. They are intending to leave Zambia on 18.1.77.

C. G. Schmidt, SECRETARY

Confirmed:..... CHAIRMAN

..... MEMBER

Minutes of Team Meeting held at Nkandabwe on 3rd December, 1976

1. ATTENDANCE: Ulrich Schlottmann (Chairman); Arnold & Gretel Janssen; Izaak & Sietzke Krisifoe; Frieder & Violet Dredt; Clem & Ruth Schmidt. Apology: Elisabeth Haessler (course at Kabwe).

2. MINUTES of the meeting on 6th November were confirmed after changing the date from 7th to 6th November; and minutes of the meeting on 12th November were confirmed after adding Eva Bachmann as having also attended.

3. BUSINESS ARISING:

a) Helmut Ldtt: Arnold reported that he had met him, that he has not yet decided on his future, that he will possibly visit the Valley between Christmas and New Year.

b) Job description for Arnold's successor: This has been submitted by Arnold, will be discussed at next meeting.

c) Job-description for Liaison Officer: Clem will consult Albrecht, and will submit a draft to next meeting.

d) Dogs in Camp: Clem reported that the number had been satisfactorily reduced, but that vaccination still needed to be done.

e) Visit of German journalists: Brief report given by Arnold. All readily agreed with the decision not to charge them for accommodation while they were here, mainly because of the fine type of persons they were. Travelling expenses were paid by them.

f) Care of Lusaka house during vacancy: Izaak is in charge of this. the gardener and house-servant are to be kept on. Whether or not we rent it will depend on how soon a successor comes. The change of ownership is still to be effected.

Mrs. Tonkes will take over sale of Tonga crafts during the vacancy. It has been agreed with her that she shall receive L.150 per month. The books from Imke will first be handed over to the Team (Izaak) and then to Mrs. Tonkes.

g) Agreement for car credits: Not yet done.

h) Purchase of Hondas for L. Malala & others: Frieder reported on his discussions with Honda, Lusaka. Clem will follow it up.

i) Refrigerators: Arnold reported that Joe Brooks cannot repair our broken refrigerators. Resolved that we try to buy 4 gas refrigerators, if available. Clem to attend to this.

j) Ecumenical Development Co-op Society: To be discussed at next meeting, in light of comments from Berlin.

k) Clem's travel for UCZ work: To be discussed at next meeting, in light of reply from Berlin.

4. DEPOSIT OF MONEY WHEN MEMBERS LEAVE ZAMBIA: Great joy and satisfaction was expressed at the reply received from Mr. Kriebel of Gossner Mission, which states:

"We agree, that returning team members pay their Kwachas at the end into the team account and have the money refunded here... your team account might grow too big at a certain time. Then it is up to you, not to arrange for such payments into the team account, but rather to give a credit..." (Letter, 24.11.76)

5. HOUSING & ACCOMMODATION: Clem outlined plans and possibilities for accommodating Elisabeth Haessler and Zambian counterpart, probably at Kanchindu, Rev. Young of UCZ for 3 months at Nkandabwe, Dr. Lehmann, temporarily, etc. The suggestions were agreed to in principle, with Clem in charge of implementation.

GST Minutes, 14/76

6. KILOMETRE ALLOWANCES FOR GST: Clem reported on the constant difficulties experienced with the Accounting Unit at Choma, and submitted the draft of a letter to be sent to the Ministry at Lusaka. It was decided that it would be better for Clem first to discuss it personally at the Ministry, and then write a letter as necessary.

7. "TEAM LEADERSHIP: AN EVALUATION": The paper which Clem had prepared and distributed some time ago was discussed for a very long time, but without any concrete proposals or decisions coming out of it. There are personal frustrations, misunderstandings, and seemingly irreconcilable differences of opinion.

8. ELECTION OF TREASURER: There were three nominations, and of these Ruth received 4 votes, Clem 2 votes and Sietzke 2 votes, with the result that Ruth was declared the new Treasurer.

9. MOSQUITO-NETTING FOR MALALA'S HOUSE: Frieder will try to fix.

10. IZAAK'S SPECIAL TRIP TO LUSAKA to pick up Elisabeth will be reimbursed from GST funds.

11. SEWING MACHINES: Ruth reported that the three remaining tailor-trainees had large debts with Mr. Syapwaya for material, and that Syapwaya was suggesting that he take over the balance of money owing to us on the machines, and then hold them until the men have paid their debts to him. Not agreed to - we have no right to sell their machines so long as they meet their commitments to us.

12. CHAIRMANSHIP OF MEETINGS: Gretel asked whether women could also chair Team meetings in future. It was agreed there was no reason why this should not be so, but Sietzke and Ruth asked to be relieved of this responsibility.

13. SINGLE QUARTERS ACCOMMODATION: Gretel requested that kitchen and bathroom be painted (agreed), and that a small portable gas stove be made available (GST owns one, which will be brought by Sietzke).

14. BOTTLES FOR CLINIC AT SINAZEZE: Special call by Gretel for bottles of any size or shape, to use for giving medicines to patients to take home.

15. ANNUAL REPORTS: All will try to have their reports in by the end of the year, so that Clem can send them to Berlin in good time.

16. VISITORS NOT INVITED INTO HOMES: This question arose out of a letter from Mr. Kriebel, in which he mentions that several people had hinted at the fact that they were not invited into people's homes when staying in the Valley. No-one of the present Team members feels that such a criticism is warranted, and finds it quite hard to believe.

16. DATE & PLACE OF NEXT MEETING: Saturday, 8th January, 1977, 15.00 hours at Janssens, Nkandabwe.

C. G. Schmidt, SECRETARY

Confirmed..... CHAIRMAN

..... MEMBER

13/76 (continuation)

Gossner Service Team
P.O. Box 4, Sinazeze

Minutes of Team Meeting (continuation) held at Nkandabwe on
12th November, 1976

1. ATTENDANCE: Izaak Krisifoe (Chairman); Sietzke Krisifoe; Arnold & Gretel Janssen; Ulrich Schlottmann; Frieder & Violet Bredt; Elisabeth Haessler; Clem & Ruth Schmidt.
Invitee: Thomas Bachmann.

2. WELCOME: A sincere welcome was expressed to Elisabeth Haessler, who arrived in Zambia on 8.11. and came to the Valley yesterday, will be here for a short time before going to a course at Kabwe.

3. DRY LAND PROGRAMME: The request by Izaak for a credit of K.400 for prefinancing spares for farmers was agreed to.

4. CAR CREDITS: In the light of further information, the following regulation was agreed to:-

A team member shall normally be entitled to a car credit of a maximum of K.4,500, which is to be repaid within 4 years, or when the member leaves the Project, or when the car is sold. Where special vehicles (like Land Rover) are deemed necessary for the work, special consideration can be given.

An Agreement Form for Car credits is to be worked out and submitted to next meeting for approval.

5. TRANSPORT FOR MR. L. MALALA: Frieder submitted the case for transport on behalf of Mr. Malala of Siatwinda Irrigation. Whilst it was generally agreed that transport is very much needed by him, we felt that an available new Honda at K.888 is too expensive, even if Malala agrees to a stop-order at Dept. of Agriculture, Choma. Frieder will take up the question in Lusaka as to whether we can import several Hondas, or if that fails, whether a second-hand Honda can be found for Malala.

6. LUSAKA ACCOMMODATION: Persons wishing to make use of the GST caravan accommodation at Lusaka should make sure to use the list in the Meeting room to notify their intentions.

7. REFRIGERATORS: Gretel asked whether any refrigerator could be made available for Sinazeze Clinic. This led to a general discussion on the fact that many of our refrigerators are no longer in working condition, and attempts to have them repaired have failed. Arnold will check whether Joe Brooks can fix them. If not, we shall have to consider buying several new ones.

8. RESIGNATION OF TREASURER: Ulrich has intimated in writing that he will not stand for re-election as Treasurer after the end of this year. Because he leaves for a visit to Europe in mid-December, agreed to elect a new Treasurer at next meeting.

9. BELL FOR MAAMBA UCZ CHURCH: Arnold is free to make something if possible, but there must be no cost to GST. We believe that church has had sufficient support from Gossner.

10. TONGA COURSE: It was explained to Elisabeth that Dr. Lehmann will come to the Valley in the near future to initiate a Tonga course. Possibly Rev. Young (UCZ) may also be interested.

Confirmed.....

C. G. Schmidt, SECRETARY

.....CHAIRMAN.....

..... MEMBER

ENTSEGAN

18. NOV. 1976

13/76

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

Erledigt

Minutes of Team Meeting held at Kanchindu on 7th November, 1976

1. ATTENDANCE: Izaak Krisifoe (Chairman); Sietzke Krisifoe; Arnold & Gretel Janssen; Ulrich Schlottmann; Frieder Bredt; Clem & Ruth Schmidt. Invitees: Thomas & Eva Bachmann (part-time)

2. MINUTES of the meeting on 1st October, 1976 were confirmed

3. BUSINESS ARISING:

a) Electrical connection at Ibex Hill: Albrecht Bruns has written to say that because this will involve some work inside the house, he wants it attended to by GST after the Bruns family have left the house in early January.

b) Clinic at Sinazeze: Gretel reported that it should be ready for operation by 16.11. So far all the work has been done by local people, with GST supplying the paint and the Janssen family the trees which have been planted. Gretel will discuss with the District Health Inspector whether an official opening ceremony shall be arranged.

c) Church at Sinazeze: Clem reported that renovation was proceeding well on the rented building, with help from app. 30 students of Nkandabwe school. Official opening of Sinazeze UCZ congregation on Sunday, 21.11. at 9.00 a.m. Rental to be paid by GST is K. 20 per month.

d) Housing for Miss Haessler and Zambian counterpart: Clem reported that Miss Haessler will arrive at Lusaka on 8.11. Izaak will meet her and bring her to the Valley on 11.11. On the question of housing it was agreed that:-

i) Zambian counterpart will live in house formerly used by Mr. Isiteketo,
ii) Miss Haessler will be asked to live in the present guest-house, with the choice of taking over the house of Bachmanns when they leave in April, 1977,
iii) from January-April, 1977 any guests will be accommodated in the Single Quarters.

e) Km. claims from GRZ: Agreed that we shall in future divide our claims between urban and rural, as requested by GRZ.

f) Clem's official travel for UCZ work: After long discussion, & in light of reply from Berlin, and an inconclusive vote on the subject, the matter simply lapsed.

g) Helmut Lütt: Since last meeting Mr. Kriebel has suggested him as a possible successor for Arnold. Clem interviewed him on this question, but did not find much interest on Lütt's part, although he did not absolutely say "No".

h) Job-description for successors to Arnold & Gretel: Arnold will distribute a draft in the coming week. Gretel would like more time to see how her work develops.

i) Job-description for Liaison Officer: Albrecht Bruns has given copies of what he has, although they do not really seem to apply to the new post. Izaak will try to find a copy of what Frank K. wrote in his time.

j) GST Constitution: Sub-committee has not yet met.

k) Ecumenical Development Co-op Society of WCC: Frieder's report is ready, and will be sent to Berlin together with an accompanying letter recommending membership to Gossner Mission.

1) Dogs in the Camp: Most of them belong to Ba-Moses. Clem will speak to him soon, has not yet done so because of Moses' child's death recently.

2) GST Land Rover is being repaired, will cost K. 700 - 1,000. If nothing else is available, Miss Haessler can buy it, although we do not recommend this.

3. STUDY TOURS, 1977: We recommend to Berlin that none be planned for 1977 due to the unclear security situation.

4. DR. D. LEHMANN'S TONGA COURSE: Agreed that Dr. Lehmann be invited to come to the Valley, and that GST pay her expenses.

5. VISIT OF GERMAN JOURNALISTS: Agreed that Gretel will be in charge of arrangements, and that we shall accept the offer of payment. Suggested charges are: K. 10 per person per day, plus travel costs at normal rates.

6. CHRISTMAS CELEBRATION: Gretel proposed a celebration on Christmas Eve, together with a service and singing, and invited us to their home. Gratefully accepted, although some already know that they will not be here at the time.

7. CARE OF HOUSE AT LUSAKA: After the Bruns family leaves, Izaak will be the contact man for the house. Arrangements to be made for neighbours to look after it, possibly also renovate it, and that necessary payment be made to them.

Re Tonga Sales: Izaak and Ba-Mark, together with Albrecht and Imke Bruns, will decide on a course of action for Tonga crafts sales to continue.

8. REQUEST FOR PERSONAL CREDIT BY ULRICH: Discussion took place on the principle concerning personal credits from GST money. It was agreed that we recommend to Berlin that when members of GST leave Zambia they shall have the right to deposit Kwacha in GST account and be reimbursed by GM, thus making personal credits unnecessary. Until the time that GM agrees to this principle, members shall have the right to a personal credit of up to K.3000, rather than the amount of K.2000 mentioned at last meeting.

Ulrich requested a personal credit of K.2000, which was agreed to.

9. EXTENSION OF EMPLOYMENT OF MARY NGANDU: Gretel gave a very good report of Ba Mary's work and requested that she be employed for a further six months on the same terms. Agreed. Gretel will discuss ZNPF arrangements with Ba-Mary.

10. TRANSPORT OFFICER: Arnold has recently been appointed by Staff as Transport Officer, but finds it difficult to function as such under the existing conditions. After discussion it was agreed that we recommend to Staff that Ulrich be the Transport Officer, in charge of the lorries.

11. VISIT OF MR. KRIEBEL, 1977: In a recent letter Mr. Kriebel says he will visit in August, 1977. Members raised no objection to this, except to recommend that in the meantime a member of the Kuratorium should visit Zambia, because a gap of 18 months between official visits is too long.

12. RECORD OF ANNUAL LEAVE TAKEN: All members are requested to submit a record of the annual leave they have taken, which will then be forwarded to Berlin.

14. SPONSORSHIP SUGGESTION FROM PFARRER KÖNIG, LUDINGHAUSEN: Clem reported on the letter he had recently received on this subject. In discussion the following points were made:

- i) one single sponsorship can be a nuisance, whereas if there were more, perhaps 5 - 20, it could become an interesting project.
- ii) such a project would need supervision. Do we offer enough continuity? Is there a Zambian, perhaps Staff member, who could supervise it?
- iii) the main expense in connection with a sponsorship would be in the secondary school stage, usually 5 years. For this there would be quite a big expense at the beginning, then app. K. 30 per term, plus occasional clothing.
- iv) it would not be good for the sponsored student to be in direct contact with his sponsors, because of the temptation that he ask for (and receive) unrealistically large sums of money.

15. DISTRICT GOVERNOR'S VISIT: It looks as if this has been postponed or cancelled. We have not heard directly about it as yet, but from an official circular have gathered that he will be on a different tour on the arranged dates, 18.11. to 20.11.

16. REQUEST FOR CREDIT FOR DRY LAND PROGRAMME: Izaak made a request for a credit of K.400 from GST funds to prefinance spare parts for ploughs, etc. During discussion, and before a definite decision was reached, the meeting was adjourned, to be continued next Saturday, 15.11. at Nkandabwe, 15.00 hours.

C. G. Schmidt, SECRETARY

Confirmed..... CHAIRMAN

..... MEMBER

12/76

ERÖFFNANGEN
18. NOV. 1976

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

Minutes of Team Meeting held at Nkandabwe on 1st October, 1976

1. ATTENDANCE: Arnold Janssen (Chairman); Gretel Janssen; Izaak Krisifoe; Ulrich Schiottmann; Frieder Bredt; Clem & Ruth Schmidt. Invitee: Thomas Bachmann.

2. MINUTES of the meeting on 18th September, 1976 were confirmed.

3. BUSINESS ARISING:

a) Electrical connection at Ibex Hill: Clem reported that Albrecht Bruns has agreed to attend to getting the actual connection attended to. After this has been done, Clem will attend to the purchase of one lamp for each caravan.

b) Clinic at Sinazeze: Gretel reported that Mr. Meja had offered to supply a painter if GST will supply the paint. This was agreed to, and Gretel will negotiate implementation with Mr. Meja.

c) Church at Sinazeze: Clem will attend to the painting of this, as soon as a painter can be obtained.

d) Housing for Miss Haessler & Zambian counterpart: When next in Lusaka, Clem will discuss with Mr. Halubobya the standard of housing required for the Zambian family concerned. A possibility is that the house in which Mr. Isiteketo lived be made available; that Miss Haessler live temporarily in the Guest House, then in the house of Bachmanns after they leave Zambia.

e) GST Duplicator: Clem reported that a new Gestetner Duplicator had been bought in Lusaka, at a cost of K. 927, and that it was working very well.

f) Kilometre Allowances: The following principles were laid down:

- i) as from 1.10.76 fulltime-employed Team members will be paid for 1600 kms. per month;
- ii) as from 1.10.76 Gretel Janssen will be paid for 800 kms. per month;
- iii) from the time she makes her first claim, Sietzke Krisifoe will be paid for 800 kms. per month;
- iv) in special cases the Team can delegate someone to make a special trip and offer to reimburse for the kms. driven;
- v) in connection with Clem's official travel for UCZ work, the treasurer will write to Gossner Mission, suggesting that a special remittance be made to the Team funds for this purpose.

g) Helmut Lütt is still planning to come at some time. Arnold will contact him to say that he is welcome to visit the Project at a suitable time, but there will be no special GST meeting to discuss a specific job for him within GST.

h) Water supply at Kanchindu: Arnold reported a leakage only in Tank 1. Temporarily the water will be diverted to Tank 2, so that the leakage can be fixed. But more important is the assuring of an adequate supply for the future. Engine & pump, etc. would cost K. 2,500 - 3,000. Recommended to Staff that if financially still possible for 1976, engine and pump should be bought.

i) Mattress covers, Kanchindu caravan: Not yet bought.

4. TEAM LEADERSHIP: It was agreed that it would be difficult to discuss this question without some draft proposals being made first, and that actually this question ought to be considered in connection with a general discussion on GST Constitution. It

was therefore agreed that Izaak, Ulrich and Clem should serve as a sub-committee to make proposals for discussion on this question.

5. JOB-DESCRIPTION FOR LIAISON OFFICER: Clem will check in the records whether there is any such job-description for Frank Krawolitzki in existence, and discuss with Albrecht Bruns whether he has such a job-description, and then report to next meeting.

6. GST LAND ROVER, at present with A. Bruns at Lusaka: It was decided that Albrecht be asked to sell this vehicle on behalf of GST, with proceeds to go into normal GST funds.

7. ATTITUDE TO ECUMENICAL DEVELOPMENT CO-OPERATIVE SOCIETY OF WORLD COUNCIL OF CHURCHES: Frieder read a written report which he had prepared on this subject. Agreed that this report should be typed and sent to Berlin with the recommendation that Gossner Mission consider becoming a member of this society.

8. REPLACEMENT FOR ARNOLD & GRETEL JANSSEN: Reported that the Janssens had decided to leave Zambia in August, 1977. Both of them will give consideration to possible job-descriptions for their successors, which can then be discussed by the Team and submitted to Staff.

9. INDEPENDENCE CELEBRATIONS: Decided that K.10 be donated to the Sinazongwe celebrations, and K.15 to Sinazese.

10. CREDITS FROM GST FOR MEMBERS: It was agreed that the policy re personal credits should remain as it is, namely, that members can get up to K.2,000 within 12 months of leaving Zambia at the end of their contract.

Credit for purchase of a vehicle is raised to K. 4,500, which must be repaid within two years in monthly instalments.

11. VISITORS AT GST MEETINGS: It was agreed that although there may be some things discussed at Team meetings which could give visitors an insight into our work, we should not have casual visitors at our GST meetings, except by special request and with special permission.

12. A LETTER OF SYMPATHY is to be sent to Mr. & Mrs. J. Oglethorpe because of the recent tragic death of their daughter Heleen, who visted our Project in May, 1976.

13. NUMBER OF DOGS AT THE CAMP: Clem reported on the increase in the number of dogs being kept. It was agreed that if at all possible, we should get the number reduced, and also make sure that those which remain are vaccinated. This may apply also to cats!

14. NEXT MEETING: Saturday, 6th November, at Kanchindu, 1500 hrs.

C. G. Schmidt, SECRETARY

Confirmed: CHAIRMAN

..... MEMBER

11/76

- 8. OKT. 1976

Gossner Service Team
P.O. Box 4, Sinazeze

Minutes of Team Meeting ~~held at Nkandabwe~~ on 18th September, 1976

1. ATTENDANCE: Frieder Bredt (Chairman), Violet Bredt; Izaak Krisifoe, Sietzke Krisifoe; Arnold & Gretel Janssen; Ulrich Schlottmann; Clem & Ruth Schmidt. Visitor: Harald Bredt.

2. MINUTES of meeting on 4th September were confirmed after the addition that the request for K.2,000 credit by Izaak for repair of his Land Rover had been withdrawn.

3. BUSINESS ARISING:

a) Water at Nkandabwe Lake: Provincial Health Inspector from Livingstone has checked this recently, and he found traces of bilharzia (snails) at the Nkandabwe end of the lake. At the other end he found no traces, and would regard that end as relatively safe for swimming.

b) Generator for Camp: Further investigations on this will be dropped for the present time, because there is no clear agreement on what is needed or desired or possible.

c) Application for civil engineer: Clem reported that this matter was to be taken to DDC meeting last week, but that meeting did not take place. So it will be referred to DDC meeting which is to be held at some future time.

d) Prefinancing of bicycles: Izaak submitted a draft agreement, but it was decided that a safer way would be for GST to purchase 15 bicycles and make them available only when full payment is made.

e) Moses Muleya: Izaak reported that he had discussed M.M. with Mr. Dux Halubobya, who suggested that it would not be good to send him to the Valley, but that CUSA may rather employ him at Monze.

f) Elisabeth Haessler (& Zambian counterpart): We shall have to be clear on housing facilities available, esp. for the Zambian family, and not wait until Mr. Halubobya brings them down here for introducing to us and the work. ...Where Team members have discussions concerning policy matters it is advisable to give a written report on their discussions, for inclusion in Team records.

g) Plan of action in case of emergency: Approved in its revised form.

h) Visitors to the Valley: Immigration officials expect of us that we record basic personal details of persons staying overnight in our Camp. We believe it will be wise if we keep these records also of personal visitors to the families of the Team, because they are also strangers in the area. Apart from this, it was agreed that the information sheet, as prepared by Ulrich in draft form, be handed to all visitors but they not be expected to sign it.

i) Two-way radio link with Lusaka: Clem has written to General Post Office, but no reply as yet.

4. SIETZKE'S WORK IN THE PROJECT: Sietzke reported that she now had a contract with Gossner Mission again, and that she hoped to work at Sinazeze clinic for two days per week. It was decided that:-

- a) training must be a very important aspect of the work at Sinazeze for both Sietzke and Gretel. This is to help Ministry of Health keep its own promise that this clinic will never be closed again; and also to make sure that this clinic is not "overloaded" with expatriate expertise.
- b) the whole programme at Sinazeze will be discussed again in early 1977.
- c) Sietzke will write to Ministry of Health concerning a work permit.
- d) Frieder will report our decisions as a recommendation to Staff at the meeting next Monday.

5. FUTURE OF LIAISON, ETC.: Clem tried to report on the situation as it is at present. Many different ideas have been suggested at various times, but basically there seem to be four possibilities:

- a) Man to live in Lusaka, 50% liaison, 50% GRZ,
- b) Man to live in Lusaka, 50% liaison, 50% UCZ,
- c) Man to live in Lusaka, fulltime liaison/coordination and many of the functions of the present Team Leader,

d) Man to live in the Valley, fulltime Team Leader and Liaison officer, making a direct replacement for Albrecht Bruns unnecessary.

After only a brief discussion all were agreed that c) was not a feasible proposition at all - at least, not for the foreseeable future.

Discussion then turned to a) and b), and ~~it~~ it became clear that whilst there was general agreement on the need for liaison, it did not seem necessary to make an absolute decision between GRZ and UCZ. So a vote was taken on whether a man should be placed at Lusaka, to do 50% liaison work and 50% with either UCZ or GRZ. Of the nine members present, seven voted in favour, and a negative vote was not called for. The discussion had seemed to show a slight preference for UCZ over against GRZ.

6. CLINIC AT SINAZEZE: Gretel reported that a very suitable building had now been made available; that the local people would take charge of cleaning the surroundings, and would supply benches; and that GST should be in charge of and bear the cost of painting. Agreed.

7. CHURCH BUILDING AT SINAZEZE: Clem reported that Sinazeze authorities had evidently agreed to let us rent the desired building for two years at K.15 per month, although he had not yet received the key. This building will be renovated and painted (walls with whitewash) at the expense of GST. Agreed.

8. DUPLICATOR: It was reported that the present GSDP duplicator was in bad condition, even though Clem had only recently got it from Lusaka. The problem is that GRZ simply has no good machines available. GSDP cannot buy one on L.P.O. due to high cost (over K.500). So, it was decided that for the good of our work, and because it is a capital item which should retain its value, a Gestetner duplicator shall be bought by GST and made available for GSDP use also.

9. KM. ALLOWANCES: It was reported that Gretel and Sietzke will possibly drive about 1,000 km. per month each in their work. How shall they be reimbursed? Because this involves a question of policy, the whole question of km. allowances will be discussed at next meeting.

10. HELMUT LUTT, at present with DED at Waddington Centre, Lusaka, is evidently a little interested in future work with Gossner Service Team, and may come to the Valley on 26.9. He should be clearly informed that the CUSA position, which he had heard about, is now filled.

11. SIAPWAYA'S REQUEST FOR GRZ LORRY to bring sand for his private building was refused. He was to be referred to Gwembe South Builders who may be able to help him if their lorry is available.

12. WATER PROBLEM AT KANCHINDU: The existing windmill is not supplying sufficient water for the families at Kanchindu, and the tank is leaking. If possible, a long-term solution shall be made. Arnold will immediately attend to the leakages, and will also investigate the possibilities of installing a pump.

13. CARAVAN AT KANCHINDU needs covers for the mattresses, because it is being cleaned and used for guests. Izaak is requested to purchase the necessary material on L.P.O. and Sietzke will fix it.

14. FRIDAY, NEXT MEETING: Friday, 1st October, 1500 hrs, Nkandabwe.

C. G. Schmidt, SECRETARY

Confirmed: CHAIRMAN

..... MEMBER

PLAN OF ACTION IN CASE OF EMERGENCY:

1. GENERAL: In case of emergency within our area, the first priority shall be given to life and safety of our personnel. Where safety is threatened, our contracts also allow for special consideration.

But high priority shall also be given to the continuation of our work. The Project shall not be closed down, except this be demanded of us by higher authority, like GRZ or Gossner Mission.

We, for our part, shall not look for excuses to close down the Project. On the contrary, we shall inspire confidence in all who appreciate our work by speaking positively about the future, and by making it clear that our emergency plans are made in such a way that, whilst we consider our own personal safety on the one hand, we also consider the continuation of the work at the same time. We shall not leave our posts unless there is clearly no other alternative.

2. WHOM TO CONTACT: In case of emergency, involving one or more or all members of GST or GSDP, we shall make every attempt to contact the following:

- a) Zambia Police, Sinazongwe and/or Maamba,
- B) District Governor, Gwembe
- c) Permanent Secretary, Ministry of Rural Development,
- d) German Embassy, Lusaka (and possibly Dutch Embassy),
- e) Gossner Mission, Berlin.

It is understood that the Team Leader shall in the first place be responsible for making these contacts, unless he asks someone else to do so. If the Team Leader is absent or unable to function, members shall appoint an official representative.

3. WHERE TO GO: If our safety is threatened by our presence in the Valley, we should first of all consider going to Choma, or any other place from which the Project can still be easily administered.

No member shall have the right to leave Zambia without the permission of relevant authorities (see 4. below), unless Zambia as a whole becomes unsafe, in which case the Embassy and others will already have made a decision for us.

4. WHO TO MAKE DECISIONS: If there is sufficient time, Gossner Mission, probably in consultation with GRZ, German Embassy, etc., will make the decisions necessary for members of GST.

In urgent cases, GST will meet and make the decisions necessary.

In the case of extreme urgency, when time is not available for the above procedures, members make their own decisions on their own responsibility.

The Team Leader, who may be expected to obtain confidential information concerning security before other members, will naturally share this with members at the earliest opportunity. The same will naturally apply to all members.

If expatriates must leave suddenly, Gray Madyenku shall be appointed caretaker for the Project and for Nkandabwe Camp; Mark Malyenku for Kanchindu houses and belongings.

5. MONEY, BELONGINGS, ETC.: Every member shall decide what to do with his personal property. It is suggested that excess money be paid into the Gossner Service Team Account at Standard Bank, Choma, and that the pay-in docket be kept as proof for later claim. If time permits, a list should be made (in several copies) of belongings which have been left, and where they have been left.

Approved by Gossner Service Team, September, 1976

10/76

- 8. OKT. 1976 Gossner Service Team
P.O. Box 4, Sinazeze

Erledigt

Minutes of Team Meeting held at Kanchindu on 4th September, 1976

1. ATTENDANCE: Ulrich Schlottmann (Chairman); Arnold & Gretel Janssen; Izaak & Sietzke Krisifoe; Frieder Bredt; Clem & Ruth Schmidt. Invitees: Thomas & Eva Bachmann.
2. MINUTES Of meeting on 21st August were confirmed after altering "Frank G." to "Frank K." under Point 13.
3. BUSINESS ARISING:

 - a) Nothing further to report as yet on electrical improvement at Ibex Hill, generator for Camp; testing of water at Nkandabwe Lake; church building at Sinazeze; application for civil engineer.
 - b) Prefinancing of bicycles: No bicycles available at present, but some persons have already deposited money with Izaak for this purpose. Ulrich & Izaak will work out an agreement form to cover these credits.
 - c) Moses Muleya: There has not yet been opportunity for an application from him; but Clem reported that Mr. Thayer Scudder knew this man and spoke highly of him, and would recommend to him that he make his application direct to CUSA.
 - d) Elisabeth Haessler: It was reported that she has signed a preliminary contract with Gossner Mission, and hoped to come by early November, first to attend a course at Kabwe, then to come to the Valley later in the year. It was agreed that Gretel, Ulrich and Clem should formulate a letter of information to be sent to her.
4. REPORT by Izaak & Sietzke on their recent home-leave and visit to Berlin was very interesting.
5. STATUS OF VIOLET BREDT: It was unanimously agreed that Violet be accepted as a full member of the Team. The GST constitution, which would have seemed to make it difficult for her to be accepted, has never been officially endorsed by Gossner Mission, nor has it been rigidly adhered to in the past. It was agreed that at some future time the authority and relevance of GST constitution should be discussed.
6. PLAN OF ACTION IN CASE OF EMERGENCY: Clem led a discussion on the draft which he had submitted to members earlier. Some alterations were made, and then it was generally favoured in principle. But before becoming official it will be resubmitted, and also Clem will check with German Embassy to see whether they have a plan of action, and how it compares, for example.
7. POLICY RE VISITORS TO THE VALLEY: Clem reported on the recent experience when several persons were apprehended by military near Lake Kariba near Sinazongwe. It was agreed that we should as a general rule give accommodation only to persons whom we know, or who can establish their credentials. Clem will check with Immigration officers for further advice, and he and Ulrich will devise a form which must be completed by visitors to us.
8. TWO-WAY RADIO LINK WITH LUSAKA: Clem will write to General Post Office to ascertain under what conditions this may be possible, seeing that permission given in 1970 was for a frequency which would be limited to a radius of app. 50-80 km.
9. IZAAK'S REQUEST FOR USE OF STORE AT KANCHINDU: Agreed.
10. BIBLE STUDY: Will in future be held every second FRiday evening.
11. NEXT MEETING: Saturday, 18.9.76 at Nkandabwe, Albrecht to be invited to take part.

C. G. Schmidt, SECRETARY

Confirmed.....

..... CHAIRMAN

..... MEMBER

9/76

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

Minutes of Team Meeting held at Nkandabwe on 21st August, 1976

1. ATTENDANCE: Izaak Krisifoe (Chairman); Sietzke Krisifoe; Arnold Janssen; Gretel Janssen; Ulrich Schlottmann; Frieder Bredt; Ruth Schmidt; Clem Schmidt. Invitees: Thomas & Eva Bachmann; Violet Bredt.

2. MINUTES of meeting on 10th July, 1976 were confirmed.

3. BUSINESS ARISING:

a) ASA Students are coming to stay for one week as from 26.8. and will be looked after by Izaak until Frieder gets back to Kanchiru from Kafwambila and Lusaka.

b) Electrical improvement at Ibex Hill is possibly being attended to by Albrecht Bruns. Clem will check when next in Lusaka.

c) The purchase of a Generator has not yet been implemented because of the sudden steep increase in costs at Honda, because a s/h generator may become available from Maamba Collieries; and because an electrician from TTI Choma has seriously suggested that we consider a diesel-powered generator to serve all houses with sufficient power for proper lighting. The matter will now be further explored by Clem, who will report back to the Team.

d) Testing of water from Nkandabwe Lake: Arnold will attend to this, has not been able to do so on account of leave.

e) Izaak's credit of K. 5,600 has been repaid in full, because he cancelled his order for a new vehicle.

f) Clem's work in the Project: The need for certain aspects of social work is still there. But the extent to which Clem can be involved in this will now have to be discussed in connection with the issue of Team leadership, which will come up within the next months.

g) Church Building for Sinazeze: Clem has written to the Co-op leaders at Sinazeze about this, but there is no official answer as yet.

4. LARGE AMOUNT OF BUSINESS NEEDING DISCUSSION: It was agreed that when there is a lot of business, as just now, Team meetings should be held more often than once per month.

5. ATTITUDE TO ECUMENICAL DEVELOPMENT CO-OPERATIVE SOCIETY OF WORLD COUNCIL OF CHURCHES: Frieder will prepare a report for discussion at the Team meeting after next, that is, in about one month from now.

6. NEW PERSONNEL:

a) Elisabeth Hässler: Agreed that there is no objection to her employment by Gossner Mission. If she can be recruited, she will be a welcome addition to our Team, working in the CUSA/Co-ops field.

b) Replacement for Frieder: It was noted with quite some disappointment that Berlin's attempts to find such a person had so far proved fruitless. It was suggested that perhaps Gossner, being a small organization, will have to try to find such a person through personal contacts (especially in strong Gossner congregations in country areas) rather than through general advertising. Perhaps someone will follow a "call" to come here, rather than looking for mere "employment".

c) Civil Engineer: Clem reported that Mr. Kriebel suggested that such a person could be applied for through DU. The District Governor, who is evidently also very disappointed at the lack of progress on Muuka bridge, has been informed of our willingness to accept and process an application. This matter will be followed up by Clem with the necessary authorities.

7. INCREASED KM. ALLOWANCE: Ulrich reported that as from May the GRZ is now paying 18n per km for Land-rovers and 12n per km for other vehicles. It was also agreed that Ulrich would pay the allowance to Team members at the end of every month instead of every quarter in future.

8. PLAN OF ACTION IN CASE OF EMERGENCY: A brief discussion took place and it was agreed that Clem would submit a draft for discussion at the next meeting.

9. PREFINANCING OF BICYCLES: It was agreed that GST would buy 20 cycles and make them available on credit, mainly to those working in Rural Works Programme, later also perhaps for those GRZ officers working with Dry Land Farming programme, provided satisfactory repayment arrangements can be made.

10. REV. MULOWA'S ORDINATION: Agreed that a donation of K.20 be made to help in arrangements for food, etc.

11. RENOVATION OF BA-DAVISON'S HOUSE AT SIATWINDA: Agreed that this be attended to in the first half of September, ~~after~~ Ba-Davison moves out, in preparation for the coming of an additional man from Dept. of Agriculture.

12. EMPLOYMENT OF MARY NGANDU: She has a contract of three months (August-October) at K. 52 per month, to work in Food & Nutrition together with Gretel's Vaccination programme in the villages. Agreed that Ba Mary's salary will be paid out of GST funds; materials, equipment, foodstuffs which she needs will be paid out of money still available from earlier F. & N. programmes.

13. FUTURE OF TONGA MUSEUM & SALES AT NKANDABWE: Agreed that the house formerly occupied by Frank G. can be suitably repaired and used for this purpose if possible.

14. APPLICATION FOR MOSES MULEYA TO WORK IN GSDP OR GST: Frieder reported on a letter he had received from Peter Hoyle, recommending Moses Muleya to us for possible employment in social work, credit unions, etc. Agreed that Frieder should inform Hoyle that he request Muleya to make an official application, which will then be considered.

15. LISTING OF REASONS TO SUPPORT A MINORITY OPINION: There had been some misunderstanding about the rights of persons to publicize the reasons for their minority opinion. It was agreed that after a person has registered a minority opinion, that person shall also have the right to publicize the reasons for the minority opinion, perhaps by word of mouth, or by letter, or by memo in the Team file, or such like.

16. REQUEST FOR CREDIT BY IZAAK (K.2,000) for the repair of his Land Rover was referred to next meeting for decision.

17. STUDENT FROM UNZAM to work with Thomas for 2 months from app. mid-September: Agreed that SQ accommodation be provided.

18. ATTITUDE TO ALBRECHT'S "GEDANKEN": Agreed that it is not possible to form one single attitude over against these to represent the Team; but that every member shall have the right to forward his/her own attitude to Berlin. Clem stressed that

Berlin would like to have our reactions as soon as possible.

19. TONGA SALES AT LUSAKA: Reference was made to Clem's letter to Berlin on this subject. Members supported that letter of 5.8.76 and added the following suggestion: That the Lusaka "shop" be kept in the Ibex Hill house until the end of 1977. In that time sales at Nkandabwe shall be fully developed, and it shall be considered whether or not to erect a separate building on the Ibex Hill property to serve as a shop. This means that a successor to Albrecht & Imke shall be responsible for the sales at least until end of 1977. If there is no successor to the Bruns family, the house shall be rented on the condition that Tonga sales are continued.

20. REVENUES FROM GSDP (Special evening session): Members discussed the question of revenue for GRZ on the basis of a confidential memo prepared by Clem. The chief purpose is to establish a policy, which will lead to uniformity of action. The following was agreed to:

1. GRZ has the right to expect revenue from the following sources:

- a) Siatwinda Irrigation: Water fees
- b) Nkandabwe Irrigation: Water fees
- c) Siabaswi: Shop rentals
Monies charged for grinding corn at the mill
(special receipt books will be requested)
- d) Nkandabwe Workshop: Monies received from sale or repair
of items to the public (special
receipt books will be requested)
- e) GRZ Lorries: 20n per km if used for non-project work
- f) Dry Land Farming Programme: Return of all or most of the
monies which have been used for prefinancing
equipment, materials, etc. for farmers.

2. We shall not charge or pay rental for any buildings used by us. This means that there will also be no definite charges for accommodation, and that any donations will be used solely for running expenses. But it also means that no-one can be giving housing unless he is working within the Project in some way. Therefore decided that Ba-Timothy be given 3 months notice to vacate his quarters.

3. Equipment which belongs to GRZ, but is used to produce income, is so minimal (and in some cases the equipment is very old) that no consideration will be given to paying hire charges to GRZ.

21. NEXT MEETING: Saturday, 4.9.76, 1500 hrs at Kanchindu (no evening session)

C. G. Schmidt, SECRETARY

Confirmed.....

.....CHAIRMAN

..... MEMBER

8/76

EINGEGANGEN

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

Minutes of the Team Meeting held at Nkandabwe on 10th July, 1976

1. ATTENDANCE: Arnold Janssen (Chairman); Gretel Janssen; Ulrich Schlottmann; Frieder Bredt; Ruth Schmidt; Clem Schmidt.

2. MINUTES: The Minutes of the last regular meeting, held on 5th June, were confirmed. But it was noted that there had been two special meetings since then, of which details are as follows:

a) Special meeting on 9th June, for the purpose of election of Team Leader. Present were: Ulrich Schlottmann (Chairman); Izaak Krisifoe; Arnold & Gretel Janssen; Frieder Bredt; Clem and Ruth Schmidt; and also Eva Bachmann as invitee. The election resulted as follows: Clem, 5 votes; Izaak, 1 vote; Frieder, 1 vote.

b) Special Meeting on 10th June, for the purpose of considering a replacement for Albrecht Bruns in Lusaka as Liaison Officer, after he leaves Zambia in early 1977. Present were: Izaak Krisifoe (Chairman); Frieder Bredt; Ulrich Schlottmann; Arnold Janssen; Clem & Ruth Schmidt; and Albrecht & Imke Bruns, & Thomas and Eva Bachmann as invitees. The meeting came to no decision.

3. BUSINESS ARISING:

a) Credit agreement for Siatwinda farmers: Frieder will proceed as mentioned in last minutes, and will give a report to the Team at the end of the year.

b) ASA Students from Germany: No further news concerning their arrival as yet.

c) Signatories for GST Accounts at Standard Bank, Choma: It was decided that in future the only signatories should be the Team Leader and the Treasurer.

d) Additional room for the Workshop will be planned, if possible, after Arnold's return from leave.

e) Petro Jinja's future: After Arnold returns from leave, Ulrich will inform Petro that he is in future to be under the supervision of Arnold.

f) Team Leader's expenses: Agreed that these can be paid out of the K. 500 which Clem has received for his work with UCZ, in order to avoid the necessity for another special account.

g) Clem reported that since he had written to Mr. R. Kemler to inform him that it would not be possible to have him here this year, he had received a letter from Miss Astrid Zels, who intended to come with Kemler, also for 4-6 months. It was agreed that she also should be informed of our former decision.

h) Still to be attended: Electrical improvement at Ibex Hill (Clem); Generator (Clem); Testing water from Nkandabwe lake (Arnold); Izaak's credit repayment (next meeting); Clem's work in the Project (next meeting).

4. PROCEDURAL MATTERS: It was agreed that

a) major items of business should always be listed on the agenda if at all possible. Otherwise, they should at least be mentioned at the beginning of the meeting, so that one can divide the time of the meeting accordingly.

- b) Chairman for the meeting will be listed on agenda, so that he can properly prepare himself for the meeting.
- c) Where agreement cannot be reached on a question, the chairman will decide when to take a vote. Important matters should require more than a simple majority before being put into effect. The decisions of the Team are binding on all members, but they have the right to record a minority opinion.
- f) An attempt will be made to have a special session in the evening after regular Team meetings, at which special topics can be discussed (for example, policy matters, submissions of A. Bruns, etc.)
- g) Books, journals, etc. which are for reading by Team members but cannot be included in the Reading File, will be kept in the meeting room. Members should list those which they take away, and not keep them too long.

5. L.P.C. procedure for the future: There was general satisfaction concerning the new arrangement by which the Team Leader can approve LPOs, provided this does not mean that Zambian authorities are evading responsibility. Clem stressed that this fear could be overcome by close co-operation with the Project Accountant in the recording of LPO purchases. He also stressed that it is important to make sure that there is no overspending, and that no LPOs should normally be used after the end of October.

6. ACCOUNTANTS FROM CHOMA are coming to visit the Project on 13th July. We are being requested to itemize all GRZ materials, and to keep much more detailed records than in the past. It will be the Team Leader's responsibility to see that this is regularized.

7. GUEST HOUSE EQUIPMENT, ETC. Gretel reported that some years ago K. 250 had been taken as a credit from GST funds for furnishing the Guest House, that she had received small donations at various times, and had used most of these for running expenses, and that now further things (mainly pillows, bedsheets, and blankets) were required. It was resolved -
a) that the credit of K.250 be written off as a guesthouse expense,
b) that Gretel buy the things necessary for the guest-house and give the accounts to Ulrich for payment,
c) that Gretel will give a financial statement concerning her income and expenses at the end of the year.

As a general policy, it was agreed that the one main guest-house should be fully equipped and furnished; but that the 5 rooms referred to as "Single Quarters" should be furnished only with basic GRZ furniture(beds, tables, chairs, cabinet, etc.). For these rooms only curtains will be supplied by GST.

8. PRIORITY FOR NEW PERSONNEL: Reference was made to the letter of S. Kriebel of 21.6.76 in which he suggested that possibly more persons were being requested than Gossner Mission could send, and that therefore we needed to set priorities. It was decided:-

- a) that we have often said that not all personnel asked for must necessarily come from Gossner Mission, and we are bearing this fact in mind when making our requests.
- b) the following new personnel have been approved by GSDP, and are given in the order in which they were approved:
 - : CUSA-man; replacement for F. Bredt; liaison-officer at Lusaka; civil engineer, with Rural Council. Cattle-expert

is under discussion at the present time.

Discussion on the question of what the work of a liaison-officer in Lusaka (reckoned at 50% of time) could be combined with, showed only two feasible possibilities: within the Ministry of Rural Development, but not specifically responsible for Planning for Gwembe South; and working with UCZ. But it also became clear that there is opposition to the idea of having a man in Lusaka at all. After quite a long discussion a vote revealed: 4 in favour of a man for Lusaka; 2 against. Frieder requested that his negative vote be recorded, and that he have the right to give his reasons for this.

The meeting did not take up the question of what liaison in Lusaka could best be combined with.

9. CHURCH BUILDING FOR SINAZEZE: Clem reported on the availability of a brick building (formerly a store) belonging to the Co-op at Sinazeze, perhaps for sale; and that this would provide an excellent place for UCZ church services, and also for other purposes. It was agreed to try to rent this building for an initial period of 2 years, and to involve local people in renovation and maintenance.

10. PROGRAMME FOR RUTH: Ruth reported that she had explored the possibility of helping local Women's Clubs, but that this was not as promising as had been hoped, although perhaps something can still be done. On the other hand, Ba-Mark is very happy to have Ruth actively involved in the Tonga Crafts programme. The meeting agreed happily that Ruth should be involved with Tonga Crafts, and can perhaps be instrumental in leading a young person into it to prepare for the time when Mark retires.

11. DONATION TO GWEMBE SHOW SOCIETY: Agreed to send K. 50.

12. PERSONAL CREDIT TO FRIEDER: The request for K. 500 was agreed to, and this is to be paid back just prior to his leaving Zambia early in 1977.

13. MATTERS DEFERRED:

- a) Any charge to be made for accommodation at the Camp? Tourism possibilities?
- b) Rentals to be charged of persons not directly in our employment (Moses, Petro, Timothy)?
- c) Attitude to Ecumenical Development Co-operative Society of World Council of Churches.

14. NEXT MEETING: Saturday, 21st August, 1500 hours, at Nkandabwe, with the possibility of an evening session.

C. G. Schmidt, SECRETARY

Confirmed..... CHAIRMAN

..... MEMBER

7/76

EINGEGANGEN

Minutes of the Team Meeting held on 5th June 1976 at
Nkandabwe. Time: 15.00 hrs. 18. NOV. 1976

Present: Frieder (chairman), Gretel, Arnold, Ulrich, Ruth, Izaak.
Absent: Ulrich, Thomas.

1. Last Minutes: Correction on page 2) The Team approved in the pre-financing of some building material to the building group which was already paid by Ulrich and as soon as the group receives their payments the money will be refunded.

No other corrections and the minutes were passed as correct.

2. Matters arising:

Credit agreement: With regards to the credit agreement for the Siatwinda farmers, Frieder will make the individual agreement with each farmer for a credit of K 5.00 each. He is responsible for the total amount of K 200.00 to the team.

The last minutes and the agenda for this meeting have been given to Thomas.

ASA Students: Gretel reported to the Team that she has received a letter from Mr. Heinz Bichner and Co. informing their time of stay from 20.7.76 till 10.8.76. To coordinate the matter it was agreed that Ulrich should reply to this letter. Frieder will be their contact man.

Standard Bank: Most of the Team Members have not signed their signature slips for the external account at the Standard Bank, Choma. Ulrich to be asked.

The bye-bye party of Ulrich/Margaret will be on 19th June.

3. A store room for the workshop:

Arnold requested one extra store room for storage of his equipment and goods. As Ulrich was not present it was agreed that Arnold and the Speaker should see him about this and arranged accordingly and informed the Team later of the result.

4. Recommendation for the future job of Mr. Petro Jinje.

Clem reported that Ulrich had reported that: There was no objection from Ulrich that Mr. Jinje should come under the supervision of Arnold. Arnold agrees to see Ulrich for the details of take over.

5. Minutes of the Staff Meeting to Berlin.

On this matter the Team felt that the minutes should not be sent to Berlin, but a summary of the main points should be sent to Berlin and special matters.

6. Clem's programme:

Clem reported that he saw, lately, Rev. Musunsa and Rev. Mulowa with regards to the co-operation with the UCZ and the following has come out:

- a) As soon as application through the Kanchindu DDC for associated minister is accepted he will be put on the preaching plan from July onwards.
- b) He is also asked to help to train about 25 local preachers mainly lay-preachers, trial lay-preachers, diaconesses.

6. Clem's programme contd.

b) Most trainees do understand English, but some stencil material or booklet translated into Tonga will be made available to them. A small contribution should be charged.

On his questions:

1. To whom to report? - It was agreed that the staff should be made clear about his role as church minister. The regular report should be given in the team meeting as far as the church work is concerned.
2. The KM-claim details? - Clem should make two separate claims, one for his duties to the project and one on church work.
3. Cost of material? - Cost of material needed for the church work will be carried by the Team. Clem will get an amount of K 500.00 for this, and he will keep a record on this and give an annual report about it.

7. Camp tennancy.

- a) Clem introduces a map of the camp and gives some details on it. The map will be available in the camp and can be used as picture at discussions.
- b) Decisions about tenancy remains the responsibility of the Team through the Team Leader as per contract.

8. Electrical improvement at Ibex Hill.

- a) The possibility of proper electrical main line to the kitchen/bathroom building and light and heater in the caravans should be looked into and changed.
- b) Possibly a counting meter for the electricity bill should be put in.

Clem will be responsible for these matters to take them up with Albrecht Bruns and act accordingly.

9. Generator.

The idea of having a generator for social activities and if possible for charging batteries was accepted favourably. Clem accepted to look into the matter in order to collect more information about a small generator.

10. Acting Team Speaker:

Election for a Team-speaker will be held on the 9.6.76 at 15.00 hours in Nkandabwe. The new speaker will take his office till January 1977, when new elections will be held again. This, as the liaison duties in Lusaka are not clear yet.

3/.....

G.S.T. 7/76

5.6.76

11. Any other matters.

Request of Mr. Kemler (landscape architecturist) to do his practical work here. This has to be rejected due to the fact that there are already some other students and the heavy commitments of the officers in charge of the programmes he wants to study.

The Lusaka house will be discussed with Albrecht Bruns at the end of this week.

Izaak is allowed a credit of K 1,500.00 to pay for his new car and will pay it back as soon as possible.

A letter was not written to Mr. Kocher.

Bilharzia in the mine lake? As there is most likely bilharzia in the mine lake, Arnold will take up the matter together with Thomas in order to find out how the water can be tested on this.

Clem's work in the project to be discussed in the next meeting.

Chairman

Member

IJK/76

MINUTES OF THE TEAMMEETING HELD ON THE 1.8.'76 AT NKANDABWE. TIME: 15.00 hrs.

Present: Arnold (chairman), Ulrich, Clem, Frieder, Gretel, Ruth, Izaak.
Abeent: Thomas (Visitors).

1. Last minutes: The minutes 5/76 were passed as correct.

2. Matters arising: Credit request from the Siatwinda farmers:

- Frieder will be given a credit of K 200.00 and he will sign for this and then separate agreements will be made with the farmers whereby each farmer will sign for K 5.00 each.
- Thomas is invited to all the Teammeetings as permanent invitee, but has no right of vote.

3. ASA-Students: Two students from the ASA-group of Braunschweig Technical University in Germany requested the Team whether it is possible for them to visit the project on a study trip. This is in order to broaden up their knowledge and experience in the "Entwicklungs-problematik". Basicly the Team has no objection, only that the Team would like to have more information in time and in case of a report is written, the Team would appreciate it to receive such a report. Further they should be informed that the basic accommodation (room+bed) and cooking utensiles will be made available for them. Visiting of programmes they should arrange accordingly with the Team- or Staff-members. As they have already made contacts through Ulrich, the Team requested him to continue the correspondence and to reply to them.

4. Gossner Missions house in Lusaka and Crafts shop:

Clem reported to the Team about his mission on these subjects, together with Albrecht Bruns. They saw Mrs. and Mr. Oggelthorpe about the house in Lusaka, whether the Oggelthorpe's were interested in the house and on what conditions and how about running of the Tonga Crafts shop?

The meeting was very pleasant and the following impressions were reported:

- Mrs. Oggelthorpe could only run the Craftsshop if it is in the house.
- she will do it on paid level.
- They are not able to buy the house, but if it is leased to the Council of Social Dev., they might be able to occupy it or use it.
- Problems of security for some years (10-15 years) are to be discussed
- Further more, Mrs. Oggelthorpe is not so sure yet.

The first meeting between Siegwart Kriabel and the Oggelthorpe's was taken as introduction, but since now, an official proposal has to come from Berlin Clem has reported to Gossner Mission and Albrecht has written the solicitors with regards to the legal owner of the house procedure.

UCZ: Clem also reported to the Team that he has seen the General Secretary of the United Church of Zambia, Rev. Musunsa together with Albrecht Bruns. They had a very good discussion and they have a good impression of the general secretary, his attitude towards the Gossner Mission's work is good. Clem will apply for to be taken up as associated Minister under the local minister at Kenchindu. He will work with the local parish. Details of work will be discussed on local level with the minister in charge.

Also the matter of having another church minister with 50% UCZ work and 50% liaison work for the Team was discussed with Rev. Musunsa. Without commitments Rev. Musunsa accepted the idea to be good and he gave an example of an American reverend who was supposed to come to help the UCZ on church administration and so on. But, again, an official approach has to come from the Gossner Mission.

5. KM-Allowance: The Team agrees that the KM-claims should remain as it was. The landrovers will be claimed first and the remaining to be covered by the other cars, up to the maximum allowed. Payments to the Teammembers will be done quarterly by the Treasurer, regardless whether it is paid or not by the GRZ.

6. Bible hour: The first bible hour will take place on thursday 13.8.'76 at the house of Clem and Ruth at 20.00 hrs, The thursday fortnightly can be altered at convenience of the majority.

7. Any other matters:

- Map of the camp: Clem asked whether there is a plan of the houses at the camp. There is one, but not up to date. Clem and Ulrich will look into this matter.
- The two workmen of the workshop will be given temporary accommodation in the camp for two months. As soon as they have finished their own houses which they should move out.
- Ulrich reported that Mr. Isiteketo doesn't want to occupy the house which was repaired for him.
- As soon as Ulrich and Clem are ready with the camp-plan, the case of who is responsible for the camp will be rediscussed.
- Mrs. Meyers has send the money for the Maamba Chruch to the Team. What to do? the treasurer is requested to hand this over to the Maamba congregation of the UCZ, as this matter is clarified with the UCZ HQ in Lusaka.
- All the signatures of the Teammembers are needed again by the Standard Bank Choma for the external account.
- The Team agrees to assist in the pre-financing of some building material for the Building group and as soon as they receive money, it will be refunded.
- The costs of the drilling "3-spot" which is K 100.00 will be paid by the Team and then try to get it refunded by the GRZ later.
- The Team is invited on the farewell-party of Ulrich and Margaret, 12-6-1976.
- Miss Rev. Sampa will be ordained on the 13th of june 1976.
- Registration of domestic servants with ZNPF: information can be obtained from Clem if needed.
- Clem distributed a discussion paper on Dev. of Sinazene.
- Transport costs for the Tonga-course will be claimed from the GST. Private arrangements for combining trips should be made.
- Izaak is going on home leave from 18th of June till 16th of August 1976. His family is leaving earlier on the 19th of May.
- During Izaak's absence an acting speaker will be appointed.

Chairman.....

Member.....

MINUTES OF THE TEAMMEETING, held on the 3.4.1976 at Kanchindu. TIME: 15.00hrs.

Present: Frieder (chairman), Arnold, Gretel, Clem, Ruth, Sietske, Izaak.
Absent: Ulrich (duties in Sulwegeunda).

1. Last minutes: The minutes 3/76 were accepted as correct.

The minutes 4/76 of the meetings with Mr. S.Kriebel, were accepted and some points will be discussed later.

2. Matters arising: From minutes 3/76: on the matter of financial statement

1974, Frieder reported that he has not send a copy to Berlin, but all were passed on to the treasurer and a copy is kept by the secretary (speaker).

3. Accommodation at the Camp? Two requests for accommodation at Nkandabwe camp came in:

a. Nkandabwe GRZ-school asked whether it was possible that accommodation could be given for their teacher-trainees (5). They will need accommodation till 2 December 1976, when the ministry of Education will provide accommodation is not known. On this, the Team decided that there is no room.

b. The Vet. department also requested for accommodation for one of their staffmembers. Funds are available for a house to be build at their station at Mukuku. As the Gwembe South Builders are tendering this building and it is almost for certain that they will build this house the Team agreed to assist in this case and accommodate this officer temporary. As soon as this house is ready, the vet. Officer will move out.

4. Credit request of K200.00 (frieder): The Siatwinda farmers executive committee request for a credit of K200.00 to finance a community plot. The idea is that the Farmers would like to try to run a "community Plot" in order to make money to finance some of the activities they are responsible for. It was proposed that in the light of "community plot" it might be better that instead of the farmers committee requesting a loan and carrying the responsibility, each farmer should take a responsible share. Frieder agreed to discuss this view with the farmers and if they agree, an agreement on this will be drafted by the treasurer.5. Easter Service (Clem): As during the meetings with Mr. Kriebel a common agreement was made that an Easter Service should be organised with the Team and Staff members, Clem made the following proposals if such a service is appreciated:

- when shall it take place and where?
- in what forms should it be in German or in English and should members take part in the service.
- shall it include Holy Communion?

Conclusions: The idea is very much appreciated. As Frieder would not be available because of Miss Violet Sampa is to be ordained on Easter Sunday, the service will be on Good Friday at 15.00 hrs. Place: Ruth and Clem offered their house. Clem will inform the Zambian Staff members. As the planning seminar will start on Easter Monday, Albrecht Bruns would like to join the service too. Costs of material needed for the service will be carried by the Gossner Service Team.

6. Bible Hour: Clem offers to do something in this, if the Team feel for it. It's an offer, not an obligation. The Team agreed upon and will try it on Thursday evenings fortnightly. The first one will take place after Easter.

7. Lusaka accommodation: A list will be put in the meeting room. Everybody making use of the caravans should enter his name and the duration of using the caravans, quite in time. The Members who have no key of the keybox should approach the Treasurer for obtaining keys.

8. New members of GST: Thomas Bachmann will be invited to become member of GST.

9. Planning Seminar: Information was given by Clem that the proposed seminar on evaluation and planning for the Gwembe South Dev. Proj. will take place from 19th-23rd of April 1976. Details will be announced in the Staffmeetings on the 5th of April 1976.

10. Any other matters: - The team agreed to buy a table tennis set.

- Stationery, such as carbonpaper, stencils, files, paper, etc. is provided by the office through Mr. Isiteketsa.

Chairman.....

Member.....

Protokolle der Besprechungen mit dem Gossner Service Team im März 1976

1. Andersartige Entwicklung

Herr Kriebel erläutert einige Überlegungen aus der gegenwärtigen Entwicklungsdiskussion. Dabei nennt er die folgenden 5 Punkte als Grundlage einer Entwicklungsstrategie:

Self reliance als Entwicklungsziel im Gegensatz zu einer bleibenden Abhängigkeit von auswärtigen Technologien und Lieferungen.

Social justice als Verteilung der Früchte aller Entwicklungsanstrengungen unter den wirklich Bedürftigen im Gegensatz zur Förderung der schon Fortgeschrittenen und Wohlhabenden. Vernachlässigung der Randgruppen bedeutet zugleich Vernachlässigung ihres Potentials an Können und Initiative.

Peoples participation als Beteiligung der betroffenen Bevölkerung bereits an der Identifizierung von Entwicklungszielen, an der Planung und an der Durchführung, im Gegensatz zum Aufbau von Projekten, die im Ausland geplant worden sind.

Liberation als die Befreiung solcher Bevölkerungsgruppen, die grundsätzlich von der Beteiligung an steigendem Wohlstand ausgeschlossen sind. Ohne Befreiung ist Entwicklung für solche Gruppen nicht möglich.

Qualitative growth als Alternative zu quantitativem Wachstum. Soziale, kulturelle, religiöse, politische oder ökologische Notwendigkeiten können ein ebenso großes Gewicht haben wie die wirtschaftlichen.

Für die Durchführung einer andersartigen Entwicklung gelten als Leitsätze: Je weniger Transfer von auswärtigen Ressourcen, desto besser für die Entwicklung des lokalen Potentials. Darum kommt es darauf an, möglichst weitgehend anzuknüpfen an lokale Fähigkeiten, Techniken, Materialien, auch Denkweisen und soziale Strukturen. Gruppenarbeit ist für eine andersartige Entwicklung günstiger als individuelle Arbeit, informelle Aktivitäten besser als formelle.

Einige dieser Gedanken sind für die Arbeit im Gwembetal nichts Neues. Team und Mitarbeiterstab werden sich mit diesen Fragen weiter befassen. Es wird dabei um die Frage gehen, ob auf dieser Basis eine Strategie für das Projekt im Gwembetal formuliert werden kann.

2. Beziehung zwischen Entwicklung und Evangelisation in der Mission

Es wurde angeknüpft an die Diskussion im Team über ganzheitliche Mission. Es herrscht Übereinstimmung darüber, daß Evangelisation von der lokalen Kirchengemeinde besser getan werden kann als von unseren Mitarbeitern.

Unsere Aufgabe besteht darin, die lokale Kirchengemeinde bei ihren Aktivitäten zu unterstützen, vor allem auf dem Gebiet der ländlichen Entwicklung, sowie durch Gedankenaustausch auf allen Gebieten.

Im Vertrag mit der zambischen Regierung hat die Gossner Mission festgehalten, daß ihre Beteiligung an der Entwicklung im Gwembetal Teil ihres missionarischen Zeugnisses ist. Damit hat sie zugleich auf den Aufruf Präsident Kaundas in Uppsala an die Kirchen der Welt geantwortet, neben der Evangelisation mehr für die Entwicklung zu tun. Das Gossner Service Team ist ins Gwembetal entsandt, um den Menschen dort bei ihren Entwicklungsanstrengungen zu helfen.

Da dies eine ziemlich einmalige Struktur für die Arbeit einer Missionsgesellschaft ist, fragt Pastor Schmidt, warum die Gossner Mission ihren Vertrag nicht voll ausgenutzt und 15 Mitarbeiter geschickt habe. Falls dies zu kostspielig für die GM sei, warum beantrage sie dann nicht Mittel von KED, die ja genau für diesen Zweck bereitgestellt seien. Herr Kriebel wird diese Frage mit der Missionsleitung erörtern.

3. Andere Entwicklungsorganisationen

a) Verband der Spargenossenschaften (CUSA)

Kontakt besteht seit dem Besuch des Missionsdirektors vor einem Jahr. CUSA hat die Gossner Mission um einen Genossenschaftsberater gebeten, möglichst einen Gemeinwesenarbeiter, der die Arbeit von CUSA im Gwembetal fördern soll.

Dieser Mitarbeiter sollte möglichst nicht direkt zu CUSA geschickt werden, sondern ein Mitglied des Gossner Service Team werden, das als Aufgabe die Zusammenarbeit mit CUSA erhält. Er wird eng zusammenarbeiten mit einem Zambianer, den CUSA für diesen Zweck im Gwembetal stationieren wird.

b) Dienste in Übersee

In diesem Zusammenhang wurde erörtert, daß das Gossner Service Team in Zukunft offener gegenüber solchen Mitarbeitern sein müsse, die nicht von der Gossner Mission ausgesandt sind, sondern etwa von DÜ. Auch solche Mitarbeiter sind auf den Gedankenaustausch im Team und auf Informationen aus dem Team angewiesen.

4. Beziehung zur United Church of Zambia

Grundsätzlich war die GM am Anfang bereit, mit allen Kirchen im Gwembetal zusammenzuarbeiten. Zunächst war jedoch dort nur die UCZ vertreten. Später kamen vor allem in Maamba noch andere hinzu, insbesondere die katholische.

Präsident Kaunda hatte auf seinen Aufruf an die Kirchen in Zambia, bei der Entwicklung des Landes zu helfen, wenig Echo erhalten. Die Kirchenführer waren zwar willig, aber in der Praxis war es schwierig, die traditionelle Missionsarbeit zu ändern sowie Mittel und Fachleute zu finden. Die UCZ hat darum den Einsatz der GM im Gwembetal sehr begrüßt und zugesagt, mit ihr eng bei der Entwicklung des Tals zusammenzuarbeiten.

Da das GST als Aufgabe die regionale ländliche Entwicklung hatte und von der Regierung in Zambia finanziert wurde, mußte es sich natürlich an alle Menschen im Tal wenden. Darum wollte es sich nicht zu stark mit der UCZ identifizieren, weil das Mißverständnisse bei der Bevölkerung hätte hervorrufen können.

Inzwischen ist es aber Zeit, diese Haltung des Teams zu überprüfen, da sie von verschiedenen Seiten, auch in Deutschland, kritisiert wird, und weil den Teammitgliedern die Aufgabe der ganzheitlichen Mission nun klarer vor Augen steht.

5. Allgemeine Leitlinien für das Projekt

1971 hat das Team als Aufgabe für das Projekt formuliert, die Menschen im Gwembetal zu motivieren und zu aktivieren, sich selbst zu helfen.

Die Teammitglieder empfinden das als nicht ausreichend für eine gemeinsame Arbeit und Planung im Projekt. Sie fragen nach Leitlinien, an denen man die laufenden Programme messen und gegebenenfalls verändern kann, und mit deren Hilfe neue Pro-

gramme angemessen geplant werden können.

Es wurde auch gefragt, ob die GM in Berlin solche Leitlinien in der deutschen Diskussion vertreten werde. Herr Kriebel antwortete, daß die GM natürlich gern die Grundsätze ihrer Arbeit zur Diskussion stellt, sofern zugleich damit auch einige Angaben über die Praxis im Gwembetal verbunden sind, so daß jeder weiß, worum es dort geht.

Die Gossner Mission beabsichtigt nicht, unbegrenzt lange in Zambia oder zumindest im Gwembetal zu bleiben. Eine Gesamtdauer des Einsatzes im Gwembetal von 15 bis 20 Jahren erscheint noch immer als realistisch.

Leitlinien müssen unterschieden werden von ihrer Anwendung in der Planung. Die Leitlinien für das Projekt könnten sich anlehnen an die unter 1. genannten Punkte. Dem wurde allgemein zugestimmt.

Im Blick auf ihre Anwendung auf einzelne Programme wurde auf negative und positive Erfahrungen in der bisherigen Arbeit hingewiesen.

Eine lange Diskussion entspann sich in der Frage des genossenschaftlichen Ansatzes. Es herrschte Übereinstimmung, daß ein genossenschaftlicher Ansatz einem individuellen vorzuziehen sei. Jeder Druck in dieser Richtung würde jedoch den Ansatz zerstören, und da liegt die eigentliche Schwierigkeit, weil die Leute bisher nur negative Erfahrungen mit schlecht organisierten Genossenschaften gemacht haben.

6. Planung im Allgemeinen

Wie könnte die Planungsarbeit verbessert werden? Insbesondere angesichts der Abreise von Herrn Bruns nach einem Jahr?

Bisher hat Herr Bruns zwei Papiere fertiggestellt, über Ackerbau und über Rinderhaltung. Beide Pläne sind vom Ministerium für ländliche Entwicklung, vom Projekt und von den lokalen Dienststellen akzeptiert worden. Der Ackerbauvorschlag wird als Versuch zusammen mit dem Landwirtschaftsdepartment und dem Rural Council durchgeführt. Diese beiden Papiere füllen Lücken, den der DIE-Report von 1972 gelassen hatte. Alle diese Vorschläge sind jetzt Material für weitere Planung.

Beiträge aus der Diskussion:

Planung ist wichtig nicht nur für das Projekt, sondern für die gesamte Region Gwembe-Süd.

Herrn Bruns' Stellung im Ministerium kann noch besser genutzt werden, um wichtige Informationen von dort zu erhalten, und Vorschläge akzeptiert zu bekommen.

Er kann zugleich die Erfahrungen aus dem Tal im Ministerium einbringen. Erfahrungen, insbesondere positive, sollten offen mit den entsprechenden Regierungsstellen besprochen werden.

Planung hat nur Sinn, wenn sie den Bedürfnissen der Bevölkerung dient, andernfalls endet sie in Aktenschränken.

Die gegenwärtige Arbeit im Projekt muß evaluiert werden.

Keine Einigkeit wurde erzielt in der Frage, ob Planungsarbeit in Lusaka sich mit allgemeinen oder mit speziellen Problemen befassen solle, wohl aber darin, daß die Fragebögen, die Herr Bruns vorgelegt hat, beantwortet werden und daß eine Diskussion mit Herrn Bruns etwa eine Woche lang in Nkandabwe über Planungsprobleme vorgeschlagen wird.

7. Diskussion mit Herrn Bruns über Planungsfragen

Herr Bruns stimmt dem oben genannten Vorschlag zu. Er fragt jedoch, ob das Team in Zukunft bereit sei, Planungsvorschläge von außerhalb des Teams zu akzeptieren oder wenigstens zu diskutieren, und nicht einfach zurückzuweisen.

Die Anzahl der noch zu schreibenden Pläne hängt davon ab, wie detailliert sie werden sollen und wie stark Herr Bruns dabei vom Team unterstützt wird. Herr Bruns erläutert noch einmal, daß er den Ackerbau und die Rinderhaltung deshalb zuerst behandelt habe, weil 90 % der Bevölkerung damit befaßt seien. Er schlägt deshalb auch als die nächsten Vorhaben die Dienstleistungen für die Landwirtschaft und die Lösung anderer landwirtschaftlicher Engpässe vor. Er selbst sehe keinen Anlaß, sich mit der Planung völlig neuer Wirtschaftszweige, etwa Schrottverarbeitung, zu beschäftigen.

Allerdings hat das Gwembetal ein unterdurchschnittliches landwirtschaftliches Potential, und auf lange Sicht wird ein Teil der Bevölkerung wohl das Tal verlassen.

Aus dem Ministerium für ländliche Entwicklung berichtete Herr Bruns von einigen Plänen, die auch für das Gwembetal interessant sind:

Rural Growth Areas: Die Weltbank hat zugesagt, die Einrichtung solcher Zentren zu finanzieren. Im Unterschied zu den Intensive Development Zones handelt es sich hier darum, in jedem Distrikt ein oder auch mehrere Zentren zu schaffen, in denen alle notwendigen Dienstleistungen angeboten werden. In Gwembe-Süd kämen dafür Maamba-Kanchindu und Sinazeze-Sinamalima in Frage. Herr Bruns ist im Ministerium damit beauftragt, Vorschläge für diese Zentren zu erarbeiten und die Planung im Detail für ein Gebiet als Beispiel durchzuführen. Die Frage ist nun, ob das Team die notwendigen Informationen für eins der Zentren in Gwembe-Süd liefern könnte und ob das Team sich für solch ein Zentrum engagieren würde.

Kariba North Catchment Area: Die holländische Regierung will eine Untersuchung durchführen, wo entlang dem Escarpment im Gwembetal Wasser gestaut und für die Trockenzeit aufbewahrt werden kann. Könnte das Team dabei mit den entsprechenden Fachleuten zusammenarbeiten?

Zur Frage der Informationen aus dem Ministerium meinte Herr Bruns, es gebe so viele interessante Papiere über ländliche Entwicklung, daß er sie nicht alle ans Team weiterleiten könnte. Bei speziellen Anfragen aus dem Team könne er jedoch das Material zu bestimmten Themen zusammensuchen. Spezielle Papiere über das Gwembetal gebe es jedoch kaum. Nach seinem Ausscheiden werde es schwierig sein, einen anderen Beamten im Ministerium zu finden, der als Informant dienen könne, weil die meisten nur kurzfristig dort seien.

8. Verschiedenes

a) Tonga-Sprachkurs

Anfang Mai wird das ganze Team (außer Krisifoes) an einem einwöchigen, ganztägigen Sprachkurs der Brethren in Christ in Choma teilnehmen.

b) Freundschaftsreise nach Zambia

Das Team unterstützt den Plan, da er die Öffentlichkeitsarbeit der GM in Deutschland fördert. Im Gwembetal könnte eine solche Gruppe von etwa 15 Personen etwa 4 Tage bleiben.

Die Teilnehmer müßten allerdings mit dem geringen Komfort, der im Gwembetal vor-

handen ist, zufrieden sein. Sie müßten auf die Situation dort gründlich vorbereitet werden. Auch bei der Bevölkerung im Gwembetal müßte dieser Besuch vorbereitet werden.

c) Studienreise

Klaus Schäfer hat angefragt, ob das Team wieder eine Studentengruppe unterstützen würde. Das Team ist dazu bereit, die Vorbereitung mehr in die eigene Hand zu nehmen als letztes Mal. Eine gründliche Vorbereitung der Studenten sollte wieder stattfinden.

d) Rural Development Team

Diese Idee des Ministeriums für ländliche Entwicklung ist dargestellt in einem Papier von Herrn Bruns. Das Team wird in der Woche mit Herrn Bruns darüber beraten.

e) Indische Schrottöfen

Herr Schäfer hat dieses Projekt noch einmal empfohlen. Arnold Janssen wird sich mit den technischen Einzelheiten und mit dem Bedarf und den Möglichkeiten in Zambia befassen. Zu diesem Zweck wird er Kontakt zu Herrn Polster in Indien aufnehmen.

f) Zambianer als Gossner-Mitarbeiter im Team

Frieder Bredt fragt, anknüpfend an Diskussionen vor einigen Jahren, ob die Gossner Mission bereit sei, qualifizierte Zambianer unter denselben Bedingungen wie Deutsche ins Gossner Service Team aufzunehmen.

In einer eingehenden Diskussion wurde das Für und Wider erörtert. Eine einhellige Meinung ließ sich nicht herstellen. Die Diskussion soll fortgesetzt werden. Die Gossner Mission wird um eine Stellungnahme gebeten.

Eine Reihe von Fragen sind dabei von Interesse:

Ist die GM grundsätzlich bereit, Zambianer mit den nötigen Qualifikationen einzustellen?

Werden sie Mitglieder der GST?

Was für einen Arbeitsvertrag erhalten sie?

Wäre ein Unterschied zu den ausländischen Europäern im Team?

Wie hoch ist ihr Gehalt?

Sind unterschiedliche "Klassen" von Zambianern im Projekt vorstellbar?

Müssen Zambianer von Berlin aus angestellt und kontrolliert werden?

Kann die Gossner Mission die wenigen qualifizierten Zambianer an sich ziehen?

Kann die GM in Zambia qualifizierte Mitarbeiter suchen (abwerben), oder muß sie auf Angebote warten?

Hat die GM das Recht, aufgrund ihres Vertrages mit der Regierung Zambianer anzustellen?

g) Zuständigkeit im Ministerium für ländliche Entwicklung

Da das Land Settlement Board aufgelöst ist und die Stelle des Commissioner nicht wieder besetzt wird, ergibt sich die Frage, ob das Team Einfluß darauf nehmen möchte, welche Stelle jetzt zuständig wird. Nach Abwägung aller Argumente erscheint es als die beste Lösung, die Zuständigkeit des Under-Secretary für die Intensive Development Zones vorzuschlagen. Der Hauptgrund dafür ist, daß die IDZ die einzige Stelle sind, an der auch ein integrierter, d. h. über die einzelnen Departments hinausreichender Arbeitsansatz besteht.

Krisifoe/Kriebel

Gossner Service Team,
P.O.Box 3, Sinazene.

18th March, 1976.

Agenda for Team-meetings to be held together with the Gossner Mission's Inspector Mr.S.Kriebel.

Tuesday
18.3.'76- Wednesday : Time : 15.00 hrs.
Place : Nkandabwe
Subject: ① "Anders artigen Entwickelung ".
② & Link development and Mission.
(Followup last visit GM.)

19.3.'76- Friday : Time : 15.00 hrs.
Place : Nkandabwe
Subject: ③ Structure : - U.C.Z.
- Other dev. agencies etc.
D.U. , C.U.S.A. etc.
④ Mission and Development with relation
to U.C.Z.

22.3.'76- Monday : Time : 15.00 hrs.
Place : Nkandabwe
Subject: ⑤ Common policy of the Project,
- Structure of the Project,
- Structure and frame of programmes.

23.3.'76- Tuesday : Time : 15.00 hrs.
Place : Kanchindu.
Subject: ⑥ Planning in general.
⑦ Pending points with the Min.of Rural
Development.

24.3.'76- Wednesday : Time : 15.00 hrs.
Place : Nkandabwe.
Subject: ⑧ Planning with relation to Mr.Bruns,
in Lusaka.

25.3.'76- Thursday : Time : 15.00 hrs.
Place : Nkandabwe *Planning (II) with MR. BRUNS.*
Subject : Job considerations Mr. and Mrs. Schmidt.
⑨ Any other subject. *JOB CONSIDERATIONS FOR
SCHMIDT'S JOB DESCRIPTION!*

26.3.'76- Friday : Time : 09.00 hrs
Place : Nkandabwe
Subject: ⑩ Any other subjects (remaining !)

I.J.Krisifoo.

Gossner Service Team,
P.O.Box 3,
Sinazeze.

4/76.

20.3.1976

Minutes of the Teammeeting with Mr. S.Kriebel, held on the 18th of March 1976 at Nkandabwe. Time: 15.00 hrs.

Guest: Siegwart Kriebel, G.M.Berlin.

Members: Frieder (chairman), Arnold, Gretel, Ulrich, Clem, Ruth, Izack Anders artigen Entwicklung:

Mr. Kriebel introduces the present trend of thinking and consideration of policy about Development work.

He mentioned 5 points as being the basis for a development policy:

- self reliance
- social justice
- peoples participations
- liberation
- qualitative growth.

-Social justice is essential for development. Spreading of development to more people, because if skills and sources of the disappointed ones are not used, this means that they are oppressed.

-Peoples participation: or involvement is important.

The people should identify themselves with the development by using their skills, money and efforts. Already in the planning stage the people have to be involved, don't take the responsibility from them.

-Liberation: development cannot be supported or take place, if the people are not allowed to participate freely.

Qualitative growth: the old ~~history~~ thinking that quantitative growth is the only measurement for development is not sufficient. By increasing wages or production the chance is there of killing local initiative and skills.

Implementation: When it comes to implementation, the following points are made:

- Transfer of resources is not good, the lesser transfer of resources, the better.
- Look first for the sources available at local level:
 - the skills
 - the technics
 - the material, etc.

and then innovations are allowed.

- Way of thinking: programmes should be designed in such a way that not so much has to be changed in its way of thinking and behaviour.

- with whom should one co-operate?
 - with groups instead of individuals?
 - with informal groups
- Development should aim at sufficiency.

All these are considerations and the Team and the staff should continue to think about these and of course, some of these ideas are familiar in the project.
Can the Team accept these basis and form out of this a policy for the Project?

2. Link development and mission:

Here considerations were made with regards to the "Ganzkeitlige Mission"! Mission to the whole man.
Mission is not only preaching but also sharing, Mission is development and evangelisation.

Our role here should not be to evangelize the people but to involve ourselves in the activities of the congregations of the local church. This because the local churches can do the preaching better than we. We can make ourselves accepted and through this exchange views in order to help each other.

Chairman..... Member.....

Gossner Service Team,
P.O.Box 3, Sinazene.

4a/76.

20.3.1976.

Minutes of the Teammeeting, held on the 19th of March, with
Mr. S.Kriebel. Time: 15.00 hrs. Place: Nkandabwe.

31 Other development agencies: Service Abroad (DÜ)
Credit Union and Savings Association
of Zambia (CUSA-ZAMBIA.)

During the last visit of the Gossner Missions Director (March 1975) contacts have been made for co-operation with CUSA-Zambia. Through this, the CUSA-Zambia requested the Gossner Mission to send a community development worker to assist the CUSA in her Credit and Savings activities in the Gwenbe South Region.

As this Co-worker has to work more with the community the CUSA prefers a community development worker.

Since this request from CUSA-Zambia is a direct request from a foreign local agency, the Gossner Mission took this first opportunity of local request and referred the matter to DÜ. It is in the line of DÜ's policy and DÜ would be able to recruit somebody.

Which means that at the end the Co-worker will have 4 employees e.i.

- CUSA-Zambia - the requesting agency
- Gossner Mission - the agency, working in Zambia (mediator)
- DÜ - the agency supplying the co-worker.
- Ministry of Rural Development - responsible for the funds and work.

Later the Gossner Mission reconsidered it, as this co-worker seems to be a major figure in our work.

G.M. is able to pay this co-worker for 1976 and next year (future) it will be possible because of co-workers returning.

It was suggested and accepted that this co-worker should come out as member of the Gossner Service Team for the work in the Gwenbe Valley and he will be available for CUSA, promoting the Credit and Savings movement there. He will work in close co-operation with the CUSA-HQ and their Zambian officer, assigned to the Gwenbe.

Considerations were made with regards to Teammembership. The GST should be more on a loose base, so that it is possible for other Members (DÜ), working in the project, to become Teammember.

4. Mission and Development with relation to United Church of Zambia (U.C.Z.)

The Gossner Mission considers its services in the development of the Gwenbe Valley as part of its missionary witness. This forms the basic article for the agreement for Technical co-operation between the Government of the Republic of Zambia (GRZ) and the GM-Berlin, which is an answer of the Gossner Mission towards the call of President Kaunda, that Churches should involve themselves also in development work, beside preaching alone. (Meeting World Council of Churches, Upsala 1968).

The Gossner Service Team was send to the Gwenbe Valley to assist the local people in their development efforts.

As the Gossner Mission is a pioneer in this new set-up of Mission work and having a contract with a Government is an unique situation Mr.C.Schmidt questioned:

- why the Gossner Mission did not fully use her contract by sending out 15 people to carry out this new approach of mission work.
- could they not make use of the 2% which the Churches are paying for development aid to E.K.D.Synode (Spandau 1968) to finance this?

Mr. S.Kriebel would consider this and discuss it in Berlin with Gossner Mission.

Relation to U.C.Z.:

In the beginning the Gossner Mission thought notto limit their co-operation with local churches only to the United Church of Zambia. But the local situation was so that there was only one local church in the Gwenbe South Region and that was the U.C.Z. Later some other churches came.

Little response was given to the call of the President, Dr.Kaunda, that the local churches should assit in the development efforts of the rural areas.

Church leaders were very impressed by this call, but it seems difficult to do something practical, due to the traditional way of Christian Mission and lack of funds and ability to change.

However the U.C.Z. received the Gossner Mission very well and they agreed to co-operate in developing the Gwenbe Valley. This besides the official partnership between the Government and the Gossner Mission.

The Gossner Service Team, which came as an integrated rural development team and financed by the Gouvernment saw their task mainly in starting development programmes to reach as many people as possible. And because of this they didn't want to identify themselves with U.C.Z. As this might be misundertsood by other people.

Considerations have to be made with regards to the old approach of the Team, since this approach is questioned by people at home and making use of the experiences of Teammembers. Development doesn't help the man alone, something for the sole is also needed.

Present: ~~Anne~~ Ulrich (chairman), Arnold, Clem, Frieder, Gretel, Ruth, Sietske, Izaak.
Guests: Siegwart Kriebel, Gossner Mission Berlin. Eva, Thomas.

Chairman..... Member.....

Gossner Service Team,
P.O.Box 3,
Sinazene.

4c/76

22.3.1976.

Minutes of the Team-meeting held on the 22nd. March 1976
Mr.S.Kriebel. Time: 15.00 hrs. Place: Nkandabwe.

Guest : Siegwart Kriebel, Thomas and Eva.
Members: Clem(chairman), Frieder, Arnold, Ulrich, Ruth, Gretel, Izank.

5. Common policy of the Project!

Introduction: The present policy of the Project is to promote and activate development programmes in close co-operation with the local people.

Team members are requesting to reconsider this policy and try to find a common policy for the future so that one can aim for a common goal.

With this common policy programmes can be reviewed and were possible adjusted. And at the same time new programmes can be started on the basis of this policy.

It was asked whether the GM. would make use of such a policy paper for distribution or discussion Mr.Kriebel replied that this could be helpful as long as some explanation is attached to this. Then it might be possible to use this for discussions with other people.

On the question how long the GM. want to stay here Mr.Kriebel said that the GM. is certainly not going to stay here permanently, but he foresees maybe for the coming 15-20 years.

As policy and approach are two different things, but which should go together, it was proposed that the policy should be framed first based on the five points (self-reliance, social justice, peoples participation, liberation and qualitative growth), which have been discussed previously.
This was accepted.

Ways of approach(experiences):

Negative ones(some): at Siatwinda Irr.Scheme.

- people were not involved from the beginning.
- big machinery was used.
- labourers in the project has spoilt the farmers etc.....

Because of the unrest and insecurity of the people it is maybe better to start first with something that the people want. For instance one could first start with organising cattle sales with the Cold Storage Board and then much later an irrigation scheme.

Positive ones(some)....

Positive ones(some): the brick making group.

A group of 10 people response to the need of the ~~xxxxxx~~ project for bricks. They came together under one leader and used their skills to make briks. The stagnation was the burning of the bricks and this need some introduction.

: the Tonga crafts programme.
many people were reach and the programme could become self-reliance if enough turn over was made.

Co-operative approach:

After long deliberations it was resolved that the Co-operative approach is good and better then the individual approach, but no pressure should be put on this.

Any other matters:

A Tonga course, a crash-course will be held from 2nd-8th ~~April~~^{May} 1976 in Choma at the Boys Secundary School and conducted by the Brethren in Christ.
Enrolment is up to the end of this week.
Anybody who wants to join should see Clem Schmidt.

Member:..... Chairman:.....

MINUTES OF THE TEAMMEETING, HELD ON THE 23rd OF MARCH 1976
WITH MR. S.KRIEBEL. PLACE: NKANDABWE. TIME: 15:00 hrs.

Guest: Mr. S.Kriebel, Thomas and Eva.

Members: Frieder (chairman), Arnold, Ulrich, Clem, Ruth, Gretel, Izaak.

6. Planning in general:

What could be done to improve the planning activities? This especially, as Albrecht Bruns will be only one year more with us, he is returning home next year. Up till now, two planning papers have been produced by Albrecht Bruns, e.i.: - the Dryland paper and the - cattle paper.

Both papers have passed the technical planning unit of the Ministry as being accepted. Also the GSDProject and the local authorities have accepted the papers. The Dryland paper is carried out on small scale to try it out by the GSDP, together with Agr. Dept. and Gwembe Rural Council.

These two points, Dryland farming and cattle husbandry are left out in the GDI report (German Dev. Inst.) These two papers and the GDI-report are proposals for the Team to work with.

It was expressed that:

- It is quite important that some planning of the region and of the work of the GSDP should be done.
- Albrecht Bruns' role in the Ministry is quite important and as such, more use should be made to get "inside" information for planning and to get some plans accepted.
- Also he should liaise the information and experience of the Team into the Ministry.
- A programme once started and it proves to be a good one should be discussed with the Ministry instead of hiding it away.
- The planning should be the benefit of the people. It should be avoided that plans are shelved away.
- Evaluation of the present programmes should be done.

As there was still a basic difference with regards to Detailed Planning and general (region) planning, it was resolved that:

1. As it was the request of the Team to have detailed questions from Albrecht Bruns to supply data, it was agreed that these questionans should be answered.

2. A general discussion on planning will be held with Albrecht Bruns, by asking him to come down for a week or more to do this.

Pending matters with the Ministry were postponed, as it became dark.

Chairman..... Member.....

Gossner Service Team,
P.O.Box 3, Sinazeze.

4e/76.

26-3-176.

MINUTES OF THE TEAMMEETING, HELD ON 24-3-176 WITH MR.S.KRIEBEL.
PLACE:NKANDABWE. TIME: 15.00 hrs.

Guest: Mr.S.Kriebel, Mr.A.F.Brun.

MEMBERS: Arnold (chairman), Ulrich, Clem, Ruth, Gretel, Izaak.

8. Planning in relation to Albrecht Bruns.

It was put forward to Albrecht Bruns, that:

1. the tham agreed to continue planning together with him.
2. the data collection through the questionars will be supplied to him.
3. Is it possible for him to come downfor about a week to discuss planning in general and to come to some ideas of co-operation in this matter.

On the practical one he agrees to come down for a week and be available for discussion. He further asked whether we do accept advice or planning from outside or inside from the Team. If one doesn't agree, don't just reject it, but give some reasons or new proposals. On this the Team agrees that plans should be considered and not just rejected.

On the question how many papers Albrecht Bruns thinks to write till he leaves, he answered that it depends on the paper, how detailed it will be. And further, it is not a one man paper, there are many facotrs involved.

The 2 papers Dryland and Cattle got the priority because 90% of the people of this region depend on this sources for their income. After these two papers, now how to locate services and mainly in the agricultural field and solving the agricultural bottle necks.

But he doesn't foresee any planning on new ideas like for instande a steel industry or so.

Agricultural Development has the priority, which has to be improvel. The potential of the area is beneath low and it will be difficult to keepall the people here on the long run. Emigration will take place.

Rural growth area plan (World Bank):

Albrecht Bruns reported on this plan.

The idea of the plan is to establish a centre with all services available in a high populated area with some potential. It is mainly for rural areas, so that the centre can reach the people. In the Gwembe South for instance, two Rural Growth areas could be planned, one in Maanba and one in Sinazeze/Malima. Albrecht Bruns is asked by the Ministry to look into this in the IDZ (Intensive Dev.Zones) areas, in order to bring them in line with the Rural growth area.

Some questions:- Is the Gossner Mission prepared to associate it self with such a plan?

-Should the Gossner Service Team do or assist in this Rural Growth area plan?

Kariba North Catchment area plan:

Albrecht Bruns further reported that as areas in Zambia are very much in need of water, this plan is meant to collect more water by making dams, where the people are.

The Dutch government has offered technical aid and finances for this plan. Question: whether the project could assist in this.

Liaison officer: It was asked to Albrecht Bruns whether he could find somebody from his contacts, who can become a contact person for us to get some useful information from the Ministry. Unfortunately this is difficult as the few people who could do this are also not so long any more in the Ministry.

He agrees to supply the Team with information papers of interest. General information about the country are plenty, but detailed ones about the Gwembe are very rare. But if anybody has special request for detailed information on certain matters, certainly he is willing to help. provided the request is clear about what is needed.

Any other matters:

- Since Mr. V. J. Phiri is not anymore responsible for the project it is urgent to find out where the Project is going to be put under.

It was agreed that this matter should be discussed later again.

- Tonga crash course: Clem Schmidt reported that he has booked 6 members for this course.
- it will be from 2nd-8th of May 1976.
- it is possible to drive in the afternoon back home and go again the next morning, as the lessons are held from 08.00hrs - 16.00 hrs.
- there are two settings:
 - school setting for beginners
 - village setting (Frieder).

A second Meeting with Albrecht Bruns will be held tomorrow afternoon on 25th of March 1976.

Chairman..... Member.....

Gossner Service Team,
P.O.Box 3, Sinazene.

4f/76

27.3.76.

MINUTES OF THE TEAMMEETING, HELD ON THE 26th OF MARCH 1976
WITH MR.S.KRIEBEL. PLACE: NKANDARWE. TIME: 15.00 hrs.

Guests: Mr.S.Kriebel, Mr.A.F.Bruns.

Members: Clem (chairman) Frieder, Arnold, Ulrich, Ruth, Gretel, Izaak.

9. Any other subjects:

1. "Freundschaftsreise" to Zambia:

As the Gossner Mission is preparing Freundschaftsreise to India with good response they are wondering whether it would also be possible to organise one to Zambia. The Group will consist of about 15 people of an average age of about 50 years old.

The aim of such a "Reise" to give the people the chance to see for themselves what has been told to them about the Gossner Missions work. Country side seeing is included. If possible, it will be for next year around May/June 1976.

Conclusion: The Team agrees that for publicity reasons it is good to support such a tour. The visitors could spent about 4 nights with the Team.

The details of the commercial side of this tour, like visiting Game parks and the falls should be organised with the Tourist Bureau of Zambia.

Some preparations before hand should be done about the Area (Gwenje Valley).

We can only offer what we have.

2. Student group to Zambia.

A request was made by Claus Schäfer whether the Team could consider again the possibility of having a student group coming out to Zambia. The aim of this group To study and experience some of the problems of developing countries.

They are coming out for 8 weeks during August, sept. October.

Conclusion: The Team accepted this and will consider the details for next year, 1977.

3. Rural Development Team: This will be discussed during the seminar.

4. The "Schrott"Ofen: This matter will be left out for the moment and Arnold should look into it, for further discussion later.

5. Local employment:

On this matter the question is whether it is possible for the Gossner Mission to employ local available (Zambian) qualified people?

As there are too many aspects involved, it was resolved to continue the discussions, and come with solution on a later stage. Mr. Kriebel will present the views to Berlin and will discuss it further with Gossner Mission.

Points for considerations:

- Is it possible for the Gossner Mission to employ locally qualified people?
- and do they become Teammembers?
- What type of contract should be used?
- should it be the same as the one of the foreign teammembers?
- with the same salary scales?
- what about different Zambian staff (1st grade, 2nd grade, etc.)?
- Does the local employed member, if Zambian, make the local connections stronger for the work?
- Since the employer is in Berlin ~~will the contract be handled~~ how will the contract be handled?
- What will be the relation: foreign employer and local employed members?
- Are we not taking away the very few employed people?
- Is it good to do active recruiting by putting it in the newspapers?
- As foreign agency are we allowed to employ with regards to the contract.

6. Pending matters with Ministry:

Mr. Kriebel asked whether he could discuss in the Ministry the connection of the Team with the District Governor's office and the rural team idea?

Albrecht Bruns advised not to do it as at the moment it is only an idea of some people and not yet a Ministry one.

On the matter where the GSDProject is going to be fitted in, since the Landsettlement is abolished:

as the GSDP consists of a number of programmes it is almost similar to the Interior Dev.Zones, it was suggested, that Mr. Kriebel, Mr. Bruns and the Teamspeaker should try to discuss ~~with~~ this matter with IDZ for more discussion and information.

The Team is in favour to fit in the IDZ set-up if possible.

Any other matters:

Keys of the caravans in Lusaka:

It was proposed that the keys of both caravans should be put in the same box so that every member, included fam. Bruns could make use of them.

This was agreed upon and concluded, that:

- keys of both caravans will be in the keybox.
- All members and Albrecht Bruns will get a key of the key box.
- one caravan will be always available for the Team.
- one is available for visitors and Albrecht Bruns will look after this.
- Caravans should be cleaned after use. In case of visitors Albrecht Bruns will ask them to clean it or pay for it, so that Mama-Time can be paid to do this.
- As Gretel Janssen is already looking after the guest house in Nkandabwe, she accepted also to look after the laundry and the "big cleaning".

Tailors: Ruth Schmidt asked the opinion of the Team about a paid-teacher for the three tailors left. The Team suggested that she should discuss the matter with the training tailors, whether they can pay the teacher themselves.

Next visit Mr. Kriebel: It will be May/June next year.

Chairman..... Member.....

MINUTES OF THE STAFFMEETING, HELD ON THE 1st OF MARCH 1976,
AT NKANDABWE!

Present: Mr. M.K.Malyenkuku, chairman.
 Mr. I.J.Krisifoe, acting secretary.
 Mr. U.Schlottmann.
 Mr. A.Janssen.
 Mr. W.Ncite (late because of rain)
 Mr. T.Bachmann.
 Mr. A.Siatwinda.
 Mr. M.K.Madyenkuku (late, because of rain).
Absent with apology:
 Mr. R.F.Bredt, (leave).
 Mr. F.Clemens (Lusaka).

Item 15/76: Confirmation of 1st minutes:

page 3: Item W.Ncite: reminded..... should be dilated.
 Apart from some spelling mistakes the minutes were passed as correct.

Item 16/76: Matters arising:

- Mr. Isiteketo: Since it was a question whether Mr. Isiteketo should become a staffmember was omitted on the agenda, it was suggested and accepted that this matter should be put on the next meeting.
- The Agricultural Department: D.A.O.: The secretary reported that he had seen the A.D.A.O. Sinazongwe about the matters of the handing over of Nkandabwe Irrigation. The A.D.A.O. was not able to answer this, but directs the matter to the D.A.O.-Gwembe. Fortunately, the secretary was able to meet the D.A.O. in Choma at 27.2.1976. The matter was discussed again, the D.A.O. advised that this matter should be put in writing to the P.A.O. or even better to the P.S. of the ministry, and if possible, before the estimates of 1977 are required.
- The standing sub-committee should, in close co-operation with agricultural department draw up a contract form for the farmers where conditions are laid down about the keep-up of the scheme. This for further discussion in the staff.
- Rural works: It was proposed and accepted that the Rural Council should be informed that the Project will pay the twenty (20) people, involved in the Dryland programme, and the Rural Council should not reduce their labour force. A written agreement should be made with the Rural Council about this.
- Statement on repair house used by Mr. Sakala: On this matter the acting secretary reported that rectification has to be made, as Mr. Clemens, the last officer responsible for the maintenance, has strongly objected against the statement of being in charge of housing and as such he should have done the work without being asked for. His view is that he is not an "housing officer" who should go round and check the houses. He is not responsible for this. He is only responsible for the repair work, if requested for.
- this matter of "in charge of the camp" is taken up by the Team and it is hoped, a solution will be found for the future.

Item 17/76: The report of the sub-committee on Ba-Siatwinda's new work was presented. Apart from a correction on page 2 of this report, the report was accepted, together with the jobdescription. His moving to Kafwambila is postponed as Ba-Bredt is on leave.

- Also the minutes of the urgent staffmeeting on the 18th of February were confirmed and passed as correct.

Item 18/75: Progress reports on programmes:

Mr. U. Schlottmann: (watersupply/building).

- on the drilling programme: the borehole at headman Siamatimba (Sulwegonde area) is finished. As it is difficult to move the drilling rig during the rains, the officer suggested to leave it where it is now until after the rains. Some labourers will be laid off for the time being.
- There are still two (2) applications pending, one from the present area and one from Sinakoba area.
- The matter of Mr. Muntanga was brought up, but is was referred to the Sub-committee on the drilling to discuss this and an advise or suggestion should be brought to the Staffmeeting.
- As there is a vacancy in this sub-committee (watersupply) through the departure of Mr. Clemens, it was suggested and accepted that Mr. M.K. Malyenkuku should fill this vacancy.
- Building group will be reported by Mr. Ncite.

Mr. G.K. Malyenkuku: (Nkandabwe irr.):

- At Nkandabwe irrigation the farmers have started with the vegetable growing. The farmers were delayed by shortage of seeds.
- The project officer will look into the matter to help the farmers with some seeds.
- The A.A.i/c is taken to Malina Farmers Training Centre as lecturer and so there is no technical advisor for the farmers. The matter has been brought to the attention of the D.A.O. and till the AA is released from the F.T.C. full, he will attend to the farmers twice a week.
- The repair of the valve is taken up by Mr. Janssen and as soon as the rainy season is over, they will start with the repair work.
- The repair on the damages in the main channels should be done now. Ba-Gray should discuss with the farmers concerning the labour which is needed for this work.

Mr. A. Janssen: (Craftsmen/workshop)

- Craftsmen: in Siabazwi and Sinazezo doing alright. The Craftsmen at Syamungala village is doing excellent. He is using about 50 galv. sheets. Objection was made against this man, as he is not living in Gwenbe South, but in the Choma District.
- Concl: The man should be advised that soon he should look after himself as the project will stop giving him assistance.
- The grinding mill at Siabazwi is improving. There are more and more people coming to grind their grains. Reason could be that the mealiemeal prices are high and that there are more grains available.

Mr. Acting Secretary: (Administration/Ngona/Nkandabwe).

- On administration report was given that the warrant has not come in yet. As such no buying and payments can be done. Mr. Phiri, at the Lusaka HQ has been contacted about this, but still no success.
- Mr. Isiteketo will start with the check-up of furniture in the houses in order to bring the lists up to date. Co-operation for this is requested.
- A circular on the use of LPO and requisition and workshop order has been given out in order to smooth up the office work.
- As it was questioned that there will be many people involved in the running of the office, Mr. Krisifoe suggested that he will give some recommendations on this matter, later. It was accepted.
- The planting work of rice and sunflower at Ngona and rice "mother" seed planting at Nkandabwe are done, now. One labourer is kept in Ngona to look after this and two at Nkandabwe, as there are two trials here.
- At Nkandabwe the work is directly controlled by Mochipapa and Mt. Makulu.

Mr. W. Ncrite (building):

- he reported that his annual report will be soon out and that all the information is given there.
- The chairman expressed his disappointment that Mr. Clemens the officer in charge has left without a proper report. Mr. Schlottman reported that the report of Mr. Clemens will still come.
- A question was asked whether the Building Group has tendered for the GRZ/AA-House at Kafwambila. The answer was that they have not done so, due to the already heavy commitments they have and the very poor communication to this place.

Mr. T. Bachmann: (Siatwinda soil research).

The work is going ahead as planned.

Next year and onwards research work will be carried out on some samples, selected from the plots used by the farmers. This to find out some data from the time used by the farmers up till now.

The Project will be given a copy of his final report to the UNZA.

The Chairman (Tonga crafts):

Da Mark reported that the programme is progressing well. During January and February goods, worth K2,000.00 were sent to Lusaka and one afternoon K 100.00 was made.

- Three things to be reported.
 1. The annual report of Mrs. Bruns. As the Project has to approve this report, it should be better if this report was first discussed with the Project before it was sent to Berlin.
 2. The officer is happy that his application for a new car has been accepted by the GST.
 3. Stealing in the Craftsshop. It seems that a hidden key (no 6) is on the move and used for stealing goods (beds) out of the shop. Some suspects (2 girls) have been found on this matter.

Conclusion: The case should be handed to the police for further investigations. As soon as the case is clear, some action has to be taken.

Item 19/76: Drilling rig:

- A letter should be written to the Rural Council informing them about what the Project is doing. If possible, the Council should inform the Project about their water supply programme.

Item 20/76: was withdrawn by the mover.

Any other matters:

Mr. G.K. Madyenkuu: An application for a job in the project came from the secretary of the Zongwe Coop.

Answer: No job available at the moment.

- Notice is given that the K50.00 from Mr. Muntanga should be returned. Mr. Muntanga will be written, informing him to collect his money.

- K50.00 gift from the Mennonite Society will be used for fruit trees production. An thanking and explaining letter should be send to them.

- In connection with this, the food and nutrition programme which has been stopped by the Team (GST) will be discussed. The majority felt that this should be put on the next meeting.

Mr. A. Janssen: This is to inform the officers, that anybody who needs transport (lorries) should inform the Transport officers 2-3 days in advance.

- How to handle payment of craftsman who is sick for sometime. Next meeting.

- The roof of the latrine at the Siabazwi Centre is still missing. Ba-Janssen will give the measurements to Ba-Ncite and the latter will look ~~open~~ after the finishing.

Mr. Krisifoe: Request for the lorry for the Agr. Dept. to take farmers to Magoye field day. Not possible as there is no oil for the lorries.

Mr. Ncite: The toilet paper at office toilet is finished. As soon as money is available new ones will be ordered.

The meeting closed at 13.15 hrs.

Chairman.

I.J. Krisifoe (acting secretary).

Gossner Service Team,
P.O.Box 3, Sinazene via Choma.

3/76.

Minutes of the Teammeeting, held on the 25.2.76 at Nkandabwe.
Time: 15.30 hrs.

Present: Ulrich (chairman), Friedrich, Izaak.
Absent: Arnold (sick), Frieder (leave).

1. Last minutes: apart from some spelling errors, the minutes were accepted as correct.

2. Matters arising: credit contracts: The voting on this matter was 4-1 instead of 3-1. Clerical error was made.

Handpump: Izaak accepted to see Ba-Gray about the outstanding credit of K 32.00 for a pump which was issued to a farmer under Ba-Gray's supervision.

Financial statement '74: Frieder has finished the financial statement of 1974. It has to be clarified with him, whether he has sent already one to Berlin. It was further felt not to discuss it now.

Extensions: Ulrich reported that his contract ends October 1977

Botswana: Ulrich mentioned that Thomas has not paid his share of the Bank charges concerning certificates issued for Botswana, yet. He will handle it as soon as Thomas claims for his KM-claim.

Information about gasbottles will still be obtained from Thomas.

3. The agenda points 3 & 4 were misunderstood and regarded as two agenda points. But in fact it should be one.

Meeting with Clement Schmidt - UCZ.

A meeting should be arranged after Mr. Schmidt has arrived.

4. Application for a new car from the Craftsofficer.

It was pointed out that the Craftsofficer should be made clear, that he was given a second-hand car, not with the intention to put him into trouble. But at that time it was the most suitable and economic solution.

It was commonly agreed upon that he will be given a credit for a new car under the new car-credit regulations.

The following points will be taken up in the car-credit agreement:

- the amount repayable will be K 74.00/month and the same amount for every 2.000 KM.
- the monthly payment should be accompanied by the KM-reading (figure)
- an additional sentence should be made to the existing sentence:
 - the car can be used for private purposes, but not for paid transport purposes.

Any other matters:

Friedrich: He disagrees strongly against the statement in the staff-meeting of 2.2.76, that as officer in charge of the campmaintenance he was responsible for the check-up of the house left by Mr. Sakala without being requested for. He requested that this should be put clear as his view is, that he is not a "housing officer" but a maintenance officer as PWD, which means he doesn't feel responsible to go around, checking. But a request of repair should be made to him. His view will be made clear to the next staffmeeting by the TS.

A proposal was made to clear this matter of "In-charge" of the camp for the future.

It was proposed that the responsibility for the camp will be carried by three people: - the Teamspeaker i/c.

- the maintenance officer (repair off.)
- the water supply officer.

ad. the teamspeaker:

His duties will be: the welcoming of the new inhabitants and introducing them.

- to allocate their accomodation.
- to explain the housing and the functions in the camp.
- to check the house if the occupier leaves the house
- to report damages to the maintenance officer.

ad. Maintenance officer:

His duties will be: the general keep-up of the camp (main fence, main roads etc.)

- to carry out repairs.

Maintenance and repair will only be carried out by request, preferably in written. Ulrich offers to take this task.

ad. Water supply officer:

This officer will be responsible for the water system, including pump and plumbing work. For this task Arnold should be asked.

Petro: with regards to whom will be dealing and should be responsible for Petro, "the mechanic". It was suggested that Arnold should be approached to ask him whether he could agree to the following:

- Petro will remain under Ulrich's control as it is at the moment. Should there be any mechanical defect, which need the assistance of Arnold, then he will supervise him.

Stolen goods: It was reported that 4 stools (bathroom) were stolen from Fam. Clemens house. There were also some campchairs stolen from Fam. Janssens house. Izaak will see the Janssens to confirm this, as this matter has to be reported to the police.

KM-allowance:

With the present average of KM-claim of K 1,000.00/month by the Team alone, the estimated K 15,000.00 for the whole project will not be sufficient. As soon as the Budget is released an adjustment should be made and a request for approval should be made to the P.S. of the Ministry.

It became too dark and so the chairman closed the meeting.

Chairman.....

Member.....

I.J.K./G.S.T.

Minutes of the meeting held on the 31-1-76 at Nkandabwe.

Presents: Frieder (chairman), Arnold, Ulrich, Friedrich (act.sscr.)
Absent: Izaak (sick).

1. Correction of last Minutes:

under 3 to be added: annual report 1975

under 4 to be added: The money under question was for ~~4000~~ the till
for Kafwambila coop.

under 5: Izaak has still to be asked, why there are only 4 votes
mentioned while there were 5 people present.

Otherwise the minutes were passed as correct and signed.

2. Matters arising:

to 4: Gasbottines: Frieder and Arnold had not yet reported. They did it.
Thomas has still to be asked.

to 4: Kafwambila: The K 100.00 under question have been paid.

to 4: George van Keulen: It was not known whether the letter was written.

to 4: Ba Gray/Hendspurp: Nobody felt concerned. May be Izaak.

to 4: Frieder till: A letter from Mrs. Neuth is on the way.

to 4: Botswana Izaak and Friedrich have paid, Thomas not yet.

to 6: Mrs C. Schmidt: The work permit have been issued.

to 8: Meeting with UCZ: Izaak and Frieder met the General Secretary.
Izaak will write minutes. Frieder gave already
some information.

to UCZ says that there is a contract signed by UCZ and GM.
But it was not found that day in the office of UCZ.

2. There is still some ill-feeling at the UCZ in connection
with Ba-Mark going to ESV.

3. They are looking forward to the arrival of the theologian
of GST with some hope.

to 1 the request was made to ask the GM immediately about the
unknown contract with UCZ.

to 10: Frieder will still do the financial statement of 1974.

to 10: Ba-Grays Cart: Ulrich has talked to him. Afterwards Frieder.
Ba-Gray says that he does not understand the contract about
payments. Frieder was asked again to explain fully to Ba-Gray.
As Ba Gray is behind with payments, Frieder should arrange with
him his payments that he will be in line with the agreement
as soon as possible.

to 10: Engine Siatwinda: Frieder has brought the wheel now. So the
work can be done.

3. Extension of contracts of teammembers:

4. Extension of contracts of Izaak and Frieder:

Frieder and Izaak had not before informed the team about their wishes
to extend their contracts. It was also not known for how long they
have extended and for what reasons. In order to avoid such things
some rules were laid down:

1. every member has to inform the team latest one year before he is due
to leave Zambia, whether he likes to extend his contract or not,
before he writes to Berlin.

2. the team should then discuss the matter and write a recommendation
to Berlin.

Additionally the Mission is requested not to decide anything in connect
with the extension or not of the contract of a teammember, having not
yet considered the teams opinion.

3. The team should always know at what time each teammember is
supposed to leave Zambia. This is at the moment as follows:

Frieder March 77

Arnold August 77

Ulrich September 77

Izaak March 78

5. Agreement of credits for programmes:

Frieder has signed a form. Izaak has not yet returned the form. Arnold expressed his feeling, that he is not willing to sign the form. The other members tried to explain the form again. They tried to convince Arnold about the necessity of the form. It was concluded that Arnold will bring forward an altered form, which will suit him, at the next meeting.

6. Handpump funds:

Frieder requested that Ulrich should sign the same form like the others. It was then agreed, that it should be done differently. Ulrich should get a credit as a revolving fund and secondly a grant to cover the difference between the real costs of the pumps and the contributions of the villagers. For the credit he will then have to sign the same form like the others. Ulrich was requested to calculate the two figures that he can produce them at the next meeting.

7. Visit of the mission inspector.

Everything should be open.

8. Any other matters:

- a. Question about that meeting of the dryland paper. It did not take place, as only the Rural Council Gwembe turned up.
- b. Frieder told us that he will not extend his contract once more. A successor is needed, mainly because of Siatwinda. He was requested to prepare a job description of that successor for the next meeting.

The meeting ended.

Signed as correct:

Chairman.....

Member.....

Written by Friedrich.

Minutes of the Teammeeting, held on the 3.1.1976, saturday at Nkandabue.
Time: 15.00hrs.

1. Last Minutes: passed as correct.
2. Matters arising: none.
3. Report of Treasurer: The treasurer presented his report, no commands on it.
4. Pending Credits: The treasurer explains his report and made commands and requested to solve some of the credits which are not paid.
 - Gasbottles: on this item, as the deposit is paid by the Team, all the members should report the amount of bottles they are keeping.
 - Kafwambila: The coop has to repay the Team K 100,--. They are late Frieder promised to make efforts to settle this.
 - Dyna, Siatwinda: the outstanding K 100,-- is paid.
 - George van Keulen: There is K 88.25 still pending, which was used by George. The amount should be written off, but the Team should try to claim it back from Gossner Mission.
 - Ba Gray: should be informed that the handpump money, which is still pending, should be paid or the pump to be returned.
 - Frieder: the case of the refund of money by Frieder should be pushed, as the Team is still waiting for this refund.
 - Beechuana: The Standard Bank is charging the Team for the issue of car-certificates for Beechuana, amounting to K 30.00. The members making use of this certificates will be charged according to the number of trips to Beechuana.
 - Guest house: the income should be used to cover the pending expenses.
5. Credit contracts: Through the letters of Siegwart, the question was raised that profits, made by programmes, prefinanced by the Team, should be discussed in the Staff. On this the Team decided that this should remain a Teammatter (votes 3 against 1).
But with 3 votes against 1 it was accepted that the Staff should be informed of credits used by the Team for some programmes.
6. Mr. C. Schmidt: Information was given about the troubles of the work-permit for Mr. Schmidt. Since the case is in the hands of Albrecht Bruns, it should be left like that.
7. CUSA: Information was given that the DÜ is informed about the request from CUSA for somebody.
8. UCZ: A second date is given for a meeting between the UCZ and the GsT on the 29-1-76. The Team accepted this and Frieder and Izaak will represent the GsT.
9. Election of Treasurer: With 3 votes for Ulrich, 1 vote for Arnold and 1 blanco, Ulrich was re-elected as Treasurer for the Team. He accepted it.
10. Any other matters: U.s.: Financial statement 1974. Frieder will still do it, Frieder accepted to explain to Ba-Gray of his delay in payment of the K50.00 for each 2.000km. He is K600,-- behind.
F.C.: Accommodation for civil engineer of the World Bank, during January up till March '76. Accepted. Something should be done about the engine and the pump which are in front of the Manse. Frieder will look after it.
Camp maintenance: this will be taken over by Ulrich.

Present: Friedrich (chairman), Frieder, Arnold, Ulrich, Izaak.

Chairman.....

Member.....

I.J.K./G.S.T.

PROTOKOLL

Über die Besprechung im Teammeeting vom 16.9.1975 im Nkandabwe-Camp.

Beginn 16³⁰ Uhr

Anwesend: Frieder als Gesprächsleiter
Ulrich als Protokollführer
Friedrich, Arnold, Izaak der wegen
einer Fahrt nach Lusaka 20 Minuten
später erschien.

1! Das Protokoll des letzten Treffens wurde ohne Beanstandungen anerkannt.

2. Folgendes wurde aufgrund des letzten Treffens veranlaßt:

- a. Der Brief an die UCZ wurde abgesandt
- b. Die Angelegenheit des Teamsprechers bzw. Teamvorsitzenden wurde als letzter Punkt auf die heutige Tagesordnung gesetzt.
- c. Es wurde deutlich gemacht, daß die Niederlegung des Amtes zur Leitung des Tongacraftsladens durch Eva Bachmann im letzten Staffmeeting eingehender diskutiert wurde.

Pkt. 3-der Tagesordnung: Die inzwischen von aus Berlin eingegangenen Briefe sollen zu einem späteren Zeitpunkt erörtert werden.

Pkt. 4 der Tagesordnung: Das Vertragsformular für die vom G.S.T. ausgegebenen Kredite zur Anschaffung Durchführung von Projektprogrammen wurde angenommen. Vier Stimmen waren dafür, eine Stimme war dagegen. Eine Ausfertigung des Formulars wird der G.M. in Berlin zugesandt.

Pkt. 5 der Tagesordnung: Dem Antrag von Frieder zur Zahlung eines Kredits in Höhe von K 600.- zur Finanzierung des bereits angeschafften Landrovers für die Coop. in Kafambila, wurde zunächst nicht entsprochen. Frieder wurde gebeten, zum nächsten Treffen eine Kostenaufstellung mit Einnahmen und Ausgaben vorzulegen, aus der die Wirtschaftlichkeit der Anschaffung hervorgehen soll. Es wurde beanstandet, daß die Anschaffung erfolgt ist, ohne das Team davon vorher zu informieren. Außerdem wurde die Meinung vertreten, daß das Fahrzeug nicht in dem Zustand sei, wie es bei Gebrauchtwagen üblich ist.

Pkt. 6 der Tagesordnung: Ein Darlehen an die Farmer in Siatwinda wurde mit der Begründung abgelehnt, daß sowohl die zambische Regierung als auch NAMBoard Farmer finanzielle Unterstützung gewährt. Das Team ist der Auffassung, daß die Möglichkeit zur Bildung einer Kreditunion in Siatwinda infolge von Zahlungen aus Teamgeldern verhindert würde, und somit einer Entwicklung hinderlich sei.

Pkt. 7 der Tagesordnung (Verschiedenes): Izaak berichtet, daß Albrecht Bruns die Forderung des Teams, er möge die von ihm ausgearbeiteten Pläne unter eigener Verantwortung im kleinen Maßstab ausprobieren, um die Richtigkeit seiner Planung in der Praxis zu erproben, ablehnt.

Er berichtet weiter, daß Ba Sakala nach Lusaka versetzt wird und ~~hier~~ einem Nachfolger Ausschau gehalten wird.

Izaak hat die Angelegenheit des Projektgeldes mit Mr. Phiri besprochen und dabei Meinungsverschiedenheiten in der Höhe des noch für 1975 zu überweisenden Betrages festgestellt. Die

Sache konnte nicht geklärt werden. Deshalb wurde Albrecht Bruns wegen seiner Anwesenheit in Lusaka gebeten, das Team in der Klärung dieser Frage zu unterstützen.

Ulrich berichtet, daß die Ersatzteile für die Kühlschränke vor längerer Zeit eingetroffen sind. Es seien viele Teile dabei, die kaum benötigt würden, die dringend notwendigen Dachte seien jedoch nicht mitgeschickt worden. Die Ersatzteile sollen in dem Haus untergebracht werden, in dem Frank Krawolitzki gewohnt hat.

Als nächstes hat er beim Team den Antrag gestellt, ~~die~~ durch die Besucher gezahlten Spendengelder in dem Handpumpenprogramm zu verwenden. Diesem Antrag wurde mit einer Gegenstimme stattgegeben.

Teamangelegenheit: Die entscheidende Frage, ob das Team in der bisherigen Form weiterarbeiten sollte, oder jeder Mitarbeiter der Gossner Mission seine Programme selbständig ohne Bindungen an ein Team durchführen sollte, wurde diskutiert und abgestimmt. Es wurde der einstimmige Beschuß gefaßt, daß das Team in der jetzigen Form bestehenbleiben sollte.

Nach längerer Diskussion über die Frage des Teamsprechers bzw. Teamvorsitzenden wurde auch hierüber in geheimer Abstimmung entschieden. Vier Stimmen waren für den Teamsprecher und nur eine Stimme für einen Teamvorsitzenden. Heiterkeit über das Abstimmungsergebnis kam auf, als Ulrich die Bemerkung machte, daß er für den Teamvorsitzenden gestimmt habe.

Nach dem Meeting wurde die Diskussion über allgemeine Fragen der Projektarbeit fortgesetzt. Entscheidend war die generelle Übereinstimmung in der Frage, die Integration unserer Arbeit in die bestehenden zambischen Departments mehr im Blickpunkt zu haben. Die Mehrheit des Teams hat sogar die Auffassung vertreten, daß das G.S.D.P. Gefahr läuft, ein Fremdkörper in der Entwicklung des Gwembetales zu werden. Diese Gedanken seien nicht neu, sondern seien von Anfang an in die Diskussion eingebracht worden.

Gesprächsleiter:

Teammitglied:

.....

.....

Gossner Service Team (Berlin)
P.O.Box 4, Sinazene,
via Choma.

13/75

EINGEGANGEN

75.

18. DEZ. 1975

Erledigt

Minutes of the Team meeting held on the 4th July '75 at Nkandabwe.
Time: 15.00 hours.

1. Last minutes: Corrections to be made:

- on point 6, Km-claim, on the last paragraph it should be added:
"Gradually, the Food and Nutrition programme should come to an end and be stopped."

2. Matters arising:

- As the letter to Mr. Malyemkuku was not send yet, it will still be done and also in the letter to Berlin remarks should be made concerning the financial statements and the Gossner Mission goods used by Mr. Krawolitzki since he has not returned the goods and the Team doesn't know the whereabouts of these goods.
- Frieder read the letter of Albrecht Bruns to Berlin, which is a/kw reply letter on Frieder's letter to Berlin concerning a letter of Albrecht to the Project.
- The Team's points for discussion on planning will be made known to Albrecht.
- Co-op. movement: Mr. Oggelthorpe is invited and he will be able to come on Monday 18.8.'75. (returning on 19.8.'75)
This first discussion will be only held with the Team.
(vote: 3x for, 1x against, 1x abstention.)
Frieder agrees to prepare a paper for discussion and the meeting will be held in the afternoon, time 15.00 hrs. at Nkandabwe.

3. Co-op. paper by Frieder:

- The paper of Frieder was accepted as contribution for further discussions, how we can come to a general line of approach and cooperation. Cooperation and a common line of approach to problems is needed.
- The Team further resolved that it should be appreciated if Frieder could provide the Team with a paper about his experiences with the Co-op. started by the people of Kafumbila. He agrees to it.

4. Draft contract made by Ulrich:

- A draft-contract, on how the Team members could get a credit from the G.S.T. for pre-financing certain activities and how to repay it, made by the Treasurer was discussed.
It was resolved that the Treasurer will distribute to each member a new copy for final discussion. He agrees to it.

5. Relation to U.C.Z.:

- Frieder brought the message from Mr. Muzunsa (secr. U.C.Z.) that the U.C.Z. is very much interested in the work of the Gossner Mission Team in the Valley and is asking whether it is possible for the Gossner Service Team to have a meeting with them to share some ideas and discussions. The Team agrees and Frieder is willing to prepare a paper for discussion.

6. Any other Matters:

- Mrs. Bachmann has stopped to help the sales of Tonga-crafts. (next meeting).
- A store-room is needed in Lusaka. The idea is to build one joining the kitchen/bath room house. (cost K300. --). If not possible, Albrecht should be asked whether his garage could be used for this. Frieder will look after this matter.

Present: Ulrich (chairman), Friedrich, Frieder, Arnold, Izaak.

Chairman.....

Member.....

IJK/GST.

Gossner Service Team,
P.O.Box 4,
Sinazese, via Choma.



Minutes of the Team meeting held on the 17.7.75. at Nkandabue.
Time: 09.30 hours.

1. Last minutes: Corrections to be made on:

- point 6 on the Time of Team meetings it should be - One Team meeting per month and on a Saturday before the Staffmeeting and if need arises more meetings will be called.
- on point 7, Any other matters it should be - A proposal was made, whether the Team members in Kanchindu could get a spare key from the P.O.box at Sinazese. But as there were only two keys it was found better that the Treasurer kept the second key. It was agreed.

After these corrections the minutes were passed as correct,

2. Matters arising:

- On minutes 9/75: A letter should be send to Mr.M.K.Malyenkuku to inform him about the Team's decision concerning his application for a credit for a new car.
- On incoming letters: A reconsideration was asked concerning the matter of the financial statement the Team's funds for the years 1973 and 1974, After this it was resolved that the HQ. should be asked for more details, about what kind of statement is required.
- The list of leave: this will still be made for checking. The members should give their dates. In general, after the leave, the dates of taken leave should be given to the Teamspeaker.

3. Incoming letters:

- Involvement of the Gossner Mission: On this the Team felt that indeed the Gossner Mission should be more concerned about the Teamproblems and the work here. Berlin should think together with the Team and together take the responsibility of the work here in Zambia. Executive decisions about the work here are of course the Team's ones.
- The Teamleader: On this, as Frieder (the mover) was not there, it was suggested that the secretary prepares a paper of discussion and a special meeting should be held on this.

Some views were expressed and suggested that a special meeting should be held on this matter. The existing system should be viewed.

4. How the G.S.T. sees the planning activities of the Gossner Mission Man in Lusaka.

- As this matter was known to everybody, it was suggested:
 - a. The planner should be responsible for his Plan. This included that he also should look after the acceptance and finance involved.
 - b. An execution of the plan on small scale should be done under his responsibility.
 - c. After the trial a final plan will be made.
 - d. It should not be expected automatically that the plan should be carried out by the Team or Project. An invitation for discussion should be send to Albrecht Bruns for a date sometimes, at the end of august, when ~~he~~ is expected to be here.

5. Coop. movement:

- Mr. Oggelthorpe will be invited to speak in general on this matter (invitation services included).

6. KM-Claim:

- Claims should be only made for one car and for the car used. Claims lesser than the amount allowed should be passed as other months more Km are claimed.
- Further on this matter, Arnold brought up the question of the Food and Nutrition and the KM used by Gretel. Gretel would like to know the Team's opinion about the Food and nutrition Programme.

The food and Nutrition Programme is a programme on voluntary bases to provide cheaper high protein food, like cacoenta, milk powder, beans, groundnuts and special high protein biscuits,

- the biscuits were highly meant for the school children and as such the programme concentrated on the supply to schools under the care of some Teachers.
- During the past years the buying prices of the goods have risen so sharply that it is very difficult to buy these goods cheap and at the same time the supply of goods is poor and difficult.
- It is also difficult to check whether the aim to provide cheap food to the poor is reached.

In a statement of Mrs. van Keulen it was said that this programme has no effect. The conclusion was that 2 members were against the programme, especially as far as the buying and selling is concerned. Abstention 3 members.

- On the claim of the driven KM (1500 km over 6 months) by Gretel, these will be paid by the Team. (Standing regulation: each Teammember gives 100 Km. to the Team and from this Heidi and Gisela are paid).

7. Any other matters:

- Consideration from the Team is asked for the third national development plan. The Team should discuss this first and then later together with the Staff.

Members present:

Arnold (chairman) Ulrich, Friedrich, Gretel, Izaak.

Absent: Frieder (Kafwambila).

Chairman:.....

Member:.....

Izaak J. Krisifor,
Secretary.

Lusaka, 21st of August 1975

Memo on the Gessner Service Team Meeting held on
26th of August 1975 at Nkandabwe Guest House

The following persons took part in the meeting:-

Isaac Krisifice, Team Speaker
Frieder Bredt, Member
Arnold Janssen, Member
Friedrich Clemens, Member
Albrecht Bruns, on invitation

Agenda / Statements for the meeting:-

- (a) The planner should visit the area regularly to keep contact and to collect local data.
- (b) The planner should be responsible for his plan.
This includes that he should also look after the acceptance and the finance involved.
- (c) An execution of the on small scale be done under his responsibility.
- (d) It should not be expected automatically that the plan should be carried out by the project.

To (a), agreed that :-

1. Regularly in this context means once a month.
2. Data collection includes the experience in ongoing programmes of the G.S.D. Project.
3. The project staff is willing to collect data for planning purposes.
4. The planner will ask more specific questions so that project staff knows what kind of data is required.

5. Agreement of credits for programmes

Frieder has signed a form. Izaak has not yet returned the form. Arnold expressed his feeling, that he is not willing to sign the form. The other members tried to explain the form again. They tried to convince Arnold about the necessity of the form. It was concluded that Arnold will bring forward an altered form, which will suit him, at the next meeting.

6. Handpump funds

Frieder requested that Ulrich should sign the same form like the others. It was then agreed, that it should be done differently. Ulrich should get a credit as a revolving fund and secondly a grant to cover the difference between the real costs of the pumps and the contributions of the villagers. For the credit he will then have to sign the same form like the others. Ulrich was requested to calculate the two figures that he can produce them at the next meeting.

7. Visit of the mission inspector.

Everything should be open.

8. Any other matters:

- a. Question about that meeting of the dryland paper. It did not take place, as only the Rural Council Gwembe turned up.
- b. Frieder told us that he will not extend his contract once more. A successor is needed, mainly because of Siatwinda. He was requested to prepare a job description of that successor for the next meeting.

The meeting ended.

Signed as correct:

Chairman.....

Member.....

Written by Friedrich.

Minutes of the Teammeeting, held on the 3.1.1976, saturday at Nkandabwe.
Time: 15.00hrs.

1. Last minutes: passed as correct.
2. Matters arising: none.
3. Report of Treasurer: The treasurer presented his report, no commands on it.
4. Pending Credits: The treasurer explains his report and made commands and requested to solve some of the credits which are not paid.
 - Gasbottles: on this item, as the deposit is paid by the Team, all the members should report the amount of bottles they are keeping.
 - Kafwambila: The coop has to repay the Team K 100,--. They are late Frieder promised to make efforts to settle this.
 - Dyna, Siatwiinda: the outstanding K 100,-- is paid.
 - George van Keulen: There is K 88.25 still pending, which was used by George. The amount should be written off, but the Team should try to claim it back from Gossner Mission.
 - Ba Gray: should be informed that the handpump money, which is still pending, should be paid or the pump to be returned.
 - Frieder: the case of the refund of money by Frieder should be pushed, as the Team is still waiting for this refund.
 - Beechuana: The Standard Bank is charging the Team for the issue of car-certificates for Beechuana, amounting to K 30.00. The members making use of this certificates will be charged according to the number of trips to Beechuana.
 - Guest house: the income should be used to cover the pending expenses.
5. Credit contracts: Through the letters of Siegwart, the question was raised that profits, made by programmes, prefinanced by the Team, should be discussed in the Staff. on this the Team decided that this should remain a Teammatter (votes 3 against 1).
But with 3 votes against 1 it was accepted that the Staff should be informed of credits used by the Team for some programmes.
6. Mr. C. Schmidt: Information was given about the troubles of the work-permit for Mr. Schmidt. Since the case is in the hands of Albrecht Bruns, it should be left like that.
7. CUSA: Information was given that the DÜ is informed about the request from CUSA for somebody.
8. UCZ: A second date is given for a meeting between the UCZ and the GGT on the 29-1-76. The Team accepted this and Frieder and Izaak will represent the GGT.
9. Election of Treasurer: With 3 votes for Ulrich, 1 vote for Arnold and 1 blanco, Ulrich was re-elected as Treasurer for the Team. He accepted it.
10. Any other matters: U.s.: Financial statement 1974. Frieder will still do it, Frieder accepted to explain to Ba-Gray of his delay in payment of the K50.00 for each 2.000km. He is K600,-- behind.
F.C.: Accommodation for civil engineer of the World Bank, during January up till March '76. Accepted. Something should be done about the engine and the pump which are in front of the Manse. Frieder will look after it.
Camp maintenance: this will be taken over by Ulrich.

Present: Friedrich (chairman), Frieder, Arnold, Ulrich, Izaak.

Chairman.....

Member.....

I.J.K./G.S.T.

PROTOKOLL

über die Besprechung im Teammeeting vom 16.9.1975 im Nkandabwe-Camp.

Beginn 16³⁰ Uhr

Anwesend: Frieder als Gesprächsleiter
Ulrich als Protokollführer
Friedrich, Arnold, Izaak der wegen
einer Fahrt nach Lusaka 20 Minuten
später erschien.

1! Das Protokoll des letzten Treffens wurde ohne Beanstandungen anerkannt.

2. Folgendes wurde aufgrund des letzten Treffens veranlaßt:

- a. Der Brief an die UCZ wurde abgesandt
- b. Die Angelegenheit des Teamsprechers bzw. Teamvorsitzenden wurde als letzter Punkt auf die heutige Tagesordnung gesetzt.
- c. Es wurde deutlich gemacht, daß die Niederlegung des Amtes zur Leitung des Tongacraftsladens durch Eva Bachmann im letzten Staffmeeting eingehender diskutiert wurde.

Pkt. 3-der Tagesordnung: Die inzwischen von aus Berlin eingegangenen Briefe sollen zu einem späteren Zeitpunkt erörtert werden.

Pkt. 4 der Tagesordnung: Das Vertragsformular für die vom G.S.T. ausgegebenen Kredite zur Anschaffung Durchführung von Projektprogrammen wurde angenommen. Vier Stimmen waren dafür, eine Stimme war dagegen. Eine Ausfertigung des Formulars wird der G.M. in Berlin zugesandt.

Pkt. 5 der Tagesordnung: Dem Antrag von Frieder zur Zahlung eines Kredits in Höhe von K 600.- zur Finanzierung des bereits angeschafften Landrovers für die Coop. in Kafambila, wurde zunächst nicht entsprochen. Frieder wurde gebeten, zum nächsten Treffen eine Kostenaufstellung mit Einnahmen und Ausgaben vorzulegen, aus der die Wirtschaftlichkeit der Anschaffung hervorgehen soll. Es wurde beanstandet, daß die Anschaffung erfolgt ist, ohne das Team davon vorher zu informieren. Außerdem wurde die Meinung vertreten, daß das Fahrzeug nicht in dem Zustand sei, wie es bei Gebrauchtwagen üblich ist.

Pkt. 6 der Tagesordnung: Ein Darlehen an die Farmer in Siatwinda wurde mit der Begründung abgelehnt, daß sowohl die zambische Regierung als auch NAMBoard Farmer finanzielle Unterstützung gewährt. Das Team ist der Auffassung, daß die Möglichkeit zur Bildung einer Kreditunion in Siatwinda infolge von Zahlungen aus Teamgeldern verhindert würde, und somit einer Entwicklung hinderlich sei.

Pkt. 7 der Tagesordnung (Verschiedenes): Izaak berichtet, daß Albrecht Bruns die Forderung des Teams, er möge die von ihm ausgearbeiteten Pläne unter eigener Verantwortung im kleinen Maßstab ausprobieren, um die Richtigkeit seiner Planung in der Praxis zu erproben, ablehnt.

Er berichtet weiter, daß Ba Sakala nach Lusaka versetzt wird und ~~hier~~ für einen Nachfolger Ausschau gehalten wird.

Izaak hat die Angelegenheit des Projektgeldes mit Mr. Phiri besprochen und dabei Meinungsverschiedenheiten in der Höhe des noch für 1975 zu überweisenden Betrages festgestellt. Die

Sache konnte nicht geklärt werden. Deshalb wurde Albrecht Bruns wegen seiner Anwesenheit in Lusaka gebeten, das Team in der Klärung dieser Frage zu unterstützen.

Ulrich berichtet, daß die Ersatzteile für die Kühlschränke vor längerer Zeit eingetroffen sind. Es seien viele Teile dabei, die kaum benötigt würden, die dringend notwendigen Dachte seien jedoch nicht mitgeschickt worden. Die Ersatzteile sollen in dem Haus untergebracht werden, in dem Frank Krawolitzki gewohnt hat.

Als nächstes hat er beim Team den Antrag gestellt, ~~die~~ durch die Besucher gezahlten Spendengelder in dem Handpumpenprogramm zu verwenden. Diesem Antrag wurde mit einer Gegenstimme stattgegeben.

Teamangelegenheit: Die entscheidende Frage, ob das Team in der bisherigen Form weiterarbeiten sollte, oder jeder Mitarbeiter der Gossner Mission seine Programme selbständig ohne Bindungen an ein Team durchführen sollte, wurde diskutiert und abgestimmt. Es wurde der einstimmige Beschuß gefaßt, daß das Team in der jetzigen Form bestehenbleiben sollte.

Nach längerer Diskussion über die Frage des Teamsprechers bzw. Teamvorsitzenden wurde auch hierüber in geheimer Abstimmung entschieden. Vier Stimmen waren für den Teamsprecher und nur eine Stimme für einen Teamvorsitzenden. Heiterkeit über das Abstimmungsergebnis kam auf, als Ulrich die Bemerkung machte, daß er für den Teamvorsitzenden gestimmt habe.

Nach dem Meeting wurde die Diskussion über allgemeine Fragen der Projektarbeit fortgesetzt. Entscheidend war die generelle Übereinstimmung in der Frage, die Integration unserer Arbeit in die bestehenden zambischen Departments mehr im Blickpunkt zu haben. Die Mehrheit des Teams hat sogar die Auffassung vertreten, daß das G.S.D.P. Gefahr läuft, ein Fremdkörper in der Entwicklung des Gwembetales zu werden. Diese Gedanken seien nicht neu, sondern seien von Anfang an in die Diskussion eingebracht worden.

Gesprächsleiter:

Teammitglied:

.....

.....

Gossner Service Team (Berlin)
P.O.Box 4, Sinazene,
via Choma.

13/75

EINGEGANGEN

75.

18. DEZ. 1975

Erledigt

Minutes of the Team meeting held on the 4th July '75 at Nkandabwe.
Time: 15.00 hours.

1. Last minutes: Corrections to be made:

- on point 6, Km-claim, on the last paragraph it should be added:
"Gradually, the Food and Nutrition programme should come to an end
and be stopped."

2. Matters arising:

- As the letter to Mr. Malyemkuku was not send yet, it will still be done and also in the letter to Berlin remarks should be made concerning the financial statements and the Gossner Mission goods used by Mr. Krawolitzki since he has not returned the goods and the Team doesn't know the whereabouts of these goods.
- Frieder read the letter of Albrecht Bruns to Berlin, which is a reply letter on Frieder's letter to Berlin concerning a letter of Albrecht to the Project.
- The Team's points for discussion on planning will be made known to Albrecht.
- Co-op. movement: Mr. Oggelthorpe is invited and he will be able to come on Monday 18.8.'75. (returning on 19.8.'75)
This first discussion will be only held with the Team.
(vote: 3x for, 1x against, 1x abstention.)
Frieder agrees to prepare a paper for discussion and the meeting will be held in the afternoon, time 15.00 hrs. at Nkandabwe.

3. Co-op. paper by Frieder:

- The paper of Frieder was accepted as contribution for further discussions, how we can come to a general line of approach and cooperation. Cooperation and a common line of approach to problems is needed.
- The Team further resolved that it should be appreciated if Frieder could provide the Team with a paper about his experiences with the Co-op. started by the people of Kafwmbila. He agrees to it.

4. Draft contract made by Ulrich:

- A draft-contract, on how the Team members could get a credit from the G.S.T. for pre-financing certain activities and how to repay it, made by the Treasurer was discussed.
It was resolved that the Treasurer will distribute to each member a new copy for final discussion. He agrees to it.

5. Relation to U.C.Z.:

- Frieder brought the message from Mr. Muzunsa (secr. U.C.Z.) that the U.C.Z. is very much interested in the work of the Gossner Mission Team in the Valley and is asking whether it is possible for the Gossner Service Team to have a meeting with them to share some ideas and discussions. The Team agrees and Frieder is willing to prepare a paper for discussion.

6. Any other Matters:

- Mrs. Bachmann has stopped to help the sales of Tonga-crafts. (next meeting).
- A store-room is needed in Lusaka. The idea is to build one joining the kitchen/bath room house. (cost K300. --). If not possible, Albrecht should be asked whether his garage could be used for this. Frieder will look after this matter.

Present: Ulrich (chairman), Friedrich, Frieder, Arnold, Izaak.

Chairman.....

Member.....

IJK/GST.

Gossner Service Team,
P.O.Box 4,
Sinazese, via Choma.

12/75 22.7.75.
EINGEGANGEN
18. DEZ. 1975

Minutes of the Team meeting held on the 18.7.75. at Nkandabue.
Time: 09.30 hours.

1. Last minutes: Corrections to be made on:

- point 6 on the Time of Team meetings it should be - One Team meeting per month and on a Saturday before the Staffmeeting and if need arises more meetings will be called.
- on point 7, Any other matters it should be - A proposal was made, whether the Team members in Kanchindu could get a spare key from the P.O.box at Sinazese. But as there were only two keys it was found better that the Treasurer kept the second key. It was agreed.

After these corrections the minutes were passed as correct,

2. Matters arising:

- On minutes 9/75: A letter should be send to Mr.M.K.Malyenkuku to inform him about the Team's decision concerning his application for a credit for a new car.
- On incoming letters: A reconsideration was asked concerning the matter of the financial statement the Team's funds for the years 1973 and 1974, After this it was resolved that the HQ. should be asked for more details, about what kind of statement is required.
- The list of leave: this will still be made for checking. The members should give their dates. In general, after the leave, the dates of taken leave should be given to the Teamspeaker.

3. Incoming letters:

- Involvement of the Gossner Mission: On this the Team felt that indeed the Gossner Mission should be more concerned about the Teamproblems and the work here. Berlin should think together with the Team and together take the responsibility of the work here in Zambia. Executive decisions about the work here are of course the Team's ones.
- The Teamleader: On this, as Frieder (the mover) was not there, it was suggested that the secretary prepares a paper of discussion and a special meeting should be held on this. Some views were expressed and suggested that a special meeting should be held on this matter. The existing system should be viewed.

4. How the G.S.T. sees the planning activities of the Gossner Mission Man in Lusaka.

- As this matter was known to everybody, it was suggested:
 - a. The planner should be responsible for his Plan. This included that he also should look after the acceptance and finance involved.
 - b. An execution of the plan on small scale should be done under his responsibility.
 - c. After the trial a final plan will be made.
 - d. It should not be expected automatically that the plan should be carried out by the Team or Project. An invitation for discussion should be send to Albrecht Bruns for a date sometimes, at the end of august, when ~~H~~ is expected to be here.

5. Coop. movement:

- Mr. Oglethorpe will be invited to speak in general on this matter (invitation services included).

6. KM-Claim:

- Claims should be only made for one car and for the car used. Claims lesser than the amount allowed should be passed as other months more Km are claimed.
- Further on this matter, Arnold brought up the question of the Food and Nutrition and the KM used by Gretel. Gretel would like to know the Team's opinion about the Food and nutrition Programme.

The food and Nutrition Programme is a programme on voluntary bases to provide cheaper high protein food, like cassava, milk powder, beans, groundnuts and special high protein biscuits,

- the biscuits were highly meant for the school children and as such the programme concentrated on the supply to schools under the care of some Teachers.
- During the past years the buying prices of the goods have risen so sharply that it is very difficult to buy these goods cheap and at the same time the supply of goods is poor and difficult.
- It is also difficult to check whether the aim to provide cheap food to the poor is reached.

In a statement of Mrs. van Keulen it was said that this programme has no effect. The conclusion was that 2 members were against the programme, especially as far as the buying and selling is concerned. Abstention 3 members.

- On the claim of the driven KM (1500 km over 6 months) by Gretel, these will be paid by the Team. (Standing regulation: each Teammember gives 100 Km. to the Team and from this Heidi and Gisela are paid).

7. Any other matters:

- Consideration from the Team is asked for the third national development plan. The Team should discuss this first and then later together with the Staff.

Members present:

Arnold (chairman) Ulrich, Friedrich, Gretel, Izaak.

Absent: Frieder (Kafwambila).

Chairman:.....

Member:.....

Izaak J. Krisifor,
Secretary.

Lusaka, 21st of August 1975

Memo on the Gessner Service Team Meeting held on
26th of August 1975 at Nkandabwe Guest House

The following persons took part in the meeting:-

Isaac Krisifee, Team Speaker
Frieder Bredt, Member
Arnold Janssen, Member
Friedrich Clemens, Member
Albrecht Bruns, on invitation

Agenda / Statements for the meeting:-

- (a) The planner should visit the area regularly to keep contact and to collect local data.
- (b) The planner should be responsible for his plan.
This includes that he should also look after the acceptance and the finance involved.
- (c) An execution of the on small scale be done under his responsibility.
- (d) It should not be expected automatically that the plan should be carried out by the project.

To (a), agreed that :-

1. Regularly in this context means once a month.
2. Data collection includes the experience in ongoing programmes of the G.S.D. Project.
3. The project staff is willing to collect data for planning purposes.
4. The planner will ask more specific questions so that project staff knows what kind of data is required.

To (b) , agreed that :-

1. The planner is responsible for any data included in any of the plans.
2. Acceptance of a plan means that a plan has to find the approval of the Gwembe South Development Committee and the Technical Planning Committee of MRD.
3. The planner will help to find the financial resources for the implementation of the accepted plans.

To (c) :-

The Teams' proposal was rejected by the planner on the ground that planning can not be limited to the planners ability and timetable for supervision of implementation.

To (d) :-

There seems to be disagreement on this point. The planners view is as follows:-

If plans are accepted (see: b (2) they are an expression of MRD's and Gwembe South Development Committees' policy for the development of Gwembe South. Implementation may not come automatically but implementation is not to be held up by the existing project staff. The MRD in correspondence with the Gwembe South Development Committee is free to arrange for the posting of any local or expatriate staff under its direction. It seems that the Gessner Service Team has difficulties in accepting Article IV section 1 (b) und section 2 of the agreement between G.R.Z. und Gessner Mission.

However, in order to avoid a dead lock, it was agreed that a letter be written to the project asking the project to start programmes in dry-land farming on the lines of the accepted plan. The project staff may than give its reasens for a possible delay in implementation.

The paper on cattle development will be discussed between the planner and the staff meeting during the planners presence in the valley in the first week of September. The basis for this discussion will be # written suggestions by the staff members.

A.F.B.
21.8.75

Minutes of the Teammeeting, held on the 30.6.'75 at Nkandabwe.
Time: 13.30 hours.

1. Last minutes: The minutes 9/75 and 10/75 were passed as correct.

2. Matters arising:

On minutes 9/75:

- there were two figures of the diesel-fuel, taken by F.Bredt from the Siatwinda Irrigation Scheme (GRZ) resp 138 l and 134 l. It should be 134 l.
- The matter of the KM-claim will be looked into by the Treasurer for the next meeting.
- The request of M.K.Malyenkuku for a new and bigger car is rejected. For the moment the existing transport is still sufficient. The loading capacity of the bigger Toyota Stout is not so much bigger than the Hilux. It was suggested that to have a bigger loading capacity the use of shelf-construction should be considered.

On minutes 10/75:

- The treasurer will make up the contract regarding the condition of the credit for the lorry for the building group.

3. Incoming letter:

- Building engineer: The matter should be answered with reference to the previous correspondence. Planstellung Gossner Mission.
- Correspondance to Berlin: The Team regretted the mistake made during the discussions with the Director and Mrs. Friederice and decided to come back on the Team's old regulation that: there should be no private letters about the work to be written to the Gossner Mission, without informing the Team. Copy of the letter should be given to the Team's notice.
- Planning activities of Mr. Bruns and Teamv.v.: The objections about the planning approach of Mr. Bruns, doesn't mean that the dry-land paper was rejected. Principally the Team agrees to the plan with the conditions that it should be tried out on small scale. A general discussion started on the planning activities of Albrecht Bruns and at the end it was resolved that:
 - The Team should try to formulate how she thinks planning should be done, and
 - after this an open discussion should be held with Albrecht Bruns
- Financial statements of 1973 and 1974:
 - 1973, this was already handed over to Siegwart Kriebel by the previous treasurer, F.Clemens.
 - 1974, This is not available as the subcommittee for the checking of the books didn't report during the handing over.
- The group from Lüdinghausen: the group is most welcome. The teammembers at Nkandabwe will organize an introduction evening and after this a programme could be made for the visitors.
- The annual leave of everybody: The list of leave kept by the Teamspeaker will be made up to date and after it is checked by each member concerned it will be send to Berlin Mission HQ.

4. Repayment of Chicken money, Izaak.

As the programme has stopped, Izaak has to pay back this money and after this he could apply for a new credit for the rice programme. He will pay the Team K 561.15. An application for K 150,-- for the Rice programme was agreed upon and accepted.

5. Extension of contract of Izaak.

This was taken as example for a discussion on extension of contracts.

- Teammembers intending to extend their contract should inform the Team.
- The Gossner Mission should contact the Team for its opinion about such an extension.
- Deliberations were made on how long the contracts should be, including extension. The Team is not clear about long-term contracts. The majority is for 4-5 years contracts (2+3).

6. Time of teammeetings:

A proposal was made to have the Teammeetings on a separate day as the Staffmeeting.

As objections was put up the Time and transport. Four days meetings per month is rather much already.

After such discussions it was resolved that:

- one meeting should be held on the same day as the staffmeeting
- one meeting to be tried out on the saturday before the staffmeeting.

7. Any other matters:

- The question of teamleader should be discussed on the next meeting (F.Bredt).
- The money matter of Miss Müller. This was investigated by Izaak and the information is that the cheque has been issued and addressed to Miss W.Müller, c/o Gossner Service Team P.B. lxc, Choma. A check-up on the matter whether the cheque has returned to Livingstone customs as being cashed has to be done (U.Schlottmann). Friedrich accepted to check on this as he will be the first to go to Livingstone.
- F.Clemens) the Keys for the caravans in Lusaka has to remain in the small box of the small caravan. A key for this box is obtained from Friedrich after signing for responsibility for the care of the key.
- Diesel fuel paid by him for the Leyland lorry has to be claimed back from the GRZ.
- Proposal of postbox Keys of Sinazese postofficebox to Kanchindu.
- A request was made whether the GST letters should be opened at the camp first.

Present: Friedrich (chairman), Arnold, Ulrich, Frieder, Izaak.

Chairman.....

Member.....

Izaak I Krisifoe,
The Secretary.

Minutes of the Teammeeting, held on the 25th.6.1975 at Nkandabwe.
Time: 10.15 hrs.

1. Introduction: This special meeting was asked by Friedrich Clemens in order to discuss his request for a credit from the Team for the building group.

2. Lorry for the Building Group:

F.Clemens: He explained that:

- At the moment the Building Group is using the GRZ-Lorries on hire rate KM basis from the Government.
- At present the two lorries are causing a lot of problems. The Leyland is not so good and the Mercedes is showing some signs of faults.
- The MSB, where the lorries have to be repaired has a lot of work. A repair has to take 2-3 months.
- The lorry in mind is a Mercedes one without four wheel drive.
- The Value is ~~K~~ 13,500.00 without duty and ~~K~~ 16,000.00 with duty.
- It is urgent as there are only two of this type of Lorry present at the moment.
- And the Building Group has a lot of work to do.

The Team agreed to give a credit to the Building Group. The Lorry will be bought on the name of the Gossner Service Team and remain the property of the Team. But it will be under the responsibility of Friedrich, till the Time the Building Group would be able to take over the Lorry.

The Building Group is not able to pay any deposit or payment in advance at present, as all the funds are invested in building materials.

The Building group will pay K 3,000.00 /year.

The details of the conditions (contract) will be made by the Treasurer.

3. Any other matters:

The Treasurer: Thomas Bachmann asked the assistance of the Team with a deposit for his car for going to Botswana.

The Team agreed on the previous decision made on this matter.

Co-operative movement: on this, as it was already agreed upon, Mr. Ogglethorp will be invited for discussions on this matter. The Team will first discuss this and after that an invitation will be send to Mr. Ogglethorp.

The next Teammeeting was proposed on the 1.7.'75 in the afternoon, one hour after the Staffmeeting.

Present: Frieder (chairman), Ulrich, Arnold, Friedrich, Izask.

Chairman.....
Friedrich.....

Member.....
Arnold.....

Izaak J.Krisifoe,
Secretary.

MINUTES OF THE TEAM MEETING, HELD ON THE 19-5-75, AT NKANDABWE.
Time.: 08.00hrs.

.....: passed as correct.

2. Any other matters:

- a. Statement of the amount ~~put~~ GRZ-diesel taken by Frieder to be given to the Treasurer for records.
- b. The Gossner Mission property used by George, has been checked by Heidi and the Treasurer.

3. Proposals and discussions on the contract for New Teammembers.

The discussions were held on the basis of the existing contracts, e.g. contract of the second group (Clemens, Bredt, Krisifaa and the last contract (Janssen and Schlottmann) and DU contract.

In general: - The general view is that Gossner Contract should be somehow be adjusted to the DU contracts.

- The new G.contract should also be adjusted to the existing ones.
- The aim of the Mission should be to get Teammembers on a similar level (equality).

On article II:

- a. Here the question is that up till now we have of course worked under GRZ regulations, but not under any directions. The Team coordinator is still missing.

b. A job description is not given

c. The new employee is member of the Gossner Service Team. His engagement is regulated according to the Team's "Constitution", On this there is no clear command from Gossner Mission.

On article III: A question is put on (3). What are the periods of this.

On article IV:

2. Vorbereitungszeit (2/3 of the Bruto salary):

About this point the Team has three considerations:

- a. Full pay should be given. The Gossner Missions should make use of the Vorbereitungszeit as short and fruitfull as she thinks is needed.
- b. In case of English studies are involved a 2/3 salary regulation should be applied (according to DU).
- c. Pre-contract during the Vorbereitungszeit and after that the full contract can be offered.

5. Medicinische Versorgung:

This point should be cleared up.

11. Ausstattungsbeihilfe:

According to DU.

12. Transport kosten zuschuss:

according to DU.

14. Jahresurlaub.

According to DU.

15. Krankenurlaub:

No sense to maintain this point. OUT.

4. KM Allowances: The KM claim march 1975 of Frieder was charged for Landrover and changed from Landrover to VW, this as it was clear that he used his VW during this month.

The view is that the Team should claim what is correct.

Teammembers using different classes of cars should claim separate classes. Cars of same classes can be put together.

5. Application for a new car from Mr. Mark Malyenkukus:

The Team sees no need yet for a new car for him. More information should be got from De-Mark whether the car is not in good condition and whether it is really too small.

b. Any other matters: - The crockery of Mr.F.Krawolitzky? He mentioned to the secretary to bring it down, to the Treasurer, but he did not.

Present: Heidi (chairwoman) Friedrich, Ulrich, Izaak.

Absent: Frieder (on leave), Arnold (Lusaka).

Chairman.....

Member.....

Izaak J.Krisifaa, The secretary.

Minutes of the Team Meeting, held on the 26/4.75 at Nkandabue. Time: 09.00 hrs.

1. Last minutes: passed as correct.

2. Any other matters:

- a. Diesel fuel: Diesel (GRZ) taken by Frieder from Siatwinda Irrigation scheme should be subtracted from the total fuel amount the GRZ is owing to the Team and the Team will charge Frieder.
- b. Any other matters: The secretary found that leaving the Team files in the Nkandabue office is not safe. Till a solution is found about a safety lock on the door, the files can be obtained by request of from his house.

3. Building engineer or another one?

On this the Team still feels that a civil engineer is needed. A "tiefbau" engineer with some knowledge of "hochbau" is required.

4. The contract Gossner Mission - GRZ.

On this, as the matter is urgent, the Team feels that the present contract should be continued for extension. In due course more discussions will be held on this matter. Proposed date for a meeting on this matter will be held on 14.6.75.

5. Contract of new members:

The members felt that this matter should be discussed more widely on the 17-5-75. Both contracts (old and new) will be copied for this purpose. But still discussion started in connection with a couple contract. The latter is not a new matter. The Team has proposed this already in 1973 (note from file: see minutes 7.2.73, secr.) The disadvantages and advantages of a couple contract were discussed. At the end it was resolved that the Gossner Mission should be asked to consider the case of couple contracts once again. Possibilities of future work for the women should be compiled and send to the Mission. If the wife agrees the couple should be offered a couple contract, if not a single contract could be offered. Suggestions for possible future work for women should be given to the secretary.

6. Credit application (Friedrich):

Friedrich explained his problem that with selling his two cars at the end of his contract here, he will have too much money and he foresees difficulties of exporting this money. So, his request is whether he could get a credit now from the Team. The Team agreed to give Friedrich K 2000,- credit for private use. In case the Team is in need of this money, it should be returned to the Team immediately. A contract for this will be made up by the Treasurer.

7. Working Capital of the different programs:

As this was not clear to the new members, it was explained again and concluded that: - a contract has to be made. - each Teammember has to request for the money he needs. - Losses beyond control should be reported in time to the Team. - The money is meant for pre-financing purposes of the work and is not as such for spending. - Balance sheets should be available at the end of every year.

Any other matters:

- Ulrich wants to move to the ex-house of George.
- Ulrich and Heidi will look into the Gossner Missions property, left by George.
- G.R.Z. furniture has to be checked.
- No patrol on credit to Mr. Phiri till he pays.
- The Teams diesel to be collected from GRZ in drums.
- A letter to be send to Berlin about the unsettled accounts left by George.

Present: Ulrich (Chairman), Friedrich, Arnold, Izak.
Absent: Frieder (on leave in Germany).

Chairman.....

Member.....
I.J.Krisifos the secretary.

Minutes of the Team Meeting, held on the 7/4/'75 at Nkandabwe.
Time: 15.00 hrs.

1 Last Minutes: With the following correction the minutes 5a/75 were passed as correct.

On any other matters to be added:

2. Mr. Seeberg and Mrs. Friederici had a meeting with the Zambian Staff. The matter of the Teamleader was very much questioned by the Zambian Staff. The Gossner Mission will look further into this matter.

Minutes 6a/75 passed as correct.

2. Matters arising: none on minutes 5a/75.

On minutes 6a/75:

Keys for the kitchen: Friedrich should be asked if he could look into the matter of a different safety lock for kitchendoor in Lusaka. The idea is that a safety lock should be put on the kitchendoor and that each member will get a key for this.

Diesel fuel: The G.R.Z. owes the Team 986 l diesel. 180 l has been taken already (Frieder 80 l; Izaak 40 l; Bruns 60 l).

Treasurer: explained the form for book-keeping consisting of : in/out sheet
ledger book
receipt book (triplicate).

3. New business:

a. Mr. Sakala: The Team agreed to assist him with a credit of K 10,--.

b. Kanchindu Manse: Rev. Mulowa asked for accommodation during his visit to his congregation in Kanchindu and further whether there will be some accommodation in future for the lady-community development worker for the Girls Brigade. The Team decided to leave the matter till need arises and the Reverend is most welcome and free to use the Guesthouse as much as he wishes.

c. The LPO-Book: This book will be put in the office of Ba Izaak. A note book will be there too, and anybody taking the LPO-book for use should note this and sign for it. At return the LPO-book will be returned to the office. This because of check-up from the accountant of Choma, recently.

Any other matters:

The files of the Team will be made available for the Team in office room.

Present: Arnold (chairman), Ulrich, Izaak.
Absent: Frieder, Friedrich (Both on leave).

Izaak J. Krisifoe,
Secretary.

Gossner Service Team,
P.B. Inc, Choma.

6a/75

21.3.75.

Minutes of the Team Meeting, held on the 17.3.'75 at Kanchindu.
Time 14.00 hrs.

1. Last Minutes: The minutes (4a/75) passed as correct.
The minutes (5a/75) passed for correction.

2. Matters arising:

5. Drilling rig (4" tools):

The tools have been bought by a German firm. They are expected soon in Zambia.

3. News from the talks in Lusaka:

The secretary reported on the last meeting together with the Gossner Mission's Director in Lusaka.
A contact meeting or better a courtesy call was brought to the Secretary of Christian Council of Churches.

4. The Treasurer:

- a. Insurance: Teammembers who are on the Pool-insurance of the Gossner Service Team are asked to pay their shares.
- b. Keys of caravans: The caravan-keys could be kept in the cupboard in the kitchen. A special lock will be put on the kitchen door. And each Teammember will get a key of this.
- c. Account Lusaka: The Teammembers using this account should pay-in at once the amount they are withdrawing.
- d. Diesel: The amount of Diesel that G.R.Z. is owing to the G.S.T. will be transferred into drums.
Arnold will help in this.

Any other matters:

Arnold: requested for more credit for his program as the first amount is not sufficient. He will get another K500,--.

Treasurer: will prepare some sample forms for the book-keeping system, so that all Teammembers, using G.S.T. money have a same administration.

July, returning
Some explanation should be asked from George about his handing-over report.

Izaak J. Krisifoe,
Secretary.

Present: Frieder (chairman), Arnold, Ulrich, Izaak.
Absent: Friedrich, George, (both in Lusaka).

G.M.

Gossner Service Team,
P.B. 1xc, Choma.

5a/75. 16. MAI 1975

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3.3.251

Minutes of the Team Meetings, held on the 28th of February,
1st of March and 3rd of March 1975 at Nkandabwe.

Meeting of 28th of February 1975: time 09.00hrs.

Guests: Gossner Mission, Berling The Director, Mr. Seeberg.
Mrs. Friederici.

A.F. Bruns - liaison officer, Lusaka.

Members present: Frieder (chairman), Friedrich, Arnold, Anja,
Heidi, Gretel, Izaak.

" absent: Ulrich (sick), George (Lusaka).

Introduction meeting:

The Team welcomes the Director and Mrs. Friederici and hopes that their stay will be a pleasant one and that we will have good discussions together.

G.M.-H.Q.:

The Director and Mrs. Friederici are very happy to be here today as they were looking forward to meet all in the Team. They feel very sorry, but due to circumstances, Siegwart Kriebel couldn't join them. He only left some months ago, so he still knows a lot about the work.

Their journey went very well and they arrived in Lusaka on Tuesday afternoon, 25th of February. On Wednesday afternoon they had some talks in Lusaka with Mr. Oggelthorpe and Rev. MacPherson. Frieder and George joined them on this afternoon.

On Thursday morning they had talks in the Ministry of Rural Development with Mr. Mulenga, the Commissioner for Land Settlement Board and with Mr. Nkwane, Director for Ministry of planning and guidance. Izaak joined them on these talks.

Both, the Director and Mrs. Friederici are looking forward to have some informal talks and some official ones with Team and the Staff of the Gwembe South Development Project. And also to make tours of familiarisation to the Programs of the Gwembe South Development Project.

As the HQ-Berlin and the Team both have a list of points to be discussed, it was resolved, that, after the time table for the meetings has been fixed, the Director and the Team speaker should meet in order to make up an agenda for the meetings.

Points of general interest should be discussed first, this in order to give Albrecht Bruns the chance to return to Lusaka earlier.

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Meeting of the 28th of February: 14.00 hrs.

Present: Mr. Seeberg, Mrs. Friederici, Albrecht Bruns,
Friedrich (chairman), Arnold, Gretel, Heidi,
Frieder, Izaak.

Absent: Ulrich (sick), George (Lusaka).

The meeting accepted the proposed agenda and meetings will be held accordingly to the timetable.

Gossner Zambia, Ltd.:

G.M.: This new idea of having a new structure in the form of a Gossner Zambia Ltd. was started last year by Mr. K. Schwerk.

He had some informal talks with some people here in Zambia and particularly with Mr. Oggletorpe. In Berlin at the Mission HQ it was also discussed, but it was not very enthusiastic. Also, the idea was not very much supported by the Team and Albrecht Bruns. Altogether, after last talks with Mr. Oggletorpe (26.2'75), the conclusion is to dump this idea for the time being.

A very important thing, which came out of the talks with Mr. Oggletorpe, is that: How to get a local ~~sikumakim~~ structure where the whole community is involved or will take part in the development. And he is of the opinion that the Credit Union movement could be a means of involving the people to work together as a community. Try to convince the people to save some money and through this they might change their way of life. This community understanding could be strengthened by Co-operative work and the Village productivity committees and Village Ward committees. There is need for a strong local structure on village level where the people could express themselves, what they need, not need, and what they want and don't want.

G.S.T.: He, Mr. Oggletorpe (one of the Board Directors of Credit Union of Zambia) is willing to come down to the Valley to discuss this matter more in details with the Team and the Project, and also the Credit Union is most likely, able and willing to send somebody to come down to work and assist on this Credit Union movement.

The Team agreed also to drop the idea of the Gossner Zambia Ltd. and are accepting the offer of Mr. Oggletorpe. He will be invited for discussions on the Credit Union Movement.

G.M.: The Participation of Service Overseas (DÜ):

The Gossner Mission is very much in favour of DÜ joining her in the work in Zambia. But how to do this? Because DÜ only supply people to work overseas if a request comes from the people or agency overseas and not from Germany. The Government of Zambia has no objection against a "sister" organisation, which would like to assist the Gossner Mission. This should be an arrangement between the Gossner Mission and this "sister" organisation. For Zambia, only the agreement between Gossner Mission and the G.R.Z. counts.

G.S.T.: That Gossner Mission wants DÜ to join, is a technical matter to be solved between the Gossner Mission and DÜ. DÜ will pay their employees. Concerning the request, coming from Zambia, this could be done by the Gwembe South Development Project, via the Gossner Service Team and the Gossner Mission. Such members will become members of the Gossner Service Team. DÜ should know about the conditions of agreement between the Gossner Mission and the Government of the Republic of Zambia, and also, they should know about the differences in contract of the members, employed by the Gossner Mission, if such differences are there

2. Government affairs:

G.M.: a. Agreement:

In connection to this, some discussions were held on Thursday morning (27-2-1975) at the Ministry of Rural development with Mr. Mulenga, the Commissioner for Landsettlement Board, and Mr. Nkwane, Director for planning. The Commissioner is quite happy with the good cooperation and good work done by the Gossner Service Team in the Gwembe Valley. He expressed the continuation of the Teams work and the engagement of the Gossner Mission in the Rural Development of the Gwembe Valley.

On the point of the Zambian staff to give them security for the future by making them civil servants, it looks like this will not be possible in the near future. The Post of a Project Leader still had to be established, the negotiations are still underway and very much will depend on the Mwanakatwe Commission's recommendations. The commissioner felt that once the post of the Project Leader is established, the internal posts of the Zambian Staff could be tackled again. There are situations where this has been done.

The Director of planning said there will be no difficulties for the extension of the agreement.

The Term of Renewal of the Agreement will be connected to the Third National Development Plan, 1977-1981.

For the Government of Zambia no changes. Amendments could be considered.

He advised the Gossner Mission to write a letter of request for renewal of the contract to the Director of Planning and then the Government of Zambia will agree to this.

The general question to the Agreement Matter is, whether something has to be changed.

G.S.T.: The Team accepted the proposal to leave it as it is.

But felt that some discussions should be made, so that some of the points could be made more realistic. The Team will let the Gossner Mission know about this.

b. The Gwembe South Development Committee:

This Committee should play a bigger role in the development of the Gwembe South Region and efforts should be made to strengthen this. This body represents the people at the moment. The Councillors, who are the direct representatives of the people should be more involved in this committee, this in order to get the "voice" of the people in the discussions.

They should become the body to recruit new members for the Gwembe South Development Project.

c. Zambian Staff:

On this matter the views of the Commissioner are, that one has to wait for the Mwanakatwe Commission, which is reviewing the G.R.Z. civil service.

The post of the Project Leader is put forward.

Situation:

According to the Agreement, Zambian Technical Staff should have been provided to the Gossner Mission's Staff. This has not been done.

A Project Coordinator (Project Leader) should be appointed by the G.R.Z. to coordinate the work of the Gossner Service Team with the various Departments and the People of the Gwembe South.

The Gossner Service Team needed Zambian counterparts and so some were employed and payed out of the Capital vote. There is no social security for them as they are no civil servants.

Considerations should be made on:

- to have full time staff members.
- to have part time members connected to a project and as soon as the work is done they could be released.
- to work in close co-operation with Departments and make use of the Departmental Staff.
- to work with the people, with their local leaders (councillors, headmen etc.).

3. Relationship between Gossner Mission/Team and the Liaison Officer:

a. Correspondence letters:

G.M.: The personal letters to the Gossner Mission:

Is it fair that only letters, written by the Teamspeaker are send to the Gossner Mission?

What is the difference between private/job letters?

At the moment the arriving letters, addressed to the Gossner Mission are opened at the Secretary of G.M. They will first go to the Director and later to the Staff and then the letters are devideed according to the country for reply; Inddia matters are handled by the Director, Zambia letters by Mr. Kriebel and Nepal matters by Mrs. Friedericici.

Private letters should be adressed to the home address of the person involved, or treat it confidential if the Gossner Mission address is used. The Mission would like that the Team reconsidered the decision made.

G.S.T.: The Team agreed to withdraw the decision. Everybody should feel free to write about his work and life to the Gossner Mission. In special cases it will be decided by the Teammeeting.

b. Work reports:

G.M.: A request is made to every Teammember to write some more reports!! This should not only be technical reports, but also a bit more about the work done, about some difficulties and hopes etc. The reports should be distributed to all the members concerned. Up till now, some peports were coming in, but the G.M. would like to have more news about the "day to day" happenings.

G.S.T.: Request accepted.

c. Liaison officer, Lusaka:

General matters should be discussed between the three parties, Gossner Mission / Team / Liaison Officer. Major points of interest should be passed on to all parties.

The Liaiso officer liaises only between the Team (Project) and the Ministry if needed.

-o-o-o-o-

Meeting of the 1st of March 1975: time: 0.900hrs:

Present: Mr. Seeberg, Mrs. Friedericici, Mr. Bruns, Frieder, Arnold (chairman), George, Gretel, Ulrich, Izaak.

Absent: Friedrich (sick), Heidi (Choma).

4. "Ganzheit Missions Arbeit":

a. The need of non-technical approach:

G.M.: In the Curatorium, and especially in the Gossner Mission Staff, the work in Zambia is discussed. We are ~~thinking~~ trying to follow you and your work here, sometimes in good mood or bad mood. Discussions are done in interested groups and congregations.

The answers were always, that the Team is doing well.

But sometimes we are asking ourselves, whether some approaches to Zambians are not just like "robots" being pushed to success.

Success is not only achieved by technical solutions, but also a matter of non-technical ones.

What do the Zambians need? What do they want themselves?

This means, that one has to find out what the people are thinking what their feeling and considerations are. And out of this, advices or proposals could be given.

The non-technical approach is needed to assist the technicians. The forgotten things, like, how a man's family is doing, how is the health, education and religious activities.

How to approach these forgotten things? And who is going to do it? For this the Gossner Mission is thinking of sending a theologian, it even could be a social worker to assist the work on the non-technical part. Non-technical information should be passed to the technicians.

G.S.T.: Both approaches, the technical and the non-technical are connected to each other.

"Der Arbeiter" (this to avoid experts) is part-time technician and part-time none. Technic is one instrument to approach people, but without the non-technical abilities the technic cannot be used or transformed. We are people who want to help other people. We are missionaries. Help the people to identify their needs and then, advice and assist them. I need, I want --; we need,.....

b. The Theologian: (U.C.Z.):

The job-description has been discussed lengthy between the Gossner Mission and the Team. This is now accepted.

Up till now there have been three candidates:

1. Mr. Schoof. He was not accepted by DÜ.

2. Somebody from Mainz. He was not accepted by G.M.-Berlin.

3. Australian pastor ?

Future Candidates have to undergo the DÜ-tests.

Why U.C.Z.?

The Gossner Mission is a Mission Society and forrelationship the United Church of Zambia has been chosen as partner. As she is the biggest church in the area the Gossner Mission (G.S.T.) is working. For this, better a theologian than a social worker, who could do a parttime job as a partner of the U.C.Z.

c. New posts / overlapping time:

Due to lack of time planning and the declining trend of income the Gossner Mission has decided that only 6 posts are available for the moment. More needed manpower can be requested from the DÜ.

Overlapping Time: For the continuation and planning this is needed. Existing posts, which have to be continued, overlapping time is needed to introduce the new man. For a certain work, this could be done.. The work could be more stable and better if the man is more important than the post. It should be possible that a certain work could be stopped and a new one could be tried out by a new man. We are not doing a continuous work, but we are working for a certain time. An overlapping time of a half year should be considered.

d. New contracts:

G.M.: A new contract is in the make. A sort of preliminary contracts (probation) of two years are offered.

In these two years, the candidate will have enough time to find out, whether he is able to do his work under the new ways and conditions of life. Also in this time one is still in a selection period. After this period a contract of two years with prolongation is offered.

G.S.T.: A draft-copy for discussion should be send to the Team. This will be very much appreciated. The Gossner Mission and DÜ contracts should be stream-lined as both will send people to one project.

e. Contracts of the ladies:

G.M. The ladies have some activities, so let them do this.

It should not be stopped because of getting a baby. A copy of the new contract will be send.

G.S.T.: The Team proposed a family contract, as suggested (1973).

One has to look more into the programs of the ladies. Mrs. van Keulen suggested to stop the food and nutrition and do something about domestic science.

Have one full-time lady on this subject and all the others could assist her in this on part-time basis.

-o-o-o-o-

Meeting of the 1st of March 1975: time 14.00 hrs.:

Present: Mr. Seeberg, Mrs. Friederici, Gretel (chairman), Arnold, George, Anja, Friedrich, Ulrich, Frieder, Izaak.

Absent: Heidi (Choma).

5. Work in Germany:

Expectations from Berlin side:

The Gossner Mission is expecting that her returning employees should do some sort of deputation work.

The people at home are spending money for this work and some feed-back is good and justified.

Development work ~~xxxx~~ means also changing the Development ideas in Europe. And for this, experiences of field people are very important. This is our responsibility towards the home-guard.

In order to this deputation work, some planning is needed:

1. the returning member should inform the Mission Information officer (Mrs. Friederici) how he is travelling and when he expects to arrive in Germany.
2. This should be done six months before one will start the deputation work, as preparation has to be done.
3. Wishes should be expressed at the same time. For instances to whom one would like to speak to or how one would like to do it, etc. , even accommodation matters, etc.

Tübingen: Information: The health regulations in Germany prescribe, that anybody, staying abroad in tropical countries should be medically checked up as soon as she or he returns to Germany. The Team is requested to go directly to Tübingen for medical check-up.

c. Financial involvements from friends of special Teammembers: Teammembers should advice friends, to send the money to the Gossner Mission.

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7/.....

Meeting of 3rd of March 1975: time 16.00 hrs:

Present: Mr. Seeberg, Mrs. Friederici, Ulrich (chairman), Arnold, Friedrich, Frieder, George, Izaak.

6. Bruns Plan:

G.M.: The plan of Mr. Bruns has been discussed at Zambian Experts Meeting. As future plans are suggested, where policy discussions have to take place, the Gossner Mission is very much interested and wants to know:

1. Is rural development a matter of Agricultural Development?
2. Is this a plan coming from the grass-root level or is it a Lusaka plan from high level, which has to be implemented.
3. We are not sure about the facts (hard facts, soft facts).

G.S.T.: The planning approach of Albrecht Bruns is not accepted by the Team.

He is not long enough in the area to know how to get some grass-root information of the difficulties and the troubles of the people in the area.

He said: "the Ministry first, and then the Team".

Izaak J. Krisifoe.
Secretary, G.S.T.

Any other matters:

① Mr. Seeberg and Mrs. Friederici are very interested in the Proposal of Mrs. van Keulen about a Domestic Science program to be done by the ladies (one full time lady and part-time ladies). The Team will follow up this matter.

*Meeting with the Zambian staff.
- Question of Team leader?*

Izaak J. Krisifoe,
Secretary G.S.T.

Subcommittee Siatwinda Irrigation Pump

present: A.Siatwinda (chairman)
F.Clemens (secretary)
U.Schlottmann

The meeting took place at the pump at Siatwinda on the 22nd of this month.

There were no papers with the data of the pumpstations available.

In this report the pumpstation nearest to the scheme is called station 1, the next one station 2 and the farthest one station 3.

The subcommittee proposes the following:

- 1) To build a dam for transporting the pump and the diesel from the scheme to station 2 via station 1. The required soil should be taken in the way that a channel is formed from the ditch of station 2 to the ditch of station 1.
- 2) Permanent rigid piping should be extended in the way that the one-way valve of each station is above water level during the whole time of operation of that particular station.
- 3) A proper level-gauge system should be installed to allow keeping records of the lake level. Fixed points for the height have to be put up.
- 4) It should be arranged, that informations about the lake movements from the Central African Power Corporation reach the Siatwinda management. That Company does forecasts of the lake level as well. Only this, together with the measuring at Siatwinda, will make it possible to plan the necessary movements of the pump in good time.
- 5) The wooden pegs marking the line of the buried main pipe should be replaced by concrete ones.

As nowadays the pumpstation 3 is under water, the question of that station has been postponed to a later time.

signed: A.Siatwinda
(chairman)

Gwenbe South Development Project,
P.B. lxc, Choma.
(Gossner Service Team).

17-2-'75.

BUDGET 1975.

Proposed Allocation of funds to the Programs.

Program:	Estimated Amount	Proposed Allocation:	Remarks:
1. Siatwinda Irrigation Scheme	K 5.000,-	K 6.342,-	
2. Siatwinda Crop & Soil research	K 6.000,-	K 6.000,-	
3. Sianumpande irr. scheme	K -	K 2.500,--	
4. Irrigation trials	K 7.300,-	-	
5. Nkandabwe Irr. Schene	-	-	
6. Kafwanbila	K 3.000,-	K 1.500,-	
7. Boreholes	K 5.000,-	K 3.300,-	
8. Building Group	-	K 6.000,-	
9. Work shop	K 6.000,-	K 4.000,-	
10. Lorries		K 6.000,-	
11. Support of Craftsmen	K 2.000,-	K 2.000,-	
12. Maintenance of Project buildings	K 1.500,-	K 1.500,-	
13. KM-allowance	K15.000,-	K15.000,-	
14. Administration			
a. wages	K 8.000,-	K 7.500,-	
b. Stationary	K 500,-	K 500,-	
c. Sub-allowance	K 1.200,-	K	
15. Brickmaking	K 4.500,-		
	K65.000,-		

18-12-'75.

Minutes of the Staffmeeting of the Gwembe South Development Project, held on the 17th Febr. 1975, at Kanchindu.
Time: 09.00 hrs.

Present: Mr. U.Schlottmann - Chairman
 Mr. I.J.Krisifoe - Acting Secretary.
 Mr. F.Bredt
 Mr. A.Siatwinda
 Mr. F.Clemens
 Mr. W.Ncite
 Mr. M.K. Malyenkuku
Later: Mr. G.K.Madyenkuku
 Mr. A.Janssen
 Mr. T.Bachman
Absent: Mr. J.G.van Keulen (lusaka).

1. Confirmation of last minutes:

page 1 - members present: Mr.F.Clemens to be added.
 page 4 - Animal Husbandry Committee was chaired by Mr. Krisifoe instead of Mr. Bruns.

After these corrections the minutes were passed as correct.
 The minutes still have to be signed as the file copy was with the secreatry.

2. Matters arising:

page 1: Muka bridge:

The project secretary and Mr. Schlottman went to the Governor. A report of the progress about this matter is handed over to the Gouvernor. They visited also some bridges across the Lisutu river in the Gwembe North area.

page 1: Office work:

- A letter will be send to the companies, which have not been paid yet.
 - The question of what happened with the projects money of the 1-st quarter of 1974 is still pending.

page 2: District Education Officer:

- The Secretary has to write a letter to this officer, concerning the matter of repairing school furniture which is broken.

3. New Business:

a. Budget: New headings of programs were accepted and proposed estimates for each program were given.
 As soon as the amount, allocated to the project is officially known, adjustments have to be made again.
 The program officers, who have not given their estimates, should give their estimates, as soon as possible before the next meeting, to the office.

b. Reports from Committees:

- The Siatwinda Research Committee: no report yet.
- The Siatwinda Pumpstation Committee: no report yet.
- The Drilling Rig Committee: A report was given and a discussion on this was made. A final report will still come.

c. Typist agreement form was accepted.

d. Lusumpuku Coop.

As to some of the members, this matter is unclear and as there are some difficulties, it was dissolved that a Committee should be formed to discuss this matter and report later to the Staff.

The Committee consists of:

- Mr. M. K. Malyenkuku - chairman
- Mr. G. K. Madyenkuku - secretary.
- Mr. F. Bredt
- Mr. F. Clemens

and they will meet on Tuesday (18-2-'75) at Nkandabwe, 14.00 hrs.

e. Any other matters:

Administration: The accountant from the office of the P.R.D.O.-Chona, came on 14-2-'75 to check on irregularities in the revenues, collected by the Office Clerk and to check on the books.

The Irregularities have been found. The matter is still in the hands of the Accountant for further investigations.

A report will be sent to the Project.

Maamba junction/Kandhindu Road (F. Clemens):

- suggested to write a letter of complaint to the Roads Departments, about the state of the road Maamba-junction/Kanchindu (K 40.000,-). Proposal accepted and the Secretary has to write a letter to the Roads Department with copies to:

- The District Governor, Gwenbe.
- The District Secretary, Sinzangwe.
- The Senior Chief Mweenba.
- The M.P. Mr. Beyani.

Attendance of meetings (F. Clemens):

- The staffmembers are strongly reminded to stick to the regulations. Be in Time!!

Letter Mr. Sakala (F. Bredt):

Notices of the office clerk to the staff meeting have to pass through the secretary.

Building of the store, Kafwanbila (F. Bredt):

The building section agreed to assist the Lusumpuku Coop with supplying technical assistance in making Bricks and bricklayers.

The Coop will supply the labour and pay the bricklayer.

Meeting ended 11.30 hrs.

Next meeting will be on Monday 3-3-'75 at Nkandabwe.

Time: 09.30 hrs.

Chairman:..... Acting Secretary:.....

Minutes of the Team meeting, held on 17-2-'75 at Kanchindu. Time 12.00 hrs.

EINGEGANGEN
16. MAI 1975
Erledigt

1. Last minutes: passed as correct.

2. Matters arising:

3. Incoming letters: The 1974 report of Mrs. I. Bruns will be discussed in the staffmeeting.

4. Accommodation for the Ass. Distr. Agr. Off. This request is withdrawn by the A.D.A.O.

5. Organisational points:

The differences between the two contracts will be put on paper.

3. Incoming letters:

A letter of Mr. Seeberg arrived, in which his arrival was mentioned and his proposed program (agenda). Since it looks like that the information visit of the Director and Mrs. Friederici is becoming more than a general information visit, the Team members should be prepared for long talks and meetings.

The Team would like that the Director should come down to the Valley **first**, to have some discussions with the Team. Albrecht Bruns should be written to express the Team's wish.

4. The visit of the Director (agenda):

Since the letter of Mr. Seeberg announced that they are coming with a list of points for discussions, an agenda could not be made. The Team will provide a list with subjects which they would like to be discussed. And as soon as it is possible an agenda will be made together with the visitors and Albrecht Bruns. On the point of the attendance of Mr. A. Bruns in the Teammeetings with the Director, it was felt that he should not be allowed. Two days of general meetings could be kept together with Mr. Bruns.

5. Drilling Rig (4" tools):

4" tools for the drilling rig are urgent needed. This because of casing material for the present 6" tools is very difficult to obtain. At present there are 4" pipes available for casing, so the 4" tools are needed and these could be ordered from Germany. Since it is very difficult to obtain these tools from the Government, the Team agreed to purchase these 4" tools from Germany. The price is not known, but the team agreed if the price will be less than 5.000 DM. Should it cost more than 5000 DM., it should be rediscussed.

6. Any other matters:

- George should be reminded about a handing over list of Gossner equipment.
- Food and nutrition money from Anja to Gretel.
- The report of the treasurer books from the checking committee should be finished by now and the report is requested for the next meeting.
- Ladies are heartily invited to the meeting (the mover: Ulrich, and supported by Frieder.)

Present: Arnold (chairman), Ulrich, Frieder, Friedrich, Izaak.

Absent: George (Lusaka).

Chairman:

Member:

Izaak J. Krisifoe, Secretary.

Gossner Service Team,
P.B. lxc, Choma.

3a/75.

EINGEGANGEN
16. MAI 1975

Minutes of the Teammeeting, held on the 3rd-2-1975 Esledigt Nkandabwe.
Time: 13.30 hrs.

1. Last minutes: questions has to be made on:

b. Any other matters:

F-Clemens: b. to be added " this was agreed".

2. Matters arising:

2. Matters arising:

The Siatwinda farmers would like to buy the Toyota Dyma, on the conditions of repayment after driven kilometers - K 100,-- per 2000 km.

The proposed contract was accepted by the Team and agreed upon. Up till now 5449 km has been driven.

3. In coming letters:

One letter about the budget:

The Team was cut 10.000 DM. Accepted. Friedrich and Ulrich will look into the financial situation of the Team with regards to this.

One letter about the number of posts in the Team and the theologian.

The Team will maintain the decision already made concerning the theologian. He may come. George objects, since the limited posts.

No big obstacles against Mr.M.Schoof. He may be contacted as possible future teammember.

The 1974 report of Mrs. I.Bruns about the Tonga Crafts Program will be duplicated for further discussion.

4. Accommodation for the Ass. District Agric. Officer:

Izaak should find out more information about this request.

5. Organisational points:

The main difference in the two contracts (6 years and 3 years) were discussed. Conclusion: these points should be discussed when the director is here.

A similar contract as the DU people is recommended.

6. Any other matters:

None.

Members present: Ulrich (chairman), Arnold George, Frieder, Friedrich, Izaak.

Guest: Albrecht Bruns.

Chairman: Member:

Izaak J.Krisifoe,
Secretary.

Minutes of the Team-meeting held on the 20.1.'75 at Kanchindu.
Time: 14.30 hours.

1. Last minutes: After some small corrections the minutes were past as correct.

2. Matters arising:

2. Matters arising:

- As the general feeling was that the conditions of payment were not correct the matter of the Toyota Dyna was rediscussed.
Two proposals were suggested for reconsideration by the farmers.
 - a. As the farmers have got the car already since October they should pay up to December the amount due, which is K300.—, together with the deposit K300.—.
The Team will pay the insurance (180,30).
The monthly pay-in instalments will be K 120,— (K 100,— car and K 20,— insurance.)
 - b. Repayments will be done according driven KM, which will be K 100,— per 2000 Km driven and a deposit of K 300,— payment in advance.
- Concerning organisational matters such as differences caused by different contracts, it was felt that this should be brought up as a Team matter. This in order to get a general view for the future.
The existing contracts will be compared for further discussions.

3. Any other matters:

- George will be reminded to see Ba-Gray on the handpump credit matter.
- For Lusaka guest house: the cupboard is bought.
the kitchen table is paid to Mr. Sauer.
two windows were bought.
six kitchen-stools will be bought.

3. Credit for Arnold Janssen:

Arnold explained that he needs some working money to enable him to have some few things in stock for his work-shop program.
He requested for K 300,—, he didn't know whether this is sufficient, but for the start this will help him.
The Team agreed to his request, with the note that he should make use of the existing experiences, such as giving of credits, etc.

4. Guest House:

Gretel Janssen agreed to take over the responsibility of the guest house.
She and Heidi Clemens will settle the handing over.

5. Handing over of books to Treasurer:

The committee on this matter will be asked to speed up this matter.
The Team accept a verbal report.

6. Any other matters:

The secretary:

- a. Letters of the Team to the Gossner Mission will be addressed as confidential to the Gossner Mission's inspector for Zambia. It is then up to his discretion to make use of the information in the letters.
- b. Mrs. G. Janssen has informed the Gossner Mission, that for the time being she will stop her contract of employment, this because of family reasons.

The Treasurer: This was agreed.

6. Any other matters:

The Treasurer: Thoams Bachmann asked the assistance of the Team for a car credit deposit to enable him to go on holiday to the South.

The Team agreed on the conditions that a "security letter" should be given by him to the Team - treasurer.

The Treasurer will take up the matter of the "security letter" with Thomas.

F.Clemens:

- a. The people who are leaving and are due to leave next year should let the Team know when they are leaving.
- b. Calling up of meetings:
 - If all Team-members could be contacted on the same day a meeting can be held on the very same day.
 - In general, three days notice should be given.

- THIS WAS AGREED.

Members present: Friedrich, Ulrich, Arnold, Frieder, Izaak.

Members absent: George (Dentist).

Chairman:.....

Member:.....

Izaak J.Krisifos,
The secretary.

Gossner Service Team,
P.B. 1xc, Choma.

Kanchindu, 16-1-'75.

la/75.

Minutes of the Team-meeting, held on the 6.1.'75 at Nkandabwe.
Time: one hour after the Staff-meeting.

Before the agenda aproposal about how long a Team-meeting should last and how long an agenda point should take, was commonly agreed that, the meeting should not last more than Three hours and an agenda point 30 minutes.

Changes can be made by the meeting, accordingly.

An agenda point was added: 3b. Building expert (proposed job description by F.Clemens).

1. Last minutes:

Correction on point 7/ first paragraph should be added: The Gossner Mission should consider the overlapping time with regard to the "Plan Stellen".

" on point 7/ second pa ragraph should be cancelled.

*last minutes
xem to be written
here*

2. Matters arising:

2. Matters arising:

The draft contract about the Toyota Dyna 2000, was approved.

The payment will be handed over to the treasurer.

3. Program for the visit of the Gossner Mission's Director.

Izaak agreed to sit in the sub-committee.

4. Stop on new members:

The Team is still worried about this with regard to the future work so the Gossner Mission should be asked to give more details about this. This was already done.

9. Other matters:

- Frieder Breit questioned what the consequences are for him, since his Km claim for November was excluded. He should see the treasurer for detailed explination. He was further asked to submit his Km- claim in time.

- Ulrich explained that money donated to him will be used to fill the gap between the program fixed (proposed) price and the actual price done after the work and installation of the pump.

- Ulrich expressed also his disappointment about organisational issues e.g. driving licence. He will compile some more organisational pionts for discussion, as he found that if small issues are not correct, what about the big ones.

3. Theologian as Team-member:

On this, references were made to previous meetings (e.g. No. 31/73), where this point was already discussed. The Team found that a Theologian ~~is needed~~, but because of work situation, he should be able to do other things, e.g. community development work. According to the contract he should come out as Community Development worker.

3b. Building expert:

The proposed job description paper of Friedrich Clemens was discussed. As the working situation is difficult a civil-eneeene is needed who is open to other jobs.

Further he should attend a DÜ-training.

If the building civil-eneeene is found he should be at the latest in Zambia in January 1976, this with regard to the take over (overlapping).

Note: On the DÜ-training the team would like to remind the Gossner Mission on an earlier request made on this matter correspondence with Mr. Schwerk in 1973.

4. KM-allowance:

On this the Team accepted the proposal to wait at the moment for the Mwanakatwe commission, which is studying the current situation of Government salaries (hopefully including KM-claims).

5

4a. Friedrich wants 62 km. to be claimed:

Friedrich explained that he has driven for nothing to Choma, while the cheques which he was expecting, were already with the office clerk. After some discussions he withdrew his claim.

5. Who will be in charged for the guest-house:

Heidi Clemens does not want to be in charged of the guest-house any longer. The proposal to ask Mrs. Gretel Janssen was accepted.

6. Fridge for Ulrich Schlottmann:

Ulrich asked this to be discussed again, as the fridge at the moment is not sufficient. The freezing-room is too small. The spare-parts for the broken fridge are still on their way and nobody knows when they will arrive. And it was found that the broken fridge is of different make as the one the spare-parts are asked for.

The Team decided to buy a new one.

7. Zambian Society:

The Team still foresees too much obstacles for a Zambian Society and disagree with this idea.

Frieder and Izaak opposed this disagreement.

B. Any other matters:

The secretary: a. A candidate typist arrived and the Project Secretary asked whether this could be discussed, especially in connection with the employment as fulltime typist.

The present G.S.D. Project staff-members decided to employ her as full time typist. She will work under the supervision of the Project Secretary.

On the housing, there are some rooms empty at the Crafts-centre block, where she could be accommodated.

b. On the administration situation of the office as Team-leader I shall try to improve the situation. But understanding and co-operation is needed.

Treasurer: a. K60,-- fuel taken by FriederBredt will be paid by the Team.
b. Credit for the hand-pump. George will see Ba-Gray about this.

F.Clemens : a. A metal cupboard for the Team's house in Lusaka? Yes, one will be bought by the Team.
b. Medical treatment claim:
Treatment by specialists outside the G.R.Z. can be claimed to the Team. This should be used with ~~max~~ discretion by the Team-members, only.

Members present: Frieder(chairman), Friedrich, George, Ulrich, Izaak.

Members absent: Arnold (hospital).

Guest : Albrecht Bruns.

Chairman:.....

Member:.....

Izaak J.Krisifoe.
Secretary.

EINGEGANGEN
16. MAI 1975
Erledigt 21.12.74

Minutes of the Team-meeting held on the 16.12.74 at Nkandabwe.

1. Last minutes: past as correct.
2. Matters arising: Contract between the Siatwinda farmers and the G.S.T. is still missing and the monthly payments should be handed over to the treasurer monthly.
 - The matter of the lost cheque of K2920.--- is settled.

3. Program for the visit of the Gossner Mission's Director:
 - The Team is not involved in the arrangements of the program in Lusaka in order to discuss the matter of a Zambian Soc. The program for the actual work on the spot will be made by a sub-committee (Ulrich, Arnold, Izaak--when he is prepared--) to which committee everybody can make proposals up till second meeting of the Team in January.

4. Theologian in the Team:

As this subject appears to be quite delicate and the opinions diverge, the discussions are postponed till next Team-meeting when more members are present.

5. Civil engineer for the building sections:

- As Friedrich will leave after one year, the Mission will be requested to look for a building engineer as replacement. Friedrich will write down his ideas on the program and on what kind of person should be looked for.

6. KM-allowance:

- It was general felt that the allowance is too low with regard to the increased prices and the KM's driven. Further discussion has been adjourned to give everybody the opportunity to fundate his opinion and to consider proposals as the matters appears to have many consequences.

7. Stop on new members:

- The Mission will be requested to make clear which the number of posts the Team will ~~will~~ consist (Plan stellen) in order to plan the running and new programs. The Mission should also consider the time of ~~will~~ over-lapping by replacement and the period of training which is 1/3 of the time of the contract.
- The discussion dwelled a bit on the relation G.R.Z.-Mission, who is responsible for the development of Gwombe South "Unsere Neugeborene", who takes the decisions.

8. Zambian Society:

The discussion is postponed as it became dark and heavy rain was hammering on the roof.

9. Other matters:

- The KM-allowance for November will be claimed without Frieder's this year, as he failed to hand over his KM-statement in time. Heidi will be requested to type write the claim forms.
- It should be prevented that the Project secretary and the Team-speaker leave together the work at the end of the year. Proper handing over of duties should be arranged.
- Ulrich is allowed to use money which was donated via him for the village water supply program to enable him to charge a fixed price.

Gossner Service Team.

17a/74.

2.1. '75.

9. Other matters:

- Fee for driving license should be paid by the Team-members, also garden tools like wheel-barrows should be a private matter, although it appears that not everybody is strict in this.
- Mr. Sakala can go on leave when the administration is ready.

10. Present: Ulrich(chairman), Friedrich, Arnold, George(taken the minutes).

Absent: Frieder, locked up in Kafwambila,
Izaak, left for maternity home.

Chairman:

Member:

P.S. This in connection to Act. 19.2.75

R

Minutes of the Team-meeting held on the 2.12.'74 at Nkandabwe.

1. Last minutes: past as correct.

2. Matters arising: The Toyota Dyana will be sold to the Siatwinda farmers
The Farmers agreed to pay K300--- deposit and k100--- per month
for the repayment.

3. Incoming letters: The last in coming letters were discussed briefly
as the members would like to read the letters carefully, first.

4. Agenda point 4 was cancelled as Friedrich Clemens wants his position
as treasurer and in general to be discussed.
He still insist to resign and asked to be released from all the
jobs connected with his function as treasurer.
He felt that he didn't get enough support from the members to
do his job good.
He was again asked to reconsider his desicion, but to this he
was not prepared. This left the Team to elect a new traesurer.
As all the Team-members were not present , it was suggested to
adjourn teh election.
The secretary(Team speaker) then suggested, as the general election
is not so far away, to have the elections for both of the functions
at the same time.
This was accepted and the general election will be held on the
3.12.'74 at 15.00 hours at Nka ndabwe.

Present : Frieder(chairman),Friedrich,Arnold,George,Ulrich,Izaak.

Minutes of the Team-meeting held on the 3.12.'74 at Nkandabwe.

1. Gene-ral elections for Team-speaker and Traesurer.

Present : George(chairman),Friedrich,Heidi,Anja,Gretel,Arnold,Ulrich,Sietske,
Frieder,Izaak.

a. Election of the Team-speaker:

- Suggestions of candidates: total suggestions ten (10)

- for Izaak :: five (5)
for Ulrich : three (3)

for Frieder : two (2)

- Elections between Izaak and Ulrich.

- round : 1st. 2nd. 3th. 4th. 5th.

Izaak	5	5	5	4	5
Ulrich	5	4	4	4	4
Blanco	-	1	1	2	1

As there was no majority the elections of a Team-speaker was
adjurned till after the elections of the Traesurer.

b. Election of the Traesurer:

- Suggestions of candidates: total suggestions ten (10).

- for Frieder : six (6)
for Ulrich : three (3)

for Arnold : one (1)

- Elections between Frieder and Ulrich.

- round : 1st. 2nd.

Frieder : 5 3

Ulrich : 5 7

- Ulrich accepted the election and all members agreed that the
election procedure was correct.

c. Election of the Team-speaker:

- Suggestions of candidates: total suggestions ten (10)

- for Izaak : six (6)
for Frieder : two (2)

Blanco : two (2)

- Elections between Izaak and Frieder.

Izaak : 6

Frieder : 2

Blanco : 2

- Izaak accepted the election and all members agreed that the
election procedure was correct.

Minutes of the Team-meeting held on the 9.12.'74 at Nkandabwe.

1. Questions about the handing-over procedure and about the pending matters concerning the treasurer-ship.

The new Treasurer would like to discuss some matters which were not clear to him. He doesn't want to start his new function by running after all the un-paid and un-settled accounts.

According to the Team's regulation a committee has to be appointed in order to check the books before the handing over will take place. George and Arnold were chosen and they agree to check the books, funds and goods handled by the treasurer.

What to do about the outstanding K60.-- of petrol taken by Frieder? As he was not present the matter was postponed.

The K2920.-- lost cheque case? On this the secretary explained the matter as far as he knew. The bank promised that as soon as the duplicate of the lost cheque is back from the customs the money will be returned on the account of the Team.

The team-speaker was asked not to deal with matters, which are not the matters of the treasurer.

The K32.-- outstanding credit to Mr. John Syakula? George will see Ba Gray on this matter.

The K8.40 outstanding on petrol taken by Mr. Schoof? Izaak will pay this.

The new treasurer also agreed to take over the responsibility of the petrol account.

The Team-members are asked to consider the possibility that the treasurer is allowed to keep the mileage money in order to settle the bills of taken fuel and the car-loans, which will be done quarterly. The Zambian staff will pay their bills after they have received their claim-cheque.

The new treasurer agreed to take over the responsibility of looking after the KM-claims and he also agreed to keep the list of the house-hold goods.

The remaining house-hold stock should be sold immediately.

Present: George(chairman), Arnold, Friedrich, Ulrich, Izaak.
absent : Frieder (Kafwambila)

Chairman:

Member:

EINGESETZT
1974

- 6. JAN. 1975

Minutes of the Team-meeting held on the 4. 1. 1974 at Nkandabwe.

1. last minutes: Corrections have to be made on the following items:
 - - 3. Team guests house in Lusaka in the 3rd paragraph it should be read at the end: the Team, that the H.Q. Berlin should pay the cost of the house in Lusaka.
 - - In the last paragraph it should be read at the end:
... the Gossner Mission. Mr. Bruns was not of the same opinion.

2. Matters Arising:

- A letter came in from the Customs' office about the refund of paid duties of the car of Arnold Janssen.
The letter was given to him for further handling.
- Frieder Bredt abandons the idea of buying a Z-made landrover. And he will try the possibilities of importing one from abroad e.g. Malawi or U.K.
- Frieder of any body with a LR. going to Lusaka should try to pull the second caravan to the Teams' Lusaka camping site.
- Friedrich Clemens doubts whether Mr. Jericho will pay the damage made to the Dyna.
- An answering letter was sent to Mr. Krawolitzki concerning the question of accumulating of leave.

3. The Toyota Dyna:

- The car will be sold to the Siatwinda farmers.
A contract on this has to be drafted. K100.-
The farmers agreed to pay K 300.-- deposit and K 80.-- monthly repayments. On the latter payment of driven Kms. was taken into consideration.

4. G.S.T. pre-financed programs:

- As there are difficulties of refund by the G.R.Z. about the brickmaking group, this program will be completely financed by the Team. On the building section a full discussion will be followed soon.

5. KM-allowance:

- Two copies are required by the treasurer, because he does not get back the copy of the KM-breakdown after typing from the office.
- The petrol used by Ulrich Schlottmann during his introduction time by using the LR. from A. Bruns will be refunded by the Team.

6. Store room for T. Bachmann:

- Thomas Bachmann would like to have the F+N store room to be changed because of privacy reasons and he would like to have it for storing away his working material.
The case was left to Mrs. Janssen for consideration as she will take over the F+N from Mrs. van Keulen.
The kitchen of the tailors house was proposed as the new F+N store.

7. Future jobs of the new Team members: Discussions on this will continue.
addition see next minutes 12/75

8. Any other matters:

- Paint expenses made by Arnold Janssen will be refunded by the Team.
- The Gossner Mission inspector for Zambia has to join the G.M. director in case the latter is visiting the Team in Zambia.
- There should be no private letters about the work to be written to the Mission inspector, then only through the Team. The voting was in favour (3), abstention (2) oppose (1 Frieder Bredt).
Present: The Treasurer offers his resignation. The Team request him to wait for the new elections in January 1975.
- Present: George (chairman) Frieder, Friedrich, Arnold, Ulrich, Izaak.
Guest: Thomas Bachmann.

Minutes of the Team-meeting held on the 9.9.174 at ~~Naundau~~

1. Last minutes: past as correct.

2. Matters arising: none.

3. Teams guest house, Lusaka:

- A bill of K600,-- was received from the architects Co. of Mr. Sparrow.
- Albrecht Bruns asked whether the bill can be settled now.
- After some discussions it was agreed upon that the Team should pay the bill and claim the bill from the H.Q. in Berlin as it was arranged between Mr. Schwerk and the Team.
- The proposed shower/toilet house is estimated for about K 700,-- Payment of this has to be done as the work has been started. As Albrecht Bruns has made the arrangements for this on behalf of the Team, the payment should be made to him in order to handle this. Concerning the finances, as there was still some money of the Tonga crafts programm in Lusaka, it was suggested and agreed upon that Albrecht Bruns should pay from this money the house and the Team will refund the amount to the Tonga crafts account.
- Future plans of the guest house-annex: Something should be done, now Mr. Sparrows should be approached in order to ask him to make some plans for this to be ready around November 1974. Especially on the point of how far the distance should be from the main house of the fam. Bruns should be clear first, as for privacy reasons Albrecht Bruns has objections towards this.
- A fundamental point which came out of the discussions of this item is: Who is responsible and in charge of the money once allocated by the Gossner Mission to the Gossner Service Team or to any work of the Mission?

2 The Team is of the opinion that funds once allocated to the Team are under care, control and responsibility of the Team and as such the team is responsible to the Gossner Mission.

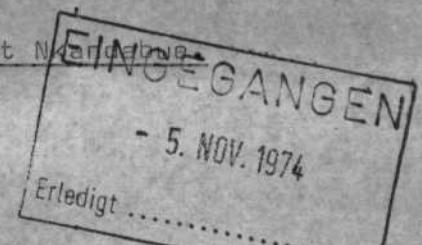
2 4. Car Loans:

- Arnold Janssen bought a car - Hi Ace - for K 3.195,--. He promised to try to get back the duties paid.
- Gray Madyenkuu: As Frieder Bredt does not know when his new landrover will arrive, he agrees to return the cheque which was meant for the payment of his car, to the Team. So, to enable the Team to buy a car for Ba Gray.

5. Any other matters:

- A caravan for Lusaka: The caravan which is in Sinazene will be available in November 1974. Kafwambila program can basicly miss one caravan and F. Bredt agrees that the Team could make use of the other one if needed.
- The Team has collected the Toyota Dyna back from Mr. Jericho as he failed to pay. Payment of the mileage so far used by him and a dent made, will be claimed back from Mr. Jericho. In case Mr. Jericho pays, the money should go to the new owner.
- Mr. F. Krawolitzki made a request, concerning the accumulation of leave. Correspondence file will be checked for answering.
- Some of the Siatwinda farmers are interested in the Toyota Dyna. Team: if the farmers are interested in it really, provided they are aware of the problems involved. A deposit of K300,-- or K 500,-- has to be paid and K 100,-- monthly payments by instalments.

Present: Friedrich (chairman) George, Frieder, Arnold, Izaak.
Guest: Albrecht Bruns.



Gossner Mission.

Gossner Service Team,
P.B. 1xe, Choma.

12/74

17-8-'74.

24/10.

Minutes of the Team-Meeting held on the 5th-8-'74 at Nkandabwe.

The Chairman: Mr. and Mrs. Janssen, welcome both of you in the team and we hope we will have good co-operation in the future. We wish you both all the strength and good wishes for your work in Zambia in our team.

1. Last minutes: passed as correct.

1a. Matters arising:

- a. On the team's guest house: on his first occasion in Lusaka Friedrich has to see Albrecht and the architect for a final discussion on this matter.
- b. Mrs. Bruns will continue with the craft's shop in Lusaka.

2. In-coming letters:

- a. A letter from Gossner Mission by Miss Friederici concerning the coming of Mr. Schlottmann. And a copy of a letter to Albrecht Bruns to ask him to apply for the work-permit for Mr. Schlottmann. On the latter, as this is already forwarded to the immigration office by A. Bruns we will ask him to continue with this.
- In the answering letter the view of the team should be strongly expressed (minutes 11/74). Further by whom is Mr. Schlottmann employed? In order to avoid confusions he should be send out as a member of the Gossner Service Team, according the contract.
- b. Letters from Mr. Clemens and Mr. Madyenkuu. On this Frieder will act as mediator between Friedrich and Ba-Gray for the collecting of the credit-repayments as Friedrich is no longer prepared to do this.
- In general all credit owners are to be reminded to pay back in time.

ad 2a: Consideration for a review on irrigation was asked. George will look into this matter sometimes.

3. Administration structure of the project:

A proposal on this matter, according to the report of Mr. Stokes is past to the ministry. The attention of the team-members is asked for the new post of project executive officer, made in this proposal. More discussions on this will continue.

4. Fam. Janssen: Mr. and Mrs. Janssen expressed that they are glad to join the team and they are happy to have their own house now after so many months of "camping"!

A general discussion was held with them and especially about language problems. It was left to them to decide whether they still want to continue with their English course.

5. Any other matters:

None, by lack of time, as there was an other meeting with Mr. Oggelthorpe and Mr. Mac Pearson and the staff of the project.

Present: George (chairman), Friedrich, Frieder, Izaak.

New members: Fam. Janssen.

Guest: Albrecht Bruns.

Chairman:.....

Member:.....

Gossner Mission.

Gossner Services Team,
P.B.Ixc, Choma.

13a/74

26.8. '74.

Sg 4/10

Minutes of the Team-meeting held on the 19.8.'74 at Kanchindu.

1. Last minutes: past as correct.

2. Matters arising: none.

3. In - coming letters:

a. F.L.Krawolitzki's letter, as most of the members had received the letter personally it was generally felt that everybody should handle this case privately.

4. Teams guest house, Lusaka:

F.Clemens explains that:

- the guest house can not be built as it was explained by Albrecht Bruns. (see minutes 11/74)
- financially the Team has to many commitments at the present moment and there is no money yet from Berlin.

The Team agrees to the new proposal to build a shower and a toilet and to pull one caravan more to Lusaka. Meanwhile the architect should ~~be payed~~ paid in order to get the plan ready for aproval. The possibilities of a visitors house should be discussed with Albrecht Bruns.

5. Any other matters:

George van Keulen expressed his worry about the post of a project executive officer which was planned in the proposal of Mr. Stokes, in the administration structure of the project. He is worried that a low rank officer will be found first instead of the project leader.

The contracts between the ladies and the Gossner Mission was questioned, as there are significant differences at the moment.

What is the stand point of the Gossner Mission on this?

Frieder Bredt will get back his K60,--, which was substracted from his KM-allowance. But he should try to refund this from the G.R.Z., but if not, than he still has to repay this.

Lusaka account: paid-in slips should be given to Friedrich Clemens in order to have a proper check on the account.

Present: Frieder (chairman), Friedrich, George, Izaak.

Absent: Arnold (introduction).

Chairman:.....

Member:.....

These are not found yet.

Minutes of the team meeting, held on 8-7-'74 at Nkandabwe.

1. Last minutes passed as correct and no matters arising.

2. A new car credit for Mr. G.K. Madyenkuku.

It was agreed that Mr. Madyenkuku could get a new car credit if he first covered the existing credit. He will get a car credit under the same conditions as layed down for the other Zambian staff members lately and the car should be in the same clas as the one he uses now.

3. Successor of Ba George:

Friedrich questioned the request of the team for the successor of George as he was of the opinion that Berlin is looking for an irrigation expert only. The general feeling of the meeting is, that the successor of George should not be only irrigation man, but should be one who is open for other jobs, like building roads, and constructions (a civil engeneer). It was left to George and Albrecht to look into this matter for further discussions.

4. Introduction for Mr. Jansen's job.

There should be no pressure of any kind on Mr. Jansen concerning when to start his job.

5. Teams guest house Lusaka:

a. Albrecht Bruns explained a building plan for the guesthouse in Lusaka. The building consist of four rooms, w.c., douche, kitchen/diningrooom. By lack of finances, half of the building could be build first, consisting of two rooms , toilet and bath(shower), and the other half later on.

b. Where the money should come from and how much the team was prepared. The team meeting concluded to build the first half and offer K8,000,-- for this, and if necessary more. The team will further sign the contract with the(possible) contractor. The latter should be asked to split the building work in stages, so payments could be made accordingly by the team.

6. Crafts shop Lusaka:

An alternative should be found for this as Mrs. Bruns is most likely going to stop looking after the shop .

7. Matters arising:

Friedrich reminds that the milage claims should be delivered in the beginning of the month, in order to make sure that payments will be in time.

Guest house Nkandabwe was last week invaded. A request is made therefor to Mr. Bruns to tell possible invaders, that we are not a hotel, but that we have some accomodation with hard furniture and that visitors should bring their own sheets and blankets and cookery and food, (we have no shop).

I.J.Krisifoe.

Present: Friedrich (Chairman), Frieder,
Albrecht, Izaak.

Absent: George (leave).

Minutes of Team Meeting Held on 17.6.1974 at Kachindu, 11.30-13.30

1. Last Minutes passed as correct and no matters arising

2. Car Credit for Wilson Ncete:

It was agreed that Mr. Ncete gets a car credit under the usual conditions for a duty car which may be a Toyota Silux or an equivalent car.

3. Replacement for Frieders and Rover

It was agreed that Frieder buys a "and Rover of the same type which he already uses. Frieder shall try to purchase the L/R at the reduced duty-free price.

Frieder promised to use the money which he will get for the old L/R, fully for purchasing the new one.

4. Zambian Society

Siegwart explained what he had discussed with Dr. Krepf and with Mr. Oggelthorpe on this matter. The distributed "considerations" are a summary of those talks.

During the discussion the following views were expressed: with regard to development in Zambia, it is one of the main advantages of our Project, that the Zambian Government finances all expenses except the expatriate salaries. Moreover the Government accepts basically the responsibility of staffing the Project. A new society therefore should not release the Government from its commitments, as such a society would have to rely on foreign money. The society should also not become responsible for the planning of development in the "Wembe Valley", as this again would mean a take-over from Government, which probably will result in a withdrawal of Government funds. The Project should remain a Government project under full Government control. The society may offer staff, as long as such staff would work under Government control like the G.S.T. members at present.

Doubts were expressed whether such a society would be in fact Zambian, at least in the beginning. Therefore again it was felt, that such a society should not replace the Government in any field, where the Government can be expected to work adequately. Society employed Zambian staff again would not have an official status. This problem would have to be solved additionally.

In spite of these considerations a Zambian society was seen as a possibility for boosting development activities without Government involvement.

It may also help to initiate or try out activities, which could be handed over to Government or any other agency when they prove to be a success.

5. Guesthouse in Lusaka

Friedrich reported that the Gessner Mission has no money for a guesthouse on the Lusaka compound, and therefore the planned house cannot be built.

It was agreed that we build a low-cost house with money of the Gessner Service Team, that means one of the Government staff houses.

6. The members were reminded that they pay 0.5% handling fee for each cheque which they cash on our Lusaka account. This fee should be paid into the account together with the replacement of the money.
7. George delivers a fare-well speech for Siegwart.
8. George and Albrecht shall explain on one of the next meetings, what the job of the replacement for George will be. A general policy discussion may be connected with this question.
9. Siegwart is asked to try in Berlin, that the number of team members for the next years may be fixed, so that the team can plan accordingly.

S. Kriebel

Present: Frieder (chair), George, Friedrich, Siegwart

Absent: Izaak (leave)

Minutes of Team Meeting on 4.3.1974, 15.15-18.00 at Nkandabwe

Present: Izaak(chair), Frieder, George, Friedrich, Siegwart

1. Last 4 Minutes of 14. and 15.2.1974 signed as correct.

2. No Matters arising

3. Balance Sheets for 1973:

The balance sheets of Heidi, Frieder, George, and Izaak were discussed.

Tailoring: The trend is, that more and more tailors produce school uniforms directly for schools, the Project only supplying the material to the tailors.

Seeds: Poor seeds which were not sellable, caused a loss to Georges credit, this loss of K 66.11 was written off.

Siatwinda: Izaak will submit the balance for the ox-credit.

4. Car Credits

A new form was introduced by Friedrich and approved with an addition concerning an officer's leaving the Project.

A credit for Ba-Mark for Siegwart's pick-up was approved up to K 1,000.00 .

Ba-Gray shall be told to maintain or sell his car according to the new credit form.

5. Holiday Record

Every team member shall see Siegwart about the record of annual leave, should there be mistakes.

Every team member shall hand over a note with the exact period of leave taken, to the team speaker for recording, each time after returning from leave.

6. Any other matters

- a) Frieder asked whether our diesel price is too high. After some discussion the chairman decided that our fuel prices should not be broken to half ngwees.
- b) The monthly km claims should be handed over to the treasurer on the first team meeting of each month.
- c) Friedrich's financial report of the balance per 31.12.73, shall be typed again for George and for the Gossner Mission in Berlin.

Chairman:

Member:

Minutes of Staff Meeting Held on 20.2.1974, 1000-1130, at Nkandabwe

Present: Mr. I. Krisifoe (Chairman), Mr. S. Kriebel (acting Secretary)
Mr. M. Malyenkuku, Mr. A. Siatwinda, Mr. F. Bredt, Mr. G. van Keulen

Guest: Mr. K. Schwerk

Absent: Mr. G. Madyenkuku (rain)

1. Change of Time Table:

In order to cut down travelling on poor roads, all staff meetings with Mr. Schwerk were concentrated on Wednesday and Thursday, 20. and 21.2.1974.

2. Overlapping or Phasing-Out of the Present Gossner Service Team

Mr. Schwerk explains that the Gossner Mission had had in mind to phase out the team, because the first period of fact finding in the Valley would end in 1974/75, and at the same time most of the team members would reach the end of their contracts.

But now the Mission has adopted a modified way of overlapping, so that it is tried, to keep the number of team members constant, and after replacement of all members who have left, the team might increase according to requests from Zambia.

3. Recruitment of G.S.T. Members

Although it is not always possible to find the right person, it is the aim of the Mission to replace team members by persons of the same profession.

The Mission is aware of the advantages of the more generally trained and interested person and would give preference to such a person, but due to the very specialized training in Europe it is very difficult to find such a person. In most cases it is a specialist who offers his services.

Generally it was agreed that for certain tasks volunteers of any volunteers' organisation might work in the project, especially in short-time programmes like handcraft training. But very clear arrangements for the working conditions would be essential.

4. Recruitment of Zambian Staff

This turned out to be a very basic question which needs clarification whether the project will remain for a long time with its own staff, or whether it will only initiate activities and then hand them over. Or: whether Zambian staff necessarily is to be recruited by G.R.Z., or whether another Zambian agency could provide Zambian Staff. Also: whether the G.R.Z. capital funds should be used for salaries, whereas capital investment would have to be financed by other sources, or vice versa.

The Mission is prepared to re-adjust its policy and find other ways of recruiting Zambian staff beside the Government.

5. Any Other Matters

S. Kriebel announces that the Gossner Service Team has elected Mr. I. Krisifoe to be the next Team Speaker from middle of June 1974 to January 1975, when the next election of a team speaker will be.

Mr. F. Clemens has been re-elected as Team Treasurer.

Minutes of Team Meeting on 14.2.1974 at Nkandabwe, 20.30-22.30

Present: George(chair), Anja, Mr. Schwerk, Izaak, Sietske, Gisela, Siegwart, Friedrich, Heidi, Frieder, Albrecht Bruns.

1. Proposed amendments of the Team Constitution

After some discussion the proposed amendments for articles I and V, submitted by Mr. Schwerk, were agreed upon.

The word "Constitution" shall be changed into a more adequate one.

The "Introduction" is not part of the "Constitution".

The team may check, whether the "constitution" is still up to date.

The "constitution" is still a draft and will be submitted to the Gossner Mission in Berlin by Mr. Schwerk.

2. Report on trends in church life in Berlin

Mr. Schwerk reports on the polarization in church life in Berlin, and the role the Gossner Mission is playing in this.

Chairman:

Member:

Minutes of Team Meeting on 15.2.1974 at Nkandabwe, 7.40-8.00

Present: Siegwart(chair), Friedrich, Heidi, Gisela, Izaak, Sietske, George, Anja, Frieder.

1. Election of the new team speaker:

The first round brought already a decisive result:

5 votes for Izaak, 2 votes for Friedrich, 1 vote for George, 1 vote empty.

Izaak accepted the election.

The election procedure was approved as correct.

The official handing over will be in June 1974.

2. Election of the new treasurer:

Friedrich was re-elected as treasurer by hand rising, with the big majority of the team members.

Friedrich accepted the re-election.

The election procedure was approved as correct.

3. The next election of a team speaker and a team treasurer will be in January 1975.

Chairman:

Member:

Gossner Service Team 6/74

Minutes of Team Meeting on 14.2.1974 at Nkandabwe, 9.10-11.00

Present: Friedrich(chair), Izaak, Siegwart, George, Mr. Schwerk, Frieder, Albrecht Bruns.

1. Last 2 minutes:

Correction in minutes of 9.2., 3b: to read: October 1973.
After this correction both minutes signed as correct.

2. Report on the structure of the Gossner Mission

Mr. Schwerk explains the new constitution of the Gossner Mission and the set-up of Kuratorium and Verwaltungs-Ausschuß; the two administrative centres in Berlin and Mainz; the relation of the Mission to sponsoring churches, groups, and individuals; and the relation to the newly formed Berliner Missionswerk (BMW).

It became clear, that the partner for direct communication with the team in Zambia is the Zambia-Ausschuß of the Kuratorium. It is generally agreed, that members of that Ausschuß visit Zambia, Dr. Schnellbach is the first one to come in 1974.

Especially contributions of the team were invited for the basic discussion of the Kuratorium about the theoretical foundation of the missions work, to be held in September 1974.

3. Any other matters

It is agreed, that out of the 4 bed-rooms of the new guesthouse on the Missions compound in Lusaka, two rooms will always be reserved for the members of the Gossner Service Team.

Chairman:

Member:

Minutes of Election Meeting on 14.2.1974 at Nkandabwe, 11.15-11.45

Present: Siegwart(chair), George, Anja, Friedrich, Heidi, Frieder, Izaak, Sietske.

In an attempt to elect a new team speaker, suggestions were made in a first round:

2 votes for George, 2 votes for Friedrich, 2 votes for Frieder, 1 vote for Izaak, one vote empty.

In a second round an election took place between the first three: 4 votes for George, 2 votes for Friedrich, 1 vote for Frieder, 1 vote empty.

The third round was to elect either Friedrich or George: 4 votes for George, 3 votes for Friedrich, 1 vote empty.

In a fourth round is was tried to find the number of no-votes against each of the two candidates:

Friedrich: 3 no, 2 yes, 3 indifferent.

George: 3 no, 4 yes, 1 indifferent.

At this stage, neither of the candidates having won the majority of the votes, the election was adjourned to 15.2.1974, 7.30 hours. Gisela shall be asked to join the electing.

Chairman:

Member:

Gwembe South Development Project,
Private Bag 1xc,
Choma.

Minutes of the Staff Meeting held on 13/2/74.

Members Present:-

Mr. S. Kriebel - chairman
Mr. G.K. Madyenkuku - Secretary
Mr. F. Clemens
Mr. G. Van Keulen
Mr. M.K. Malyenkuku
Mr. F. Brödt
Mr. I. Krisifice
Mr. A. Siatwinda

In Attendance:

Mr. A.F. Bruns (Liaison Officer).
Mr. K. Schwerk (Mission Inspector).

Mr Kriebel was elected chairman of the day. After his election the chairman took the chair and called the meeting to order at 10.15 hrs.

Subject.

A. Planning.

The question was to find out who was responsible to plan for the Gwembe South in connection with the Gwembe South Development Activities.

Long discussion took place on the subject as it was not easy to find out how one could do any planning for any given area where he does not stay after heavy discussion on the matter it was finally agreed upon that the Liaison Officer together with the Project Staff have to do the planning together.

B. Liaison Officer

The question was to find out where the Liaison Officer comes in connection with the work in the Gwembe Valley (Gwembe South). This took a very hot and long discussion as there was very big difference of opinion among the staff members and those in attendance. Some people thought that the officer in question comes between the project and the ministry others thought he comes between the ministry and the Gossner Mission some even into the extent of being a go between the ministry and the Gossner Team. All these differences have to arise because this officer in question was not only working for the Gwembe South, but covers the whole republic as the need arose in the Ministry of Rural Development. When he was requested to state his stand, he was of the opinion that he stood between the ministry and the Mission but not in Berlin. However after some considerable discussion it was at last arrived at that he was between the Ministry of Rural Development and the Gwembe South Development Project.

C. Liaison Officer Function: to the Gwembe South.

He was their for planning this he could do by getting information from the people living in the area and that he was also a source of information to the Project and Committee (Gwembe South). It was clearly understood by the Project staff that he will give 25% of his time to the Project, but this could be increased as need arises. While in the Ministry, he will be a member of the planning Unity.

D. Zambian-Co-ordinating Officers Job.

Description

In short the Officer will be responsible to the Ministry of Rural Development.

1. He will see to the well management of all the GRZ Funds and implements used in the Project. He will call meetings of the project and keep records of the projects minutes and all necessary records. He will see to it that the accounts of the Project are properly recorded. He will be the supervising officer to the C.O. in the project. He will be the contact person at all the Government agencies who may have some connections with the Project.

Having nothing more to discuss, the chairman thanked the members for their contributions.

Meeting ended at 13.20 hours.

Chairman

Secretary.

15 Schwerk

Gwembe South Development Project,
P.B. 1~~xx~~, Choma.
13.2.74.

Minutes of the meeting of the Staff of the Project held on the 11/2/74.

Members Present:

Mr G. Van Keulen - Chairman
" G.K. Madyenku - Secretary
" F. Clemens
" M.K. Malyenku
" S. Kriebel
" F. Bredt
" A. Siatwinda
" I. Krisifoe
" T. Bachmann

In attendance: Mr. K. Schwerk. Mission Inspector.

The chairman ordered the meeting to order at 09.35 hours.

Item for Discussion - Development and Mission.

The question was to find the relation between the enconomic Development Activities being carried on by the G.S.T. (under the G.M.) the mission philosophy.

K. Schwerk - explained the starting and working of the Gossner mission, as it was carried out in India. Having explained the History of the church he went on to explain the philosophy of the mission.

Discussion.

During the cause of discussion it was found that in some cases the interpretation of the Technical work being done is necessary in the form of preaching Christianity to the people, and that it was necessary that the church ministers in the team or project could be free to practice their clegman ship. How ever it was noted that the church can not practice its missionary work in full as it is working in a project which is Government Project.

The need for some sort of Gossner Mission Agency was expressed by the members. It was a general agreement that those who are church leaders could not be stopped from preaching provided that they first do the duties which they are expected to do in accordance with their job discriptions.

Conclusion

1. It was the general agreement between the Mission Inspector and the majority of the project staff members that the work of the Gossner Team be interpreted by preaching (by those members who are church iministers). But this has to be reported by the mission inspector to the mission in Berlin German, who may give a final recommendations.

Evaluation of the Project.

The team leader reported that the need for a Government of Zambia project ~~co-ordinator~~ officers appointment was expressed to the ministry in Lusaka. The ministry has decided to send some people down to come and evatuated the project before they can make an appointment of an officer. The secretary was therefore instructed to see the C.O. that he puts his financial records to date and that also makes an up to date record of the ministry and entering of all the L.P.Os envolved.

Having nothing more to discuss for the day, the chairman thanked the members for their contributions and closed the meeting at 13.40 hours.

Chairman

Secretary.

Minutes of Team Meeting Held on 12.2.1974, 9.20-12.45 at Nkandabwe

Present: Frieder(chair), Izaak, Siegwart, Mr. Schwerk, Friedrich, Heidi, George

1. ~~Team~~ Team Constitution

After some discussion whether the constitution is relevant for the Mission Headquarters, whether it is adequate and whether it affects the work contracts, it came to the following conclusions:

- a) In general a team without a hierarchic structure is preferable to a hierarchically organized one.
- b) The signatures of the team members under the first version indicate only the then team members' consent to it. New team members will not have to sign it, for them it is a means of getting to know the team's structure.
- c) Mr. Schwerk will submit a comment on the constitution.

2. New Team Speaker

Mr. Schwerk reports that the Zambia Ausschuß has not agreed to find a new team speaker in Germany. Whereas Mr. Schwerk thinks, that the described job of the team speaker is not so specialized, that he could not be done by virtually every present team member, the team sees the difficulty in the present connection in the job of the team speaker with the one of an officer-in-charge for the Project, which requires some negotiating talent.

It was concluded, that a new team speaker should be elected now and be introduced by Siegwart, before he leaves.

The election will be on Monday, 18.2.1974.

3. New Team Members

On the question, whether new team members should be recruited in Germany without prior consultation of the team, it was concluded that the particulars of new team members will be sent to the team before contracts are signed, and that, where possible, team members on leave in Germany may meet candidates.

4. Camp for Students

For the planning of the students' camp a sub-committee was formed consisting of Frieder, Izaak, and Siegwart.

Chairman:

Member:

Gossner Service Team 4/74

Minutes of Team Meeting on 9.2.1974, 9.20-12.45, at Nkandabwe

Present: Izaak(chair), Mr.Schwerk, Friedrich, Heidi, Frieder, George, Siegwart

1. Time Table for Mr. Schwerks Visit:

Agreed upon with the following alterations:

- Wednesday, Thursday, evening, internal Team meeting about the relation between the Team and the Mission in Berlin.
- Sat, Sunday, 16/17.2., visit to Kafwambila
- Mo, 25.2., 10.00, Project Evaluation by Land Use Services

2. Franks Request for a Team Meeting

The request accepted and a letter of invitation to be written by Siegwart. Date still to be found.

3. Report from Lusaka

- Co-ordinating Officer: This request is now with Dr. Babbar, he has asked Mr. Beaumont to send somebody in order to evaluate the project first. Mr. Stokes and Mr. Griffin, possibly with Mr. Mulenga will come on 25.2.1974.
- Report of Mr. Phiri: The Secretary for Land Settlement has submitted a report about financial irregularities in the Project after his visit in October 1974. Siegwart was asked about details by the Ass. Secr. Finance, partly in the presence of Mr. Mulenga.

4. Incoming Letter:

Mr. Nkowani requests some statistics about the Gossner Missions work in the Project. Siegwart shall answer about the expert personnel. For the Project the matter shall be referred to the Commissioner and the Gwembe South Development Committee.

5. Recruitment of Arnold and Gretchen Jansen:

Mr. Schwerk explaines some points in connection with the Jansens:

- Arnold Jansen has been recruited because he was available at a time when various programmes in the Project were under consideration, for which he would be a suitable programme officer, including replacement of Dieter, and also, because he is a reliable and flexible person, who could adjust to various jobs.
- This is not the normal way, how the Gossner Mission wants to recruit personnel, but a pragmatic solution in a special situation.
- In order to recruit personnel for specific jobs, the Headquarters need a much wider and more detailed information about that job than in the past.
- Gretchen Jansen has been employed as half-time nurse for rural health services in order to replace Ingrid.
- In general: Contracts have now been shortened to 3 years, and wifes can get a contract already in Germany on request. Jobs for wifes shall also be given in co-ordination with the Team.
- For some reasons it is not possible to make a joint contract for couples, but only with individuals for a describable job.

Chairman:

Member:

Gossner Service Team 3/74

Minutes of Team Meeting on 21.1.1974 at Nkandabwe, 14.00-15.15
and 15.30-16.45

Present: George (chair), Siegwart, Frieder, Friedrich, Izaak

1. Last Minutes signed as correct

2. Matters arising:

to 3, A3: The Gossner kitchen and household goods may be sold
to 6a: Friedrich plans to go to Germany for 4-6 weeks in May

3. Incoming letters:

- a. 2 letters from Mr. Schwerk with various attached circulars etc. We shall put some questions concerning Arnold and Gretchen Jansen to Mr. Schwerk, also about his private plans and how far they affect the Missions policy in the next future.
- b. A letter of Albrecht about the Lions Club Lusaka. We propose the payment of school fees to some poor Secondary students from Gwembe South.
- c. A letter of Frank about our Report to the Mission from June 1973. Siegwart has already answered Frank, now we wait, whether there will be any follow-up.

4. Financial Statements of the Team Members to the Team:

The statements of Friedrich, Izaak, Gisela(Guesthouse), And Siegwart were received and shortly discussed. Izaak will prepare a balance sheet as per 31.12.1973 for the next meeting.

5. The Question of Team Leadership

It was discussed, what the team should do, if Mr. Schwerk would not send a new team leader before Siegwart leaves. The alternatives were, either to select one out of the team, or to do without a team leader. The question was left open, until we hear more from Mr. Schwerk. The only solution was, that the team would not accept a team leader, who is not living in Gwembe South, but in Lusaka.

6. Siegwarts Hiace

The team does not intend to use Siegwarts HIACE for the work camp, but rather try to get the Mission Land Rover from Lusaka for this purpose.

7. Any Other Matters:

- a. It may be proposed to Ba-Gray, to make a short annual report of all the detailed reports of the programmes.
- b. It was felt, that we propose once more to build a guest house on the part near the entrance on the Mission's compound in Lusaka.

Chairmen:

Member:

Berlin

Gossner Service Team 2/74
P.B. Inc., Ohoma

Minutes of Team Meeting on 7.1.1974, at Kanchindu, 13.15-15.45

Present: Friedrich(chair), Frieder, Izaak, Siegwart

Absent: George

Guest: Thomas Bachmann

1. Last Minutes signed as correct

2. Matters arising: none

3. Financial Statement of the Treasurer for 1973:

to A,5: plough parts will be taken for sale to Kafwambila
the sale of the remaining Gossner kitchen and household
ware will be discussed on the next meeting

to D,5: the cheques book for the Lueaka account together with
a Gossner stamp (Siegwart) will be deposited at Albrecht's.

to Losses 1: The money for the P.M. cards is still recoverable from
the Gossner Mission and from Klaus Schäfer.

3a. Yearly Statements of the Team Members to the Treasurer for Their
Gossner Money:

Whereas the annual report to the Project Secretary should include
full information of what has been done with the money throughout
the year (turn-over), it is sufficient for the Team to receive
the following information as per 31.12. of each year:

- a) cash (and/or bank credit)
- b) stock of goods
- c) outstanding amounts

4. Regulation for Guest Houses:

The present regulation that all occupants of the guest house have
to pay 50n per night, whereas the empty rooms with a camp bed are
offered free of charge, was reviewed and changed insofar, as in
future official guests of the Project will be offered free
accommodation, whereas private visitors, who have no relations to
the Project, will have to pay the fee of 50n per night. Team
members, who wish to accommodate their own guests free of charge,
will have to provide sheeting and clean the house themselves.

This regulation refers to Nkandabwe and to Kanchindu. At Kanchindu
Sietske will be responsible for the guesthouse.

5. Bruns Paper:

It was suggested that Albrecht may come to discuss the paper per-
sonally with the Team.

Generally it was felt, that more visits of the Liaison Officer to
the Valley would be desirable.

First comments on the paper were made concerning the position of
the Team Leader (he is the speaker of the Team not only on District
but also on Provincial level) and of the Liaison Officer (he is
not the link between the Mission and the Team, but between the
Ministry and the Project).

In any other Matters:

The next meeting shall be held on the 20th August 1974.



Progress Report for the D.D.C. Meeting to be Held on 12-12-1973
at Munyumbwe

1. School Medical Service:

a. Medical examinations of Grade I pupils at the following G.R.Z. Schools:

Sinakasikili	Siamuyala (Fisheries)	Sinemalima
Makonkoto	Munyati	Sianyuka
Sinazongwe	Sinanjola	Maamba Mine

b. Polio vaccinations for Grade I, II, III, IV pupils at the same schools (except Maamba Mine), plus Chiyabi and Chisanga G.R.Z. Schools.

2. Food and Nutrition Programme

Due to shortages in kapenta and beans, and due to a sharp increase of the price of milk biscuits, the programme had to concentrate on groundnuts and milk-powder only. Even groundnuts are difficult to obtain these days.

3. Boreholes

The drilling rig is now ordered from abroad.

4. Brick-making

Brick making was stopped in the first week of October, so that we did not lose bricks by rain. The Project is trying to supply bricks to P.W.D.

5. At Kafwambila School work was delayed by 2 weeks due to rain, bad roads, and a collapsed bridge, but the Building Group still hopes to complete the work there in 1973. Because of bad roads much money had to be spent on repairs of the lorry.

6. Tailoring

7 tailors are sewing school uniforms now. In October 70 uniforms were supplied to Maamba Mine School, others may be sold through local shops.

2 tailors have now completely paid for their machines, and we try to settle them.

1 school leaver started his training under Mr. Kasenga in November.

7. Tonga Crafts

An exhibition and sale was held in the Evelyn-Hone-College in November, when the Kafwambila dancing group was dancing for the President.

At the same time our crafts were exhibited and sold at an exhibition of the Ndola Museum.

The Zambia National Tourist Bureau has shown interest in selling our crafts in their office in Lusaka.

Tonga crafts are at present purchased in the following areas: Nkandabwe, Kanchindu, Sulwegonde, Kafwambila, Siampondo.

8. Siatwinda Pilot Irrigation Scheme

Vegetable production decreased, but in October NAMBoard refused to buy 3-4 tons onions, which are now stored in order to be sold locally.

Planting programme for the rainy season: Maize, cotton, sunflower, rice, sugar beans - with emphasis on rice.

About 60 rice fields of 10x10 m are prepared, some planted.

Should the lake level go lower, then it will be difficult to pump enough water.

The farmers are now paying their water fees, after good vegetable sales and with the help of a savings system, which was introduced by the management.

The Selection Committee met on 18.11.1973. The graduates of Zambezi Training Farm were given plots, and the management was authorized to replace farmers who neglect their plots.

9. Siatwinda Research Section

The trials for the rainy season are now planted, in co-operation with Mt. Makulu Research Station. Officers from Mochipapa are now visiting the Section regularly.

10. Nkandabwe Irrigation Scheme:

The main water supply is completed.

Seven farmers have been given plots of 0.1 ha, 2 of them are trainees of Zambezi Training Farm.

A shed for storage and market is at door level.

The agricultural are under the guidance and responsibility of the Agr. Dep. (see report of D.A.O.).

11. Kafwambila Station

Crafts: Not all crafts offered can be bought due to limited funds. Once a month crafts are bought at Siampondo.

Co-op shop: People are still interested, although their bricks were spoilt by rain just before burning. The transport problem is still unsolved.

Agriculture: On a big meeting in October, the people were given recommendations for the rainy season. They are invited to try a ridger for tie-ridging, but they seem to fear that it is too heavy for their oxen. We try to bring there seeds like ground-nuts, maize, sorghum, millet, sunflower, and cotton.

Handpump farmers have started to pay for their pumps, and 2 more hand pumps have been given out, bringing the total to 8. The farmers are very interested in male Bore-goats and bigger sheep to improve their herds. This request has been passed to the P.A.H.O. in Choma.

Berlin

Gossner Service Team 46/73

Minutes of Team Meeting on 12.11.1973 at Nkandabwe, 16.15-17.45

Present: Izaak (chair), Heidi, Friedrich, Frieder, Siegwart, George

1. Past minutes signed as correct

2. Matters arising:

to 4: to be added to the list of subjects for discussion:
our Report to the Mission

3. Crafts Centre in Maamba:

The Team is open to co-operate in all possible ways with the planned crafts centre in Maamba, as long as no missionary activities are combined with the crafts sales and no competition of 2 buying agencies takes place in the same areas.

We shall propose to the Diocese, to inform the Gwembe South Development Committee about their plans and to co-operate with the Committee.

We also shall invite Fr. Cremins, Monze, or Fr. Sullivan to a Team or Staff Meeting in order to talk about rural development.

4. The Team will open an account in Lusaka, so that team members can use Team cheques in Lusaka.

Friedrich will work out the regulations for the use of that account.

5. Any other matters:

Frieder may use one of the storerooms in our Kanchindu workshop for goods for Kafwambila, as long as the next building expert is not yet here. When he arrives, the room will be given back to the building section.

Chairman:

Member:

Berlin

Gossner Service Team 45/73

Minutes of Team Meeting on 5.11.1973 at Kanchindu, 8.30-9.30

Present: George(Chair), Frieder, Izaak, Friedrich, Siegwart

1. Last minutes confirmed and signed

2. Matters arising:

~ to 3: Karl is sorry for the way the matter went, as he intended to talk to Friedrich personnally.

3. Incomming letters:

Correspondence between DÜ and Prof. Behringer:

- a) a soil expert is needed by the Project.
- b) we want investigations with a scientific method, but not necessarily with a scientific aim.
- c) the out-line of UNEA for Mr. Bachmann is useful for the Project
- d) We hope, that discussions about details and modifications of that out-line will be possible with Mr. Bachmann. Siegwart may explain these point to DÜ.

4. Discussions with Mr. Schwerk

Siegwart distributes 2 papers for those discussions

5. Any other matters:

The 2 officers at Kanchindu may arrange for the building of their garages and debit the "Kanchindu Building" account.

Bolin
Gossner Service Team 42/73

Minutes of Team Meeting at Lanchindu on 29.10.1973, 14.15-17.30

Present: Friedrich(Chair), George, Izaak, Frieder, Siegwart

1) Matters arising from last meeting:

As no minutes were made of the previous meeting, it was confirmed that

- a) Gisela gets an additional credit of K 250.00 for the Food and Nutrition Programme,
- b) ~~Winkler~~ Siegwart gets an additional credit of K 1,200.00 for the Tonga Crafts Programme.

2) Incoming letters:

- a) Mrs. Friederici specifies her request for articles.
- b) Mr. Schwerk announces the dates of his visit and the minutes of the Kuratorium meeting in September.
- c) Mr. Schmitt (CUSO) announces the visit of 5 Canadians on 1st - 3rd November.

to b) it was concluded that Siegwart may meet Mr. Schwerk at the airport and bring him to the Valley as soon as possible.

3) Co-operation with Karl from Choma TFI

During a talk about the events, which led to the end of Karl's co-operation at Kafwambila building site, it was suggested, that in the case of personal misunderstandings the feelings of both sides should be considered carefully before any action is taken or facts are created.

The team learned from Friedrich, that the co-operation of Karl would have been of rather limited use because of the long intervals between his visits to Kafwambila.

It came out that the team members were not fully informed about the arrangements between Siegwart and Karl.

4) Subjects to be discussed with Mr. Schwerk:

- a) The relation between the Mission Headquarter, the Liaison Officer in Lusaka and the Team in the Valley.
- b) The function of the Team Constitution in the relation between the Mission Headquarter and the Team.
- c) Overlapping-Policy or Phasing-Out-Policy.
- d) The Development work of the Team as part of the Mission's christian witness.
- e) Competencies of the Team, the Mission Headquarter, and the Kuratorium
- f) Recruitment Policy

5) Any other matters

- a) In a talk about such a case, it was suggested that everyone should be careful with remarks about other team members and that reports of third persons about such remarks should also be treated ~~with~~ very cautiously.
- b) All team members are asked to write down their money wishes for the first quarter of 1974.
- c) On Mondays, when there is a staff meeting in the morning, the team meetings shall in future take place one hour after the end of the staff meeting.

Chairman:

Member:

Gossner Service Team 41/73

Minutes of Team Meeting on 20.8.1973 at Nkandabwe, 16.15-18.15

Present: George, Izaak, Frieder, Siegwart

Absent: Friedrich (Lusaka)

Guests: Prof. Ziche, Waltraut Streh, Albrecht Bruns

1. The group of students from the Technical University Berlin may visit us in 2 lots, 7 on 1./2. Sept, and 7 on 8./9. Sept.

2. Students Camp

Waltraut reports on the preparations and plans in Germany. A planning group will meet on 1.11.1973 again. The participants will meet in January and March/April 1974.

Planned stay in Zambia: mid-July - mid-October

They prefer some statistical job which brings them into contact with many people.

They are possibly accompanied by Martin Staebler or Mrs. Krapf. They are not too interested in sight-seeing. A visit of Kafue game park will do, and accompanying team members on trips.

They want a "Zambian contact person: Gray or Mark?

Izaak and Frieder are prepared to act as the teams contact persons.

Everybody of us being present in Germany at the end of March 74 is invited to their preparation week.

They want to meet students' groups on week ends.

We shall prepare the programme with Rural Council, inform the local people and arrange a visit in Kafue Game Park.

3. The agricultural part of Albrechts questions were discussed.

Reelin

Gossner Service Team 40/73

Minutes of Meeting on 6.8.73, at Kanchindu, 14.00-15.15

Present: Izaak (chair), George, Friedrich, Dieter, Siegwart

Absent: Frieder (sick)

1. Last Minutes signed as correct

2. Matters arising: to 6b: Ba-Gray still has the key,
a gas stove be brought there.

3. Transport Expenses in the Project

After a few changes the statement was agreed upon.
To be distributed to the Staff members, the P.R.D.O. and
the Commissioner for use, when needed.

4. Lusaka Guesthouse paid by G.S.T.

Agreed, it shall be a 4-bedroom-house with store-room.

5. Incoming letters

Mrs. Friederici, Gossner Mission requests articles for the
December issue of the "Gossner Mission".
This was agreed upon.

6. Any other matters:

a. George asks that a letter be written to Gossner Mission,
asking whether a replacement will be here for him in time,
otherwise he can not start dambo trials.

Chairman:

Member:

13. JUL. 1973

Erledigt:.....

Berlin

Minutes of Team Meeting on 18.6.1973 at Nkandsabwe, 16.15-18.15

Present: Friedrich (chairman), Dieter, Frieder, Siegwart, Isaak
Absent: George (leave)

1. Last Minutes passed as correct and signed.

2. Matters arising:

to 5a: The matter of meetings in the absence of the Secretary shall be brought up on the next staff meeting.

3. Report 1970 - 1973

Some corrections were made on the report.

Copies of the full report shall be sent to Mr. Schwerk for distribution to the members of the Kuratorium, Klaus Schäfer, and co-workers of the Gossner Mission.

4. Siegwart's Leaving

After Siegwart's announcement, that he will return to Germany in August 1974, it was decided that

- a) on the next meeting be discussed the function of a theologian in the Gossner Service Team
- b) on the following meeting be discussed how the team shall act concerning a new team speaker.

5. Any other matters

- a. Frieder reports, that Mrs. Flesch-Thebesius had problems to donate money to the Mission's main funds. Siegwart may explain our point of view to Mr. Schwerk shortly.
- b. Mr. Schwerks letter about Dieter's job may be discussed next time.
- c. The estimate for Albert's car is at least K 1250.00 for repair or K 500.00 for selling its parts.
- d. The question of Zambianizing the crafts trade shall be discussed next time.
- e. Dieter states that he considers to stay here until the school is completed and the bricks burnt.
- f. The staff meeting shall be asked to consider a job description for Mr. Sichilya.
- g. Next meeting: Monday, 25.6.1973, at Kanchindu, 16.00 hours

Chairman:

Member:

Minutes of Team Meeting held on 4.6.1973, at Nkandabwe

Present: Frieder (chairman), Dieter, Izaak, Friedrich, Siegwart
Absent: George (leave)

1. Last Minutes passed as correct and signed

2. Matters arising:

- a) Frank, having received Georges work permit from Mr. Chubili, shall be asked not to deal with team matters any more.
- b) An estimate shall be invited for a painting on the office block.

3. Izaaks programme:

Izaak submitted his financial statement of his chicken programme. Surplus from handling charges should enable him after a while to repay the loan from Gossner Service Team.

4. Georges dog Arslan

As Arslan has bitten quite a number of times people on the compound not only around Georges house but also around and even in peoples own houses, Georges servant shall be asked by Izaak to keep Arslan at Georges house.

5. Any other matters:

- a) The staff meeting shall be asked to follow up the proposal that the German Development Institute may study the Gwembe South regularly.
- b) Our housing and storing requirements on Gossner Missions Lusaka compound may be discussed with Mr. Bruns on his visit to Nkandabwe.
- c) Frank may be reminded to pay back his credit to G.S.T.

Chairman:

Member:

Minutes of Team Meeting on 23.7.1973 at Nkandabwe, 16.30-18.30

Present: Dieter(chair), Frieder, Siegwart, Friedrich

Late: Izaak (on duty)

Absent: George (leave)

1. Last minutes signed as correct

2. Matters arising:

to 3b of 16.7.: the need for protecting the houses at Kanchindu against cattle was stressed again. Frieder and Izaak may organize the fencing of one roadside.

3. Possible jobs for new team leader:

- a) jobs related to the project as a whole: planning, economist, rural sociologist, theologian
- b) single programmes: crafts, co-operatives, shop keepers, building section, preventive medicine

4. Function of a theologian in the team: postponed

5. Incoming letters:

- a) Mrs. Heudt asks about leave allowance for 1972
- b) DU ask whether Mr. Bachmann may get km allowance out of our vote. We are not in favour of this idea, as we are already under pressure because of our high km percentage.
- c) In this connection Siegwart was asked to explain our transport situation to the Ministry of Rural Development.
- d) Provincial Extension Officer asks for a caravan for Binemalima P.T.O. We shall support the request in the staff meeting.

6. Regulation for guest houses:

- a) 4 blankets may be brought to the caravan in Lusaka
- b) Kanchindu "anse may be furnished as guest house like the guest house at Nkandabwe, after approval of Staff Meeting.

7. Any other matters:

- a) Siegwart distributes a statement on the Gwembe South Development Project, which will be discussed on the next staff meeting.
- b) Next meeting: 6.8., 16.00, Kanchindu

Chairman:

Member:

Minutes of Team Meeting on 9.7.1973 at Nkandabwe, 16.00-17.00

Present: Frieder (chair), Friedrich, Siegwart

Late: Dieter (sick)

Absent: George (leave), Izaak (duty)

1. Last minutes signed as correct

2. Matters arising: none

3. Incoming letters:

- a) Kanchindu D.C.C. thanks for the type-writer
- b) Klaus Schäfer announces the visit of Waltraud Stroh and asks us to write to Mindolo and Lemuru for their programmes
- c) Mrs. Meudt agrees to keep our money in Berlin until needed.
- d) Musi-O-Tunya invites us for an exhibition of crafts in L/stone.

4. Theologian in the team: postponed

5. New team leader 1974: postponed

6. Any other matters:

- a) We donate K 20.00 towards the UNIP Conference at Mulungushi
- b) Next Meeting: Monday, 16.7.1973, 16.00

Chairman:

Member:

Minutes of Team Meeting on 16.7.1973, at Nkandabwe, 16.15-17.45

Present: Friedrich (chair), Dieter, Frieder, Siegwart, Izaak

Absent: George (leave)

1. Last minutes not yet available, therefore also no matters arising

2. New Team Leader 1974:

- a) Siegwarts proposal of a job description was discussed and finally agreed upon.
To 2b of the proposal, Frieder stressed that the Mission headquarter in Berlin should not have the possibility to reject the election of a team leader by the team. It was the feeling of the team, that any conflict arising at that point, should be settles by discussion with the Mission headquarter.
The proposal shall now be sent to Mr. Schwerk as a guide-line for discussions with candidates.
- b) Our constitution may be amended as follows:
III b to continue "He has to be approved by the Gossner Mission in Berlin".
- c) The question whether Mr. Schwerk should be asked to find a new Team Leader whom the team will accept for one year, or whether the team should be free to elect him or not, was discussed without reaching common agreement. With 3:1 votes it was then decided, that the team will accept the man whom Mr. Schwerk will recruit, as team leader for one year on the basis of our constitution and job description.
- d) A list of possible jobs for the man beside the team leadership will be made according to proposal by all members until next Monday.

3. Any other matters:

- a) Albert sells the car to the team for K 500
- b) Kanchindu houses shall be protected against cattle.

Proposed Job Description for the Team Leader of Gossner Service Team

1. The job of the Team Leader is a function of the Gossner Service Team. The Team Leader deals with the internal and external relations of the team on its behalf. He is responsible to the Team Meeting. The team as a whole is responsible to the Gossner Mission and the Zambian Government through the Team Leader.
2. a) He is elected for one year out of the members of the Gossner Service Team with the majority of the team members.
b) He is approved by the Gossner Mission in Berlin.
c) He may be re-elected.
3. In his function as secretary of the team, the Team Leader
 - a) prepares the agendas for the Team Meeting,
 - b) takes and keeps the minutes of the Team Meeting,
 - c) receives the correspondence addressed to the Gossner Service Team and makes it known to the team members.
4. In his function as speaker of the team, the Team Leader
 - a) co-operates with the Zambian Secretary or Co-ordinating Officer of the Gwembe South Development Project in questions of the work in the Project and the policy of the Project, representing the views of the Gossner Service Team.
 - b) represents the team towards all bodies or persons to whom the team is related or has contacts.
(This does not exclude direct contacts of team members to anybody in matters of their own job, as long as they keep the team informed about such contacts.)
 - c) asks the team for a decision in all matters which he has to deal with in his capacity as team speaker, unless he is sure of the opinion of the team as a whole.

Mailing List for crafts in Germany:

- 1) Gossner Mission
- 2) Dritte Welt Bazaar, Hamburg 13, Mittelweg 143.
- 3) Klaus Schäfer (mein Vorschlag an ihn, weitersenden an Frau Kulessas Laden in Godesberg)
- 4) Vereinigte ev. Mission, Wuppertal 2, Rudolfstr.137-139
(auf Wunsch von Herrn Grothe)
- 5) Herrn Peter Steenpass (Modell Gerechtigkeit und Friede)
Münster, Ägidistr.63 (Nord)
- 6) Museum für Völkerkunde, Berlin 33, Arnimallee 23-27 (Dr. Krüger)
- 7) Aktion Dritte Welt Handel (durch Gossner Mission)

wer kommt noch infrage??

Minutes of Team Meeting on 4.7.1973 at NkandabwePresent: Izask(chair), Friedrich, Frieder, Dieter, SiegwartAbsent: George (leave)1. Last minutes passed as correct2. Matters arising:

to 2/5c: Albert wants the wreck to be sold. He may decide, whether he sells the car to us for 500.00 K, or whether we sell the parts for him, in which case we would credit him K 500.00 now, and he would get any surplus from sales or would have to pay any shortcoming.

to 2/5d: Dieter has now in mind to leave around the 20.8.1973

3. Giselas financial report

The report about the Food and Nutrition Programme was received. All the credit from G.S.T. and the profit is needed as working capital.

Attached was a general statement about the programme, which was referred to the staff meeting.

4. New team leader in 1974:

It is the general feeling of the team, that nobody in the present team would be suitable or prepared to become the successor of Siegwart, when he leaves in 1974.

The team will therefore discuss on a following meeting, how to approach the Gossner Mission to help the team in this respect.

It is also generally felt, that a team leader will be needed in future and the post should not be scrapped. Because not only the Government wants somebody to represent the whole team and in some matters the Gossner Mission, but also the Zambian Project Secretary or Co-ordinating Officer needs a partner with whom to discuss general questions about the project and about the work of the team as a whole in it. Moreover the team needs somebody to organize team meetings and to do the correspondence on behalf of the team.

There is no common agreement in the team, whether the successor of Siegwart should act in the same way as Siegwart did, as team speaker and secretary, rather than as leader. This involves the question, whether the constitution reflects the feeling of all members in this point.

There was no conclusion on the point, whether the team leader should be a full time job, or whether he should be responsible for one of the programmes in the project.

5. Change in repayment of car credits

It was agreed, that from now on the km-allowance will be completely kept as repayment for the credit every year, until one quarter of the credit is repaid. After this the allowance will be fully paid out until the end of the year.

6. Next meeting:

Monday, 9.7.1973, 16.00 at Nkandabwe

Chairman:

Member:

Minutes of Team Meeting on 25.6.1973 at Kanchindu, 16.00-18.00

Present: Dieter (chair), Izaak, Friedrich, Frieder, Siegwart
Absent: George (leave)

1. Last Minutes passed and signed with the following correction:

5a: Not Mrs. Fæsch-Thebesius had difficulties to spend money, but Gossner Mission had some, to accept money.

2. Matters arising:

5c: Cum credit for Albert - no action in the meantime.

5d: Dieters consideration to stay longer than June: pending.

3. Letter of Mr. Schwerk dated 30.5.73:

A discussion took place with the conclusion that we shall explain again the following points:

a. There is a need for a replacement for Dieter.

b. Every team member may correspond with the Mission base, but informing the team about correspondence about the work and the policy in the project.

c. We hope, the linear relation to the Kuratorium will not hinder communication with it.

4. Function of a theologian in the team:

The following opinions were explained in the discussion:

The church (UCZ) is part of the people in the Valley, they could be of use for development, but they need a partner whom they can accept (a theologian) and who helps them to accept development as their task as a church.

The UCZ is not the only church in the Valley, and all churches together are only a small minority in the Valley, therefore their influence should not be overestimated.

To deal with simple people on local level, a theologian is not the right man, a layman who likes to help the church, would be much better.

The christians in the Valley are already the advanced people. We should concentrate more on the least advanced ones.

The Gossner Mission should send somebody especially to work with the christian congregations in the Valley, but not in the Gwembe South Development Project, but in close contact to it.

It is quite a different question whether the team itself needs a church minister in its middle.

The discussion will be continued in two weeks time.

5. Zambian officer for crafts.

There are various possibilities how to continue this programme: by privatizing it or aim for a co-operative or appoint another officer to organize it for another limited period.

The first step should be to make a proper record of the present situation including expenses, turn-over etc.

6. Co-ordinating Officer and Job description for Mr. Sichilya

It will be recommended on the staff meeting that

a) the teamleader of G.S.T. takes up the matter of a Co-ordinating Officer with the Ministry of Rural Development

b) the staff meeting considers a job description for Mr. Sichilya

7. a) The caravan at Siatwinda may be pulled to Kanchindu

b. At Nkandabwe there is no diesel at present

c. Frieder may settle the diesel taken from Siatwinda.

d. Gray may be asked whether he still needs the room at Kanchindu.

e. Next Meeting: Wednesday, 4.7., 16.00 at the place of the staff meeting.

Chairman:

Member: