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Signatur

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## Titel

Gossner Service Team, Zambia ☐ ☐ Offizielle Korrespondenz

Band

1

Laufzeit

1970 - 1975

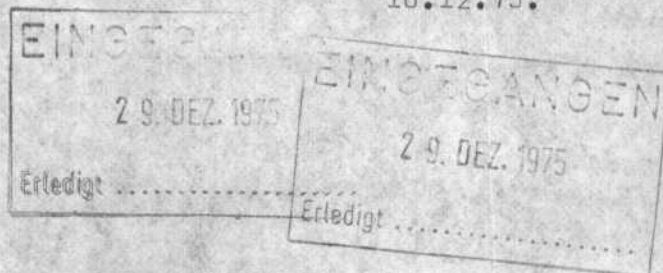
## Enthält

Schriftwechsel Klaus Schwert mit Gossner Service Team in Zambia (GST), v. a. mit Teamleiter Siegwart Kriebel; Finanzen, Gehälter der Mitarbeiter; Warensendungen nach Zambia, Autofragen; Personalfragen; Zusammenarbeit mit Afrikanern; Probleme im Team; Mem

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Gossner Service Team,  
P.O.Box 4, Sinazeze,  
via Choma,  
Zambia.

10.12.75.



The Gossner Mission,  
Mr.S.kriebel,  
Handjerrystrasse 19-20,  
1 BERLIN 41,  
West Germany.

Re.: Co-operation with C.U.S.A.

Dear Siegwart,

Thank you for your letters and herewith some comments on the request of the Credit Union and Savings Association of Zambia to second somebody to them.

We are surprised by the move of the CUSA, so we would like to make the matter as clear as possible.

Firstly the Team has invited (18.8.75) Mr.Oggleshorp and Mr.Halubobya, both from the CUSA for introduction talks on Credit and co-operative movement in general in Zambia, also present was Albrecht Bruns.

After this, the matter was brought to the attention of the Staff Gwembe South Dev. Project and on their meeting of 3.11.75 the Project agreed and decided that CUSA should be approached and informed that the Project is prepared to work in close co-operation with the CUSA in the Gwembe south region. As CUSA expressed the need for an agent in the area of operation.

We are surprised by the letter of Mr.Halubobya to you in Berlin as we were not informed.

Fortunately enough the decision of the Project coincides favourably with this request to you.

Imagine what the embarrassment and confusion could have been if the Project's decision was different.

The project got a copy of the CUSA's letter to the Gossner Mission from Albrecht Bruns, as I was on my way to inform the CUSA of the project's decision.

With reference to your letter dd.6.11.75 to the Team, the second paragraph, the letter of Mr.Halubobya to the director of the GM, the third paragraph and your answering letter on this dated 4.11.75 the second paragraph the following comments.

(a)- We are supporting the CUSA to have a man working in the Gwembe South Region. This means we are supporting the request of Mr. Halubobya.

(b)- It is advisable that this man becomes a member of the GST and send out as such, to work in the Gwembe South Dev. Project's "Co-operative programme". He could then fully seconded to the CUSA. By this way, he will be entitled to have all the benefits of the GST as per contract of the GM./GRZ.

2/....

(c)- In case of somebody with a DU-contract there are two ways to approach this.

- 1)- The DU and the Gossner Mission come to an agreement on the bases that the DU supplies somebody on the request of the CUSA and is send to the GST as a Gossner man. Which means financially the man will be taken care by the DU and for his working conditions he will be covered by the Gossner Mission's contract with the Zambian Government.
- 2)- The DU and the CUSA of Zambia come to an agreement and the man requested comes fully under the ~~aus~~ auspices of the CUSA to work in the Gwembe South region.

In the first case he will have the full rights as per contract of the Gossner Mission and the co-operation with CUSA can be handled as b). Or he will be seconded straight to CUSA and benefits from the Gossner Mission's contract and the CUSA may then send him to the Gwembe South region, to work together with the Gwembe South Dev. Proj. And as such local arrangements could be made between the CUSA and GSOP.

In the second case it is similar to the case of Thomas Bachmann. Which means the man works under CUSA in the Gwembe South to promote the Credit and Savings movement.

This all might sound strange to <sup>you</sup> but to <sup>xxx</sup> avoid a-embarrassed situations this has to be clear.

You know how the Government machinery is and they are becoming more and more strict as far as foreign experts are concerned.

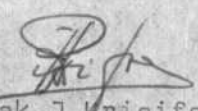
As for the <sup>y</sup>connections with the Team as you mentioned with regards to Thomas we strongly feel that it is better that <sup>such a man</sup> ~~he~~ becomes a member of the Gossner Service Team and he shares with us all the pro's and contra's.

We are very much worried about the correspondence in the Ministry of Rural Development about the case of Rev. C. Schmidt. With regards to this more emphasis should be put on point 3) of the job description in the letter of the Director to the Permanent Secretary. The Team has with fully understanding and acceptance of the points 1) and 2) recommended that the Theologian should come out as Community Development Officer for the Project. Which means the officer can look for valuable aspects in the community which needs to be developed, for exemple as the Tonga Crafts programme. For certain there are still many aspects in the community which need some help and improvement.

So far for the time being and receive all the good wishes for a good Christmas and a Happy New Year 1976, to all of <sup>you</sup> at HQ.

With many greetings,

Yours,

  
Izaak J. Krisifoe.

*p. S. Blind copy to A.F. BEUNS.*

, 18.12.1975

Gossner Service Team  
P.O.Box 4

Sinazeze via Choma

Zambia

Dear friends,

today I received with thanks your minutes 12 and 13 from Juli, 1975. Since they seem to be a bit outdated, I think there is no need to comment them.

But at the same time I can well send you a copy of Klaus Schäfers report on a small iron melting plant in India, which he thinks could be of interest for you. I got it a few days ago.

This might be my last letter before New Year. I therefore like to take this chance and thank you all very much for what you have done and achieved during this year. Sometimes we do not hear much from you, but nevertheless we are with you in our thoughts and talks here, and we appreciate fully the efforts of everyone of you.

Of course, I have also my wishes for the next year. The main one is, that we may spend less energy on our internal problems and more on the problems of the people of the Gwembe Valley. I know, that in general you all will fully agree with me on this, that it is our task in Zambia, to support the people there, and that we are not supposed to fight against each other amongst ourselves. But we are all aware, how difficult it is in practice to live according to that guide-line.

You may have already realized, that for 1976 we are given a word of Psalm 86:

Show me, Lord, your way!

This is our prayer for ourselves here in Berlin and also for you in Zambia, and for our co-operation with everybody concerned. May the Lord listen to our prayer.

Finally I want to say, that I am looking forward very much to my visit to you in March. Did I tell you, that Gisela tries to accompany me for about two weeks? It looks as if we shall manage to have our children looked after.

Greetings,

yours

16

, 1.12.1975

Herrn  
Ulrich Schlottmann  
P.O.Box 2  
Sinazeze via Choma  
Zambia

Lieber Herr Schlottmann!  
Liebe Freunde!

Hier ist also meine Stellungnahme zu Punkt 3 des Vertragsmusters betreffend Kredite des G.S.T. an programme officers im G.S.D.P.:

- 1) Punkt 3 möge ersatzlos gestrichen werden.
- 2) Statt dessen wird im Staff Meeting ein Grundsatzbeschuß gefaßt, daß das Staff Meeting über die Verwendung aller in den einzelnen Programmen des Projekts entstehenden Gewinne entscheidet. Dies könnte bei der an jedem Jahresende fälligen Rechnungslegung für jedes einzelne Programm erfolgen.

Mit einem solchen Grundsatzbeschuß wäre nicht nur der Fall abgedeckt, daß ein Team-Mitglied mit Teamgeld Gewinne erzielt, sondern auch der Fall, daß ein zambischer Mitarbeiter überhaupt mit Projektgeld arbeitet, d.h. alle Programme würden dadurch in ihren Finanzen regelmäßig kontrolliert, und es wäre klar, daß das Projekt insgesamt entscheidet, was mit den Gewinnen in einzelnen Programmen geschieht. Das Team würde sich auf die Rolle des Kreditgebers beschränken, und das ist meines Erachtens richtig so. Wenn kein afrikanischer Mitarbeiter im Staff Meeting von sich aus nach den Finanzen einzelner Programme fragt, ist es ja den Team-Mitgliedern immer noch unbenommen im Staff Meeting diese Fragen anzuschneiden. Die Kontrolle ist damit genauso effektiv, als wenn sie durch das Team ausgeübt würde. Aber dorthin gehört sie meines Erachtens nicht. Ein zweiter Vertrag ist nicht nötig, der die Gewinne beträfe, wenn der Grundsatzbeschuß im Staff Meeting einmal gefaßt wird.

Falls das Team für 1975 noch einmal Mittel aus Berlin abfordern möchte, so müßte das bis zum Jahresende hier eingegangen sein. Sonst ist es nicht mehr möglich, weil am Jahresende die Bücher geschlossen werden.

Mit herzlichen Grüßen,

65

*Anlage*

, 18.11.1975

Gossner Service Team  
P.O.Box 4  
Sinazeze via Choma  
Zambia

Dear friends,

It seems, that you have established contacts with the U.C.Z. according to one of your minutes. May I therefore ask you to hand over the two attached letters, one to the U.C.Z. and one to the Christian Council. The office of the Council is in the building in Cairo Road, where the newspaper is on the ground-floor. I am not very sure whether we have the right address of the Council, this is the reason why I send the letter to you.

By the way, do you know the report of Dr. Freese on his visit to Zambia? If not, I can send you a copy next time.

In one of the minutes there was something about Eva having laid down the job of selling crafts. What is it about that?

Today I also send a copy of the minutes of the Kuratorium meeting. The central part was the discussion about India. In the meantime there is big confusion in the Gossner Church, because the two main tribes disagree on whether to introduce the new constitution or not, or rather: how to introduce it. It seems, that they are full of suspicion against each other, and we hope, that the church will not split. Possibly somebody from here will have to travel there soon and act as a go-between.

I received a copy of a letter of Mr. V.J. Phiri about the new plans for Gwembe-South. Do you have any objections against the request to nominate two officers-in-charge for dry-land-farming and for a rural-works-programme? It only should be possible to convince the Government, that the programmes should start on a small scale in order to avoid any impression of regimentation, but rather to invite the initiative of the people themselves. This should be so for the rural-works-programme as well.

Concerning the letters to the two church bodies, you may also show them to Albrecht. I did not make enough copies to send one to him.

Clemens Schmidt wrote, that he probably will arrive in Dar on February 26, where he will attend to his baggage, and a few days later fly on to Zambia.

So much this time. Many greetings,

yours,

lf

, 11.11.1975

Gossner Service Team  
P.O.Box 4  
Sinazeze via Choma  
Zambia

Mr. and Mrs. A. Bruns  
P.O.Box RW 162  
Lusaka, Zambia

Dear friends,

The Kuratorium of the Gossner Mission will have its next meeting at the end of January, 1976. By then the yearly report for 1975 shall be submitted. A short version, but even for that it would be nice to have proper information from you.

I therefore ask you kindly, to prepare your annual reports in good time, so that you complete them before your Christmas break. If you send them to Berlin before Christmas, I shall have them in the beginning of January, and that would give me the chance to use them for my short compulsory report to the Kuratorium.

A second, longer version I would like to prepare for distribution to friends and supporters. Should you have photos to illustrate your reports, you are heartily invited to send them along with the reports, we shall print them as well. You will get back your originals, we shall copy them for our purposes.

Since I am full of hope that I shall receive long interesting reports, it would be very kind, if you would authorize me to cut, if necessary.

Many thanks for Izaaks letter, which arrived today. I have already answered the matter of the building engineer. I only hope, that you agree with Mr. Malubobya, that a social worker for co-operatives is more urgently needed. But anyway, at first we shall try to let DU send one.

Many greetings to all of you,

yours

16

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

G.M.16/75.

Kanchindu, 22.10.'75.

Gossner Mission,  
Mr.S.Kriebel,  
Handjerrystrasse 19-20,  
1 Berlin 41,  
West Germany.



Dear Siegwart,

Thank you for all the letters the Team has received.  
I shall compile an answering letter on them, but you certainly  
have received allready some answers from some of the fast members.

Now, I mainly would like to ask your attention on the following.

The requested Building Engeneer.

As you know this matter has been for sometimes now and on your last  
letters I have not seen any comment on this.

You certainly have seen the letter of Friedrich Clemens, were he  
has made a suggestion that Uli could look after the Building Group.  
You might be surprised of this, but now the Team has discussed  
this possibility and Ulrich Schlottmann agrees, that he is willing  
to do this. By the way it seemd that he has mentioned this to  
Mr. Seeberg during his visit, lately.

Ulrich thinks that he will have time for this, especially since  
the proposed Simumpande irrigation is put in the "fridge".

Our conclusion is to drop the request for the building engeneer  
for the time being.

But still the Team would like, in due course, to make use of this  
~~xxxxxxx~~ vacancy to request for somebody else, who might be more  
urgently needed.

So far this short letter and kind regards to all at the HQ.

Yours faithfully,

Izaak J. Krisifoe.

, 6.11.1975

Gossner Service Team  
P.O.Box 4  
Sinazeze via Choma  
Zambia

Dear friends,

Ulrich Schlottmann has informed me, that he is going to take over the responsibility for the building group after Friedrich will have left. This is convincing, and therefore I shall not recruit a building engineer, especially since DÜ have informed us, that Mr. Dumke also missed the October introduction course, so that the matter was still pending.

On the same day as Ulrich's I got the other letter of Mr. Halubobya of CUSA-Zambia, asking the Gossner Mission to second a social worker to CUSA, who will then be posted to the Gwembe Valley together with a Zambian officer of CUSA, in order to promote cooperative societies in the Gwembe Valley. I enclose my answer to Mr. Halubobya.

Our plan here is, to ask DÜ to send somebody to CUSA, because here we really have a Zambian applicant. This CUSA-man then has to cooperate with our Project and with the G.S.T. What proposals do you have in this respect? He should be closer linked to the Team and to the staff than Thomas Bachmann. This is our opinion. Please, give us your comments.

Since the Kuratorium has decided in April in October, to employ the Rev. Clemens Schmidt, we have informed the G.R.Z. about this. A copy of the letter is enclosed. The Australian church has also granted leave-of-absence in the meantime. We now can apply for employment permit in Lusaka. The best thing is, that Albrecht does it, as in the past. The minutes of that Kuratorium meeting are not yet printed. The main point of discussion was the relationship to the Gossner Church in India. You will hear more about this next time.

Some technical matters:

1. I have ordered for the team from the Bahr-Ministry:

a) Spiegel der Presse

b) BMZ-Materialien

Do you get them already?

2! Do you get Intermediate Technology now?

3. Some time ago I asked, how you get along with the one copy of the "ZEIT" which we have subscribed.

I shall send this letter to Dr. von Stieglitz, so that he can take it with him. I hope, that it will be a bit faster this way.

Many greetings to all of you,



, 24.10.1975

Confidential

Gossner Service Team  
P.O.Box 4  
Sinazeze via Choma  
Zambia

Mr. Albrecht Bruns  
P.O.Box RW 162  
Lusaka, Zambia

Dear friends,

this is to announce the visit of Superintendent Dr. von Stieglitz, who will visit you from 11.11. to 14.11.1975 on his way to the meeting of the Ecumenical Council of Churches in Nairobi.

Dr. von Stieglitz is an outstanding member of the Kuratorium. In the past he was enthusiastically supporting the work of the Gossner Mission in India, but at the same time he was defending the Gossner Mission in the Westfalian church against critical people like Dr. Freese, especially with regard to the Mission's work in Zambia.

He is the delegate of the Westfalian church in the Kuratorium, and that church is contributing the second highest amount to the Mission's budget every year. From all this you may understand, that his impression of our work in Zambia will have some importance for the Mission.

Therefore, although he will be in the Valley for only one or two days, we propose that you do not receive him by just one team member, who will show him round, but that you try to arrange a team meeting, so that he can meet as many of you as possible.

I have not told him anything in particular except the general information about our work in Zambia, which is given to all members of the Kuratorium, but rather I have advised him to talk to all of you as much as possible and try to see as much as possible of the valley.

Since he also wants to see church representatives in Lusaka, I have to leave it to you in the valley and in Lusaka, to make a time table for him and to arrange for transport etc. I hope that you will have time enough to communicate with each other.

He will arrive in Lusaka from London at 0615 hours on Tuesday, 11.11.1975

Many greetings for today,

yours,

lb

, 1.10.1975

Gossner Service Team  
P.O.Box 4  
Sinazeze via Choma  
Zambia

Dear friends,

Friedrich has asked, what it is all about Albrechts questions for data collection concerning the brick making and building. Since more of such lists have been distributed to you by Albrecht in the meantime, I think, I better write to all of you, in order to prevent any confusion on this matter.

1) It is part of Albrechts job in Lusaka, to work on a development plan for Gwembe South in close co-operation with all agencies involved in developing that area.

The first papers of such a plan have been submitted now, but they dealt mainly with such programmes, which are not yet extensively done by the G.S.D. Project, like dry land farming, and cattle development. I therefore fully support the move to collect detailed data on the running programmes of the Project, since this move indicates, that the experiences and running programmes will now be included into the planning process beyond the "rural works programme", which was more of a general idea of fund raising for subsistence farmers.

2) In my letter of 14.8.75 I mentioned, that in my view the time has come now, that we have to report much more detailed to G.R.Z. than in the past. This is so for various reasons.

Detailed reports to G.R.Z. are quite in order. The government has a right to receive them. And we should look upon them not as a danger, but as a chance, so that we can fully explain our activities, our reasons for doing, what we do, our recommendations for the future work and also the points, where we are not yet sure, what is right and what helps best.

The more detailed we report about our activities and give our reasons, the surer we can be, that our work is understood and not mis-interpreted in this or that government office.

3) If the government then may have objections against certain arrangements in our Project, then it is time to discuss such a point and reach a conclusion, which is acceptable to both parties.

4) Whether Albrecht has announced the questions in advance or not, I do not know. But Albrecht wrote to me, that the questions are the result of a meeting with the Team, where it was said, that the team members have difficulties to write detailed reports. The questions are meant to help in this matter.

You know, that we expect full and open co-operation between the team and Albrecht. Details you may discuss with him directly.

5) When I looked through my correspondence with you, I realized, that I did not inform you about a discussion, which we had with Albrecht here in Berlin and in Tübingen, when he was in Germany (or have I overlooked it?)

Any way, we have asked Albrecht here, that he may try to compile a comprehensive report on all activities of the Project, that means a sort of evaluation, what has come out of the Teams presence in Zambia during the five years. That report is meant to give us a picture of where we are now, to preserve the experiences and recommendations of leaving team members and serve as a basis for future planning. You will remember, that Klaus Schäfer has proposed such an evaluation, when he was in Zambia 1973, and he suggested, that this be done in 1975/76.

I hope, that Albrechts questions will also serve this purpose to compile such a comprehensive report for us, and I understand his explanation of the purpose of those questions in this way.

- 6) Nevertheless, since they are submitted to you through G.R.Z. channels, their first aim seems to be to provide data for the planning for Gwembe South in the ministry.

7) For all those reasons I strongly recommend, fully to co-operate with Albrecht concerning reports on your work. We would highly appreciate, if you would send us a copy of your answers to the questions. I understand, that answers not necessarily have to follow the questions from 1 to x, but to provide you with a guideline for a detailed report.

Godd wishes to all of you,

yours,

ls

copy: Albrecht Bruns, Lusaka

, 22.9.1975

Gossner Service Team  
P.O.Box 4  
Sinazeze via Choma  
Zambia

Dear friends,

today I have to report, that after the last introduction-course of DÜ we have now decided after careful consideration, to employ Mr. Clemens Schmidt as theologian in the Team. Both candidates were recommended by DÜ, so that it was a matter of selecting one out of two suitable ones. He has no children, and his wife Ruth is willing to do any job in the Project, which might have priority. Personally she favours the training of village women in improving their traditional handicrafts. Here is some information about the two persons:

Clemens Schmidt, born 21-1-1932 at Tanunda, South-Australia  
theological training in Adelaide 1950-1953  
pastor 1954-1963  
youth work and hunger relief in India 1964-1967  
pastor and pastor for immigrants in Melbourne

Ruth Schmidt, nee Linsenmeier, born 17-7-1935 at Finschhafen  
in New-Guinea,  
training as nurse not completed because of marriage.

They have been on a long-service-leave of 3 months in Europe since June, and during that time they studied the history and present state of Silesia, where his family is from. They visited Poland and the GDR. To-morrow they are flying back to Australia, in order to quit from their congregation there. They will come to Zambia at the beginning of March, just when I shall come from Germany as well. We had very intensive talks during the last days here in Berlin, and I am confident, that they will be helpful members of the team. Clem Schmidt is willing, to become responsible for one of the Projects programmes.

One of his most important advantages is, that English is his mother language (although he is fluent in German) and that he seems to like writing reports. This should help you a great deal with your own reporting duties. He will write you these days from Australia and ask some technical questions concerning his coming to Zambia. One of his questions will be, whether it will be possible to buy a team car duty-free for him in Zambia, or whether he will have to bring his own car with him. Perhaps you can check in the meantime, whether it will be possible in March to buy a new team car duty-free.

Now I am also able to send you a copy of our new standard contract. They are now very similar to the DÜ contracts. And most of your proposals have been included. As these contracts are also meant for employees, who go to other countries, like Nepal, we have excluded all references to Zambia. These are now in the job-description, which has a general part (1-4 and 6-7) and a special part (5).

All references to preparation time in Germany have also been excluded from the contract and are now part of the preparation-agreement. You might wonder why the payment during preparation time is so complicated. The reason is: DÜ is only paying a small living allowance during preparation time. The Gossner Mission had already adopted the payment of two thirds of the full salary, which is even much more than the DÜ allowance. But since preparation time usually is short, we thought, we could afford that. But for the purpose of provident fund it is a disadvantage to earn little money just before the departure from Germany. For that reason we pay the full salary, but the candidate will pay the preparation expenses out of his own pocket up to one third of his salary, which means, that he actually gets two thirds only. By this arrangement we can give him a better condition for the provident fund. You will also find, that we have excluded the payment of "Kirchliche Zusatzversorgungskasse". This is so, because we found out, that this payment was nonsense for people who have not paid before, since that insurance starts paying in the case of un-ability only after five years of contributing, which means, that you would not get any ngwee during your time of contract, at least not during the first 5 years.

Clem Schmidt, by the way, has <sup>agreed on</sup> ~~signed~~ a contract for 2 years only. The reason is not, that he is willing to serve for only two years, but that he would have difficulties to get leave from his Australian church for more than 2 years at a time. He will then ask for prolongation of leave and is quite willing to serve 5 years in Zambia. He will now ask for leave in Australia, and then the contract can be signed. "

I enclose a copy of the Team Constitution, because I am not sure, whether Mr. Schwertl ever sent us a copy with the amendments which we agreed upon during his visit in 1974. May be, he did, then you have two now.

So much for today. Many greetings to all of you,

yours,

66

, 3.9.1975

Gossner Service Team  
P.O.Box 4  
Sinazeze via Choma  
Zambia

Dear friends,

in one of my last letters I mentioned my visit to Stuttgart on August 20, when I also saw the DÜ-people. That visit was in fact a trip to a meeting of the Zambia-Kuratoren, which was called on very short notice and the last possible date for a meeting before the Kuratorium-meeting in October. Now I have completed the minutes of that meeting, which you will find attached.

You will see, that we have discussed a number of items, which have been brought up by the team or by members of the team and by Albrecht. In brackets I have always mentioned, where we had the information from. I hope, that we have covered the most important points. If you have the feeling, the Zambia-Kuratoren should tackle other problems as well, please write us so.

What is said in the minutes about the U.C.Z. and the C.C.Z. does not mean, that only Albrecht should visit the headquarters in Lusaka. If you feel like seeing those people, you are of course encouraged to see them as well.

Concerning Siatwinda we have considered a few possibilities how one could tackle this problem, but we felt, that it would not be right, to give recommendations from here, but to listen to your proposals. Therefore, please write us, what you think is best for Siatwinda.

The Zambia-Kuratoren have made some proposals concerning your relation to them. Please, give your comment on those proposals.

I had some further considerations on the question of couple-contracts. Therefore I like to add, that I am not in favour of that proposal any more. Because, the only advantage of a couple contract is, that the wife is encouraged, and even forced to do something, and not to sit around in her house. But this can be achieved on other ways as well, for instance by offering a wife's contract to every wife from the beginning. The separate contract for the wife, has the advantage, that matters of contract are easier to tackle in the case of any change. The wife might return to Europe earlier, as was the case with Mrs. Riess at Nakuru, or she might want to stop working or something might happen to her so that she cannot continue etc. In all such cases it would be difficult with a couple-contract. Therefore I prefer to offer a separate contract to all wives. But I agree fully with you, that our aim should be, that all wives have a job.

For your information and possibly as a help for your discussions with government offices I enclose a copy of the minutes of a meeting on irrigation, where it is mentioned, that irrigation schemes usually have 50% of the land under cultivation after 10 years. If you are interested in detailed information on that, please write to the Kiel University, Prof. Baumann.

Many greetings, yours

copy: A. Bruns

, 26.8.1975

Gossner Service Team  
P.O.Box 4  
Sinazeze via Choma  
Zambia

Dear friends,

many thanks for Izaaks letter of August 9, which we received a few days ago together with some minutes, most of them were already known here. Nice to hear, that the school on wheels is in the valley again. Hopefully it will activate some women for the future and lead them into a helpful direction. I wrote a letter recently to Gretel Janssen about women's work in the Gwembe Valley, and I mentioned some possibilities which came to my mind for motivating and activating women in the villages. I did not mention church groups like sisterhoods or clubs coming out of the Mindolo courses, but of course they are a good potential as well. And our ladies in the team might find it interesting and helpful to assist such groups.

By chance I had to go to Stuttgart last week and I visited DÜ. They told me the names of 2 building people, who might be good for our team. One of them is a learned builder (Maurer), who has additionally completed studies in "Tiefbau". He should be just the right person. He will be on the next Vorstellungskurs in September, and after that we shall know, whether we take him. Should we come to terms with him, then he could be available to you early next year. say in February or March. Should a request from the G.S.D.C. arrive in time, then we even might be able to arrange for a DÜ-contract. I could do nothing last week in Stuttgart, since Mr.Hertel, the boss, is on leave.

I cannot remember having received a financial statement for 1973 here in Berlin, nor have I found one in the files. Therefore, please, send a copy. May be, Friedrich submitted one in Nkandabwe to the team, but that would not help us here. Cannot even remember the fact, how can we know the figures?

Concerning the one for 1974, which is not available according to your minutes, I propose, that the present treasurer prepares one out of the figures available to him. You will know from the statements for previous years, how detailed it should be. We should know, what you used the money for, i.e. how much on purchase of cars, on credits to Project-programmes, on allowances etc., how much you received in returns etc., and how much money there was at the end of the year, how much obligations the team had and how much outstanding money. In future I propose, that you send us a financial statement, just the figures of cash, bank credits, outstanding money etc. every three months, and once a year a breakdown of your financial operations during the year, as in the past.

Thank you for the list of annual leave. To my surprise I learned, that the family Clemens will stop working already in March. This will mean, that there will be not much overlapping again. Sorry for that, but I was not aware of that situation.

The Gossner-Mission is at present trying to clear up all financial matters with Frank Krawolitzki. Should the household goods not be with you, then please send us the amount of its total value immediately.

Now I come to your comment on the contracts. I have considered the question for of formulating new contracts a very long time. But at the end I am of the opinion, that not much changing is necessary. Our problem is, to make them a bit safer for the case of a labour-court-case. They were not clear enough for that case in the past. But not much clarification seems to be needed for that. The period of three years for the first term seems also suitable to us. Remains the question of finances.

In your comment you recommend to adjust our contracts to DÜ-contracts. I have done this in a double model. I have figured out (with the help of Mrs. Meudt), what Gossner-Mission and DÜ pay to single people, married people and families with three children, firstly with a salary of grade Vb, and secondly with a salary of IIA (= A14). Between these 2 grades all our salaries are included at present.

Now you will see from the attached list, that Gossner-Mission pays a much higher amount to single people than DÜ, and that this difference decreases steadily until both amounts are equal in the case of families with three children.

This is so, after the special payments of DÜ like "Transportkostenzuschuß, Versicherung der beweglichen Habe, Kaufkraftzuschlag, and Wohnungsauflösung have already been included. Of course, you cannot ask for those payments forgetting the subtractions, which are made by DÜ, which are tax, insurances, rent for housing. Adjustment definitely would mean to take over the positive and the negative aspects of the DÜ-regulation.

The result of the comparison is very interesting. It shows, that the Gossner-Mission only has to subtract a certain percentage from the present salaries in order to reach a fair adjustment to DÜ-salaries, namely:

single people	- 25%
couples	- 15%
2 , 1 child	- 10%
" , 2 "	- 5%
" , 3 "	unchanged
" , 4 "	+ 5% etc.

All other regulations could be unchanged. This would be a very simple procedure for the Gossner-Mission, since Mrs. Meudt only would have to take the Bruttogehalt and subtract the appropriate percentage, whereas DÜ has to add and subtract about ten figures, in order to find the real payment. We confess, that we very much prefer the simple version.

Now, to be very clear. All this is nothing but an arithmetical example, since you have asked for adjustment to DÜ-contracts. But in future we shall surely have to learn from this example and we shall not pay so much more to bachelors and couples without children than DÜ any more.

We are now very interested to hear your comment on this. May I repeat, that we are well aware, that we can not unilaterally change your contracts, and we shall stick to the contracts from our side. But you will have the problem now with you over there. Because it has now come out, that the bachelors in the team have an advantage over the people with a big family and at the same time over the DÜ-people. We would be very pleased to hear, what you have to say to this. We from our side can only say, that in future we shall have to pay a salary, which is much nearer to the actual DÜ-payment. The financial situation here forces us to do so.

So much for to-day. Many greetings to all of you. Since it is becoming hot now in Zambia, I wish you all the best and much patience. Take a shower as often as possible!

Yours, S.K.

## Gegenüberstellung der Leistungen von DÜ und Gossner-Mission

Nr	Beispiel Vb			Beispiel A14 = IIa		
	Ledig I	Verheiratet III	3 Kinder III/3	Ledig I	Ehepaar III	3 Kinder III/3
1. Grundgehalt + 5 DAZ	2.043,92	2.134,52	2.319,25	3.016,57	3.121,87	3.306,60
2. Abzüge	606,14	515,43	546,83	1.065,36	760,27	770,82
3. Kaufkraft-Z.	245,27	341,52	510,24	361,99	499,50	727,45
4. Transport-Z.	60,--	95,--	200,--	60,--	95,--	200,--
5. Miete	228,92	247,60	282,85	337,86	362,14	403,41
6. Auszahlung DÜ	1.514,13	1.808,01	2.199,81	2.035,34	2.593,96	3.059,82
Einmalige Sonderleistungen von DÜ, am Beispiel eines 3-Jahres-Vertrages umgelegt auf 36 Monate:						
7. Rückgliederung DÜ	5.400,--	7.200,--	9.900,--	5.400,--	7.200,--	9.900,--
8. dto. GM	6.131,76	<del>6.403,56</del> 6.403,56	6.957,75	9.049,71	9.365,61	9.919,80
9. Differenz DÜ - GM	- 731,76	+ 796,44	+ 2.942,25	-3.649,71	-2.165,61	-,--
10. monatlich	- 20,--	+ 22,--	+ 80,--	- 100,--	- 60,--	-,--
11. Wohnungs- auflösung	750,--	900,--	1.200,--	750,--	900,--	1.200,--
12. monatlich	+ 20,--	+ 25,--	+ 33,--	+ 20,--	+ 25,--	+ 33,--
13. Hausrats- versicherung	294,--	588,--	1.029,--	294,--	588,--	1.029,--
14. monatlich	+ 10,--	+ 15,--	+ 30,--	+ 10,--	+ 15,--	+ 30,--
15. Leistungen DÜ incl. 6./80./12./14.	1.524,--	1.868,--	2.342,--	1.965,--	2.573,--	3.122,--

In dieser Aufstellung sind nicht enthalten die Leistungen, die bei DÜ und Gossner-Mission gleich sind, wie die Ausrüstungsbeihilfe (und die Frachtbeihilfe). Aus den oben genannten Zahlen ergibt sich rund folgende Differenz in Prozenten:

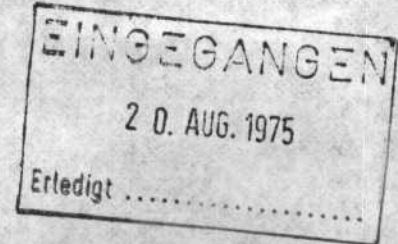
16. DÜ-Leistung	- 25%	- 15%	+ 1%	- 33%	- 20%	0%
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G.M.6/75.

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

Kanchindu, 9.8.'75.

Gossner Mission,  
Mr. S. Kriebel,  
Bandjerystrasse 19-20,  
1 Berlin 41,  
West-Germany.



Dear Siegwart,

I hope you had a good holiday with your family and gained some strength for your work.

I also hope that you have received my last letter. In this one I have mentioned about the matter of the building engineer. The situation here is that Friedrich Clemens is intending to leave by March 1976, may be even earlier as he still has some holidays to take.

So, how is it? has there been any applicant or do you have somebody in the "pipe"? As I mentioned the D.G. was on leave and has taken up his duties again by last week. So, an application letter shall follow.

On the financial statement, we would like to know more details about what kind of information you need.

1. Do you mean a financial statement, how the stand of finances are at the end of the year on the 31st, or
2. Do you mean a detailed annual statement of finances used during the year.

The financial statement of 1973 should be known by you and you should have a copy of that.

The leave taken by the Teammembers is attached herewith.

Do you have any news about the Gossner Mission goods used by Frank Krawolitzky? He has mentioned to me that before he leaves he will bring them down to the Treasurer, but he didn't. The GRZ furniture he has settled.

Further you certainly have heard about the visit of the group from Lüdinghausen and Dr. Freeze.

The second school on wheels is in action and it is a common view now to see women walking around in Kanchindu with a green bag and knitting while walking.

So far with this letter. Many greetings from us all here.

Yours faithfully,

  
Izaak J. Krisifoe.

P.S.

ENCLOSURE 4 MINUTES (9-10-11-12).

Friedrich Clemens: Leave statement as per 30-7-75.

Available according to statement 4.3.'74	80 days
leave 1974	30 days
leave 1975	30 days
	<hr/> 140 days

Taken:

in 1974: 5/3-27/3/74	= 23 days	
in 1975: 7/3- 9/3/75	= 3 days	
1/4-13/4/75	= 13 days	
28/7-29/7/75	= 2 days	
		<hr/> 41 days
Still remaining		<hr/> 99 days

Frieder Bredt: Leave statement as per 30-7-75.

Available according to statement 4.3.'74.	45 days
leave 1974	30 days
leave 1975 (long leave)	60 days
	<hr/> 105 days

Taken:

In 1974: 27/12- 3/1	= 8 days	
in 1975: 19/ 2-22/2	= 4 days	
21/ 3-19/6	= 62 days	
(92-30 one month G.M.)		74 days
Still remaining		<hr/> 31 days.

Izaak Krisifoe: Leave statement as per 30-7-75.

Available according to statement 4.3.'74	34 days
Leave 1974	30 days
leave 1975	30 days
	<hr/> 94 days

Taken:

In 1974: 19/3-30/3	= 12 days	
1/6-27/6	= 27 days	
		<hr/> 49 days
Still remaining		<hr/> 45 days.

Ulrich Schlottmann: Leave statement as per 30-7-'75.

Sept '74 - Sept. '75	30 days
Taken: 1975: 23/5-22/6/75	30 days
	<hr/> 0

Arnold Janssen:

August 1974-1975	30 days
No leave taken yet.	<hr/>

George van Keulen: Leave statement as per 30-7-75.

Available according to statement 4.3.'74	29 days
1974	30 days
	<hr/> 59 days

Taken: 1974: 5/7 - 1/8	= 28 days	
7/11-12/11	= 6 days	
still remaining		<hr/> 34 days
		<hr/> 25 days. He left 4/4-1975

, 14.8.1975

Gossner Service Team  
P.O.Box 4  
Sinazeze via Choma, Zambia

Dear friends,

Many thanks for Izaaks letter off 2-7-75 (GM 5/75). You will have received the sad news, that Martin Seeberg's daughter Christiane was involved in a fatal road accident and died on last Thursday. The burial will be to-morrow afternoon. The Seebergs had just returned from Martin's father's burial, when they received the news of Christiane's accident.

Concerning the building engineer (DÜ is still silent, which starts to worry me) I have to explain my last request.

- 1) We all agree, that we should try to involve a Gwembe-based body in Zambia in future recruitments, since the central Government is far away and since we are looking for a local authority for sponsoring our work in the Valley. For the far future we are thinking of a Co-operative Union which might come out of the just starting co-op movement in the Valley. But at the moment it seems that we have to rely on the Gwembe South Development Committee, which is the only body linked with our Project.
- 2) It is clear to us here in Berlin, that for any extension of staff in Zambia we need the help of other German agencies, which means first of all DÜ. The best way, to come to an arrangement with them, is to do it in a special case, and not theoretically. Because theoretical arrangements are not reliable, unless they are fixed in writing, and this is easier in a certain case than just theoretically.
- 3) Therefore I proposed to try it out in the only case, which we have at hand, this is the building engineer. The next recruitment will probably not be due before 1977. This was my reason.
- 4) This means, I did not propose that, because the Gossner Mission had no money to recruit that man. We can do so. But we saw a chance to start co-operation with DÜ now. This means: should there be no request from the G.S.D.C., then we shall recruit the man ourselves.

In one of your minutes I read about Frank's crockery. Please, inform us whether you got it back or not, and what you know of its whereabouts. Possibly you should tell us the value, so that we can arrange this with Frank here.

I enclose a copy of a letter to "intermediate technology" for your information. That magazine is especially meant for Arnold, but not exclusively, of course.

What about the "ZEIT". I think, we have subscribed one copy only. Who is reading it? Is one copy enough? Or do you want a different newspaper beside it? Please give your comment on this.

Separately I send you some papers, which I have collected for your information. The DÜ, EZE and BfdW papers shall give you an impression of the official development policy of the church here, so that you can check, how we comply with it or not. It could be interesting food for thought.

Ulrich Schlottmann has asked me to give our comment on the question of a special team account here in Berlin. You will remember, that I arranged the same thing with Mrs. Meudt in 1973, and that it was a failure. The reason lies in the financial regulations of the Gossner Mission. Money, which is not spent at the end of the year, is carried forward without ear-marking. That means, it is not kept for a special purpose, but considered to be starting capital for the new year, which must be ear-marked afresh. In special cases, money can be deposited for a certain purpose, but only under the condition, that the purpose is stated and that the expenditure is expected in that particular year. It is not possible to deposit money for a general purpose like "work of the Gossner Service Team" without giving a special purpose, and it is also not possible, to deposit for purposes which might arise in the far future. It would also be unfair, to do so, since the money is always little and must be used quickly in order to meet all possible obligations.

My proposal for you is, that you receive our monthly instalments of about DM 5000.-- (DM 50,000/ in 1975), until you have so much money there, that you are safe for the running and for the following year. Then you ask us to stop transferring money to you until such a time, when you will need fresh funds. We will keep the money always until the end of the year (if possible), so that you can ask for it in case of unforeseen expenditures. Should there be the rare case, that this arrangement should not work, then we can still do something with our title "unforeseen". The only thing you will have to do, is to estimate your expenditure always one year in advance roughly: new cars, and other foreseeable expenditures. The advantage of this proposal is, that you avoid having too much money there like in the beginning of this year, and that you help the Gossner Mission to make the best use of the money available.

In this connection I repeat our request for the team's financial statements for 1973 and 1974. Please do not delay that any longer.

We had two very hot weeks here, temperatures always being over 30°C. Therefore all church offices in Berlin got "hitzefrei" at 1400 hours. I was not suffering from the heat, but felt quite comfortable, Ilse Martin too. Since yesterday the weather is normal again.

Dr. Freese seems to be quite enthusiastic about you. I did not see him yet, but I heard about it. Albrecht made a statement about our relationship to churches in Zambia, which I shall answer next and send you a copy.

I also heard from both ends about the letter of Albrecht complaining about lack of information from you about the irrigation schemes. I shall not say anything in detail from my distance, but I am of the opinion that after all now the time is there, that we can not continue to work so un-controlled as we started under Merfyn Temple and continued under his successors. Albrecht is only the first one who suffers from our habit, not to report in detail to Lusaka, but there will be others, who request detailed information. Mr. Olf is already another case. If such a thing happens, that somebody comments on our work in Lusaka, then the right people should be informed about it, so that the work does not suffer from mis-leading reports of other people. Another point is the present save-money-policy of the Government. Under these circumstances it is perhaps not possible any more, to receive money without proper reports of the work done.

I know, that in the beginning we did not have much to report, and moreover Merfyn was so well informed due to his frequent visits that he was a good defender. But in the meantime we have made our experiences, had long discussions, and the Project has developed in a certain direction. Some of our expectations have proved to have been wrong, some progress is there, and a lot of impediments. All this has to be reported to Lusaka.

And as years pass by, Government must know what happened to all the money which was spent on our Project.

Concerning Siatwinda in particular, which seems to have annoyed Mr. Olfs, I think we should not feel guilty, but freely explain our policy there and the reaction of the people and our plans and expectations for the future. If Government, after having asked us to start there very fast, does not have the patience now to wait for the people to catch up, this is their problem. But we should feel free to explain fully our views on that scheme.

On the other hand such criticism is always good for forcing us to check our position and perhaps consider whether we could think of a better approach to the problems there, and also for asking the criticising people to join our considerations.

I think, the letter is long enough for to-day. There is only to report, that DÜ has recommended Mr. Eßrich, the pastor of Gelsenkirchen-Buer, as a possible theologian for the team. We are now waiting for Mr. Schmidt from Australia to join the DÜ course in September, and after that we shall make a quick decision. At present there are only these two candidates left.

Many good wishes to all of you,

yours,

LG

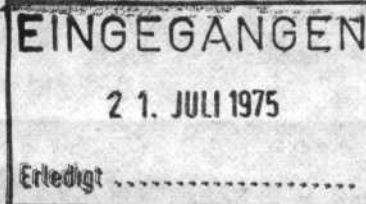
copy to: A. Bruns, Lusaka

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

GM 5/75

Kanchindu, 2-7-'75.

Gossner Mission,  
Mr.S.Kriebel,  
Handjerystrasse 19-20,  
1 Berlin 41,  
West-Germany.



Dear Siegwart,

Thank you for your letter dated 13.6.'75, which I received on 25.6.'75 and also for the one dated 19.6.'75, which arrived 30.6.'75.

I will reply the first letter, as this has been discussed by the Team.

About the building engineer we are confused and could not understand your request for application from the Gwembe South Dev. Committee. May I refer to your letter 22.1.'75. In this letter the number of posts in the Team were mentioned and also some comment on Friedrich's replacement. The actual Team working here in Zambia has not surpassed the planned 6 posts. The building engineer is a replacement of Friedrich and as such the Team was of the opinion that this man could come from the Gossner Mission and not from DÜ.

But, if due to some reasons the Gossner Mission has changed by now, we are very sorry and disappointed about this.

Certainly after the visit of the Director we have understood the financial problems ~~the~~ of the Gossner Mission and the new idea of involving other agencies as DÜ. But this is a complete new thing and the matter of the Building engineer has never been discussed in this light.

Anyhow, at the moment it is rather difficult to get an application letter, approved by the G.S.D.C. and signed by the Governor.

The next meeting of the G.S.D.C. is expected to be at the last week of August and the district Gouvernor is on leave for at least one month (may be longer.).

Monge D.G. is acting for Gwembe District.

I shall try to see him as soon as possible about this.

Regarding the correspondance with Berlin.

The situation is so that teammembers should not write private letters about the work to the Gossner Mission. If so, then a copy to the Team. So it is in your line of thinking somehow.

Thank you for this reminder, because the statement in those minutes has slipped silently our minds, during that particular talk.

About the planning approach of Albrecht Bruns.

It is right, the Team has some objection towards this.

It means that the Team rather prefers an approach starting with the people. The collection of data and check-up on the spot and more discussions with the people concerned and in this case with the staff of the G.S.D.Project and Gossner Service Team. Especially as it is somehow expected that they will most probably take the first steps of the execution of such a plan.

Anyway, on this the Team will have soon an open discussion with Albrecht Bruns.

I saw him recently and he is very much open to such a discussion in order to improve the situation.

Not accepting his approach does not mean that we have rejected his papers. No.

Principly the staff has accepted the dryland paper with the condition that it should be tried out first on small scale. The staff fully agreed that some assistance from the project should be given to the dryland farming, as more people could be reached through this.

So, the statements on the minutes during the discussions with Mr. Seeborg should not be combined with the dryland paper. Because that will give wrong conclusions.

Till so far, with many greetings,

yours faithfully,



Izaak J. Krisifoe.

enclosed: the last minutes.

P.S. Sorry I almost forget to mentioned that we have a new address, by now. This P.O. Box 4 at Linazere. So, at last the post-office is ready.



, 19.6.1975

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

Dear friends,

Mr. Seeberg, Mrs. Friederici and I spent two very interesting days in Mrs. Friederici's flat on Monday and Tuesday. We had withdrawn from the office in order to discuss basic questions without interruptions. The result is amongst other things a (very short) paper about the policy of the Gossner-Mission, meant to be sent to the critics of our Mission. Later we might blow it up into a longer statement, which will explain more than this short one.

We also had to discuss a request from some of you, that the Gossner-Mission in Berlin should accept more responsibility in the work in Zambia and that any changes in the work and also in team could be initiated only from Berlin, not from within Zambia.

We confess, that this is not very clear to us. In the past the trend in the team was, to stress its independence from Berlin in the decisions about what had to be done in Zambia. If not independence, than at least the priority of the team's arguments over those from Berlin. After the team had ~~wikwar~~ stressed this point more than Berlin had expected, Berlin withdrew from the discussion to a large extent, and did not contribute much for quite some time. Recommendations from Berlin did not have much weight in the Valley, for the team thought, that its experience on the spot had much more weight than any contribution from the far distance.

Any ruling from a team leader was also found by the team to be inadequate. And therefore a way of decision making was laid down, which involved everybody and which gave responsibility to everybody in the team. This we thought to be the most adequate way to co-operate. We knew, that it was a strange set-up for our African colleagues, it was even a new and un-known way for ourselves.

But what is the position now? Are those requests the private opinion of some of you, or do they represent the team's opinion? Does the team wish to intensify policy discussions with Berlin or does the team wish to be ruled from Berlin directly or indirectly through a new appointed team leader with responsibilities given to him by the headquarters?

We are quite willing to discuss this matter with you. Please, make your standpoint a bit clearer.

But even now we can already say so much, that we are very keen to be involved into your basic discussion as much as possible. We are quite willing to give our contributions and to share experiences with you. But you will understand, that, the more the discussion goes into details, the less we can contribute. Local problems must be solved locally.

For instance: Whether we should do a short-term helping or a long-term activating of people, there we have a clear favour for long-term activating. But if it comes to the question, whether a certain programme is helping or activating, this you must decide there.

Or another example: what I wrote in my last letter about the new plans for Gwembe-South, that was a general remark. How this could be done in practice, that must be your decision, what shall be done, how shall it be implemented, who will do it, where shall he spare the time for it, etc.

From these remarks you may learn, that we are open to listen to your requests and to discuss with you the way, how we can co-operate best.

From DÜ there not yet an answer to our request for a building engineer. This week-end Mr. EBrich from Gelnhausen will be on DÜ's Auswahlkurs, whereas the other theological applicants will be there in September.

In July I shall be on leave in Switzerland. But this does not mean, <sup>you</sup> that you should stop writing for some time, because I would be very pleased to find some letters on my desk when I return to the office at the end of July.

Many greetings and good wishes  
to all of you,

yours,

LG

Copy to Albrecht

, 13.6.1975

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

Dear friends,

It is now high time to answer a letter of Izaak, which came already in May, including a number of minutes, and also the minutes of your talks with Mr. Seeberg and Mrs. Friederici. Many thanks for all the information.

Of course, I remember George's bricklayer very well. To me he looked so strong that I hardly can imagine that he had to pass away because of tb.

Regarding the building enineer, I have informed DÜ according to your wishes and now we are waiting for applicants. In a phonecall yesterday I heard, that there are some, therefore I have the hope that we shall hear of them soon.

You seem to think, that an arrangement with DÜ is a purely technical matter, but in my fiew it is a policy question for DÜ. I therefore would propose to you, that you try it straight away and propose to the Gwembe South Development Committee on its next meeting to apply for a building engineer who will be seconded to the Gossner Service Team or to the Gwembe South Development Project, with the salary to be paid by DÜ, since the Committee has no funds of its own. Then we shall see, how we can get along with DÜ. But you should do this immediately, because if we fail this time, we shall have to wait for some time until the next one is due. Once the application is here in Germany, then we from Berlin will try our best to come to terms with DÜ.

I enclose a copy of our letter to GRZ concerning prolongation of agreement.

Concerning the remark about correspondence with Berlin I am not clear. Do you mean, that every team member may write everything to Berlin without informing the team? If you mean that, we shall recieve letters complaining about other team members as in olden times. But then we shall keep quiet only if the letters are marked "confidential". Otherwise you will have to expect, that we react in the open, also giving the name of the informants. On confidential letters we shall not react openly. But I would prefer, if every team member would inform the team when discussing important matters with us here. I think this is an essential part of our idea of a team, that its members stick together and do not act behind the backs of the others, but discuss their problems amongst themselves before they bring them elsewhere.

On page 7 of those long mintues you note, that Albrecht's planning approach is not accepted by the team. What does that actually mean? Does it mean, that the papers he has produced so far, are not accepted by the team? You mention, that he does not know how to get grass-root information. Does this mean, that he has not approached the right people for that? We had long discussions with Albrecht here, and he insists, that you in meetings with him have accepted his dry land farming paper, and that also on a G.S.D.C. meeting the team speaker officially supported that paper. He can not understand why you reject it afterwards in the discussion with Mr. Seeberg. Therefore, there is some more clarification needed from your side, towards us, so that we can understand you better, and also to Albrecht, so that he can see clearer, where you stand. He had a number of arguments, but you better discuss this matter directly with him, when he ist back.

Whatever you may have to discuss about the planning approach and the procedure, in our view it is now the question, how to use the information collected in the papers, how to make use of government's agreement to them, and how to do this in such a way, that firstly the people of the area are involved and activated as much as possible, and secondly the project is not discontinued and started afresh from zero, but that new priorities and programmes come in as smoothly as possible. Would it not be worthwhile to concentrate on this as much as possible from now on?

May be, I am not clear enough in these short remarks from our end, but since we had discussions with Albrecht and also with Frieder, they may tell you more about our thinking. And, of course, I would like to continue this discussion with you in our correspondence.

In this connection I may already mention, that our rough plan for 1976 includes my visit to Zambia in March.

When Ulrich asked recently, whether we should open an team account in Germany, I answered him directly. But in this connection I have to remind you, that we did not receive the annual financial statement of the team neither for 1973 nor for 1974. Please send both of them at your earliest convenience. You can imagine, that we need them in our files, and that we find it difficult to discuss financial matters with you having no idea about your financial situation.

May I also kindly ask you to inform us about the annual leave of every team member. It is up to you, in which way you will do this, whether each time, when somebody goes on leave, or whether you compile an annual list, but at least once a year we ask you to inform us.

About the request for a strong team leader, put forward by your African colleagues, and about the remark of some of you, that the situation in the team can only be improved by interference from Berlin, I shall write more next week, hopefully. You got already a first comment by the Ausschuss on the first question. This may already indicate, in which direction we are thinking. But as I say, more about this next time.

I wish you all a pleasant cold season,

yours, *lf*

p.s.

I promised the peace and justice people at Lidinghausen that I would tell you, that they have informed us about their wish to visit you. I nearly forgot to do so. *lf*

cc: Albrecht Bruns

Gossner Service Team,  
P.B. 1xc, Choma.

G.M. 4/75.

Kanchindu 29.4.'75.

Gossner Mission,  
Mr. S.Kriebel,  
Handjerystrasse 19-20,  
1 Berlin 41,  
West-Germany.



Dear Siegwart,

Thank you for your letter of 27.3.'75 with all the good wishes.  
We hope that this letter will meet you and everybody in the Mission  
H.Q. in good health. With us here everything qua health is well, except  
some cases of a cold.

The winter has arrived and the evenings are becoming cold, so the climate in the  
valley is just nice and cool again.

A bad news reached me this morning, that the bricklayer from George, I think  
you know him, after being in the hospital for almost 5 months, has passed  
away, due to t.b. (tuberculose).

By now, you are up to date again with our situation here, as Mr. Seeberg,  
Mrs. Friederici, Frieder and Albrecht have provided you with first hand infor-  
mation. We all have enjoyed the visit of the Director and Mrs. Friederici and  
we hope that their experiences here will give them more practical information  
of the work in the Valley.

In the accompanying minutes you will find some notes on our discussions here.

Coming to your letter: on the point of the contract between Gossner Mission-GRZ,  
certainly we have discussed that matter together with the Director and we ~~xx~~  
have said that we'll send some proposals in connection with extension of this  
contract. After considering this we felt the present contract should be extended  
like it was, because of the urgency. Meanwhile we will look into it, as we have  
some points, but this we think could be done afterwards.

About the contract for new team-members, on this some minutes are written .  
We will have a meeting on this matter soon (17.5.'75)

But as we understood, you are preparing a new draft on this. Please could  
you send us a draft for discussion.

Meanwhile we have discussed the question of a couple contract for married people.  
We agreed to recommend this type of contract with a suggestion that we will *provide*  
the Gossner Mission with a list of possible future jobs for the wives of  
such a contract. If the wife agrees and the couple accepts it, then a couple  
contract should be offered to them. If the wife feels that she could be of no  
use, then a single contract.

The building engineer:

On this we have not changed our ~~minds~~. Friedrich explained that certainly  
Mr. Ncote is capable of his building duties, but he is not able to do  
the accounting side and other important negotiations before the buildingwork  
itself.

And this, the team agreed with Friedrich. We still feel a building engineer is  
needed and it should be a "Tiefbau" engineer with ~~some~~ knowledge of "Hochbau".

This for the time being. I will write more generally later.

Many greetings to all of you

Yours faithfully,

Enclosed: the last minutes.

Izaak J. Krisifoe.

Kanchindan, 29/5/75

Dear Siegwant,

Here with you will find the  
 minutes of the Team  
 no 3a, 4a, 5a.

I am not so sure whether  
 I have send you 3a / 4a.  
 No 5a is specially concerned  
 the meeting with the Director.

Yours faithfully

Reub




, 27.3.1975

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

Dear friends,

many thanks for all the greetings which Mr. Seeberg brought with him from you. I hope, that you have enjoyed his visit. This letter will reach you after Easter. Therefore I hope, that all of you had blessed and nice Easter holidays. To my surprise I learnt, that George planned to leave Zambia already in March, so that I was not able to send him a farewell-letter. He had written to me, that he would leave in April.


As Friedrich will be the next one to leave, I have a question in this connection. Mr. Seeberg told me, that Mr. Ncote is running the building affairs effectively, so that not much supervision is needed by Friedrich. Does this mean, that we should not send a new building engineer, but rather look for somebody with a different qualification as replacement for Friedrich? I would like to hear your opinion on that, should there be any change of policy on your side, because I have already asked for a building engineer from dü, and they may respond soon to our request.

Concerning the theologian, we have three applicants at the moment. The first one is Mr. EBrich, who is recommended by Gossner-Mainz, the second a parish-pastor of Tübingen, Dr. Quack, and the third a pastor in a village near Stuttgart, who was already selected by dü for a post in Cameroon, but at the end the money was not available for that project. Hopefully we shall be satisfied with one of them. I shall try to arrange a meeting of Frieder with the two near Tübingen.

Attached you find an old minutes from 1969, which might interest you. I found this spare copy when I had to re-arrange the files recently. It is interesting not only because of the opinion of the participants, but also because of the policy, which was in mind at that time. I think, that policy is not yet out-dated, and therefore we should keep it in mind. The reflections of Mr. Schwerk are un-dated, therefore I cannot say, when they were written down, but the last paragraph suggests, that they are not too old, but all the rest seems to belong to the year of 1970. May be, that already at that time a multilateral sponsorship was reflected.

I heard that you intend to send some proposals for an accompanying letter to the Mission's request for an extension of the Agreement. I hope, that you will write soon, as we think we should not wait too long, otherwise the officers in Lusaka may have forgotten about the talks.

Also your proposals for contracts with new team-members should come soon, since we may recruit two in the near future. The question of contracts is not a new policy, after all, it is simply a necessary reconsideration, whether our contracts are sufficiently formulated in case of conflicts. The only new problem is the one, how to arrange extensions in detail. And we shall also reconsider the question of a combined contract for married people, i.e. for husband and wife.

As Mrs. Friederici is still on leave, and as Mr. Seeberg has told me only in short so far, not more to-day. I shall write again. 

, 25.2.1975

Mr. Ulrich Schlottmann  
P.B. 1x2  
Choma, Zambia

Lieber Herr Schlottmann!

Herzlichen Dank für Ihren Brief vom 17.2., der heute ankam. Eben hat auch die Firma angerufen und mir gesagt, daß sie mit gleicher Post ihr Angebot an Sie nach Choma und an uns nach Berlin schicken. Sobald wir (morgen) das Angebot erhalten, werden wir den Auftrag zur Lieferung erteilen, dann schicken die die Werkzeuge los.

Das bedeutet aber, daß Sie in Zambia sofort eine Einfuhrgenehmigung beantragen müssen. Jedenfalls kenne ich die Lage so, daß eine solche Sendung nur bei Vorlage einer Einfuhrgenehmigung ausgeliefert wird.

Wichtig ist dabei, daß Sie erwähnen, daß kein zambianisches Geld beteiligt ist, sondern daß die Ware in Deutschland bezahlt worden ist.

Wenn keine Devisen gebraucht werden, wird die Genehmigung in der Regel schnell erteilt. Sie müssen auch auf die entsprechende Stelle im Agreement verweisen, wo uns die zollfreie Einfuhr von Arbeitsmaterial zugesagt ist.

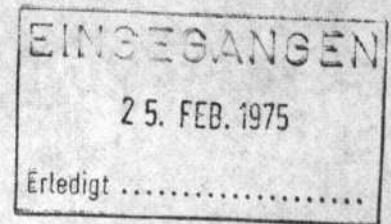
Wenn ich mich richtig erinnere, wird die Einfuhrgenehmigung auf dem Wirtschaftsministerium in Cairo-Road ausgestellt, während die Bestätigung der Zollfreiheit auf dem Finanzamt (Finanzministerium) beantragt werden muß. Friedrich kennt die Stelle, weil er wegen seines Peugeot dorthin mußte.

Für heute herzliche Grüsse  
an Sie alle,

US

Ulrich Schlottmann  
c/o Gossner Service-Team  
P.B. 1XC, Choma/Zambia

Nkandabwe, 17.2.1975



An die  
Gossner Mission (z.Hd. Herrn Kriebel)  
1 Berlin 41  
Handjerystraße 19

Lieber Herr Kriebel!

Die Angelegenheit der 4"-Bohrwerkzeuge wurde heute im Team erörtert. Da wir diese Werkzeuge dringend benötigen und das Verfahren der Bezahlung durch die sambische Regierung bis voraussichtlich Ende dieses Jahres dauern würde, hat das Team meinem Antrag zugestimmt.

Die Werkzeuge können also von den Gossner - Geldern bezahlt werden, die regelmäßig aus Berlin auf unser Konto in Choma eingehen.

Wenn Sie veranlaßt haben, daß das Geld für das 1. Quartal dieses Jahres noch zurückgehalten wird, so ist es zweckmäßig, mit der Überweisung bis zum Eingang des angeforderten Angebotes der Firma Bohrmeyer, Langenhagen, zu warten. Der entsprechende Betrag in Höhe der Angebotssumme zusätzlich der Frachtkosten könnte dann von diesem Geld abgesetzt werden.

Wir alle wären Ihnen sehr dankbar, wenn Sie für uns nach Eingang des Angebotes die schriftliche Bestellung der Werkzeuge aufgeben würden und auch veranlassen, daß der Versand richtig erfolgt. Nach meiner Information brauchen für Einfuhren nach Sambia an das G.S.T., die für das G.S.D.P. bestimmt sind, keine Zollgebühren bezahlt zu werden. Damit hier also keine Schwierigkeiten entstehen, würden wir uns sehr freuen, wenn Sie als Sambiaexperte diese Angelegenheit in die Hand nehmen würden.

Mit freundlichen Grüßen!

Ihr

*Ulrich Schlottmann*

Gossner Mission,  
Mr. S. Kriebel,  
Handjerystrasse 19-20,  
1 Berlin 41,  
West-Germany.

14-2-'75.



Dear Siegwart,

Thank you for your letter with congratulations. We are really happy with our little boy. He is growing nicely and his sisters are enjoying his presence. Especially Bellanka is very fond of him.

We are all alright. Up till last week we had to undergo an amoeba-dysentery treatment, which was found by little Bellanka and Sietske. So the whole family had to be treated. It is over now.

In the Teamletter (31-1-'75) to you I mentioned that I would like to extend my contract and I hope that the Gossner Mission from her side will agree with this. I certainly shall discuss this with the Director.

About the stop of Sietske's contract temporarily, our apologies. Please, subtract the overpayments from my salary. Thank you.

The matter about whether my letter of 26-12-'74 was confidential or private, I think you misunderstood me. It was certainly an official letter of the Team. But I meant whether the Team-letters to you should be treated confidential between you and the Team. And not that it is first opened in the secretariate and put in the daily mail-file without your first notice. But anyway the Team has decided now that Teamletters go as confidential to you and it is up to you to use the information.

About Team-members writing to you as official or private, the Team has exactly decided as you mentioned. And I am sure it will be good if everybody could write about his work to you. They could give much more detailed news than my general information.

The office work is a big mash. Mr. Sakala has not done his job properly. The accountant from the P.R.D.O.'s office is checking his books now, as there were some irregularities in the revenues collected and the Banking to the Bank of Zambia. More office work mistakes have been found. The whole matter is now in the hand of the accountant, awaiting for decisions.

Well, till so far for the time being.  
Receive the best wishes and greetings to Gisela and the family and your parents.

yours

Izaak

, 19.2.1975

Gossner Service Team  
Nkandabwe Camp, Zambia

Dear friends,

many thanks for Izaaks letters of 11.1., 31.1., and 4.2.75 .  
The first one about "Gossner Zambia" arrived just the day after our Zambia meeting, but still in time to show it to the Kuratoren on the Kuratoriums meeting. In connection with minutes 1a/75 (7) I understand, that you rather prefer to develop the present set-up towards a better co-operation with Zambian departments than forming an additional agency. One of the results of Mr. Seeberg's visit should be, that a decision is reached whether we should bury the idea of "Gossner Zambia" or whether we should continue thinking about it under certain conditions.

From your request of a new building engineer we learn, that Friedrich has made up his mind to return to Germany, or at least not to extend his contract with Gossner-Mission. The more we were pleased to hear that Izaak wants to extend his contract, and we welcome his decision very much.

With pleasure I learnt about a new drive in the Gwembe South Development Committee. Hopefully this time it will last. What a pity, that they sit on Albrecht's plan just before the arrival of our visitors, for we also have some questions and it would be most interesting to hear the opinion of Zambians about the plan.

There seem to be many drastic changes in the area as far as the presence of military and para-military units is concerned. I might feel quite unfamiliar on my next visit.

In minute 1a/75 there are some correction to (7) of previous minutes, which do not make sense to me, as my previous minutes are 16a/74, where (7) consists of one line only.

Your opinion about the theologian is understood here. We just received the message from dū, that they do not recommend Michael Schoof for the job in team since they have doubts whether he is able to work in a team. What is your opinion about that? You should talk about this with Mr. Seeberg.

Concerning the building engineer, I fully agree with Friedrich's statement, and I shall use it in order to make a more detailed job description for people who do not know the Project at all. We shall send to dū soon.

At last I like to say that would have liked to see you all again, but as things are, I shall even more enjoy the visits of two of you in Germany, and then my visit in Zambia next year. I wish you a nice time with the two from Berlin. And I hope, they will learn as much as possible about your work and about your problems. And I also hope, that they will find your full co-operation in order to reach that goal.

Many greetings to all of you,

yours,



Gossner Service Team  
P.B.lxc, Choma.

5.2.'75.

Gossner Mission,  
Mr. S.Kriebel,  
Handjerrystrasse 19-20,  
1 Berlin 41.

Dear Siegwart,

Herewith the report of George van Keulen  
over his work in 1974.

Yours faithfully,

Izaak J. Krisifoe.



Gossner Service Team,  
P.B. 1 xc, Choma.

G.M. 3/75.

4-2-'75.

Gossner Mission,  
Mr. S.Kriebel,  
Handjerystrasse 19-20,  
1 Berlin 41,  
West-Germany.



Dear Siegwart,

I have received your letter, dated 22-1-'75. Thank you.

To come to the main points of your letter:

The building expert:

Concerning this, it is by mischance that your request about the job description of Friedrich together with the comments of the Teammeeting (1a/75) is still underway to you. It has been send on 31-1-'75. Hopefully these papers will be sufficient for contracting this man.

The theologian:

Thank you for the job description. About this again the same. In the minutes 1a/75 you will find that we have discussed the matter.

There is no objection against a theologian, he may come.

The Team is from the strong opinion that he must be more than a theologian. Because of the working situation. The churchwork as such is very difficult here, as there are so many denominations.

As a rural development Team it should be possible to meet all levels of people. The theological work: you should know better what has to be done or could be done.

The Team is thinking more on the social development side, the community development.

Details are missing, but hopefully the Team will come with some more ideas. Certainly, any doctor theologian should forget about his doctor title.

The expectations in Zambia, mentioned in your job-description we can agree to them. Especially item one seems to be a very important one, as the experience has turned out.


Team understanding and work is a vital point, which should be a pre-condition for everybody joining and working in a Team.

About the person you have already in mind, namely Michael Schoof, we have no objection. You may continue discussions with him as a possible future member.

We have understood and accepted your reasons for not coming.

I have got your message, so I shall try to be short.

Many greetings to all of you in the Mission,  
Yours faithfully,

  
Izaak J. Krisifoe.

Enclosed: Minutes 2a/75 of the Teammeeting.

January 30th 1975  
psbg/sz

Gossner Service Team  
Attn. Mr. I. Krisifoe  
P.B. lxc  
C h o m a / Zambia

Mr. A.F. B r u n s  
Box RW 162  
L u s a k a / Zambia

Dear friends,

Siegwart Kriebel announced that Mrs. Friederici and I intend to visit Zambia in February but the team<sup>266</sup> wanted Siegwart Kriebel to come to Zambia. We considered this questions carefully and concluded not to change our plan in view to important reasons.

Mrs. Friederici and I beg to express our pleasure of having the opportunity to meet you all. We are prepared to discuss several important questions with you. A list with all points to be discussed we are preparing now including for sure the questions of structure changing ("Gossner Zambia Ltd.") and the possibility of non technical approach.

We will arrive at Lusaka on tuesday February 25th at 17.10 hrs. by QZ 511 and we booked for leaving Lusaka on March 12th at 16.00 hrs. by EC 834.

I kindly ask to provide for dates with government representatives, Mr. Oglethorpe and as well with UCZ representatives.

I propose a stay in Lusaka from February 25th to March 1st and from March 2nd to March 9th in the valley and from March 10th to March 12th in Lusaka again. Naturally different proposals will be accepted.

With kind regards I am,

sincerely yours,

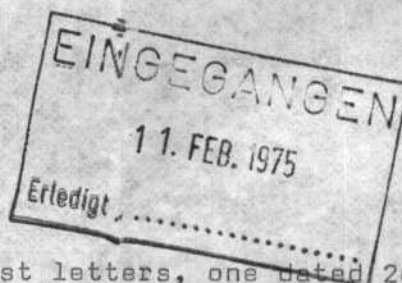
*Sg*  
(Martin Seeberg)

Gossner Service Team,  
P.B.1 xc, Choma.

G.M.2/75.

31 - 1 - '75.

Gossner Mission,  
Mr. S.Kriebel,  
Handjerystrasse 19-20,  
1 Berlin 41,  
West-Germany.



Dear Siegwart,

I hope you have received my last letters, one dated 26-12-'74 and one dated 11-12-'75, which should be 11-1-'75. I discovered the typing mistake too late.

The first one is a long information letter.

I further hope that the last letter, concerning the Zambian Society arrived in time for the meeting of the Zambian Ausschuss. If not, I am very sorry for that. The problem was, that your letter and the paper for discussion went through the Teammembers for reading and got stuck somewhere and I was the last one to receive it, only on the 6th-1-'75. In the enclosed minutes (1a/75) of the Teammeeting you will find the standpoint of the Team on this issue.

In my previous letter I mentioned that the Team is requesting for a building expert. The Team has discussed this matter on the basis of a job description paper from Friedrich. The results of this you find in the minutes of the Teammeeting (1a/75). The results and the proposals of Friedrich seemed to be enough for the recruitment of a new building expert.

Since I am writing about replacements, I should inform you also about the other two Teammembers, whose Zambia contracts are due to finish next year. Frieder will inform you or discuss his case next march, when he is on leave at home. By the way, he is making arrangements in order to leave around March.20, 1975. I asked him to let you know, when exactly. At the moment he is in Lusaka.  
I myself would like to extend my contract.

We have received your letter addressed to Ulrich Schlottmann and taken notice of the information. Comments on this will come on the next Teammeeting (3-2'75).

The Project's budget for 1975 is K 60.000,--. Which means K 5.000,-- less than budgetted. But this will have no influence to the main programmes. The Staff will look into the allocation per,program again, to adjust this.

Now we have some problems for payments of salaries, because the warrants have not been allocated, yet. Hopefully next week, since the House of Parliament is deciding on budgets today.

It looks like the Gwembe South Development Committee is making a good start this year. Last Tuesday we had the first meeting (28-1-'75). The Committee lost a good Secretary, Mr. Mapani, from the Rural Council. He is transferred to Choma Council. There is a chance, that, if the D.S. or A.D.S. are not able to do this, Ba Gray will be the Secretary again. There are too many Developments in Gwembe South, so a good Secretary is needed. The importance of the Gwembe South Development Project is to assist and to coördinate some development programs in the Gwembe South through this Committee. Understanding between the members of the Gwembe South Development Committee is growing.

On this meeting the Agricultural Plan for dryland farming by Albrecht Bruns <sup>was introduced</sup> is in hands of this committee. The members would like to study the plan first and consult their departments. It looks like that the plan is falling on good ground. Because a special meeting on this plan is scheduled on the 25th of February.

The Project Staff has basically agreed to this plan, with the note to try it out on small scale.

Another thing which astonished me on this very meeting, was that the Regional Development plan of the G.D.I. is not thrown in the dustbin. Because there was a remark from the District Education Officer, whether this report is an other G.D.I., which will disappear on the book-shelves. Big silence followed!!.

Lucky enough, Albrecht explained that he has used some informations from this G.D.I. report and that this Agricultural plan is the first step and that other developments will be looked in on a later stage.

About the programs I have not much to report. Since my last letter in December 1974, not much has changed.

The Research Program at Siatwinda is most likely to be taken over by the Research Department. Frieder reported recently, that the A.A., for which the Project has built a house, will arrive at the end of this month or early February to take charge of the Research work. We are still in the darkness about the financial part of the work. Hopefully this will be soon clear. This will release the project of about K.6.000,--. The answers for the Project are met as far as crops are concerned and the rest of the Research work is becoming more a matter of the Research Departments. What is becoming more important is the soil-research work.

#### Some side-news:

- The Gouvernement has declared that every district of the country should have a Zambia National Service Camp. This in order to solve the problem of Grade Seven and form Two School leavers and the unemployment. As the Gwembe is divided in three Districts, she will have three camps. For Gwembe South the proposed site is around the air-strip in Sinezongwe. But there is already a lot of complaints from the people living there and most probably, a new site has to be choosen.
- Rev. Siatwinda has left us, now. He is in Solwezi. His successor has arrived, Rev. Nyimba, a Lozi by tribe and he seems to be very active. A very talkative man, with ten children, six of his own and four from relatives.

With this I stop for the time being.

Greetings to everybody of the Gossner Mission. We are looking forward to the visit of Mr. Seeberg and Mrs. Friederici and ? you?

My warm greetings also to Gisela and the Children and you.

Auf Wiederhören,

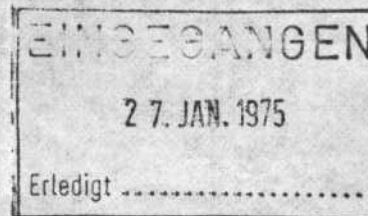
  
Izaak J. Krisifoe. T.S.

Gossner Service Team,  
P.B. 1xc, Choma.

Kanchindu, 11-12-'75.  
G.M. 1/75.

*in Postamt auf  
K.*

Gossner Mission,  
Mr. S. Kriebel,  
Handjerystrasse 19-20,  
1 Berlin 41,  
West-Germany.



Dear Siegwart,

Thank you for your letter, dated 10-12-'74, together with the two papers for discussion. One on the "Gossner Zambia" and the paper on the Missionary contribution of the Gossner Mission. On the latter it should be kind of you if you could translate it into English.

On the Gossner Zambia we have discussed the matter on the basis of your paper. First of all we feel that things are going fast with regards to this matter. Within two of three letters we have to make up our minds about it.

1. The present situation is as clear as you put it down. We only hope that the Projectleader will be soon appointed. You know that in august 1974 a suggestion or request for this post ~~is~~ submitted to the ministry. Besides him a second post was suggested, the post of an executive officer. If such an officer is appointed, the position of the other Zambian Officers in the project could be tackled by him.

Our fear is, what type of officer do we get?

We stressed again point 1 c. We should make use of our independency and flexibility to try out and initiate programs in the coming years to gain more data of the area and the people. We are still in the stage of trying out.

2. On the second alternative, where the Team should work in an integrated development program for the Gwembe Valley. This means that the Team ~~is~~ only assisting in the implementation of certain development programs. Plans have to be made according to Governmental and departmental policies. This by itself is not too bad as the continuation of the plans are secured by them (department or Zambian agencies). The danger in this ~~set~~ up is that if the Team is integrated into the departments or agencies it will give the Team no flexibility and will soon be tied up in the departmental policies. But this could be solved by separate agreements and with a separate budget of the Team for the proposed development programs.

At the moment we are somehow working on the bases of these two set-ups. Take for example Nkandabwe irrigation scheme, which was technically assisted by the Team, but somehow in the policies of the Department of Agriculture. And at the moment George and Ba Gray are still involved but soon it is not needed anymore and it will be the Department of Agriculture to look after it. Another example is the Research work in Siatwinda.

In both set-ups the Government of Zambia is responsible and the financial commitments are secured. The Technical execution is, of course, the responsibility of the executor. The programs are Zambian programs and will be continued in the prevailing system. Basically this was the idea, to assist the Government with funds, personel and technical know-how in a development program.

*present set-up  
preferred*

3. On Gossner Zambia, we are not sure whether the Government will still take the responsibility and the financial aid is not secured as soon as it becomes an church organisation.  
The ~~chance~~<sup>danger</sup> is that the Government will withdraw in favour of the sponsoring churches from outside.  
The organisational set-up of the churches here is still weak to participate fully.  
There is a ~~chance~~<sup>danger</sup> of creating an independent society ~~which~~ will work completely on its own.

These are some views and some of the problems we foresee.

In general the feeling of the Team is that, whatever will come out, the Gossner Mission should start now new discussions with the appropriate Government officials.

And in these discussions the Team-and staffmembers will contribute their experiences.


Anxiety is expressed that, if anything comes out, this should be after the present contract Gossner Mission - G.R.Z.Zambia (Dec. 1976).

Except that little Wiepke from the Janssen's was very sick during the week of the new year, everybody is well.

At last thank you for the good wishes for 1975 and till the next letter.  
Oh, sorry, also Twalumba loko. Ibbuku, yapresenti ya Christmasi yasika ~~kale~~.

Many greetings to everybody in the Mission and the members of the Zambia committee and not to forget to your family and you .

auf Wiederhören,

  
Izaak J. Krisifoe,  
T.S.

, 22.1.1975

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

Dear friends,

After my return from Rothenburg I found Izaaks long letter. Many thanks for all the information about all the programs in the Project. I would not react to all particular informations, but only to the major ones.

I do not know, what especially made Friedrich to resign a few weeks before the time of election, but I thank him very much for the good job he has done as a very dedicated treasurer, and I convey my best wishes to his successor, hoping that he will find the necessary co-operation from all of you.

I also congratulate Izaak for being re-elected as team speaker. May he also be well supported by all of you.

You have asked me to join Mr. Seeberg. I can well understand your wish, and I personally would also like very much to come with him. But I beg you to understand, that Mr. Seeberg and Mrs. Friederici are very keen to visit the Gwembe Valley, as Mr. Seeberg has not been there since 1971 and Mrs. Friederici never so far. But the directors as well as the PR office should know about the Mission's work in Zambia. Therefore I support their coming together, especially since my own knowledge of the Project is still somehow up to date, as I left only about half a year ago. I therefore ask you to raise all your points with the two visitors as detailed as you want they can do the same for you as I can, or even more. It is also an advantage for you to discuss all your problems with somebody else, since you know my views already. Moreover, you should make maximum use of the visit of Frieder to Germany and of the return of George, so that they may bring as many questions with them as possible, so that we can discuss them here, and you will hear of the results. They should also be able to inform me adequately about the present situation in the Valley. In short, it seems acceptable to me, that I do not join the party this year. But next year I shall definitely come.

I read with interest of Arnolds plan for a rural workshop. Does this fit into Albrechts proposal of a work program in support of dryland agriculture? How is in general your opinion to Albrecht's proposals? Is he going to neglect the non-agricultural sector or is this a wrong impression on my side? How much have you involved yourselves into the planning process?

I was happy about the success of the building group, as far as contracts are concerned. I hope, that they will also proceed on the way to future independence from our Project.

I am keen to hear more about Siatwinda farmers the number of the active ones, the success of the school boys, the seed-rice programme etc.

And I was impressed of the resonance of the women's course. Will they really pay for one trainee in Mindolo and open an out-station in Gwembe?

Concerning that famous Zambian society, it does not look at the moment as if it would materialize. We are not sure at all here in Germany, that it is the best solution to our problems, and Albrecht also recommends much more either to hope for the Zambian Project Leader and Executive Officer, or to co-operate directly with the Departments on District level, Rural Council etc. So, if you have different views, you should join the discussion soon, otherwise you might be too late. The visit from Berlin will be the best opportunity to discuss this matter.

You are quite right, that we were confused on the dates. They will start from Berlin on 22. February, and then stay three weeks in Africa.

I received annual reports from Heidi and Albrecht, and circulars from Ulrich and Frieder, which are somehow similar to a report. I hope, that more will be coming. For the Kuratorium and Zambia-Ausschuß it will be too late now, because the Ausschuß will sit to-morrow and the Kuratorium the day thereafter. But for the Zambia-issue of "Gossner Mission" there is still some time, say until middle of February.

The "Einstellungs- und Wiederbesetzungsstop" of the Berlin church is a means to cope with the decrease in church tax, since the rate of 10% of income tax has been lowered to 9% in 1975, and economic stagnation has also an effect on the churches income. But as I said, it refers only to staff in Germany, not over-seas, therefore you are not concerned.

Number of posts in the Team: At the moment, it will be difficult or even impossible, to increase the number of team members from the Mission's own funds. The day after to-morrow we shall see how to finance the theologian. That would be the sixth again. But additionally to that one any new man would have to be from other sources. That means, it is not impossible, but new arrangements would have to be made. All will depend on a personnel plan, which might come out of Albrechts plan. Of course, we would consider necessary actions, as soon as such a plan would be approved by G.R.Z. and requests for personnel brought to the Gossner Mission.

The replacement for Friedrich is a different matter. Hopefully he will come forward with his job-description soon, so that we can start acting on this. Again: inform the visitors. I doubt, whether training periods would always be as long as in the case of Jansens. You should not be too afraid of that.

Concerning the theologian, I enclose our job-description sent to dü. Michael Schoof has officially applied for the job now. Therefore I ask you again, to give your comment on him.

May I once more praise Izaak for his long letter. But in future it would even be more useful to have shorter ones, but a bit more often. I know, that he was busy, and I do not blame him, but it is a humble wish for quick information in future. Many thanks!

Kind greetings to all of you.

Yours,

for your information:  
my letter to Mark of 27.12.  
some information about medical services  
I recommend to read carefully E+Z, 1/75

Gossner Service Team.

6.1.'75.

Proposal for a job description for a building expert.

He should be a civil engineer if possible with some years of experience. As he will be assisting the building group it would be of great value if he has some interest in organisation, administration and dealing with money.

He should be able to adjust himself to the completely different situation on the building sector in the Gwembe Valley. He should be willing to adopt very uncomplicated methods of building, as there is a need of assistance to the local people in building their own houses, e.g.

As the work he will be doing is in the frame work of development he has to be prepared to accept that human problems have priority against technical problems. He has to be sensitive to these human problems and willing to occupy himself with them.

F.Clemens.

*Copy of the job description of F.Clemens.*



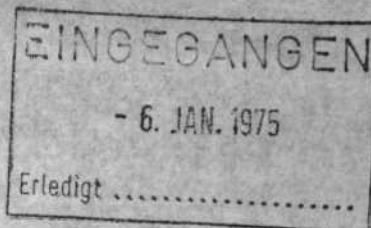
Gossner Service Team,  
P.B.lxc, Choma.

Monze, 26.12.'74.  
G.M. 4/74.

Alage 12

1x

Gossner Mission,  
Mr.S.Kriebel,  
Handjerystrasse 19-20,  
1 Berlin 41,  
West Germany.



Dear Siegwart,

Happy New Year, may this year brings you lots of lots good wishes for you and your family and the work of the Gossner Mission.

In a couple of days 1974 will belong to the past and becomes for us a memoray. We have gone through so many ups and downs. Two new members and their families have joined the Team and we are happy with them and are enjoying the fresh wind they are blowing. Friedrich and I have been home with our families on leave and have come back with some new strenght and spirit. You have left the field-work here in Zambia and returned to Berlin to take up your new position from Mr.Schwerk. Both of you have left places, which certainly have some sad sides, besides the happy ones. May I pass to both of you our most sincere thanks for our good co-operation in the last years and at the same time speak out the hope that we will conteneue this co-operation in the yaer before us with the same friendly spirit. Life conteneues because of the hope men do have in the unknown future. As Christians we do believe and hope in the goodness and forgiveness of our Lord Jesus. May He bless us all and be with us to strenghten us in our daily work.

Firstly, some happy family news from me and my family. With great joy and thankfullness we received our son Bernhard Cornelie on the 20.12.'74. Mother and child are in good health and evrything went this time quite allright. On the 16.12.'74 the first signs started so we took up residence in the house of the Hartmann's, who are in the meantime on home leave. Saterday the 28th. we hope to be back in Kanchindu for the new year.

Life in the Gwembe Valley is becoming more pleasant since the rains arrived on the 14th.11.'74. Up till now it has been raining the whole time and some days even quite heavy. Our 40.000.-- kwacha improved road to Kanchindu is suffering from the last ones. Especially the place between Chimansello village and the Siatwinda School, is becoming unpassible for cars without a 4-wheel drive. The area beyond the Muuka-river is completely cut off, now. The provisional bridge which was made in the river bed is gone, washed away. Frieder was the last one who could just managed to pass with his LR. on the 6th.12.'74, but also after two unsuccessful attempts before. And after that he was locked away in Kafwambila, he couldn't return. Only through a message from one of the teachers who came by foot we learned this. So my ~~surp~~ surprise was very big on last Monday when I returned from Nkandabwe to Monze, to meet Frieder of all people on the Batoka road. I learned, that the river between Kafwambila village and the school was full for some days so he was completely cut off. And after the water went down he tried to cross and with the help of about 20 strong man from the village he managed it. And from there he managed with some more difficulties to ~~take~~ the short-cut to the Amathyst-mine and via Kalomo he came back.

..2/..

Now your letters.

Your letters dated 28.10.'74, 13.11.'74, 14.11.'74, and 21.11.'74 all we have received with many thanks.

I first shall report some news from here and then try to answer some questions, but some you may find in the minutes.

As you will find in the minutes the Team has gone through some difficult moments. Friedrich resigned from his function as Treasurer because he felt that he didn't get enough support from the Team members. The Team tried to persuade him to reconsider it but no success and this resulted to elect a new one. As the election time for the two Team functions was only a matter of three weeks it was felt better to have the both at one time. The results are that Ulrich Schlottmann will take over the Treasurer-ship and all the other functions connected to this. For the Team-speaker I got an other chance to ~~xxxx~~ do this again.

Then the next important news is in connection with the visit of the Director and Mrs. Friederici to Zambia. The Team as a whole finds it important and necessary that you, the Inspector for Zambia, should join them. Especially, at the threshold of the Zambian Society becoming a very serious and important matter and most probably a reality, which will bring big changes in our involvement here and for the Gwembe South Dev. Project. So, please we ask you to reconsider your decision.

The housing situation of the Team in Lusaka has improved considerably, since the shower/toilet building is ready and one more Caravan has been added to the first one. Both of them are put around the s.t. building and electricity is available. A building, guest-house annex is still on the plan.

Arnold, Gretel and their daughter came to the camp at the end of October. All are well and Arnold has after familiarizing himself with the situation come up with a plan for a work-shop. It will be some sort of rural service work-shop. To start with he will have his centre in Nkandabwe. The type of work will be repair work, improvement of crafts (blacksmith, etc.) and introduction of new things.

The Project finds a work-shop quite necessary as the need for it is there, so Arnold should try it out on small scale and he has also the green-light from the Project to try out all the possibilities on this field. His basic idea is that as soon as he finds some need for a certain skill or job he will try to teach some local people so they can depend on themselves.

Ulrich Schlottmann and his team have tried out the drilling rig with some good results. They have drilled a borehole at the Nkandabwe School. Maybe because of the heavy rains of last year the ground-water table was very high and so on 14m deep they found enough water. A hand pump is fixed to it. Not the hand pump type that we are using for irrigation but one which is fixed to the borehole and which is moved by a handle up and down quickly to pump the water out. He also cleaned out a borehole in the same area at the village Syamajele which was left by the old Nkandabwe mine. Further, George is introducing him into the irrigation work. And at the moment they are very much involved in the survey work on the proposed Siamumpande irrigation plan.

Besides this all, he has carried out some survey on the Muuka river on behalf of the Gwembe South Dev. Committee.

On this, the Project felt that something had to be done on the Muuka bridge, so we offered our technical assistance in order to survey the area and to collect some data on the water movements of the river.

The result was that the Committee asked us to go even further to assist them with an estimate for a new bridge. So Ulrich is working on estimates for a riverbed-bridge and a high bridge and also an estimate on the building of the short-cut road from the Siameja-Siampondo road to the Amathyst-mine joining the Kalomo road.

Lots of things are going around about the Muuka bridge and the area behind that. In the Times of Zambia of last Saturday the District Governor of Gwembe warned the Government that they would have no option but to use helicopters to transport food to the stricken areas, since the rains have made it impossible to reach the areas by road.

The building group is quite happy that they have finished their activities in Siameje, and now they are building at Mweemba School and Malima area. At the former they are building a teachers house, which has now past window-level and the latter they have finished the visitors house at Farmers Training Centre and now they are in Buleya Malima building 2 houses of the type 302 for the Dep. of Agriculture at the irrigation scheme.

An agreement paper is ready and Friedrich and Ncote will discuss this with the people of the Siabazwi area, concerning the use of the Siabwazi centre.

At Siatwinda there is again some more activity. Farmers are encouraged by the price of the rice, that there is already a good amount of rice planted. The farmers which are still remaining in the scheme are somehow the more interested ones and the good ones.

Mount Makulu has asked the Project and Buleya Malima to assist in the Rice seed production program. They is that Buleya Malima and Nkandabwe should grow the so called - mother seeds - and Siatwinda farmers and Malima farmers should grow the - certified seed -, which is then sold to the rice producers of the country.

The program started last November.

At Siatwinda one farmer has been chosen to start this experiment. So it depends much on this one whether the Siatwinda farmers will get the order. I am very much optimistic about this as this program has many advantages and especially a rather good secured price. I only hope that not some funny administration changes in Lusaka will prevent this plan.

The school drop-outs are doing quite good. Apart from four boys who went away because some funny local cattle trader from the Simankawa village needs some boys in Choma to look after his cattle. The boys have been around for some time but he has never employed them and now the boys are doing something together for themselves and now they are attracted away with some ngees more.

With the research work at Siatwinda everything is going quite alright. There is still no definite answer about the take over from the research work by Mt. Makulu and also nothing about the A.A. which will be stationed at Siatwinda. The house for this officer is ready.

At Kafwambila the situation is becoming very difficult again, since the rains. I have mentioned already above how difficult it is for Frieder to do his job. As it looks out now he would be not able to go again to Kafwambila by road.

The co-op. has reached the <sup>stage</sup> ~~point~~ that she is going to be registered.

After some disputes between Friedrich and BaMark it was decided by the Project that the Tonga Crafts Program should have its own account.

So the Program has its own account at the Standard bank under the name Tonga Crafts Program of the Gwembe South Development Project.

And BaMark insisted on that two signatures should be needed for each cheque and for this Mrs. Bachmann and I are appointed to counter sign his cheques. Two members were needed this in case one is not available.

But it was stressed that the responsibilities for the program remain in the hands of the ~~xxx~~ program officer and that the counter signers are only needed for accounts reasons.

All the stores of the Crafts are full and it is now a matter of finding the customers. Most of the officers going to Lusaka are still giving a good hand, only that sometimes nothing was prepared.

BaMark is under-claiming mileage so I have advised him to try at least to make one trip himself to Lusaka, so this will give him some opportunity to handle his administration and finance matters with Imke. He has recently send an order to Germany worth K200.--. Eva Bachmann has helped him and in Lusaka Albrecht is giving him a hand.

Hopefully he will soon know his way in this matter. Please, would help to

Please would you help to explain to some of the people who are ordering crafts about the situation. BaMark is aware of the many requests coming in especially from Germany, but he still needs some experiences on this field and besides he ~~xx~~ still has enough local market.

The Tailoring program of Heidi is going good. We only had a problem with the payment of Mr. Kasongo I mean we the Gossner Service Team had the trouble of claiming the money back. The Choma people did not want to accept our explanation. Mr. Kasongo is now put on the pay-list.

The Food and Nutrition program is still the same. The food supply from Lusaka is becoming short. Capenta is not available, only on the Burma market sometimes but than very expensive. Groundnuts are plenty but the price has gone up a package of 500gr. is now about 24n. (15n last year). But still the people are ~~eriong~~ crying for Indongo.

With the office we are facing some difficult times as Mr. Sakala is not doing his work satisfactory. Payments of LPOs are delayed because he insisted to see the items first before preparing the vouchers and Km-claims are send back because of incorrectness. Anyway we have some strong talks with him and we hope it will improved. Also I need some time to find my way in his administration.

Thomas Bachmann is doing very good. He is at <sup>the</sup> moment very busy with his first harvest of sunflower.

Half November his prof. Mr. Agtnich & from Germany visited him for the first evaluation of his research-program. The prof. was very pleased about the work done and was very happy about the assistance given by the Project.

And at last the Mindolo course.

The closing day on the 31st. of October was a big day. Two days before the closing day Mrs. Mubanga and Dr. Thomas the deputy-director came down to Nkandabwe. And the evening of the 30th. was a social evening given by the Mindolo Centre. All the important people involved were invited and it was a very gay and relaxing evening. Mrs. Mubanga was the Gäst-Frau of the evening. In her speech she went through all the stages how Mindolo has come to the Gwembe Valley, starting with the visit of you and some members of the Project some times back. Many thanks were past and specially to the two teachers and Mrs. George. Dr. Thomas surprised us by announcing that the Mindolo Centre is offering a bursary for one of the students to follow a full course at the Mindolo Centre in Kitwe.

The closing day on the next day was a very colorful day. All the students - the Mamas - were dressed the same, each with a white blouse, made quickly for this occasion by the tailors of Heidi. All the dignitaries of the area were invited including the Cabinet Minister. The last one came, so automatically all the other officers had to attend. The opening was done by BaMark with daily-prayer, and after that, long speeches from Dr. Thomas and the minister, all stressing on the very important role, the women can contribute to the family life, to the community and to the benefit of the country as a whole. Here Dr. Thomas surprised us again by saying that the Mindolo Centre will consider the possibilities for a sub-centre of this Mindolo work in the area or some ~~where~~ in the province.

(The Project has discussed this matter and we are not so enthusiastic about it. It is now in the hands of the Gwembe South Dev. Committee. We will see how it will develop.)

He also announced that for certain the School will come again next year. The certificates were handed over to the students, to each personally by the Minister. Some words of thanks were done by the wife of BaGray for the women and by BaGray himself for the husbands.

And after that there were some limonade and self-made cakes of the students. It was a good show and everybody had enjoyed it very much, especially the women who felt that they are the centre of the gathering. By the way the teachers have even managed to teach them some hymnes and songs and the so the speeches were interrupted with a nice song. Till next.

The letter dated 28.10.'74 was mainly concerned about the Zambian Society. On this matter I have to regret, that up till now we have not succeeded to have a meeting on this. Apart from the comments and objections you knew, when you were here.

Yes, Mr. Oggleshorp was here and we were prepared to meet him.

But this went wrong due to a wrong statement of Albrecht in the staff-meeting, that the staff could meet Mr. Oggleshorp in the afternoon.

Unfortunately enough he did not inform us of his intentions and checked with us whether the Zambian staff knew of this matter.

So, with this somehow embarrassing situation the talks started. And remained a general talk on the surface. Mind you we were also not yet clear about it and whether the Gossner Mission was really going on with it.

Still the question remains when are the Zambian staff supposed to come in on this matter, in order to give their views. Because surely they have their own ideas about this. And this can be very important and should be taken into consideration.

We hope that ~~xxx~~ we are included in the talks in Lusaka.

About the visit of the Director in your letter 13.11.'74 we found the dates somehow confused. You mentioned that they will be in Africa from 23.2.'75 till 8.3.'74, of which they plan to stay in Zambia the first two weeks and the last one in Tanzania. That you want to squeeze ~~these~~ three weeks in the mentioned date showed really how much you are under time-pressure. Please can you reconfirm this?

I hope to see Albrecht soon about their program for Lusaka.

For the Valley the Team will prepare a program, but it will be as open as possible, as their actual stay in the Valley is rather short.

For the March issue 66 the "Gossner Mission" I hope some annual reports will come in time. Some members are writing them.

About the main points for your information articles we haven't discussed this yet.

On the news of - the stop on new members - we would like to hear more what you mean with it. Because the Gossner Mission is not involved in it, but will only be invited to do likewise and also as this doesn't seem to affect co-workers abroad.

It appears that financially wise it is becoming difficult for the Gossner Mission and for the Church as a whole.

What would be the number of posts for our Team and the work here looking from your side? You know that before the first replacements the Team consisted of 7-members and at the moment there are only 5. (without George).

By now there is a request for a building engineer from the Team for the replacement of Friedrich. He will submit a summary about his ideas of the program and the person which should be looked for.

On the replacement itself the Mission should reconsider the overlapping time and the period of training as this is almost 1/3 of the time of contract.

We also would like to have more news about the suggested theologian. This is a very delicate point, please give us as much as information available e.g. how the Mission is thinking about this and their intentions and what type of work he will do and so.

Sorry, I haven't have the opinion of the Team about the matter of letters addressed to the Handjerystrasse 19-20, meanwhile I will treat this one as a confidential one to you. What do you think of this?

I hope this letter will make up for not writing last November.

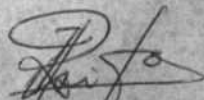
Many friendly greetings to every body in the Mission and to you too.

ENCLOSED: THE TEAM MINUTES 15a + 16a.

- Copy of a letter to Mr. Schnellbach.

SORRY: THE ENVELOP BECAME SO BULKY, THAT I HAVE SENT THE MINUTES AND THE LETTER TO MR. SCHNELLBACH SEPARATE.

Yours faithfully,



Izaak J. Wisifoe.  
T.S.

Gossner Service Team,  
P.O. Box,  
Choma, Zambia.  
Central Africa.

19.12.1974.

Evangelisches Missionswerk,  
The Secretary for Africa,  
Mr. J. Schnellbach, esq.,  
Wgelsangstrasse 62,  
7000 Stuttgart 1,  
West Germany.

EINGEGANGEN

- 6. JAN. 1975

Erledigt .....

Dear Mr. Schnellbach,

RE: Your letter Sb/LR. Visit Rev. Karl Scheld.

I acknowledge to have received your letter, dated 3-12-'74 on the 17-12-'74, concerning the proposed visit of Rev. Karl Scheld. Thank you very much for this. I was aware of the matter, by copy of the letter of Rev. Kriebel, dated 14-11-'74.

Rev. Karl Scheld is most welcome and it is certainly good to pay a visit to the Gossner Service Team in the Gwembe Valley, if he wants to get an idea of the work of the Team.

The Gossner Service Team is involved in so many programs connected with Rural Development, that to arrange a program for him is no problem, provided he accepts the following suggestion:

Because of transport and time factor reasons, he could choose the programs he is interested in and he could join the program officers while they are doing their duties.

In this way I think he will get enough impressions of the work, the Team as well as the local people involved.

This is for the Team-members the easiest way.

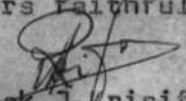
But if Rev. Karl Scheld has other ideas, please let me know.

You may use my name and address for references.

About the Victoria Falls: the best way is to include this in the ticket Blantyre-Lusaka-Livingstone. There are regular flights from Lusaka to Livingstone, so if he can get a direct connection Blantyre-Lusaka-Livingstone in one day, the better. If the booking of the internal flight (Lusaka-Livingstone) is difficult, drop it and let me know, so may be this could be arranged here in Zambia. I will then arrange to meet him in Livingstone and from there Gossner Service Team camp and after that to Lusaka, from where he could leave for Nairobi. So this means, the flight Lusaka-Livingstone should be a one-way ticket.

Hoping this information will be sufficient for your further planning, I remain with the most friendly greetings,

Yours faithfully,

  
Izaak J. Krisifoe,  
Team speaker Gossner Service Team.

c.c. S. Kriebel, Berlin. /  
K. Scheld, Mainz.

, 30.12.1974

Mr. Ulrich Schlottmann  
P.B. 1xc  
Choma, Zambia

Dear Mr. Schlottmann,

my last letter for this year 1974 is in English, because I want to send a copy to the team as well, this saves me time, as some of the points are of common interest to all of you.

Many thanks for your second circular to your friends. Mr. Schmidt (former Mrs. Hahnenfeldt) is sick at the moment, therefore it may take a few days before it will be typed and sent out.

I enjoyed reading your informations, and I welcome the idea, that you start operating the drilling rig. I also understand the point in offering your know-how for the reconstruction of Muuka-bridge.

Of course, I support your initiative to raise new funds for the team from your friends. Just a few days ago we had the similar case, that Michael Schoof and his wife organized a bazar at their secondary School at Heidelberg and wanted to send the money directly to Choma. But his whole thing has a history. Partly with the Gossner Service Team, and partly with the Gossner Church in India. With the team it was like that, that we did not know, how we should use the money from Germany, since most of our expenses had to be met, and actually were met, by the Zambian Government. With the Gossner Church it still is like that, that old missionaries or visitors come back with special requests from Indian congregations, which are not part of the official budget of the Gossner Church, and then they go with these special requests to their German congregations and friends and collect money and send it directly to their Indian friends. In this way, collections which otherwise would have come to the Gossner Mission and then to the Gossner Church in India, bypass this channel and are used for un-authorized purposes in some Indian congregations. The same money is missing in the Gossner Missions funds for the Gossner Church. For these reasons (there are more, which have been discussed in the team in the past), we are a bit reluctant, to support private collections in Germany. On the other hand, we strongly support every effort, to win new supporters in Germany for the Gossner Mission's work in Zambia. I therefore propose the following compromise:

Your friends may spend money for pumps onto one of the Gossner Missions accounts in Berlin (see above). We shall send you a complete list of all amounts received and of the senders. You may give them other purposes for collections as required, and as agreed upon in the team. We shall transfer the money together with the Missions money to the team, as this way is much cheaper than private transfers. The German Mission societies have a discount at a Hamburg bank office.

The next point is, that our Mission budget for next year is very tied. We had to cut down all items, where it is possible, in order to save about 200.000 DM. This is the amount, which will most probably be missing next year, compared with the budget prepared in May 1974, for 1975.

The Zambia budget to a large extent consists of salaries, where cuttings are not possible for legal reasons. There were only two items, where we made provisional cuttings (Sperrungen):

Item 4150 Sachkosten:	Budget:	100.000 DM	Cutting:	20.000 DM
in detail:	Liaison Lusaka	20.000		5.000
	G.S.T.	60.000		10.000
	Sachkosten for			
	Zambia in Germa-			
	ny	20.000		5.000

Item 4190 Unvorhergesehenes:	Budget:	20.000	Cutting:	10.000
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These cuttings may be withdrawn, should enough money come in, but there is little hope for that.

This means, that the monthly amount of DM 5.000 for the Gossner Service Team will only be paid for 10 months, and you will have to do with the amount of DM 50.000 for the whole year. We are sorry for this, but we can't help. The cuttings for India and Nepal are even higher.

I therefore propose, that the money, which you may raise for the team by private initiative from Zambia, will be transferred to Choma additionally to the monthly instalments of DM 5.000, but only as long, as we shall be able to send you even that amount. Should we fail to receive sufficient money to meet even our reduced budget, we then would have to deduct the special contributions from the monthly instalments. In short: we agree to send additional contributions to Zambia additionally to our regular transfers as long as we can.

Please, give your comment on this matter. For the meantime, we have left out the part of your circular, in which you call for contributions. You may repeat that call in your next circular, or in letters to the people concerned.

So, on 1st January I shall leave Berlin until 17th January, but mail from Zambia will be sent to Rothenburg, where I shall be on fund-raising tour. I hope to hear from you there.

All the best for you,

yours

KG

c: Gossner Service Team

, 10.12.1974

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

Dear friends,

many thanks for Izaaks letter, which has vanished in my office meanwhile. Should it fail to turn up again, you better repeat those points, which you expect my reaction on.

Anyway, this time I send you a paper on the question of "Gossner Zambia". We received a comment from Albrecht, with some more doubts about the whole plan, and now we have considered our views in the wider context of possible alternatives, so that it is clear now, that we do not insist on such a society, but that it may be one solution beside others. All these questions have been discussed in the past, but you are now invited, to give a definite recommendation, as you see things clearer there, than it is possible here. As the Kuratorium will meet on 24.1.75, and the Zambia-Ausschuß the evening before that date, you should not delay your comment .

May I also remind you, to send your annual reports soon. For the same reason. Especially since I understand, that you will pool them this time, so that not everybody sends them directly to us. I basically agree to this procedure, and I hope, that it may not result in fewer informations reaching us.

I also send you a paper on the missionary contribution of the Gossner Mission in Zambia. This is not a new subject, you know my views. They are written down firstly in order to clarify the position of a new theologian in the Team, and to explain our views here in Germany, but at the same time as an answer to the request of Mark and Gray. I know that it should be in English for that purpose, but as it is not a definite answer, but a first contribution for a longer discussion, I send it firstly to you, so that you may discuss it amongst yourselves, and after that comment on it, or translate it and bring it into the staff meeting. Should this be too big a job, you may write, and then I shall translate it.

On Sunday we had an interesting afternoon. There were 10 ladies who reported on the travel to India and Nepal. Most impressing the description of bus-journeys. Zambian buses must be real luxury coaches compared to Indian ones.

Have you heard about the press campaign against our Bishop Sharf during the last weeks? Most ashaming how church people joined that campaign, it must have been an early stage of election campaign for next March's elections. Although the two church co-workers have been released after about 10 days, the campaign is still contiung, although not so much in the mass papers.

As Christmas is near, we from Berlin wish you a merry Christmas and a happy new year. Let us continue to work together and to talk together, to understand and to respect each other, as we are taught by Jesus Christ.

Yours sincerely,

W

, 21.11.1974

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

Dear friends,

Many thanks for Izaaks long letter of 26.10. and the minutes of 9.9..  
Two points of the minutes drew my special interest.

Responsibility for money sent to the team by the Mission: It is not clear from the minutes, what exactly the problem is, but I suppose that it is the question, whether Albrecht Bruns has some influence on the way how this money is used. And on this our opinion is clear here in Berlin. We send money to the Team and we send money to the Liaison Officer in Lusaka, and we expect either side to take care of the money which they have been sent. This does, of course, not exclude the possibility, that either side helps the other one in cases of special need, that would be a case of mutual agreement, where we would not interfere. In most cases it may be a question of a credit in times of financial shortage due to delayed transfers, but it may also be a question of a grant in special cases. - But if it is a different problem and you want to hear our opinion, please write so.

The other point was the crafts money in Lusaka. I was lucky that I always had to travel to Lusaka, so that I was able to collect the proceeds from sales. But Mark may need some assistance, so that he gets that money regularly. An arrangement could be discussed with Albrecht, that he brings a cheque every month when he visits the meetings in the valley. I also have the feeling, that Mark may need the help of one of the team members for the exports of crafts to Europe, as this is complicated. I know, that exports have a low priority, but sometimes they will be useful, and than packing and getting the documents is a problem. I shall mention this to Mark as well.

Congratulations to your successes on shows and dancing competitions. Fortunately the nation will not have big anniversaries every year, so that the additional work is somehow calculable.

Thanks also for the detailed description of the various programmes. I wonder whether the Project has again protested in writing on behalf of those farmers who got cheques for their cotton etc, as we did when the bags did not have the full weight.

I am now waiting, how the rice trial with school leavers will end, since Hans-Joachim Schröter had so big difficulties to interest school leavers in agriculture.

All my best wishes for the building group, as the list of houses is suddenly very long, and I wonder how they will manage all those buildings.

You mention some clerical errors in the Project's office. As this remark is very short, it gives room for many speculations on my side. I would therefore suggest, that you either leave such remarks out, or you tell me what actually troubles you, because otherwise I have to ask back all the time. But this only a small remark from me. On the whole I enjoyed that letter very much and I feel somehow up to date now.

From me there is not much to report at the moment. I was a bit shocked about what I heard from Annegret Mieg, when I saw her in Tübingen, where she is about to settle as a secondary school teacher.

Klaus Schäfer in Stammheim stressed very much the point, that development aid at the moment is understood in the first instance as organizing and educating local people, so that they can understand their situation and start planning themselves for the improvement of it. That means, that development aid is moving towards adult education rather than offering production schemes of any sort. Such schemes should already be proposed by the organized local people, and then, of course, be implemented with help from outside.

This is not too new for us, I know. But our Projekt is only partly in line with it, namely as far as we see to it, that our programmes are not planned for the people, but with the people. But on the other side, we have not yet seriously considered to educate and organize bigger numbers of people in the Gwembe valley in order to enable them to plan for themselves. Again I know, that this cannot be done in two years time. But have we even considered this to be of high priority, and have we started any trials on this field? Klaus told me, that it is difficult to get money from KED or from Brot, if there is no adult education in this sense in a certain proposed project.

Perhaps it is a good time now, when Albrecht comes just forward with the first results of his planning efforts, to consider this aspect of development in connection with our Projekt. I would like to hear from you about this.

In the near future I shall have to write some general information for distribution to all sorts of groups about the Gambia work of the Gossner Mission. Mr. Schwerk had also written such general informations in 1970, 1971, and 1972. The first one was just duplicated with stencils, the next one was printed as a booklet with a baobab-tree on the covers, and the 3rd one where 5 leaflets with a picture on one side and the text on the other. I think, they are all in Nkandabwe in the file. Now I would like to consult you, what should be the main points to be stressed in a new information. Is it the the question of finding out the felt needs of the population, or the problem of economic diversification, or Gambian participation, or the input-output relation, cultural consequences of technical changes, or what should be the main points. Of course, the various programmes will have to be described, and also the country and the Tonga people to some extent, but all that has to be put into a context.

Beside that I have to write some leaflets which are especially meant to invite financial contributions. I wrote a first one about Dieter and Ingrid, because they have already completed their jobs, and it is still time to build a small memorial for them. Later I shall try to make use of your reports for the following issues.

In Berlin some persons have formed an action group for organizing a Third-World-Shop for selling things from "Aktion Dritte Welt Handel", to give informations about the third world, and to provide a meeting room for interested groups. But nothing is finalized yet.

The church parliament of Berlin(West) has just passed a complete recruitment and replacement stop for all posts within the church. The Gossner Mission is not included, but we shall be invited officially to do the same. Fortunately this does not apply to co-workers abroad, but only in Germany, so that we can, at least, replace team members without difficulties. But on the whole, the spending of money is rather restricted in the church now, since the church tax has been reduced to 9% now (in Berlin 10% in the past), and since general taxes in Germany are lower than expected. Anyway, we still hope to be able to finance a theologian for the team next year. But that will be the last one, I think, after that only replacements will be possible.

Many greetings, yours sincerely,

, 23.10.1974

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

Dear friends,

This letter is about a Zambian agent-organisation for the Gossner Mission. You remember our team meeting on 21.6.74, when we discussed that matter. It seems to be time that we go ahead, because we might need funds in future from such German agents like Bread for the World or Church Development Service. And then a Zambian organisation would have to apply for funds.

Moreover we still think here, that such an organisation would be a possibility to involve the U.C.Z. or other church organisations into rural development in Zambia, and also to establish a Zambian employer for Zambian staff. I well remember some of your objections against these ideas, but I think, they would refer mainly to a first stage whereas they could be overcome at a later stage. Anyway, it is still time for discussions and nothing has been fixed yet.

Nevertheless, I have just written a letter to Albrecht, asking him that he may continue to discuss the matter with Mr. Oggelthorp and try to go ahead a bit. And this is, where you also come in and may contribute your ideas. Somewhere I read, that Mr. Oggelthorp was in Nkandabwe recently, but I do not know whether that matter was discussed. Perhaps you are already farer than I know.

We from Berlin have some points, which seem important to us:

1. Such a society should limit itself to "wembe South in the beginning, so that it does not need much additional money. At a later stage activities ~~stages~~ somewhere else might be considered.
2. G.R.Z. responsibility for finances, staff, and planning should not be transferred, the Government should accept the society as successor or agent of the Gossner Mission in the "Agreement".
3. Zambian churches should be included somehow in the membership of such a society.

Partly these points are your own ones to some extent. So, I hope that a policy may turn out soon which everybody can support, and that we find a way to establish such a society. I am now looking forward to hear from you.

Many greetings,

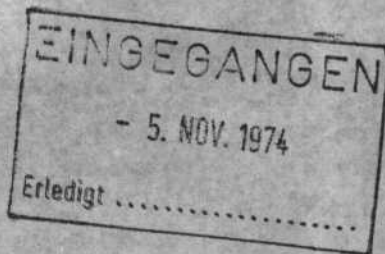
yours,

b

Gossner Service Team,  
P.B. lxc, Choma.

Kanchindu, 26-10-'74.  
G.M. 3/74.

Gossner Mission,  
Mr. S. Kriebel,  
Handjerystrasse 19-20,  
1 Berlin 41,  
West Germany.



Dear Siegwart,

Your letter, dated 16-9-'74, I received on the 1st of October and the second one, dated 9-10-'74, I received on the 15th-10-'74. I was very surprised by the first letter, specially because I did not expect you so soon in the Gossner Mission H.Q., not before October.

I would have liked to reply on this first letter at once, but as there was a meeting scheduled on the 7th-10-'74 and in awaiting of the arrival of Mr. Schlottmann, I thought to wait for more news. Unfortunately things went wrong. There were too few members for the staffmeeting and no members for the teammeeting, so the meetings were cancelled.

And then after that I was too busy, specially as Ba-Albert took his leave at the beginning of October. Further I was involved in the preparation for the National Show - the Tyendi Pamodzi - as the Gwembe District was chosen to represent the Southern Province, after it had won the Provincial Show at Monze. So, I just came home, yesterday, after being in Lusaka for almost a week, as the Show was from 22/10 till 27-10-'74. I am very sorry for this long delay in answering your letters.

To start with, thank you very much for your letters with all the good news and informations.

We all are very happy to hear that you have started your new function earlier than we were expecting. We also wish you all the best wishes in your work and may we have good co-operation.

Coming to the letters, I will answer as much as I can and the rest I will bring it to the Team meeting on the 4th of November and will write you later.

The happy news from the Janssens, concerning the birth of their daughter, Wiepke on the 15-10-'74, has reached you certainly by now. They are still in Lusaka and at the moment they are staying with Hans Sauer. They are coming down to Nkandabwe at the end of October after the child is examined by the doctor. The whole family is well and happy.

Mr. Schlottmann is already in Zambia three weeks. Apart from some paper-delay in Nairobi, he arrived well here on the 8th-10-'74 instead of the 6th-10-'74. I was not in Lusaka, as I assumed from your letter that Albrecht was informed. And also as he was dealing with the work-permit, I thought he will receive him. And at the same weekend George was going up to Lusaka so I asked him to check up with Albrecht. Mr. Schlottmann came down to the Valley on 11-10-'74 and came to Kanchindu on 13-10-'74. He stayed up to 18-10-'74 and returned to Lusaka in order to buy his car.

The week he was down here, he spent to familiarize himself with the Team and the Project. Further, of course, to see his future house. He has chosen my previous house. I hope the rains will not be so heavy this year and that Friedrich will find somebody in time to do the roof. He has bought his car last week and will collect it on 30-10-'74. Toyota Hilux. LR are terribly expensive, the cheapest, the short base pickup, petrol is K4.600,--, diesel, ten-seats station car K 8400,--.

Concerning their future work of job of both, Janssen and Schlottmann we hope to have some discussions on 4-11-'74. But you know certainly our policy on this matter. Have a look, think it over and try something. More after 10-11-'74.

④ About Dr. Sachs, prof at the UNZA, from Berlin, you could be happy, because we have had the pleasure to meet him. He came down in August during the holidays of UNZA and spend almost a week in the Project. A very interesting and pleasant person and most willing to assist in the area, by doing some research work. He has offered the Project to send some of his students next year. He personally will do some research on Siatwinda people in connection with the irrigation scheme.

⑤ In general: all the programs are moving very slowly or are at a stand still. Here I mean the programs where the involvement of the people is required. The irrigation programs have problems of marketing their produce. Heaps and heaps of tomatoes and cabbage are produced by Nkandabwe and Siatwinda. More over, the local small gardens are still producing also, because of the heavy rains of last year, there is still water in the river beds.

⑥ A promising marketing Program was designed and announced by NAMB. in July, but was never executed. They were planning to re-open the cold-room in Livingstone and suggested to have central collecting points throughout the Province. So, for Gwembe South they proposed Zeze.

The farmers are really disappointed.

The second thing that disappointed the farmers in general, is the payment of sold produce e.g. sunflower and cotton, by cheque. Imagine that a small farmer, receiving a cheque of K 2,73 has to go to Monze Barclay's Bank to cash this amount?

If these are the services offered to the rural areas, the development of rural farmers will be a long way.

⑦ Frieder has started with the building of a short-cut road from Kafwambila to Siameya on self-help bases, together with the Rural Council in September. But still the area behind Muka bridge will be in danger of being cut off again and famine is there already and will soon increase as the rains arrive. Because there are no funds to repair the bridge. The Rural Council revealed this on the last D.D.C. in September and now there is a five man strong committee, headed by the D.G. and the M.P. of Zongwe to seek assistance from the Permanent Sec. in Livingstone. The G.R.Z. is storing some maize in Siameya, but most probably not enough for all the people.

The K 40.000,-- improved road from Maamba junction to Kanchindu is not finished yet, but the ngwees were finished by the end of August. The contractor has left and the Road Branch is left with the rest to finish.

⑧ We are still facing some clerical errors. The office and officers are still making big errors.

⑧ The rice program in Siatwinda is showing some hope again, due to the disappointments with the tomatoes. We are still trying to get more people interested to grow rice.

⑨ We are even doing a trial with school leavers. A group of boys (6) get 0.4 ha, to grow rice, based on the proposal of George. Pay for the labour done and after the harvest subtract the expenses and the payments in advance and the remaining they can share.

⑩ The building program is very busy. Friedrich and his group are gaining their name, because many buildings are given to them. As you know after Kafwambila school, they got the Mweemba School, court house and assessors house in Siameya, Guest house Farmers Training Centre at Sinamalima, two staff houses at Buleya Malima, pending one staff house for the Vet. Dept. at Kanchindu, one teachers house at Kanchindu School.

⑪ There are three brick-making groups, Kanchindu, Siameya and Zeze. We still have troubles with the payment refund. So, we have decided to finance it through Gossner Mission, untill better opportunities to try again to Zambianise it.

⑫ George is looking forward to work together with Mr. Schlottmann. He was delayed on the repair of the Nkandabwe dam. Up till last month there was still water flowing over the dam, which hampered his repair work. So, for him, the rains could stay away a little longer.

By the way, just because of writing about rain, we had our first drops for 20 minutes last Saturday 19-10-'74 at Kanchindu.

⑬ The buying of crafts still continues and all the store-rooms are almost full. Ba-Mark said, it is better to buy as much as he can now, before the rains arrive. There is more about this program, but that later.

⑭ The women course in Zeze is reaching its end. I have an invitation laying on my desk in front of me: Requesting the pleasure presence of Mr. and Mrs. Krisifoe at the closing exercise of the 1st Mobile School in Christian Home and Family life on Thursday, October 31st, 1974, at 10 am at Sinazeze, Gwembe Valley.

It seems that Mrs. Betty Kaunda is invited to close this course. The women are preparing special dresses and are taught how to attend to such ceremonies of receiving a certificate. So, with this you can see how much the women are enjoying this course, both the teachers and the students (women). I have already heard some praises about this course from the local people and I am almost sure they will request the return of this teaching group. According to Anja, the day to day programs are very well attended by the women and they are gaining a lot of experiences and know-how.

② At Present: The highest event in the country is the celebrations marking the 10 years of Independence.

The Project was involved, specially by the dancing group of Frieder from Kafwambila. On the 5th-10-'74 they were asked to compete in Choma in order to select the best dancing group for Lusaka. To our Surprise the group came out as the best one for the Province. So, off they went for Lusaka on 8-10-'74 and they are not back yet.

① The Southern Province received the first prize for the agricultural production stand at Lusaka Show.

And this is for the time being, and till the next letter.

Greetings to everybody at the Gossner Mission and for you some warm (hot) greetings from a steaming Gwembe Valley.

Yours Izaak.

p.s.

Enclosed find a copy of the Team's meeting no 14/2/74.

R.

, 13.11.1974

Gossner Service Team  
P.B. 1xs  
Choma, Zambia

Dear friends,

I have the pleasure to announce the visit of our Director, Pastor Seeberg, and our Secretary for Information-Work, Mrs. Friederici, to Africa from 23.2.1975 to 8.3.1975, of which time they plan to stay in Zambia the first two weeks, the last one in Tanzania. Compared with Mr. Schwerks visits it is a bit shorter, I know, but it had to be squeezed into the remaining time left between other commitments here in Germany. The next possible date would have been Oktober, and they thought that to be rather late, and I agree. I therefore beg you to arrange an adequate programme for them during the proposed time. They would have to spend sufficient time in Lusaka in order to discuss the matter of a Zambian society for development in the Gwembe Valley with Mr. Oggleshorp and others. But perhaps this can be done in one or two days. That will depend on the arrangements, which will be made by Albrecht there.

Of course, they are interested to see as much as possible of our programmes and to hear as much as possible about them. Because sometimes they have to speak about the Mission's Zambia work here in Germany, and they know only too well, that they do not know much about it, at least not from own experience.

This brings me to my next point. The March issue of the "Gossner Mission" is again planned to be a "Zambia issue". That means, I ask you to send me your annual reports well in time, that means before the 15th January, so that I have sufficient material for publication. I would be most thankful, if every team member would describe, what he or she has done during the last year, and also add some comments about the background, the meaning, the success or short-comings and so on. Please, note this into your diaries.

This morning we were asked to remind all co-workers abroad, that all incoming mail, which is addressed to Handjerystraße, will be opened in the secretariate, and circulated to all staff members in the daily mail-file. Such mail should not only show the name of the person concerned, but also "Gossner Mission", to mark it clearly as official mail. Letters, which

you want to be treated as confidential, has to be marked "confidential" on the envelope, or has to be sent to the persons private address, whatever is more adequate.

As I had to spend 10 days at Tübingen, I saw Dr. Krapf, Klaus Schäfer, Waltraut Stroh (and shortly Irmela Bredt), and Annegret Mieg, also Mr. Meerwein at DJ. Michael Schoof visited me one afternoon. As it seems, that he was a somewhat remarkable member of the students group, I would be very interested, to hear from you, what impression you had of him. Whoever wants to comment on him, will be welcome. The same about Waltraud Müller, who also seems to have been somehow outstanding. On my way home to Berlin I saw Jochen Riess, so that I met all the Zambia-Kuratoren. I discussed with them Albrechts agricultural plan, my first trial on the missionary aspect in the Gwembe work, and the Zambian society. There is nothing to report yet. But if you want to come in, you should do so until

the end of December, because there will be a Kuratorium meeting in January, and the Zambia-committee will meet on the eve of that. I should add, that Michael Schoof has shown a slight interest to join the team.

Waltraut Stroh is very busy to organize a reverse programme for some Zambian students in Germany, and Mr. Meerwein is supporting her. The Gossner Mission is prepared to sponsor that programme, as we have also sponsored the trip to Zambia, which does not mean much.

The Gossner Mission is planning to send another theologian into the team, but Mr. Wirthgen has more or less withdrawn his application. He will decide definitely until the end of the year. He is now just about to complete his second examination. I have the impression, that he does not believe in our type of project, partly because the Mission is too small to sponsor a regional development programme effectively, partly he is impressed by the African call for a moratorium, and he may have more reasons, which I do not know.

So much for today. Many greetings to all of you,

yours

copy to: Albrecht Bruns, P.O.Box RW 162, Lusaka, Zambia

, 9.10.1974

Gossner Service Team  
P.B. 1xc, Choma, Zambia

Mr. A.F. Bruns  
P.O. Box RW 162  
Lusaka, Zambia

Sg 7/10

Dear friends in the Valley and in Lusaka,

Today I'll try to write down some of my impression of the meeting of our Kuratorium at Springe last month. Although Zambia was not on the agenda for the two first study days, but only on the agenda of the following official meeting, I felt a bit lonely as the only Zambia-expert, since neither Dr. Krapf, nor Klaus Schäfer, nor Dr. Schnellbach were able to attend. Dr. Krapf was sick, and Klaus Schäfer was in Pakistan. About Dr. Schnellbach I do not know.

There are 18 Kuratoren, and the same number of Vice-Kuratoren. 13 were present out of the total number of 36, plus two more who did not attend all three days. But it seems, that the present ones were somehow typical, a good sample for the whole Kuratorium.

The first two study days dealt with the general theological foundation of the Gossner Mission and with her special characteristics and with the future tasks. A professor for biblical studies, also a member of the Kuratorium had prepared a lecture on mission from a biblical point of view. He very much stressed the double meaning of the central topics: "world" is without salvation as far as it lacks God's love, and it is God's loved creation, which is to be responsibly developed by man; "Salvation" has a spiritual and a physical aspect, the two of which cannot be separated or given any priority over each other; "religion" is something which is overcome by the universal Christ, and an equal partner for a permanent dialogue with Christians; "church" is the responsible body for mission and a problem for mission in her structural un-flexibility.

The following discussion had the result, that all Kuratoren found their theological thinking included in such a broad biblical theology, and that therefore there is no need to question anybody's theological thinking within the Kuratorium or to feel excluded from the Mission's theological foundation, which is wide enough to include all Kuratoren.

This result might appear to mean nothing, but on this ground the atmosphere became rather relaxed and the on-going discussion became much easier. In this respect it is a good result, I believe, and I do hope, that it will last for some time.

The former Mission Direktor Lokies was not present himself, but he had sent a lecture on the characteristics of the Gossner Mission. I shall try to send you a copy of that one. The lecture says that

- 1) the G.M. never had an ideology and resisted all temptations there
- 2) the G.M. did only mission in a strict sense and political and social results came only out of such mission
- 3) the G.M. never stuck to one denomination, but to the confession in Chr.
- 4) the G.M. was flexible and spontaneous instead of bureaucratic.
- 5) Education of the youth had priority.

This lecture was not discussed, since time ran short. I do not regret this so very much, as the lecture seems to me more of a historical value.

But the reactions showed, that it represents the views of some of the

Kuratoren, or should I say, that Dr. Lokies is an un-questioned authority for some of them?

Mr. Seeberg then said about the future of the Mission:

As she is small, she cannot do everything she would like, but has to select. And as she has historical obligations, she cannot start afresh completely. As she has always started trials spontaneously, she cannot be integrated into one of the new Mission-bodies, at least not immediately. Today she is especially considered to be non-conformistic.

A speciality of the Gossner Mission has been,

a) to start trials

b) to give away responsibilities after some time

After that he explained the necessity to continue with the activities, which are undertaken at present:

mission work of the Gossner Church in India to be supported financially for years to come, exchange of visitors with India to be continued;

Participation in the work of the United Mission of Nepal to be continued only, if the Gossner Church/India also starts to participate, as it was planned in the beginning;

Zambia to be continued for at least 10 years, extension not possible because of finances, target cannot yet be formulated, but modification seems to be necessary in consultation with the Government;

in Germany information of congregations and friends by personal visits has top priority rather than schools (Aktion Missio), Indian students in Berlin, or dialogue with socialists.

A special point was the relation of the office in Berlin to the centre in Mainz (Urban and Industrial Mission). This relation will have to be discussed on one of the next meetings more extensively.

This is in short a review of the two study days. After that there was the routine meeting. I had to open it with a report on the work in Zambia. As I had the impression, that many Kuratoren could not see any connection of our Zambia work to mission or church work, I concentrated on our relation to the U.C.Z. on local and national level to a large extent, and also on private relations to that church as well as on christian motivation of team members. This whole matter might have been overstressed by me, from an objective STANDPOINT? but I found that it was necessary in order to correct a somewhat wrong impression. I think I had some success in that.

In general I shortly mentioned our relations to the Government on all levels and to the population, as well as Albrechts planning work from Lusaka. I did not say much about the new programmes which have started only this year, because time was short and on top of this, I would like to get some more news from you about the women's course at Zeze, the students' camp, the schoolboys' holiday jobs, the drilling rig etc, before I write a longer report about that. Please, note this request for your further action (writing).

All the rest of the meeting, which was dealing with India, Nepal, and a lot of technical points, you may hear from Ulrich Schlottmann, who was present as well, and who can easily save me the trouble of writing all that.

I hope, Ulrich has arrived well and has been well received in your middle. Anyway, I have no doubts about this.

By the way, it was not only the Kuratorium which expects some more efforts in explaining the consequences of social change on a christian line and in helping the people to the spiritual problems of such change in a christian way, but also other people, who are supporting the Mission financially. I always promise, that we shall do something about this, and I dare do so, remembering our discussions when Mr. Schwert was at Kanchindu. There everybody (?) agreed, that it should be so. Now it seems to be time, so consider first steps into that direction and I am looking forward to exchange views with you on that.

/solve

Concerning the remark in one of the Team's August minutes, I can inform you now, that we have started looking into the wives' contracts and that we shall come forward with our answer soon. A first point can be given today already, about Gretchen Janssens contract. She has been a special case for the Mission in so far, as she has been working up to the date, when Arnold ~~was~~ was taken on, and therefore had to be treated as a working person as well, since the Gossner Mission had always followed the policy of DÜ, that nobody should loose money by joining the Gossner Mission. It was therefore quite correct, that Gretchen was not only treated as a wife, but also as a working person who wants to continue ~~working~~ to work, with the Gossner Mission. But as I say, ~~we~~ we shall come forward with more.

A pastor in Berlin recently contacted us, asking whether we know that a scientist from Berlin has joined the University of Zambia, Dr. Sachs, the successor of Prof. Ziche as rural sociologist. I have phoned that pastor and told him, that I know the name but have not met him, but that I am sure, our people in Zambia know him already, and like to co-operate with him as they did with Prof. Ziche. Should I be mistaken, please try to meet him once, so that you have done your part in helping him to settle in Zambia.

Private contributions to the Mission's funds are going down, partly due to all the quarrels following the lecture of Dorothee Sölle last year, partly due to a general trend in Germany. We therefore intend to intensify our visits to congregations, but for that we need as much information from you as possible. Please write, what is going on, what is happening, what you are happy about and what troubles you. I need that very much. Everybody of you may feel addressed by this request.

Yesterday night I had a first meeting with our friends in Alt-Schmargendorf, the ones, who have sent money repeatedly. They will be included as partners for discussions in the film of the SFB, which was started in the valley in May and which be broadcasted in November. Only the plan for the three parts has been changed completely in the meantime, it will now be a mixture of Berlin, Lusaka and Valley in each of the three parts, and the Volunteers for Africa, who are now trained under Mr. Schwerk will also be interviewed.

So much for today. I hope you are all well.

Greetings to all of you including the families,  
sincerely yours,

Uf

, 16.9.1974

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

Dear friends,

this is now the first official letter of your new Zambia Secretary of the Gossner Mission, and I send you many greetings from this end, together with all my good wishes for a very fruitful co-operation, for the benefit of everybody involved. I stated working in the "andjerystraße already yesterday, which is a bit earlier than you expected, but it fits me better in this way, and thus you hear already now from me.

Many thanks for Izaaks long letter, which equips me with many information which arrived just in time for the meeting of the Kuratorium next week in Springe. I do not yet know, which use I shall be able to make of these latest news, but it is always better to be somehow prepared for questions.

Mr. Seeberg and Mrs. Friederici are already in West-Germany, last week on the annual meeting of the Missionsrat, and this week in Ost-Friesland on publicity tour, together with Mr. Schlottmann. I shall see all of them next week on the Kuratorium meeting, and that will be the occasion for me to get to know Mr. Schlottmann. So far I have only seen a picture of him.

I have no idea what will happen on the Kuratorium meeting, for I do not know many of the members. But I know already, that there will be three lectures: 1) the biblical understanding of mission and its meaning for the present time.

- 2) the special character of the Gossner Mission
- 3) the future tasks and services of the Gossner Mission

The aim of the meeting seems to be, to reach an agreement on the future policy and projects of the Gossner Mission. You will hear from me on this again.

I am very glad to hear that the Janssens have arrived safely. May you all be happy with each other. Concerning Arnolds job, may I please be allowed to contribute my own view. From a short glimpse into his file I get the impression, that he would be the right man to assist the local craftsmen in their various skills. From his training he seems to be the most adequate man for this in the present team. This would of course be a bit different from what he was recruited for, to replace Dieter, but have we not been flexible enough in the past to change such arrangements. But as I said, please regard this only as the contribution of my view to the considerations.

You might have heard already, that Mr. Schlottmanns ticket is already booked and that he will arrive at Lusaka from Nairobi on 6-10-74, 20.00 hrs, on QZ 501.

On medical treatment ( I wrote this to Janssens as well) I like to remind you, that Mr. Schwerk some years ago confirmed in a similar case, that the Gossner Mission would pay the expenses for any treatment which is considered to be adequate, of course after a careful consideration. But the Medical Aid Society's clinic was especially accepted for giving birth.

/ ...2

I am sympathetic with you concerning the problems you had with the letters of Frank which you are mentioning. I heard already from Albrecht, when I was going on leave in June, that he was planning to ask such a question. You can see how un-sure he must feel, that it takes him such a long time, to make the move. I instantly hope, that this whole matter will be over soon, so that everybody can live in peace. "ere in Germany the whole case is still in the hands of Mr. Schwerk, who also has all the documents. I think you are quite right to avoid any involvement in the case between Frank and the Mission, because the last job of Frank was really arranged without the team's involvement, and again the Mission actions against Frank came entirely without the team's involvement. Therefor the Zambian staff members are also right to consider the matter as an internal one of the Gossner Mission.

Thank you also for the copies of the August team meetings. I shall ask about the wives' contracts on our next staff meeting here. But as I mentioned already, at the moment I am alone.

There was the interesting remark, that Mrs. Bruns will continue the crafts shop in Lusaka. Does that mean, she will continue without setting a time-limit, or is the deadline extended only? Anyway, what looked like a problem, seems to have found some solution now.

I am a bit worried to hear about re-payment problems with Gray. Hopefully you have better news next time.

Mr. Horstmeier of the "Sender Freies Berlin" told me, that the films he made at Nkandabwe and in Lusaka will be broadcasted in the Kirchenfunk on 16-11-74 (Gwembe Valley), 23-11-74 (Bruns in Lusaka), and 30-11-74 (Schwerk and Kriebel in the headquarters in Berlin). It will be just in time for the annual collection "Brot für die Welt". In Oktober they will come to the Handjerystr. for some more interviews for the 3rd part.

Yesterday I selected the Missions Christmas gifts for you in the book shop. Please, if I did not hit the nail, forgive me or exchange with somebody else. And should the books arrive in time, please distribute them immediately, as there are some Adventskalender for the children.

In October, I shall join an Aktion Missio in West-Germany as observer, and next year I shall participate fully.

Concerning visits to Zambia, I may already mention, that Mr. Seeberg plans to combine his participation at the Word Council of Churches meeting in Nairobi with a visit in Zambia, or even make a special trip to you, and that it is also under consideration, that Mrs. Friederici now finally should get to know the Missions work in Zambia, accompanying Mr. Seeberg. I think this plan is reasonable, but nothing final is decided yet. Should Mr. Seeberg and Mrs. Friederici come next year, I would come in 1976.

There it is now becoming hot, here it is becoming cool. Friends, let us sympathise with each other. My family is well, Lothar and Almut have joined school, Wolfgang has a childrens play-ground near the house in a park. We are occupying a pastor's flat in a congregation, and we shall have to leave before next May or June. This gives us time enough to look for a permanent solution.

For this time, many greetings to all of you. I hope to hear from you again as extensively as last time, for I can already feel, how much I shall depend on good informations from all of you. Because everybody here expects me to be well informed, but things change so quickly. Please, keep me informed.

Yours,

Gossner Service Team,  
P.B.1 xc, Choma,

Kanchindu, 26-8-'74.  
G.M. 2/\*74.

✓ track Gossner Mission,  
Rev. S.Kriebel,  
1 Berlin 41,  
Handjerystrasse 19-20,  
West-Germany.



Dear Siegwart,

Your nice letter, dated 31-7-'74, I received on 14-8-'74. Thank you very much for it. It is good to hear that you and Gisela have arrived safely and that your children are showing the healthy rural life. And, also, that Oma and Opa are well and enjoying their grandchildren.

How is it with finding accomodation? Did you and Gisela manage to find a house or is the Church giving you a temporary one? We hope you will have some luck with this.

✓ track Here we are very well, except that Bellanka is still suffering from the left overs of pneumonia.

The Valley is still cool and one can still enjoy to sleep under a blanket or two during the night. But the days are becoming hotter, yesterday e.g. we had 30°C in the house. So, soon we will be in the grip of the hot season again.

I know that you are not officially on duty, yet, but I think, I have to worry you anyway, if I have to answer your request at the bottom of your letter.

✓ First of course the Janssen's. They have arrived safely in the Valley on the 5th-8-'74. They came with Albrecht Bruns. May be it was not the best time as on that Monday there were two meetings (Staff+Team). The atmosphere was most probably too officially. The welcome might have come a little bit hard for both of them. Meanwhile it is almost a month later and they are very busy to settle down. Understandably, they are very much worried about the arrival of their first expected baby. For this, they have booked at the M.A. Service at Lusaka. The Gossner Mission might get the bill for this, as I have tried to explain the past, with no success. I would like to have your opinion and the Gossner Mission views. As it seems that in the new contract, according to Art. IV-5, it looks like Gossner Mission is taking care for this in Zambia as well or is this then again to be understood in connection with the agreement between Gossner Mission and the G.R.Zambia? Together, the coming of the baby and their wish to continue to practice their English language, the Janssen's have decided to stay in Lusaka till after the baby is born.

✓ For the English course arrangements have been made with somebody from the Evelyn Hone College to give some lessons.

With the housing, Albrecht Bruns hopes to help by getting an empty house from somebody of his friends, who is on holiday or home leave, this in order to give them some privacy.

Mrs. Janssen speaks rather good English. He still needs much assistance. I think it is good for them as they are a little bit nervous about this. So, as it looks now, they will stay in Lusaka, learning some English and awaiting the arrival of the child and then they will come to the Valley.

✓ The question, what kind of job he will do, is still not decided, yet, as you know our standpoint. But it might give some hard discussions.

I think, after de Janssen's, I should continue with the other expected new member, Mr. Schlottmann. The team has accepted him, with the consideration that he should be a broad minded "culture techniker", with some irrigation experience. Also, we think he should come out as Gossner Service Team-member, employed by Gossner Mission. Please, see my letter to Miss Friederici (6-8-'74).

The students camp has developed as it was planned by the 5-men committee. They were divided as follows:

Kanchindu : 3 girls + 2 boys  
Nkandabwe : 2 girls + 1 Zambian girl (P.A.O.'s office)  
Buleya Malima 4 boys.

At Buleya Malima Irrigation we are very fortunate this time by the good cooperation from the Agr. Department and the manager, Mr. Rao. They offered a house to accommodate the boys. It is the old house of Patrick, the English volunteer. We helped to equip it with beds and crockery. They have to cook with wood-fire, but they have electricity, while the others have gas-stoves, but no electricity. It looks like they are enjoying their first weeks of their stay. From the 15/8, 4 students from Lusaka came to join them for one week. Last weekend they had their first evaluation and yesterday they left for Livingstone Falls. From there, two of them, Michael Schoof and Waltraut Müller, will continue to Bechuana. They will join the group again in the middle of September.

The women's training course is doing quite well. The teachers are very happy and enthusiastic about the attendance and response from the women and according to them the local women are far too many! So, some more courses should be organized for Gwembe South, covering Malima, Sinazongwe and Kanchindu. I am very much impressed by the two teachers. They seem very capable to me and to know what they are doing. It is a good unit and we might make use of it again.

There are still many things, which I have to inform you about, but as I would like this letter to go-out, I would like to end with a problem which worries me most. And that is in connection with Frank Krawolitzki. At the end of July I received a note from Frank, asking:

whether it was true that members of the Gossner Service Team have said that he (Frank) was not able to work in the team and therefore he has to leave.

This was said to him by Mr. Seeberg.

All the team-members got the same note with the same request. Even the Zambian staff received a similar note with a slight difference, asking whether they (Z-staff) have been consulted and informed about his departure from the project last year.

I went to see Frank on the 10/8-'74 to discuss the matter.

Then, he showed me the statement from Mr. Seeberg, saying what I mentioned above and was further put between brackets that there were even proofs from some members of the project.

Whether this last one is true, I don't know. But by this statement we, the Team-members, are likely to be dragged into this case.

Realizing the awkward position, I brought the case to the Team-meeting. But without success. The Team felt it should be dealt with privately by each member. So, I don't know what will come out of this.

The Zambian Staff is of the opinion that his leave from the project as a G.S. Team matter. They found it rather strange how it developed. But from Frank they learned that he was quite happy with his new appointment. Of course you know the relationship between Frank and the Zambian Staff and he is trying to play on this.

I have tried to explain the Zambian staff the existing situation at this moment. That his present difficulties are caused during his last appointment and directly nothing to do with his leave from the Project. He didn't mention to the Zambian staff that he was dismissed and that a court case is going on.

I think:

*right*  
The situation is rather awkward and confused. Coming to his question, not being able to work in the Team: To be objective, this has never been said so strongly, but by accepting the solution of the deadlock in the team, by allowing him to accept his last appointment, silently this is expressed. And this from both sides (the Team and Frank).

At my visit Frank seemed to be very difficult and confused. He is mixing up the past, I mean his departure from the Team, and his difficulties in his last post, resulting in his dismissal. It came out, as he has never understood, why he was offered his last post, while it was clear, that there were tensions (high) in the Team. And to come out of this deadlock, something has to be done. He must have known or at least might have had some suspicion as he reacted strongly on the report of the Team (compiled by you). But, by now, it looks like he is crying over spilt milk. This was what I thought.

And for your information:

I am not prepared to give him any written statement, but I shall discuss with him again as I have explained above.

Finally, do find enclosed two copies of the minutes of the Team-meetings no 12a/13a (no. 11, see Miss Friederici) and the note on the handing over.

Frieders parents are here to visit him.

Greetings to everybody at the Gossner Mission H.Q., also to Gisela, your parents and the Schwerks.

*Yours Frank.*  
*[Signature]*

*✓ hake*  
p.s. Ba Mark is doing quite alright. He has some difficulties about the orders from Germany. His question is: "Who is paying the transport?" I have advised him to put the case to the ordering people.

Twalumba!

Kanchindu, 6.8.'74.

Gossner Service Team,  
P.B. 1xc,  
Choma, Zambia.

Miss D.H.Friederici,  
Gossner Mission,  
1 Berlin 41,  
Handyerystr. 19 - 20.



Dear Miss Friederici,

Many thanks for your letter dated 23.7.'74 and also for the copy of the letter you wrote to Mr.Bruns. I received them on 2.8.'74.

We, the team are very much astonished, but somehow happy with the very fast developments concerning the coming of Mr.Schlottmann. It is so fast that even Mr.Bruns could not wait for the approval of the team and he had submitted the application forms for the working permit to the immigration office,

With all this facts already taken place it was somehow difficult for us to discuss the successor of Mr.van Keulen., as you can see on the enclosed minutes of 8.7.'74 of the team meeting. Certainly, I was informed in Germany that there were some contacts between Mr.Schlottmann and the Gossner Mission. Also the team as whole is aware of these contacts, so as you can see on the minutes steps towards this direction were under way, in order to give the team's point of view on the successor of Mr.van Keulen. The team is of the opinion that the successor of Mr. van Keulen should not be only an one sided man on irrigation but one who is also open for other none irrigation activities. (Roads, bridges, dams, weirs etc.)

By whom is Mr.Schlottmann employed?

In case he is employed by Diensten Übersee and seconded to the Gossner Mission, we request all parties involved to handle the case in such a way that finally Mr.Schlottmann is coming to Zambia as an employee of the Gossner Mission and belongs to the Gossner Service Team. This in connection with the Technical Co-operation agreement between the Gossner Mission and the Republic of Zambia, where all the conditions and privileges are laid down.

Apart from this technical point mentioned above the Team is looking forward to the arrival of Mr.Schlottmann.

As Mr.Bruns has already submitted the application for the work-permit we will kindly ask him to continue with this and as soon as the permit is available and ready a photo-copy should be sent to you.

With friendly regards I remain,

yours faithfully,

I.J.Krisifoe

c.c. Mr. A.F. Bruns, Lusaka.

*Handwritten:* Martin J. Kdm.  
Do

The Team Speaker  
Gossner Service Team  
P.B. 1xc, Choma



Note on the Handing Over from S. Kriebel to L. Krisifoe

- |   |                                      |   |
|---|--------------------------------------|---|
| 1. 1 G.R.Z. metal book shelf                                  |                                      |   |
| 2. 1 Typewriter "Olympia Monica" with case                    | Gossner Mission                      |   |
| 3. 1 plastic ruler, 50 cm                                     | "                                    | " |
| 4. 2 pikes for receipts etc.                                  | "                                    | " |
| 5. 1 box carbon/paper   | "                                    | " |
| 6. 1 date stamp   | "                                    | " |
| 7. 1 entry stamp  | "                                    | " |
| 8. 9 lever arch files:  | chronological mail                   |   |
|   | correspondence Germany               |   |
|   | correspondence Gossner Mission       |   |
|   | meetings G.S.T.                      |   |
|   | G.S.D.P. programmes                  |   |
|   | "                                    | " |
|   | Accounts                             |   |
|   | Customs                              |   |
|   | personal files G.S.T. and staff      |   |
| 9. 3 soft files:  | Team Speaker's project copies        |   |
|   | Sec. School students' work programme |   |
|   | Students' holiday work camp          |   |
| 10. typing paper with "Gossner Mission" letter head           |                                      |   |
| 11. 1 envelope: customs duplicates                            |                                      |   |
| 12. 2 envelopes: receipts of G.S.T. funds 1970 - 1973 (Febr.) |                                      |   |
| 13. 1 four-colour-ballpoint                                   | Gossner Mission                      |   |
| 14. 1 G.R.Z. stamp pad  |                                      |   |

S. Kriebel  
acc. Thifoe

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

21.5.1974

Mr. Klaus Schwerk  
Gossner Mission  
1 Berlin 41  
Handjerystr. 19-20



Sg 3.15

Dear Mr. Schwerk,

*Siehe*  
This might be one of my last letters to you to the Handjerystraße. And it is not very pleasant too. But I think, I should tell you my feelings about the medical programme of our Project additionally to what you might have heard already from Anja. It seems to be of particular interest for Gretchen Jansen as well, whom I shall send a copy of this letter.

Anja will have written, that we have not been able to get the approval of the Provincial Medical Officer for this years plans for a school medical service. Even an attempt to involve the Permanent Secretary for Health through an acquainted medical officer, which was made by Anja recently, did not help, as we have not yet heard anything from that end.

This all means, that Anja has given up for this year, and that means in her case, for good, to do anything in preventive medicine. And it will affect *Stefke* when she comes back from home. But it also means, that we can have little hope, to come to terms with the Ministry of Health in the foreseeable future. It seems to me as if we have to forget about the word "health" in the agreement with the government, at least in any direct sense, it be curative or even preventive medical activities.

Anja therefore has decided, to join a four months' women's training course, which will most probably be held in our area by the Mindolo Women's Training Unit this dry season. Mrs. Mubanga will come here to-morrow in order to discuss details. There will be hygien included, and thus it will have some indirect connection with health affairs.

Concerning Gretchen Jansen, we have in mind to propose to her that she should be in charge of the Food and Nutrition Programme. This will involve quite a lot of work, as it would mean to overcome the present situation, in which much of the stuff is only consumed by the school teachers and their families at those schools, where we have depots, without the teachers bothering to sell anything to the villagers around them. What would be needed, is a campaign in order to teach as many villagers as possible in the best use of the food offered, and to reach a point, where the local people put pressure on the depots, that they find plenty of food for sale there at any time.

We shall not prepare anything for Gretchen, but leave it to her, if she agrees to the whole plan, to contact the community development officers in order to get their support as well, or at least get their approval for such activities. May be, Anja will join her, or work separately on a similar line.

What I do not know, is, whether the Mission should inform the Government officially, that it is not possible for us, to work on the health field, as suggested in the agreement.

The other point I shall copy to Izaak, not in order to spoil his leave, but in order to give him a chance, to prepare himself mentally for his return.

Izaak

It is about Siatwinda Pilot Irrigation Scheme. Everybody has observed a sharp decline in the activities of the plotholders on their plots this year. There seem to be many reasons. The farmers complain, that they do not like to work for Government only, as this years water fee of K 20.00 per acre will eat up all their profits, as they say. Therefore they do not even start to work. Only very few have planted. The chief has given them a very bad example and an excuse, as he did not yet pay last years water fee of K 10.00 per acre.

Albert says, that he is tired of talking to the plotholders on the plots and also at home, only in order to receive rude answers and seeing no success. On the last meetings he has called, there were only about three or four farmers attending.

Others say, Albert is never moving out of his office, and therefore the farmers are lacking a regular daily encouragement, and it is not noticed by Albert, when the dams are broken or leaking, or when the children are digging for mice in the dams, or when women plant on top of the dams. Frieder says, that he has to inform Albert about such things, but he does not like to do it too often, not to be blamed of interfering, or to give Albert the feeling, that everything is alright as long as Frieder tours the scheme.

Any way, if the farmers do not make money out of their plots, and then refuse to pay the water fees at the end of the year, they will loose their plots, and it is the general feeling in the staff meeting, that there are no better or more interested farmers in the area to replace them. The farmers generally seem to have no interest in the plots, as you can see from the fact, that they do not chase birds or goats, which they do on their dry land fields. So, what shall happen to the scheme next year. The staff meeting has decided yesterday, to have a meeting with the chief to brief him of the seriousness of the situation, and then a meeting with the chief and the farmers, to do the same. George has proposed a rice programme for the rest of the year under close supervision for interested farmers, as a proposal, in order to prove to all of them the possibility to make enough money on the plots. These two meetings should be on Friday and Monday, and we shall see, how the farmers react.

Should you still see Friedrich, he may be interested to hear, that the tenderboard meeting about the building contracts was only yesterday, 20.5., and Mr. Johnstone was at home, suffering from Gelbsucht. We therefore do not yet know, which contracts we have got.

Last week there was another heavy shower at Siatwinda, but the bricks there are alright. Another brick making group has started working at Nkandabwe, and Mr. Ncote is going to Siameja soon in order to organize another one. The lake level is slowly going down. The Muuka river is now passable through the river bed, as the hole on the other side is now filled.

As you know, the people of Kirchenfunk and ZDF were here to film us, but only George was here beside me, as Frieder was in Lusaka. Mr. Viehweger, and Mr. Teichert of Deutsches Allgemeines Sonntagsblatt had also joined the party together with Spp. Penz from Wismar. They all met here a party of 7 people coming in VW busses from South Africa, including two pastors, whom Dr. Schnellbach knows, and who had attended some interesting meetings in South Africa. It was a very lively discussion that evening.

Many greetings,  
yours

Heinrich Wibel

S. Kriebel  
P.B. 1xc  
Choma

5.3.1974

Herrn Klaus Schwerk  
Gossner Mission  
Berlin 41  
Handjerystr. 19-20



Lieber Herr Schwerk!

Anbei 2 Briefe, die ich hier an Sie vorfand, als ich von Lusaka zurückkam. Ich habe sie geöffnet, um festzustellen, ob ich Sie noch in Lusaka informieren müßte. Ich fand es aber dann nicht nötig. Ich hoffe, daß Sie mit diesem Vorgehen einverstanden sind. Dem Krapf'schen Brief lag einer an mich bei, in dem er den Hoffnung Ausdruck verleiht, ich möge Ihre Nachfolge antreten.

Nun Ihr Brief aus Lusaka:

Frank hat auf eigenen Wunsch seinen Bus seinerzeit nicht in Team-eigentum überführt. Er hat ihn als sein eigenes Fahrzeug behalten und demzufolge auch kein Geld vom Team oder von der Mission dafür erhalten. Falls er ihn voll bei der Mission abgezahlt hat (bzw. den Kredit zurückgezahlt), dann hat die Mission weiter keine Forderungen bezüglich dieses Busses an ihn.

Dagegen gehört das Geschirr und die anderen Haushaltssachen, die Frank seinerzeit wie alle Teammitglieder erhalten hat, weiterhin der Gossner Mission und sollten bei Vertragsende entweder zurückgegeben oder bezahlt werden. Ein Verzeichnis der Sachen habe ich hier.

Wir haben jetzt zwar manchmal einen trockenen Tag dazwischen, wie zum Beispiel heute, aber dazwischen gießt es dann wieder heftig. Frieder konnte gestern nicht nach Sinazongwe (mit seinem Landrover), weil die Flüsse zu hoch waren. Dagegen waren wir vorgestern mit unserem blauen Bus dort, um Karla den See zu zeigen. Da war schönes Wetter, aber dann hat es die ganze Nacht geregnet. Izaak hat jetzt etwa 47" Regen gemessen.

Gestern war das letzte Team Meeting bis Juni in voller Besetzung. Gray hatte das Staff Meeting abgesagt, weil a) alle von den vielen meetings der letzten Wochen müde seien, und b) die Straßen so schlecht seien.

Heute vormittag habe ich mich mit Izaak lange unterhalten, ihm alle meine Ordner gezeigt und vor allem die Frage besprochen, wie wir mit dem eventuell zu erwartenden Co-ordinating Officer und dann auch mit Gray umgehen könnten.

Mir schwebt vor, daß Albrecht ihn möglichst stark in die Planungsgespräche und deren Organisation im Tal einbeziehen sollte, was ihm zugleich eine ihm liegende Beschäftigung und auch eine gewisse Selbstständigkeit gegenüber dem Co-ordinating Officer geben könnte. Vielleicht könnte er auch wieder Secretary des Gwembe South Development Committee werden.

Sie sind inzwischen hoffentlich unverseht und wohlbehalten zu Hause eingetroffen. Herzliche Grüße an alle Gossners, Ihre Familie, meine Eltern, auch Köhpcakes, falls Sie sie sehen sollten.

Herzliche Grüße

*Zs Siegfried Kriebel*

Gossner Service Team  
P.B. 1xc, Choma

27.4.1974

Mr. Klaus Schwerk  
Gossner Mission  
Berlin



Dear Mr. Schwerk,

This letter will go with Friedrich tomorrow, so that it will hopefully reach you soon.

Many thanks for your letter of 17.4., which arrived yesterday, with all the attached documents.

At the same time the letter of Tropenheim in Tübingen arrived, so that it seems we are now well prepared for our return, having also your Passage-Auftrag for Lufthansa. I shall see them on my next trip to Lusaka.

Thanks also for the Lushoto-Report. I read a final report of Dr. Bricke before he left the Project recently, in the last issue of *Entwicklung und Zusammenarbeit*. I found particularly interesting what he writes there about the difference between the first team of graduates and the second team of technicians, and also what he remarks about the Tanzanian Staff. It seems, that it is indeed extremely difficult to appreciate properly the contributions of local staff, who co-operate with expatriates in one project. This is also an increasing problem for me personally in our project, and for other team members as well. ~~Ex~~

I now got a second letter about those anonymous complaints against the sale of school uniforms, etc by our project. A copy of the same letter had been sent to the District Secretary, whom it took a few more weeks to ask us about it. There are some rumors, that the Senior Chief might be involved, but if this is so, he was hiding it completely, when we discussed the District Secretary's letter in the Chiefs presence on our last Staff Meeting.

With the provincial offices in Choma we are trying since February to establish a new way of claiming kilometer allowance. They are not satisfied any longer with our rather general claims, as the financial control is becoming stricter from year to year and some officers have been disciplined for not applying the regulations properly. But as we are not fitting in the system of personal claims by Government Officials, they cannot tell us clearly, how we have to claim. That is keeping busy us for months now, and I wonder when we shall have found out, what is acceptable to them.

At Siatwinda we have now started to build a house for the Agr. Ass. from Mt. Makulu. It is such a house with the self-supporting asbestos sheets, but bigger than that at Ma Konkoto for the catholic catechist. But this you will better from Friedrich.

The rainy season seems to be over since about 2 weeks. Only yesterday we had again a shower. It is colder than in other years at this time and we are enjoying the weather. The lake has slightly gone down.

We are rather disappointed that Dr. Schnellbach will not find the time to visit our Project in the Valley. This is hard to understand. A meeting in Albrechts house one evening will probably be of little use for him to collect first hand information of what the Mission is involved in, in the Gwembe Valley.

I am looking forward to see Dr. Krapf again. Greetings to him and all the others whom I have met already in Mainz.

So much for today.

Yours,

*Kipwadi Wutel.*

17.4.1974

Herrn  
P. Siegwart Kriebel  
P.B. 1xc  
C h o m a

Sg 17/14

Lieber Herr Kriebel!

Zwei Briefe liegen nun bereits vor, und ich habe noch nicht einmal bestätigt, daß ich aus Zambia gut in Berlin angekommen bin! Darum also nun zuerst meinen Dank für Ihre beiden Briefe vom 25.3. und 7.4., auf die ich heute antworten möchte. Sie haben beide überwiegend privaten Charakter - von den allgemeinen Situationsbeschreibungen abgesehen, auf die ich aber wenig mehr als nur teilnahmsvoll reagieren kann - und drum antworte ich auch privat, also deutsch.

Mit Herrn Reinders hatte ich tatsächlich zu wenig Zeit, und ich war bereits in Lusaka nicht glücklich darüber. Inzwischen habe ich mich für Anfang Mai in Bonn Godesberg zu einem Gespräch angemeldet, um das Terrain zu sondieren. Danach werde ich sicher klüger sein, und vielleicht schreibe ich dann auch einfach mal direkt nach Lusaka.

In Sachen Frank ist wenig Neues zu schreiben. Der Ausschuß hat getagt, nachdem aus Tübingen ein sehr unbefriedigendes Gutachten kam - Tenor etwa: Natürlich hat Jeder schlechte Laune, wenn er mit seinem Arbeitgeber Schwierigkeiten kriegt, und dann kann er auch nicht arbeiten. Der Arzt, der angeblich selbst acht Jahre in Indien war, hat sich bei seiner Diagnose offenbar ganz auf das verlassen, was ihm der "missionsgeschädigte" Patient erzählt hat. Wir haben also, da wenig Aufschluß über Hintergründe bekommen. Der Ausschuß ist nun der Meinung, daß wir das Arbeitsverhältnis - ohne die vertraglich zugesicherten Ansprüche auf Urlaub und Rückgliederung anzutasten - vorzeitig beenden sollen. Der Verwaltungsausschuß soll entsprechend entscheiden, wenn er am 7. Mai tagt. Das wird er sicher tun. Dann wäre Frank noch bis - vielleicht - Ende Juni in Zambia, um seine sieben Sachen zu ordnen - länger werden wir jedenfalls sein Haus nicht bezahlen. Im Februar 1975 endet dann sein Verhältnis mit der Gossner Mission. Arbeit wird von ihm nicht mehr erwartet, einmal weil wir nicht das dafür nötige Vertrauen haben, andererseits, weil die Aufgabe im Rahmen des Wadi-Mashash-Projekt eine zweijährige Tätigkeit voraussetzt, und davon hat er ja nun ein Jahr ungenutzt verstreichen lassen. Wir wollten nur versuchen, Frank die Möglichkeit einzuräumen, von sich aus zu kündigen, damit seine Biografie nicht zu sehr rampuniert wird. Ob er davon Gebrauch macht, steht noch dahin. Im Augenblick sind meine Beziehungen zu ihm bei minus 275° C, etwa.

Der steigende See, wovon ich heute auch durch einen Brief von Frieder hörte, bedrückt mich sehr. Das ist ja nicht nur ein absoluter Schaden für viele Afrikaner, sondern auch ein empfindlicher Schlag gegen alle bescheidenen Anfänge unserer Arbeit im Projekt. Sie werden große Mühe haben, dies wieder aufzuarbeiten. Sagen Sie doch allen im Team, wie sehr mich das beschäftigt und mit meinen Gedanken bei Ihnen sein läßt.

Was Ihren Rückflug betrifft, habe ich das Nötige veranlaßt. Sie ersehen es aus der beiliegenden Fotokopie. Von Zeit zu Zeit werden Sie also im Lusaka-Büro der Lufthansa mal nachfragen müssen, ob die Gutschrift schon da ist. "PTA" heißt nicht Praktisch-theologisches Ausbildungsinstitut, sondern Prepaid Ticket Advice - nur um Mißverständnissen vorzubeugen.

Auch in Tübingen habe ich Sie angemeldet. Von dort sollte der Termin direkt an Sie weitergeleitet werden, wenn alles gut geht. In jedem Fall haben wir ihn dann auch noch einmal hier bei den Akten.

Mit Pastor Seeberg habe ich schon einmal über Ihre Weiterbeschäftigung gesprochen - jedenfalls aufgrund meines seinerzeitigen Briefes nach Indien. Er meinte, das solle bei der nächsten Sitzung des Kuratoriums besprochen und beschlossen werden. So, wie ich die Sache im Augenblick übersehe, tendiert Pastor Seeberg mehr zu einer Lösung Ihrer Anstellung in seinem Sinn, also als beurlaubter Pfarrer ohne Gehalt, der bei der G.M. beschäftigt wird, ohne daß dadurch seine Rechte bei der EKIBB löschen usw. Ich halte Sie jedenfalls auf dem Laufenden. Im Zambia-Ausschuß hat man auch noch gemeint, die von mir dort vorgeschlagene neue policy in Richtung auf "Zambia Gossner" oder wie man das nennen mag, sei doch so gravierend anders als die bisherige, daß man sie erst ausdrücklich befragen müsse und Ihre Zustimmung zur Generallinie haben solle, ehe Sie berufen werden können. In diesem Sinn wird (a) ein Antrag im Kuratorium eingebracht werden und (b) Krapf anläßlich seines bevorstehenden Besuchs in Zambia mit Ihnen reden. Jedenfalls schicke ich Ihnen (und getrennt Bruns) meinen Zambia-eisebericht, dem ich aus Gründen der Meidung von Mißverständnissen die Seiten entnommen habe, die eine ausführliche Darstellung meiner Beobachtungen jeden Einzelnen von Ihnen enthalten. Da steht nichts drin, was ich nicht mit jedem einzelnen auch besprechen könnte, aber weil es an alle über alle gehen müßte, lasse ich also alles draußen. Das werden Sie sicher verstehen. Ansonsten ist der Bericht auch für das Team gedacht, obwohl er natürlich in deutsch geschrieben wurde, damit er für das Kuratorium lesbar bleibt.

Die Mitteilungen über das Gwembe South Development Committee, das Studentenlager (mit dem kürzlich erhaltenen Durchschlag eines Briefes an W. Stroh), die Probleme der Handelstätigkeit des Projekts und der Tongageräte habe ich mit Interesse gelesen und danke für die gute Information. Die Gossner Mission als solche bezieht die von Ihnen genannten Veröffentlichungen des Institute for African Studies nicht, wohl ich selbst privat und auch nicht vollständig. Ich halte sie aber wirklich für lesens- und sammelnswert und möchte vorschlagen, daß Sie Ihr Abonnement verlängern und zu gegebener Zeit der G.M. anlasten.

Die gewünschten Adressen in Kenya wird Ihnen - hoffentlich - bald Jochen Rieß unmittelbar schicken. Ich habe ihn und seine Erfahrung eingespannt. In Tanzania kenne ich selbst nur einen einzigen Platz näher: Das seinerzeit von der Kübelstiftung begonnene "Lushoto Integrated Development Project" kurz LIDEP in Soni, Dist. Lushoto, in den Usambarabergen, abseits der Straße Tanga - Arusha. Einen alten Bericht lege ich Ihnen bei, damit Sie sich mit der vorfindlichen Realität auf dem Hintergrund der drei Jahre alten Notizen ein Bild vom "Aufstieg und Niedergang des Dritten Reiches" machen können. Ich hielt einen Besuch dort für sehr aufschlußreich - zumal dieses Projekt hier in Deutschland eine breite Publizität genossen hat.

So, jetzt habe ich wohl so ungefähr alle Fragen beantwortet, und der Rest steht in den verschiedenen Fotokopien, die ich beilege. Herzliche Grüße Ihnen allen dort unten, und noch einmal ebenso herzlichen Dank an alle und Sie besonders für die schönen Wochen bei Ihnen in Zambia.

I h r

S. Kriebel  
P.B. 1xc  
Choma, Zambia

7.4.1974

EMBE GANGEN

16. APR. 1974

Erledigt ..... D.E.H.

Lieber Herr Schwerk!

Unvorsichtigerweise habe ich mir ~~demals~~ im Ridgeway Hotel nichts aufgeschrieben, als Sie mir ein paar Anschriften für unseren geplanten Urlaub in Kenya und Tansania nannten. Würde Sie darum bitte so freundlich sein, und mir noch einmal aufschreiben, welche Leute und Plätze in den beiden Ländern Ihnen interessant und besuchenswert erscheinen. Ich wäre Ihnen dafür sehr dankbar, denn ich möchte uns gern vorher anmelden und auch die Antworten hätte ich natürlich gern schon vorher. Viel zu berichten gibts nicht, außerdem macht sich ja Friedrich demnächst auf die Reise. Der Regen hat noch immer nicht aufgehört, doch sind jetzt schon mal ein paar Sonnentage dazwischen. Aber in den letzten drei Tagen hat es wieder so viel geregnet, daß die Flüsse so hoch waren daß man schon den ersten hinter Sinazeze auf dem Weg nach Malima nicht passieren konnte. Albrecht hat deshalb seinen Besuch von local officers am Dienstag unverrichteter Dinge abbrechen müssen. Hoffentlich finden unsere vielen Osterbesuche, einschließlich Bruns', passierbare Wege und gutes Wetter vor. Da gestern Vollmond war, besteht Grund zur Hoffnung, daß sich das Wetter jetzt ändert. Am Karfreitag werde ich die Predigt in Sinazongwe halten. Die Festtage teilen sich jetzt immer der Reverend, Mark und ich in Sinazongwe, Maamba und Kanchindu. Mark hat jetzt meinen Toyota Pick-up gekauft und soll nun die Crafts-Abteilung so übernehmen, daß ich ihm für den Rest meiner Zeit nur noch behilflich bin. Im Augenblick kann er das Auto aber wegen der schlechten Straße nicht benutzen. Von Cultural Services haben wir erfahren, daß der Purchasing Officer versetzt ist und noch kein Nachfolger da. Da wird es wohl auch diesmal wieder nichts mit denen werden. Es ist schon ein Jammer. Dafür spinnt sich jetzt eventuell etwas in Stuttgart an, bei einem Laden, der ein Ableger von Brot für die Welt ist. Mt. Makulu hat jetzt mündlich zugestimmt, daß sie die Research Section von Siatwinda ganz übernehmen und jemanden dort stationieren, wenn wir ein Haus für den Beamten zur Verfügung stellen. Das werden wir jetzt als nächstes bauen, sobald wir Sand holen können, neben das Haus vom Engine Attendent außerhalb des Zaunes.

Herzliche Grüße an alle,

Ks Siegfried Kriebel

Siegwart Kriebel  
P.B. 1xc  
Choma

25.3.1974



Lieber Herr Schwerk!

Von Herrn Reinders habe ich gehört, daß er wegen der vielen anderen Gäste leider nicht dazu gekommen ist, Ihnen alle seine Wünsche hinsichtlich der Ausbildung von Freiwilligen vorzutragen. Na, das wird er sicher nochmal nachholen.

Frank habe ich nicht mehr vor seiner Abreise gesehen, denn als ich am Vorabend mit Mark dort war, war er gerade für einen Tag nach Ndola geflogen, und am nächsten Morgen hat er nur Mark besucht. Ich habe allerdings in der Zwischenzeit die Außenstände von Ann erhalten. Ich würde mich natürlich freuen, wenn ich von Ihnen über Frank auf dem Laufenden gehalten würde, schon damit ich weiß, woran wir mit ihm sind, wenn er mit uns dies und das besprechen will.

Der See ist weiter gestiegen Sie würden sich jetzt sicher wie im Jahre 69 vorkommen. Der Sportplatz vor Sinazongwe und damit der ganze Weg von der Boma zum Dorf sind unter Wasser. Die Regenmenge ist deutlich über 60" (in meinem letzten Brief hätte es schon 57" heißen müssen). Es regnet zwar nicht mehr täglich und wir haben etliche Sonnentage, aber dazwischen kommen immer noch nächtliche Güsse. Die Regierung hatte Hubschrauber (2) versprochen, um 100(!) Sack Maismehl von Maamba aus nach Siameja, Siampondo usw. zu fliegen, weil man dahin weder zu Lande noch zu Wasser kommen kann, sowie 50(!) Sack von Sinazeze aus nach Chisanga in Richtung Chipopo, aber meines Wissens sind die Hubschrauber dann nie eingetroffen. Inzwischen haben die Leute angefangen zu ernten und das Größte ist überstanden.

erl. Hinsichtlich unseres Rückfluges nach Deutschland haben wir folgenden Vorschlag an Sie: Da Sie ja über die Wirtschaftsstelle buchen möchten, bitten wir Sie, die Tickets für unsere drei Kinder von Lusaka über Zürich nach Berlin zu buchen und für Gisela und mich direkt von Lusaka nach Berlin, und zwar ohne Datum und Flugnummern. Wir würden uns dann im Lufthansabüro in Lusaka die besten Verbindungen selbst aussuchen. Wenn das alles bald geschieht, sollte doch noch genügend Zeit zum Buchen bleiben.

erl. In Tübingen möchten wir gern Mitte August angemeldet werden, so daß wir von Berlin aus hinfliegen und die Kinder von der Schweiz aus kommen, so daß wir Sie in Frankfurt oder Stuttgart von den Großeltern übernehmen können.

Imübrigen sind wir natürlich gespannt, was Sie mit Herrn Seeberg und mit dem Bischof über mich ausgehandelt haben. Das werden wir ja sicher auch irgendwann hören.

Das Gwembe South Development Committee hat sich nun also am 8.3. hier im Camp getroffen. Der zweite Building Expert ist vom District Governor abgelehnt worden, weil er meint, wir seien wegen Bewässerung ins Land geholt worden (Frucht seines Quellenstudiums) und deshalb sollten wir uns erst mal auf Bewässerung konzentrieren, bis wir da ordentliche Ergebnisse vorweisen könnten. Einwände von einigen Mitgliedern des Committee ließ er nicht gelten. Na, praktisch trifft uns das im Augenblick nicht hart, aber grundsätzlich hat es mich doch erschreckt. Den regionalen Ansatz hat er also auch nach dreijähriger Berieselung noch nicht mitgekriegt, und welchen Official hat man schon drei Jahre am selben Ort.

Dagegen ist das Interesse an dem Studentenlager eigentlich recht positiv. Nun muß man halt sehen, wie weit man angesichts der zu erwartenden Vorschläge flexibel bleiben kann. Wenn da beide Seiten offen sind und aufeinander hören, könnte das eine recht gute Sache sein. Am Ende ist es vielleicht sogar richtiger, so ein Lager an die örtliche Verwaltung anzuschließen, als an eine doch eher künstlich organisierte Jugend-aufs Land-Kampagne.

Vom Ministry of Commerce haben wir jetzt einen positiven Bescheid auf unseren Antrag erhalten, Imke als Verkaufsagenten für Tongacrafts in Lusaka zu verwenden. Wir haben jetzt auch noch einmal einen neuen Vorstoß auf Distriktebene gemacht, endlich zu dem schriftlichen Bescheid zu kommen, daß das Projekt bestimmte Sachen wie etwa Tongacrafts, aber auch Schuluniformen von den Schneidern zu kaufen und zu verkaufen, und Rohmaterial auch ohne Handelslizenz für alle möglichen Handwerker einzukaufen. Den ersten Versuch hatte der Distrikt Secretary Sinazongwe einfach blockiert. Jetzt machen wir es über den Rural Council. Kürzlich war dort in Sinazongwe nämlich die Durchschrift eines anonymen Briefes (von einem oder mehreren shop keepers) an Friedrich eingegangen, in dem wir beschuldigt werden, wir nähmen unter ungleichen Bedingungen am Wettbewerb der Händler im Tal teil und dazuseien wir nicht hergekommen. Ich habe das alles mit dem Rural Council Vertreter in Sinazongwe besprochen, der davon wenig wußte, und wir sind dann übereingekommen daß wir für alle Fälle uns solch eine Erlaubnis besorgen sollen.

Bezieht eigentlich die Gossner Mission die Veröffentlichungen des Institute for African Studies (früher Rhodes Livingstone Institute)? Oder würde sie das in Zukunft tun? Es sind nur wenige Veröffentlichungen pro Jahr zum Preis von K8.50 in Zambia. Da sie aus England kommen, sollte es in Deutschland nicht teurer sein. Wenn sie in der Gossner Mission nicht vorliegen, würde ich mein Abonnement jetzt verlängern.

So, das ist alles ganz schön durcheinander gegangen in diesem Brief.

Für heute herzliche Grüße an Sie alle,

*Herzgewest Uriebe*

Herrn

Lusaka, 3.3.1974

Siegwart Kriebel

P.B 1xc

C h o m a

Lieber Herr Kriebel!

Noch im letzten Augenblick ist mir etwas eingefallen. Könnten Sie mir helfen, in Sachen Kraftfahrzeug von Frank Krawolitzki zu einigermaßen Klarheit zu kommen? Ich habe ja immer Mühe gehabt, den Prozeß der Privatisierung bzw. Sozialisierung der Team- bzw. Privatfahrzeuge durch die Kilometergeld-Regelung zu verstehen. Das liegt an mir, nicht an der Regelung - weiß ich. Aber nun: Wie ist das im Fall Frank? Er hat ja immer nur jenen VW gehabt, mit dem er aus Deutschland abgereist ist. Den haben wir ja seinerzeit auch mit einem Darlehen kaufbar gemacht. Wie ist das dann weitergegangen?

Vielleicht frage ich Sie jetzt etwas, was ich ohne große Mühe auch in Berlin aus den Akten herausfinden kann. Aber wenn es Ihnen nicht zu große Arbeit macht, wäre ich Ihnen für eine Denkhilfe sehr dankbar.

Heute war ich mit Bruns' bei der Familie Reinders zum "Früh-schoppen" und hatte gute Gespräche mit allerlei Leuten. Auch Frank war da samt Anne, die er mir aber nicht zur Kenntnis gebracht hat. Beim Abschied übergab er mir noch einen Brief mit der Bitte, noch heute ihm schriftlich zu antworten. Er wollte es schriftlich haben, daß ich ihm bei dem letzten Gespräch hier empfohlen hatte, sich auf die Möglichkeit vorzubereiten, daß sein Vertrag gelöst werden könnte, wenn wir, wie erwartet, den Befund seiner Krankheit hätten. Ich habe ihm das natürlich nur als Möglichkeit, nicht als vorweggenommene Kündigung gesagt, und darum gebe ich ihm auch nichts in die Hand - das ist nicht meine Sache.

Schluß für heute und für diese Saison. Herzliche Grüße allen,

I h r

Schwerk

Team Leader  
Gossner Service Team

31.1.1974

To: Staff Members of Gwembe South Development Project  
Mr. Klaus Schwerk, Gossner Mission, Berlin  
Mr. Albrecht Bruns, Liaison Officer, Lusaka

Dear friends,

according to preliminary discussions and correspondence between all people concerned, a number of subjects have been collected for the discussions with Mr. Schwerk during his visit to the Project in February, 1974. It was our habit in the past, that we made a time table when Mr. Schwerk was already here. But this time we will most probably run short of time. May I therefore make an attempt to put the points of discussion into some order, so that it will be easier to make a time table in the end.

This proposal can be considered by Mr. Schwerk and Mr. Bruns in Lusaka, before they come to Nkandabwe, and also by the Staff Meeting on Monday, 4.2.1974, so that alterations and modifications can be done quickly when we are all together.

I. Project Staff, Mr. Schwerk, Mr. Bruns:

1. The relation between G.R.Z. and Gossner Mission

- a. Planning (by whom, under whose responsibility, how detailed, ...)
- b. Recruitment of Zambian Staff (Project policy, which steps to be taken, ...)
- c. Recruitment of G.S.T. members (replacements, experts for new programmes, for new areas, etc.)
- d. Overlapping or Phasing-out for the present G.S.T.

2. The Relation between G.R.Z., Gossner Mission, Project, and Liaison Officer

- a. Planning for Gwembe District
- b. Public Relations work
- c. Information and Co-ordination

3. The "philosophy" of the Project

- a. Development and Mission
- b. Theologian in the G.S.T.

4. The Role of the Gwembe South Development Committee

what is the target, how to reach it, ...

II. Zambian Project Staff, Mr. Schwerk:

1. Overlapping of Team members (replacement in time)
2. Principle of Counterparts for each Team member
3. Extension of Project activities to the whole Gwembe

/ ... 2

III. Team Members, Mr. Schwerk:

1. Team Structure

- a. Constitution
- b. Job description of Team Leader
- c. Next Team Leader

2. Relation between Gossner Mission and Team

- a. Structure of the Gossner Mission
- b. Competencies
- c. Information
- d. Recruitment policy

IV: Programme Officers, Mr. Schwerk:

- 1. Siatwinda Farming
- 2. Siatwinda Research and UNZA Soil Survey
- 3. Brick making and Building
- 4. Training and support of craftsmen
- 5. Tonga Crafts
- 6. Kafwambila
- 7. Cheap irrigation - dambo trials
- 8. Nkandabwe Irrigation
- 9. Health services and F&N Programme
- 10. Hand pumps
- 11. Water Supply
- 12. Chicken

Plans: Animal Husbandry  
Fisheries  
Leatherwork

V: Summary:

Attempt to formulate guide-lines for the Project policy for the next future

This is just a collection of points. It is not meant to be complete or to be followed in this order. Subjects may be cancelled or added or transferred to a different context.

The discussions with Mr. Schwerk should not only aim at clarifying some points of uncertainty and to exchange views, but also to give a general impression of each persons feelings as a background information for the correspondence between Mr. Schwerts visits. For this reason I also propose, that Mr. Schwerk meet some of the members of the Gwenbe South Development Committee, like the D.G., Mr. Mapani, Senior Chief Mwenba.

A G.S.D.C. Meeting will take place on Friday, 15.2.1974, 1000 hours, at Siatwinda.

S. Kriebel

A.F. Bruns  
Box RW 197  
Lusaka

To  
The Gossner Service Team  
c/o Mr. S. Kriebel  
Nkandabwe Camp

24 th of January 1974

Friends,

you are probably aware of Mr. K. Schwerk's arrival on Sunday, the 3rd of February. Mr. Schwerk will be in Zambia till 1st of March.

For Lusaka I am arranging the following time table:-

SO.	3.2.	10.40	Arrival Airport	
			Rest	
MO.	4.2.	8.00	Bruns	✓
		11.00	German Embassy	✓
		15.00	Kemp & Co., Mr. Giri	✓
TUE.	5.2.	8.30	Mr. Mulenga, MRD	✓
		9.00	Dr. Babbar, MRD	✓
		10.00	Mr. Mumeka, MRD	✓
		11.00	Mr. Nkowane, MPF	✓
		17.00	Mr. Wycomb (Sparrow = Architect)	✓
We.	6.2.	8.00	Mr. Fr. Krawolitzki	✓
		15.00	Immigration Office	
THU.	7.2.	9.00	I.D.Z. Working Group	✓
		11.00	Mr. Oglethorpe	✓
		<del>16.00</del>	<del>Dr. Behringer</del>	
Fr.	8.2.	9.00	Dr. Olf	✓
		11.00	Rev. McPhearson	✓
		16.00	Secretary U.C.Z.	✓
		21.00	German Carneval	
SA.	9.2.		Rest & Shopping	
SU.	10.2.	8.00	Start for Nkandabwe	

The nature of these preliminary talks may not require the presence of the Team Leader.

I am planning to come down to the valley with Mr. Schwerk and stay there for most of the two weeks. I would suggest, that the Team Leader participates in the final talks at Lusaka from 25th till 29th of February. A time table for the final meetings is expected to emerge during the first round of talks.

Yours sincerely

*AFB*

A.F. Bruns



# S.O.S.

STICHTING ONTWIKKELINGS-SAMENWERKING

## KERKRADE-NEDERLAND

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Duitsland: Deutsche Bank, Aachen

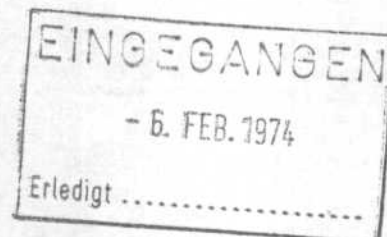
Konto nr. 197/9657

België: Generale Bankmaatschappij,

Maaseik

rek. nr. 2350146022/49

Kerkrade, den 4. Februar 1974



Unsere Ref.: P.M.J./9565/74.8076

Gossner Mission

1 Berlin 41

Handjerystrasse 19 - 20

Deutschland

Sehr geehrte Herren,

Wir erhielten einen Brief von Gwembe South Development Project in Zambia, datiert den 22. Januar 1974, von dem Sie eine Kopie erhalten haben. Anbei übersenden wir Ihnen eine Kopie unserer Antwort.

Dies ist das erste Mal, dass wir mit Ihrer Organisation in Kontakt kommen und wir möchten Sie freundlich bitten uns etwas näher über Ihre Arbeit zu informieren. Anbei übersenden wir Ihnen einiges Informationsmaterial betreffss unserer Stiftung.

Wir hoffen bald von Ihnen zu hören und verbleiben,

mit freundlichen Grüßen,

P.M.J. Meijjs

mk

Anlage.



S. O. S.

Stichting Ontwikkelings-Samenwerking

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Kerkrade, February 4, 1974

Our ref.: P.M.J./9565/74.8075

Gwembe South Development Project  
Tonga Crafts  
P.B. 1XC  
Choma  
Zambia

Att. Mr. S. Kriebel  
Gossner Service Team

Dear Mr Kriebel,

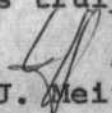
Thank you for your letter of January 22, the price list and the information about your organization. Your project is very much according to our ideas of development, which you also may have concluded from our "Strategieplan". We hope to have a fruitful cooperation.

We received the pictures of your articles. However, it is impossible to see what the sizes are. We request you kindly to let them know in your next letter. We would also be pleased to be informed about the discount possibilities for bigger quantities per item. Are the prices you mention in your price list f.o.b. (free on board) or c.i.f. (cost insurance freight)?

We prefer a direct contact with our partners, also with regard to payments. For this reason we request you kindly to give your bankaccount in Zambia, on which we may remit, in case of an order, the money.

Looking forward to your reply we remain,

yours truly,

  
P.M.J. Meijjs

mk-

copy: Gossner Mission, Berlin

by separate mail: English and Dutch version of "Strategieplan"  
English short guidelines

Stichting Ontwikkelings-Samenwerking  
Postbus 25  
Holzstraat 19  
Kerkrade  
Netherlands

#### S.O.S.'s aims

S.O.S. is an international organization engaged in buying products from non-commercial organizations (by preference cooperatives) in the Third World. We sell those products in Europe, i.e. the Netherlands, Germany, Belgium, Switzerland and Austria, partly via our own idealistic channels, partly via other foundations which have similar ideas (collecting funds for the Third World) and partly via commercial channels.

S.O.S. has its own ideas about development, but it does not enforce them on its partners in the Third World. We recognize that true development is not only an economic aspect but a total human problem in which all other aspects (social, political, medical, educational, etc.) are as important as well.

We assume that cooperatives in general do efforts to fulfil all these needs of the people but we do in no way interfere with their way of accomplishing this aim. S.O.S. is in first instance an economic foundation, which provides a means for the people to develop totally. It is in this way that SOS wants to provide its help to the producers in the developing countries.

#### Short history of S.O.S.'s activities in Western-Europe

In 1959 S.O.S. started as a conventional organization for help to the developing countries. In concreto, funds were collected and only those projects were financed which had a chance to become self-supporting in foreseeable time. Most of the projects financed in that way were production centres, many of which - as appeared in a later stage - had growth-problems due to an unstable market.

In 1967 S.O.S. decided to function as an institution which would intermediate in the sales of non-western products on the Dutch market. Through the years S.O.S. expanded to Germany (under the name of "Gesellschaft für Handel mit der Dritten Welt mbH"), Belgium (S.O.S. and associated with A.V.A.P.), Switzerland (O.S.3), and Austria ("Aktion Dritte Welt Handel").

#### S.O.S.'s organizational structure

Up to now only the European countries mentioned above are represented in our board, although we realize that the ideal would be that the board would be composed of representatives from the poor nations as well.

All national affiliates have its relative autonomy with regard to their sales, but all divisions have one central-import-station, namely S.O.S.-Kerkrade.

The import division has been centralized in order to provide an optimal service and guidance to the producers overseas.

Unhealthy competition between institutes which claim to work for the benefit of the Third World can be avoided in that way; producers cannot be confused, and most importantly it is much more economical, which enables our foundation to compete with the commercial trade, which generally spoken, is used to pay to the producers 50 % of the amount paid by SOS.

#### S.O.S.'s strategy

S.O.S. believes that middlemen do have a positive function in trade. The problem, however, is not in the existence of the middlemen but in the fact that too many of them exist in one and the same production line and besides, that they make unreasonable high profits.

S.O.S. wants to operate as an alternative trade channel, which does efforts to compete with injustice to commercial trade. Our price system is therefore generally alike with the commercial system, except for the fact that our profit margins are reasonable. S.O.S. does not want its partners to be dependent from S.O.S.. We like to help producers to mature; hence they may be able to deal with commercial trade without cutting the prices to the producers (in some cases this is only a long run objective).

On the other hand, S.O.S., as the marketing arm of the producers strives for becoming an economic power (by competition), which would enable us to correct injustice in commercial trade. This can never mean that S.O.S. should dissolve itself on the moment that the commercial trade pays reasonable prices to the producers as this would imply that we would regive the monopoly to them.

Therefore, S.O.S. pays to the producers reasonable but not extremely high prices. As explained later, handicrafts articles are generally sold to the consumers at 3 to 4 times the f.o.b. price. In commercial trade it is generally 4 to 6 times the f.o.b. price. S.O.S. is therefore in a position to compete with normal trade even when it pays more to the producers. Besides profits made by S.O.S. are completely reinvested in new purchases from the Third World, which in turn would enable us in the long run to eliminate the exploitative practices of commercial middlemen in the developing countries.

#### S.O.S.'s sales policy

In fact the producers' profits do partly arise from elimination of middlemen in the producer's country. S.O.S.' profits (which is returned to the producer by means of new purchases) do partly arise by the elimination of as much as possible commercial middlemen in the consumer's country.

By means of these profits we are able to help an increasing number of producers all over the world. In 1973 we had sales of 1 million U.S. dollars, indicating that a similar amount is available for purchases from the poor nations in 1974 (of course, expenses for personnel, transportation, etc. have to be substracted).

S.O.S. sells its products to three categories of buyers:

1. the final consumer: price is about 3 to 4 times the f.o.b. price.
2. the retailer: like Third World shops, action groups and similar.  
Price is about 2 to 2½ times the f.o.b.-price.

3. the wholesalers, like foundations for developing countries who order big quantities at once. Price is about  $1\frac{1}{2}$  to 2 times the f.o.b.-price.

Most of our sales are to wholesalers, which buy for about 75 % of our yearly turnover.

I may remark that S.O.S. does not fix or determine prices for certain products. It is the producer who should determine a fair price. The only thing we do, is selling the article at the offered price. In some cases articles cannot be sold because of its high price. We do not expect the producer to be underpaid in that case, but advice to engage in another production area. It may be called charity if we would buy articles which do not have a chance at all (even in the long run) to be sold profitable.

Of course the principle of "the lower the prices the bigger the demand" works also in our foundation. Therefore, it is needed that S.O.S. together with the producers discusses the price. The cooperative should build up its capital as well as S.O.S. does. Ideally the cooperatives should grow just as fast as S.O.S. does; hence we will always be sure to meet the supply.

Sometimes it may happen that prices can be <sup>raised</sup> ~~realized~~ because of the tremendous demand. We will inform you in that case that you can higher your price. It may also be that prices should be raised because of increasing expenses in the developing country itself. In that case you should inform us about the increase and we in turn inform you about the consequences (eventual decrease in demand). As far as this is concerned price-increases from your side should be computed as fast as possible. Sometimes we are confronted with increases of 50 % at once, which has a bombic impact on the sales as you surely will understand.

In general you may consider S.O.S. as your salesmanager in Europe. We know the market and will inform you about it. On the other hand you know the production possibilities and you should inform us about it. In other words also we prefer "open books".

#### Shipping procedures

The price of an article in relation to its weight determines the mode of shipment. Normally this implies that shipments are done by surface-mail. Relative light-weighting articles which are high in price may be done by airmail.

#### Mode of payment

Normally we pay via banks. The procedure is different from partner to partner. Sometimes advance payments are made on receipt of proforma invoice, but on the condition that the articles are to be shipped one month after receipt of the money. It may be understood that advance payments are only made if partners are reliable and have a need for it.

#### New products

In case a partner wants to introduce new articles, photographs should be sent in first instance with the quotation of the f.o.b.-price at the back side. After receipt of the pictures, a sample-shipment is ordered, normally up to a value of US\$ 100,-.

After receipt of the sample shipment a trial is made as well as a study of the quality of the articles. Information is given to the producers and in case articles are found salable, an order is done. It is always needed that a partner quotes its monthly production capacity per item. Hence, we can adjust our order to his capacity.

#### Salable products

In general it may be said that textile-products are not suited very well for export. This is partly due to the tremendous competition from mainland China and partly due to the poor quality of most products. Most of the products we receive are not wash and wear. Maybe the future may change things as the oil-crises will bring a raise in nylon-products (common products in Europe).

Very well salable are woodcarvings, bamboo-articles and pottery (small sizes because of breakage).

To a lesser extent are salable place-mats, bags, coconut articles (monkey-pots) and windshimes (capiz).

Usury-articles find a more stable market than ornamental products because the latter ones are dependent from fashionable periods.

Medio September 1973 S.O.S. started with selling coffee from Guatemala (a federation of small land-owners). This experiment was successful from which may be concluded that consumptive articles certainly can belong to the products imported from the Third World. We are among others very much interested in jams and jellies from oriental fruits.

8th January, 1974

Gossner Service Team  
Mr S. Kriebel  
P.B. 1xc  
Choma

Dear friends,

As I am trying to clear my writing desk I find again your letter of Dec. 16 with an attached remark "not finally answered in all points open". I keep your claims in mind that I do not always react completely on your questions. So what is still open?

I have noticed that the Bachmann family and obviously Stöpsel Bachmann as well have safely arrived in the valley. Heartly wellcome!

Also I have noticed the remark that Sietske wants to work again. Similar information came through a private letter. We fully agree to this if you in the team find it of any use. Please let me know your considerations. You certainly will keep in mind that I stick to the point of fitting anybody's activity into a framework of coordinated work in a larger context - with other words: whoever works or starts to work should do this with the aim that his or her activity will bring about reactions of those to whom he is directed and that these reactions should lead to an ever increasing activity on the side of the others.

The information about the rainy season and the work progressing in the building sector are very interesting for me. I long for personal impressions. When in the valley I shall definitely have a look on all the building sites.


The question what happened with the crafts sent to Germany has brought me into troubles. Of course they all arrived well and safe. I have distributed some of them but the major part is still lying with me. Some weeks ago I offered them to the Munich people who once asked for them. I sent the photographs to them along with the descriptions and price list but did not receive any reply as yet. I have to remind them, in fact I should have done already. But this was out of my mind. I regret for that.

This is all about your letter. Now I can file it. Kabotu!

I close this letter with two enclosures: The one is a personal letter I have recently written to all the pastors here in Schöneberg. You may notice the way some people twist facts as they like and feel. More could be told about this dirty business. The other one is purely private, troublesome to read on the front page (because my wife did not switch off the tape of the type writer), and in German. So you may use it for whatever you like. But<sup>as</sup> some of you have honoured me with their own circular letters I do the same in exchange.

With kind regards and cordial greetings

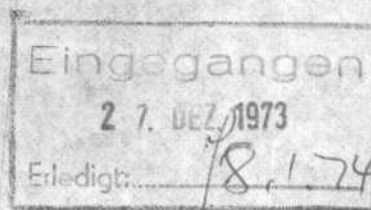
yours



Gossner Service Team  
P.B. 1xc Choma

16.12.1973

Mr. Klaus Schwerk  
Gossner Mission  
Berlin 41  
Handjerystr.19



Dear Mr. Schwerk!

First of all all the best wishes for a blessed Christmas time and for a good new year, for you and all the others of the Mission Headquarters (should this letter arrive in time). We do hope that you do not freeze too much from lack of oil. If it were possible, we would happily share our heat with you.

Thomas Bachmann has arrived a few days ago and has now moved into Dieters former house. In Lusaka he has met Prof. Behringer and went with him to the Meteorological Institute for some instruments and to Mount Makulu for some more equipment and for technical advice. Everywhere they were assured of the good will for co-operation.

The dog Stöpsel has also arrived in good condition. To-morrow, after a trip to Choma, we shall discuss in the team about the question of a car credit for Thomas. And Sietske wants to work again and has made a proposal for her future activities. This shall be discussed as well.

The rainy season seems to continue well. Especially for the farmers who have planted after the first rain. The ones who waited for the second one, are a bit late, as that did not arrive before the 10th December. But since then we have light showers every now and then. The dry period until mid-December was very good for the building group, which is about to complete the classroom block and teachers house at Kafwambila, and has started preparations for a staff house for the Catholic Church at Makonkoto (which is the place of the Girls Boarding School between Sinazongwe and Maamba). This house is ordered by Fr. Walsh of Maamba for a Catechist who was an Agricultural Assistant, at first at Mweezia on the Maamba Road, and then transferred to Kanchindu, in order to replace an useless A.A. there, because he was a good officer. Now he has quitted the service and joined the Catholic staff, as the salary and conditions are better there. The Fathers are very active preaching and building churches in the area between Maamba, Sulwegonde, Kanchindu, Sinazongwe and Sinazeze.

What happened to the crafts which I sent to Berlin? Did they arrive in good condition and could you make use of them? Lüdinghausen, the Völkerkundemuseum and yourselves are the only ones so far who have reacted to our crafts offer from about June. I wonder why nobody else did react. As I sent the mailing list for those offers to you, could you perhaps kindly send a reminder to the same addresses?

As you hopefully will arrive here soon, I may stop now and leave the details for the time when you are here.

Many greetings,  
yours sincerely

*Sigward Weibel*

Bolin

5.12.1973

Herrn und Frau  
Peter Steenpass  
44 Münster  
Hornstr.6



Lieber Herr und liebe Frau Steenpass!

Wie geht es Ihnen denn so? Und Ihrem Modell? Wir sind ja nun gespannt, zu hören, ob und wie unsere Tonga Crafts "angekommen" sind in des Wortes doppelter Bedeutung. Und natürlich auch, ob ein und welches follow-up sich eventuell aus dem Ausstellen der crafts ergeben hat.

Inzwischen hat Fr. Walsh in Maamba damit begonnen, in den Dörfern, die er hinter Maamba regelmäßig besucht, auch crafts zu kaufen und dann uns zu bringen, damit auch dort die Leute von dieser Minnahmequelle mit profitieren können. Im Grunde möchte er jedoch diese "Nebenbeschäftigung" bald wieder loswerden und wir überlegen gerade, wie wir es am besten organisieren können, jene Gegend mit in unseren Aufkaufrythmus einzubeziehen. Die Frau des Doktors in Maamba, die privat eine Menge für die Vermarktung von Tonga Crafts in ihrem Bekanntenkreis in Zambia und England getan hatte, hat zwar versucht, die Diözese Monze zu überreden, die Vermarktung von Tonga Crafts in Maamba zu organisieren. Wir hätten von unserem Project aus gar nichts dagegen gehabt, denn erstens hätten wir dann Kapazitäten frei bekommen, und zweitens kann es nur gut sein, wenn nicht eine Organisation in einer Gegend das "Entwicklungsmonopol" hat, natürlich, solange sich die betreffenden Organisationen abstimmen. Und das ist in unseren Fall nun so geschehen, daß wir mit der einmal begonnenen Crafts-Vermarktung fortfahren, während sich die Diözese möglicherweise auf einem Gebiet engagiert, auf dem sie bereits Erfahrungen um Monze herum gesammelt hat, nämlich die Gründung von Kredit-Genossenschaften. Darin haben wir gar keine Erfahrung.

Kürzlich kam das Ehepaar Fuchs vom Trade Training Institute in Choma von einem Heimurlaub aus Deutschland zurück. Von Misereor-Leuten in Aachen waren sie auf das schlechte Verhältnis zwischen der deutschen Mitarbeitergruppe am Institut und den Afrikanern dort (Schülern? oder Lehrern?) angesprochen worden, und dabei hatten sich die Misereorleute auf Sie berufen, und Sie wiederum hätten Leute von Gossner Service Team zitiert. Nun kann ich mich nicht mehr auf Einzelheiten unseres Gesprächs über das TTI Choma besinnen, und Fuchses hatten auch keine Gelegenheit, Ihren Bericht an Misereor zu sehen. Die ganze Sache ist also sehr vague. Trotzdem habe ich das Gefühl, daß den Deutschen am TTI bitter Unrecht geschieht, wenn man ihnen ein schlechtes Verhältnis zu den Zambianern am Institut vorwirft. Es geht sogar das Gerücht um, die Deutsche Botschaft solle das mal für Misereor nachprüfen. Aus diesem Grunde möchte ich noch einmal zu dieser Frage Stellung nehmen.

Aus meinen Unterhaltungen mit allen Mitgliedern der deutschen Gruppe dort habe ich schon vor Jahren den Eindruck gewonnen, daß sie sich sofort nach ihrer Ankunft am Institut nicht nur um ein gutes Verhältnis zu Schülern und Kollegen ~~im~~ im Rahmen des Unterrichts bemüht haben, sondern auch versuchten, private Kontakte außerhalb des Unterrichts zu knüpfen und zu unterhalten. Sie haben nicht nur die Schüler an den Abenden aufgesucht, um mit ihnen Tischtennis usw. zu spielen und sich zu unterhalten, sondern auch wiederholt ihre zambianischen Kollegen zu sich in ihre Häuser eingeladen. Zu ihrem Bedauern stießen jedoch ihre Versuche in beiden Richtungen wenn schon nicht auf Ablehnung, so doch zumindest auf Desinteresse. Sie haben sich das dann so erklärt, daß ihre Kollegen an privaten Kontakten überhaupt nicht interessiert sind, da sie solche auch untereinander überhaupt nicht unterhalten, und daß die Schüler sie vor allem in ihrer Rolle als "Lehrer" sehen, und in ihrer Freizeit lieber "unter sich" bleiben wollen. Wenn also kaum private Kontakte zwischen den Deutschen und den Zambianern bestehen, dann scheint das auf keinen Fall die Schuld der Deutschen zu sein.

Auf der anderen Seite scheint das Verhältnis der Deutschen zu ihren Schülern im Rahmen des Unterrichts ausgesprochen gut zu sein. Natürlich haben beide Seiten manchmal Schwierigkeiten, sich immer vollkommen auf die Unterschiede im kulturellen und ausbildungsmässigen Hintergrund einzustellen, aber die Schule ist eine der besten in Zambia und die Lehrer sind an ihren Schülern nicht nur hinsichtlich ihrer Ausbildung, sondern auch hinsichtlich ihres persönlichen Ergehens interessiert.

Ich schreibe Ihnen das alles, weil möglicherweise eine zusammenhanglose Bemerkung über mangelnde Kontakte ein völlig falsches Bild entweder schon bei Ihnen, oder dann bei Misereor ergeben hat.

Vielleicht können Sie auch bei Misereor diese meine Meinung über das TTI Choma in geeigneter Form noch einmal zum Ausdruck bringen. Es wäre mir doch sehr unangenehm, wenn wir vom Gossner Service Team dort die Ursache für ein negatives Urteil über das TTI Choma wären. Das entspräche ganz sicher nicht der Wirklichkeit.

Mit herzlichen Grüßen  
und allen guten Wünschen für  
das Weihnachtsfest und das neue Jahr

bin ich für heute  
Ihr

S.K.

28th December, 1973

Gossner Service Team  
Mr S. Kriebel  
P.B. 1xc  
Choma

Dear friends,

Before the year ends I should at least try to clear my desk from some of the most urgent matters lying for long time. One of them is the reply to you and the confirmation that I had received your letter ~~from~~ of Nov. 20 containing a lot of copies and minutes, and quite recently your letter of Dec. 16 along with a copy of your letter to the 'steenpass' of Dec. 5. Some more letters have arrived here but have gone to Mrs Meudt for ~~their~~<sup>her</sup> reaction. Thank you very much for all information given.

It is rather difficult for me to start answering your many questions and remarks which you put down in your letters. First of all perhaps I should inform you about the further development of my visa case. Exactly two months after I had applied for I received the visa for Zambia, just two days to early. I had in mind to write a nice, cool and nevertheless poisoned letter to our friends in Bonn for a merry Christmas. But they spoiled the game and gave me the visa on the 20th of December. So the date for my coming to Zambia has been fixed again and the tickets changed. If everything remains as planned I am arriving at Lusaka on Sunday, the 2nd February at 10.40 by AZ 854. This is the earliest possible date as we shall have Kuratorium on 30th Jan. and Zambia Advisory Committee on 31st Jan. As again there are dates in March I have to leave Zambia on Friday, 1st March at 21.10 in the evening by AZ 855 for Rome. In between I am at your disposal hoping that you keep in mind that I have still six unsettled children when making your programme for me - I am expected back in Germany alive.

This brings me to your papers. I am full of admiration for your intensive work on subjects like "Overlapping of Team Members (?)", "Counterparts", "Increasing of Team Members", "Zambianisation". This is food for thought for me and I thank you for the same. I am ready to argue with you, and of course I am ready to change my mind if necessary. What appeals most to me is the spirit I feel behind the lines of all of your letters - and this includes the letter of the Krisifoos for which I thank them especially as it was a really nice and sound analysis of his work. I think that the conditions for our talks are good and we both are well prepared.

You know that I am - by profession? - fixed to planning. May I therefore suggest that the talks be centred on two focus:

- (a) the Team and its internal and external relations, and
- (b) the Project and its aim, its problems, its shape today and in future, etc.

I know that both items are linked but for more transparency it may be better if we deal with them separately. We have had recently a two days discussion about the future of the Gossner Mission policy. I am personally confident that this policy will be shaped intensively by the development of the financial situation in Germany. Many of us are convinced that the times of more or less unlimited expansion are over and that money for matters not directly concerned with the people's needs will decrease. Mission and development in the Third World is

World is probably not ranging at a very high priority. If we however expand this branch we have to have strong arguments and we have to have convincing programmes in order to get the support we need. But not only general statements are needed. We have to have an as clear as possible picture of what and when is to be "produced". This means a long range programme for personell and projects. In the moment the Mission is not at all convinced that the number of workers in Zambia is to be increased. If somebody more is asked for it is not simply a question of naming a new project but of demonstrating that this very project is an indispensable link in a certain chain. For in future every new person somewhere will be taken from somewhere else. A person more in oversea means a person less in Germany. I personally support this fully but I am sober enough to see that this will mean much work and many troubles.

This again brings me ~~to~~ <sup>to</sup> the Janssens, the couple now under training for their service in Zambia. I believe that you may have not at all been informed officially of our decision to employ the Janssens. This was probably because I keep their records since months with me for the talks in Zambia I intended to have in Nov. last. I regret the delay though there is still much time left till the new people will come to Zambia. But I should at least tell you some basic data about their back ground and about the time table.

Arnold Janssen, 5.3.45, is Maschinenbautechniker by profession. He has been working for years as a mechanician with specialisation on building machines, later on water purification works (if I remember correctly). Besides his work he took external lessons, later on permanent ones, in order to qualify himself as technician. He received his diploma last year. He is married with ~~Greta~~ Gretchen (this is her real name - by order of her parents) who is an extremely charming and experienced nurse. She has herself applied for work with the G.M. and is under separate contract. She has worked for years in different sections of a hospital, at least in the operation ward. She was born on 5-10-49. Both know very little English. So they will have to go for a three months pressure course in English to England next year. Now they are at Mainz in the running five-months-training- course for Urban Industrial Mission. This is, according to their own description and to the information of the people in-charge, an extremely helpfull experience for them, especially in the field of working together with a group of quite different people with different educational and professional background. It is a special luck that the Köhpcakes too have joined this course - for the Köhpcakes and for the Janssens. And for the whole course as well! It is the first time that I feel happy when I look at the preparation of a future co-worker for abroad and I think it matches with your demand for a better introduction to work prior to the job. This course lasts till April, and will be followed by a three weeks introduction to special problems of developing countries by DÜ. From May to July they are participating in a language course in England. Their transfer to Zambia is planned for the beginning of August 1974.

I should just add that there is still another man "on the pan": Hans-Heinrich Wirthgen, 21.8.40, civil engineer (1962) and theologian (1972), now under probation (Vikariat) till October 1974. He has not yet <sup>him</sup> been given any contract but he is considered and applicant for Zambia. We keep <sup>him</sup> informed about all matters of common interest and perhaps he will join the Team a year from now or so. But this may be discussed with you at the time of my visit. It is nothing but a possibility.

Just this moment the private circular letter of Frieder Bredt came in. I have only read the first few lines but would like to thank him very much. I too feel guilty not having written to him. There were many reasons for my silence - much work, some disturbance, but also some fraction in the relation to the Team as a whole body which turned out in a reduction of correspondence to the mere official letter.

A few weeks ago I had to take the graduation Examination (Diplomprüfung) for Kurt Beck. He and his friend Christoph Wagner had prepared a paper about the possibilities and limitations of Development under special care of the Ba-tonga and the Kamba (in Kenya). It was an inspiring adventure to read their findings. In fact they started <sup>with</sup> (or went back to) the early man, even the first signs of organic life, and in spite of many question marks I put at the edge of their paper I have gained quite a new insight into many of the problems you are facing by your daily work. I asked him to send one copy to you in order to share the experience. Of course this is a purely theoretical paper and has but few practical aspects. But every explanation is "theory", and so is every plan, every policy, every programme. The ability to explain, to plan, to have a policy, to prepare a programme, to act rational is the specific human aspect of life. This aspect is "theoretical" and as such I consider any sound theory a challenge to humanism. Perhaps you may get this paper - then I would like to encourage you to take the time and spare the nerves to read it with a pencil at hand. It pays, I believe.

I am including two copies: One is an Interview taken in July long before the oil crisis came to Europe. Though it is a poor copy I hope you may read it with benefit. The other one is a paper which I prepared a few months ago in order to control my normal school class lecture about problems of development. It is meant for school children of the age from 14 to 17 years and has proved quite helpful. Perhaps you read it again with a pencil and let me know your comments. To demonstrate the starting point I should add that after some time I found out that it was a mistake to presume that words like Entwicklungshilfe, Entwicklungsland etc. are commonly known. At my direct question: Please name any development project, programme, place, person you spontaneously get in mind, in several cases I did not get any reply, in other cases such as Red Cross, Viet Nam, Africa. Cabora Bassa, at one time mixed with Mombassa, was hardly known as word, and not at all as project though it went through all papers in Germany not even one year ago. One has to start at zero, if not below.

I could go on with remarks on the Near-East-crisis, especially after my visit to Israel shortly before the war. I have my own view on the matter and do not agree with those who put the responsibility on the Israelis. But this would go beyond the capacity of this letter and perhaps may be saved for later times. At least I appreciate the effects of the oil crisis in so far as it will lead us to concentrate on priorities. The future shall show where we are putting these priorities. I am rather pessimistic yet for all those who hope for more balance (in order not to use the word justice).

This is the last letter I am writing in the year 1973 to Zambia. It will arrive in the next year. May this year see all of you in health, with good mood, with always as much motivation as your work demands, with good friends and neighbors, with a supporting administration, with a running motorvehicle, and with so many letters from home you want to have.

Yours



20.11.1973

Mr. K. Schwerk  
Gossner Mission  
Berlin 41  
Handjerystr.19-20

Eingegangen
29. NOV. 1973
Erledigt: .....

Dear Mr. Schwerk!

Many thanks for your letters of 6.11. and 11.11., which has just arrived. As I was just about to write to you, it was in time to be included into the answer.

First of all receive our sympathy with your misfortune with regard to the visa. As you have heard already, you are not the only case, even Dr. Zahn from the BMZ had the same trouble, as I learned from Dr. Krapf recently. Therefore it does not seem to be an action directed against the Gossner Mission, but a general policy in West Germany. This may comfort you and give you an argument for discussions with those Mission "friends" who wait for the failure of our work in Zambia.

Secondly you may not yet have heard that Mrs. Krapf fell sick with Gelbsucht a few days ago, so that they might have to postpone their flight to Germany. But she is improving and strictly following the doctor's advice.

Mrs. Bachmann has today announced the arrival of her husband within the next 3 weeks. Hopefully he has his visa already.

Now, concerning your visit. Of course, we deeply regret the delay, as we have been looking forward to your always inspiring presence and the discussions about many things. February is still convenient for us, but March would be too late, as not only Izaak but also Friedrich would be on leave by then.

In order to inspire your preparations for your visit in February, we attach 2 more papers which were written down for starting a discussion on some subjects. Moreover I shall give you a list of subjects which have been collected by the staff meeting and by the team:

Staff (especially Zambian Staff):

1. Overlapping of Team Members  
This refers to the need of replacements in good time, so that the leaving officer can introduce the new one into his job.
2. Counter-Parts  
This refers to the training of Zambian Officers to be appointed by the Government or to be recruited by the Project, and to be attached to one member of the Team in order to take over.
3. Increasing of number of Team Members, in order to cover the whole District with certain activities like water supply, road improvement etc.

I have written these subjects already in another letter.  
Now the subjects of the Team:

1. The relation between the Mission Headquarter, the Liaison Officer and the Team  
(especially concerning the flow of informations)
2. The Team Constitution and the Job description for the Teamleader  
(especially concerning the relation between the Headquarter and the Team)
3. Overlapping Policy or Phasing-Out Policy (see paper)
4. Development Work and Missionary Witness (see Paper)
5. The questions at the end of our 3-years- report to the Mission
6. Competencies of the Mission Headquarter, the Kuratorium and the Team (a clarification)
7. Recruitment Policy  
(priority to persons available, to requests from the Project or to a master plan)

Friedrich just told me, that he would like you to send the ball bearings for our pump in the camp immediately (by air), but that you, in order to be on the safe side, may bring a second set of the same 2 ball bearings with you in February.

We also would remind you that we do not get the "ZEIT" since June. Could you kindly check what is wrong there? We are very interested in it, as it is the only information of that kind for us.

Please find attached copies of the 2 documents you have asked for in your last letter.

The rainy season has started very well in most parts of Zambia. In the Valley there was rain for about a week at the end of October/beginning of November. The newspapers are already expecting another bumper harvest.

Have you heard of the catastrophe for Zambian football? They had hoped to represent Africa in Munich next year, but lost to Zaire both games (allegedly through witchcraft). Now their chances are minimal.

Rumour has it, that Dr. James the doctor in Maamba, will be transferred on the request of the Mine, against his own wishes. So he has lost the battle. Mrs. James, who did some marketing of crafts is now trying to involve the Fathers in Maamba, so that they may start their own crafts centre. They have already asked us for our comments, particularly on possible co-operation.

Mark has missed his chance to become a candidate for Parliament. There had been 6 people competing in Gwembe South for nomination, but only 3 are nominated as candidates for the general election. Another one who failed, is the Senior Chief. At first Gray had also competed, but withdrew before the primary elections.

So much for today.  
Many greetings to all of you,

yours,

*Siegwart Kriebel*

20th November, 1973

Gossner Service Team  
Mr S. Kriebel  
P.B. 1xc  
Choma

*Sg 20/11*

Dear friends,

yesterday, the 19th November, we received your letter of 4th September containing a lot of very elucidative material on your work and problems. Especially I got those two documents for which I recently asked: the letter to the Commissioner LSB and the Memorandum. Also the two minutes of your ~~staff~~ team meetings of 6th and 20th August were of help to see your questions to us in Berlin as well as between each other. Thank you. The mail service seems to be as bad as the administration at the Bonn embassy. I still have no visa nor did I get back my passport. If I would be in South Africa I would consider myself being in the honorary state of Ban having been taken away my travel documents.

I should try to react on your points as good as possible though I would rather more like to talk about them verbally to you. But we should not spend time waiting only.

Dambo irrigation of George. This point in conjunction with the minute's remarks puts the question on GM to look for replacement of George right in advance. This is principally agreed to. The problems are however well-known. George's contract at Zambia ends on the 30th April, 1975. There are three more months declared as "service in Europe for Gossner Mission!". I am not quite aware whether or not George would be willing to serve here in Europe or to add these months to his stay in Zambia or to cancell them at all and shorten the whole contract time by these three months. Perhaps this could be discussed there. In case we should have to send his successor to take over his job at the end of his normal contract time we would not have the opportunity to have him passing the 5-months-course in Mainz which usually begins in November and ends in April. We have sent the Janssens to this course now and hope very much that this time will be of great benefit for them later. So for the date of the handing over, it is now just the right time that George would let us know when he is going to return. Secondly we should have a job description as extensive as possible. It should not follow the usual pattern of stating a number of minimal prerequisites more or less self-evident. It should rather more be a report on the subject including all the periphery zones of work which very often turn out to be the determining factors. People will ask me hours and hours about the work to be done and the circumstances of that work. So 10 pages are better than five, and fifty better than ten - just to give you an idea of what it means to find a man to replace anotherone.

Letter to the commissioner. I see your intentions and fully support them. Moreover I can imagine that the man in Lusaka is not at all very enthusiastic about your approach. It would mean re-thinking. Nobody likes disturbance of his life, and an officer less than everybody else. If I would come to Zambia I shall take up the matter after your final preparations.

Transport Expenses in the project. There was no such statement in your letter. Perhaps you forgot to include it. But I believe we can postpone the point. It doesn't seem to be of very urgent nature, at least not for me to react on it.

Gwembe Valley Development Corporation. This phrase dates back to Mr Garbrecht's report and is formed in the analogy by the Tenessy Valley Authority in the USA. Just now I found out that the correct name would be "Authority" instead of "Corporation". I mixed it. The relevant section of Garbrecht's report reads: (page 51/52) "Responsible Agency for the Implementation of the Development Plan"

The dimensions of the project are too large and the variety of problems involved too great to be implemented on a district level. On the other hand, such a plan cannot be carried out efficiently from a distant Ministry in Lusaka. It is therefore proposed that a new authority not connected to any existing organisation in the valley, be formed which would be directly responsible to the Provincial Minister. This agency, perhaps called "Gwembe Valley Development Authority", may orient itself to the principles of the larger Tennessee Valley Authority in the USA. It should have its own budget within that of the province, and be responsible for setting up the master plan of the valley."

From the very beginning I tried to convince the people in Lusaka of the benefit of such authority - but also from the very beginning the Zambian counterparts in the discussions were reluctant on that point. In the meantime I have found out some explanations. One may be that the approach to problems is basically different ~~between~~<sup>by</sup> Americans and British. As such the Zambians are "British" and I myself are "American". There are very interesting collations of the approach to Community Development which I happened to read some time ago and which reveal this rather clear.

Team and Team Leader. This subject may remain as it is until we meet. I have the feeling we have both improved on our mutual understanding on that point.

New Kuratorium. We had a very old and in many important points out-dated Constitution of the Gossner Mission. The practical arrangements partly were quite contradictory to the Constitution. So for long we felt it necessary to adjust it to the situation. This gave us - inter alia - the opportunity to alter the mode of election of members of the Kuratorium. It was the rule that a person once elected was member for life time. This resulted in a rather old and less flexible body. The Kuratorium agreed to change this for a limited period of membership. Consequently the present members were asked to resign in order to give room for re-elections. Almost all the members resigned and a new Kuratorium was formed. It will meet for its constituent session in January 1974.

Building Section. Dieter was in Berlin but we have had no talks on any plan to return to Zambia. I did not expect this to be a realistic possibility. All what we were talking about was his future as a student for vocational teaching. He has applied for admission but has to wait until next April. He and Ingrid are now at Mainz participating in the course there.

I hope I have covered all your points of the last letter. As soon as I have news on my visa I shall write again. For the meantime best regards to all of you.

Yours

PS. Eben rief Herr Bachmann (DÜ) an und wir haben uns über sein Auto unterhalten. Ich habe ihm abgeraten, sein eigenes, altes mitzunehmen, sondern sich in Zambia ein "landeseigenes" zu kaufen. Er will das, und drum schreibe ich Ihnen, ob Sie vielleicht ein "Teamauto" zu viel haben, das er kaufen kann, oder ob man unter Teamnamen, also einfuhrsteuerbegünstigt, eins kaufen kann. (Oh, jetzt habe ich deutsch geschrieben, weil ich eben deutsch gesprochen habe. Entschuldigung!)

Gossner Service Team  
P.B.1xc Choma Zambia



4.9.1973

Dear Mr. Schwerk,

Many thanks for your letter of 22nd August, but before I come to answer it, I have a few old items to cover which are still pending from the time of your leave.

1. Dambo irrigation trials by George

George has indeed reached a stage at Nkandabwe, where he has to make plans for the rest of his time in Zambia. He thinks it is worthwhile to try dambo irrigation at some suitable places, particularly along the River Munene. But this would be a trial which needs observation over a number of years. He therefore wants to hear from you, whether you can assure him that a replacement would be available for him in time, because otherwise he would not start those trials at all, but concentrate on something else.

2. Letter to the Commissioner of 1.8.73

It was felt in our team and agreed by the staff meeting after some discussion that we should make another attempt to make the Government aware of the funny situation that the Project is still practically run by the Gossner Service Team rather than Zambian officers. I brought that letter personally to Mr. Mulenga, but he did not understand at all, what I was talking about. Finally he agreed without much enthusiasm to come and visit the Project, but when I saw him next time in order to collect a date for his visit, he told me that he would have to postpone it for the time being for some funny reason.

We are now thinking of waiting a few more weeks, raising the question on the next Gwembe South Development Committee and then perhaps write a similar letter to the Permanent Secretary Rural Development, after having talked with him first.

This might give you the chance to put your questions to the Ministry, when you are here. They should then be somehow prepared. To me it seems, that it may well be, that the Government will fail for some more time, to find suitable officers for taking responsibility in the Project, and the expatriates might be needed to fill this gap. But we want to make it clear, that this is not our wish, but that we have pushed in a different direction all the time. Nobody shall be able to blame us for running a Project and hindering Zambianisation. On the other side there is little sense in forcing it without the adequate personnel.

3. Transport Expenses in the Project

This statement has been prepared on Albrechts request some time ago, when he was asked in the Ministry about our extremely high transport expenses. It is meant to be given to those officers, who are somehow related to our Project and who have the same doubts about our transport policy.

4. Gwembe Valley Development Corporation

I am not sure, whether I ever heard of this, at least I can not remember. If it really was the case, that such a corporation was under consideration in the very beginning of negotiations, then we are not too far from what was planned. I always thought, that no corporation or "project" was planned, but a co-operation

between the team on the one side and the Government departments on the other side, partly strengthened by especially appointed officers, under the co-ordination and direction of the Gwembe Valley Co-ordinating Committee. But if indeed a corporation was under consideration, then the only difference to the present situation would be, that the Project is not only tackling irrigation, but puts emphasis on the non-agricultural sector. This would of course strengthen your position with regard to the lack of Zambian officers in the Project.

#### 5. Team and Team Leader

Whether a corporation or not, the Project is at least an institution with a central administration. And as long, as the Zambian Project management is either weak or even non-existent, the Gossner Service Team has some responsibility there. It might be against our policy, but it is necessary. One might argue whether it has been wise to allow this Project to grow beside the Government departments, but nobody has warned us in the beginning and even now we do not think that the Project in itself is a bad thing, if only it had responsible Zambian officers. Its big advantage is its flexibility and its independence from any departments administration.

That means that in principle we quite agree with you, that it should not be necessary to have a European team in a Zambian project. European co-workers should be sufficient. But at the moment the structure of a team with a leader or speaker helps a lot, because it makes it clear to our Zambian colleagues and to the Zambian administration, who of the expatriates is the one to assist in administrating the Project. And this situation might continue for some more time.

#### 6. New Kuratorium

We are keen to hear a bit more about this new Kuratorium, why the old one has dissolved itself, how the new one is formed and what elections are meant etc. But you may explain this to us when you will be here. We thank you very much for your explanations about the proposed visit of Mainz people. This makes sense to us too.

#### 6. Building Section

Dieter will have been in Berlin in the meantime. We regret that finally he has decided not to extend his contract here. But perhaps you could find out from him, whether he has changed his mind so that he would be prepared to return here. We do not intend to put you or him under any pressure but we want to express our feeling that he would be welcome, if he would return. And the same holds true for Ingrid, of course.

Today the Education Department has officially asked us to build two more schools in Gwembe South for them this year, one at Kafwambila and one at Sinazeze, both including a staff house. We shall only agree to Sinazeze because we have arranged with the Misereor builder at Choma TII, that he would supervise our building group from Choma, but he could not do this at Kafwambila.

But this request shows, that our building group is now having the chance to become known as a reliable contractor, and a new expert is badly needed to give continuity to the group. How far have you come in finding a new man?

Frieder is on leave for two weeks now, he will come back at the end of the week. Friedrich left today for 3 weeks, Izaak left also today for 6 weeks. My family will go on 2 weeks leave in October. So everything slows down a bit before the next rainy season, and perhaps also due to the approaching hot season.

Many greeting to all of you

*Jo Fjward Kriebel*

Gwembe South Development Project  
P.B. 1xc  
Choma

21.4.1973

The Commissioner  
Land Settlement Board  
Ministry of Rural Development  
P.O.Box RW 197  
Lusaka

Dear Sir,

Since years there are efforts made by the Secretary of Land Settlement Board in order to get Mr. Gray R. Madyenkuku appointed as Government official in the Gwembe South Development Project.

His importance for this project has been stressed many times. Recently the staff members of the project have elected Mr. Madyenkuku as Secretary of the Gwembe South Development Project, that means as the executive officer of the project.

This shows again how important the staff members consider him to be for the project.

We therefore like to ask you what progress there is towards his appointment as Government official. May we kindly ask you to do everything in order to get him appointed as soon as possible.

Yours sincerely

*SK*

S. Kriebel  
Team Leader  
Gossner Service Team

The Commissioner  
Land Settlement Board  
Ministry of Rural Development  
P.O.Box RW 197  
Lusaka

Dear Sir,

Agreement of Technical Co-operation between the  
Government of the Republic of Zambia and the Gossner  
Mission of Berlin, Germany, of 1970.

The Gossner Service Team is working in the Gwembe Valley under the above mentioned agreement since July 1970. Since then the "Gwembe South Development Project" has gradually developed. We now feel that it is time to re-call this process and consider a few questions which need an answer for the benefit of the development work done by the Project.

1. In the Agreement the co-operation between Zambian Officers and the Gossner Service Team is determined as follows:- "The Gossner Mission will endeavour to recruit English speaking experts... who shall work under the direction of the Gwembe Valley Co-ordinating Committee, to be appointed by the Government of Zambia, and who will also appoint such executive officers as shall be required for effective utilization of the material and expert personnel provided by the Gossner Mission".(Article II)

2. In Annex III of the Agreement the competences of the Gwembe Valley Co-ordinating Committee are described, especially those of the "Co-ordinating Officer", who should be the Chairman of the Committee and who should be appointed by the Ministry of Rural Development. Part (d) of Annex III reads:- "The Team Leader of the Gossner Service Team will be an ex-officio member of the Co-ordinating Committee and will work under the Chairman of the Committee in all matters relating to the programme of work devised by the Committee.

3. When the Gossner Service Team arrived in the Gwembe Valley in July 1970, the Co-ordinating Committee had not yet met and did not do so for the rest of the year. A Co-ordinating Officer was not appointed, and has not been appointed up till now.

4. The Gossner Service Team therefore had to work on its own except the assistance of Mr. G.K. Madyenkuku, who was by then an officer of the Credit Organization of Zambia, from which he also received a salary until October 1970. Since November 1970 he receives a salary out of the Project's capital funds.

5. Although the Agreement covers coöperation between the Government and the Gossner Mission "in agriculture, animal husbandry,

.....2

- 2 -

health, and community development", which means an integrated regional development scheme, funds were made available by the Ministry of Rural Development under the heading of "Siatwinda Pilot Irrigation Scheme" only.

6. When the Gossner Service Team, with the help of Mr. Madyenkuku, diversified the work in 1971 according to the Agreement, the Secretary of Land Settlement Board agreed to change the heading of the vote to "Gwembe South Development Project". This did, however, not mean any legal status for the Project.

7. As there was no Government appointed Co-ordinating Officer or Officer-in-charge for the Project, the Secretary of Land Settlement Board and the Team Leader of Gossner Service Team shared the responsibilities of such a person.

8. This situation caused a lot of uncertainty and confusion when it came to recruiting Zambian Officers to work hand in hand with the Gossner Service Team and to take over responsibilities for some of the Project's programmes. Particularly it was not clear, who is authorized to recruit staff, to supervise officers and in general act as personnel officer. We strongly feel that it should not be the Team Leader of Gossner Service Team, but that this important responsibility should be in Zambian hands.

On the other hand, the Secretary of Land Settlement Board in Lusaka is too far to perform such day-to-day duties in the Project.

9. For all these reasons we feel that it is now time to organize the Gwembe South Development Project in such a way, that the person in-charge is a Zambian officer and that the responsibilities of all persons involved are clearly defined.

10. Especially the following questions need an answer:

- a) Who is in-charge of the Project and who supervises the programme officers and the clerical staff in the Project.
- b) Who represents the Project on District, Provincial, and Ministerial level and co-ordinates the work of all authorities concerned according to Annex III of the Agreement.
- c) Who approves L.P.O.s, Requisition Forms, Pay Sheets etc., and supervises the accounting in the Project.

11. Our proposal on how to proceed in this matter is, that you may visit the Project for a few days in order to familiarize yourself with all the programmes and problems of the Project on the spot and discuss them with the Staff Meeting of the Project.

The staff members are looking forward to your visit and will fully co-operate with you.

The next step could then be to discuss this matter in your presence on a meeting of the Gwembe South Development Committee.

Yours sincerely,

S. Kriebel  
Team Leader  
Gossner Service Team

- c.c. The Chairman, Gwembe South Development Committee, Gwembe  
cc. The Provincial Rural Development Officer, Choma  
c.c. Gossner Mission, Berlin

1.8.73

Gossner Service Team  
P.B. 1XC Choma Zambia

The Commissioner  
Land Settlement Board  
Ministry of Rural Development  
P.O. Box R.W. 197  
L U S A K A.

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Government of the Republic of Zambia and the Gossner  
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4. The Gossner Service Team therefore had to work on its own except the assistance of Mr. G.K. Madyenkuku, who was by then an Officer of the Credit Organisation of Zambia, from which he also received a salary until October 1970. Since November 1970 he receives a salary out of the Project's capital funds.
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health, and community development", which means an integrated regional development scheme, funds were made available by the Ministry of Rural Development under the heading of "Siatwinda Pilot Irrigation Scheme" only.

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9. For all these reasons we feel that it is now time to organize the Gwembe South Development Project in such a way, that the person in-charge is a Zambian officer and that the responsibilities of all persons involved are clearly defined.

10. Especially the following three questions need an answer:

- a) Who is in-charge of the Project and who supervises the programme officer and the clerical staff in the project.
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11. Our proposal on how to proceed in this matter is, that you may visit the Project for a few days in order to familiarize yourself with all the programmes and problems of the Project on the spot and discuss them with the Staff Meeting of the Project.

The staff members are looking forward to your visit and will fully co-operate with you.

The next step could then be to discuss this matter in your presence on a meeting of the "Gwembe South Development Committee".

Yours sincerely,

S. Kriebel  
Team Leader  
Gossner Service Team.

c.c. The Chairman, Gwembe South Development Committee, Gwembe  
c.c. The Provincial Rural Development Officer, Choma  
c.c. Gossner Mission, Berlin

11th November, 1973

Gossner Service Team

P.B. 1xc

C h o m a

Mr A. F. Bruns

P.O.B. RW 197

L u s a k a

M r . F.-L. Krawolitzki

P.O.B. RW 596

L u s a k a

Dear friends,

As you have noticed by now I am still in Berlin and not on the way to Zambia. Till today I have not received my passport nor the necessary visa. Hence I have to cancel my visit to Zambia for this year. I do this with great distress and very sad feelings. Everything had been prepared right in time - even the latest orders from the Bruns family which reached me three days before my proposed departure were executed and the space near my writing desk at home is packed with the parcel for the Keulens, with goods for the Kriebels - Oma is crying because she was confident that I would deliver her Christmas cookies right in time - with two ball bearings for Friedrich and I don't know what else. My file is full of remarks on a lot of matters to be discussed or to be investigated in during my stay with you. And I myself even swallow Anti-Malaria-Pills since two weeks and have changed the way I am shaving from electric to the orthodox way of soap and razor (what was and is still quite a sacrifice!). All in vain for the time being.

As usual I have not been given any reason for this strange procedure. Also I do not expect any at a later time though I have some guess. But now I am ~~waiting~~ simply waiting for my passport with or without permission to visit you. On the 15th December we will have a meeting of the Zambia advisory committee which originally was called in order to receive my report after return from you. We shall now discuss how we should deal with the new situation. Hopefully Dr Krapf would be with us as he should have arrived in Germany by then.

As I still can't believe that Zambia would not permit me to visit the country and our team working for the country's best in direct relation to the government I consider now the next possible date for this visit. In my last letter I had invited suggestions from you. Perhaps it is helpful for our mutual adjustment if I give you some dates from my ~~xxxx~~ diary of the month of January. All these dates are not absolutely binding and could be altered if need would arise. But perhaps we can coordinate our planning.

We have planned a preparatory session for the work camp 1974 (Klaus Schäfer and his crew) on 5th/6th January. Pastor Seeberg will be on a short leave from - no that is a mistake. He and Mrs Friedericé will be on tour from 7th to 21st January (so there would be nobody here if I would be out too). On the 29th/30th January we will have the constituent session of the newly elected Kuratorium. The question may be whether you would consider a visit of mine during February still possible. I am free for the whole month and will keep it till I get your reply.

From the tentative programme I recently got from Ba-Kriebel I found that I may have not received the two documents he is mentioning: the so-called Memorandum to the Land Resettlement Officer, and the letter regarding the Coordinating Officer. I don't remember ever to have seen papers like those. Perhaps a letter had been lost on the way to Berlin. Could you please send me copies of the two documents so that I am aware about the problem behind.

I have now to see what to do with all the goods I should have brought with me. In any case please excuse if you don't get them in time. As soon as I get a reply from you regarding the expected date of my revised arrival at Zambia - and as soon as I get a visa of course! - I shall decide whether it is better to send them by mail or to keep them. In the mean time accept my best wishes, heartiest greetings, and kind regards.

Yours

25.10.1973

Mr. Klaus Schwerk  
Gossner Mission  
1 Berlin 41  
Handjerystr. 19-20  
West Germany



Dear Mr. Schwerk!

*in Kopie nach Jambie mitgenommen -  
keine direkte Antwort*

Many thanks for your letters of 3. and 4.10.1973. There is not yet any timetable fixed for you between Albrecht, Frank and ourselves in the Valley. But I think, that you will spend most of your time in the Valley, as Albrecht intends to accompany you here and also Frank wants a discussion with the team in your presence, in order to clarify his relation to the team, especially the circumstances of his changing to his new job. He did not meet me about it yet, but from others I hear, that he has objections against the way, how this matter is described on page 9 (II, 2, o and q) in our report to the Mission. That suggests that most of your talks could take place here in the Valley.

Dr. Krapf would very much like to see you immediately after your arrival, as he is now heavily involved in packing and will leave Zambia on the 24.11.1973.

*unbekannt?*  
I suggest a first visit at the Commissioner's for Land Settlement soon after your arrival, in order to establish contacts about our Memorandum and our letter to the Commissioner about a Co-ordinating Officer. There has been no reaction so far on neither of the two documents, and it seems to be time now, that you on behalf of the Mission step in and ask for their comments. The matter could then be brought to the Permanent Secretary together with the Commissioner (Mr. Mulenga).

In the Valley I suggest a visit to the District Governor, to talk about the function of the Gwembe South Development Committee in promoting a plan for Gwembe South and in Zambianizing the project a bit more. The whole Committee seems not to be so useful for such a talk, moreover it would be very difficult, to get a date for a meeting, as the election preparations are in full swing. There will be general election on the 5.12., I believe. But it might be possible, to meet the D.G. in his office and make him aware of his responsibilities and also of his possibilities to support the project actively.

There will also be talks between you and the Zambian staff in the project, where they shall express their views about the project and its future and the assistance expected from the Mission. According to the experience with Albrecht, they will speak more openly, when we are not present then. I am not up to date with my informations, as we came back from Mauritius only two days ago, and yesterday was Independence Day. But from the staff meeting on 1.10. I know, that questions like covering the whole Gwembe Valley with certain services like road improvement and water supply (in co-operation with the Rural Council) etc, the replacement of team members in good time, so that the next one comes before the first one leaves, and a strict counter-partnership are questions, which will be raised by our Zambian colleagues. At the end of those talks a meeting with the team might be useful.

So much for today. I shall send the crafts as soon as I have got the export license for them. This might take about 2 weeks.

Many greetings to all of you in Berlin.

*Yours, Siegfried Weibel*

4.12.1973

Herrn  
S. Kriebel  
P.B. 1xc  
C h o m a

Lieber Herr Kriebel!


Nur ganz schnell eine ganz dringende Bitte: Wir werden von verschiedenen Seiten belämmert, afrikanische Sachen zum Verkauf anzubieten. Die Zeit der Bazole ist gekommen, und Gemeinden entdecken ihre Liebe zu den Negern. Sollen sie, solange sie dabei wirklich zahlen. Sie verstehen das sicher richtig, ja? Können Sie uns ganz schnell eine Sendung der Talsoumenirs schicken, so daß sie noch bis Anfang Dezember hier sind? Vielleicht geht es nur mit Luftpost. Die ist ja aber - wie ich jetzt wieder von Köhpcakes erfahren habe - auf der Route nach Europa nicht gar zu unmenschlich teuer. Ich überlasse es Ihnen, was Sie auf den Weg bringen. Da werden Gewicht und Volumen die entscheidenden Terminanten sein. Eine Preisliste habe ich hier.

So, das war's in aller Gedrängtheit.

Ich habe gerade einen langen Brief an Frank geschrieben. Wie hat sich sein Verhältnis zum Team entwickelt? Gibt es überhaupt ein solches (Verhältnis, nicht Team, natürlich!)?

Herzliche Grüße Ihnen und der Familie,

I h r



3rd October, 1973

Gossner Service Team  
Mr S. Kriebel  
P.B. 1xc  
C h o m a

Dear friends,

There is only the information about my exact date of arrival and departure which I can send to you today. As per attached copy you will find the booking I have made recently. The time I shall be spending in Zambia is rather short - not much more than 3 weeks. This due to limiting appointments on both ends. Before I am leaving Germany for Zambia I have to participate in an Aktion Missio campaign in northern Germany from 19th October to 3rd November. After my Zambia trip I have already the next appointment here in Berlin on 4th December followed by several other dates. We therefore will have to have a very comprehensive programme for our talks. I leave it to you to adjust the different demands including Mr Bruns and Frank Krawolitzki, both of whom I have to contact as well.

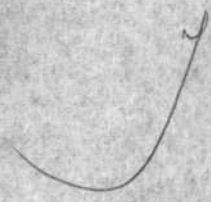
Some papers are included just for information on the topic "Bangkok". This is something relevant to the question what Weltmission may mean in today's discussions.

I am on the way to prepare the last minutes of the Kuratorium held in September. You will get some extracts of the most important matters but I regret to say that in spite of the presence of Dieter Köhpcße the Kuratorium did not feel it necessary to place one single question regarding the work in Zambia which I felt as very careless. Perhaps I shall comment on this when I have come to Zambia verbally.

I hope strongly that you have prepared all the papers you promised to send to Mrs Friederici on her request for the next mission news paper. She is relying totally on your collaboration.

All the best for today and regards to all of you,

y o u r s



22nd August, 1973

Gossner Service Team  
Mr S. Kriebel  
P.B. 1xc  
Choma

Sq 24/8.

Dear friends, dear Mr Kriebel,

Returning from leave I found two letters along with a lot of material from Zambia on my desk: 9th July - Tonga crafts with pictures etc. and a minute of a staff meeting on 4th July, and 3rd August - reply on my letter of 10th July with new items. Many thanks for all this information and for the new points in the ongoing discussion.

I shall try to answer them along your letters but have already now to say that most of my reply will be of theoretical nature as I have had no time yet to try out any way practically.

We are very glad to learn about your success in displaying the rural crafts of the valley in Zambia. Your photographs along with the descriptions and the price list are nice. I have immediately sent one set to a person in Munich who seems to have been informed by the DED man in Kan-chindu whose name I don't know. Nevertheless he asked for just the same when it came in here. Another set will go soon to the African shop in Berlin but I have to bring this personally to the manager if it should be of some impression to him. I know him from a lecture I gave at his shop on the special problems of Zambia some time ago. Moreover I keep my eyes open for more opportunities which are certainly existing but are to be detected.

Out of the minute of 4th July there is the one point of special interest which deals with the question of the new team leader in 1974. This is also part of your letter of 3rd August. In order to answer your last question first: We shall look for somebody who appears to be suitable to be your next team leader and who can do one of the jobs mentioned in your letter. But you may understand that it is quite easy to write down such a statement and it is a matter of concern how and where to find that man. Just to let you participate in our troubles in this respect I would like to tell you that in fact we had one person in mind whom we - at first glance - considered quite suitable for such a post. But now we have been told by others that this man is without question a very nice and capable person but not at all the right man for the post of a team leader. We are aware of the fact that there is not much time left for us to select one successor for Siegwart. We therefore intend to approach at first DÜ for anybody returning from Africa whom they would consider suitable, as we think that besides other preconditions he should have already a certain minimum of own, solid experience not only in foreign countries but with the special problem of working with a team under the stress of work similar to yours. We are also asking our Kuratorium to watch out for anybody they may know. So we hope to find the right person in right time.

Besides we have noticed your concern about the internal consequences of the expected change in the leadership. I am not very firm in my opinion as I am too far away from you and your experience but I should once again

if not for more than for the sake of clarification ask whether you really have considered the abolition of the organized team as such and in consequence the post of the team leader. What I mean is that: The original approach of the Government which condensed to the formulations of the Agreement was different from the actual situation today. The frame work (in theory, I know!) was

- (a) a region of disastrous conditions of life;
- (b) a joint action for help both from Government side and Gossner Mission according to a hydro-technical project with special emphasis on irrigation etc. etc.
- (c) an organisational set-up called ~~Gwembe Valley~~ <sup>Gwembe</sup> Valley ~~Development~~ <sup>Development</sup> Corporation within the "team of experts" provided by the Gossner Mission should play the ~~role~~ <sup>role</sup> of an activating nucleus for an ever increasing number of african officers.

Within this frame work - and of course within the conventional mode of thinking of the government officers - a team with a team leader was the normal construction. But you know best that this purely theoretical scheme is not identical with the situation now. You too know that "team work" in the past for you meant to a certain extend much more to find ways and modes of internal communication rather than corresponding to the organisational and technical requirements of a "project" run along the guide lines of a plan. I therefore would like to put the question whether there is still a need to maintain the idea of a team from the work point of view. I do not at all question the necessity to have something like a platform to discuss matters of common interest, to meet each other in an organized way, to exchange experience especially between people of equal cultural background (i.e. between you as foreigners in Zambia). But this all could be arranged in many other ways but in the form of a team with team leader etc. Just to suggest a new definition: What would be the difference if you would consider yourself a "lobby" instead of a "team"?

I have written down these deliberations only in order to promote your own understanding of what is happening with you as a group of people. Perhaps you know exactly why you have to insist on the working form of a team. Well, please try to define this as close as possible. It would help us as well for our understanding of your work. Perhaps you are not sure about your status as a group, or team, or lobby, or number of people put together under similar conditions of work and life, or, or. The last question may be how to alter - if necessary - the Agreement. It should not be of importance in the discussion about your self-determination.

The other points of your letter may be answered shorter.

Your amendment of the Constitution under III,b is agreed to. We see the difference and have noted your request.

We have also noted your comments on the problem of how to approach a work like yours - with a master plan prior to work or - <sup>as</sup> people use to say - pragmatically. I don't like to open again the discussion as we have already stated our different 'way of life'. I see it mainly <sup>you</sup> as a difference in the philosophy behind - we both mistrust the ratio, but see the way out in over-ruling the ratio, which always tends to become irrational, by the control of 'facts', whereas I try to control the facts by ratio, which in itself needs the guide of immanent control by conscious declaration of intermediate goals.

My visit to Zambia has now finally been fixed to the month of November, not, as I have told you tentatively in my last letter, October. This alteration was due to a complicated overlapping of several dates here in Germany. I shall participate in a campaign of the Aktion Missio in Oldenburg from 21st October to 3rd November, and this would mean that I could leave Berlin perhaps on 5th or 6th of November for Zambia. I shall go via Rome by Allitalia or Zambia Airways straight to Lusaka and reach there on 6th or 7th November. You ~~sh~~ will get the exact date of arrival as soon as

I have booked finally. As there are already dates in my diary for the 4th December I shall be leaving Zambia by the 1st December or so. There will be no diversion on my flight to or from Zambia (except a stay over for one day on my return in Rome which I used to have for the sake of re-adjustment to Europe).

Your extensive Report had been sent right after the arrival of the first single copy to the members of the Zambia Advisory Committee early in July. The many other copies have been received safely after my return from leave and have been distributed on the same day to the members of the Kuratorium along with a covering letter inviting their comments on the report and asking them to write to you directly (with a copy to us if possible). So we hope that your desire of better and more direct contact to the responsible persons of the mission is met.

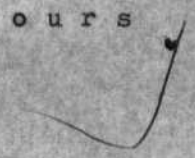
The Kuratorium is not principally against a visit of its members to you. But you should not forget that this Kuratorium is going to dissolve at the coming session on 26th September in order to give way for new elections under a revised constitution. So nobody could evenxxx accept any invitation for a visit. But even then they all know (and we too) that such a visit is far from being a touristic fun and needs time and the opportunity for preparation. The present members are hardly able to attend the three one-day-sessions a year of the Kuratorium regularly. There are limitations. It was more or less a matter of accident that the Kuratorium stressed so much the point of our Mainz people visiting you especially. It came out in the discussion - more by chance but by purpose - that the Maamba mine has become and is~~x~~ still more becoming a point of special concern in the rapid changing pattern of the valley. The Kuratorium felt it useful to make available the special experience of the Mainz people in the field of community work in urban-industrial areas. So they suggested with emphasis the participation of our colleagues in the advisory and consultation programme. It was not an exclusive suggestion but may be seen on the background of the present situation of the Kuratorium as stated above.

The proposed recommendations to the Government may be kept pending. In fact I too ~~must~~ believe that prior to us writing to the Government we should have some talks about this. The intention was, and still is, to have the Government - whoever this is - more engaged in the responsibility. It is to protect you from any claims, not to interfere with your work. But how this can be done best may be discussed <sup>on</sup> ~~at~~ the occasion of my visit.

I am enclosing three cuttings which I made during the past weeks, two of which are related to your work or at least to Africa. One is from "Die Welt" and deals with a matter quite apart from your daily problems. It is more for your general information. I am not at all in line with the assumptions nor with the arguments in detail in this last article. If I find time - what is rather unlikely in the moment, unfortunately - I would like to point out the dangerous approach to science in general and to problems of research and even life which is nevertheless very much common today but - in my opinion - needs to be rejected sharply. But this is just food for thought.

Kind regards to you all,

y o u r s



Zusatz, 9-8-73

Liebe Herr Schwede!

Ich habe heute das Paket mit den Briefen (2.2 kg)  
per Luftfracht nach Berlin geschickt:

An-  
gekom-  
men.

Airway Bill des Zambian Airways No. 169-2025 2595

adressiert an: Joshua Miron, Berlin 41, Gendy...

Abendes: Joshua Service Team, P.B. 1xc...

Inhalt: Printed plates

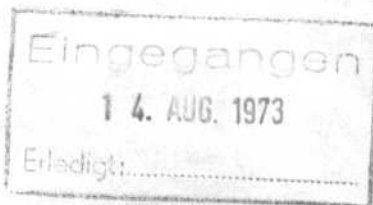
Verpackung: Pappel

Die Einzelheiten für den Fall, daß Nachforschungen  
notig werden sollten.

Die Briefe von Dr. Walker sind nämlich immer noch  
nicht hier angekommen.

Mit heute herzliche Grüße,

Ihr treuer Krieger.



Gossner Service Team  
P.B.1xc Choma Zambia

3.8.1973

Gossner Mission  
1 Berlin 41  
Handjerystr.19-20  
West Germany



Dear Mr. Schwerk!

Many thanks for your letter of 10.7., we hope that you have had a very nice and refreshing holiday and all the others as well.

1. Dieter has written you about his departure in August. He has now booked for the 23rd August from Lusaka. We are very happy, that he has decided to finish the school building at Sinakasikili and to see to it, that the brick makers build proper kilns and get their coal, before he leaves finally. Thus he does not leave so difficult things to be completed by others during this dry season. Although we have not pressed him to stay longer and although we know that this decision shortens his leave in Germany, we are thankful to him, that he has stayed until the more difficult parts of his job were completed for this season.

2. New Team Leader. We have now discussed this question a couple of times and would like to explain our opinion to you. It seems that nobody in the present team would like or feels able to become the new team leader after my departure next year. This shows that indeed our constitution was made only for the situation at the beginning of this year without serious consideration of the first change due at my departure. But this does not mean, that we feel, the constitution should be changed. It means that we now see, that being the team leader requires certain abilities, which nobody at the moment thinks to possess or to have developed sufficiently.

We therefore ask you, to help the team in this situation and to look for somebody in Germany who seems to be willing and able to become the next team leader. This request includes, that the team for this time would not elect a successor for me, but accept the person recruited by you, for one year, until a new election or re-election would be due.

In order to make it easier for you to explain to candidates how this job is set up in our team, we have written sort of a job description to be used for this purpose.

We do hope, that you agree to this procedure and that there is enough time left to find a suitable person.

We may talk more with you about this when you visit us in October.

3. Constitution: In connection with the question of a new team leader we found it advisable to amend our constitution where it talks about the election of the team leader and to continue part III,b as follows:

"He has to be approved by the Gossner Mission in Berlin".  
Do you agree to this?

4. Second Job of the Team Leader: Once again there seems to be a different approach from your side and from ours. But let us talk about it and possibly find a solution.

You are stressing the need for a proper plan for the Project before you can recruit anybody, as you have to tell to candidates what they will have to do here.

We see the point of this policy, but we also see the difficulties in following it strictly. For instance the case of the Building Section. We maintain that it was clear already when you were here last time, in which direction the building group should develop. We understand, that you have made some efforts to find a successor for Dieter in time. And yet, for some reasons, he is not here in time. And that means, our nice plan to develop the building group into an self-dependent local enterprise, ~~xxx~~ is in serious danger.

Is it really so, that you will be able to find the personnel required if there should be a master-plan for the Gwembe Valley? From the experience of the last three years, we have our doubts. But what is then the sense of insisting on plans, if you cannot make sure that you will find the personnel required. The result will be that you have to re-adjust the plans according to the personnel actually available. And this will most probably mean, that the job distribution will change and people will have to do things (amongst others), for which they have not been recruited. Moreover, having usually 5-years-contracts, you can be sure, that the Project will change during such a period so much, that the activities of all team members will change as well. Therefore it seems to us, that insisting on a plan before any recruitment takes place, is a tactical move in order to force the Government into planning, but it has little value for the actual work in the Project, and for the procedure and success of actual recruitments.

Now, coming to the new team leader. There is no proper job description available from the Ministry of Rural Development. But there is a number of jobs, which such a person could do to the benefit of the Project.

There are some jobs which refer to the Project as a whole: We need somebody, who can push and co-ordinate the planning on the local level (planner), or somebody, who can check plans for new programmes or give recommendations for existing programmes with regard to their economical effect on the Valley (economist), or somebody, who investigates carefully the attitudes of the people and their response to the Project's work (rural sociologist) or somebody, who interpretes the work in a wider context, especially in the context of mission and development assistance (theologian).

There are other jobs, which refer to one of the programmes within the Project: an organizer of Tonga crafts' marketing, an adviser for local shop-keepers in shop-management, an adviser for co-operatives, an organizer for the building section, an organizer of more effective preventive medical services.

If you think it better, it will be possible for us, to recommend all these activities to you in Berlin and request experts for them, through the Ministry of Rural Development. Then the official procedure would be followed.

But we consider this list as a guide-line for you, to find somebody who will be of use for the work as a whole, and then the Government may ask for this person.

Of course, this is against your policy, but to us it seems to be the best way to fill at least one of the gaps, which obviously exist in our team and in the Project.

We also feel that the attitude and flexibility of a person is more important than his professional qualifications. We have said this before. And experience in our team seems to support this view. This again leads us to the opinion, that the job description in itself cannot be so important, and that even a master plan is not the only and absolutely necessary precondition to develop an area. We are much more thinking in small steps. In planning and in implementing.

This does, of course, not mean, that we would reject a good plan, if only somebody were able to submit it. We do hope, that the GDI-plan will turn out to be acceptable and practicable, at least to start with.

In short, can you agree to look for somebody, who is suitable to be our next team leader and who can do one of the mentioned jobs?

5. Your visit in October: This alright.

6. Statement of the Kuratorium: We are very glad to hear that the Kuratorium has spent much time on discussing Zambian matters, although, of course, we regret very much, that we shall not know the report, Klaus Schäfer has written for the Kuratorium. As to the questions which are mentioned in the minutes as being un-answered, I personally would say, that the christian background of the whole work of the Gossner Mission in Zambia should be formulated by the Kuratorium and that the Kuratorium should accompany the work here with continuous consideration of this question. If the "Auftrag" of the co-workers means the authority for doing their work given to them by the Government of Zambia and by the Gossner Mission, I can not see, where the problem lies. If it should mean a spiritual call into this work, I think, that should be left to them. Such a question might be asked before somebody is taken on, not afterwards.

Concerning the communication between the Kuratorium and the Gossner Service Team, we wonder, why the Kuratorium does not consider so send members for visits here. Have Kuratorium members never visited India, or why is this idea so strange to them? It seems, that they want to put the task of visiting us into the hands of the Mainz staff only. What is the reason for this decision? We are surprised about this in so far, as the visit of Rev. Symanowski was the only one so far, which left both sides unsatisfied. As he stated in Mainz in December 72, he did not feel at home at Nkandabwe because we showed little interest in the problems which he felt were the most urgent ones, like the mine workers' situation at Maamba. Likewise we did not see much response from him for our problems of a rural area. We do not mention this in order to continue this misunderstanding, we do hope, that next time we understand each other well. But we wonder, why the Kuratorium felt, that only Mainz staff should visit us.

Referring to the proposed recommendation to the Zambian Government about the work in the Project in the next future, we are quite happy, that it not materialized yet. Because we feel, that this time the Kuratorium has been too fast. The rather detailed proposals for the work, mentioning even the areas where to do certain things and the technique how to lift water, could be understood as a work plan, which should be followed now. And in that case it would not match very well with the reality. We are doing more and different things and even different places, so that it will be difficult for the Kuratorium to explain why they have made just that selection. It seems that they have relied on Klaus Schäfers description of the Project, but obviously that was not complete. This whole matter once more stresses the need of a permanent communication.

Generally the Kuratorium should concentrate on the general questions of the work in Zambia, as it will be difficult to decide on details from a distance as it is difficult to consider general questions in the middle of daily problems.

So much for today,  
many greetings to everybody,

*Klaus Schäfer*

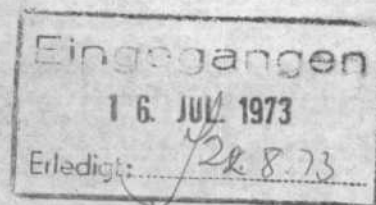
Proposed Job Description for the Team Leader of Gossner Service Team

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.

Gossner Service Team  
P.B.1xc Choma Zambia

9.7.1973

Gossner Mission  
1 Berlin 41  
Handjerystr.19-20



Dear Mr. Schwerk,

Finally I managed to develop and enlarge the photos which I had taken of the articles for the Annual Exhibition of Art and Crafts in Lusaka from ~~26th June to 5th~~ 22nd May to 5th June 73.

It was the 20th exhibition of the Lusaka Art Society, a society of white painters and sculptors(?) at first, which includes now Africans of course, especially students of the Evelyn Hone College in Lusaka. Since a few years the annual exhibitions include some traditional Zambian crafts, supplied (or exhibited) by the YWCA shop in Lusaka. Frank had exhibited some pots, pipes and some other things on the two previous exhibitions.

This year we have made a fairly complete collection of all items, which we were able to buy in the Gwembe Valley so far, and this collection was one of the attractions on the exhibition. We have sold for about K 300.00, and we have won a lot of new customers, who are now speaking about us to their friends. Some have already visited us at Nkandabwe, others come to Albrechts house in Lusaka, where we have just opened a depot. Imke is responsible for the sales there. It will probably work much better this way, than through the YWCA, as they did not see the value or the appeal in our things and were reluctant to order from us. But now even they cry for supply, as many people are now asking for Tonga crafts in their shop.

By the way, the chairman of the Lusaka Art Society is Benta Lorenz, the potter and wife of the architect at Longarres. A close friend of Mrs. Lorenz is Mrs. Karin Elliot in Ndola, who is the agent for Afro-Art (Stockholm) in Zambia. She is equally impressed by our things and is now ordering for Afro-Art.

I am sending you two sets of my photos with the accompanying explanations for use in Germany, if you should happen to know anybody interested, perhaps that shop in Berlin, which you mentioned once. The other set may be kept by the Gossner Mission. I also send you a copy for "Aktion Dritte Welt Handel" of the Ev. and Kath Jugend Deutschland, whose address I do not know. Moreover I give you my Mailing List for Germany, so that you do not approach the same people, whom I did already. But you may remind them.

X And please, inform Mrs. Meudt, that I have asked the potential customers to pay onto the account of Gossner Mission in Berlin. I then would like the money to be sent to Zambia together with the other Mission money, but it should be stated, how much is for crafts, as I am keeping a special account for them.

This week-end I am invited by the Musi-O-Tunya Hotel in Livingstone to make an exhibition in their hotel. I hope to sell something there again, to win some more friends and to attract the "Curio"-shop in Livingstone.

Since January we have an increasing turn-over in crafts with a monthly average of K 300.00. Most of the things come still from Kafwambila, but the ~~xxxxxx~~ purchases in other areas are slowly increasing.

So much for today,  
many greetings to you all,

*Jo Siewart Kribel*

Genden:

~~Qtt~~

ein Satz Bilder, Texte, Jambia-Material an  
A. Frey, München 2 (abgelegt unter Frey)

Herrn Pfarrer  
Siegwart Kriebel  
c/o Gossner Service Team

P.B. 1xc  
Choma/Zambia

20. Juli 1973  
frie/ha

Lieber Herr Kriebel!

Ich Adressiere diesen Brief an Sie obwohl ich das ganze Team meine. Aber Sie kenne ich nun mal.

Die Dezember Nummer unseres Heftes "Gossner Mission" soll das Hauptthema Zambia haben. Dazu wäre es gut, wenn einige Berichte, Erlebnisse, Schilderungen usw. von Ihnen (Mehrzahl) dabei wären. Darf ich Sie darum bitten? bitten?

Ich würde mich sehr freuen, wenn Sie mir bis September schreiben würden, ob ich überhaupt mit Ihrer Hilfe rechnen darf, und mir bis Mitte Oktober dann die Sachen schicken könnten.

Vor einigen Tagen kamen Ihre Aufnahmen und Kataloge der Sambia-Craft hier an. Ich bin sicher, daß wir damit hier etwas tun können, zumal ich weiß, daß ehemalige DÜler hier in Berlin einen Dritte Welt-Laden eröffnen wollen. Aber darüber wird Herr Schwark Ihnen nach seinem Urlaub noch ausführlicher Schreiben.

Ich entfleuche morgen in Urlaub und grüße Sie alle

sehr herzlich

Ihre



(Dorothea Friederici)

13th Julg, 1973

Gossner Service Team  
Mr S. Kriebel  
P.B. 1xc  
C h o m a

Sg 13.12

Dear friends,


Just in time before I went off to Stuttgart for a meeting with Klaus Schäfer and others regarding the proposed Work Camp in 1974 I received your proposals for the same. I made copies and distributed them to the participants of that meeting. We have extensively discussed the matter and I should confirm only that your paper was very helpful for our deliberations. As Miss Stroh is likely to leave for Zambia very soon it seems not to be necessary for me today to give you a summary of the discussion. Miss Stroh has noted all our comments and questions to you and others. So you will hear soon about ~~our~~ our reactions. We all were very happy about your proposal to have the people of the camp doing that sort of survey you described in your paper. There are many advantages in doing them this work in spite of a road construction or that like. Again Miss Stroh will explain our point of view to you.

For the time being we have decided that we from Berlin should act as "Träger" for the programme especially towards the financing agencies. So I shall remain in the picture for the next time besides my task of a "consultant engineer" as far as certain technical problems are concerned.

So much for today. I am going on leave now for four weeks. Please don't expect any letter from me untill the middle of August. I hope that this would not be necessary as well.

Kind regards to all,

y o u r s



10.7.1973

Herrn  
Pfarrer S. Kriebel  
P.B. 1xc  
Choma

Sg 10-7

Lieber Herr Kriebel!

Haben Sie herzlichen Dank für Ihren Brief vom 23.6. Er soll schnell beantwortet werden, selbst auf die Gefahr hin, daß er unvollständig beantwortet wird. Denn ich bin nun nur noch wenige Tage hier im Büro, ehe ich dann für vier Wochen an die Ostsee (Deutschland schmutzigste Badeanstalt) reisen werde.

Es ist gut, daß wir uns über den allgemeinen Rahmen Ihrer weiteren Beschäftigung bei Gossners einig sind. Ich werde mir nun bei sich bietender Gelegenheit Gedanken machen, wie wir die Frage Ihrer Unterkunft in den Monaten, die Sie noch bei und beschäftigt sein werden, lösen wollen. Wenn es Ihnen recht ist, dann eruiere ich mal die Möglichkeiten einer vakanten Berliner Pfarrstelle. An sich haben wir ja jede Menge freie Stellen. Einige sind von den Gemeinden, andere von der Kirchenleitung zu besetzen. Da könnte man sich ja mal anbieten lassen. Ich würde mir auch für Sie - ganz allgemein und ohne schon zu ahnen, in welcher Richtung - eine Provzialpfarrstelle vorstellen können. Haben Sie darüber je nachgedacht? Ich schneide dies schon heute an, weil sich in der Folge unter Umständen das Wohnungsproblem leichter angehen läßt. Das eilt ja alles nicht, und bis August ruht hier sowieso der See allerseits.

Sie lassen mich in Ihrem Brief an Überlegungen teilhaben, die vom Theologen im Team oder vom Teamleiter ausgehend allgemein um die Frage kreisen: wie soll und wie kann man Personalpolitik im Zusammenhang mit der Zambia-Arbeit machen? Ich sehe immer deutlicher, daß sich in dieser Frage wie in einem Kristall das ganze Spektrum der Problematik unserer Arbeit bricht. Ein bißchen habe ich das ja in dem Brief an das Team angedeutet. Bisher hat "Berlin" sozusagen stellvertretend programmiert. Ich entsinne mich genau der Besprechung im Juni 1969 im Ministerium, als ich, wie bei einer Prüfung, vor versammelter Beamtenschaft gefragt wurde, was die Gossner Mission denn nun (demnächst) anzubieten habe, und zwar an Personal. Das war noch, ehe wir überhaupt jemals über den damals nur als rohen Entwurf vorhandenen Vertrag verhandelt hatten. Wir können uns, wenn wir wollen, zum Vorwurf machen lassen, daß wir in dieses offene Messer gelaufen sind. Ich selbst hatte damals ohne von Zambia zu erfahren, was eigentlich erwartet wird, so ein vages Personal- (und also Sach-)Konzept aus dem hohlen Bauch entwickelt, das sich dann ungefähr mit der ersten Teilgruppe deckte. So ging's weiter, wie wir wissen. Jetzt ist es jedermann klar, daß es jedenfalls so nicht mehr in der Zukunft weitergehen darf: aus sachlichen wie aus menschlichen Gründen. Die Spannungen, unter denen Sie leiden, sind rückführbar auf diesen falschen

Anfang. Die Abhängigkeit 1. Sache - 2. Personal wurde genau umgekehrt, mit allen Konsequenzen, die Sie besser aufzählen können, als ich hier. Die letzte Konsequenz scheint mir zu sein, daß nun als Lösungsversuch die Strukturierung der Personalseite - sprich Constitution - betrieben worden ist, ohne daß es zuerst zur Strukturierung der Sachseite gekommen wäre. Ja im Gegenteil: Klaus Schäfer hat dies am deutlichsten mit seinem Satz ausgedrückt, der mit voller Absicht von mit in's Protokoll des Kuratoriums übernommen worden ist: Niemand weiß Bescheid. Die Sachstruktur wird ausgeklammert, und alle Aktivität richtet sich primär auf den Sektor "Personal".

Das macht mir die Arbeit nahezu unmöglich. Die ganz allgemeinen (und darum banalen) Kriterien für jemanden, der im Ausland arbeiten will - sprachbildungsfähig, frusturationselastisch, gesund usw. - geben nichts her, um Auswahlmaßstäbe zu setzen. Die Sache selbst fällt nahezu aus, dafür aber haben sich Verhaltensregeln ausgebildet oder sie werden geprägt, die mindestens räumlich sehr weit weg von hier sind - der Gruppenprozeß in Zambia. Es mag ja sein, daß sich dieser Prozeß durch die Filter der Berichte und Briefe verzerrt darstellt. Aber ich habe jetzt den Eindruck, Sie sein dort in Zambia sehr intensiv dabei, ein Strichsextett zu werden. Sie haben sich die Geigen, Bratschen, Celli und Bässe untereinander verteilt und spielen nun mit sich veredelndem Klang Ihre Literatur, ohne direkte Leitung, aber im gegenseitigen Konsens. Wenn man da nun auch nur eine einzige Stimme hinzufügen soll, bedeutet das, daß die ganze bisherige Balance gestört wird. Ich kann mir bisher einfach gar nicht vorstellen, wie der Mann aussehen soll, der sich in eine Gruppe einpassen soll, die sich in einem solchen Maß zu konsolidieren im Begriff steht, wie sich dies mir - zugegebenerweise aus der Entfernung - darstellt. Das behindert natürlich jeden Versuch der Suche, wie Sie sich mühelos vorstellen können. Um im Bilde zu bleiben, weil ich damit deutlicher darstellen kann was ich meine: Wenn ich eine Partitur hätte, die Sie oder irgendwer geschrieben hätte, die so angelegt ist, daß ein Stück schrittweise sich entwickelt, dann könnte ich meinerseits errahnen und entsprechend agieren, was heute, morgen und übermorgen seinen Einsatz hat. Dann könnte ich sogar gegebenenfalls unkomponieren: Ich könnte für dieses Instrument jenes vorschlagen, könnte hier oder da noch eine Verstärkung anbieten, könnte auch dies oder das durch Umbesetzung als entbehrlich vorschlagen - kurz, ich könnte hier synchron meinen Part spielen. Bei der beständigen Weigerung, eine Partitur zu schreiben, also einen Plan, ein Konzept zu erarbeiten, und sei es nur auf Widerruf, bin ich nun hilflos. Wenn Sie mir schreiben, es müsse ein Bauexperte runter, dann weiß ich damit nicht mehr, als daß jemand der gelernter Maurer als die eine Extremposition oder Dr.-Ing. mit Fachgebiet Architektur als die andere gebraucht wird. Beides und alles dazwischen ist "Bauexperte". Ich kann mir subjektiv auszumalen versuchen, was ich selbst in diesem oder jenem Fall mir als Aufgaben stellen würde, und könnte mir also eine "Stimme" komponieren. Das wäre dann das, was ich hier einem Bewerber sagen würde. Nach allem aber hüte ich mich, weiterhin hier in Berlin das zu komponieren, was Sie dort unten für sich nicht spielen wollen. Ich habe nicht vergessen, daß der einzige und fraglos zaghafte Versuch, der mit allen Vorbehalten und nur als Anregung entstanden ist - jener Entwurf eines mittelfristigen Entwicklungsmodells, den ich vor zwei Jahren mal runter geschickt hatte - nicht diskutiert oder auf andere Weise abgelehnt worden ~~ist~~ ist, sondern als Versuch als solcher mit Protest verdammt worden ist: "Seit wann fangen die in Berlin an, uns Pläne zu unterbreiten!" Und das war keineswegs nur Merfyn, der Planungsneurosen hatte.

Sie mögen einwenden, schließlich sei ja das Deutsche Institut als Planungshilfstrupp akzeptiert worden (und das auch nur im zweiten Anlauf). Aber das ist ja auch noch weit von einem Handlungskonzept entfernt. Ich habe mit Freude gelesen, daß sich Herr Bruns daran gemacht hat, aus dem Material Fragen herauszukondensieren, die die Ausgangsbasis für ein Konzept sein könnten. Bis zu jenem Aktionsrahmenwerk, das einer Partitur ähnlich

uns hier das mitspielen ermöglicht, ist es noch ein weiter Weg. In der Zwischenzeit aber weiß ich nicht, was ich spielen soll, was ich also in puncto Personalpolitik tun soll. Denn es geht ja nicht abstrakt um einen so-und-so-Techniker, sondern um ganz konkrete Personen. Wenn man einem Menschen gegenüber sitzt, muß man wissen, wie der richtige Mann aussehen sollte, um an diesem den konkreten zu prüfen. Man muß aber auch jenem konkreten gegenüber verbindliche Auskunft über seine Rolle geben können, oder man riskiert die berechtigte Frage: Warum haben Sie gerade mich ausgewählt? Und auch diese Frage habe ich ja nun oft genug und schmerzlich genug dazu zu hören bekommen, daß ich mich hüte, mehr als das bisher Getane zu tun.

Sie sehen vielleicht an diesen Meditationen, daß es nicht die Personalprobleme der Gossner Mission sind, die auf dem Rücken der <sup>2</sup>ambianer und zum Schaden einer ungestörten Entwicklung im Gwembetal ausgetragen werden. Sie mögen sagen, es seien die Führungsprobleme von Klaus Schwerk. Das wäre vielleicht gar nicht so falsch. Ich selbst behaupte allerdings, die Fragwürdigkeit einer Missionsleitung, die nichts zu leiten hat, weil ihr die Grundlagen für eben diese Tätigkeit entzogen sind, spiegelt das Dilemma wider, das sich in der eingangs zitierten Vertauschung der Abhängigkeit Personal folgt Sache in Sache folgt Personal ergeben hat. Wir sind an dieser Veratschung nicht unbeteiligt - zugegeben. Darum, und besonders weil ich selbst das mitzuverantworten habe, sind wir jetzt umso gehemmter.

Mein Lösungsversuch dieses Problems war die Zäsur, der Einschnitt, die Unterbrechung, ausgedrückt mit dem Wort "Anschlußlösung", wobei tatsächlich eine so vollständige und vorgeplante wie möglich nötig ist. An Absprachen mit den vielleicht Überbleibenden Mitarbeitern der ersten Periode war ebenso gedacht, wie an ein offenes Gespräch mit der Verwaltung in Zambia. Ich weiß schon, daß das u.U. zu sehr gravierenden Konsequenzen führen könnte: Die Verwaltung könnte die Lust verlieren, gerade mit uns weiter zu arbeiten, zumal wenn es bedeuten würde, daß vor einer Weiterarbeit von uns die Knochenarbeit eines Konzepts von ihr gefordert würde. Aber ich bezweifle, daß es einen billigeren Weg zur Entwicklung geben wird.

Nun habe ich Sie möglicherweise in arge Gewissensnöte gestürzt, weil Sie entscheiden müssen, ob dies nun noch privater Natur war, was ich vor Ihnen hier nachgedacht habe, oder ob es bereits in den Bereich fällt, den Sie im Team mit den geheimen Vorentscheidungen brandtmarken. Wenn das letztere der Fall sein sollte, dann haben Sie entweder den Ärger, das alles auf Englisch so oder so vorzutragen, oder Sie schreiben mir, daß ich dies von mir aus auf Englisch tun soll. Dann kommt's halt noch einmal zur öffentlichen Diskussion. Aber das übersehe ich nicht von hier aus. Ich bin eben doch sehr weit weg von Ihnen.

Für heute schließe ich diesen Brief mit sehr herzlichen Grüßen an Sie und Ihre Familie,

I h r

10th July, 1973

Gossner Service Team  
Mr S. Kriebel  
P.B. 1xc  
Choma

Dear Mr Kriebel, dear friends,

A few days ago I received your voluminous letter containing ~~the~~ your reply to my letter of 30th May, dated 26th June, several minutes, and the report on your work during the time of your presence in Zambia (in German). Thank you for the many important papers. I shall try to answer them in short in order to keep you informed as far as possible. At the end of this week I shall go on leave and the work will then be interrupted till the second half of August.

I go along your letter of 26th June.

*determining*  
Replacement for Dieter. I have noticed your comments. I am now realizing the problem of finding someone here in Germany far from the place of his future work. But even more difficult it becomes to search for somebody if all the ~~determining~~ factors are almost unknown: This refers not only to the technical side - I believe that this could be something familiar to my experience though I confess that I have learned to be very careful (to use George's phrase) to say that my experience meets with your's - but much more to the interrelation within the team and within the project's staff. This needs a closer explanation and - perhaps - could be subject to discussion later. The question may come in: Are we in Berlin considered your agents regarding personell? And if this is the case how shall we function, where are the limiting factors etc.? Theoretically i.e. according to the Agreement we ~~a r e~~ agents only and the Government were to provide us with a personell request, a work description etc. We for some time have silently taken over the task to "invent" posts, job descriptions, and combine them with personell (or vice versa). This was done from Berlin with all the well-known consequences. The increasing self-determination of the project (and also of yourselves of course) has brought about a new pattern of relation. Regarding replacement of staff this ~~has~~ <sup>is</sup> still to be defined.

Correspondence with Berlin. Your explanations have been understood. We shall see how it works in future.

Relation to the Kuratorium. I have immediately copied your one exemplar of the Report for distribution to the ~~members~~ members of the Zambia-Advisory-Committee. Along with a covering letter your report has been sent to them yesterday. Klaus Schäfer is a member of the same committee and as such he has got the paper officially. The 25 copies you have announced to reach us will be given to the rest of the Kuratorium soon after we received them. You are free to give the report to Mr Bruns, Frank, and Dr. Krapf if you like. We have of course no objections. I am enclosing two copies of those parts of the last Kuratorium's minutes which deal with Zambia affairs. You will again find a resolution which was discussed and passed by the Kuratorium on the basis of a draft prepared by the Zambia-Advisory-Committee prior to the meeting. This was

the result of the discussion of the extensive report of Klaus Schäfer. Perhaps it needs to be stressed that I myself have not initiated this resolution nor did I put it before the Kuratorium. It was the committee and I had the only task to distribute prior to the Kuratorium meeting the draft according to the committee's decision. As you also may find in the minutes it was Klaus Schäfer who gave the report and was leading the way of discussion to a certain extent. You want to know which line I have taken in the matter: no line. I was present as the executive member carefully watching what the Kuratorium was trying to formulate after they had heard and read the report of Klaus Schäfer. I should, however, not hide the fact that I - fairly late in the discussion - stated that I myself do not at all agree to the key statement of Klaus Schäfer ("Die Gossner Mission weiß gegenwärtig genau so wenig über den Weg Bescheid, wie das Gossner Service Team in Zambia"). But I knew and know that on this point I am controversial to the majorities opinion and hence have to follow the prescribed line. Ok. Practically the resolution has not materialized to the suggestion to the Zambian Government as stated. This is because we thought it most essential that we know the proper channel unless we run the risk that we create more problems. Perhaps I should bring it with me when I shall be coming to Zambia next time.

Out of the comments on your old minutes I have not much to say. I imagine that the question of an increment to the Zambian wages may still be of some difficult nature. I personally believe that it was the best that Mr Chubili is now involved with the matter. This is a Zambian affair and it is without any doubt the best to keep Zambian problems in Zambian hands.


Regarding your proposal to stop the mode of providing kitchen ware to team members I fully agree with you. This has been a trial which did not bring about the expected benefit for the people but rather many administrative difficulties. We shall drop the idea.

Finally I should inform you that due to some time limitations in our administration here in Germany we are considering to change the date of my Zambia visit from November to October. This is only a tentative information and will be confirmed or withdrawn in due course. But I thought it fair to let you know that we are again playing on the schedule.

A last reminder: George van Keulen has not yet returned his signed copy of the insurance paper. Mrs Meudt told me to ask for the same as we have to have this application in order to increase his policy according to the standards.

Kind regards to all of you,

y o u r s



Siegwart Kriebel  
P.B. 1xc Choma

26.6.1973  
- 4. JUN. 1973  
Gledits:

Lieber Herr Seeberg!

Herzlichen Dank für den ersten Rundbrief und die Predigt. Ihre Predigt über die offene Kirche hat mir gut gefallen. Wenn Sie in diese Richtung auch im Kuratorium der Gossner Mission wirken, dann müßte doch dort auch das Verständnis für die Arbeit in Zambia wachsen. Ich meine das gar nicht ironisch, es hat mich vielmehr gefreut, wie Sie über die Kirche gesprochen haben. Und das gilt ja auch für eine Missionsgesellschaft, und die Gossner Mission praktiziert ja auch einige Offenheit. Nur haben wir hier manchmal das Gefühl, die Gossner Mission sei damit nicht nur manchen anderen Missionsgesellschaften, sondern auch ihrem eigenen Kuratorium weit voraus. Deshalb können wir solch eine Tröstung und Vergewisserung wie Ihre Predigt gut gebrauchen, und vielleicht Sie auch ein wenig unsere Zustimmung.

Der Rundbrief wird ja sicherlich auch bewirken, daß wir in Zukunft etwas näher zusammenrücken, mehr voneinander hören lassen und uns damit auch gegenseitig etwas den Rücken stärken. Es war zeitlich nicht geplant, daß unser Bericht sozusagen unser erster Beitrag für Ihren Rundbrief ist, aber vielleicht können Sie ihn darin verwenden. Er ist ja nicht nur dazu gedacht, unsere Sicht unserer Arbeit für die Missionsleitung und für das Kuratorium zu erläutern, sondern auch für alle anderen Mitarbeiter. Und wir erhoffen uns natürlich auch ein Echo darauf, von wem auch immer. Vielleicht nicht sofort volle Zustimmung, aber doch ein Gespräch, in dessen Verlauf das gegenseitige Verstehen zunimmt.

Wir sind dankbar für die "Gossner Mission", die wir in der Tat regelmäßig erhalten. (6 Exemplare würden zur Zeit ausreichen, wir bekommen immer noch 7). Ist es programmatisch, daß sie jetzt "Wort in der Welt" heißt und keine eigene Einlage der Gossner Mission mehr hat, oder war das nur eine Ausnahme?

Darf ich vielleicht berichtigen, daß Izaaks Frau Sietske gerufen wird und nicht Cornelia? Und die Tochter heißt Bella-Anka, kurz Bellanka. Und warum sind Sie denn so sparsam mit den Hecker'schen Vornamen? Der des Herrn Pfarrer findet sich ja wenigstens im Anschriftenverzeichnis, aber der der Frau Pfarrerin?

Wir würden uns freuen, wenn Sie uns jeweils ein Exemplar der Berichte der anderen Mitarbeiter schicken würden. Wir lassen sie dann zirkulieren.

Könnten Sie eventuell veranlassen, daß unsere Anschrift überall in P.B. 1xc, Choma, geändert wird? Wir haben zwar das Postfach neben dem Postsack noch einmal gemietet, aber irgendwann werden wir es sicher aufgeben.

Herzliche Grüße,

Jes Siegwart Kriebel.

1) Frau v. Kriebel

2) Frau Kriebel

Sg 1/12.

Gossner Service Team  
P.B.1xc Choma Zambia

26.6.1973

Gossner Mission  
1 Berlin 41  
Handjerystr.19-20

Eingegangen
- 4. JUN 1973
Erledigt: 10.7.73

Dear Mr. Schwert,

Many thanks for your letter dated 30.5., which I received already some time ago, but it was only yesterday that we have discussed your points. May we come back to some of them.

Replacement for Dieter. This is now becoming a long correspondence. But we would like to point out, that Klaus Schäfer must have been completely blind, if he did not see that we were aiming at the formation of a local building enterprise on the long run. And this was also known to you, since I told you about our efforts to become Government contractors and the reasons for those efforts, which were not only a permanent income for the bricklayers, but also a stable market for the brickmakers. You stressed the difficulties and the risk for such a building enterprise on your last visit here, and we learned from that, not to hurry. But the idea was never dropped.

Our correspondence with Berlin. We have checked our formulation in the constitution once more and we agree that, in fact, they may give a wrong impression of what we have in mind. Let me therefore clarify that we do not insist that the teamleader be the only one writing to or receiving letters from you. The teamleader is the one, who writes to Berlin about all matters which have been discussed in the meeting or for which he is sure to have a common agreement in the team. But this does not hinder anybody to write to Berlin or to receive letters from there, as long as he informs the team about matters of team policy or any commitments or agreement which influence his or any other's job. That means that you can expect letters from everybody in the team and may answer them directly or start correspondence with whom ever you want. Besides, even matters discussed in the meetings may be taken up by anybody in the team, as long as this is not done secretly and in such a way that you are deliberately misled. I remember a copy of a letter, which I got long after the item was already out-dated, asking you to consider Gerd Gossner's application to become a team member favourably, because most of the team members supported the application. This was definitely not true because the majority of the team members did not support the application and it is this kind of correspondence, which we do not like.

Relation to the Kuratorium. We have understood that we better do not approach the Kuratorium directly. This is understandable for normal matters and we will stick to it as long as the linear communication is working satisfactorily. We therefore have not sent our report to the chairman of the Kuratorium, as we intended first, but send it to you, asking you to distribute it to the members of the Kuratorium, especially to the members of the Zambia Committee. May we also propose to send a copy to Klaus Schäfer. And what about the other co-workers of Gossner Mission. The first copy is sent as printed article. There are about 25 more copies, which will follow soon by air, so that you have some available. If you need more, you may either ask for more from us, because we keep the stencils for a while, or you copy it in Berlin.

The aim of this report is, to explain our point of view and to invite everybody concerned, to talk with us about the questions raised or others in relation with our work here, and with our relation to the Gossner Mission base in Germany. The report is not meant to be a conclusion after which nothing more can be said, but as a start for discussion which may change the views of either side.

If you agree, we would like to give the report also to the Gossner people in Zambia, that means Albrecht, Frank and also Dr. Krapf. We have kept three copies for this purpose so that you need not send them back from Germany. We think, this will be easier.

Now, may we mention once more the other direction in the linear communication with the Kuratorium. Will it be possible for you, to inform us about the Kuratorium meetings in such a way, that we know at least, what has been discussed and decided there concerning Zambia and what line you have taken in the discussion? It is now clear to us, that you are the one representing our work there. Can we not know about the moves of our representative in the Kuratorium and the reaction to them?

Old minutes. I found some old minutes in my file marked "Berlin" which seems to indicate that you have not yet got them. I shall give you some explanation, so that they may make some sense to you. 16.4.: Richard Nsabwe was the young chap who was trained at Choma TTI as bricklayer and who passed the examination as the best one. Karl, his instructor, recommended him to be somebody able to become more than an ordinary bricklayer. So we offered him to take him for his one year's practical work before the second examination. During that year he had to train him further in practical bricklaying, and we wanted to observe him whether he perhaps would be a future leader of the building group. The plan failed twofold. At first we had not so much building work to do as expected and as no successor of Dieter was coming, we could not guarantee a continuation of his job during the whole year. Secondly he proved to be rather un-communicative, so that he seemed not to be the right man to lead a group. We therefore agreed with him and with Karl, that he may find another employer as soon as possible for the rest of his practical year. He has been with us for about 3 months.

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Zambian salaries. Our Zambian colleagues have asked for increament, the yearly increase of the salary without promotion. As we do not any more as their employers, we could not deal with this matter. Moreover it means to judge their performance during the last year, which definitely is not the job of colleagues, but of a superior officer. We therefore proposed that the staff meeting may decide, to agree on the yearly increase automatically as long as no superior officer is appointed for the Project. But on that staff meeting the Secretary Land Settlement Board, Mr. Chubili, was present ~~xxx~~ and has taken the matter into his hands. Now the Zambians have to wait whether they will get the increament at all, because not all Government officers get it, and who will be the one to approve it. Repayment of car credits: We have agreed amongst ourselves, that in future the credits for the duty ~~xxx~~ cars shall not be repaid at the end of the contract, but in monthly rates from the very beginning, the money being deducted from the monthly km-allowances. Thus we shall have some of the money available for new cars, for otherwise the outstanding money would be in the range of K16000.

O. K. 18.5.: Kitchenware. We propose, that in future no kitchen and household equipment be provided to team members by the Gossner Mission. Instead the team members may be allowed to ship more personal luggage at the expense of the Gossner Mission. The still existing stock at Nkandabwe will be used up by the team members (~~breakable things~~) paying for all things they get from the stock, or giving them back at the end of their contract. ~~Unbreakable things~~ <sup>They also</sup> may be offered to new team members as long as they are available. A list of items available may be sent to Berlin for the information of new-comers. The reason for this proposal is, that most of the families have either their own equipment in Germany which they would like to take with them, saving the trouble to deposit it somewhere, or would like to buy either cheap things here or plastic equipment or whatever. In short, it seems that the existing regulation did not meet the needs of the team members in the expected way.

O.K. Donations to the Mission. We have heard of your problems, in one case to accept money for our work and not for the general funds, and in the other case to accept money for the general funds rather than for our programmes. This will have reasons, some of which we know from your correspondence with Schmargendorf. The whole matter does not concern us much, since we have enough money from Gossner Mission to pay for our activities at present. But we just wanted to tell you, that you need not expect difficulties from our side, as we do not particularly encourage people to send money directly to us, and that we are even prepared to explain to them your point of view that all donations should go to the headquarters in Berlin, if you wish so.

Short report. We have made a short report consisting of the description of our project only, excluding all internal affairs. This short report has been sent to the Alt-Schmargendorf group and the team members will send it to a number of their friends. An English version, even simplified, will be submitted to the staff meeting for approval and then distributed in Zambia. ~~A copy of the German version is attached to the full report.~~ The full report is only in German, and so far distributed only to the team members.

So much for to-day.

Many greetings to all Gossner people in Berlin,

Hes Siegwast Wiebel

x pages 9 and 13-20

I just received your last letter, and open the envelope again in order to confirm, that the timing of your visit is convenient for us.

Thank you very much.

S.K.

22.6.1973

Lieber Herr Hindorf!  
Liebe Freunde!

Sie sehen, ich gebe mir wirklich Mühe, mich zu bessern und öfter von mir hören zu lassen.

Zunächst habe ich von einer finanziellen Entscheidung zu berichten, für die wir nachträglich auf Ihr Einverständnis hoffen. Der zambianische Pfarrer der U.C.Z. (United Church of Zambia), einem Zusammenschluß evangelischer Missionskirchen, der für den gesamten Südtteil des Gwembetals zuständig ist, hat in seinem Pfarrbüro nur eine ganz alte, unbrauchbare Schreibmaschine. Bisher kam er immer in unser Projekt-Büro, wenn er was zu tippen hatte, und da wir ja noch nicht allzulange eine Bürokraft im Projekt haben, habe ich öfters seine Rundbriefe, Predigtpläne oder Protokolle getippt und abgezogen. Auf die Dauer ist das natürlich kein Zustand, zumal wir ja ein Regierungsprojekt sind und eigentlich nicht für private Aufträge zur Verfügung stehen. Wir haben darum beschlossen, von Ihrem letzten Geld eine Schreibmaschine zu kaufen. Angeboten werden in Zambia deutsche Maschinen von Olympia. Ich hatte die Gelegenheit, in Choma eine Maschine als Sonderangebot im christlichen Buchladen der Church of the Brethren zu bekommen es ist eine SM9, die hier K 158.00 kostet, die ich aber für K 88.00 bekommen habe. Dadurch dürfte sie nicht allzuviel mehr als in Deutschland gekostet haben.

Der Pfarrer ist ein sehr netter junger Mann. Es ist seine erste Pfarrstelle, nachdem er in Kitwe ausgebildet worden ist. Er war vorher "instructing bricklayer" (Maurermeister), und er hat auch bereits unsere eigenen Maurer hier einmal wöchentlich theoretisch unterrichtet. Wir hielten das für besser, als wenn unser Bau-Ing. das getan hatte, da ja jeder theoretische Lernprozeß weitgehend vom Verstehen im weitesten Sinne abhängt, und dazu gehört nicht nur, daß die technischen Fakten korrekt sind, sondern auch, wie sie erklärt werden, abgesehen von Sprachschwierigkeiten, die noch dazu kommen.

Er sollte nächsten Sonntag ordiniert werden. Bisher fanden Ordinationen immer in Lusaka in der Zentrale der UCZ statt. Jetzt ist beschlossen worden, daß sie künftig dort stattfinden, wo der betreffende Pfarrer arbeitet, damit die Gemeinde dabeisein kann. Der Moderator (Superintendent) von Choma war also kürzlich hier und schlug Sinazongwe vor, wo der Pfarrer wohnt. Der jedoch schlug Choma vor, wo der Moderator wohnt, damit der alles besser organisieren könne. Ich fragte ihn später, warum er das getan habe, und er antwortete, der Moderator habe beim Erwähnen von Choma als einer Möglichkeit für die Ordination "more emphasis" gebraucht, was mir entgangen war. Tatsächlich haben sie sich auf Choma geeinigt, aber ein paar Tage später hat der hiesige Kirchenrat den Moderator noch umgestimmt und Kanchindu durchgesetzt, wo die größte Kirche des Gemeindegebietes steht und wo früher der Pfarrer wohnte. Gestern nun kam Nachricht aus Choma, die Ordination sei verschoben auf Anfang August, wenn sich die Provinzsynode in Choma trifft, und dabei werde die Ordination dann auch (in Choma) stattfinden. Die Kirchenältesten hier sind natürlich empört. Als Grund war angegeben, der Kirchenpräsident, der auch dabei sein muß, sei "not well". Man sieht, die Großen beißen überall die Kleinen.

So, nun zu etwas anderem. Ich habe gerade einen interessanten Artikel in "Entwicklung und Zusammenarbeit" (hat Ihr Kreis diese Zeitschrift abonniert?) 4/73 gelesen über die "Aktion Dritte Welt Handel", ins Leben gerufen 1970 von der Evangelischen und der Katholischen Jugend in Deutschland. Sind Sie dort auch mit angeschlossen? Wenn ja, dann überlesen Sie das Folgende bitte. Wenn nicht, das wäre das vielleicht etwas Interessantes für Ihren Kreis. Es gibt ja inzwischen den Briefwechsel zwischen Pfarrer Zillich und der Gossner Mission über Ihre letzte Geldspende für uns. Ich habe inzwischen eine Kopie des Briefes von Herrn Schwerk bekommen. Es ist natürlich was dran an dem Argument, daß Entwicklungshilfe sich nie auf ein einzelnes Projekt beschränken dürfe, weil ein isoliertes Projekt gar nicht aussagt über die Problematik der Entwicklungshilfe insgesamt. Im Gegenteil, im Hochgefühl, einem bestimmten Projekt geholfen zu haben, kann man leicht übersehen, daß die großen Probleme ganz woanders liegen, und vor allem, daß man selber noch ganz andere Dinge für die Entwicklungshilfe tun kann, als Geld zu überweisen. Sie haben das ja auch schon lange begriffen und entsprechend Gemeindeabende veranstaltet, um etwas zur Bewußtseinsbildung in Berlin beizutragen. Dabei könnte Ihnen nun die A3WH (Aktion Dritte Welt Handel) offenbar recht gut helfen. Sie stellen Material bereit und sie vermitteln Handarbeiten aus Ländern der Dritten Welt zum Verkauf an Freunde und Bekannte, als Anknüpfungspunkt, um bei solchen Verkäufen auch über Entwicklungshilfe allgemein zu sprechen. Ich werde versuchen, unsere Tonga-Arbeiten auch an die A3WH zu verkaufen. Oder wollen Sie vielleicht direkt über die Gossner Mission so etwas mit unseren Tongasachen aufziehen und dabei speziell über Zambia informieren? Das sollten Sie dann mal mit Herrn Schwerk besprechen.

Und das Letzte. Ich habe gerade einen kurzen Überblick über unsere Arbeit seit unserem Eintreffen in Zambia geschrieben, von dem ich Ihnen ein Exemplar beilege. Wie immer: Wenn sie zu bestimmten Dingen darin weitergehende Fragen haben, schreiben Sie bitte. Das ist dann ein willkommener Aufhänger für mich, mehr zu erzählen oder zu erklären. Und es ist zugleich ein notwendiges Echo auf meinen Bericht, was mir zeigt, auf welche Probleme ich in Zukunft mehr eingehen muß.

Für diesmal herzliche Grüße,  
insbesondere an Ihre Frau,  
und alle anderen Freunde,

S.K.

c.c. Mr. K. Schwerk, Gossner Mission, Berlin 41, Handjerystr.19-20

15th June, 1973

Ministry of Development Planning  
and National Guidance  
Government of the Republic of Zambia

L u s a k a

Z A M B I A

Respected Sir,

Re.: Agreement for Technical Co-operation between the Gossner Mission of Berlin, Germany, and the Government of the Republic of Zambia dated 5th May, 1970, with and Amendment dated 31st January, 1972

After the contract of the member of the Gossner Service Team, Mr Dieter Koehpcke, has expired we are to inform you about his departure from Zambia. He will be leaving the country along with his family for good early in July 1973. The Team Leader of the Gossner Service Team has made provisions that the work begun by Mr Koehpcke and not completed before his departure will be taken over by others. Gossner Mission in the meantime is searching for a suitable person to replace Mr Koehpcke but was unable to find such a man till now. We shall, however, inform you immediately as soon as we are in the position to offer you a proper candidate for the vacant post.

Moreover we are to inform you that the member of the Gossner Service Team, Mr F.-L. Krawolitzki, who was for the last two years the liaison officer to the Government at Lusaka is now free for a new task after Mr A.F. Bruns on invitation of the Government has been given the post of a permanent liaison officer. We have considered the special experience of Mr Krawolitzki in the fields of community development with regard to irrigation in arid zones. We would therefore like to request the Government to alter the job description of Mr F.-L. Krawolitzki respectively. As the regions for which Mr Krawolitzki could render his services are different from the area where the Gossner Service Team is working - i.e. Gwembe South - we would suggest that Mr Krawolitzki be given a status apart from the organisational frame work of the Gossner Service Team.

Yours faithfully,

(Klaus Schwert)  
Missionsinspektor

15th June, 1973

Gossner Service Team  
Mr S. Kriebel  
P.B. 1xc  
C h o m a

Dear friends,

Your letter of 29th May was received three days ago and I rush to answer it as quick as possible.

Your first question regarding the luggage of Dieter can be answered easily. I am sure that you have calculated correctly though must admit that I am unable to check your statements due to lack of time and/or intelligence. Don't mind and go ahead with the job. I trust that you are aware of the fact that every amount of money saved is saved for the better of our service.

In the meantime I had several talks with people concerned about the way we should clarify Frank's status. Klaus Schäfer maintained that the matter should be treated as pragmatical as possible and that the Government finally would agree to any proposal after we have had a round of talks with them. We should not insist to get a clearcut alteration of the existing job description nor of his status in a short time but should investigate how far they would be prepared to find some solution. He left it open whether or not we should consider Frank still to be a team member saying that at least he is expected to open a trial programme in the Gwembe central region. This last notice was a surprise to me. Your statement and request was, however, somewhat different. The whole matter is rather delicate. I have, therefore, prepared a notice to the Government of which a copy is enclosed for your information. But this copy may please be treated as top confidential as I did not approach the Government directly but through Mr Bruns asking him to check the contents of our notice and to channel it properly if he thinks it right. If he now disagrees with our paper and we subsequently send a new one and the first draft appears aside the second one it would create a horrible confusion.

Nevertheless, I presume, we all agree that the case is not only a matter of formality and is subject to a revised job description. Much if not all depends on your readiness to find a suitable relation on personal level. We think that the new programme as suggested by Klaus Schäfer fits best with the special gifts of Frank and all of us should support his trials where it may be possible or necessary. I am in fact not happy that he is going to work in close neighborhood to the team's project as it will be rather difficult for outsiders to distinguish between him and the other expatriates of not being united in the same scheme. But this seems to be beyond control - at least for me. I shall write to Frank separately on that matter.

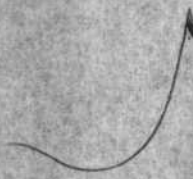
Your repeated request to pay a visit to Zambia already this year had resulted in intensive considerations from my side. Frankly spoken: it took me some time to alter my opinion that there should be at least one year's time for you to try out your new constitution. But I have understood that there may be some sense in me participating in your intermediate considerations about the constitution, your relation to the Kuratorium, to

our information service, to policy matters regarding development work etc. First and foremost I have the feeling that I should try out ways to break up the blocking of direct communication as it appears to me from the distance. There is no secret about my reservations against the regularized procedure of information by minutes and attached comments or so. But this definitely cannot be overcome by correspondence. Therefore I am trying to fix a date for a visit to Zambia. In the moment there are several hindrances because it was not foreseen for this year and dates have been made for many other purposes. They have to be altered.

So far as I can see now I may be able to spend four weeks (maximum) for Zambia during the month of November, perhaps also upto the beginning of December (say 10th). It is not possible to go earlier as Pastor Seeberg will be in India untill the end of October. I have to stay at Berlin in his absence. Can you - at first - confirm that this timing would suit the leave arrangements of the (at least majority of) team members. I know that this period falls into the last weeks before the rains or the first of the rainy season. This makes it especially interesting for me to be in Zambia. I don't ask for any preparation or programme right now but would like to let you know two main prerequisites of a useful stay in Zambia: an own accommodation it be as modest as possible but should make an independent living possible, and a motor transport for my personal use in order to be independent from asking anybody for his help. One of the Gossner-financed vehicles should be made available if possible.

This may do for today. Please let me know your comments. Kind regards to you,

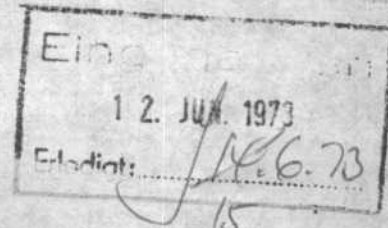
y o u r s



Gossner Service Team  
P.B. 1xc Choma

29.5.1973

Gossner Mission  
1 Berlin 41  
Handjerystr.19-20



Dear Mr. Schwerk!

Thank you very much for your letters about Dieters luggage and Franks status which came today, and the letter dated 14.5. about a building expert and your visit.

1. Concerning the luggage you have not realized that the charges for transport and packing have not been included neither in the calculation for shipping nor in the one for airfreight. If you add the figures, you will see, that the totals do not include these charges, as specially stated on the line of each total. Therefore we still maintain that airfreight is cheaper than shipping, because Dieter is in fact prepared to use his own metal boxes and in this way save the packing, and of course we shall bring the boxes to Lusaka ourselves. So the charges will be a bit more than K 500.00 .

2. Concerning Franks status we have some doubts whether it is the best solution to let him work on the same work permit. You are right that he should be covered by the "Agreement" as he is a member of the Gossner Mission, but his work permit was clearly issued for him as a member of the Gossner Service Team. With Mr. Bruns it is also clear, because his work permit has been issued exactly for his present job as liaison officer in the Ministry. Now, if the Government would decide to transfer him to any other job, that would be their business and they would have to arrange with Immigration. But in Frank's case the Gossner Mission have quietly changed Frank's job without informing the Government properly. We therefore propose that you ~~may~~ may clarify Frank's status officially to the Government as soon as possible, even if you expect that a new work permit would be required. As Frank will be travelling abroad a lot, you must expect that sooner or later somebody will become aware of the speciality of his job. By the way we have also some interest in this matter, as we have to loose some good reputation, and also because Frank gave ~~me~~ a slightly different comment on his status, saying that he will say in the Ministry that he is still a member of the Gossner Service Team, but with a special job. And this version is bound to cause a lot of confusion, because, as he has been our liaison officer, he would still be approached on that line by many people. Now, after he got a copy of your letter, I hope it clear to him too. - But generally we feel, that the Gossner Mission should not play hide and seek with the Government, especially as you also do not like the Government to take easy the obligations in the "Agreement".

3. Concerning your visit and some of your remarks on our correspondence it is a plain misunderstanding to think that we want to prevent any inofficial or private correspondence or communication between you and any team member. You are heartily invited to share your views and to explore ours in talks with every single one of us. The only thing which we did not like in the past and would not like in the future, that on such occasions conclusions are reached which affect the whole team. You may not be aware of this, but the team was more than once confronted with the argument "Mr. Schwerk has agreed...", or "Mr. Schwerk knows already that...". From this you may understand why we are so keen on an information to the team about all communication of common interest. Now, if private talks are not excluded at all, can you than see some sense in visiting us in October or November, in order to discuss all matters of our constitution, of our relation to the Kuratorium and to your information service and of our development work here?

I stop for today, as a long report will follow soon.

Many greetings

*He Siegfried Kriebel*

Gossner Service Team  
P.B. 1xc Choma Zambia

Eingegangen

9.4.1973

28. MAI 1973

Erledigt:

Abgestempelt 11.4.73

Dear Mr. Schwerk!

*Antwort verschoben bis meinem Brief*

Having returned from a very nice and extremely lazy holiday in Malawi at Senga Bay with the GAWI people, I find a very old note on my desk, that I should write you about the big Land Rover. I hope that it is not yet too late, because I do not know from Mr. Bruns, whether you have already reached a decision about that vehicle.

The matter is that immediately after his arrival in Lusaka, Mr. Bruns came to Nkandabwe in order to get the un-used LandRover for temporary use until he would have his own transport.

In a meeting we discussed the problem of that Land Rover at length and I was asked to inform you about our opinion as follows:

1. We do not need the L/R for the Team, neither as a pool car nor ~~xxx~~ is there any Team member at the moment wanting it as duty car.
2. We therefore agreed to Mr. Bruns' suggestion that he may use it for the time being as duty car, all expences arising to be settled between him and the Gossner Mission directly.
3. Mr. Bruns considered to keep the L/R perhaps as duty car. If this would be the case, the problem of that vehicle would be solved of course (full expences being about 11n per km).
4. But if Mr. Bruns would decide not to keep it, then we would like to ask you whether you from your side have any suggestions for its use?

We have tried to sell it, but did not find any customer. As it has been imported duty-free, only people with a diplomatic status could buy it without paying the tremendously high import duty. We therefore have little hope that we can sell it before the middle of 1974.

For this reason we have considered the idea to donate the L/R to any Zambian organisation, especially in a rural area or even in the Gwembe Valley, which would need it for some sort of development activities.

But before we decide anything about it, we would like to hear your comment on this matter.

Again there is a matter which I do not know how far it is already settled. We strongly recommend to keep separate accounts for Mr. Bruns and for the Team, so that he does not depend on asking money from us which would automatically mean that he also would be somehow controlled by us in his financial operations. And that would be a rather difficult position as he is not under the supervision of the Team in his job. Therefore he should be independent from us financially too.

Have I already acknowledged receipt of your letter dated 14.2.1973? From Dr. Krapf I learned that the Gossner Mission had not yet found time to go into the matter of our proposals. But in the meantime this might have happened and now we are keen to hear from you.

Many greetings to all of you,

Yours

*Siegwart Kriebel*

p.s.:

May we ask you please, even before the Gossner Mission authorities will have officially decided on our "constitution", that you may write us whether you yourself will in the meantime respect our proposed distribution of responsibilities and way of communication or how you intend to communicate with us in the meantime, so that we may know where we are.

Thank you very much, S. Kriebel

30th May, 1973

Gossner Service Team  
Mr S. Kriebel  
P.B. 1xc  
C h o m a

Sg 31.5.

Dear Friends,

The mail is incoming rather irregular from Zambia nowadays. On 22nd your last letter was written and arrived in Berlin three days later on the 25th May. On 28th May we received your letter written on 9th April which was properly mailed on 11th April with the correct stamps. Perhaps you may tell your friend in the post office Choma that he may separate the air mail from the sea mail. However I shall reply to the last letter first in order to keep the correspondence going.

You have given your comments on my letter concerning the several points you had put before us with the constitution and other relevant matters. Some of your remarks need an answer and I hope that I do not forget any of your questions in order not to be blamed again of not answering your questions in time and in the way you want me to answer.

1. Flight to Europe - no comment. You may consider it an offer if you like so. We were under the impression it would be a little bit more.
2. Service for Gossner Mission in Europe - we did not understand your question as a policy question. But it is alright so. I know about the efforts of Mr Steenpass as he wrote to me prior to his visit to Zambia and sent me a booklet about his objectives etc. There so many groups like his which try this way or some other one and we ourselves are sometimes participating in their work. One of the most comprehensive approaches is the Aktion Mission in which we are coworkers since 1969. But this is not the policy question you had asked. These are different methods which we partly observe, partly try ourselves.

I think that the policy behind the so-called "Service for GM" is not primarily "to promote the idea of development aid" as you had stated at the end of this paragraph. If we go to groups of certain congregations in Germany we do so on their request. They are usually sponsors of GM and want to have some report what we have done with their money. The same in general applies to those groups who invite us for the first time in order to check whether we would be a partner for their collaboration. We have to give a report on our activities, on the aim of our work in the special field we are engaged in (e.g. Zambia) and have to state why and to which result we are doing just this and not anything else. In the context we have to meet of course also the question of development but as one point besides others. So policy no. 1 in our information service is to report on the activities of GM overseas.

But there is a second aim in our doing so. Every information changes the horizon of the informant as well as the informed person. Information is never something sufficient in itself. While producing our report we gain new insights into (a) the matter we are dealing with and (b) the people corresponding to our report. This process - named reporting - provokes

always the critical counterquestion within ourselves: Why is this done at all? Why is it done this way? It makes us reflecting on the matter we are concerned with especially as we are dealing with something into which we don't have much influence.

This is the point where you come in. Your proposed "service for GM" is at least as much a service to yourselves. It would make you reflecting on what you (are or) were doing in Zambia. This is also the reason for our offer to spend half the time of service in the middle of your term.

Finally but this only as a hint: Any information, any report given alters the person or group to which it is addressed. We call this education. It is of course subject to permanent control into which direction we are "educating" the public. This again reflects on the kind (and the method) of information rendered.

3. Conferences - your proposals are welcome. Please give them with a good explanation why this or that has been selected.

4. Building experts - perhaps we should separate the actual need from the overall problem. The first one will be dealt with in the following chapter. The question Policy versus Technology has brought our discussion into a wrong direction. Let me try to replace "policy" by "planning". What I was intending was to gear some consideration about priorities and dependencies. To give an example:

The policy statement "agriculture" would mean:

All emphasis be lead on those activities which promote agriculture. This would start with

- (a) decision on the question subsistence or surplus production
- (b) if surplus would be the answer - selection of an area where to start with geological surveys (or where those surveys are available)
- (c) investigation into people (or to make use of other people's investigations into this matter)
- (d) start with field trials
- (e) start with plant experiments
- (f) promote the market infrastructure
- (g) etc. etc.

You see that (b) to (g) or further has a close dependency to (a) and needs to be sorted in a proper list of priorities. I have made this list only as a demonstration and do not at all claim to be right - I am no agriculturist.

Similarly it would be with the statement "building construction". This brings the following (or any other) list of priorities:

- (a) make sure that there is a market
- (b) create the basic precondition for building structures, i.e. bricks in sufficient number and quality
- (c) have brick layers and helpers in sufficient number or produce them
- (d) have supervisors with experience or produce them
- (e) have draftsmen or produce them
- (f) have calculators or produce them
- (g) have technical managers or produce them
- (h) etc. etc.
- (x) have supplementary trades like black smiths, fitters, carpenters etc.
- (y) have competing groups in order to higher the level of work

You see that again you would have to prepare a list of priorities. It could result in the question whether you should first have a sound building trade before you promote the supplementary trades like carpenters etc. It could also result in the question whether you should build up the matter from below or from above: to have the bricklayers first and afterwards to find the supervisor, draftsman etc. or the other way round. You certainly know

that there are good reasons for both possibilities and that nobody would easily say - go this way or go that way.

The question whether to supply the Gwembe South Development Committee or the Rural Council with a building experts does not at all mean that this would be of any ~~xxxxxxxx~~ relevance towards development. It would mean that in a given area a given number of buildings could be erected in a given period of time. Development of the Gwembe Valley is surely much more and is quite different in its approach.

5. Replacement of Dieter - I have read your lines carefully and noticed your request. Nevertheless we were told ~~xxxxxx~~ by Klaus Schäfer who had observed your work for a few weeks that under the conditions he had seen no need for a replacement would be there. He told us that the work under construction should be finished during the time of Dieter's presence in Zambia and that for the new jobs to be expected in a foreseeable future somebody out of the Team could manage with the help of the (few?) bricklayers who would be somehow competent. The building work Dieter had done during the past years was not declared a matter of policy to us but of actual need which was to be closed down once the need had been fulfilled. You see that it is rather impossible for us from the distance (and even for a man like Klaus Schäfer who was quite near to the field) to imagine where you may put certain emphasis on, which sector is just done because there is some occasional opportunity, and what for a longer period of time is matter of planning (to avoid the word "policy").

6. Your minutes to Berlin - minutes are never meant to inform but to keep some extract for those who were informed. Information comes through many channels and as more channels as sounder is the information. Formalized information is the death of information - as we all know from the past and presence. Therefore I strongly oppose to your agreed policy that the team speaker has to formulate the answers of the team. I appreciate the attempts Siegwart Kriebel is doing to meet this requirement. But he is certainly overasked by you and the team as such may feel nicely free of the duty to write to Berlin. I doubt very much whether any fruitful flow of information would ever come to be under the prevailing circumstances.

Besides I have noted that you felt the lack that I did not give proper answers to your technical questions. I shall avoid this. But the letters will become longer and longer - certainly.

7. Minutes of the Kuratorium - I have noticed your concern but upto now I can't see how I can make some sort at that circular letter out of that what had been considered in the Kuratorium. Perhaps you are having a wrong imagination of the correlation between Kuratorium, GM headquarter, and coworkers considering them to form a triangle within which every corner has direct ties to the other two. This is wrong, at least institutionally. The figure of correlation is linear: Kuratorium-HQ of GM-coworkers with flow of control and responsibility in both directions.

8. to 10. Your constitution - I am helpless to continue the discussion on your constitution. It is your concern and I have already stated where I disagree. The only point I would like to comment on is your remark on the "open" correspondence: "We do not want a continuation of secret correspondence about vital questions partly connected with intrigues against other team members which had taken place in the past." I honestly declare: I have never received any conspirative letter nor written from my side, nor have I received any better intriguing letter of one person against any other one. It is poisoning any correspondence and destroying any freedom of opinion if this statement would be really your common opinion on that matter. I am sure that you have not had this in mind and the formulation is only because of the foreign language and the trouble of communicating in a medium which is rather resistant to the explanation of nuances.

11. Reports to Germany - has been dealt with at length under item 2.

12. Position of GST in relation to GM - Gossner Mission consists of many parts: a mission house at Berlin with many people, another house at Mainz, again with many people, both doing this and that, a Kuratorium, a lot of friends all over Germany informally called "sponsors", and of course the many people all over the world who work as coworkers of Gossner Mission in her name (if one can say so as GM herself is of course not working in her own name but in the name of Jesus Christ) and - to put it economically and certainly inadequate! - are paid by Gossner Mission. They all make, and belong to, the GM. There is no question, that you in Zambia belong to Gossner Mission as a genuine part.

What is your position with regard to the decision making process especially to the question of the Mission's policy? The policy is made by the Kuratorium on the base of

- (a) its own intentions about the work and aim of the mission,
- (b) information provided to the Kuratorium by staff and coworkers and any other source (e.g. friends somewhere in Germany who participate in the work by this way or else),
- (c) any request to decide on policy from whom it may come.

The unconditional prerequisite on any policy debate is sound information. (The stress lies on sound, not on information, please) If you feel it necessary to have the Kuratorium deciding on any policy matter related to your work you may provide background information along with a proposal in a way that you consider acceptable for the Kuratorium. You are free to use any channel you like but you may remember that the relation is linear. I just tell you that because one should not hide this in order to avoid unnecessary frustrations. Least I should state that the Kuratorium and we in the administration would highly appreciate to receive any policy proposals from you. We have just been told that the request for a policy for your local work was something what had put you under pressure and the Mission should not continue to force you to state the policy prior to work.

This may do for today. I have purposely not answered the question of the Landrover which Mr Bruns has taken some times ago. As your letter is so outdated I would rather much like to have a new account on that matter before I give any reply which might be overrun by the time already.


I have also not answered to the several annual reports:

Häidi Clemens, received on 24th May,  
Anja van Keulen, received on 29th May, and  
George van Keulen, received on 29th May.

This may be subject to a separate letter to each of you. For the time being many thanks for the same.

With kind regards to the team

y o u r s



22.5.1973

Gossner Mission  
Berlin (West) 41  
Handjerystr.19-20



Dear Mr. Schwerk!

Many thanks for your long letter dated 30.4.1973, which has been seen by all of us in the team in the meantime. As that letter is not only containing a lot of items and questions, which require careful consideration, but also somehow unexpected in its basic reaction to our talks with Klaus Schäfer and the proposals, which he took as a result of them to Germany, I shall only answer some points today, which can be easily clarified or corrected, whereas a more thorough comment will follow later.

1. Flight to Europe: We had already heard from Mr. Bruns, what was not clear from Klaus' deliberations, that you had made that proposal with regard to the "service for the Gossner Mission" in Germany. This is now clear, and anybody, who wants to make use of your offer, may contact you well in advance.

2. Service for Gossner Mission in Europe: Of course we still remember the various possibilities you had mentioned like speeches, dia-shows, writing articles or reports etc, but we thought you may have developed some strategy how and to what end to use all those possibilities. Our question was so to say a policy question. - There is just a couple from Münster visiting Zambia, Mr. and Mrs. Steempass, 44 Münster, Agidiistr., who are trying in a catholic lay-group to find a method for public relations work with regard to development. You may know that group or otherwise contact the mentioned address. Those people could perhaps be a very useful partner for any considerations how to promote the idea of development aid in Germany.

3. Conferences: Is it that you from Berlin intend to select the conferences which we should or could visit? Or is it also possible that we make proposals to you which conferences we would like to visit? Sometimes we hear of conferences which may not be included in the DÜ list, and sometimes we may have a special interest, in a subject to which you have not put so much weight in the first instance.

4. Building experts: In fact we have considered that question as a policy question, and not only technically. And the result was, that there is no need at all to decide on a second foundation for our work in the Gwembe Valley beside the agricultural one, as the agricultural one is already only one beside others since some time. And this you know very well too. Building creates already at least as much income as agriculture by brick making and by constructing. Trades like black smithery and carpentry are a third and production of crafts/curios a fourth section with some good prospects for development. The tailors have now started to supply school uniforms for various schools in the area. And services like water supply and health are again a different foundation of our work. - Therefore your question was actually, whether we would agree to a strengthening of the building section. And to this we have answered positively by proposing that beside the continuation of the commercial aspect in building, i.e. brick making and forming a building co-op.,

proposals  
are welcome

a second aspect may be covered by a second building expert: The assistance in self help housing programmes, especially in settlement or resettlement of people in bigger numbers by the Rural Council, as planned for instance at Maamba or possibly in Ngoma area. We shall support this on the next Gwembe South Development Committee meeting. I do not know what else we can do at this stage.

*Klaus  
Grieser sch  
S anders*

5. Replacement for Dieter: We have heartily laughed at your answer to our telegramme: to imagine that you think we are asking without any notice for a "drawing expert" just in order to draw the plan for a 2-classroom-school-building. That was really a good joke. In fact we have asked for a "building expert", in order to stress again the importance for an immediate replacement for Dieter, which was of course nothing new to you, but only a reminder from our side on the background of that contract which we have won from Government for Sinakasikili school. The problem is in fact much bigger than just the building of that school. Dieter has not only trained some bricklayers in order to improve their professional skill, but also in order to tie some bricklayers to the Gwembe Valley by providing jobs for them here. If now an interruption occurs, that would mean that possibly these bricklayers will leave the Valley and we might find it difficult to bring them back. In such a case we would have to start afresh with a new expert, and the efforts of three years would be lost. Not to speak of the loss of good will by the tenderboard of Southern Province, who have done us a favour in accepting us as contractors. They could not understand why we would not apply for contracts next year and would hesitate to do us any favour again. - This year we are confident that we can manage to complete not only Sinakasikili school but also Siabaswi crafts centre, perhaps with the help of the Reverend Siatwinda, who is a bricklaying instructor, or by the help of Choma TTI, but with the beginning of next years building season, that means April, it is essential for our building activities in the Project, that a replacement for Dieter is here and ready to start working with our building group. We therefore ask you instantly, to continue your search for a building expert by all means, so that somebody may be here early next year at the latest!

*Information  
aus  
Protokoll?*

6. Sending of our minutes to Berlin: You may have realized or may check it now, that you have got an answer from me for any letter you have written. The minutes were always additional to my letters. The aim was to give you as much information as is circulated amongst ourselves, hoping you would pick out those points, which have some weight in your eyes, and ask for more explanations or start a discussion on them. On the other side I sometimes had to write several letters until an answer came from you. - But again I agree that I have failed to send regular general reports about the work we are doing here. So both of us are suffering, you from lack of general reports, I from lack of answers to our technical questions. Please, let us work on the improvement of this from both ends.

7. Minutes of the Kuratorium: If the Kuratorium feels, that its minutes should be confidential, alright. But on the other side, for whom and on whose behalf is the Kuratorium meeting anyway and whose concerns are discussed there? Isn't it the Gossner Mission as a whole, and are we not part of Gossner Mission? How is it then possible that the Kuratorium feels, the co-workers of Gossner Mission should not know what has been discussed and decided there. We do not insist on the "minutes" of course. What about a circular after every Kuratorium meeting, giving a full report of the meeting to all Gossner co-workers wherever they are? Besides, we are not so helpless with minutes as you say, you are, and we would not hesitate to ask back, if anything would not make sense to us.

Now our "constitution":

8. Article IV: There is of course no intention to channel all contacts of Gossner Mission in Berlin through the G.S.T. in Zambia. This sentence simply means, that the contacts between the Zambian Government and the representative of Gossner Mission in Zambia will be the responsibility of the whole team through the team leader, as clearer said in Art.V,b.

Our whole constitution does not intend to alter any existing agreement, it be the one between GRZ and GM, or the individual work contracts between GM and GST members. With this in mind you may try to interpret all points, which seem to be alterations. And if it seems to be impossible, to understand them under this condition, then let us change the phrasing.

The only change we had in mind, is actually that one, that the team leader in future shall not act towards the Government or towards the Mission base without having the approval of the team meeting. That means the team leader has his authority to speak for the team and for the Gossner Mission, in cases described by the Agreement, not qua appointment by the Mission base, but qua selection by the team. This has in fact some consequences, but not on the Agreement, because the team leader continues to be the partner for the Government and also for the Mission base. And it is an internal matter of the team, that the team leader practises this function only in permanent consultation with the team.

If the Mission base has to or wants to contact the Government directly, that is a complete different matter from what we are talking about in that article.

9. Article V: <sup>a)</sup> As we did not intend to change any existing contract, we do not refer to the legal, economical etc. relations to the Gossner Mission, but only to the performance in our work, so to say to the personal and spiritual relation to Gossner Mission. And this is described in the ~~xxx~~ quoted part of our contracts. If necessary, we can clarify this in the text and invite you to make a proposal for this. You are quite right that the whole constitution deals with the internal relations in the team, and therefore also this point refers only to the way we are performing our work here, rather than referring to our relations to Berlin financially etc. And we are quoting only the directive we have got from the Mission base for our performance here.

b) As already explained above, no alteration is intended, as the team leader continues to be the partner of GRZ.

c) Again, no monopoly of the team is envisaged. It is an additional measure to establish a procedure for the case, that anybody in the team would put himself outside the team by the way he is performing his work. Our proposal intends to bar any private action of any single team member, so that only the team as a whole can ask the Mission base to consider the termination of the contract concerned, or any other measure to solve the problem.

d,e) <sup>a)</sup> This already partly answered. Letters of the Mission base will be thoroughly answered by the team leader on behalf of the team. Private correspondence with team members are not excluded in ~~any~~ any way. It is only expected from both sides, the team member and the Mission base, that they bring to the notice of the whole team any matters of common interest, which they discuss in their private correspondence. We do not want a continuation of the secret correspondence about quite vital questions, partly connected with intrigues against other team members, which had taken place in the past.

f) The explanation is very short and simple: We want to promote the better understanding between the team and the members of the Kuratorium who have so far no direct impression of the work of the Gossner Mission in Zambia, <sup>which</sup> for they have to take certain decision, which are affecting us.

10. Article VI: On the background of what had been decided at Mainz in December, it was quite clear to us how Gossner Mission in Germany would react to our proposals. In Mainz it was said, (if I had received minutes, I could quote those) that some Gossner representatives together with Klaus Schäfer would meet before Klaus' visit in Zambia, work out a guideline for him, that he ~~he~~ then would discuss with the team, what proposals the team has for its future work, and that Klaus Schäfer then would return to the same Gossner representatives and discuss the team proposals with them, in order to reach a common agreement between the Mission base in Germany and the team in Zambia, how to continue the work in the Gwembe Valley, with special regard to the internal team structure. It is therefore hard to understand now, why you write, that our proposals have been made without any participation of the Mission base, and why Klaus Schäfer only made some "additional explanations" rather than going through everything in detail together with the Gossner representatives. Now, since the Mainz-plan seems to be out-dated, and things have gone in a different direction, it seems, that the only way left, is to discuss the questions about our constitution in written, perhaps until we reach a final agreement on your next visit, hopefully together with a member of the Kuratorium. We take it, that your remark in a letter to Dieter, that there is no need for a visit of you this year, is still open for re-consideration. By the way, how fits the remark in the same letter, that Klaus Schäfer has represented the Gossner Mission here, with your remark in the letter to the team, that our proposals were made "without the possibility to participate in the discussions" by the Mission base?

Finally a few words to some basic questions which will be dealt with in a following letter:

11. It seems to us, that the Mission base in Germany is mainly interested in receiving reports from us in order to be able to make decisions for the work in Zambia and in order to be able to talk about the work in Zambia in the Mission's information work. But we are mainly interested in a discussion and exchange of views with the Mission base in Germany about both aspects of the Mission's work, development aid in Zambia and information service in Germany, and the interrelation of both aspects, in order to be able to provide the relevant information for your information service, and in order to obtain relevant informations from you, which help us to understand our work better in a wider context.

12. It is not clear to us, whether we as Gossner Service Team are included, when you speak of Gossner Mission. What is in your view of the position of the Gossner Service Team with regard to the decision making process in questions of the Mission's policy? Are we considered to take part in the Mission's considerations how to work in Zambia and in Germany? This is not a complaint about any decision already taken in the past, this is a question for the future.

You can see, that my concentration is decreasing. I therefore better finish this letter and remain until another one,

with greetings from all of us,

*Heinz-W. Wöbel*

April 30, 1973

The  
Gossner Service Team  
through  
the Teamleader  
Rev. S. Kriebel  
P.O.Box 1xc  
C h o m a  
Z A M B I A

Sg 30/4

Dear friends,

As the Zambia Advisory Committee of the Kuratorium has met last Friday, the 27th of April, I am now in the position to answer several of your points raised ~~in~~ in the minutes we received and explained a bit more in the letter of Siegwart Kriebel of February 10. Some additional explanations were given by Klaus Schäfer during a consultation I had earlier in March. Klaus Schäfer too was present on the Zambia Advisory Committee.

The answer of this letter will be given in a twofold way:

with reference to the minutes of the staff meeting of Feb. 7 with remarks in Siegwart Kriebel's Letter of Feb. 10, and

with reference to the copy of your constitution which ~~was~~ <sup>was</sup> to a certain degree explained by Klaus Schäfer in his report to the Committee.

1. Ref. 4.a) of the said minutes (flight to Europe):

There is obviously some misunderstanding ~~in~~ <sup>of</sup> our intentions to suggest an intermediate trip to Europe to the team members. The suggestion was the result of the repeatedly reported lack of communication between the co-workers in Zambia and the expectations of the Gossner Mission base. There were hardly any reports incoming from Zambia with some relevance to the needs of an adequate information service in Europe. This we intended to overcome by inviting you for a period of weeks to participate in the several activities in Europe in order to provide you with first hand experience regarding the information service we have to do in Europe and so improving your sending us the badly needed material for that purpose. Of course such time in Europe should not only be utilized for official purposes but can be combined with the annual leave. We thought of two months service with the Gossner Mission and afterwards (or before, as the case may be) the annual leave of two months as the provision is for the 3rd year. There was no talk of any extension of leave over the two months' period nor the question whether this trip to Europe may be altered into a trip to any other place or country or continent. You may let us know whom of you from the family point of view or otherwise feels ready to follow this proposal in order to have us preparing his programme right in advance. As some of you are already in their 3rd year of contract you may have booked already your extended annual leave. So the time in Europe would then be shortened to 2 months service and 1 month leave. It should be added here that these two months of service in Europe are taken from those 4 months in your contracts as specified under Article III, 1 and the date of return to Europe would then be 2 months later of course.

Ref. 4.b) of the minutes (Service for Gossner Mission in Europe):

Partly this point was already met by the above statement. In addition I would

like to recall what I had explained to you while discussing the contract with you before you signed it. I told you that there are many different ways of service for the mission - from speeches in congregational meetings to lessons for school students, from preparation of a comprehensive report of the work done to service in the preparation of new co-workers to leave for service oversea and much more. I am sure that I added that in some special cases in the past this period of service was (partly) cut off because there was either no need for such service or no special gift on the part of the co-worker. The contract in that case was shortened by the cut-off period. But this would in every case be matter to mutual exchange of opinion and agreement.

Ref. 4.c) of the minutes (Conference):

This suggestions was made with the intention to widen the horizon of the co-workers beyond the valley. We are in contact with DÜ in order to obtain their special information service on that purpose as we from the distance are of course unable to name you such conferences. I personally doubt whether there are sufficient different conferences available in your region which are of at least some relevance to your work and experience. Nevertheless we shall let you know our findings in this respect. The Committee however has made it a point ~~you~~<sup>to</sup> request every participant of such conference to hand in a written report of his own after attendance in order to make the conference of use for a wider range of persons. These reports are to be sent to Gossner Mission.

Ref. 4.d) of the minutes (different contracts for married people):

The Committee does not see any need to change the pattern of the existing Contracts. The wives are already included in the contracts as far as their security, health service, travel to and from Zambia and that like are concerned. There is however no such provision that the wives are expected to participate in the work of the husband nor to be a member in the meetings. Actually we did not do this though it was traditionally always so that the wives of the missionaries joined fully the work and responsibility of the husbands. It was a silent right and it would have been an insult to mention it in any contract in the previous times. As we observed that you were somehow unaccustomed to this we did not mind offering you additional contracts for those wives who felt in the position to do any special service of some value. So we still keep this offer open to all who apply for an additional contract as it was done till now. The Committee was not prepared to follow your proposal for alteration.

Ref. 4.e) of the minutes (work camp):

The Committee did not give any comment on this point but appreciates the idea and waits for further information.

Ref. 4.f) of the minutes (two building experts):

This point is outdated as the one candidate has not agreed to join the mission and the other one is not ready to leave for Zambia earlier than the second half of 1974. This is - by the way - important for your preparations regarding the local substitution of Dieter Köhpccke during the period he is still in the country. The question I had put before you in my letter of Jan. 26 was actually a policy question: Would you be ready to develop a second foundation for rural development of non-agricultural mode besides the agricultural one, and should that be a building programme? *You* have answered this only in a technical way.

Your notes on the Statement of the Kuratorium are strange to us. We do not know what sort of statement on the purpose and aim of the ~~work~~<sup>work</sup> you may expect from the Kuratorium: If you read the statement you have to observe what has been said and what not. Just to help you a little bit to imagine what you should have found out yourselves let me make a few remarks.

1. The Gossner Mission is in Zambia on the invitation of the Government, and not on her own decision. The Government may show its readiness to except the service of the invited by own contributions. These contributions are the yardstick for us to see that Gossner Mission is still an invited partner and not an independently working agency. The contributions are this yardstick, not the declarations.

2. The work of the Gossner Mission in Zambia is her contribution to world mission under the special circumstances of Zambia. World mission means to witness that God, Father of Jesus Christ, through the Holy Spirit has called people into service, ~~kxxxxxxxxxxxx~~ and that this world depends on Him and His mercy only. You are by your very presence tokens of this mercy and your work is in line with the Salvation Plan of God for this world, i.e. that peace shall be on earth and man the brother of man. We all have to check ourselves from time to time whether or not we are in line with our given aim.

3. The People of the valley are the aim of all our work and considerations. We are not serving any secondary purpose like research for research's sake or public education towards rural development as such or fact-finding just in order to collect data. Whatever is done or is to be done has to give positive answer on the question: Does it promote the case of the people in the valley primarily or not. This cuts off quite a number of possibilities as you easily may imagine.

Klaus Schäfer will address the Kuratorium at its next meeting on the invitation of the Committee. The Committee is not of the opinion that under the present condition it might be of use to send members of the Kuratorium to Zambia. This may be revised after reconsideration after some time.

Ref. 4.g) of the minutes (Minutes of the Kuratorium):

The Committee stated that the minutes of the Kuratorium are confidential and as such no copies can be given to non-members. Moreover the minutes as all minutes do are the extract of extensive deliberations and can be understood only from those who had taken part in the discussions. Without comment they certainly would result in confusion - as by the way your own minutes-like notes on your weekly meetings do to me, but the difference is that the matters are of some different weight.

Ref. 4.h) of the minutes (Preparation course with DÜ):

This proposal was fully agreed to and already before your suggestion it was decided and pratized in one recent case of our co-workers to be.

Now the other part of this letter.

## 2. Remarks on the constitution of the Gossner Service Team

We understand that these paragraphs are a trial to solve prevailing problems within the team. As such we support every attempt which seems to be of any help. But still we are unable to overlook that on the other hand you have touched quite a number of points which actually would have to be discussed prior to any decision as not only your internal relations are concerned but also the relation to Gossner Mission and to others. So you will certainly understand that Gossner Mission is questioning quite a few proposals you have made in your constitution. In order to avoid misunderstandings I may put at this stage of discussion only questions before you.

### Ref. Article IV. Relations to the Zambian Government

Does this sentence mean that Gossner Mission has to deal with the Zambian Government only through the GST? How are - in your intention - the mutual dependencies between GRZ, GST, and GM?

### Ref. Article V. Relations to the Gossner Mission

a) What is the reason that you have selected only one section of one Article of your contract to be the basis of your relation to GM? Do you consider this reduction a sufficient foundation for your (legal, economical, not speak about personal or spiritual) relation to GM?

b) How did you make sure that this alteration of the Agreement of Co-operation between the Government of Zambia and the Gossner Mission is acceptable to GRZ?

c) Does this mean that withdrawals are only to be done on the request of the team? Who would then ask for such withdrawal?

d) Do you expect the Gossner Mission only to write circulation letters to you and how do you hope for better communication if answers are (more or less) extracts of minutes?

e) How do you exercise such a regulation without inquisitorial measures? Do you expect Gossner Mission to undergo the trouble to write individual letters just to receive common replies?

f) Can you explain a little closer for what purpose, in what way, and towards which results you want to have the visit of both a member of the Gossner Mission base and the Kuratorium?

#### Article VI.

How do you expect the Gossner Mission to react on your constitution? Should it be countersigned - and this without the possibility to participate in the discussions nor even to explain the legal consequences of such procedure? Or do expect the Gossner Mission silently to follow your proposals on order not to touch the substance of your contracts or the Agreement between GM and GRZ to which we are bound?


You see that we - Gossner Mission and the Committee - are quite critical to your proposals but we don't like to reply unless you have had the opportunity to give your comments on these questions which came into our minds.

Finally let me make one personal point at the end of this letter which is not my own one but the conclusion of the Committees results.

I strongly feel that besides the internal problems within the team there is the basic lack of mutual understanding between the distant co-workers in Zambia and the Gossner Mission base at Berlin to be called one of the main reasons for tensions. I am confident that these tensions - if at all - can only be diminished if an open flow of personal communication between you in Zambia and us in Berlin takes place. In my opinion the safest way to block any improvement is to channelize all correspondence through the filter of committee replies. You will have to wait long for any answer from Berlin as our Committee meets seldom, and we have to guess what you intend to let us know from your sporadic minutes and comments. To underline this please read your covering letter of April 11, which states: "Some of the mentioned items may sound strange to you as they did to me, so you may ask for more information about those items you are interested in, rather than me explaining a whole list of events, which may be quite boring to you." You can easily imagine that with the few notes at hand which I receive from the valley I would readily go through the longest letter if it would supply me with some original information. So I depend on other sources which certainly are available to me but are different from your point of view of course. Perhaps you may reconsider this decision.

With cordial greetings

y o u r



Gossner Service Team  
P.B. 1xc Choma Zambia

16.4.1973

Gossner Mission  
Berlin 41  
Handjerystr. 19-20

Dear Mr. Schwerk!

Last week I investigated about luggage charges in Lusaka and got the following informations:

Shipping:

for 600 kg = 1320 lbs = 132 cubic feet

Agency	K	50.00
Port Charges		40.00
Customs Clearance Malawi		30.00
Transit	"	40.00
Handling	"	42.00
Packing		60.00
Crating		132.00
Collection (special trip)		200.00
" (part load)		15.00
Crane Hire		15.00
Road Transport to Salima		67.50
Railage to Beira		37.39
Seafreight		118.80
Total without Packing and Collection		572.69

Airfreight:

for 600 kg

Agency	K	50.00
Freight		517.27
Total without packing and collection		567.27

Packing could perhaps be saved if we succeed in finding suitable boxes. Collection can be saved as we have our own transport.

Agency fees could perhaps be saved in the case of airfreight, as we could bring the luggage to the airport ourselves.

From these informations it seems clear, that airfreight is not only much more convenient and less risky than shipping, it also seems to be cheaper, not to mention: quicker.

We therefore ask whether you can agree that Dieter Koehpcke gets his luggage sent back to Germany by airfreight rather than by shipping.

Many greetings

Sk

21st May, 1973

Gossner Service Team  
P.O.Box 1xc  
C h o m a

Sg 21.15

Dear Mr Kriebel,

Today I received your letter of 4th April with certain enclosures. Many thanks. Probably the mail has gone by road and not - as usual - by air. So I hasten to reply as you may be quite anxious to know our response on your requests.

You have asked for a clarification on the status of Mr Krawolitzki. I have enclosed some fotostat copies of proceedings of the talks we had in Germany on the occasion of his visit after the Wadi Mashash course. The answer to your question whether he is a member of the team or not is a little bit complicated. As far as his legal status is concerned he remains a coworker of Gossner Mission in Zambia for the time of his contract. By this provision he is covered by the different statements within his contract and the Agreement between GRZ and GM. This is rather important as you easily will understand. The GRZ has not yet provided him or anybody else in the team with a binding job description - hence we feel free to utilize the working power of our people for the best of the case. In the case of Mr Krawolitzki does this mean that he is working without any connexion to the team under special conditions of work. You will find some detailed modifications in the two statements which are enclosed. To cut the whole matter short? You can consider him similarly like Mr Bruns who at the same time is a team member as far as his status against the GRZ is concerned but is absolutely independent as far as your real team relations are concerned. So I would not see any point in sharing the minutes of your internal meetings with either of these two Gossner Mission employees in Zambia. You are not responsible to them nor are they to you. A copy of this letter is given to Mr Krawolitzki for his information and I would gladly receive your comments on this statement if you feel it helpful for a fruitful and good collaboration in a friendly neighborhood.

I think it is not necessary to emphasize the point that all of you may avoid any complication by distributing confusing information about this rather difficult matter of fact. As less public relation as better.

I am continuing my correspondence on a separate sheet of paper as to separate the different items of your letter for a better filing system. So for the time being - kind regards

Yours

cc: Mr F.-L. Krawolitzki  
P.O. Box RW 596  
L u s a k a

Gossner Service Team  
P.B.1xc Choma Zambia

17.4.1973

Gossner Mission  
Berlin 41  
Handjerystr.19-20



Dear Mr. Schwerk!

After my leave I found a letter from Frank asking for (beside other things) all the minutes of our meetings including the minutes of our talks with Klaus Schäfer, since the end of October, as he did not get any minutes after his return from his Christmas leave. But when Klaus Schäfer was here, he made a strong point, that even, if Frank would not accept the Wadi Mashash job, he would not return into the Team, and in fact he deliberately stayed off our talks with Klaus Schäfer, and even when he was in Nkandabwe and we had a session with Klaus at the same time, Frank did not join us. That gave us the impression that also Frank considered himself not to belong to the Team any more. But on the other hand there has not been any statement from his or from your side confirming that impression. And we are especially careful now since it appeared that Klaus Schäfer also in other respects, consciously or unconsciously, was not completely in line with what had been discussed between him and you, or at least that it had not been fixed clearly what he should tell here. Therefore we would like to ask you, to inform us soon, what our relation to Frank is and how we shall treat requests of Frank like the above mentioned one. I am also often asked in Lusaka, by private people and also in the Ministry, where Frank is and when he will return. There too I would like very much to know the position of Frank. Please inform the Ministry as soon as Frank's leaving the Team is official.

Many greetings

*H. Siebert Weibel*

copy: Klaus Schäfer, Stammheim

21 st May, 1973

Gossner Service Team  
P.O. Box 1xc  
C h o m a

Sg 21/5

Dear Mr Kriebel,

I received the letter - already announced by a notice in a letter of Mr Köhpcke - of 16th ? (8), 1973 regarding the luggage charges from Zambia to Europe. On a first glimpse your arguments are striking but on a second one I could not agree with them. The main expense for the sea freight is obviously the collection trip which costs more than any other item. Do I understand this right if this means that the transport company has to collect the goods at Nkandabwe for crating etc? Why can this not be done at Lusaka (or where the company's shed may be) and the goods are brought there in the same way you intend it to do with the same goods for air transportation? In your alternative calculation you have presumably considered this transport to Lusaka on any suitable (costfree) transport. I would not agree if it would not cost the mission some DM 1.000. Certainly it takes longer to get the goods but this is the normal procedure all the times and for the sake of cost reduction I would not like to overlook this point. So please reconsider the matter once more. Mr Köhpcke has for just these problems one full month time according to his contract. So it would not mean additional work to find out for a cheap transport to Lusaka - perhaps everytimes somebody of you goes there for purchasing goods - and to collect the goods at the shed and get ~~xxx~~ them crated and loaded right at the place.

Yours



cc: Mr D. Köhpcke

Gossner Service Team  
P.O. 1xc Choma Zambia

16.8.1973

Gossner Mission  
Berlin 41  
Handjerystr. 19-20

Eingegangen
16. MAI 1973
Erledigt: 21.5.73

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for 600 kg = 1320 lbs = 132 cubic feet

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Crating		132.00
Collection (special trip)		200.00
" (part load)		15.00
Crane Hire		15.00
Road Transport to Salima		67.50
Railage to Beira		37.39
Seafreight		118.80
Total without Packing and Collection		572.69

Airfreight:

for 600 kg

Agency	K	50.00
Freight		517.27
Total without packing and collection		567.27

Packing could perhaps be saved if we succeed in finding suitable boxes. Collection can be saved as we have our own transport.

Agency fees could perhaps be saved in the case of airfreight, as we could bring the luggage to the airport ourselves.

From these informations it seems clear, that airfreight is not only much more convenient and less risky than shipping, it also seems to be cheaper, not to mention: quicker.

We therefore ask whether you can agree that Dieter Koehpcke gets his luggage sent back to Germany by airfreight rather than by shipping.

Many greetings

*Heinrich Koehpcke*

21st May, 1973


Gossner Service Team  
P.O. Box 1xc  
C h o m a

Dear Mr Kriebel,

You have sent me a copy of your recent to Mr Krawolitzki regarding the transfer of the mail box at Lusaka. It is not my custom to interfere with matters between two other parties of which I receive information only by means of a copy. Probably the question has already been clarified in the long course of time since the letter in question was obviously written more than a month ago. We in Germany do not know the conditions of the mail box - who had arranged for it and who paid the fees etc. We only experience that all the mail to Mr Bruns still has to go via MINRUDEV - it be private or official. This is of course absolutely insufficient and needs any effort to be altered as soon as possible. It seems to be one of the many problems in the rapid growing capital of Lusaka to get a mail box. Would it be a possibility to share the box? As I remember from your Choma box there was at least the possibility to get two keys for one box - if not even more than two. Perhaps Mr Bruns and Mr Krawolitzki could both handle the box - there is surely ~~not~~ secret to be lifted if the two parties would see the other ones senders' Names - or?

This is only an advise - better a proposal - for action and not at all does it claim to be a wise one. Nevertheless kind regards

y o u r s



cc: Mr F.-L. Krawolitzki  
P.O. Box RW 596  
L u s a k a

Mr A. F. Bruns  
c/o MINRUDEV  
P.O. Box RW 197  
L u s a k a

Copy to Gossner Mission, Berlin  
Mr. Bruns, Lusaka

Eintragungen

16. MAY 1973

Erl. digt:

21.5.73

out of a letter to Mr. Frank Krawolitzki, Geislingen,  
on 17.4.1973

... Would you please arrange immediately that Mr. Bruns gets a key of our Lusaka post box RW 596. I understand that he has asked you that box but that you did not give him a key because you wanted to keep it. That is alright insofar as you may use it as long as you belong to our team. But although the box is under your name, it is not your box, but has been opened for your job in Lusaka and paid by the team all the time. Therefore there is no reason why we should not allow Mr. Bruns to use it as well ...

*S. Krübel*

Gossner Service Team  
P.B. 1xc  
Choma  
Zambia

14.4.1973

Eingegangen

21. MAI 1973

Erledigt: *7. d. A.*

*21.5.73*

Herrn  
Dr. Kurt Krüger  
Museum für Völkerkunde  
Berlin-Dahlem

Betr.: Handarbeiten der Tonga im Gwembe-Tal, Zambia

Sehr geehrter Herr Dr. Krüger!

Von Frau Dr. Dorothea Lehmann in Lusaka hörte ich, Sie seien eventuell für das Museum für Völkerkunde an traditionellen Handarbeiten aus Zambia interessiert.

Das Gossner Service Team arbeitet seit fast 3 Jahren in einem regionalen Entwicklungsprogramm im Gwembe-Tal am Ufer des Kariaba-Sees im Süden Zambias im ehemaligen Zambesi-Tal.

The Tonga, die hier leben, sind noch fast unberührt von Außeneinflüssen, weil das Zambesi-Tal früher fast unzugänglich war. Erst die Umsiedlung von etwa 40 000 Tonga aus Anlaß des Baus des Kariba-Damms hat die Lebensbedingungen hier geändert. Trotzdem haben die Menschen ihren Lebensstil noch nicht viel geändert, so daß wir noch fast vollständig ihren traditionellen Hausrat, ihre Waffen, ihren Schmuck usw. sammeln können. Und darüber hinaus sind sie noch in der Lage, die Gegenstände wieder neu herzustellen, die sie selbst nicht mehr benutzen, so daß wir auch diese Sachen bestellen können.

Zu Ihrer ersten Information füge ich Ihnen eine Liste bei, von solchen Sachen, die wir in der Regel vorrätig haben. Sie ist in keiner Weise vollständig, weil wir immer wieder neue Sachen angeboten bekommen, so daß die Liste immer länger wird, und weil wir den Ankauf bestimmter Sachen zeitweilig stoppen, weil wir keine Nachfrage danach haben.

Einen vollständigen Überblick über die traditionellen Handarbeiten der Gwembe-Tonga gibt das Buch von Barrie Reynolds "The Material Culture of the Peoples of the Gwembe Valley" (Kariba Studies, Vol. III, Manchester University Press). Dieses Buch und sicher auch einige Fotos können Sie finden bei der Gossner Mission in Berlin-Friedenau, Handjerystr. 19-20, Herrn Klaus Schwark.

Die auf der Liste angegebenen Preise sind Durchschnittspreise für Gegenstände von üblicher Größe und Qualität. Hinzu käme nach Berlin noch der Transport. Die Preise sind angegeben in Kwacha und ngwee (K 1.00 etwa DM 4.40).

Mit freundlichen Grüßen

Ihr

*Sk*  
(Siegwart Kriebel)

c.c.: Gossner Mission, Berlin 41, Handjerystr. 19-20

Provisional List of Tonga Crafts Available

(2)

	from K n	to K n
Wooden stools	30	1 20
" maize mortars	1 00	2 50
Clay grain bins	50	2 00
" pots and bowls	10	3 00
Wooden bowls	20	70
Winnowing baskets	20	1 50
Fishing baskets	1 00	1 50
Grass and root brooms	15	30
Wooden drums	50	8 00
Set of 7 Budima (funeral) drums	66 00	
Skin bags	60	1 00
Horn flutes	30	40
Wooden trumpets	50	
Reed flutes	10	20
Musical bow	60	
Thumb piano	1 00	2 00
Axes	70	1 50
Spears	60	1 20
Leather shields	1 00	2 00
Walking sticks	50	
Grass hats	70	1 00
" bags	1 50	2 00
Bead necklaces	10	1 20
" bracelets	5	40
" finger rings	5	
" waist belts	60	70
" aprons	1 00	5 00
Fibre skirts	7 00	
Grass bracelets	2	5
Cowrie rings	1 00	2 00
Men's clay pipe	15	25
Women's water pipe	80	1 20
Metal ear rings	3	
Shell of honour (mpande)	50	1 00
Clay toy animals	5	20
Wooden snakes, sticks, axes, animals	10	50

There might be other items.

Some items might be out of stock temporarily.

14th May, 1973

Gossner Service Team  
Mr S. Kriebel  
P.O.Box 1xc  
C h o m a

Sg 14.65

Dear Mr Kriebel,

The day after I sent you the last letter in reply to your telegramme I received your explanatory letter of 2nd May. I am thankful for the additional information for which I was asking in my previous letter. It seems to become a rather tricky problem now. For a moment I am tempted to start arguing with you about the whole matter. The team by its own experience know very well how difficult it is for a newcomer to step into work right from the very first day without the opportunity for adaption to the local conditions of life and work. The team in consequence of other experience has requested the Mission to have any new candidate passing the normal DÜ-preparation course prior to the assignment in Zambia. This all has been neglected in this case. Moreover it would have certainly been easier to advise you on the question whether you should tender in order "to keep your bricklayers" (by the way: I am taking it for granted that you intend to build up an indigenous construction department or a building gang or that like and not simply to keep people employed by yourself). If by means of a certain unofficial and tentative correspondence I would have come to know that someone considers to submit a tender in the order of a school building I would have surely warned you not to take up any such new job without security of supervision apart from any expected successor for Mr Köhpcke.

But this is now over and we have to cope with the situation. What/~~I~~ my view could be done? The first possibility would be that you try to find any local short term expert like German Volunteer Service to fill the gap provisionally. The second possibility would be you try to postpone the execution of the job untill the end of 1973 or the beginning of 1974 for it will definitely take such time to find a suitable man here in Europe and prepare him properly for the work and have him agreeing to join the Team - which by no means has become easier by your newly formulated constitution and applied rules and regulations. The third possibility would be - but this is really the last but one thought - to have plans made here in Germany by relevant people under my supervision and thereafter execution in Zambia by any supervisor available. The last possibility would certainly be to cancel the order. Perhaps I have overlooked any suitable other solution of the problem than you please give your remarks and comments accordingly. I am sorry that in this late state of consideration I cannot give any better advice.

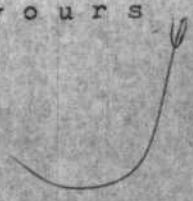
A short notice should follow on your closing remarks regarding a visitation of myself to the Team somewhen this year. You know from previous letters that I did not consider such a visit necessary this year for I could not imagine what under the new constitution and the respective order of pro-

cedure for internal matters would justify the expence of a trip to Africa of a staff member of Gossner Mission. As you have expressively excluded any inofficial correlation between the Team and the Mission in Germany I by no means can see the point of spending weeks with regularised meetings after such a short time after the visit of Klaus Schäfer who came for similar purposes from Gossner Mission early this year. So unless you can tell me a little more in detail what for you feel a visitation useful I would rather suggest to wait till 1974 for the next visitor to go to Zambia from the Mission. Perhaps you may try to formulate some more points for explanation why you have requested Gossner Mission to send regularly a member of The Kuratorium to Zambia. This is not possible at any rate in this year as the present Kuratorium is going to dissolve by its last meeting in October in order to give room for new elections for a revised Kuratorium with a revised Constitution of the Gossner Mission. The new members will definitely come from other groups of people and we are far from being sure who is to be expected a new member of the Kuratorium. But even than - or even more than - we need your explanations on which ground you expect members to visit you in order to find those people and to prepare them properly before they are sent to Africa. I by no means would dare to let people go to Zambia just to have them chased over the fields or confronted with all the internal conflicts of co-workers only in order to have the trouble afterwards in the Kuratorium with frustrated members who do not like to support the work in Zambia. I am sure that this would be the last what you actually intended to introduce by your suggestion.

The next Kuratorium will meet the day after tomorrow. Klaus Schäfer will report on his visit and the Kuratorium will have the opportunity to gain first hand information and we all are sure that this will become a very fruitful and successive meeting in this respect. I shall let you know the results soon after we have returned.

Regards to the whole Team from all the mission people in Berlin,

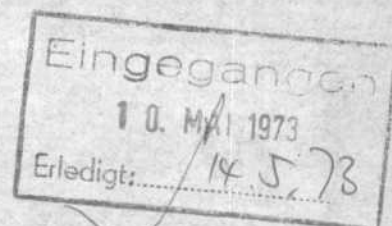
y o u r s



Gossner Service Team  
P.O. Box 190 Choma Zambia

2.5.1973

Gossner Mission  
Berlin (West) 41  
Handjerystr. 19-20



Dear Mr. Schwerk!

We do not know, whether there is any progress in the matter of replacing Dieter by somebody else, but from our side this becomes more and more important. We have these days submitted a tender to Southern Provinces tenderboard for a school building at Sinakasikili. It is not sure that we get the contract, because we were too late, but even then we still can tender for two small staff houses at Buleya Malima and Sinemalima. If we want to keep our bricklayers, we need a contract, because our own buildings are now completed, except Siabaswi craft-centre. But as Dieter will leave at the end of June, he would most probably not be able to complete a building until then. And this is, why his successor should be here at the end of June latest.

But this means, that his work permit and everything is now overdue. You may have waited for a request of the Ministry, but I think a replacement is something else than asking for an additional expert. So it should be up to the Mission to inform the Ministry that one of the experts is due to be replaced and ask for a work permit.

Unfortunately I forgot to raise the question of a second building expert on the last Gwembe South Development Committee, because it had been due in February, before my leave, but was postponed until April, after my leave, and then I was not aware, that this question had not been discussed there yet. So I shall have to ask it on the next meeting in May or early June. After that I shall inform you. But one building expert should come in any case to replace Dieter.

Please let us know as soon as possible, whether somebody would arrive in time or not, so that we can plan accordingly.

As the buildings in Kanchindu are now completed, Izaaks have moved there before Easter. Unfortunately they lost one suitcase with all the things for the new baby and one suitcase with all the curtains for the new house. Sietske is already in Monze, the baby was due to-day. Izaak is also there. The doctor in Maamba had advised Sietske, to go to Monze.

Frieder will have to wait some more weeks, because they are still doing some final touches to his new house.

By the way, Georges verandah is open again, since Arijan is big enough not to fall down there any more. Georges will go on leave at the end of May for about 6 weeks.

They will also be on leave probably from middle of August to middle of September, as there are school holidays then, which gives Anja the chance to interrupt her medical school service. Friedrich plans to go on leave about 2 weeks and Izaak about 6 weeks, both beginning in the beginning of September. So it seems, that the best time for you to visit us, would be from middle of September until somewhen in October. This is different from what is stated in our last minutes, but George gave me his plans only a few hours ago. Those minutes are attached.

Many greetings

Hes Siegfried Wiebel.

9th May, 1973

Gossner Service Team  
Mr S. Kriebel  
P.O.Box 1xc  
C h o m a

Dear Mr Kriebel,

I have just received a telegramme with the following text:

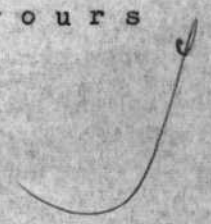
tender for scholl accepted      lqrwng expert urgently required  
team

I presume that the word without any vowel should read "drawing". We are rather helpless as you easily may understand. We don't have any such ~~x~~man in stock and do have to search for him. This would take much time but as we do not know the minimum of details we are quite unable to look for anybody to go to Zambia - let alone the question under which conditions like contract and that like. If the team has tendered for a school building they certainly had to calculate before and must have had any drawing for that purpose. Moreover there must have been any idea how to execute the job in case the tender would ~~be~~ accepted. I can only try to imagine that the scholl is to be constructed during the winter months and be ready before the rains start. But if you would now start to prepare drawings and thereafter start to build I fear that this time schedule is quite unrealistic having in mind how long it took you to build the two flats at Kanchindu with a European supervisor.

So please provide us with some more information and a possibly detailed description of what you are intending in order to enable us to search for a <sup>under</sup>man you like to have. But in any case you have to consider that even ~~in~~ the most optimistic conditions it will take us months to send you somebody. Certainly you know that it is a special problem in your case that the work is to be done under rural circumstances and in a country which has only recently switched over from inches to metric measurements. Any normal European expert is not acquainted to these limitations.

With cordial greetings,

y o u r s



## Telegramm

263101c Ln Lb gb

Erledigt

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BLN RQ

57

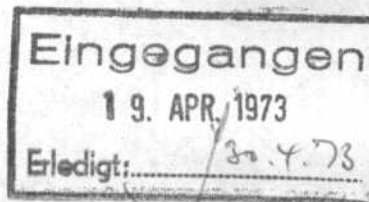
181

FA1 Berlin

11:16

1973 V 9

Gossner Service Team  
P.B. 1xc Choma Zambia



11.4.1973

Dear Mr. Schwerk!

On the long run it is not adequate that the Team only has a private bank account, which has been under my name so far. But for changing its heading into "Gossner Service Team" we need a letter of authority from the Gossner Mission in Berlin as our employer. To save you the job, I have already prepared a letter which only needs signing and stamping and dating. I left out an address, although it is already clear, that Friedrich wants to change from Barclays to Standard Bank. He will inform Mrs. Meudt immediately after the changing has been taking place. But for that we need your letter first.

In older minutes of a team meeting you have already got the information about this, also that we want to authorize all team members including the wives to draw money from the accounts in the case of emergency.

I also attach the last minutes of team meetings, which partly took place during my absense. Some of the mentioned items may sound strange to you as they did to me, so you may ask for more information about those items you are interested in, ~~tm~~ rather than me explaining a whole list of events, which may be quite boring to you.

You will see, that Albert Siatwinda has bought our old Food & Nutrition Toyota somewhen last week for K 1000.00, mainly in order to give his son James a chance to make some money by using that car commercially. But unfortunately James crashed the car on Sunday on the Maamba tarmac road, and it seems to be beyond repair. I understand from Mr. Njowe who was also in the car, that he tried to escape a bump in the road and so ran into the ditch and against the steep wall of the hill into which the road is cut at that place. This is of course very bad for Albert, because possibly it was insured third party only.

Many greetings,

*Ilse Siegwart Wiebel.*

Gossner Service Team  
P.B. 1xc Choma  
1/73

10.2.1973



Dear Mr. Schwerk!

- 1 Last night we had a small farewell party for Klaus Schäfer. This afternoon he will leave for Lusaka, go to Kalulushi for two days and then return to Germany on Wednesday night. We are very thankful for the way in which he has helped us to clear our minds and to start afresh. He will bring our statements with him and explain them in detail. Now we hope that you will also agree to our ideas.
- 2 In our Team meeting on 7.2. we discussed some messages which Klaus should take with him to Berlin. They are shortly mentioned in the minutes of that meeting, but I want to explain them a bit more.
- 3 Flight to Europe: Klaus told us that you are prepared to pay for a flight to Europe in the 3rd year of the contract. That was of course good news to us and we appreciate this offer very much. We understand it as an offer, to step out for some time not only from the Gwembe Valley, but from Africa, from its impressions, people, climate, problems and everything, in order to refresh not only the body but also the mind in a complete different environment with complete different impressions. But some of us do not expect too much refreshment and relaxation out of a visit to Europe. They would rather like to use this chance to visit a different continent so as to see something completely new to them. We therefore like to make clear, that some of us would like to use your offer for a flight to a country according to their own choice, as they have made up their mind, not to visit their homes and relatives in Europe during the five years of their contract. We hope, that you can agree to this.
- 4 We understand Klaus, that it is meant, possibly to use part of the time, which is included into our contracts after our return from Zambia, for extending this flight, in order to make it most valuable. Could you please explain to us, from which part of that time such a prolonged leave would be taken? Klaus was not clear on this.
- 5 Service in Europe for the Gossner Mission: In this context we also would like to know, which ideas you have developed for the so called service in Europe for the Gossner Mission, which is due for us after our return to Germany, especially with regard to the particular gifts and weaknesses of every Team member.
- 6 Klaus also mentioned that you are prepared to pay for every Team member yearly a visit to an interesting conference in Zambia or one of the neighbouring countries so as to see other people and collect new ideas. This offer is most welcome to us.
- 7 Contracts for married Team members: This proposal is a result of the difficulties to arrange contracts for wives from the distance and to propose contracts for certain activities of some wives, which are useful for the project or for the Team, but are difficult to describe for purposes of a job description and work permit. We therefore propose, that the wives should principally be included in the contract with the husband or vice versa, so that every wife would be expected to do something in the Project or for the Team. Klaus may explain this a bit more. If you agree, then you may ask the existing members concerned, whether they like their contracts amended accordingly.

- 8 The opinions in the Team concerning a working camp for European students or other young people in the Gwembe Valley, suggested by Klaus, are still rather different. We basically support the idea to give the chance of experiencing life here to some young people. But the details about the best number of participants to start with, the jobs to be done by them, which Zambian young people to invite and so on, we would like to discuss a bit more before we make our proposals on this subject.
- 9 We have discussed your question about one or two building experts for the Team. We could see enough job for two, and we would propose that one of them may assist local people in forming a building firm and organize brick making, whereas the other one may advise the Rural Council in his building programme all over the district, so that they would do something rather different. But it is not us, who have to decide on this matter. Therefore we shall refer the question through the Staff Meeting to the Gwembe South Development Committee. The next meeting of the Committee will be in a week.
- 10 The statement of the Kuratorium does not mean much to us. We just cannot see, that it describes the situation adequately. And it is not at all a "clear guideline" what it claims to be. We had not enough time so far to discuss the whole matter in detail, but we shall do so and send our comment. We would highly appreciate, if Klaus Schäfer would not only report to you but also to the whole Kuratorium about his visit to us, and that the Kuratorium would discuss again the whole question of the work of the Gossner Mission in Zambia. Such a discussion should continue in the Kuratorium until at least some of its members have visited us and some representatives of the Zambian Government. We are proposing this because we feel that a dialogue is needed between the Kuratorium and ourselves, and that means a continuous dialogue, about the aims and targets of the work of the Gossner Mission in Zambia. We are still so much at the beginning and the situation is changing so much from year to year, that a single statement really does not help much. And it is not only the situation in Zambia and in the Gwembe Valley, which is changing, and not only the worldwide experience in development, but also world mission as such is everything but clear, so that also from that end a Mission Society doing development work, has permanently to reconsider what it is doing and how to do it best.
- 11 We would like very much to take part in the discussions of the Kuratorium and to be informed about their decisions by receiving the minutes of their meetings.
- 12 We have adopted a proposal of Klaus that all new team members should attend the preparation course of Dienste in Übersee, not because those courses are the best ones one could think of, but because they seem to be the best ones which are offered at present.

Finally I have to report that the rains still have not come properly. Again only a few showers two weeks ago. You will have heard about mines exploding on the border to Rhodesia. This refers to Lusitu area below the Kariba dam. On our side of the Lake it is quiet. But I think I need not write too much, Klaus can tell you much better.

Greetings from all of us,

*Klaus Fiebert Kriebel*

14.2.1973

Herrn  
P. Siegwart Kriebel  
P.O.Box 1xc  
Choma

19.12.

Lieber Herr Kriebel!

Sie sollen heute nur einen kurzen Gruß als Bestätigung des Eingangs Ihres Briefes vom 1.2. haben. Ich kann nicht viel antworten, weil sich einiges erst im Gespräch mit Klaus Schäfer klären wird, was Sie ansprechen, und anderes ist durch den Gang der Dinge bzw. durch Briefe, die ich bereits geschrieben habe erledigt.

Dieter Köhpcke hat bereits den von Ihnen gewünschten Angebotsbrief bekommen und weiß nun, daß wir ihn gern für eine befristete Verlängerung im Sinn seines Angebots haben möchten. Inzwischen ist sein potentieller Nachfolger in Mainz und arbeitet dort "auf Probe". Wir lassen uns Zeit mit dem endgültigen Beschluß, der nicht eher als im Mai fallen wird, weil Herr Wirthgen im März noch einmal nach Hamburg gehen muß, um sich einer Augenbehandlung zu unterziehen. Auch der ehemalige DED-Mann steht noch auf unserer Liste und Herr Weißinger hat ihn angeschrieben, um sich mit ihm vorführend zu unterhalten.

Frank hat von mir einen allgemeinen Brief bekommen, der aber nichts über einen möglichen Besuch hier in Deutschland sagt, weil ich nicht wußte, wie weit dort die Verhandlungen und mit welchem Ziel gegangen waren. Ich hatte auch - und habe bis jetzt - keine Vorstellung, wie seine Weiterbeschäftigung aussehen soll. Darum ist er also nun aus Zambia abgereist, ohne von uns noch abschließendes zu hören. Ich nehme an, daß er sich meldet, wann und wie er mit uns sprechen will.

Auf die Ergebnisse der vielen Gespräche mit Klaus Schäfer sind wir natürlich sehr gespannt. Noch nicht genau vorstellen kann ich mir, wie die neue Verfassung (mit oder ohne Anführungsstrichchen), die die gegenseitigen Beziehungen zwischen dem Team, dem Project Staff, dem Committee und der GM regeln oder regulieren soll, aussehen wird. Ich bin auch gespannt, wie es werden wird, wenn das Team als Ganzes mit der GM als Ganzes Gespräche führt, und worüber man sich unterhalten will. Aber das wird mir sicherlich klarer sein, wenn ich am 22.2. Klaus Schäfer in Frankfurt gesprochen habe. Alles in allem ist es angenehm zu erfahren, daß es sich offenbar innerhalb des Team zu entspannen beginnt. Davon wird jedermann nur Nutzen ziehen.

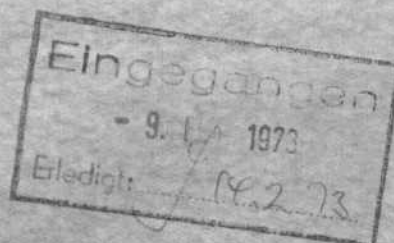
Ich bin jetzt ganz Ohr, ob und wenn je wo und wie wir hier in Berlin im Austausch mit Ihnen in Zambia gefragt sind. Inzwischen jedenfalls grüße ich Sie samt Familie und - durch Sie - die Freunde in Zambia sehr herzlich.

I h r

Siegwart Kriebel  
P.B. 1xc Choma  
Zambia

1.2.1973

Gossner Mission  
Berlin (west) 41  
Handjerzstr. 19-20



Lieber Herr Schwerk!

Ihren Brief mit dem Auszug aus dem Protokoll der letzten Kuratoriumssitzung und der Kopie des Briefes vom DED in Nairobi erhielt ich unmittelbar vor meiner Abfahrt von Ekandabwe nach Lusaka, von wo ich morgen wieder ins Valley zurückfahren werde.

*sollen sie mal  
als Ganzes schreiben*

Eine ausführliche Antwort werde ich jetzt von Lusaka aus nicht schreiben, nicht nur weil das etwas Zeit und Ruhe erfordert, sondern auch, weil die Gespräche im Team mit Klaus Schäfer bisher ergeben haben, daß wahrscheinlich das Team als ganzes in Zukunft der Gesprächspartner mit der Gossner Mission in Berlin sein wird, und ich deshalb schon diesen Brief nicht mehr als an nur mich gerichtet behandeln möchte. Wir werden also wahrscheinlich insgesamt noch auf ihn eingehen.

Zwei Punkte scheinen mir aber so wichtig zu sein, daß ich sie schon vorab erwähnen möchte:

*hat er  
bekommen*

1. Dieter Koehpcke braucht nun wirklich dringend von Ihnen eine Antwort auf seinen Vorschlag, noch diejenige Zeit in Zambia zu arbeiten, die er laut Vertrag der Gossner Mission in Deutschland nach seiner Rückkehr zur Verfügung stehen sollte. Vielleicht haben Sie ihm in der Zwischenzeit schon geschrieben. Andernfalls müßte er nun bald wissen, woran er ist, damit er entsprechend planen kann.

2. Frank Krawolitzki hat von Klaus Schäfer im Namen der Gossner Mission ein Angebot für ein neues Arbeitsgebiet erhalten. Nun ist es doch selbstverständlich, daß Frank sich sowohl um die betreffende Arbeit so genau wie möglich informiert (teils in Israel und teils in Gesprächen mit Personen, die in Deutschland damit befaßt und seine zukünftigen Partner sind), als auch mit Ihnen in Berlin die neuen Arbeitsbedingungen bis ins Einzelne klärt, ehe er zu einer endgültigen Entscheidung in dieser Sache kommen kann.

Sein Besuch in Berlin und eine erfolgreiche Klärung aller arbeitsrechtlichen Fragen mit Ihnen als Arbeitgeber sind also die Voraussetzung dafür, daß Frank Ihr Angebot endgültig annehmen kann.

*ja, leider.*  
Gossner  
Mission

Da ich aus Ihrem Brief den Eindruck gewonnen habe, als hielten Sie einen Besuch von Frank in Deutschland für nicht notwendig, möchte ich Sie dringend bitten, ihn dennoch umgehend nach Berlin einzuladen, damit er das noch bekommt, ehe er am 15.2. nach Israel fliegt, und falls das aus Zeitgründen nicht mehr möglich sein sollte, oder Sie ihm in der Zwischenzeit schon geschrieben haben, auf jeden Fall entsprechende Gespräche mit Frank in Berlin einzuplanen, um die Sache zu einem positiven Abschluss zu führen.

Die Gespräche mit Klaus Schäfer verlaufen bisher sehr konstruktiv und es zeichnen sich schon deutlich die Grundzüge einer Neuordnung des Verhältnisses zwischen Gossner Service Team, Gwembe South Development Project (staff) und Gwembe South Development Committee ab. Am Montag werden wir erstmalig im staff meeting darüber sprechen, bisher ist Klaus immer von Haus zu Haus gewandert und hat Einzel- oder Gruppengespräche geführt.

Habe ich schon geschrieben, daß wir seit ein paar Wochen einen neuen Secretary of Land Settlement Board haben? Er heißt Mr. Chubili, war in früheren Jahren einmal A.D.S. Sinazongwe, als gerade Nkandabwe Mine eröffnet wurde. Bis jetzt sieht es so aus, als ob er seinen job etwas leichter nehme als sein Vorgänger.

Gestern habe ich zusammen mit dem Perm.Sec. des Ministry of Development, Planning and National Guidance den Zusatz zum Agreement unterschrieben. Ein Exemplar wird Ihnen direkt vom Ministry zugehen.

Die Work Permits der ersten Gruppe laufen demnächst aus und wir werden sie jetzt verlängern lassen.

Soviel für heute,  
Herzliche Grüße an alle,

*Jo Siegfried Kriebel*

26.1.1973

Herrn  
P. S. Kriebel  
P.O. Box 1xc  
C h o m a

Lieber Herr Kriebel!

Seit Monaten drücke ich mich vor weiteren Briefen nach Zambia, aber nun ist es wirklich nicht mehr zu vermeiden, daß ich mich auch wieder einmal bei Ihnen und den anderen Freunden melde. Mein Schreibtisch muß wieder leerer werden.

Von Ihnen liegen, so weit ich sehen kann, für mich drei Briefe vor: vom 19.12.72, 2.1.73 und 17.1.73 mit z.T. gleichen Anliegen, die sich in der Zwischenzeit weiterentwickelt haben.

Alles was mit dem Besuch von Herrn Schäfer zusammenhängt, brauche ich jetzt nicht weiter zu bedenken, weil es noch läuft und mir, außer einem ersten Bericht, keine Beurteilungen zur Lage vorliegen, die mich zu irgendwelchen Stellungnahmen veranlassen. Vielleicht das eine ausgenommen: die Frage, ob und wie Herr Krawolitzki nun bezüglich Wadi-Mashash weiter behandelt werden soll. Ich sehe keine Notwendigkeit, daß er nach Deutschland kommen muß, um sich hier mit Leuten zu treffen, die er besser in Israel erreichen kann, und die er sowieso dort aufsuchen muß. Ich werde mich demnächst noch einmal von Herrn Weißinger beraten lassen, der ja die Leute und ihr Projekt kennt, was wir tun sollen. Ich selbst habe in dieser Angelegenheit keine Ahnung. Ich weiß auch nicht, wie es anschließend vernünftigerweise weitergehen soll. Wir hatten hier in Berlin überlegt, daß es die Möglichkeit geben könne, Frank in Botswana einzusetzen, aber auch in Nordafrika soll es ein (laufendes? beginnendes?) Projekt geben, das von den Wadi-Mashash-Leuten verantwortet wird. Ob uns hier Herr Schäfer raten kann?

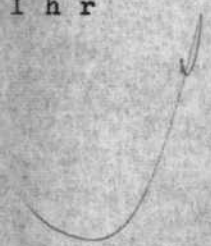
Zur Frage des Nachfolgers für Dieter Köhpcke sind wir inzwischen einen Schritt weiter gekommen. Es hat sich bei uns - ziemlich überraschend - ein Mann beworben, an dem wir interessiert sind: Bauingenieur mit Berufserfahrung und anschließendem Theologiestudium mit 1. Examen, unverheiratet (bis jetzt?), und dem Wunsch, bei einer Arbeit wie der unseren mitzumachen. Gewitzt von bisherigen Erfahrungen wollen wir ihm zuerst einen Dreimonats-Vorvertrag mit Vollbeschäftigung in der Arbeit von Mainz verpassen, ehe wir uns unter sich zum Schlußstrich entscheiden. Wenn es so läuft, wie wir es z.Zt. planen, dann wäre er etwa Mai/Anfang Juni in Zambia verfügbar und damit rechtzeitig zur Ablösung bereit. Ihrem Bericht über Herrn Stöhr zufolge halte ich diesen nicht für den Mann, den wir suchen. In jedem Fall würden wir aber auch bei ihm die beschriebene Prozedur: drei Monate Probearbeit in Deutschland ehe wir uns verheiraten. Anders scheint der Fall mit Herrn Raab zu liegen. Ich lege Ihnen die Fotokopie der Antwort des DED bei. Das klingt nicht so schlecht. Ich will mal sehen, ob wir ihn uns begucken können, und was sich dann zeigt. Im Extremfall hätten wir zwei Männer für das Baugewerbe. Das wäre zwar vielleicht ein bißchen viel, aber an sich würde ich dies nicht für einen Grund-

fehler halten. Nicht nur aus optischen Gründen, sondern auch von der Sache her, halte ich es für gut, wenn im Team die Fraktion der landwirtschaftsbezogenen Mitarbeiter durch eine andere, auf das Baugewerbe ausgerichtete, ergänzt und aufgewogen würde. Wenn unsere Theorie stimmt, daß Rural Development dem Notstand abhelfen kann (und wenn wir wüßten, was R.D. bedeutet), dann müssen wir an einer Stelle ansetzen und nicht-landwirtschaftliche Zweige unserer und der Tongas Arbeit stützen. Hätten wir zwei Bauleute in Zambia, ja selbst wenn wir nur einen für einen weiteren Mehrjahresterm hinsenden, legen wir die Weiche für die unmittelbare Zukunft in Richtung Baugewerbe und Zulieferung (sprich Ziegel). Darum wäre nun - von wem? - die Entscheidung zu fällen: Neben die Stützung und Förderung der landwirtschaftlichen Produktion im Tal soll mit zunehmendem Gewicht das Baugewerbe treten. Dann können wir ohne über jemandes Kopf zu entscheiden hier getrost nach Mitteln und Personen Ausschau halten. Denken Sie mal im Team über eine solche für uns notwendige policy-Entscheidung nach?

Nachdem uns Mindolo kurzfristig hat aufsitzen lassen mit der Unterbringung der Familie Bruns, haben wir hier den Abflug verschoben. Dann kam der Anruf aus Lusaka, daß man in Kafue doch eine Unterkunft gefunden habe. Nun bleibt es aber bei der einmal geänderten Verschiebung. Die Familie Bruns kommt also am 11.2. um 10.40 Uhr mit AZ 848 aus Rom an - wenn kein Nebel herrscht und die Fluggesellschaft nicht pleite macht inzwischen. Es wäre sicher nett, wenn Sie oder wer am Flugplatz sein könnten und die Sippe in Empfang nähmen.

Grüße bitte an Ihre Frau und an die Kinder und einen guten Urlaub im Februar in Malawi.

I h r



PS. Das Kuratorium hat in Sachen Zambia sich zu einer Grundsatzklärung aufgeschwungen, die ich Ihnen im Protokollauszug beilege. Das wird Sie und das Team sicher interessieren. Vielleicht werden bei den zartbesaiteten Seelen unserer Freunde nun wieder die Wogen hochgehen. Aber das ist nun mal wirklich unsere Angelegenheit hier in Berlin und das werden sie dann wohl auch verstehen.

D.O.

Gossner Service Team  
P.B. 1xc  
Choma, Zambia

17.1.1973

Eingegangen

25. JAN. 1973

Erledigt:.....

26.1.73

Lieber Herr Schwerk!

Nach langem vergeblichem Warten ist Klaus Schäfer also doch noch eingetroffen. Er hat inzwischen mit allen geredet, außer mit Frank, der am Tage von Klaus' Abreise aus Lusaka ins Valley, erst in Lusaka eintraf und noch nicht nach Nkandabwe gekommen ist. Wir hatten ihn in Lusaka auch gar nicht mehr gesehen, nur gehört, daß er da sei. Wahrscheinlich ist er mit der Übergabe des Hauses an die "Freunde" beschäftigt.

Klaus ist sehr optimistisch und sieht keine größeren Komplikationen. Das steckt natürlich an und ist hoffentlich von Dauer.

Dieter hat mich gebeten, Ihnen zu schreiben, daß er bereit ist, denjenigen Teil seiner Vertragszeit, den er eigentlich der Gossner Mission in Deutschland zur Verfügung stehen soll (3 Monate), noch hier in Zambia abzuleisten. Falls Sie noch nicht an ihn geschrieben haben, können Sie das vielleicht berücksichtigen. Andernfalls schreiben Sie ihm doch bitte, ob Sie mit dieser Regelung einverstanden sind.

Dieter und ich waren also vor zwei Wochen in Kabwe und haben uns Herrn Stöhr angesehen. Er machte auf uns beide einen sehr netten, offenen und lebendigen Eindruck. Aber wir hatten das Gefühl, daß ihn der Job bei uns wohl nicht sehr interessieren würde, sondern daß er lieber interessante Bauten übernehmen möchte. Er ist Hochbau-Ingenieur und möchte in Deutschland noch auf die Uni gehen. Seine beiden Jahre beim DED betrachtet er als verloren, weil er nicht zum Bauen gekommen ist. In Kabwe beaufsichtigt er ja nur den Bau, auf dessen Entwurf er keinen Einfluß hatte.

Später erzählte mir dann Hans Schröter, der seit 1.1. als Berater für Young Farmers Clubs in Kanchindu wohnt (auch DED), daß er mit Joachim Stöhr gut befreundet sei, daß er sich aber nur schwer vorstellen können, daß jener erstens in einem Team mitarbeiten und zweitens mit Afrikanern gut auskommen werde. Das gab mir natürlich noch einmal zu denken. Haben Sie schon etwas hinsichtlich Herrn Raabs aus Kenya gehört?

Vor einer Woche hat es ein paar Tage lang kräftig geregnet, vor allem unten am See, nicht so sehr in Nkandabwe, aber im Augenblick ist wieder schönes Wetter.

Die Leute haben nunmehr gepflanzt, aber aller Voraussicht nach war das bereits zu spät für den Mais.

Wir haben uns mit der Frage kommender Mais-Knappheit beschäftigt und die Situation auf der Busch-Straße von Maamba über Sulwegonde nach Kanchindu erkundet. Dr. James, der neue Doktor in Maamba hatte uns mitgeteilt, es kämen nunmehr Frauen ohne Muttermilch zu ihm und das sei doch sehr ernst, wenn die Babies nicht mehr ernährt werden könnten. Nachforschungen ergaben dann, daß die meisten Leute noch Mais haben, da ja die letzte Ernte sehr gut gewesen war, daß aber trotzdem all nach Mealy Meal schreien, weil sie erstens jetzt keine Zeit zum Stampfen haben, und zweitens das Stampfen ohnehin gern vermeiden, also lieber Mehl kaufen.

Wir haben also den Transport von Mehl in die Gegend erwogen, weil dort nicht viele Läden sind. Aber wiederum fanden wir heraus, daß in Sulwegonde ein Laden ist, für den der Manager von Zambezi-Trading-Co. (Maamba Supermarket) Fahrten macht zu einem Preis, der unter dessen Selbstkosten liegen muß 6 ein 5-Tonner von Maamba nach Monze und zurück und gleich noch bis Sulwegonde für K 45.00!!) und daß derselbe Manager bereit ist, zum gleichen Preis auch für andere Läden zu fahren, zum Beispiel in Sinakoba. Er hat außerdem soeben eine Spezial-Lizenz für Maismehl bekommen und will jetzt regelmäßig Mehl in Mafwambila und Siampondo von der Lorry herunter verkaufen. Es scheint also alles bestens organisiert zu sein, so daß wir erst einmal abwarten.

Friedrich hat übrigens noch keine neuen Urlaubspläne entwickelt, aber Dieter und ich gehen im Februar und März, beide nach Malawi.

Für heute herzliche Grüße  
an alle bei Gossners  
und an Ihre Familie,

Ihr Sigwart Wiebel

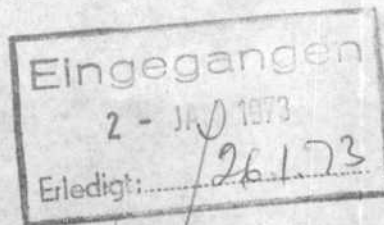
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Der Buch istes hat Gott keine ich und fragen in  
Herlichen Dank! Wie die Verpöndliche Karte ich  
heit der hepf will es auch lesen.

Als Sieger war Bräbel

S.Kriebel  
P.B. 1xc  
Choma  
Zambia



19.12.1972

Lieber Herr Schwerk,

nach einem vergnuegten Flug, ab Frabkfurt zusammen mit Dr.Krapf, bin ich also wohlbehalten und ungeschoren (vom Zoll) in Lusaka gelandet und von der ganzen Familie(ausser Wolfgang) abgeholt worden.

Noch in Lusaka haben Dr.Krapf und ich Frank von den Plaenen bezueglich Klaus Schaefer informiert, und er hat erklart, dass er statt am 19.1. auch schon am 14.1. zurueck sein koenne.

In Nkandabwe dann hat Friedrich nach einer Unterredung mit Heidi beschlossen, seinen Urlaub in Kenya ganz zu streichen und zu gegebener Zeit einen Urlaub anderswo zu planen. Ich habe versucht, ihn zu ueberreden, dass er seinen Urlaub um 4 - 5 Wochen verschiebt, aber er traut dem Wetter im Februar in Tansania und Kenya nicht. Spaetestens am 10.2. geht dann Dieter mit Ingrid noch einmal vor der erwarteten Geburt von Ingrids zweitem Kind auf Urlaub nach Malawi.

Hinsichtlich Klaus Schaefers Besuch bei uns haben wir uns vorgestellt, dass die Frage der Team-Leadership und die damit zusammenhaengende Frage der Struktur des Gossner Service Team nur mit den Mitgliedern des Teams diskutiert werden, waehrend zu Fragen, die die Zukunft des und die Organisation der Arbeit im Gwembe South Development Project betreffen, auch unsere Zambianischen Kollegen hinzugezogen werden sollen.

Aber alles Naehere und einzelne soll erst besprochen werden, wenn Klaus wirklich hier ist.

Bitte teilen Sie uns seinen genauen Ankunfts<sup>W</sup>termin so bald wie moeglich mit, damit wir den rechtzeitig genug erfahren, um Klaus abzuholen.

Andernfalls sind Krapfs ja immer zu Diensten<sup>K</sup> (Tel. 50760).

Herzliche Gruesse an alle, merry christmas and happy new year,

Ihr

S. Kriebel

ja, ja, nur Krapf.

*Alle haben zugestimmt, dass Klaus schon  
v. Frank's Einblicke an dem Urlaub hier ist,  
wie denken, spaetstens am 6./7. Januas. S.K.*

13th December 1972

psbg/jw

To the Gossner Service Team  
in Zambia

Dear Co-workers!

The Kuratorium of the Gossner Mission dealt very extensively with questions arising in the work in Zambia in a board meeting on the 8th December.

In the background, there were, on the one hand, the still lacking plans and job descriptions on the part of the government, and on the other the tension within the team which lead to the withdrawal of the team leader.

The Kuratorium hoped for definite decisions, and accordingly, besides the Mission Headquarters, Messrs. Krapf, Kriebel and Schäfer expressed their feelings regarding the situation.

It was resolved:

1. that the work of the Gossner Mission in Zambia will be continued;
2. that Mr. K. Schäfer will visit the team in Zambia for about four weeks during the months of January and February, 1973 in order to hold talks about a meaningful form for the work and mutual relations;
3. that Mr. Bruns will participate in these talks and, following a positive outcome, will begin work in Zambia.

In order to make the talks as fruitful as possible we would like to recommend that all of you adjust your plans for work and other activities in such a way so that all of you are available for individual and general meetings. This may result in schedule changes, but we are sure that you agree with us as to the importance of these deliberations.

Jan Mr. Schäfer will probably be with you on the 3rd or 4th of February. We are pleased that Mr. Kriebel's visit has provided us with much additional information. With this letter let us also send hearty greetings and wishes for a Merry Christmas and a Happy New Year!

Yours,

Sg.

2.11.1972

Herrn  
P. S. Kriebel  
P.O.Box 1xc  
C h o m a

Lieber Herr Kriebel!

*heute*  
Haben Sie herzlichen Dank für Ihren Brief vom 17.10., den ich bereits am 25. bekam, aber erst ☒ zu dieser Bestätigung komme. Ich will jetzt nicht weiter auf diesen Brief, noch auf die verschiedenen anderen Nachrichten, die ich schriftlich und mündlich aus Zambia erhielt, eingehen, sondern Sie gleich selbst zur Berichterstattung und Beratung nach Berlin einladen. Damit folge ich einer Anregung von Herrn Dr. Krapf. Weil wir hier einen vollen Terminkalender haben, möchten wir Sie bitten, sich für die Zeit zwischen dem 1. und 15.12. für einen Besuch in Berlin vorzubereiten. Früher geht es nicht - nicht nur Ihretwegen, auch wir sind nicht eher verfügbar. Später würde Sie mit dem Weihnachtsfest in Schwierigkeiten bringen, was nicht in unserer Absicht liegt. Wir haben bereits jetzt ein Gespräch mit den Herren des sogenannten "Zambia-Ausschusses" des Kuratoriums für den 8.12. in Mainz unter Hinzuziehung von Herrn Bruns eingeplant. Vorher und nachher werden wir Gelegenheit haben, Details auszuarbeiten.

Ich werde Ihnen kaum etwas Überraschendes schreiben, wenn ich Ihnen sage, daß ich beim dreizeitigen Stand der Dinge nicht erkennen kann, wo die Zukunft der Zambia-Arbeit zu suchen ist, trotz - vielleicht aber auch wegen - der ausführlichen Beratungen mit Herrn Dr. Krapf und Herrn Schäfer, der bei uns in Berlin war. Ich habe auch begriffen, nicht nur als Folge des letzten Briefes von Herrn Krawolitzki, daß ich selbst wenig hilfreich für die Entwicklung neuer Ansätze sein kann und mich besser auf die Verantwortungsbereitschaft Anderer stütze. Ein Besuch von mir ist also weder jetzt noch in weiterer Zukunft geplant, dafür aber sollen Sie selbst kommen, um die Beratungen zu ermöglichen.

Ob der Vertrag mit Herrn Bruns unter den gegenwärtigen Umständen, die nicht nur durch die Situation im Team, sondern ebenso auch durch die Regierung geprägt werden, noch sinnvoll ist oder aufgelöst werden soll, werden wir erst nach der Sitzung am 8.12. entscheiden. Auf jeden Fall aber werden wir jetzt nichts unternehmen, um die (erheblichen!) Geldmittel für den Kauf eines Hauses in Lusaka für die Familie Bruns zu besorgen. Wir haben schon genug Dinge "auf Hoffnung hin" getan, als daß wir dieses Konto mit noch größeren Hypotheken belasten sollten. Hoffnung muß ein Ziel haben, und zwar ein konkretes, sonst wird sie Spinnerei oder Betrug. Zu beidem letzterem habe ich keine Lust, zu ersterem fehlen mir die Hinweise. Vielleicht werden sie durch Ihren Besuch sichtbar. Jedenfalls freuen wir uns, Sie bald hier als Botschafter begrüßen zu können. Bis dahin herzliche Grüße,

I h r

17/10/72

Liebe Herr Schwester!

Ich sah gerade Ihren Brief an Frank in London über den Antrag zum Regierungsvertrag, in dem Sie schreiben, ich hätte mein Amt als Team Leader niedergelegt. Das ist ein Missverständnis insofern, als ich nicht im Sinne hatte, das Team ohne einen Koordinator und Administrator und die zambianischen Regierungsstellen ohne einen Gesprächspartner zu lassen. Ich hatte auch nicht vor, Sie unter Zeitdruck zu setzen durch Festlegung eines Termins, von dem an ich nicht mehr als Team Leader fungieren würde. Ich bin durchaus bereit, so gut oder schlecht ich das kann, als Team Leader weiterzuarbeiten, bis Sie einen Nachfolger für mich bestimmt haben. Aber bitte ich Sie, das so bald wie möglich zu tun, um der Arbeit willen.

Ich habe Ihnen noch nicht die Preise für die F & N Karten und die Rindeslöpfel geschrieben:

Karten: 500 pro Stück und K 2.20 Porto pro 500 Stück  
= K 27.50 pro 500 = DM 124.00 pro 500 Stück

Rindeslöpfel: K 2.00 und pro 20 Stück und K 2.20 pro 20 Stück  
= K 4.40 = DM 20.00 pro 20 Stück

Kordula Grosse,

Karl Friedrich Kriebel

Eingegangen

25. OKT. 1972

Erledigt:.....

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*Koudjeryak. 19-20*

*Berlin (West) 44*

*Gossner Mission*

*M. W. S. S. S.*

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*Choma*

*P.B. 1xc*

*S. W. S.*

SENDER'S NAME AND ADDRESS

Gossner Service Team  
P.B. 1xc Choma

Eingegangen

20. OKT. 1972

11.10.1972

Erledigt: .....

Lieber Herr Schwerk!

In meinen letzten Briefen bin ich gar nicht dazu gekommen, im einzelnen von uns zu erzählen und auf Ihre Fragen einzugehen. Ich füge ihnen diesmal noch Georges Angaben zu seinem Bücherwunsch bei. Izaaks Wunsch nach Frau Colsons Buch könnten wir am einfachsten hier erfüllen, denn es ist ja in Lusaka zu haben, falls Sie nicht lieber etwas anderes für ihn aussuchen, er hatte ja auch noch etwas anderes genannt. Sietske wußte leider nur den Titel und sonst nichts. Frank wollte ihnen selbst schreiben. Frieder ist gerade auf Urlaub nach Malawi gefahren. Aber er ist in seinen Interessen ziemlich weit, glaube ich, mit ihm sollte es nicht so schwierig sein.

Die 3 job descriptions für die 3 Frauen habe ich für Herrn Siwabu angefertigt, weil er nähere Angaben für den Antrag für work permits brauchte. Ich habe dazu die Vorschläge der Betroffenen weitgehend verwendet, wie Sie auch aus dem Proposal for Health Activities sehen können, das diesmal dabei ist.

James Siatwinda ist übrigens nicht im Projekt. Wir hatten ihm einen job als Fahrer angeboten, um ihn erst einmal herzubekommen, denn auf lange Sicht scheint er zu gut für so einen Posten zu sein. Aber inzwischen ist es wieder leichter für Wilson Siankope, einen test in Choma zu machen, und außerdem neigt sich die Arbeit für einen Lastwagenfahrer mehr oder weniger ihrem Ende zu. Die großen Arbeiten in Siatwinda und Nkandabwe sind halt getan. Frank wollte James als Community Development Worker mit nach Siameja nehmen, weil er ja schon mit der Nutrition Commission Interviews durchgeführt hat, aber ich erwähnte ja schon, daß Frank nichts tut, um irgendetwas im Valley anzufangen. Er ist wieder nur sehr sporadisch hier. Ich mußte James also vertrösten. Frieder und Mark verstehen sich sehr gut. In Kafwambila kaufen sie riesenmengen an Gegenständen ein, von denen Sie auch was abkriegen werden. Die Leute dort bringen ihre alten Sachen und machen auch neue, aus Holz, Bast, Perlen und Ton.

Vor ein paar Wochen hatte ich wieder einmal einen Unfall, diesmal mit dem Toyota 2-Tonner. Er fiel auch um, aber zum Glück wurde niemand ernstlich verletzt. Ich hatte etliche Passagiere, darunter 2 kleine Kinder. Es war auf der Strecke nach Batoka.

Für heute herzliche Grüße,

*Jo Hejroß-Wäbel*

6.10.1972

Herrn  
Siegwart Kriebel  
P.O. Box 242 1xc  
C h o m a

Sg 6/10-

Lieber Herr Kriebel!

Am 2.10. habe ich Ihren Brief bekommen. Das war am Montag. Heute ist nun Freitag und das bedeutet letzter Arbeitstag dieser Woche. Da soll Ihnen endlich eine Antwort geschrieben werden. Aus dem Zögern ershen Sie ohne Mühe, daß ich mir dies nicht leicht gemacht habe.

Zuerst also sollen Sie wissen, daß wir Ihren Entschluß, die Leitung des Teams niederzulegen, voll akzeptieren. Hierbei frage ich mich natürlich sofort, ob ich nicht mit einer solchen Formal viel zu viel schreibe. Denn wer hätte - spätestens jetzt - den Mut, die verschiedenen Leute, die von der Gossner Mission ihr Gehalt bekommen, mit dem doch recht anspruchsvollen Titel "Team" zu belegen? Gemeinsame Geldquelle für Gehälter und etwa gleiche lokale Arbeitsgebiete konstituieren ja nun am die Welt noch kein Team. Aber darüber vielleicht noch einmal später in diesem Brief. Was mir jetzt im Augenblick fraglich ist, ist die Erledigung der täglich anfallenden Verwaltungsaufgaben, die ja die eine Hälfte der Tätigkeiten des Teamleiters sind. Mag Ihre Bedeutung nach innen gewesen sein wie sie wolle, der Verwaltung gegenüber waren Sie der einzige autorisierte Vertreter der Arbeit. Das fing mit den monatlichen Abrechnungen an, ging über die offizielle Einladung zu den DDC meetings und - das liegt gerade jetzt auch noch auf meinem Tisch - schließt die Berechtigung ein, im Namen der Gossner Mission Zusätze zum Vertrag mit der Regierung zu unterschreiben. Sie haben uns gebeten, nicht vor einer Absprache mit Dr. Krapf verbindliche Antworten und Entscheidungen zu fällen. Dr. Krapf wird etwa in der dritten Oktoberwoche hier erwartet, wobei ich allerdings hinzufügen muß, daß er sich nur in einem privaten Brief bei Dr. Berg unverbindlich angemeldet hat. Wir hier in der Missionsleitung wissen nichts über einen Besuch, aber ich hoffe schon, daß wir ihn zu sehen bekommen. Also auf jeden Fall kann unsererseits im Augenblick noch nichts über die nächsten Schritte gesagt werden. Darum möchte ich Sie gern bitten, wenigstens dieses Minimum an Verwaltung, das zum - ja, was heißt das? - laufenden Betrieb nötig ist, wahrzunehmen. Ich kann nicht übersehen, was dies im konkreten Einzelfall bedeutet, aber ich würde sagen: betrachten Sie sich als einen Routineverwalter, der keine Entscheidungen zu fällen hat, sondern nur das tut, was aus Gewohnheit getan werden muß, also Unterschriften unter solche Dokumente zu setzen, die ohne Problem unterschrieben werden können und keine Verantwortung im engeren Sinn beinhalten. Was darüber hinausgeht, verweigern Sie getrost. Ein Team, das keinen Leiter hat, weil es auch kein Team ist, soll erleben, was dies bedeutet. Machen Sie also auch keinen Versuch, nun irgendwie doch zu einem Konsens über strittige Punkte zu kommen. Was strittig ist, soll nun endlich auch strittig bleiben, wenn es offenbar nicht im Interesse der Streitenden liegt, zu Lösungen zu finden, die allen gerecht werden. Ich weiß, daß dies nicht auf die Dauer so bleiben kann. Aber Sie selbst haben es empfohlen, und wir hätten auch sonst nichts anderes getan, als nun erst einmal auf den Rat eines Augenzeugen, Dr. Krapf, zu warten, ehe wir die nächste Stufe anpeilen.

Darum versage ich es mir auch jetzt, Ihnen das zu schreiben, was ich hier in meinem Sinn habe und was die Beurteilung der Arbeit und der Leute betrifft. In einem gertrennten Brief will ich versuchen, den Leuten unmittelbar eine erste Antwort zu geben. Aber Sie sollen doch einen persönlichen Respons auf Ihren Brief bekommen.

Ich kann mir Ihre Gefühle beim Schreiben eines solchen Briefes schon vorstellen. Darum verstehe ich auch, daß Sie sich selbst sehr in den Mittelpunkt der Kritik und Anschuldigung stellen. Das gehört zu Ihnen und macht einen ganz wesentlichen Teil Ihres Wesens aus, das für mich in ganz besonderer Weise durch seine Verbindlichkeit - in allen Bedeutungen dieses Wortes - bezeichnet ist. Sie wissen ja sicher, daß ich meinem eigenen Wesen nach gar nicht der Typ bin, der wie Sie eine Gruppe zu leiten vermöchte. Aber gerade weil ich selbst dies ohne Frage anders gemacht hätte, muß ich Ihnen nun sagen, daß ich spätestens nach meinem letzten Besuch bei Ihnen in Zambia überzeugt war, daß Ihre Methode der Leitung die richtigere ist. Ich habe mich allerdings nicht erst damals gefragt, wie lange Sie diese Spannungen, die Sie sich zu Überbrücken vorgenommen hatten, noch aushalten würden. Und darum meine ich, irren Sie nun in der Beurteilung der Lage und Ihrer eigenen Position, wenn Sie die Entwicklung des Verhaltens der Mitarbeiter als Ergebnis Ihrer persönlichen Unfähigkeit, wie Sie es schreiben, bezeichnen. Lieber Herr Kriebel, um es nun ebenso summarisch zu sagen, wie Sie: Nicht Sie waren oder sind unfähig. Die Kollegen alle zusammen und einzeln sind unfähig, was ihre Bereitschaft zur Zusammenarbeit betrifft. Es ist nicht so, daß die Schwierigkeiten, die sich unter ihnen aufgebaut haben, "sozusagen normale Begleiterscheinungen der Arbeit einer Gruppe unter schwierigen Lebensbedingungen" sind. Nach dem, was ich andernorts erlebt habe und mir von andern Leuten bekannt geworden ist, war von Anfang an und ist bis heute das Verhalten unserer Mitarbeiter unnormal, um es gelinde auszudrücken. Nicht nur Sie, auch ich hier in Berlin und andere haben die Probleme (die in den einzelnen Persönlichkeiten liegen) unterschätzt und die Möglichkeiten einer Regulierung in actu überschätzt. Es gibt objektiv unvereinbare Personenagglomerationen, und ich halte die zwölf Erwachsenen, die sich als von der Gossner Mission abhängige in Zambia aufhalten, für eine solche. Den Gruppenpsychologen in mir reizt es natürlich, diesen Gruppenleichen zu obduzieren, und ich bin ebenso natürlich längst am Seziertisch. Wenn man, um im Bild zu bleiben, die Funktion des Teamleiters als die des Gehirns, also als die Koordinationsstelle des Organismus, bezeichnet, dann würde ich sagen, und hätte auch meine Belege dafür, der Tod trat nicht durch Gehirnschlag ein, sondern das Baby war von Anfang an nicht lebensfähig. Ich sage Ihnen das, um Ihnen die Selbstanklage zu entkräften. Denn das betrifft Ihre Zukunft. Ich glaube auch, daß es in jedem Fall für Sie gut wäre, wenn Sie sich den Aufgaben zuwenden könnten, die Ihnen liegen und nahestehen: was man so gemeinhin ~~8~~- und ungenau und offen - als community development bezeichnet, und was mit der UCZ und deren Engagement zusammen hängt. Für eine solche wie für jede andere Art von Arbeit aber brauchen Sie Sicherheit, und diese sollten Sie sich nicht durch ungerechtfertigte - wie ich meine - Selbstvorwürfe mindern. Aber auch über diesen Fragenkomplex, Ihre zukünftige Verwendung und Arbeit in Zambia, sollten wir wirklich erst korrespondieren, wenn wir durch Dr. Krapf die nötigen Kommentare bekommen haben.

Grüßen Sie, bitte, Ihre Frau und Familie und seien Sie unseres Mitgefühls in dieser miesen Angelegenheit sicher.

I h r



Eingegangen  
- 6. OKT. 1972  
Gledits

Nkandabwe, 1.10.1972

Lieber Herr Schwerk!

Jetzt jagt aber wirklich eine Hiobsbotschaft die andere. Von Gisela höre ich, daß nicht nur Dieter, sondern auch Ingrid an Sie geschrieben hat. Ich weiß zwar nicht, was, aber erfreulich war es sicher nicht für Sie zu lesen.

Heute (Sonntag) abend, bekam ich von Friedrich einen Zettel, auf dem er mir mitteilt, daß er an keinem meeting mehr teilnehmen kann, ehe Frank nicht schriftlich seine Beleidigungen vom letzten meeting (Rassismus) zurückgenommen hat.

Dieter brachte mir einen Zettel für die minutes des morgigen meetings daß auch er bis auf weiteres an keinem meeting mehr teilnehmen wird aus Enttäuschung darüber, daß sich auf dem letzten meeting keine Mehrheit gefunden hat, die eine sofortige Klärung dieses Vorwurfs verlangt hat.

Ich werde daraufhin morgen früh das monatliche meeting und alle weiteren staff meetings absagen, bis diese Angelegenheit nicht zufriedenstellend geklärt ist, und ich habe Frank aufgefordert, zu diesem Zwecke nächste Woche nach Nkandabwe zu kommen, da Friedrich diese Woche einen Kurzurlaub nimmt.

Ich hoffe nur, daß sich das noch einmal einrenken läßt. Dahinter steht allerdings noch mehr, und darum schreibe ich Ihnen das alles. Frank ist der Meinung, Friedrich müsse das team verlassen, denn er stifte allen Unfrieden und habe dazu einen völlig falschen Begriff von Entwicklung. Dieter und Friedrich dagegen wollen nur im team bleiben, wenn Frank geht, weil er sich einfach nichts sagen lasse und mache, was er wolle.

Dieter hat ja nun schon eine Verlängerung ausgeschlossen. Ingrid meint allerdings, darüber könne man mit ihm zu einem späteren Zeitpunkt sicher noch einmal sprechen, wenn man ihn nur jetzt in Ruhe lasse, so daß er Zeit habe, sich alles noch einmal zu überlegen.

Jetzt dringt nun das Gerücht zu mir, daß Friedrich nächstes Jahr kündigen wolle, wenn Frank dann immer noch da sei.

Auf Dr. Krapfs Rat hin habe ich Herrn Siwabu in Lusaka mitgeteilt, daß ich aus persönlichen Gründen um meine Ablösung als team leader gebeten habe, daß sich aber bis zu einer offiziellen Mitteilung von der Gossner Mission nichts an meiner Stellung ändern werde.

Dr. Krapf meinte, es sei besser, etwaigen Gerüchten und daraus entstehenden Unsicherheiten vorzubeugen.

Ich weiß nicht, wie ich mit den angedeuteten festgefahrenen Einstellungen fertig werden soll. Ich möchte Sie um ein schnelles Intervenieren Ihrerseits bitten (nach Dr. Krapfs Besuch). Ich hoffe nur, daß die zu erwartenden personellen Konsequenzen nicht die Arbeit des Projekts als solchen total in Mißkredit bringen.

Mit herzlichen Grüßen,

*Zu Siebert Weibel*

Siegwart Kriebel  
P.B.1xc  
Choma

Ein g a n g e n

- 2. OKT 1972

Erledigt

6.10.72

25.9.1972

Gas man jetzt  
machen soll, das  
möchte ich fern  
wissen.

Lieber Herr Schwerk!

23.9. Als am Sonnabend Dr. Krapf hier war, um vor seinem Besuch bei Ihnen in Berlin noch einmal letzte Eindrücke zu sammeln und eventuelle Botschaften entgegenzunehmen, habe ich die Gelegenheit ergriffen, im Team bekanntzugeben, daß ich nicht länger als Teamleader fungieren kann. Ich habe das deshalb getan, noch ehe ich Ihnen geschrieben habe, weil Sie dadurch in die Lage versetzt werden, nicht nur von mir einen Brief zu bekommen, sondern auch Dr. Krapfs persönliche Eindrücke und die Reaktion des Teams von ihm persönlich zu hören.

Und nun meine Gründe:

Ich hatte ja schon einmal in einem Briefe angedeutet, daß ich große Schwierigkeiten mit meiner Aufgabe hier habe. Das hat sich seitdem nicht gebessert, sondern verschlimmert. Es hat sich keine bessere Zusammenarbeit im Team entwickelt, sondern das gegenseitige Mißtrauen ist größer geworden. Die Entfremdung zwischen einzelnen Teammitgliedern hemmt mehr und mehr die gesamte Arbeit. Gray hat nunmehr auch Partei ergriffen und ist nicht mehr unbefangen einzelnen gegenüber. Planungsbesprechungen enden regelmäßig in persönlichen Zusammenstößen, also ergebnislos. Die Energien der Mitarbeiter werden in gegenseitiger Bekämpfung und Selbstverteidigung erschöpft.

2 Diese sehr pauschale Beschreibung unserer Lage aus meiner Sicht soll niemandem einen Vorwurf machen. Im Gegenteil, ich sehe alle diese Schwierigkeiten an als eine sozusagen normale Begleiterscheinung der Arbeit einer Gruppe unter schwierigen Lebensbedingungen. Daß die Schwierigkeiten innerhalb des Teams jedoch ein solches Ausmaß angenommen haben, daß sie die Entwicklungsarbeit spürbar hemmen, sehe ich als ein Scheitern meiner Funktion als Ko-ordinator. Sie wissen ja, daß ich nicht als Vorgesetzter aufgetreten bin, einmal weil ich das für falsch halte, und auch, weil ich es gar nicht könnte. Ich habe darum meine Aufgabe darin gesehen, für die Ko-ordinierung aller Anstrengungen zu sorgen, einerseits durch die Erledigung der notwendigen organisatorischen und Verwaltungsaufgaben, und andererseits durch das Zusammenbringen der Mitarbeiter zu gemeinsamer Planung, Beurteilung der Lage und überhaupt gegenseitiger Information. Und gerade dies habe ich nicht geschafft.

1 Ich möchte nochmals betonen, daß ich den Grund dafür nicht darin sehe, daß unsere Situation hier einmalig schwierig oder die Mitarbeiter außergewöhnlich kooperationsunwillig wären. Ich bin mir wohl bewußt, daß das alles den Umständen entsprechend normal ist. Um so deutlicher steht mir vor Augen, daß es meine persönliche Unfähigkeit ist, die Lage ausreichend positiv zu beeinflussen, die die Teamarbeit mehr und mehr lähmt. Dabei ist es gar nicht so sehr der Fall, daß ich nicht wüßte, was man von mir jeweils erwarten sollte. Theoretisch steht mir meine Aufgabe und auch einige Mittel zu ihrer Bewältigung sehr deutlich vor Augen. Aber dann habe ich einfach nicht das Stehvermögen, praktisch zu tun, was ich theoretisch als notwendig erkenne.

1 Weil ich also die Ursache für die gefährlich schlechten Beziehungen der Teammitglieder untereinander klar in mir selbst erkenne, kann ich nicht länger für eben diese Beziehungen verantwortlich sein. Ich meine damit nicht, daß ich mich als Wächter der gegenseitigen Gefühle der Mitarbeiter fühlte, sondern so, daß ich die Zusammenarbeit nicht in der erforderlichen Mindestform herstellen kann, eben weil ich mit diesen Gefühlen nicht fertig werde.

2.  
Oder auch so ausgedrückt: weil ich es nicht schaffe, daß die Mitarbeiter ihre Arbeit im Team und ihre persönlichen Aversionen auseinander halten.

Ich bin also überzeugt, daß jemand, der innerlich frei und gefestigt genug ist, unbefangen mit allen Mitarbeitern diese Probleme immer wieder durchzusprechen, die Lage sehr wohl positiv beeinflussen und entscheidend verbessern kann. Und ich halte es für dringend erforderlich, daß ein solcher Wechsel auf dem Posten des Teamleaders so schnell wie möglich stattfindet. Ich hatte vor, den 30. Juni 1973 als letzten Termin für eine Ablösung anzusehen. Aber das war am Sonnabend.

Bereits heute, am Montag, sieht alles schon wieder viel schlimmer aus. In einem Staffmeeting hat Frank Friedrich einen Rassisten genannt und gedroht, er werde mit einem entsprechenden Report möglicherweise zum Distrikt Governor gehen. Und Gray hat Friedrich und Dieter vorgeworfen, sie verhinderten die Entwicklung im Gwembe Valley und ist dabei in Tränen ausgebrochen. So etwas lähmt mich total anstatt mich zu bewegen, die Kontrahenten nun wieder zusammenzubringen. Dieter hat noch einmal bekräftigt, was er am Sonnabend schon einmal gesagt hatte, daß er nunmehr seinen Vertrag nicht verlängern wird. Und ich raffe mich nicht auf zu dem Versuch, seine Emotionen abzubauen, so daß er sachlichen Erwägungen Raum gibt. Das soll Ihnen zeigen, daß die entscheidende Schwäche tatsächlich in meiner Person liegt, denn sonst würde es zu solchen Aggressionsstaus gar nicht erst kommen oder es ließe sich wenigstens ein Ausweg finden.

Ich fürchte, zu viele Erläuterungen machen alles nur noch verworrener. Mit einem Wort, ich kann nicht mehr Teamleader sein. Weder verträgt es das Team, noch ertrage ich es. Es tut mir sehr leid, daß ich die Erwartungen nicht erfüllt habe, die Sie in mich gesetzt haben. Aber ich habe diese Entwicklung nicht vorausgesehen. Ich habe die Probleme unterschätzt und meine Fähigkeit überschätzt.

Darf ich nun auch etwas darüber schreiben, wie ich mir den Weitergang vorstellen könnte? Ich fände es schade, wenn jetzt an die Stelle eines Koordinators ein Vorgesetzter träte. Mein Scheitern als Koordinator bedeutet für mich nicht, daß eine hierarchische Ordnung eben doch besser ist. Sie mag vielleicht besser funktionieren, aber ihre Auswirkungen sind doch weniger wünschenswert. Ich würde mich also freuen, wenn an meine Stelle ein besserer Koordinator träte, jemand, der tiefgehende Kontakte knüpfen kann, so daß die Mitarbeiter ihm leicht vertrauen können, dem sie sich öffnen und der ihnen auch entgegenkommt, der aber andererseits frei genug ist, sich auch zu behaupten und sich nicht entmutigen zu lassen. Zur Illustration möchte ich auf Klaus Schäfer verweisen, der bei allen Verschrobenheiten doch diese beiden wichtigsten Eigenschaften besitzt.

Eine ganz andere Frage ist, ob diese Koordinierungsaufgabe nicht besser ganz von der Verwaltung der Teamangelegenheiten getrennt wird. Daß Sie ja ganz am Anfang schon einmal vorhatten, <sup>das</sup> einen Administrator zusätzlich zum Teamleader anzustellen, möchte ich noch einmal zu bedenken geben. Ich bin mir nicht sicher, ob das nicht Kompetenzschwierigkeiten mit sich bringen wird, aber eine Erleichterung für den Teamleader würde es sicher bedeuten.

Auch die Frage eines ständigen Repräsentanten <sup>in Lusaka</sup> sollte bei dieser Gelegenheit grundsätzlich noch einmal durchdacht werden. Denn ich deutete ja in meinem letzten Brief an, daß wir diese Frage noch nicht endgültig vom Tisch haben.

Was meine eigene Zukunft betrifft, so würde ich ganz gern im Team verbleiben und mich auf Gemeinwesenarbeit, insbesondere auf die Zusammenarbeit mit der U.C.Z. konzentrieren. Dazu bin ich ja überhaupt nicht gekommen. Vielleicht gar nicht so sehr aus Zeitmangel, sondern mehr unter dem Druck der Teamleadership, der mich ziemlich lähmt.

Allerdings kann ich mir auch vorstellen, daß Sie unter den gegebenen Umständen an meinem Verbleiben im Team nicht interessiert sind. Ich selbst sehe jedoch diesen Brief lediglich als die Bitte um Versetzung von einem Posten auf einen anderen im Interesse der Arbeit und in meinem eigenen Interesse.

So dringlich mir die Entscheidung über einen neuen Teamleader erscheint, so möchte ich Sie doch bitten, zuerst einmal noch mit Dr. Krapf zu sprechen, ehe Sie irgend etwas unternehmen oder sich dem Team oder mir gegenüber festlegen.

Danach würde ich einen baldigen Besuch von Ihnen hier bei uns für sehr nützlich halten, damit auch Sie selbst sich von der Dringlichkeit überzeugen und vielleicht das Team in Ihre Überlegungen für eine Lösung einbeziehen können.

Auf jeden Fall aber möchte ich Sie bitten, meine Entscheidung nicht als das Ergebnis eines plötzlichen und vielleicht reparierbaren Versagens zu verstehen. Mein Entschluß ist langsam in mir gereift und nicht etwa die Frucht der Septemberhitze. Darum ist er auch als endgültig zu betrachten. Er ist mir gewiß nicht leicht gefallen.

Für heute möchte ich es bei diesem einen Thema belassen.

Herzliche Grüße,

*Heinrich Krapf Kriebel*

Eingegangen

29. SEP. 1972

Lusaka, 21.9.1972

Lieber Herr Schwerk!

Erledigt: *W. Weber*

Heute habe ich Herrn Siwabu noch einmal auf seine Äußerung hin angesprochen, die Regierung werde ein Haus für Herrn Bruns zur Verfügung stellen. Und da stellte sich nun heraus, daß sich die Lage keineswegs entspannt hat, sondern daß der Finanzausschuß lediglich der Meinung war, es solle kein Geld für Häuserbau ausgegeben werden, wenn früher oder später doch ein schon existierendes aus frei werden wird. Herr Bruns kann also doch nicht mit Sicherheit auf ein Haus sofort bei seiner Ankunft hier rechnen. Es ist also auch die Voraussetzung für die Goßnerschen Baupläne unverändert.

Leider hat uns Frank die Baupläne nicht gezeigt, die er Ihnen geschickt hat. Heute habe ich sie erst gesehen. Und da fällt mir natürlich sofort auf, daß in dem Gästehaus kein eigentlicher Vorratsraum vorgesehen ist. Immerhin könnte der große Raum dazu dienen, der als Parkplatz vorgesehen ist, und der kleine Raum dahinter könnte ein zweiter kleiner Abstellraum werden, zugänglich vom großen, so daß man in ihm noch einmal kleinere Sachen getrennt verschließen kann. Der open yard würde dann Aufenthalts- und Essraum. Dazu müßte er wohl etwas größer werden. Das sind so meine allerersten Gedanken zu dem Plan. Dieter wird sich sicher auch noch dazu äußern. Auf jeden Fall brauchen wir einen großen Abstellraum, an den wir mit der Lorry heranfahren können. Die Schlafräume sollten gleich groß und 4 im ganzen sein. Mir scheint, man müßte eine ganze Menge ändern an dem Plan.

Das wärs für heute, herzliche Grüße,

*Jo Sieward Weber*

Gossner Service Team  
P.B.1xc  
Choma/Zambia

Lusaka, 20.9.1972



Dear Mr. Schwerk!

Having received your letter which you gave to Mr. Pauli I hurry to answer you before you make further steps towards the employment of Sietske and Anja. For Anja reminded me that she had asked me to propose to you that she should be employed from the first of January 1973, because at present she still wants to find out at first, whether such a school medical service is practicable in the Valley. By the end of the year she hopes to have gained some experience with this kind of work so that she can make plans for some other schools. But Maamba school should be looked at a trial before final decisions are taken concerning her work under contract.

*Sietske?*  
At the same time I report to you Anjas and Georges Christmas wish which is the dutch version of Solschenizyns August 1914. I have the details about Publisher and Translator at home and I shall send them soon. But if there should be only one Dutch edition, you could already go ahead. The Title is "Augustus 1914", and there are two volumes. It is Anjas and Georges joint wish.

I just bought 1000 Food & Nutrition cards, and I shall send 500 to you and 500 to Klaus Schäfer. If you want more, you should write soon, so that we can send them in time before christmas.

Dr. Krapf will come to Nkandabwe on Saturday in order to get last informations for you. I shall try to arrange a discussion about the future personnel requirements, which we started in your presence and in which we got stuck last time in August, because the ideas about the various programmes are still much too vague for making any decision or recommendation.

With Kurt Beck we had some trouble this year although on the other hand he contributed two very good ideas. One of them is making cloth hangers out of plain wire. We have now about 500, which he had made by some Kanchindu boys, and the final question is, whether we can sell them at an appropriate price. We shall try this at the various dry cleaners' in Lusaka, who all give a free wire hanger together with the cleaned items. The other good idea was to open a small vegetable market at Kanchindu and than also at Siabaswi (at the turn-off to Kanchindu on the Siameja road), where again boys sell vegetables from the Siatwinda scheme. But with these market places he rushed so fast ahead and organized everything so much around his own full-time presence that we now face

some difficulties with the continuation after he has left. We also had some slight anger on the side of headman Siabaswi whom Kurt had left out when arranging for the Siabaswi market place, not listening to our warnings. Therefore it is an ambivalent feeling which I have about his visit this year. Christoph Wagner, his companion, left for Kenya after about three weeks which is most probably a result of Kurt's dominating personality. If only one could get Kurt to co-ordinate his activities with the other activities in the area, then one could happily make use of his good ideas. But he seems to have no understanding of the problems which arise when you work for a long period in the same area. That the initial enthusiasm of the people is going down, that their promises do not necessarily mean that action will follow, that the social structure will hinder certain activities and so on. Therefore he has the feeling, that we are much too slow, that we even build barriers where there are none. But I hope that he will leave our area without any bad feelings. We had a lot of talks together which hopefully have helped to understand each other. I hope so especially with regard to the group in Schwargendorf, who will definitely ask him to report, and also with regard to the students working in the Zambia working group at the TU Berlin, who will be greatly influenced by his report too.

Mr. Siwabu announced recently, that the Ministry has cancelled our K200,000 in next years budget for a house in Lusaka, because the Government is going to provide a house for Mr. Bruns. This should influence the building plans of the Gossner Mission, I think.

By the way, could you please let us know as soon as Mr. Bruns has signed his contract with Gossner Mission. For we <sup>had</sup> already some excitement in the team when in the Mission paper the ~~first~~ <sup>first</sup> page said that Mr. Bruns is a new co-worker, without the team having heard anything about this from you, but a letter from you just circulating in which you write that he is about to come to Berlin for final discussions about his job. You see, how things are.

On the other hand I have some fears concerning franks removal to the Gwembe Valley, because so far he has not done anything in this direction except some hints that he wants to have the whole question of his job in Lusaka discussed again because he feels it is too important for being cancelled or for being done part-time by somebody else.

So this shall be enough for today. I started this letter as an official one in English, but it has become a private one which I shall not circulate.

Best greetings,

*To Siegfried Wöbel*

21st September, 1972

Mr  
S. Kriebel  
P.O. Box 212  
C h o m a

29 24/9.

Lieber Herr Kriebel!

Your letter of 28th August is still lying as a vivid question-mark on my desk and shall be answered now.

I have to thank you for the several minutes and reports you had enclosed to your letter. They have been filed after careful reading. From your letter as well as from the minutes I gathered your actions taken in order to meet the cuts in the running budget. Though you have had certain buffer items in your estimates it is a remarkable attempt to limit yourself to the money available in such a fair way. We appreciate this very much.

one of  
You mentioned a statement of the proposed work of Anja van Keulen and Sietske Krisifoe which should ~~be~~ have been sent along with your letter but I regret to say that nothing was in the envelop looking like a statement. Perhaps you forgot to put it into the envelop because of so many items which you actually had to collect and to dispatch. May I therefore ask for this statement in your next letter? Nevertheless we have prepared the two contracts for the ladies and got them already signed by the Verwaltungsausschuß. They are sent along with this letter for countersignature on two copies which I would like to get back as soon as they are signed. We could not follow your suggestion to have these contracts back-dated to the 1st of August but have taken the 1st of October as the starting point. I hope you and the two ladies do not mind this. But for the Verwaltungsausschuß it would have been impossible to agree to the contracts without prior information - as it was the case with Heidi Clemens.

ie  
We are anxiously waiting for the arrival of the stirring sticks you had announced in your letter. We don't need any encouragement to take up sales of things like curios etc. We are ready to accept any amount you may send to us provided the transportation costs do not make any sales impossible at all. For the annual basar as well as for many other occasions during the year we need small items which are typical african and somehow useful at all, it may be even as souvenir like the nice clay animals. Please continue to send us <sup>with</sup> peaces by every foreign visitor who may pass the campus and returns to Europe.

Regarding the reports you are to write I am still full of hope and expectations. A first one nicely and instructive done by Ingrid Köhpcke reached me a few days ago. Another one from Frieder Bredt followed recently. The others are obviously still "being written now" and will surely be of magnificent weight.

I noted that the discussions about the two houses under construction at Kanchindu led to an alteration of the occupants. Besides the emotional disturbances which seem to have happened I am very much interested in some good pictures and if at all possible a set of drawings. Perhaps you can ask Dieter

for his help in this case. How will Frieder use this large house as a single person? Have you made any arrangements for him to be a host to official visitors if they may come to the valley? Or have you followed the line once opened by Frank that a single person has the same right for housing space as a family has because of his increased private obligations?

I have also read with interest that James Siatwinda and Marc Malyenkuku have joined the force of G.S.T. though not without some trouble.

Regarding your request for four additional cooling boxes I would ask you to get them from the nearest and most convenient shop in Zambia rather than to wait for months until they may (or may not) reach Zambia by surface mail. It is not only the time factor which counts but even the price. Sure they are cheaper as such in Germany but the mail charges as well as the trouble to get them packed are to be estimated too. As we once have admitted to be responsible for those goods for the team - it would be the appropriate next step that the team looks for them directly and does ~~it~~ it in such a way that its purpose is met and the mission may save money and trouble. In short: Buy them and charge us but not separately, please, but out of the funds you have available at your disposal. The only request from our side is that you let us know right in advance if the funds exhaust in order to give us time to look for any resource in time.

By the way: Next week will be the last Kuratorium this year and the budget 1973 will hopefully pass through the board session. I have suggested that for Zambia the amount for material grants will be increased to DM 110.000 in order to build up a buffer fund in case the government grant is drastically less than your estimate. Of course neither this proposed amount nor any other amount would be sufficient to take over the deficit from the government. This is simply impossible. It would also be against the Agreement between the government and the mission where it is clearly written that Zambia's part is to provide the necessary capital grants for the programme whereas the mission looks after the expert personnel. The (comparatively little) money we are reserving for costs of programme is only meant to save time in case government cuts down the estimate with short notice and to prepare the several project items for a sensible minimum programme and not to have them collapsing the next day after the money flow stops.

A last point following from your letter: I have passed all your suggestions for Christmas books gifts to our book shop and it is all right except the wish of Sietske ("Obstacles in Developing Countries" author unknown). As I have to look for this book in Great Britain but cannot pick it from a nearby shop I would need at least the publisher if not the author as well. Can Sietska give me some more information? The same refers to Izaak's book of E. Colson. Of course here I know the author. But please who is the publisher? Frank has this book if I am not quite wrong. So some additional information is needed. And what about the others: van Keulens, Frieder Bredt and Frank Krawolitzki? Please remind them to tell me immediately what sort of literature they prefer if not a special title.

I am enclosing a copy of a short paper on Self-Development which by chance turned up on my table during a recent razzia. Just to fill the envelop.

Cordial greetings to all of you,

y o u r s

*Walter H. H. H.*

Eingegangen

- 1. SEP 1972

Erledigt:.....

21.9.72

Nkandabwe, 28.8.1972

Dear Ba-Schwerk!

Thank you very much for your letter dated 11.8.72, and for all the attached informations. I still have to study them, because there was a busy time here, so that I did not spend much time in the office.

Referring to your tour report, I attach my report on the budget-discussions and the other talks, we had in your presence.

For 1972 we had a first cut of 22,000 Kwacha, which we tried to save on 2 meetings on 10. and 11.7. We ended with K 18,000 saved, and Frank managed in Lusaka to get this approved and another 1000 Kwacha for tie-riding trials, so that at the end we have now 83,000 Kwacha for 1972. Our savings are mainly on administrative things like transport, houses etc, so that the actual programmes are less affected except Frieders animal husbandry research, which was dropped anyway, his Kafwambila programme, which was already re-designed, and the hammer mill for Siatwinda. In the whole we are lucky to be able to go on.

*min!*  
Anja and Sietske have now decided to do part time jobs on the same basis as Ingrid. They had discussions with the doctor at Maamba, which resulted in a statement which is attached. Sietske is already going once a week to Maamba, Sinazongwe and Sinemalima clinics, where there are no trained midwives, in order to join the ante-natal days and to familiarize herself with the situation. Continuing this she hopes to transfer some know-how to the medical assistants at those places. With the field work of midwife trainees we got stuck, because the matron at Monze rejected the idea of fieldwork for her trainees "because they all will get pregnant"!

*ab 1.10.72  
ingrid*  
Now, could you please offer a contract to Sietske and to Anja starting from the 1.8.1972, if you can agree to their proposals in the statement. The medical school service was proposed by Dr. Nur (Maamba). There is such a service in Lusaka, but none in any rural area in Zambia. It therefore is a pilot programme again and shall start at Maamba school, where the doctor is near to assist in the beginning. Later it shall be extended to other schools in the area. Ba-Gray would have preferred if this programme had started somewhere else rather than at Maamba.

May I attach a cutting from an Oxfam-News in order to remind you of our talks about selling Tonga arts in Germany. These days I am going to send you a first lot of wooden stirring sticks for your Christmas bazaars.

You will be interested in our decision about reports to be made. Only, there not yet any completed, but some are being written now.

After the Kafwambila building programme having been cancelled, Frieder applied for a house at Kanchindu too. We had a heated debate about the distribution of the two houses, and after that Friedrich withdrew his application. Now Isaak and Frieder will move to Kanchindu.

Mr. James Siatwinda is a son of Albert Siatwinda. He might be a good man for the staff of our project in future, because he has shown much initiative in his work with the National Food and Nutrition Commission, where he started as a driver and ended as an assistant team leader of a research team. As we have no senior job to offer at the moment, and as he is now unemployed because the research team ended its job, we have offered him a job as driver. Wilson Siankope has still to arrange for a test, so that we are without driver for the next time.

This morning the Gwembe South Development Committee sat and decided to employ Mark Malgenkuku as Extension Officer for Kafwambila from the 1st September. Ba-Marc had left Lusaka after some personal dispute with Mr. Musunsa and the President of U.C.Z., so that the church could not second him to the project. As Ba-Marc does not intend to return into the ministry, the committee felt that he was free now and could be employed by the Project. This will be explained in a letter to U.C.Z. After all this not completely satisfactory to the church, but how things had gone, no solution would have satisfied everybody. At least this whole matter is finished now.

Now something different: As our women will go to Choma only every two weeks in future, they are in need of more cooling boxes, because they have to buy more meat and milk. As these boxes are too expensive here, it will still be cheaper to buy them in Germany and send them here by ship. As you did not buy cooling boxes for the three households of last year, could you please do this now and send us 4 cooling boxes, we propose to send them separately and addressed to Clemens, Krisifoe, Bredt and Kriebel (that one for ~~Friedrich~~ Under Fives Clinics). A bit later we would like to have two more, because the first one start already breaking.

soffen me doch  
kaufen

For Christmas gifts I got some wishes so far, the other ones may follow in my next letter:

Dieter: there is a new book of the Social Democrat Steffen in Schleswig-Holstein

Ingrid: any modern novel (spannend)

Anik: Mein erster Brockhaus

Isaak: E. Colson, The Social Structure of the Valley Tongas  
or: anything about History in Africa, especially about the Germans in Tanganyika.

Sietske: "Obstacles in Developing Countries" (Author unknown, a new book)

For Kriebels and Clemens' I attach the lists, as they are a bit longer.

Since the 15.7. we have now an office clerk, Mr. Njowe, who was in the agricultural department in Choma. He is struggling hard to change my way of book-keeping and registering into the proper Zambian way.

I also attach some figures for Mrs. Meuth and I would like to hear her comments on how she wants my reports on our financial situation.

Many greetings

yours

*Siepert Kriebel*

16.9.1972

DIE ZEIT  
Abonnement-Abteilung Ausland  
2 Hamburg 1  
Pressehaus

Betr.: Abonnement Nr. 380673/26/Herrn Kriebel/Zambia

Sehr geehrter Herren!

Bitte schicken Sie DIE ZEIT ab sofort nicht mehr mit Seepost, sondern mit Luftpost an Herrn Siegwart Kriebel, P.O. Box 212, Choma / Zambia. Die Mehrkosten für das laufende Abonnementsjahr stellen Sie, bitte, uns, nicht Herrn Siegwart Kriebel, in Rechnung, wie wir auch für die Zukunft darum bitten, daß alle Korrespondenz dieses Abonnements wegen direkt an uns gerichtet wird. Wir werden die notwendigen Zahlungen leisten.

Mit freundlichen Grüßen

(Klaus Schwerk)  
Missionsinspektor

Für Frau Meudt :

(1) Wir müssen für das Abonnement der ZEIT für S. Kriebel den normalen Betrag zahlen, also die 94,95 an den Vater Kriebel geben, der sie verauslagt hat, weil offenbar die Rechnung nur an ihn gegangen ist.

(2) Die Herren Clemens und Bredt haben ebenfalls Anspruch auf irgendein Käseblatt nach eigener Wahl. Sie wollen auch DIE ZEIT haben - sollen sie. Damit sie aber nicht dreimal das gleiche Blatt mit sechswöchiger Verspätung bekommen, wollen sie nur eins, das aber mit Luftpost bekommen. So müssen wir also die Luftpostgebühren für dieses eine Blatt auch bezahlen, was aber dann nicht teurer kommt, als drei Blätter per Schiff.

(3) Ich habe versucht, aus der Buchhaltung herauszufinden, ob etwa die beiden Abonnements Clemens und Bredt über uns laufen (wenn es sie überhaupt gibt), die wir dann natürlich kündigen müßten. Aber ich konnte keinen Hinweis auf solche Abonnements finden, nehme also an, daß es nun keine Doppellieferung gibt.

(4) Klar

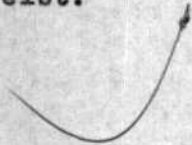
13.9.1972

Herrn  
P. S. Kriebel  
P.O.B. 212  
C h o m a

Lieber Herr Kriebel!

In aller Eile und Kürze will ich mit Herrn Pauli, der am Freitag zu Ihnen fliegt, diese etwas schwereren Sachen mit auf den Weg bringen. Zugleich möchte ich den Erhalt Ihres Briefes vom 28.8. mit Anlagen und den Brief von Heidi Clemens vom 27.8.72 mit dem Vertrag bestätigen. Auch von Frank Krawolitzki aus Lusaka habe ich die Pläne für das Haus und von Herrn Weber einen Kostenanschlag bekommen. Ich werde alles in den nächsten Tagen beantworten. In der letzten Zeit war ich mehrfach außerhalb und das hat meine Arbeitseinteilung durcheinander gebracht. Vielleicht nur ganz kurz die eine Sache: Wir wollen auf jeden Fall die Verträge für Anja und Sietske machen, nur zum 1.8. geht das nicht. Das ist wirklich zu spät jetzt. Wir werden sie wahrscheinlich nicht vor dem 1.10. beginnen lassen können. Das sollte man ihnen wohl sagen.

H herzliche Grüße Ihnen allen und lassen Sie uns gelegentlich mal wieder was wissen - vielleicht daß mal wer anderes auch schreibt.



## A REPORT ON MY VISIT TO ZAMBIA

27th May to 24th June 1972.

My visit to our co-workers in Zambia focused on three main points:

- A. Discussions with government authorities
- B. Deliberations on planning for the near future
- C. Discussions on policy matters with the team members.

\* \* \*

A. The first week, until 2nd June, was full of talks with government officials on various levels which, in general, concerned the possible collaboration of Mr. Bruns. His terms of reference, which had been given a year ago, had been, in the meantime, drastically altered and this resulted in controversial information about his place of work and the manner in which he should act as liason officer for the Gossner Service Team to the government. People whom we contacted were:

29th May - Mr. Stutley/Mr. Babbar, Mr. Coome,  
Dr. Krapf  
30th " - Mr. Siwabu, Prof. Behringer, Prof.  
Ziche  
31st " - P.S. Ministry of Health, Mr. Apedaile,  
Mr. Mumeka, P.S. MinRuDev, Dr. Gruber  
1st June - Dr. Waller, Dr. Krapf  
2nd " - Mr. Olf.

The result of these meetings was that the work of Mr. Bruns was seen as being closely connected to/IDZ Working Group /the of which Mr. Mumeka is the chairman and Mr. Apedaile was supposed to be the speaker. A suggestion made by Mr. Apedaile and seconded by Mr. Mumeka was that Mr. Bruns should divide his time so that 25% would be spent for the IDZ Working Group, 25% for GST with the remaining 50% free for use for either group as the need arose. A final statement from Mr. Apedaile was expected to be ready at the time of our second visit to Lusaka after the 12th June.

When I came to Lusaka for the second time on the occasion of the departure of Mr. Bruns, we found out that a lot of discussions within the Ministry had taken place. Mr. Apedaile assured us that a statement would be ready before Mr. Bruns was to leave for Germany on 15th June and reconfirmed the main contents. Mr. Apedaile even suggested that we should obtain a formal letter of request in order to have stronger effects at hand for our necessary actions with Mr. Bruns. In the meantime, we had had additional considerations with others and were informed about the many different opinions on IDZs and on the disputes within the government about its proper relation

to a certain ministry. Especially Dr. Krapf and Mr. Olf strongly recommended that a statement as well as a letter of request should be signed by the P.S. MinRuDev or at least by the Undersecretary. Mr. Krawolitzki informed us at the same time about some rumors in MinRuDev that the coming of Mr. Bruns was not at all considered necessary and that at least the IDZ Working Group did not see any sense in his collaboration. These rumors were confirmed when I paid a last courtesy visit to Mr. Apedaile before my second departure to the valley on 15th June. He informed me that all that had been discussed before, especially the contents of the statement, was void because of the negative vote of his colleagues within the IDZ Working Group. I asked Mr. Apedaile to make sure that I receive definite answers to all the open questions regarding the work of Mr. Bruns on Wednesday, 21st June at the latest. Then I left for the valley. On 21st June I came for the last time to Lusaka before I proceeded to Kenya. I, along with Mr. Krawolitzki, met Mr. Apedaile who immediately directed us to Dr. Babbar. Dr. Babbar already knew about our desire and had prepared a draft letter of request which he discussed with us to some extent. It became clear that Mr. Bruns should neither be connected to the IDZ Working Group nor to the IDZ programme in any way for at the time this issue was too uncertain. So we received a final letter of acceptance dated 22nd June and signed by Dr. Babbar. However, the formal acceptance is still pending until the personnel division has given its approval. The necessary action is to be taken by MinRuDev.

In addition to extensive talks about Mr. Bruns' work, I had further discussions about the understanding of our Agreement with the government with especial concern for two points:

- the responsibility of the GRZ to provide  
Zambian personnel for the effective utilization  
of the aid given by the GST, and
- the question of termination of the Agreement on  
31st December 1976 without a provision for  
extension.

I met Mr. Nkowan, Deputy Director, Development Division, MiniGuide, and Mr. Kapilikisha, Senior Principal, MiniGuide, the latter for a longer talk on the matters at hand. After my return to Germany I received a statement of these talks which included all our questions to the Ministry. In the meantime, I have been informed by Mr. Krawolitzki ~~that~~ that the MinRuDev has accepted our suggestions and drafted certain proposals for alteration of the Agreement. It seems to be clear now that the Agreement shall remain in force even beyond the date of 31st December 1976 if both parties concur.

\* \* \*

B. Mr. Bruns and I were present when the team had a number of sessions regarding their budget proposals for 1973. Several topics were dealt with in a very careful and fair manner and we were very impressed with the frankness and mutual openness to arguments even in rather controversial situations. I must state that compared to last year's

planning discussion I could see remarkable progress in the quality of contributions of all the members of the team. Details of the budget discussion are certainly given in the Minutes prepared by the team leader but I must again repeat my thankfulness for this first round of talks with the team in which we were, generally speaking, the listeners.

\* \* \*

C. We had several meetings on policy matters which came up during the past year. On 16th June we discussed questions regarding the functions of the GST especially in light of the policy of the Zambianisation, on 17th June relations between GST and Gossner Mission headquarters were talked about, and on 20th June the team discussed certain proposals regarding personnel reinforcements by GM. Again the details of the discussions may be found in the Minutes kept by the team leader, but I should only state my appreciation of the open atmosphere surrounding the talks. We had, I think, certain misunderstandings which could be clarified especially with regard to the frame of work of the GST, and also we all became aware of the need of better exchanges of information. I assured the team that I would try to improve the way I am providing news from other fields of GM work as well as from Europe. Regarding the personnel requirements, we agreed that prior to any new request the team should discuss any suitable possibility to find co-workers locally and to get the Zambian authorities more involved in the matter.

\* \* \*

I should like to add a few remarks on my general impressions. All the Gossner people invited me in turn for lunch or dinner, and these invitations provided opportunities for personal talks about experiences and other matters. I would like to extend my gratitude to all the many people who have served me in such a kind way. As far as I could observe the attitude of the team towards one another was less tense than in the past year. Nevertheless, I was told a number of times by several people that there are still a remarkable number of unsettled problems pending. These are sometimes matters relating to the special task or sometimes problems stemming from a different way of life. Because of ignorance as well as lack of time, I was unable to provide any substantial help in the cases of complaint reported to me. But I hope that the spirit of collaboration and readiness to understand the other's personality will help to overcome the problems. Above all, I was told several times by different people that a more intensive engagement of the team leader in the daily work of team members would be welcomed by everyone and suggestions have been made to free him of his stupid office work by the provision of a clerk. Here I should also mention my surprise and admiration at the manner in which the team leader guides the team discussions, in a very careful way without overruling anybody or outruling any opinion. Sometimes what I experienced was really perfect. Sometimes, however, I would have liked to have seen intermediate conclusions of what had already been reached in the discussion made, condensing the many contributions into a few pregnant and clear theses. Some final

results could have been reached faster and easier if intermediate steps had been made clear to everyone beforehand. Sometimes I observed that during a discussion a common agreement on certain policy matters was actually reached without the members realising this fact. Perhaps it would have been helpful to have made this clear to everyone. Finally I could observe a fear of unchangeability of policy decisions which resulted in a certain hesitancy to make any policy. Here I would very much like to recommend a more flexible approach: decide on policy for the time being and alter the policy as is necessary when conditions change. Again I would like to repeat my suggestion of last year, namely, to have discussions terminate after two hours with a break in the middle and a compulsory joke, and to the team leader of whether he could not arrange for tea or coffee or any other drink at the expense of GM in order to keep the brains in running order.