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Titel

Protokolle Gossner Service Team (GST) u. a.

Band

2

Laufzeit

1980 - 1984

Enthält

chronologisch geordnete Protokolle, meist in engl. Sprache: Team Meetings d. Gossner Service Team (GST), Staff Meetings d. Gwembe South Development Project (GSDP); Steering Committee d. GSDP 1982; Protokoll Meeting on GVSDP Structural Changes

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Team meeting 19.12.1984

present: Jan (chairman), Walkaut (secretary), Maria, Klaus, Walter,
Ursula, Ingo

Top 1: lorries for GSB and VSP

We agree with Erhard and Sietske that immediately a new lorry is ordered in Lusaka for GSB. If possible a small one (911) otherwise a big one (1113) and the old one will be ~~the ask~~ sold in Lusaka.

We ask the GM to do the same for VSP as soon as possible.

Top 2: extension of guesthouse Lusaka, water system

We agree to the need of the extension of the guesthouse ~~later~~ (for groups, for individuals who rent). We expect that the income from the rent will cover the costs for the guesthouse. Two bedrooms must always be reserved for GST members. We agree in principal to the suggested plan which Sietske sent to Erhard (with minor alterations). In the kitchen a bigger stove (4 electrical plates) and a second fridge and cupboard are needed to avoid confusion with other guests.

Top 3: CUSA staff house

Our suggestion is to propose Ba Vickson as CUSA-advisor to Mr. Halubobiya. We will arrange a meeting with him in Lusaka. In this case a CUSA staff house is not needed. What is needed is a car and the kilometer claim of the CUSA advisor. (Konrad Adenauer Stiftung?). If Ba Vickson will become CU advisor he has to look for and train a (local) successor for his present job.

Top 4: job description Hossain

We know that Buleya Malima is a difficult project. But we don't think that the problems can be solved by an alteration of the job description. Only a good man working there may change it to the better. We have confidence that Mr. Hossain is the best man we can find for that job. We were not sure whether Erhard wants to delay the beginning of the contract with Mr. Hossain. For us there can be no discussion about that. Mr. Hossain has been released from his employment with GRZ so that he can start working for GM on 1st January 1985.

Maybe Erhard can take enough time to talk to Mr. Hossain when he comes next year to clarify his doubts.

Top 5 visits next year

1. Erhard

For us the second half of April is alright. We expect him to be 2 weeks in the Valley.

2. Dortmund

The group will not come 1985, but 1986

3. de Haas group

The group can come for a week in July. They should be prepared to sleep on the ground if needed.

4. EEC

In May a consultant from Brussels may visit the Valley.

Top 6 Budget 1985

- postponed for a more detailed discussion -

Top 7 report CUSO meeting

present were: Barbara Heron, Mr. Walima, Sietske, Klaus, Jan

It seems that the whole CUSO proposal will not be implemented soon (probably due to political changes in Canada).

Barbara is at the moment in Canada. We wait to hear from her again.

Mr. Walima has presented a report about possible village industry to be carried out through USP.

Top 8 report KfW meeting

There were 2 meetings, one between Mr. Mann and team members, one at the Ministry (chairman Mbeue, KfW, Sietske + Klaus were invited as listeners).

Main points of the KfW consultants' proposal:

- 1400 hectares can be irrigated
- this needs 600 boreholes (up to 30 per year)
- the boreholes will work on electricity
- construction of roads, bridges
- training programme

The GRZ representatives put main emphasis on commercial farming / cash crops. KfW showed more social concern.

In January GRZ has to decide on the KfW proposal.

Then Bonn has to agree.

Mr. Mbeue does not expect any funds before 1987.

Top 9: office bearers GST 1985

The same people remain in office until June 1985.
Jan will be acting secretary when needed.

Top 10: letter Ba Grey about VSP management training

We agree to his proposal and want to discuss it more detailed in a budget meeting.
We want to discuss about VSP when Sietske comes in January.

Top 11: letter from RHC about medicine
will be discussed another time

Top 12: prospectus on seed programme

We thank Erhard for the prospectus and support its distribution.

Top 13: date for next meeting

3rd Jan. staff meeting

4th Jan. morning team meeting

We expect Sietske on Wednesday evening and hope to have finished on Friday lunch.

Top 14 Km money

Klaus informed us that GRZ has increased Km money with 10n per Km. We will suggest to GM to increase our Km claim by 10n per Km as well.

Top 15 payment for cleaning guesthouse

We agree to Maria's proposal to pay Victor K20/month from the team money instead of K10 as he was working more.

Minutes of Teammeeting 3rd November 1984

present: Jan (chairman), Walkant (secretary), Klaus, Maria, Ursula, Ingo, Walter

1. welcome of new team members

The chairman welcomed the 3 newly arrived team members and explained about the function of the GST.

2. employment of a driver

We decided to employ Mr. Saul Hazemba and Ba Falls as a stand-by driver for duties on Saturday (Mr. Saul is SDA) and if Mr. Saul is on leave.

3. preparation period for new team members

As soon as the cars arrive in Daressalaam they will collect them there, hopefully in December.

Witerns will write to the seed multiplication project in Swaziland and try to go there early March after the language course.

Walkant will write to the Danish Volunteers and Zombezi Training Farm, to announce their visit for either end Dec./early January or March.

4. letters

(a) Erhard

- We have to ask how long the group from Dortmund will stay, then we can write to Pieter de Haas, Mindolo.

- Hossain

K 75,000 ~~have~~ have been allocated for the consolidation of Buleya Malima (famine relief funds) this year.

At the moment the District is prepared to take the whole scheme over. Then there will be no commercial part.

The orchard will be used for training/demonstration. In the long run KfW may come into the financing of the project.

For next year K 18,000 are allocated for Buleya Malima.

- Container

We will urge Erhard again to speed up the shipping of the container.

- letter from Ba Grey about VSP management training postponed
- RHC Kafuanubila requests more medicine postponed

5. overnight allowance for Ba Allan

As GST has been refunded by GRZ we can pay Ba Allan his overnight allowance from the month when it was stopped (out of VSP Water Development Account)

6. paraffin fridges

Ba Josef paid K100 for his fridge which is working. Sietskes proposal was to ask K100 for a working fridge and K50 for a broken one. We decided on K40 for a broken one.

Samson asked for an old gas fridge. He can buy it for about K50. Klaes and Maria will check the fridge first.

7. english magazine

We decided on Newsweek.

8. treasurer's report

K28,272 have been refunded to GST by GRZ (salaries, diesel).

Mr. Musiya tried to buy stationary at the government shop but he could not get anything. This means the GM will have to pay for stationary.

9. renovation Malima house

Mr. Musiya will try to get paint from GRZ. Otherwise GST prefinances the renovation.

10. Seminar

In the last staff meeting a seminar was suggested for GSDP, VSP and GSB. We fixed as the date 19. - 21. December. The place will be NKandabwe.

Mische.

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

8th October, 1984

The Staff members of
GSDP staff meeting - Nkandabbwe.

Agenda for the staff meeting to be held on the 11th of October, 1984 at Nkandabbwe staff room time 09.00hrs.

1. a. National anthem or prayer
b. Apologies
c. Chairmans opening remarks
2. Confirmation of last minutes
3. Matters arising
4. Reports
 - i. Zimbabwe symposium (Mr. Mbale)
 - ii. I.R.D.P. meeting (Mr. Mwenya)
 - iii. Credit union annual general meeting (Mr. Syankondo)
 - iv. Church seminer (Rev. Van vliet)
5. Information about B/malima
6. Consideration of Siatwiinda irrigation scheme
7. Consideration of water supply at the camp
 - a. new borehole
 - b. water tank
8. Electric generator
9. Use of diesel from GSDP tanks by officers
10. Announcements
11. Any Other Business
12. Close down

G.K. Madyenkuku
Project Secretary

Team meeting21.9.841. matters arisinga. overnight allowance

no progress yet

b. GSB and Camp maintenance

Ba Ncote agreed to our proposal (see agenda 2nd Aug. 84).
But as GRZ has now sent money part of GSB's invoice will be claimed from GRZ.

c. preparation for new team members

We received a letter from Witterns. Waltraut will answer it. ~~They~~ We will send them the job description of seed multiplication. Waltraut and Jan have got an address of a FAO-seed multiplication project in Swaziland. We suggest that they go there in December before or after collecting their car from Dar. Sietske will arrange the preparation for Heinelt in Lusaka. Waltraut has written to St. Kizito to give the names of Heinelt and van Vliets for the Language course.

2. application for driver

Amongst the applicants we especially consider Ba Saul and Ba Steven. Jan and Waltraut will talk to both together with Ba Ncote and Ba Emmanuel and then decide whom to employ. The driver will get a basic salary and a bonus for good driving (about K 30). (K 100)
There will be a probation time of 3 months. Thereafter we can discuss the working conditions again.

1. d. german social workers

They can go for some days to Kamukindu. Schäfers will inform them or leave a letter for them when they are out.

e. group german church workers 1985

Most probably the youth group from Dortmund and the church workers will come at the same time (July 1985). We wait for Erhard's final timetable and write them to Pieter de Haas.

f. grinding mill

The mill is property of GRZ.

3. Mr. Hossain

The renovation of the house at Buleya Malima should be paid from Buleya Malima budget. Probably the GST will have to prefinance the renovation costs.

4. letter from Andreas Chikopa

He asked again for his leave pay and wanted to get it from the GST. But in the meantime the situation has changed as GRZ pays for this year. So he can claim his money there again.

We will make a photocopy of the first student term record and send it to Erhard for Mr. Petersen.

5. loan application Mr. Siloozi

The GST does not give personal loans. Walkant will write to him.

6. KFW

A german team of about 12 people has arrived at Buleya Malima, team leader is Dr. Mann. The group has also some zambian members. They will remain here until December and return in February. They seem to be quite ambitious, but stressed that they want a good relationship with us. Their whole approach looks different than ours.

7. Erhard's visit next year

We would welcome if Erhard could come already in March 1985.

8. Credit Union

Ba Vickson asked whether the GST can pay for safes and cupboards for several Credit Unions. We want to find out the prices first.

9. parafin fridges

There are 4 parafin fridges. Interested to buy them are:

Ba Josef, Ba Smart, Ba Monica, Ba Ncite. Everybody should pay a deposit of K 100. Then they can get them and try to repair them. We will ask Sietske how they sold the fridges formerly and fix the final price.



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

STAFF MEETING HELD ON 19TH SEPTEMBER, 1984 AT NKANDABBWE CAMP.

PRESENT

Mr. Syabbalo, Mr. Ncote, Mrs. Schaefer, Mr. Mwenya, Mr. Mutinta, Mr. Syankondo, Ms. Musengu (secretary), Mr. Schaefer (chairman) and Mr. Musiya.

APOLOGIES

Mr. Muchimba - on duty
Mr. Phiri - not informed
Mr. Mbale - on leave
Mr. Madyenkuku - on duty
Rev. van vliet - on leave
Rev. Waltraut - on leave

Chairmans opening remarks

He said unfortunately the minutes were not present for confirmation, also matters arising. He remarked that members of staff be serious on discussing the vehicle pool.

Items 3 and 4 skipped

Item 5 : IRDP Co-ordinators Report

a) CUSO/CIDA

Mr. Schaefer had a meeting with some Cuso representatives together with Mrs. Schaefer and the Liaison Officer. It was discussed that Mr. Walima comes down to the valley to work with Mr. Mwenya on VIS (Village Industry Service). He also reported that some Canadian representatives came down the valley on the 16th September, 1984. CIDA is also willing to help the project.

b) KFW

The consultants will stay in B/malima for eight weeks in camp. They will submit a report by December this year or April next year.

c) Finance GSDP

The project has been allocated K60,000 which is in Choma. There has been a promise that the project will be in the yellow book next year. He further suggested that government employees should not be employed under the capital vote but also should be employed under the recurrent vote of the government, so that if the first fails they will still get money under recurrent budget.

d) Acting Co-ordinator GSDP

Mr. Schaefer has been appointed to act in the above post till the PAO's office sends in a Co-ordinator to the project.

e) New Team members

Three new team members are coming from Germany Mr. and Mrs. Witten, Agriculturists and Mr. Helnelt the Civil Engineer. They will all go for a language course in Menze up to February next year the Wittens will take care of the seed multiplication programme. The mission has also accepted to employ Mr. Hossein as a team member responsible for B/malima as long as the legal status of B/malima is clear. He also announced their leave for the whole month of October, 1984.

g) Mrs. Sitte's programme

The mission has agreed to the continuation of Mrs. Sitte's programme in Siatwiinda. The syllabus for the women will be drawn by Mrs. Schaefer, Miss. Musengu and Miss. Docus Mushope.

Item 6 - Vehicle Pool (finalisation of rules)

The pool committee consists of Mr. Ncote, Mr. Schaefer and Mr. Mwenya. Mr. Syankondc raised a question on how non-profit making organisation will cover the expenses, it was agreed that each department budgets for transport. In the case of the specially employed driver being cut Mr. Muchimba could be released from the workshop to help. The staff also agreed that the vehicle should be strictly for duty. Mrs. Schaefer raised a question of giving lifts due to the transport problems. After long discussions it was agreed that a rule be included on the paper that lifts are not allowed and further changes to be taken by the pool committee. Mr. Mutinta then proposed for the adoption of the rules, the rules were adopted.

Item 7 - Request for water pump.

The project secretary applied to borrow a water pump from the project pump. Mr. Mwenya raised a question as to whether a GRZ property can be allowed to stay at somebody's village. After long discussion the staff agreed to lend the water pump under clear conditions on the period of usage to Mr. G.K. Madyenkuku as a farmer struck by the drought. The documents on technical and legal aspects of lending the pump to be done by Mr. Musiya.

Item 8 - KFW - (Mr. Mwenya)

Mr. Mwenya reported about the meeting they had in Sinazongwe about KFW, which included the project manager his counterpart at the Boma. (The report was given by Mr. Mwenya)

The area to be covered from Maaze river to Jongola river.

Item 9 - Any Other Business

Mr. Syabbalo: VSP lorry

Mrs. Schaefer: safes / camp maintenance

Mr. Mwenya:- proposed canal damage of house

Mr. Syankondc: seminars and funding

Mr. Musiya: water fees Syatwiinda

Miss. Musengu: Progress report

Mr. Schaefer : Seed trials

1. VSP Lorry - On the way to Dengeza to deliver mealie-meal the lorry had a puncture, the front bar of the vehicle is bent.

2. Safes for Credit Unions (Mrs. Schaefer)

Mr. Syankondc had approached Mrs. Schaefer and requested for safes for credit unions for petty cash. The staff agreed to this and Mrs. Schaefer was on the process of looking out for them.

b) Camp maintenance: (Mrs. Schaefer) The house for the new comers is whitewashed some houses were whitewashed and painted inside. Office block is also whitewashed. She also requested on painting some houses and mending of roofs in the office block.

3. Workshop (Mr. Mwenya)

He reported that Mr. Mbale had handed over his programme Boreholes- the first one abandoned at Mr. Mushiha and a second one started. Concrete rings:- have been delivered to Mr. Chavula's and Mr. Syangumba's wells. He also reported that the workshop had started making plough wheels. He continued to say that the firebreak around the camp was completed and K70.- paid out.

4. Siatwiinda (Mr. Mutinta)

(i) Proposed canal

Mr. Mutinta is requesting for work on the additional canal to start. Mr. Mbale has already taken the levels reshaping of the canal is almost finished. The pipes for Siatwiinda are in Lusaka still at customs.

(ii) Storage shed

Mr. Mutinta asked as to how far the plans are for the damaged storage shed. The bill of quantity has already been prepared and it should be sent to the responsible people.

5. Seminars and funding (Mr. Syankondo)

He was asking for the staff's backing to provide funds for seminars to strengthen members of credit unions. We have to make it clear to VSP executive committee that money for seminars is not for VSP.

6. Maaze Consumers Co-op.

Got a loan of K1000 and a grant of K200 and the Co-op. is standing on a better position.

7. Administration: (Mr. Musiya)

Thanked the chairman for helping in backing up to obtain funds from GRZ, (K60,000) About 17,000 should go back to the team as repayment of loan from salaries water fees from Siatwiinda farmers. There are queries from the PAO's office- In the last staff meeting it was decided that farmers write a letter and also the project the farmers wrote a letter to the project coordinator, copy to the SAO why they had not paid, the matter should be taken up by administration.

8. Seed trials (Mr. Schaefer)

Seed trials on maize - short growing varieties by Mt. Makulu in three areas. One in Siameja. One in Siatwiinda, One in Malima.

The chairman thanked all the staff members for their contributions. The meeting ended at 13.30hrs. Lunch was served.

CHAIRMAN

SECRETARY

Team meeting 15th August 1984

GM



1. Matters arising from last minutes

a) Overnight allowance for non civil servants
no progress yet

b) GSB and camp maintenance
Jan still has to talk to Mr. Neite

c) preparation for new members
Waltraut wrote to the Danish Volunteers and will still write to Zambesi Training Farm.

2. talks at the Ministry in Lusaka

The DES suggested a date next week (24th August), but it is not yet confirmed from Lusaka. If it takes place we provide transport from Sinazongwe to Gwembe on Thursday about noon. Maria and Waltraut still decide who will drive

3. women's club at Siatwiinda

Last week was a meeting with about 20 women at Siatwiinda. The women want to continue the club and add new subjects (esp. sewing), before the rain season they want to meet twice a week. Arithmetics will be taught everytime, the additional subjects are sewing, cooking, exercise in writing. Before we start the ~~new~~ husbands will be invited for a meeting.

A young Zambian lady who graduated in Makeni is prepared to teach. Maria is prepared to assist the Zambian lady, esp. in the beginning. We send a budget proposal to GM (£2,000 for 1 year) to be considered by the Zambia Committee. If the GM agrees we can start straight.

4. visit of German social workers

2 German social workers organized by Mindolo want to come here from 22nd Sept. - 8th Oct. They are welcome here. We still arrange the details. Waltraut writes to Mindolo.

5. visit of German pastors group next year

We heard through Sietske that Erhard promised Pieter de Haas in Mindolo that a group of German pastors can visit us - next year. We also heard that Erhard will be the leader of the Dortmund Youth group and comes 2 weeks earlier to talk to people here.

We want to hear more details from Erhard.
We also contact directly Pieter de Haas. We cannot
have 2 groups here at the same time.

6. grinding mill Siabaswi

Klaus checked the files he got from Hans and found
nothing. Waltraut will check the GST files.

Teammeeting, 2nd August 1984

present: Maria, Klaus, Waltraut, Jan

Top (1) payment for visiting agricultural show

It was decided that Ba Samson, Ba Margret, Ba Emmanuel get K 40 for visiting the agricultural show (transport and food).

Top (2) overnight allowance for non civil servants

no progress yet

Top (3) english magazine

We want to ask for some copies of TIME Newsweek and Observer so that we can read them and then decide which to subscribe

Top (4) GSB and camp maintenance

Mr. Ncike complained that GSB had and has to do too much work for camp maintenance. This is a financial burden for GSB. Jan will discuss the matter with Ba Ncike. Our proposal: GSB writes invoices for all repair work. Up to the total amount of K 800 they will not be paid (as refunding for the use of the camp facilities like water). ~~the~~ The amount above will be paid. GSB should only charge us 10% overhead costs instead of 20%.

Top (5) driver for the new vehicle

We came to the conclusion that the driver will be employed by GST. All the other solutions are very complicated. The transport committee will discuss suggestions for the driver.

Top (6) preparation for new team members

Waltraut will write to Kaputa Joint Project, the Danish Volunteers near Siavonga, Zambesi Training Farm Chirundu, Family Farms to find out whether Wiltens can visit them. Klaus will contact Family Farms.

Top (7) car for consistory

Hans Jörg Lutzeyer is prepared to buy the car and to drive it up. Waltraut will write a letter to Mr. Wing (SA) that GM is prepared to send additional money up to DM 3,000 if needed.

Top (8) medicine (Tropenheim)

We will take for the team what we need. Waltraut makes a list of the rest which will be given to the medical officer in Sinazongwe.

Bar Van Vliet

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

Miss De

30th July, 1984

MINUTES OF THE STAFF MEETING HELD ON THE 30th OF JULY, 1984
AT NKANDABOWE,

PRESENT WERE: Mr. K. Schaefer - chairman (IRDP Coordinator G.V.)
Mr. G.K. Malyenkuku - secretary
Miss. M. Lusengu - Female extension officer - GSDP
Mr. F. Phiri - AA in charge Nkandabowe Irrigation
Mr. E. Iwenya - Officer i/c workshop
Mr. E. Syabbalo - Programme coordinator VSP
Mr. W. Ncote - Building officer - GSDP
Mrs. M. Schaefer Team member GST/GSDP

LATE COMERS: Mr. S. Mbale - Water Development Officer - GSDP
Mr. D. Mutinta S.A.A. i/c Syatwiinda irrigation
Mr. V. Syankondo - Syatwiinda Credit Union Sup.

ABSENT WITH APOLOGY: Rev. Van Vliet pastor GST/GSDP
Rev. W. van Vliet
Mr. Mushiya
Mr. Muchimba

ITEM 1 - Mr. Syabbalo was requested to open up the meeting by giving a prayer.

ITEM 2 - The chairman thanked the members for being in time, and stressed that it is most important to keep to points during our deliberations.

ITEM 3 - Confirmation of last minutes.
The minutes were passed as correct record after few spelling mistakes.

ITEM 4 - Matters arising.
Page 1 - Gwembe civil servants salaries.
Question arose whether there was any positive developments. It was replied that there was fresh development but the whole matter was brought to the notice of the S.A.O. in his capacity as a local labour officer. He promised to take up the matter with the P.S. Livingstone.

Page 2 - on Item 3 b. Gusa training - question arose as to what progress is reached on this subject. In reply Mr. Schaefer, said that the idea of training is dropped, but seminars can be organised.

On (a) question of Mr. Mbale's appointment to act in place of the sick project coordinator arose.

In reply it was said that there was no progress yet.

Page 3 - On Workshop Larry driver - question arose whether the P.A.O. was approached on this matter. In reply it was said that there was no progress.

Page 4 (I). On Female Extension - It was reported the expected student from Mindelo has not come.

(J) Camp maintenance - question arose whether the tap at the museum was attended to. The reply was not yet. The staff felt that this should be attended to, the officer in charge of the workshop took note of this.

NEW AGENDA

ITEM 4 - Progress reports.

(a) Tailoring - Mrs. Schaefer reported that 1400 uniforms were sold. But reported that there was problem that money was not coming from schools as expected. The hope was expressed that the money was still in good hands. She reported that at present the relationship has improved among the tailors, but the speed of work is still wide apart, in that one of them made K150.00 while the last one made only K30.00.

(b) GSB Co-op. Mr. Ncote reported at present there are no activities going on due to lack of cement. The lorry is not moving due to bad tyres and tubes.

Self-help - At Sikaneka painting of the clinic is going on well, we hope to start building one staff house soon.

(c) VSP Society - Mr. Syabbalo reported -

(1) Trading - that the sales of m/meal has now started, we sent some at Sinakoba and Dengeza.

(2) Transport - The driver at times misuses the lorry, e.g. on the 10/6/84 the lorry did not return to the camp, but the driver did not give any reason why he failed to come back. On this point the staff felt that the manager should be very serious on the driver if the vehicle is to be used the right way. There was also need that a speedo metre be fixed to the lorry.

(3) Contribution to building of the showstand. He reported that K30.00 was spent.

(4) Visitors - He reported that during the month the Society was visited by IRDP Coordinators when they came to the meeting in Sinazongwe, they were taken to Sikaneka by the programme coordinator in the company of IRDP Coordinator Gwembe Valley, Rev. van Vliet, and the Secretary VSP plus the vice secretary Mr. van Vliet.

(5) Bookkeeper - he reported that the bookkeeper has reported to the chairman that the management has given accommodation to the auditor and some money for food.

(d) Workshop - By Mr. Mwenya

(1) reported that there was now 15 litres of suitable oil for the gear boxes of the boat engines.

(2) Camp water supply - reported that now the situation has improved.

(3) Fuel - reported that the workshop is now left with only 380 litres of diesel of which -
205 litres for female extension work
30 litres for water development
145 litres for administration

After some consideration it was expressed that the camp water supply should be given a separate heading from administration as this is very important part which should not run out of diesel.

- (4) Show shelter at the show ground - he went on to report that the work is going on, all the project programmes are included.
- (5) Vehicle repairs- He reported that the workshop under took the repairs mostly of the Boma vehicles, 4 Landrover wheels are lent to S.A.C. on his request to make him mobile during this period of organizing for the visit of the president, he promised to return them on the 16/7/84.

(e) Nkandabbwe Irrigation -by Mr.Phiri

He reported that at present the sales of tomatoes is going on well even that of the leaf vegetables. The problem of marketing is not yet a problem. There is fear that in few weeks time from now when more tomatoes will ripen there will be marketing problem, this may require transport to transport the tomatoes to Choma. Question of hand over by ba Wendt was not clear, its now thought that all the Nkandabbwe farming operations apart from none farming activities should be in the hands of Mr.Phiri.

(f) Female Extension - by Miss Musengu

Groundnuts programme is still going on, but at present we have run short of groundnuts. Seminar is being organized to take place at the FIC Malima on the 9-14th July, 1984. The participants will be the untrained healthworkers and community development workers. The main subjects will be on primary health care, general nutrition and ante natal care.

(g) Studies- by Mr.Nsemani

Thanked the staff allowing him to attend the staff meeting. He informed the staff that the institute he is, it so happens that any student who fails exams is sent out of the training, he was happy that up to now he was kept as he has also continued to go-through test now and then.

Mr. Iwenya reported that he is very much impressed in the way Mr.Nsemani puts his mind to the work he does, the training on him is worthwhile. For the work he did in the workshop these few days, the workshop will manage to give 80, therefore is requesting the GST to top up 20. On hearing this good work everybody was happy gave a clapping to Mr.Nsemani.

The chairman requested the workshop officer to put his opinion to the team in writing so that it can be brought to the notice of the G/Mission.

(h) Administration - Mr.Madyenkuku reported

Since there is no money from the government the administration is severely hit by lack of so many things, stationery is a problem. All the typing and duplicating machines are out proper order due to age. However much is already outlined by the programme officers. On the side of the none civil servants salaries, the matter is now in the hands of the local labour officer the SAO, Sinazongwe.

(I) Syatwiinda Irrigation - by Mr. Mutinta

In general Syatwiinda is at a stand still as everybody know. The only activity taking place is the shaping of the canal expected to run water to the pumping station from the Maaze river area. The site which was rent for water resource is shifted to a further distance as the water level is going down and that we have a few pipes longer to cater for the extension in mind.

(i) Shade - He went to say that the part of our shade is damaged by a lorry which came to collect cotton at the depot. The matter is known to the driver and his company Mr. Ncote is now requested to look at the damage and assess the cost. He further went on to say that in general the shade has cracks in several areas, therefore the attention of Mr. Ncote is urgent. At this Mr. Ncote took note of the matter. Question arose on the question of the canal whether water will run this year for irrigation. In reply Mr. Mutinta said that this will depend on Mr. Schaefer whether the funds are available to run both engines which if for sure will mean more diesel than usual.

(2) Canal - by Mr. Mbale

The canal is nearly completion as already reported by Mr. Mutinga, the first pumping site is changed. There is need that the workshop should come in on the side of fixing pipes and the pump, so that the trial of running the water on the canal be made.

(J) Village water development - Mr. Mbale continues Reported that arrangements are being made to continue working hand in hand with the council workers. However the well and the borehole programmes have not yet started.

(K) IRDP report by Mr. Schaefer
See appendix 1

End of reports

ITEM 6 - Transport request for the occasion of the visit of

His Exerence the President of the Republic of Zambia.

The secretary brought to the notice of the staff that the project with its sub-organisations is requested by the Boma to assist in transport on the day of the visit taking people to Maamba and returning them back to their homes.

After some considerations it was concluded that:-

- a) The VSP lorry will cater the Nkandabbwe, Sinazeze area.
- b) G.S.B. lorry is out of question as it has bad tyres.
- c) Maaze consumer truck will be made available to S/Chief Iweemba's family.
- d) That the project lorry allocated to Sinazongwe area.
- e) That all the vehicles shall have enough fuel in them from their respective owners.

ITEM 7 - Present to the president.

The Secretary opened the subject to the staff. After some considerations it was decided that one drum among a set of Budima be given as a present. A committee of three was elected to choose the best drum. (Mr. Ncote, Mr. Madyenkuku, and Mr. Syabbalo).

ITEM 8 - Any Other Business.

Mrs. Schaefer - (a) Requested that some cups and plates be kept in the typist's office where they can be available even when Mr. Musiya is not present. Agreed, the Project Secretary to contact Mr. Lusiyu.

Mr. Iwenya - (b) Suggested that Mrs. Schaefer be included on the camp maintenance committee - accepted.

Mr. Lutinda - (c) requested that any officer going to Siatwinda should collect the mail for us as I do not have transport to keep coming here. This was accepted.

Miss. Lusengu - (d) Introduced the subject that there were two (2) NROD students wishing to take there study time here in August, since she has some money on the programme she can meet their allowances. This was considered and accepted.

(ii) She also requested to visit IRDP Chipata some time in the year, this was also accepted. (this is in connection with female work).

Mr. Mbale - (e) - (i) reported that the symposium starts on the 4-10 September, 1984.

(ii) Announced that he will be on leave the whole of August.

(iii) Announced of his visit to the Director of Planning in Lusaka for his appointment which was not successful. He expressed that he was now considering transfare from here to another place. On this the staff considered and concluded that the IRDP Coordinator should take up the matter to the D.A.C. Gwembe, together with Mr. Mbale.

Gossner Eagles football club - Mr. Mbale reported that the club has made 4 games of which she was the winner of 3. A request is now made for transport to pay other clubs in distant places. The staff accepted the idea but regreted that they can not help due to luck of funds. At this point, the Schaefer family promised to pay for one trip.

Ba-Gray (F) Blush millet - showed the staff the type of millet grown in the Western Province the type which is bigger and longer than the local one.

Having no more to discuss the chairman thanked the members for the friendly atmosphere they have conducted themselves.
Close by a prayer. Time 13.58 hours.

-----CHAIRMAN

-----SECRETARY

Coordinators Report

1)

At the District Council Meeting on 21.6.84 the proposals which the Steering Committee has made got approved. Details will be given by Mr. Madyenkuku.

2)

On the 20.-21.6.84 there was the Coordinators meeting in Sinazongwe. The evening highlights were the addresses of Chief Sinazongwe and the SAC. It turned later on out, that despite our financial problems, that we are in many regards better off, than the other IRDPs because of our very good relation with the local authorities and the traditional rulers. That has been mentioned several times and I think we should maintain this good relations.

3)

Another asset of our project is, that we have this two NGO Implementaion Units - VSP and GSF. That is something unique in the whole IRDP set-up. If there is sometimes an illfeeling on the side of our GRZ-Officers towards that NGO Institutions. But that is something we have to get adjusted to, that the NGO mills grind in a different gear.

4)

On the founding site, there is no news up to now. There is still hope, as I was told in Lusaka. For next year I have heard unofficially, our work is considered to be a new project. Which would mean we get a new vote as well.

5)

Request: for funds from GTZ/BMZ.

5.7.84

Minutes of the Meeting between the GST and the GM delegation
held on 21st July, 1984

present: Dr.Grothaus, Mr.Lindau, Erhard, Sietske, Klaus, Waltraut,
Jan
absent with apology: Maria

Top (1) preparation for the new team members

a) Mr.and Mrs.Wittern

If one of them agrees to the seed multiplication program they should have a special preparation period in Germany. Klaus suggested that they spend some w time with Fa.Hege, Hohebuch and that they visit Fa.Schöll in Plienigen. Mr.Lindau will contact both.

They will finish their DÜ preparation course midAugust. Then they can go to Hohebuch for 4 - 6 weeks. Early October they can arrive in Lusaka. After spending some days in Lusaka they can visit another project (it has still to be decided whether the Danish Volunteers, Kabompo or Kaputa). The language course will start on 29thOctober and go until 7th December. ~~in-the~~ During the course break they could do a 2 weeks village practise and stay some time in their house in Kanchindu. The language course continues from 14th January until 28th February. The work contract with GM will start on 1st March, 1985.

b) Mr.Heinelt

Mr.Heinelt will also finish the DÜ course mid August. He can fly to Zambia after 12th September (when Sietske is back). During his preparation period in Zambia he should see Kalingalinga scheme and the low-cost housing programme of the Ministry of Agriculture. Maybe he can also visit a place where tiles are used instead of iron roofs.

The language course and a village practise should also be offered to him.

Manfred Sitte is prepared to com for a month and introduce Mr. Heinelt into his work. But a problem may be that Manfred was adviced by the Tropenheim not to go back to the tropics.

Top (2) container

Some additions were made to the already prepared list:

- workshop requirements
- 2 gas stoves
- shock absorbers for Maaze car
- private luggage for van Vliets (will be sent to Mr.J.Gotthard,

It was agreed that the duplicating machine is urgent and ^{WEM} and the photocopy-machine of second importance.

Top (3) evaluation seminar with old team members

Present were only Hans and Ake and the members of the Zambia Committee. Mainly the present financial situation was discussed including the impact of CUSO and KfW on the GM work. The feeling was that GM may be pushed out by the two. The discussion remained rather abstract and confusing.

Top (4) report of the talks with the civil servants

Erhard reported about the points which were brought forward by the civil servants:

1. their unclear legal status,
2. Emmanuel asked about the procedure how to get his money for the workshop,

(cont. talks with civil servants)

3. problem of transport (Erhard mentioned to them that the new car is ordered),
4. overnight allowances (see minutes of 18th)
5. request for personal loans, Emmanuel K 3,000 for furniture, Samson K 2,000 (it was agreed that no personal loans are given. Erhard will put it in writing to inform them.),
6. request for balls, football uniforms etc. (Erhard will look for it.),
7. the need for a sport hall (Erhard mentioned to them Sinazeze Hall. It was doubted that a hall is really needed.),
8. Erhard mentioned an agricultural training course in India (But later the idea came up to send Emmanuel to Botswana for appropriate technology and Samson somewhere for small scale irrigation.),
9. Samson asked for travel money to Livingstone and hotel costs for one night when going to Zimbabwe (According to our information he gets the money from his sponsors.).

Top (5) english magazine

Instead of the 3 magazines/newspapers: Stern, Spiegel, ZEIT GM will in future only pay for 2. It is suggested to have one german newspaper (ZEIT) and an english magazine/newspaper. The latter will be decided with the civil servants as they will also read it.

Top (6) agricultural course in India

The Team will look for 2 local farmers who could go to a half-year agricultural course in Vikas Maitri, India. GM pays all the expenses. The 2 should be well prepared about possible discrimination in India.

Top (7) veterinary

A german veterinary approached GM whether he could work in the Gwembe Valley. DU showed interest in this. But we decided not to get involved in this field at the moment. (arguments mentioned were: overgrazing, helping the rich)

Top (8) solar pump

Mr. Lindau will follow up the proposal made by the GSDP staff to start a trial with 3 pumps.

Top (9) new vehicle - driver and use of it

As the new car will be registered under GST the question arose whether the driver will be employed by GST as well. Preferably he should be employed by VSP, the money coming from GM. GM should clarify who is entitled to use the car. When buying the car GM thought mainly of ~~water~~ water development, female extension and workshop. But also the other GSDP programmes are entitled to use the car. The GSDP staff decides about it. There must be a transport officer appointed (GST).

Top (10) donation to UCZ for hymn books

The tonga hymn books are out of stock and can't be reprinted due to lack of money. But the hymn books are badly needed by many congregations. Erhard will talk it over with UCZ and if so wanted enquire in Germany about financial assistance.

Top (11) km claim

The GM pays up to 15,000 km per year per full contract at a rate of 26 n. For kilometers driven above that limit 10 n are paid. The rates will be the same for urban and rural kilometers and for any type of car.

Minutes of the meeting GST -GM on 21st July, 1984

present: Dr.Grothaus, Mr.Lindau, Mr.Mische, Sietske, Klaus, Waltraut
absent : Jan, Maria

Top (1) Confirmation of the previous minutes

The minutes were confirmed as correct.

Top (2) Continuation of the discussion of the CUSO proposal

In the CUSO paper VI C a new name is introduced, the GSRDP. This led us to the question whether there will be 2 projects in future operating in the same area, and what this means for the GSDP/GM and for VSP.

Erhard feared that the 2 projects will become rivals and that GM will gradually be pushed out by CUSO.

Therefore we asked whether GM should not pull out herself and when and how she should pull out. Different opinions were given:

- GM pulls out if GSDP does not get a new vote next year.
- GM pulls out of the GRZ agreement in 1988 (end of this agreement) and continues with religious, social and community development activities.
- GM pulls out when Zambianization is possible.

It was concluded that,

- GM wants to continue the programs which have been started under GSDP,
- GM sticks to her integrated/wholistic mission approach (social, religious, economic),
- the aim is Zambianization, i.e. Zambians take over the work of Europeans which may still be supported by GM financially,
- an common umbrella is sought under which GM and CUSO programs can work.

Minutes of the meeting between CUSO and GM on 21st July, 1984

present from CUSO : Ms. Barbara Heron

Present from GM: Dr. Grothaus (chairman), Mr. Mische, Mr. Lindau,
Sietske, Klaus, Waltraut (secretary)

absent with apology: Maria, Jan

The chairman thanked Ms. Barbara that she had come to discuss the CUSO proposal with GM representatives.

Ms. Barbara started by giving an introduction on how the paper was prepared, what its status is and how she feels about it: CIDA decided some time ago to cooperate more closely with NGO's. CIDA approached CUSO about a macro project using 'country focus money'. Mr. Benoit who knew both CIDA/CUSO and the Gwembe Valley established the first contacts between CUSO and GM. Early this year Barbara came to Nkandabwe and made a rough proposal. CIDA showed interest in it and a CUSO fieldworker (Mr. Martin Horswill) was sent to the Gwembe Valley for a longer period to work out a more detailed proposal. Mr. Horswill prepared first a shorter proposal on which he asked the approval of the Steering Committee and the District Council, although it was not yet finalized. In June he delivered a longer proposal which we have in hand now. The proposal has not yet been sent to CIDA as it causes serious concerns to CUSO.

The procedure will be:

At first the CUSO Country Committee Meeting (in September) and the Regional Meeting (in October) have to approve the paper. From there it goes to Ottawa and to the Board of Directors (in November) who have to approve.

Then it will be sent to CIDA.

CIDA wants to allocate the money this year and to fund the Project for 3 years. CUSO will have to find out how flexible CIDA is concerning the timing as CUSO thinks of a longer project period.

The Country Committee Meeting has decided to send a Zambian to the Gwembe Valley (Mr. Walima, a former Community Development Officer) to find out whether the proposal really meets the needs and wishes of the local people. He should give his comments by August in order to come to revised proposal in August.

The same meeting had some doubts about the paper; e.g.: it is too technocratic in its approach, there is too much emphasis on expatriates, too much is asked from VSP. Until now CUSO never built houses under their own contract. The biggest problem is the coordination of the project. Is it practicable that the District Council is the coordinator? All together the proposal is not very suitable.

Ms. Barbara apologized to GM that the proposal has already gone to the District Council.

The paper is still a working document and not a final one. The critics of GM to the different points will be taken into consideration, just as the findings of Mr. Walima in order to come to a reviewed proposal. The usual approach of CUSO is similar to the one of GM (small scale programs, responsibility of the local people...).

The GM delegation was ~~gl~~ thankful for Barbara's explanation as it showed that GM and CUSO have similar approaches towards development. GM had taken the proposal for a definite one which can't be changed. Barbara stressed again that the proposal will be rewritten and that CUSO will take ample time to do it although CIDA wants soon to get a final paper.

Barbara was asked whether CUSO has changed its approach towards GM as in March CUSO had thought of seconding personnel to GM. She explained that CUSO volunteers always work for other organizations. In the case of the Gwembe Valley this could be GM or VSP or Siatwinda Farmer Committee, what still can be discussed.

We agreed to go through the proposal point by point and thereafter to discuss the structural relationship CUSO - GM.

To each point GM gave first her comments on which Barbara reacted. (For the GM comments see the previous minutes.)

A 1 Agricultural Product Feasibility and Market Investigation
Barbara stressed that a study must not be made for the people but involve them.

GM feels apart from food crops also orchards/trees should be included.

It was agreed that GM offers material for the study.

A 2 Irrigation Technology Investigation

GM refers to the 2 new dams in the area ; the experience of them should be considered in the study.

Barbara added that CUSO is much interested in how new plots are distributed, how far women participate... It was said that women do gradually participate in the existing irrigation schemes and Farmers' Committees.

A 3 Seed Production and Marketing Investigation

Barbara said the seed multiplication program may find it difficult to be accepted by CUSO.

It was agreed that emphasis should be on local seeds.

The proposal that GM pays the personnel costs and CUSO provides the project funds can be further discussed.

A 4 Fish Product Feasibility and Market Investigation

Barbara feels that the present proposal may raise too many expectations, and that the local fishermen are not enough included. For the GM it has always been controversial whether to step into fisheries or not. The need to assist the local people to profit from fishing as well is seen.

A 5 Small Scale Hydro-Electric Installation

No further comment.

B 1 VSP Society Support Program

Barbara shares the fear of GM to spoil VSP by overburdening it. She feels the development of VSP should be left in the hands of GM as it may become confusing otherwise.

A discussion arose on how to improve VSP management. It is seen that an advisor trained in management skills is needed. But there may be a temptation for VSP to rely in the actual work too much on a full time advisor. Probably such an advisor/training officer could be linked to other organizations as well, like GSB etc. GM may not be able to finance the training program apart from personnel costs and CUSO may be asked for the training funds.

We should also find out what training facilities are already offered within Zambia (e.g. Konrad Adenauer Stiftung).

B 2 Kariba Lake Transport and Distribution Service

Barbara agrees that the main problem is who will take the responsibility to run the new boat. It may be too much a burden for VSP.

B 3 Fisheries Enhancement Program

Barbara stressed that the local fishermen should say what kind of training they want.

Cuso has presently a person working in Botswana, Tschobe River who might help to set up this program. In Malawi is a similar UNDP program.

B 4 Village Industries Promotion Program

A similar project was started by GM in Siabaswi and failed. Cuso should learn from the mistakes GM made.

B 5 Women's Participation Program

CUSO's experience is that if women are not especially encouraged development projects concentrate on men.

Barbara agreed on expanding the existing female extension program and not start a new one. She met Ba Margaret and talked to her. If a Canadian lady would come she should not be a strong defender of women's lib and an elderly lady. But CUSO could also employ a Zambian lady, preferably from the Gwembe Valley. Local women could be supported in what they do already.

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Barbara repeated that CUSO usually does not give building contracts as suggested here. Furthermore houses and transport cannot guarantee a good extension service which mainly depends on the officers themselves. The program may find it difficult to be accepted by CIDA as it means supporting a government program.

Isaak could be asked for his experience with extension workers.

B 7 Fisheries Training Program

No further comment.

After discussing the different programs the structural problems were tackled.

Mr. Mische explained the present situation: Last year an agreement was signed between GRZ and GM that GM supports the new formed IRDP Gwembe Valley. This year no GRZ funds were allocated to GSDP. GM will now try to get an amendment to the agreement with GRZ to make sure the further existence of GSDP as an independent project under the District.

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Or could GSDP be an umbrella for different partners: GM, CUSO, GRZ, VSP, GSB...?

Barbara said that CUSO wants to cooperate with GRZ and inform the District Council of what they do, but they do not want to be controlled by the District. This seems to be implied in the minutes of the last Steering Committee meeting.

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Klaus suggested that GM asks Mr. Fugmann whether he is prepared to come here and assist us in the structural problems we face.

A final conclusion was not reached.

But it was agreed that CUSO and GM will continue to discuss the questions which have come up, within their own organizations and look for a structural set-up. Both promise to take no definite decisions without consulting first the other. GM may send 2 people from Germany for more talks with CUSO.

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Barbara expressed her relief that both organizations feel the same to a great extent and that we will continue to work together although many problems are still to be overcome.

Minutes of the meeting between CUSO and GM on 21st July, 1984

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A final conclusion was not reached.

But it was agreed that CUSO and GM will continue to discuss the questions which have come up, within their own organizations and look for a structural set-up. Both promise to take no definite decisions without consulting first the other. GM may send 2 people from Germany for more talks with CUSO.

The chairman thanked Ms. Barbara and all the participants for the open discussion.

Barbara expressed her relief that both organizations feel the same to a great extent and that we will continue to work together although many problems are still to be overcome.

Minutes of the meeting GST - GM delegation on 20th July, 1984

present: Dr. Grothaus, Mr. Mische, Mr. Lindau, Sietske, Klaus, Jan,
Waltraut
absent : Maria

Top (1) Confirmation of previous minutes

On the minutes of 19th July Top (2) A 2 the first sentence is omitted. At the end a sentence is added about the Zambian CUSO expert visiting the project area.

With these alterations both minutes are accepted as correct.

Top (2) matters arising from the previous minutes

minutes of 18th July Top (2) talks with Hossain:

The GM delegation has seen Mr. Mumba. The following points were made:

1. Mr. Mumba would approve to an employment of Mr. Hossain by GM.
2. Mr. Mumba considers Mr. Hossain a well qualified person.
3. Mr. Mumba would regret if Mrs. Hossain would also leave her present job in order to work on a contract with GM. But he would understand and accept it.
4. As another possibility he mentioned that Mrs. Hossain may continue living and working in Choma. This was a new idea for the GM delegation not mentioned by the Hossains themselves.
5. Mr. Mumba was informed about the GM salary structure.

Top (3) continuation of the discussion of the CUSO proposal

B 1 VSP Society Support Programme

GM has doubts about this programme, especially the proposed size. We agree that VSP needs management training. VSP is still a young organization and has to be strengthened. But this should be a first step before such big projects are put under VSP. The programme was not asked for by VSP, but developed from outsiders. The organizational changes for VSP may be too big and too fast. We understand that CUSO needs a NGO organization to cooperate with. We also understand that CUSO wants to keep some control on the large sums of money which may be sent to Gwembe South.

Klaus ~~report~~ mentioned some ideas which some people are currently developing about VSP, i.e. the existing VSP will function as an umbrella organization under which ~~several~~ local VSP's according to chieftancies function.

B 2 Kariba Lake Transport and Distribution Service

At the moment VSP runs a pilot project on lake transport with 3 small boats. The problems VSP faces are: It needs very trustworthy crews on the boats. The preparation of the trips has to be well organized (buying petrol and commodities on time, informing the crew on time...).

Erhard felt that lake transport needs a business minded individual manager, and it is not the task of GM to support this. But others felt that the lake transport should not be left to business people who will exploit the local people.

We also see that in spite of organizational and financial difficulties the lake transport really serves the people in remote areas.

It was concluded, that GM will not run a lake transport programme, that we will tell CUSO the problems involved in the programme, that there is need for lake transport on a small scale, that VSP should not be overburdened with a big programme.

B 3 Fisheries Enhancement Programme

The same comments as under A 4 have to be made.

The programme could learn from similar projects on other african lakes.

B 4 Village Industries Promotion Programme

We would like CUSO to take enough time preparing this programme as we feel it to be very important.

At a later stage GM may consider to support the programme with manpower.

B 5 Women's Participating Programme

GM is much aware of the need of women's participation in development. But CUSO should be made aware that there is already a women's programme in existence with a Zambian female extension officer.

This existing programme is in the new proposal completely bypassed.

To us the proposal seems to answer a political need in Canada.

It would be a step backward to send again an European/American lady for this programme.

We fear 2 rival female programmes and rather favour a cooperation between GM and CUSO in the existing programme, e.g. CUSO giving additional funds.

B 6 Agricultural Extension Service Support Programme

We fully agree to this programme as it strengthens and supports the existing Zambian structure.

B 7 Fisheries Training Programme

Keeping in mind the comments under A 4 we agree to this programme as to B 6

Minutes of the meeting GST and GM delegation on 19th July, 1984

present: Dr. Grothaus, Mr. Lindau, Erhard, Sietske, Klaus, Jan,
Waltraut
absent: Maria

Top (1) confirmation of minutes from 15th July meeting

With 2 minor alterations the minutes were accepted as correct.

Top (2) cooperation with CUSO

how it came about: As IRDP did not provide funds, GM came into contact with CUSO as a potential donor agency. situation in March: CUSO thought of a contract with GM seconding people to GM. Further negotiations between CUSO and GM were planned for July.

present situation: CUSO has already prepared a proposal which in principal is agreed on by the District Council and NCDP. In this proposal the idea of a contract with GM is dropped.

This leads to several points of discussion:

(1) GM is surprised by the changed approach of CUSO. GM had hoped for more detailed discussion before a paper would be presented to the District. The question is how far the proposal can still be discussed and changed. Most probably CIDA will make their own changes in any case.

(2) Have GM and CUSO really the same basic ideas about development? From the proposal as such it looks that CUSO has mainly a technical and economic approach. GM misses the social and cultural aspect. In verbal talks CUSO seems to be more aware of this aspect.

(3) The relationship between GM and CUSO has to be clarified. Both work independently as NGO organizations under the Steering Committee. A sharing of work and way of cooperation has to be found. Klaus has made a proposal accepted by CUSO which states that GM is responsible for planning and promotion and CUSO is responsible for implementation and financing.

On this paper however some discussion arose:

- What does everybody mean by using the word 'promotion'?
- In the past GM did both promotion and implementation/financing. Only the planning part was weak.
- Also in future GM wants to do more than planning and coordinating.
- According to its proposal CUSO will not only implement but also start new pilot projects.
- There may arise problems if CUSO just has to implement what GM plans as the one providing the funds usually wants to have a say in the planning as well.
- GM does not want to give up her responsibility (e.g. Siatwinda) but is financially handicapped. There the financial assistance of CUSO is welcome.
- What will be the relationship between CUSO and VSP?

page 2

(minutes 48* 19th July 1984)

Then the CUSO proposal was discussed point by point:

A 2 1 Agricultural Product Feasibility and Market Investigation

A lot of material is already collected therefore the need of a new investigation is to be doubted. In any case GM priority is on food crops, cash crops come in addition.

A 2 Irrigation Technology Investigation

At the moment GM will not be involved in this programme. It will be a help for us to know more about the financial feasibility of irrigation (old and new part of Siatwinda). In future GM may provide personel for small scale irrigation.

A 3 Seed Production and Marketing Investigation

GM may offer one person for the seed multiplication programme including preliminary studies. The main emphasis should be on local seeds.

A 4 Fish Product Feasibility and Market Investigation

In this programme especially the social and cultural aspect should be emphasized (e.g. the readiness of Batonga for fishing). Also the preservation of the lake ecology has to be included.

A 5 Small Scale Hydro-Electric Installation - Feasibility and Design

The programme is welcome. But probably it should start on a smaller scale. It should also be considered what the electricity will be used for.

Klaus informed the participants that CUSO has sent a Zambian expert to the project area to investigate the social and cultural implications of the proposal

hand technical

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

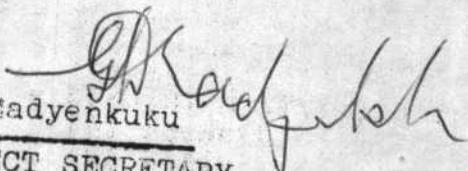
18/07/84

TO THE STAFF MEMBERS OF G.S.D.P STAFF MEETINGS - A SPECIAL
MEETING OF G.S.D.P. TO TAKE PLACE THIS AFTERNOON AT 14.00HRS.

AGENDA

- Item 1 - Project activities in general
 - (a) present
 - (b) future
- Item 2 - Small Scale Irrigation
 - (a) handpumps
 - (b) animal drawn water pumps
 - (c) windmills water pumps
 - (d) solar water pumps

e) small scale dam
- Item 3 - Applications for jobs
- Item 4 - Seminar for project staff members
 - (a) from G.S.D.P.
 - (b) G.S.B.
 - (c) V.S.P. Society
 - (d) Maize Consumer
 - (e) Committee members of irrigation schemes
(chairman and secretary of each committee)
 - (f) Consideration of speakers
- Item 5 - Any Other Business


G.K. Madyenkuku
PROJECT SECRETARY

Minutes of the meeting GST and GM delegation on 18th July 1984

present: Dr. Grothaus, Mr. Lindau, Erhard, S Jan, Waltraut, Klaus Maria

Top (1) job description for the new team members

Erhard reported that Mr. Wittern has a main contract and Mrs. Wittern a local contract (Beschäftigungsvertrag). GM gives principally not 2 main contracts to a couple but offers a local contract to the partner.

About the proposed job description for an agriculturist (at first working in Siatwinda, later shifting to Gwembe Central) it was said that priority for GM is to complete the work in Gwembe South and not plan work in Gwembe Central (yet).

We agreed that GM remains assisting in Siatwinda for the next 3 years. Therefore one job description for one of the agriculturists will be to work in Siatwinda Irrigation.

For the other job description are 2 possibilities:

- (a) seed multiplication (under ZAMSEED)
- (b) assisting CUSA and Maaze Gunsumers Coop

For us (a) has priority.

Mr. and Mrs. Wittern will be informed accordingly and can make their decision on the second job.

For the seed multiplication work some special preparation is needed in Germany.

The job description for Mr. Heinelt stands.

Top (2) talks with Mr. Hossain

The GM delegates had a good impression of Mr. Hossain. Before a final decision can be taken the following has to be clarified:

- the present situation of Buleya Malima Irrigation and the future involvement of GM,
- the financial possibilities of GM,
- the consent of Mr. Mumba, Director of Agriculture.

A final decision will be made on 7.9.84 by the Zambia Committee. Mr. Hossain could either quit from GRZ service or be seconded to the project.

Top (3) overnight allowances

This is a very controversial and sensitive issue. It is clear that a civil servant can only claim allowances from GRZ. Neither VSP nor GST is allowed to give them allowances. In the case of non civil servants employed by GRZ we have to find out the legal position from the SAO. One possibility may be to give a day off for every night spent outside.

VSP is free to take her own decision towards her own employees. Presently VSP driver and lorry boy get a monthly fixed allowance. We have to find a clear answer to end the discussion on the subject.

Top (4) contribution to the clubhouse in Sinazongwe

The SAO asked for a donation of K 1,200 from GM. After some discussion we agreed on a donation of K 800.

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

12th July, 1984

To: All Staff Members of G.S.D.P.

Dear Friends,

This is to inform you that we have to hold a special staff meeting on the 18/07/84 at 14.00 hours in the staff meeting room. The purpose of the meeting is to discuss certain insures with the visiting team of Mr. Mische.

Thank you.

G.K. Madyenkuku
PROJECT SECRETARY

EINGEGANGEN

21. JAN. 1984

Erledigt

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

12th July, 1984

To: All Staff Members of G.S.D.P.

Dear Friends,

Mische.

STAFF MEETING 3/01/85 at 09.00hrs

1. Roll call
2. National anthem or prayer
3. Chairman's opening remarks
4. Minutes Oct. 1984 and Nov. 1984
 - a) Confirmation
 - b) Matters arising
5. Farewell to outgoing officers and follow up of their programmes.
 - Mr. Mwenya
 - Mr. Mbale
 - Ms. Musengu
6. Wellcome to new staffmembers and discussion of their job descriptions
 - Mr. Kalaula
 - Mr. Hossein
 - Mr. and Mrs. Wittern
 - Mr. Heinelt
7. Annual reports 1984
 - Ms. Musengu
 - Mr. Mbale
 - Buleya Malima
 - Mr. and Mrs van vliet
8. KFW
9. Cuso
10. Progress reports Nov/Dec 1984
11. Seed programme
12. Budget 1985 approved?
13. AOB + announcements
14. Closing remarks

2.01.1985

Minutes of the meeting G S T - G M , 15th July, 1984

present: Mr. Grothaus, Lindau, Mische,
Sietske, Klaus, Jan, Waltraut
absent with apology: Maria

Top (1) cooperation with the government, alternatives

Klaus summarizes the present situation: The GM had already in the past gradually taken over some of the financial responsibilities of the government (GRZ). Now the GRZ can't even contribute a minor part and advised us to look for other donors. This was mainly done with CUSO.

The most crucial point in the present situation is the payment of the non civil servants.

In the Budget 1985 their salaries are included again (K 28,000). We heard unofficially that we may get a new vote in 1985 for GSDP and thus receive funds from January 1985 on.

For GM it is clear that they will not employ Zambians. They only assist in paying salaries of people who are employed under a Zambian institution (e.g. CUSA, VSP).

We cannot blame GRZ for breaking the agreement as the agreement does not mention any financial contribution of GRZ, although this was always implicit taken for granted by GM.

For the negotiations with GRZ we agreed on the following line:

- GM expressed its dedication to continue the project.
- GM is prepared to look for and provide project funds.
- GM is not prepared to employ Zambians.
- GRZ resumes in 1985 the payment of the non civil servants.
- GM is prepared to continue assisting the non civil servants by giving them loans until the end of this year.

We can emphasize that by giving loans we prevent the employees from striking which would not be in the interest of the government.

If we get the impression during the negotiations that GRZ is not prepared or unable to resume the financial responsibilities towards the non civil servants next year we will urge the government to lay them officially off as quick as possible. We will do the same if we come to know later this year that there will be no new vote for GSDP next year.

In this case we have to wait until the non civil servants are fully laid off and then think whom to reemploy under which Zambian organization (VSP...).

We don't think of alternatives to the cooperation with GRZ at the moment. This question will arise towards the end of the agreement in 1988.

Top (2) kilometer claim

The team will work out a suggestion for a lumpsum payment for each car based on the actual driven kilometers during the first half of this year and send it to Erhard for the final decision.

Be Vickson can claim kilometers which he drives on Credit Union duty. The team can decide in doubtful cases.

Top (3) CUSA staff man and housing problem

Erhard will write to CUSA correcting his previous letter that there is no house available at the moment. At the same time Klaus will talk to the representative of Konrad-Adenauer-Stiftung and

Top (4) Maaze Coop Erhard suggests they get a grant of K 2,000 from GM and a loan of K 2,000 from VSP backed by GM.

Teammeeting 26. June 1984

present: Klaus, Maria, Jan, Waltraut

1. preparation for teacher's group

We expect the teachers from \pm 5th to 10th.

Programme:

friday: talking to Samson, Margret, Emmanuel (with village visit)

saturday: VSP, GSB, Sikaneka. social evening

sunday: UCZ Maamba

monday: Siatwinda, Kanchindu

tuesday: departure to Choma

We ask 2 ladies to cook for them (Ba Rita, Ba Georgina, for K3 per day). They should bring all food from Lusaka.

● 2. preparation for Erhard's group

12. + 13. general orientation, talks in NKandabwe

14. Fisherie's, Buleya Kalima

15. Siatwinda

16. Choma with Jan

17. Gwembe with Klaus + Waltraut

18. Lusaka " "

from 19. time in the valley, boattrip, VSP, Rev. Mubiana

An agenda for the talks will still be prepared.

3. CUSA man for Kanchindu

● CUSA is prepared to organize 3 seminars in the valley if the GM provides the food. Klaus suggests one seminar lasting several days at Siatwinda.

Klaus will try to see the representative of Konrad-Adenauer-Stiftung which financially supports CUSA. Maybe we can persuade them to build a house for a CUSA staff man in Kanchindu. In this way we could solve the problem of accommodation.

4. preparation for new teammembers

The danish volunteers run a 3 weeks course in August. We don't recommend this.

The catholic sisters in St. Kizito offer a 3 month course in 2 6 weeks terms, starting 29th Oct. First term 29.10. - 7.12. and 14.1. - 28.12.85 Costs K380 per term

We strongly recommend this course for the new people. If the new team members come already in September they could first visit other projects.

The building engineer could contact Mr. Johnson (Ministry) to get familiar with (alternative) building.

Maybe the agriculturists could go to Kaputa or Kapombo. We will still enquire.

Kanchindu house needs no major repairs. We have to look into the water supply. A new warm water ton is needed. Mbales old house is being repaired.

5. van Vliet's planning July - December

The leave is agreed on.

Also the TEEZ courses in Kanchindu and one seminar for a bamba group in August in NKandabwe Camp.

6. Sinazeze house for teacher

The teacher wants to buy it for K60. We agree to it.

NKandabwe Primary School asks us to help with accomodating a teacher at Sinazeze. Jan referred them to VSP and GSB.

7. money for Syampondo roof

Fuchs left money for transporting roofing sheets. But Mr. Ncote spent much more money for the whole repair. We wait for his detailed invoice and discuss further.

8. letter of Hohenheim students

Hans Jörg will reply them that we have no place in the project and give them some other addresses in Zambia (including commercial farmers).

An UNZA-student will be sent to Siatwinda for a study during the university holidays. We suggest that he lives in Muyunda's house in Kanchindu. Klaus will see Mr. Kunze about it.

9. Museum

Barbara could write information on a paper of all items. We will ask Ba Mark to assist her.

The ownership of the museum is not very clear, GSDP or GST? It is surely not VSP.

10. costs for medical care

They will be refunded by the team as in the past.

11. contribution to agricultural show in Sinazeze

The team is asked to pay K25 for the agricultural show. We agree.

Team meeting 15-5-1984

GM

Agenda

1. house no 15 for teacher
2. CUSA man to Kauchiindu
3. payment to Andreas Chikopa for holiday job
4. job description

1. House No 15 for teacher

It is agreed that the teacher can buy the house. Our proposal is K 70-50, Jan talks to the teacher.

2. CUSA man to Kauchiindu

As new Gossner people are coming and the houses will be occupied, no CUSA man can come to Kauchiindu as one condition from CUSA was to provide a house.

3. payment Andreas Chikopa

Emmanuel will write to Andreas about his marks. We also agree that Andreas can work during his 3 weeks holidays in the workshop, provided he has a well defined productive job (charcoal burner). We can pay him K 75.

4. job description

We heard from Sietske that GM has accepted the agricultural couple and the building engineer. They may already come in August. The procedure is that the Steering Committee agrees to them and recommends them to the District Council. The District Council meets on 1st June.

- Klaus makes a proposal for the job descriptions.

Priority has at the moment the consolidation of Siatawinda. It will start June this year and take about a year. Klaus' proposal is that the agricultural^{work} man helps during that period, living in Kauchiindu. After 1 year he/she could probably move to Gossner to start the Gossner work there as area-coordinator. At the same time we expect the first Canadians to arrive here.

Jan proposes as an alternative that the agriculturist puts his work emphasis after 1 year Siatawinda to Baleya Malima to work out a consolidation plan.

Another question is whether he/she can also support the Credit Union work.

Klaus explains more the work needed to be done in ~~Gwembe~~
working with the Steering Committee, Central,
contacting local headmen, chief,
contacting the churches in the area

We concluded: There will be one job description for the couple
which can be shared by them as they want.

In the first year priority is consolidation of Siatwinda Irriga-
tion and support to credit unions.

After 1 year (in case the Canadians come) they should either
move to Gwembe Central (1st alternative) or shift to Balega
Malima (2nd alternative).

It is still open whether Mr. Hossain will also be employed.
Mr. Grothaus and Mr. Lindau want to talk to him.

● For the building engineer's job description Klaus looks for the
proposal made by Manfred.

— Some repairs are needed in the old house of Mbale.

Mische

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

11th May, 1984

MINUTES OF THE STAFF MEETING HELD ON THE 3/5/1984.

Present: Mr. E. Mwenya (chairman), Rev. J. van Vliet (acting secretary),
Mrs. I. Schaefer, Mr. K. Schaefer, Mr. Phiri, Rev. W. van Vliet,
Mr. V. S. Syankondo, Mr. Mutinta, Mr. S. Mbale, and Mr. E.
Syabbalo.

Apologies: Mr. G. K. Madyenkuku (on the boats), Mr. J. Muchimba (on duty)
Mr. G. S. Nakasamu (sick), Mr. Ncote (on duty), Mrs. M.
Musengu (on leave), Mr. A. Nsemani (on study leave)
and Mr. Mubita.

The chairman opened the meeting at 19.30hrs with some
opening remarks and roll-call.

Item 2 : Confirmation of last minutes.
The minutes were not present.

Item 3 : Matters arising from the previous minutes.
Because there were no minutes no matters could arise
from them.

Item 4 : Employment.
a) Engine attendants at Siatwiinda: They will be re-
employed and be put at the EEC-payroll. They will not
get a loan from the GST.
b) Woman club helper. She will not be re-employed, but
if need arises Mrs. Musengu can give her some peace
work, which she will pay from the budget for female
extension work.

Item 5 : Night allowances.
It was said that Mr. Schaefer has seen the PAO in Choma
about this matter. The arrangements are still to be
confirmed by the office of the PAO. Mr. Mutinta asked
Mr. Mbale to come at least once a week to Siatwiinda
Irrigation Scheme. He also asked the project to provide
transport to the water-engineer.

Item 6 : Progress reports.

a) Mr. Syabbalo VSP.

He reported about several activities of VSP:

- The sales of mealmeal are going down because (happy
enough!) farmers have now their own harvest. Also still
free maize from famine relief is given to some people.
- The VSP boats made an explorative trip from Sinazongwe
to Chiyabi, carrying mealmeal, salt and school-uniforms.
- The boattrips to Kafwambila are becoming more regular.
- Sales of clothes is going well. In the camp clothes
are not anymore sold in the office, but by Mrs. M. Meja
and Mr. S. Syapwaya.

Mr. V. Syankondo remarked that the buying of Tonga Crafts
at Syabaswi should be organised in a better way. He
also said that the buying of Tonga Crafts at Siameja
has not yet started.

b) Mr. Mutinta-Siatwiinda Irrigation Scheme.

He reported that the level of Lake Kariba is coming up,
but it has not yet reached the main pumpstation. The
work on the second canal in the extension is going on.

c) Mr. Syankondo-Siatwiinda Credit Union and Maaze consumers.

He reported that the savings in the CU are good and that repayments of loans are coming up. The MCC faces two problems: the use of the car requires a lot of money and it is difficult to get goods (basic commodities) at the wholesale.

d) Revs. van Vliet-church work.

They reported that:

- the TEEZ (Theological Education by Extension in Zambia) course for lay preachers in Sinazongwe started in January and is now halfway. This course is weekly conducted by Mrs. Van Vliet with 12 participants.
- at the 29th of April a new UCZ church was opened in Chiabi.
- a follow up seminar for Sunday school teachers was held in March at Nkandabbwe Trinity Church.
- Mrs. Van Vliet attended in March the World's Prayer Day of Women in Maamba.
- new TEEZ courses are being planned in English and in ci-Bemba (for Chiabi). Mr. Vicksen and Mr. Syabbalo stressed the need for using the local language ci-Tonga in the church.

e) Mr. Phiri-Nkandabbwe Irrigation Scheme.

He reported that the farmers are now growing tomatoes, onions and beans, as well as some other vegetables. There are no problems with water, because the level of the lake is sufficient. He said that the engine is now kept in the farmers' storeroom. There was some discussion about the question of the service of the engine. This can be done by the GSDP workshop, but some farmers fear to bring the engine to the camp. But Mr. Phiri will now, after consultation of the farmers, make necessary arrangements with the workshop. Mr. Syabbalo advised to replace the lock of the store-room.

f) Mrs. Schaefer-school uniform programme (VSP).

She reported that the progress is slow, but that the programme is a good one. Besides school uniforms some hats are made. Income in March was K. 1500, in April, K. 500.

g) Mr. Schaefer (IRDP-coordinator).

He reported that there is no news from the Ministry about the requested funds for GSDP in 1984 (K. 60,000,00). So there is still no money available for the project. About the possible involvement of Cuso (Canada, see last minutes) he said that some proposals are being worked out. But their work will not start before 1985. He further announced that some people from Water Affairs (Chcma) will come to Siatwiinda Irrigation to survey the building of a big channel from the Lake to the main pump.

- h) Mr. Mbale-water programme.
He reported that he bought a load of bags of cement for the making of concrete rings for wells. Wells in Kweemba area are planned at: Mugonko, Siatwiinda Irrigation, Chief Kweemba's court at Kanchindu and at Siatwiinda fishing camp.

Item 7 - Any Other Business.

- a) Mr. Schaefer announced that a meeting of the IRDP-Gwembe (South) Steering Committee will be held on 17/5/1984 in Nkandabbwe camp.
- b) Cusa-training: Mr. Syankondo told the staff about a training course of Cusa for 2 young men from Siatwiinda Credit Union. The GST will provide the costs from the donation for continuous education. Mr. Schaefer will inquire at Cusa head quarters in Lusaka.
- c) Gossner Green Eagles: Mr. Mbale informed the staff, that the new football-season has started and that following office bearers have been elected by the members:
- | | |
|---------------|----------------------|
| Manager | - Mr. K. Schaefer. |
| Chairman | - Mr. S. Mbale. |
| Vice-Chairman | - Mr. A. Chikopa. |
| Coach | - Mr. B. Mwenya. |
| Secretary | - Rev. J. van Vliet. |
| Member | - Mr. S. Siampongo. |
| Captain | - Mr. Chris. Mbale |
- d) Guest-House: after some discussion it was agreed that people sent by the office of the PAO in Choma to work in the area can stay in the GSDP Guesthouse, but that visitors to the project will have priority, if this will be the case.
- e) Water Development: Mr. Mbale asked whether allowances to civil servants can be paid from donations from the Gossner Mission, as the water committee had decided last year. Mr. Mbale told that Lintco pays allowances, but this seems not to apply to our situation, because Lintco is parastatal. Mr. Mische was telling us in (March) that from donation money no night allowances should be paid. But Mr. Mbale still urges that if no night allowances are paid, that a vehicle must be provided for transport to and from the working place everyday. Otherwise work cannot be continued. Mr. Schaefer suggested that the civil servants write their complaints and suggestions to the PAO and to Gossner Mission.
- The letter should first pass the staff. Mr. Mbale will see the PAO about this matter.

The meeting was coclosed by the acting chairman, Mr. Mbale, at 12.55hrs.

CHAIRMAN

SECRETARY

Team meeting 9-5-1984

present: Maria Jan, Waltraut
 absent: Klaus (duty)

Agenda

1. GM container
2. ZNPF
3. application to buy house of GST at Sinazere
4. programme for teachers' group
5. Km claim of Ba Vickson
6. parcel for Fuchseus
7. honey for Syampondo roof
8. correspondence
9. info for new team members
10. request of Mr. Jameson

1. GM container

As discussed with Erhard we would like to order things which are difficult to get in Zambia in Germany and let them be sent by a container. Included should be: a duplicating machine, a typewriter, ~~lorry~~ tyres for lorries (VSP, GSB, MCC, GRZ) and private cars (Schäfers, van Vliets, Sietske). Erhard will get a list and should send ~~us~~ us a calculation of the costs. If new Gossner people come they may send their luggage also by container.

2. ZNPF

We received papers from the ZNPF for the watchman in Kanichindu. Maria will take it to Chona to ZNPF.

3. application to buy house of GST at Sinazere

We will have a look at the house in the next days and decide then.

4. programme for teachers' group

Time: 2.-9. July is alright for us

transport: Hiace of Gossner Mission until 10th July (Erhard's visit)

payment: K 2 per person, per day
 + gas bottle

our proposal: the visitors bring one sheet (Spauntuch) and one blanket ^{each} which they leave here.

We subtract their payment for using the guest-house from the bill for sheets/blankets.

programme proposals:

VSP: Sikaneka
visiting villages
water programme, irrigation, wells
female ext. work
church visit on Sunday
TEE

? Visit to coalmine
one day Kauchiudu, Siatwindu, Maaze Coop., Ba Mark
Waltant will write a letter to them.

5. Km claim of Ba Vickson

We will ask Erhard how much Gt is prepared to refund.
Waltant will write what he claimed until now (travels
to staff meetings, some other meetings, once in the 3
months meeting of Cusa in Mouze...).

6. parcel for Tuduseus

Jan has already written to them about the locks which
were sent in a parcel. We wait for their reply.

8. correspondence

letter of Andreas Chikopa: Andreas asks for employment
during his holidays. Waltant will discuss it with Emmanuel.
Emmanuel should also see the term record of Andreas
and probably write to him.

7. money for Syampondo roof

post poned until Klaus is in.

10. request of Mr. Jameson

Mr. Jameson, teacher at Siuazere, applied for a job in the
museum for 4 years. At the moment there is no money
to employ someone in the museum, furthermore there
is no full time worker needed.

Another idea was to ask Mr. Jameson to make some
drawings/pictures with local motives, and we would try
to sell them through the Tonga Shop.

9. info for new term members

Each one will read through the Merkblatt and make
proposals what to change.

Team meeting 10-4-1984

(Maria, Klaus, Waltraut - secr., Jan - chairm.)

Agenda

- | | |
|---|-------------|
| 1. Gas confirmation of minutes | 7. ZNPF |
| 2. gas | 8. medicine |
| 3. Samson's night allowance, Selina Mudenda, eng. attendant | |
| 4. guests in our guest house | |
| 5. house for CUSA man | |
| 6. GM container | |

1. The minutes will be read by each one at home. If mistakes are there, they will be discussed at the next meeting.
2. Maria suggested to have one price for gas bottles for Team members and non-Team members. The price for the big bottle will be K 80.- At the end of the year we will see whether the whole bottle charge is covered.
- 3a) Samson's night allowance
Samson asks for K90 night allowance for nights he spent in Siatwinda. He had always received these allowances from Hans Fuchs. We will not pay this money. Before a final decision, we have to find out (1) are allowances included in the GM application to the EEC, (2) what ^{is} the official practise in Zambia. Erhard will be reminded to write a letter to Samson about that issue as he had promised.
- b) Selina Mudenda
Selina Mudenda was laid off by Mr. Musiya as she was not working any more (according to Mr. Musiya). Margret complained in the staff that she was not asked about that decision. We feel that Margret can reemploy Selina if she has work for her, but pay the salary out of her own budget as the budget can be fully met by GM.
- c) Mr. Mutinta asked in the staff to re-employ the 2 engine attendants in Siatwinda. Klaus + Maria will talk to Mr. Mutinta before we decide finally
4. In the last time many government people asked for accomodation in the camp. In future we will ask K5 per night.
5. -7. postponed to next meeting
8. We need more chloroquine. Johannes should contact the Tropenheide

Team meeting 30.3.1984
with Erhard and Sietske

1. GST Budget

available: Standard Bank External Account ~ 40,000
Internal Account ~ 10,000

in addition 2 cheques DM 15,000 8,800
plus car loan repayment 10,000
car loan repayment 6,000

What still has to be spent:

for workshop (X)

for GSB

for Siatwinda

Syabbalo salary

total 74,800

~ 3,000

~ 1,500

~ 8,500

~ 2,000

K 30,000 should be in the savings account ^{15,000} for personal loans.

K 1,500 for Lake Transport

6,000 for female extension

6,000 Water Development

4,000 Workshop

2,000 diesel for the lorry

3,000 diesel for Siatwinda

diesel for famine relief K 6,000 can be prefinaanced from the team account

6,000 camp maintenance

1,000 stationary

total 29,500

needed for Km claim 10,000

to be transferred to Zambia K 9,700 (will not be sent before Erhard's visit in July)

It was discussed and decided that no allowances are paid.

Erhard leaves a cheque here of DM 10,203.

(female extens. 6/71.16

Dürrehilfe 100.]

TEEZ 4032.]

(X) The money must be used in such a way that any revenue does not go to the government. If e.g. a store is built the owner should be GST or VSP.

GM will pay in Germany:

4 will drive car	DM 24.000
car for UCZ	DM 17.000
tyres	DM 20.000
GSB lorry	DM 80.000
	<hr/> 141.000

Technical equipment to be bought by GM in Germany:

typewriter
stencil machine
copy machine

Ba Vickson asked the GM for a loan for MCC. Erhard suggested that VSP gives a loan to MCC and GM is guaranteeing for that money.

2. VSP

Erhard had put in the EEC budget a figure of DM 15,000 given to VSP. He wants a statement of that this money was received by VSP. Erhard will write to VSP.

3. CUSO

Erhard hopes to come to a cooperation with CUSO. He will discuss it in Germany with the Zambia Committee. A difficulty may be the ~~points~~ programmes which were mentioned by CUSO. The meeting in Germany will take place on 27 April.

The proposal of bakeries was included as a request of a women's group at Mungumbure. The Canadians are much in favour of women's work and therefore CUSO wants to include the bakery.

Erhard also has doubts about the fisherie's pilot programme. Klaus feels it is important to try a fisherie's programme for a certain time and then come to a final decision whether it is possible or not. CUSO usually does not start their own projects but they give support to other projects. Mr. Benoit made them aware of our project and our financial problems.

In the next staff meeting a representative of CUSO will be present and the programme can be discussed.

Erhard fully supports the seed multiplication project.

The proposal to grow tabaco was questioned by Jan (because of health reasons).

The final decision for a cooperation between CUSO and GM will be made in September (Kuratorium).

In July we want to spend a day on discussions between the GM visitors and CUSO.

4.

- 3 -

Erhard feels if KFW is coming in this area, GM may move out to Gwembe Central or North.

If GM cannot keep her identity (small scale/ grass root approach) we should think of new partners (churches?)

We should stop the heated discussion about IKDP/GSDP and just continue as GSDP.

Klaus is worried about his responsibility for Gwembe Central and North. He suggested to find area coordinators, although in Gwembe Central this may be a problem.

Jan added if work starts in Gwembe Central VSP should be involved from the beginning to help start similar activities there.

One possibility would be to attract other organizations for Gwembe Central (e.g. DU)

5. programme for July visit (10.-31. July)

Wishes brought forward by Erhard:

- Kafurumbila
- Steering Committee
- PAO
- Chiefs
- Rev. Mubiana, Maamba
- Mr. Grothaus is prepared to preach
- TEE
- VSP, Sikaneka

— Lusaka: ^{see the zambian group which will come to Germany} ministries, UCZ, CUSO, CUSA, NCDP, Social Evening
Erhard thinks of coming to the Valley first and then go to Lusaka.

5.4.1984

MINUTES OF SPECIAL STAFF MEETING HELD ON THE 29TH MARCH, 1984.

Present: Mr. D. Matinta (chairman), Mr. G. B. Badyenkulu (secretary)
Mr. S. Mbale, Mr. M. Mwenya, Mr. V. Syankondo, Mr. K. Schaefer,
Rev. van Vliet, Mrs. van Vliet, Mr. W. Ncote, Mr. A. Nsemani,
Mr. E. Syabbalo, Miss. L. Musengu.

In attendance: Rev. E. Mische (GM Berlin)
Mrs. S. Krisifoo (Liason office G.M. Lusaka)
Mrs. M. Schaefer

Invited: Mr. J. Musiya
Mr. J. Muchimba

The chairman opened the meeting that this meeting was on the future of the GSDP particularly to non civil servants, as the government has not allocated funds to the project for their salaries.

Having given this introduction he gave the floor to Rev. E. Mische to explain to the house the purpose of his tour and his findings. Mr. Mische reported that on Monday the 26th of March he was in the group of Mrs. Krisifoo, Mr. Schaefer and Rev. Van Vliet, they first went to the office of the PAO in Choma to find out why the GSDP was omitted in the yellow book. In his reply the P.A.O. expressed regret that the project was left out, and that he regreted that he was even helpless.

On the same day we met the District Governor of Gwembe and the D.E.S. he also expressed that they were sorry of the situation, but expressed that they were in favour of the projects continuation.

On the following day we met the people in Lusaka, the Unity of Planning Commission and the Ministry. Where we were told that they were not aware that Gossner Mission made some contributions to the running of the project, we had explained to them of these contributions. However, the planning unity said that they may be able to make some funds available at a later date, (which may amount to K60,000.-). (However, the project will work under I.R.D.P. but with it clear identification of GSDP. Presently the GM will provide salaries on loan to the end of June, 1984, thereafter it will be up to the staff to approach the Labour Office.

2. Future expectations.

- (a) He went on to say that CUSO was interested to come to the area, to work with the GM if their findings are agreeable to them.
- (b) We also expect some programmes to be run by EEC funds, hoping that Mr. Krisifoo will be the contact person.

/2....

- (c) That in our CSDP we should now start making quarterly reports to NCDP.
- (d) That we in Berlin have not received official request for recruitment of new officers to the project, when we get the request we are ready to respond.

3. Present activities.

- (a) Funds are available on Female extension
- (b) Funds are available on Water development
- (c) Funds are available to purchase a 4x4 wheel drive vehicle for use of the staff in the project and for a bicycle special for female extension officer when she does not meet a car.
- (d) That a sum of 11,500 is available for lake transport

4. Camp dwellers-

He reported that it was not possible for GM to make money available for electricity at the camp.

5a. The chairman asked what shall be done with the engine attendants of Systwiinda who were laid off from this office. The point was deferred to the next staff meeting.

b. A request was asked whether it was in order that deductions are made on loaned salary. This point was also deferred to the next staff meeting.

The chairman thanked Mr. Nische and Mrs. Kricifce for the trouble taken and also the staff for their contributions. Meeting ended at 16.30 hours.

.....CHAIRMAN

.....SECRETARY

Minutes of the Meeting at 27-3-1984 in Lusaka
between representatives of the Ministry of Agriculture
and Water Development and a delegation of Gossner Mission
in the office of MR. Mbewe.

Subject: Future of the Gwembe South Development Project.

Present were: Mr. Mbewe, Mr. F.K.M. Shalwindi, Captain
Mulombe, Mr. Eklund, Mr. Benoit, Mr. Warren,
(MAWD) and Rev. E. Mische, Mrs. S.C. Krisifoe,
Mr. K. Schaefer and Rev. J.M.P. van Vliet (GM).

In this meeting mainly two points were discussed:

- the non funding of GSDP by GRZ in 1984.
- the relationship GSDP - IRDP Gwembe.

Mr Mische handed over a letter to mr. Mbewe, containing:

- a statement with the financial contributions of GM to the project since 1970 (a total of DM (=Deutschmark) 7.732.407,00 = about 4 Million Kwacha).
- a statement of the treasurer of the Gossner Service Team, showing the exact financial contributions of the GM to the project in 1982 and 1983.

1. The non funding of GSDP by GRZ in 1984.

Mr. Mbewe stated that he does not know why the GSDP was deleted from the GRZ budget for 1984. He did not know about it before he saw it in the "yellow book" (= the GRZ budget). Reason for the deletion probably is that GRZ is short of money and had to cut the budget. The first projects that have been cut are the 100% GRZ financed ones. This applies to the GSDP, because never information reached the Ministry that the GSDP was co-financed by GM. So now the vote of GSDP has ceased.

Captain Mulombe added that the final decision has to be made by NCDP, not by MAWD.

Mrs. Krisifoe replied that mr. Mutello was informed about the fact that GM contributes to the project with grants and that in the 1984 budget the financial contribution of GM to GSDP was clearly shown. Mr. Schaefer added following figures for the 1984 budget:

- contribution of GRZ: K. 500.000,00
- contribution of GM : K. 572.000,00

Thereafter the possibilities for funding of GSDP in 1984 by GRZ were discussed.

- a) First it will be tried to reshuffle (or vary) money in the budget of MAWD from one vote to another. Captain Mulombe will try to obtain permission from mr. Mumba to take the necessary action. (At 28-3-1984 mr. Shalwindi informed mrs Krisifoe that a varying of K. 60.000,00 will be tried).
- b) If this fails a supplementary budget can be made. But this will only be discussed by parliament in september 1984 and in case of approval funds will probably not be released before december 1984.
- c) In the meantime Capt. Mulombe will inquire at NCDP about the possibility of advance payment, because the GSDP workers have not been paid salaries since 1-1-1984.

2. Relationship GSDP - IRDP Gwembe.

This matter was brought up by Mr. Mbewe. Mr. Mische explained that during the negotiations about the new agreement between GRZ and GM (which was pending from January 1982 till May 1983) in the ministry the impression was given that IRDP money would come to the project from IRDP headquarters in Lusaka. But this has become clearly not to be like that. So when GM signed the agreement the financing of IRDP Gwembe was not known. This is contrary to all other IRDPs where the financing was clearly organised before the putting up of an IRDP.

Mr. Mbewe stated that the planning unit has not been involved in the making of the new arrangement and that he himself was not informed. His opinion is that it was a mistake not to arrange the financing of IRDP Gwembe before the start. So, as far as the planning unit is concerned there is no IRDP in the Gwembe Valley.

Mrs. Krisifoe mentioned that she has given a copy of the agreement to the planning unit. Mr. Schaefer, IRDP Gwembe coordinator said that already 3 IRDP steering committees have been installed in the Gwembe District with the full approval of the Gwembe District Council. He admitted that ~~no~~ there is no donor for IRDP Gwembe, but he said that strong efforts are being made to find some donor(s). GM is not IRDP, but is assisting it.

Question was raised about the position of the Gwembe South Development Project. Mr. Mbewe mentioned that the Government of the Federal Republic of Germany has allocated K 14 million for development activities in the Gwembe Valley. But if GM wants to continue its work, there is nothing against it.

Mr. Mische complained that while signing the agreement the GM was not aware of the fact that the GRZ expects GM to be the donor of IRDP Gwembe. (and could not be).

Finally it was agreed upon that Mr. Mbewe will write a statement about the existence of GSDP. He also will let make minutes of this meeting.

Nkandabwe, 4-4-1984.

Minutes of the Meeting at 26-3-1984 in Choma
between the Provincial Agricultural Officer
and a delegation of Gossner Mission.

Subject: Future of the Gwembe South Development Project.

Present were: The PAO, Rev. E. Mische, Mrs. S.C. Krisifoe,
Mr. K. Scaefer and Rev. J.M.P. van Vliet.

After that Mr. Mische had explained shortly the present difficulties the project is facing in the moment (i.e. the non-funding of the GSDP by the Government of the Republic of Zambia during 1984), the PAO expressed his high appreciation for the work the Gwembe South Development Project, assisted by Gossner Mission, has done in the past years for the development of Gwembe District (South). He stated that he wants that the project continues the work as it did, because he never recieved any serious complaint.

He asked: "who is funding IRDP-Gwembe?" Mr. Scaefer, the IRDP coordinator, answered that there is no donor, but that GRZ always has made funds available in the past. Mr. Mische handed over a paper to the PAO, in which Gossner Mission states her financial contributions towards the project since 1970, coming up to a total amount of DM (Deutschmark) 7.732.407,00 (= about 4 million kwacha).

The PAO regretted that the GSDP is not funded in 1984 by GRZ-budget. He said that the decision was made without consultation of his office. He regretted that there is no platform where the office bearers from Choma (office of the Provincial Agricultural officer), Gwembe (District Council) and Lusaka (Ministry of Agriculture and Water Development, National Commission for Development Planning) can meet each other.

The PAO advised to apply for a supplementary budget for GSDP in 1984. The PAO is willing to assist the project by seconding Zambian staff to the project. No funds are available from his office.

On the question of the relationship GSDP-IRDP Gwembe the PAO is in favour of Gossner Mission assisting in Gwembe South, like it had done in the past years. In this case the Gossner Mission is the funding donor of IRDP Gwembe South. Other donors could assist in IRDP Gwembe Central and IRDP Gwembe North. But as Gwembe South is now the better developed part of the district it may also be possible that the Gossner Mission assists in Gwembe Central and - North, because Gossner Mission has obtained a lot of experience in development work during the past years of her involvement.

Nkandabwe, 4-4-1984.

Minutes of the Meeting at 26-3-1984 in Gwembe
between the District Governor and the District Executive
Secretary and a delegation of Gossner Mission.

Subject: Future of the Gwembe South Development Project.

Present were: The District Governor, the District Executive Secretary, Rev. E. Mische, Mrs. S.C. Krisifoe, Mr. K. Schaefer, Rev. J.M.P. van Vliet.

The DG welcomed the delegation of GM by thanking the GM for all their help given to Gwembe District in the past years, for which he is very grateful. He specially mentioned the boats for famine relief.

The DG introduced two problems:

- famine relief
- the non funding of the project by GRZ in 1984.

After a short discussion of the first item, in which all agreed that the food situation in Gwembe District is very serious because of two years of droughts and no harvests, the DG explained that he does not know any reasons for the non funding of the Gwembe South Development Project by GRZ in 1984, to which the DES later agreed.

Mr. Mische explained in short the history of the work of GM in Zambia and stressed that the GSDP is a joint cooperation between GRZ (mainly providing operational funds) and GM (mainly providing personnel from Europe). Since 1979 this has been changing in this way that GRZ is providing less funds, but secondly personnel (civil servants) to the project and that GM is providing less personnel, but more funds (grants). He handed over to the DG the statement with all the financial contributions of GM to the project since 1970 (DM (=Deutschmark) 7.732.407,00 = about 4 million Kwacha). Rev. Mische proposed an annual meeting between GRZ and GM authorities for budgetting the following year to avoid problems like there are now.

The DG replied that he is embarrassed by the decision of the non funding, but that he very much wants the GM to continue her work in Gwembe District. The services of GM are very much needed and appreciated by the District. He even wants GM to extend her services to Gwembe Central and Gwembe North. But he made clear that the District has no funds available for the project.

The DES advised that the central government should give the GSDP a supplementary budget. Mrs. Krisifoe asked for a letter of the District to the Permanent Secretary, to which the DG agreed upon.

Finally the DG brought up the topic of the bad roads in the area and asked Gossner Mission for some assistance for the upgrading and maintenance of the road between Syabaswi and Syampondo/Kafwambila in Chief Mweemba's area, because the ZNS is now planning to fly food with helicopters to Kafwambila, as the road is impassible.

Nkandabwe, 4-4-1984.

Minutes of the Meeting at 27-3-1984 in Lusaka
between representatives of the National Commission for
Development Planning and a delegation of Gossner Mission.

Subject: Future of the Gwembe South Development Project.

Present were: Mr. Zulu and Mr. Mwansa (NCDP) and Rev. E. Mische, Mrs. S.C. Krisifoe, Mr. K. Schaefer and Rev. J.M.P. van Vliet (GM).

Mr. Mische introduced the subject and mentioned two points he should like to be discussed:

- the non funding of the GSDP by GRZ in 1984.
- the relationship GSDP - IRDP Gwembe.

He mentioned the financial contributions towards the project of GM (since 1970 DM (=Deutschmark) 7.732.407,00 = about 4 Million Kwacha) and the GRZ (approximately K 100.000,00 per year, since 1979 declining to K 50.000,00 in 1983). He gave Mr. Mwansa a statement, containing the financial contributions to the project from GM since 1970.

Mr. Zulu regretted that no representative of the Ministry of Agriculture and Water Development was present and mentioned following points:

- there is no change of policy of GRZ to the cooperation GRZ - GM.
- reduction of GRZ contributions is due to the general lack of funds of GRZ.
- the project is ongoing and NCDP appreciates very much the assistance given by Gossner Mission.
- NCDP will try to make funds available as long as the present agreement exists.

Mr Mwansa added that he was never informed about the funds (grants) given by GM to the project. In the books GSDP was shown as 100% GRZ funded. The projects which are co-funded (GRZ and foreign donor) all recieved some GRZ funds for 1984, but the 100% GRZ funded projects (like GSDP) were all deleted. To get more clarification he proposed a meeting between MAWD, NCDP and GM.

Mr. Mische replied that it was known to the PAO in Choma (also to the MAWD) that GM contributed funds to the project, but admitted that full figures have not been given by GM, which he regretted. Mrs. Krisifoe added that Mr. Mutello had been informed about the grants of GM to GSDP.

Mr. Zulu said that the problem is on the administrative, not on the policy level. NCDP was informed by MAWD that GSDP was a 100% GRZ funded project, which now seems not to be the case.

Mr. Mische showed the statements of the Gossner Service Team treasurer of 1982 and 1983, showing the exact financial grants of GM to the project. Mr. Zulu took notice of the fact that salaries for the workers of GSDP (non civil servants) are not paid since 1981-1984. Mr. Mwansa said that he is in favour of the salaries for them being paid by GRZ through the recurrent budget.

Finally it was agreed that NCDP will receive quarterly progress reports of the GSDP and Mr. Zulu and Mr. Mwansa were invited by the GM delegation to visit the project.

Nkandabwe, 4-4-1984.

AGENDA

24.3.84

1. future ^{programmes} ~~projects~~ in the project
2. staff recruitment
3. future GM contribution for capital and running costs
4. canadian involvement
5. EEC -
6. alternatives to IRDP
7. Siatwinda Pipes and Life Jackets
8. donations
9. diesel for famine relief
10. visiting groups
11. transport to staff meeting
12. GSB lorry
13. involvement of Gossner East
14. VSP, Bookkeeper

MEETING WITH THE NON-CIVIL SERVANTS OF GSDP ON 24.3.1984.

Present: E.Mische, K.Schafer, Jan van Vliet, Sietske Krisifoe
G.Madyenkuku, W.Ncite, Musya, Telesy, Monica Meya
Smart, Nelson, Alan, camp watchman, Emanuel, Samson
Syabalo, Joseph,

Ba Gray and Jan van Vliet welcomed Erhard Mische and expressed their happiness that he had come earlier than July to help us to face the problems we are in because of the delation of GSDP of the government budget.

Erhard answered that in Berlin they were puzzled by the developments which had taken place and that he hoped that the talks of next week with government officials could clear some of the puzzles

The chairman asked the people present for questions to be taken to Lusaka.

1. It is felt that the Government should have informed the project in written that GSDP would not receive money and as a result of this, should have to lay off the none civil servants. Even on Mr. Nakasamus letter for a written statement there was no answer yet. Why does the Government stay silent?
2. If the workers would lay down their tools because they are not paid for the work they are doing by the government, without being informed by the GRZ, are they then regarded to go on strike or not?
3. Does the government realize the workers could have gone allready to the labour office?
4. If the GRZ cannot continue the employment, what are the benefits of the past years, they should be paid before they look for new employers.
 - a. vacation allowance of 24 days a year up to 72 days as a total, if people were unable to take their holidays.
 - b. long service bonus, which has to be decided by the government. (this question should only be put forward, if the government does not make funds available for salaries.)
5. In Lusaka they should express, if they want to continue the development in the Gwembe Valley, and how they think to do this? How do they see it, to run the project under IRDP.

Erhard said that the GM had agreed to the suggestion of the GST to bridge the cap for at least the first three months of this year because of

- a. human reasons
- b. they had the hope that it cannot be the final decision of the ministry.

He sees two possibilities if the talks with the government not turn out positively.

- a. closing down completely
- b. take over the responsibility of GRZ, which is not possible for GM

He hopes to inform the meeting of the result of the talks in the staffmeeting next week.

Sietske Krisifoe was asked to explain the position of the IRDP. She reported that Mr. Mutello straight after the budget became known had suggested to get the funds from IRDP-Lusaka, and he had written a letter on this issue to Mr. Mbewe, without results. IRDP has budgeted the money for this year already and allocated it, and has at present nothing for GSDP or Gwembe IRDP. May be if we would in an application we might get some but not before more than half a year has passed.

Erhard added to this, that during the talks about becoming an IRDP it always had sounded as if it would be much easier to get funds from foreign donors, via the government set up of IRDP, but that the reality looked that they expected the GM to be that foreign donor, and that in such case the GM had to reconsider its being here again.

Anyway he emphasised that, even in spite of the difficulties in the past and the present the Gossner Mission would try to continue their development work with the people in the Gwembe Valley

Musay asked whether it would be wise to give the payment vouchers of the last three months to the group going to Lusaka. It was proposed that he should join the group and present them himself to Lusaka accounts department.

The only problem is that the typewriters of GSDP both went on strike. The decision on this is that the typing should be done in Lusaka either in the Ministry or by Xerox against paying.

Last Question was, how the steering committee of the IRDP GWEMBE saw the situation and that we would like a recommendation from their side.?

One answer is that they have requested the PS already about new recruitment of GM staff, which shows they don't want GSDP to stop. And that the DES is very sympathetic towards our project.

The meeting closed after 1 1/2 hours.

Minutes by Sietske Krisifoe

24.3.84

Team meetingwith Erhard and Sietske1. future programmes in the projecta) Credit Union

CUSA manager salary	K 3,000
stationary	K 2,000
seminar	K 4,000

For at least 2 years an expatriate advisor is needed. After 2 years Ba Vickson may take over that work, but it is completely up to CUSA whether they will give him that responsibility. Do we want to continue all the credit unions or only Siatwinda/Kanchindu? We should find out from CUSA what they expect from GM now. CUSA will not send a Zambian advisor to the Valley. How can we strengthen Ba Vickson's position within CUSA?

GM can either give a full contract to continue the whole work of Ingrid or to give half a contract to work with Siatwinda/Kanchindu Cl/Coop.

b. female extension

Budget made by Margret/Erhard : K 5,200. This can be covered by GM donations.

Erhard is reluctant to finance a carpool. His suggestion: to finance a 4WD car through special donation, registered under GST/GM.

In addition loans for private owned Hondas for Samson and Margret. The loans for Hondas are not favoured and will be dropped.

The car could be a Landrover or Hilux 4WD.

c) agriculture

An agriculturist couple shows interest in working in the valley. They will go to Dli, "Orientierungs- u. Auswahlkurs". The first contacts were positive.

Buleya Malima needs about 9 months planning and then implementation.

We have another agricultural applicant, Mr. Hossain (from Choma). From the practical point of view Mr. Hossain may fit better. From the mission aspect and the theoretical requirement the Germans seem better fit.

The extension work/dry land farming is done by the government, enough trained Zambians are there.

In future an irrigation trainer may be needed. But for an European this is a very difficult task, it may be advisable to get an Asian.

In total 3 people are needed: 1. Siatwinda, 2. Buleya Malima, 3. irrigation extension

The question is how much GM can pay and where others have to come in.

Another question is whether we can ask one of the agriculturists to work for Credit Unions, and are they not overqualified?

Our reaction to Mr. Hossain's application is very ambivalent. From the technical point of view we would like his experience and contribution but from the christian point of view we see difficulties.

Erhard suggested to discuss the possible employment of Mr. Hossain with Moderator Siatwinda. Erhard does not principally oppose him.

In the talks with the Canadians we should find out whether they are prepared to pay someone sent through Gossner Mission.

25/3/84 Erhard told us that GM can pay in 1985 up to 2½ contracts.

The K 3,450 which are in for dryland farming can be used for seeds programme (buying and selling of local seeds).

Erhard asks about the cooperation with FTC Malima.

He put an amount for this purpose in the EEC budget.

Margret will get in addition to her demanded budget K 200 for a bicycle.

d) Gwembe South Builders

The present situation: Ncile and Aggipa know their jobs now. They will not start big projects for the time being. Jan assists if needed.

- Erhard informs that 2 applicants for GSB are in contact with GM: (a) Mr. Heinelt and (b) an Ethiopian refugee.

(a) Mr. Heinelt has an adequate education and work experience. Problems may arise because he is not married, he has never been away from home, he does not know much about Third World. He is a good christian.

(b) The team could imagine well to have an Ethiopian member. The Ethiopian comes from Mekane Yesu Church, engaged to a German.

- GSB have applied for a lorry (K 55,000) to replace the old lorry. GM is asked to contribute K 12,000, GSB thinks to contribute 18,000. The rest must come from another agency. Contacts with EDCS have already been laid by Erhard. We should get an offer from a Diakon. Werk

b) Bromer, JWM Hamburg, Toyota

e) Water Development

The programme is crucial.

Erhard has DM 33,000 available for water development.

He thinks to use part of the money for Siatwinda, part for buying the 4WD car, the rest for wells.

It is agreed that Erhard can use the ~~the~~ money for Water Development to finance / prefinance the 4WD car. Erhard can leave cheque in Lusaka and we try to speed things up at Toyota.

1) Workshop

2. a) Life Jackets

Sietke asks GM to pay for buying Life jackets in Zimbabwe in foreign exchange. Erhard agrees.

b) Pipes for Siatwinda

Erhard agrees that part of the EEC money (1984) will be used to buy pipes in Zimbabwe.

3. Donations

Erhard received several donations for the work of Schäfers and van Vliets. He asks whether he can use this money also to pay the salaries. This is agreed.

Schäfers and van Vliets want to be informed about who sends how much for their work. GM writes letters of thanks to donors, but we also want to thank from our side. Erhard will ~~for~~ send us the full information from Berlin.

2 congregations in Dortmund collect money for a programme "school leavers dig wells". They sent already some money for that purpose. The idea of such a programme has already been discussed with Tamson.

Erhard was asked to advertise for (1) transport money for the boats and (2) the seeds programme.

4. Visiting groups

- Mr. Lehmann comes with a group of teachers early July. They will first go to Southern Province. The team can offer them transport from Batoka to Nkandabwe and within the Valley, but it is easier if they come with the yellow car from Lusaka. If Erhard/Lindau/Grothaus comes the car must be free for them.

They should bring sheets and blankets. We either buy it from them or if they donate the sheets/blankets they will be freely accommodated.

- A youth group from Dortmund wants to come 1985. The team agrees to their coming. A problem may only be if people from Sindelfingen also decide to come. We feel that only one group should come in a year. Waltraut will inform Sindelfingen accordingly.

5. transport to staff meetings

Maaze car will be used. If the Government has no money GM will pay the Km-claim.

Teammeeting with Erhard Mische u. Sietske 23-3-84

1. Programme for Erhard's visit

We went through the programme including Sietske's arrangements in Lusaka. Erhard will stay until Saturday 31st, March.

2. Budget of GM for 1984+1985

Erhard presented the budget which was originally made and the alterations.

The "Personalkosten" came from ^{DM} 440.000 to 449.000

The "Projektw.Hot" consist of

30.000 (maintenance)	} DM 250.000
50.000 (Km allowance)	
170.000 (EEC money)	

Sietske informed us that the government has made K 20.000 available for GSDP. Mr. Mutello is even looking for another K 30.000. If this proves to be true the salaries of the non civil servants can almost be paid for this year.

The question arose whom could we probably lay off?

As a minimum in the workshop are needed: Ba Allan, Ba Joseph, Ba Smart. The work of Ba Tekra could be done by Ba Doctor.

Ba Monica could be paid through VSP with different payment.

If the GM would have to pay Ba Grey and Ba Ncote Erhard wants to bring the salaries down, esp. the one of Ba Grey, as the Government has long asked us to do so. But in this point no agreement could be reached.

Sietske asked in Lusaka a lawyer about the legal implications if GM pays the non civil servants. She was referred to the Labour Office. But as the government in the meantime promised K 20.000 she felt it not advisable to go to the Labour Office which might immediately start attacking the government.

For Erhard the main question (to be asked in Lusaka as well) is:

| Does GSDP still exist? Is GSDP still a government project?
| What is the position of GSDP within IRDP?

Klaus stressed that IRDP has no money for running costs, but channels money from outside to new projects.

GSDP seems still to exist also in the eyes of the government, as they seronded last year 2 NRDC leavers to the project and promised now K 20.000.

1. Klaus did not bring much new information from Lusaka concerning GSDP funds. He only saw a letter written by Captain Malumbe to Mr. Mbewe where he used strong words that GSDP does not get money although the people in the Gwembe Valley have been suffering a lot during resettlement and the Zimbabwe war.
Are there some tensions within the ministry?

We wondered whether the civil servants will be transferred or will even ask for their transfer.

About employing the non civil servants Sietske should find out from a lawyer the legal implications. E.g. if someone is employed for longer than 5 months he/she is permanent employed and cannot easily be dismissed again.

We felt the GSDP Secretary should write a letter to complain that we are not informed officially that we don't get money and have to lay off the employees.

2. We arranged the programme for Erhard's visit:
 - 23.- 25. March in the Valley, meetings with team, non civil servants, Siatwinda, SAO
 26. meeting with PAO and DES
 - 27.-28. in Lusaka, meeting people in the ministries, CUSO, EEC, UCZ, CCZ
 29. staff and teammeeting at NkandabweSietske will join Erhard during his whole stay. Klaus and Jan will also join to Lusaka. During all the talks someone should take notes to help afterwards to remember everything.
3. The points we want to discuss with Erhard are (more can be added):
 1. the financial statement about the contribution of GM to GSDP
 2. calculation of GSDP project costs for 1984
 3. canadian involvement
 4. EEC
 5. alternatives to IRDP
 6. application of Mr. Hossain
 7. Siatwinda Pipes and Life Jackets
 8. involvement of Gossner East in Zambia
 9. VSP (bookkeeper)
4. We discussed about the application of Mr. Hossain, who wants to work at Buley Malima. All of us had met him at different occasions and talked to him. The general impression was that he is professionally well fit for the job as he has a long experience of working in Zambia and is familiar with the problems of Buleya Malima. We also found him and his family open minded. The main difficulty is his religion. Coming from Bangladesh he is a moslem. We felt it would be against Gossner policy to have a moslem as member of the Gossner Service Team. It would especially contradict our own understanding as we emphasize the christian motivation of teammembers. We tried to find a solution for this dilemma in the way that another organization pays Mr. Hossain's salary (DU, EEC ??). In any case the decision has to be taken in Berlin.
5. Klaus gave some information about the possible involvement of CUSO. They are interested in the 3 components a) Fisheries and Lake Transport, b) integrated agriculture (incl. Siatwinda), c) non agricultural productive employment. If they come they would bring some experts (fishery's advisor, marketing advisor, irrigation trainer) who would be seconded to GM.

Points to be discussed with Erhard

1. financial statement about contribution of GM to GSDP
2. calculation of GSDP project costs for ~~one-year~~ 1984
3. canadian involvement
4. EEC
5. alternatives to IRDP
6. application of Mr. Hossain,
7. Siatwinda Pipes and Life Jackets
8. involvement of Gossner East
9. VSP (Bookkeeper)
10. *Staff recruitment*
11. *Project rule*
- 12.



Gwenbe South Development Project,
P.O. Box 3,
Sinazenge.

15th March, 1984

MINUTES OF THE STAFF MEETING HELD ON THE 8/3/1984.

Present: Mr. Mutinta, -(chairman) Mr. Mbale, Mr. Mwenya,
Mrs. Musengu, Mr. Ncote, Mr. Musiya, Mr. Siyumbwa,
Mrs. Van Vliet, Mr. Van Vliet, Mr. Schaefer (was late).

In attendance: Mr. Syabbalo, Mr. Syankondo.

Apologues: Mr. Nakasamu (sick), Mr. Phiri (on leave),
Mr. Madyenkuku (on course).

The chairman, Mr. Mutinta, opened the meeting at 14.40hrs. Some members were stuck at Kanchinda because of rain and arrived at 14.30hrs. He said, that although some members have now left the project to go back to Germany, the remaining ones should not be discouraged and continue to work hard for the well-being and development of the people in the Gwenbe Valley.

Mr. Van Vliet was appointed as acting secretary.

Item 1 - Confirmation of last minutes.

The secretary read aloud the minutes of the staff meeting of 2/2/84, made by Mrs. Musengu. There were no spare minutes made, because the typing-machine is broken as well as the duplicating machines of the project. The minutes were confirmed without any correction.

Item 2 - Matters arising from the previous minutes.

The letter about diesel for famine relief was not written, because the secretary was out. The same applies to the letter about Sinazenge Hall. The staff wants both items to be followed up by the secretary when he is in again. About the successors of those who left the project no progress could be reported. Mrs. Krisifoe in Lusaka will be asked to follow this matter up. (staff-requirements).

A letter about the Kanchindu houses was written by the secretary of the Gosner Service Team to the PAO in Choma. No answer yet.

Mr. Mwenya reported about the engine borrowed from Kanchomba. He said, that the engine cannot be reconditioned now because the project has no funds. The Coordinator should write a letter to Kanchomba, informing them that the engine cannot be reconditioned. Mr. Mwenya will see the coordinator about this matter.

Item 3- Minutes of the staff meeting held on 17/10/83.

These minutes were given to all members but due to the late start the staff decided to confirm these minutes at the next staff-meeting.

The chairman collected some items for any other business.

Item 4 - Annual Reports 1983.

The annual reports were approved by the staff. Mr. Schaefer will be asked to compile the annual reports and to send them to the appropriate offices through the appropriate channels. Mr. Kwenya asked to include the report of his predecessor Mr. Spreng to his report, as both were in charge as workshop officers in 1983.

Item 5 - Request Maamba police for diesel drum.

A request was made by Maamba police to take one of the big diesel storage tanks from the GSDP camp to Maamba for use by Maamba police. After some discussion the staff decided that the tanks are needed in the project and cannot be removed to Maamba. The secretary should inform Maamba police.

Item 6 - Secretary.

The staff expressed disapproval of the course absent of the secretary, because he did not get the approval of the staff, but only informed Mr. Schaefer about his intention to go for a course. The staff also regretted that the secretary went out for a course, which may not be directly useful for his job in the project. The staff requested the GSDP-coordinator to take serious measures, because the staff fears that other officers may do the same.

Mr. Van Vliet was appointed as a vice secretary to minute meetings and to prepare agenda's in case the secretary is not in.

Item 7 - Transport.

Because only some few cars are now left in the GSDP-camp the question of transport was discussed. Trips will be announced at the blackboard in the meeting room, so that other project officers and workers can book for free lifts in good time ahead. About the transport from Kanchindu and Buleya Malima to the staff meetings no proper solution could be reached. The Gosaner Service Team will make transport to Choma available twice a month on Friday, starting from 9/3/84.

Item 8 - GSDP-Coordinator

As the coordinator is sick now he and Musiya will see the PAO at Choma at 9/4/84. Mr. Schaefer is assisting in answering some letters.

Item 9 - Financial Situation of the GSDP.

Information was first given by Mr. Schaefer. He reported that at 26/2 there was a meeting in Lusaka with Mr. Mbewe, Mrs. Krisifoe and Mr. Schaefer. Mr. Mbewe informed the others that:-

- there will be no funds for GSDP in 1984 from the GRZ.
- he advised them to lay off all non-civil servants in the GSDP.

Mr. Schaefer continued to report that at 27/2 there was a meeting in Choma of the PAO, Mr. Mbale, Mr. Musiya and Mr. Schaefer. Thereafter Mr. Schaefer saw unofficially the DES about this matter.

A meeting was arranged at 5/3 at Gwembe boma with the DES. Mr. Mwananyina, Mr. Schaefer and Mr. Van vliet went to Gwembe, but because of some funerals the meeting was postponed till later date.

Mr. Schaefer said that in the meeting at 26/2 at Lusaka as a reason for the non-funding of the GSDP in 1984 was mentioned that the Gossner Mission not stated their financial contributions towards GSDP to the GRZ. So the Ministry sees her contribution to the GSDP grants to the Gossner Mission. As this year all 100 % grants of GRZ towards any project are cancelled, also the funding of GSDP by GRZ is stopped.

This matter was discussed in a GSD-meeting at 1/3/84 where it was decided to ask Gossner Mission to write down all their financial contributions to GSDP on behalf of the ministry since 1970. The G&T secretary wrote a letter to the GM. No answer yet.

There is no written statement from the Ministry that no funds are available for GSDP in 1984. All the information we got was orally. The consequence however will be that GSDP has to lay off all non civil servants. Mr. Mwenya mentioned a letter of Mr. Mtelo to Mr. Mbewe about this matter with a copy to the team leader. Mr. Mbale, Mrs. Lusangu and Mr. Mwenya will see the PAO in Choma again at 9/3/84 about this item.

Item 10 - Report of the LBDP Coordinator.
See under item 9.

Item 11 - Weekly staff meetings.
This item was withdrawn.

Item 12 - Membership of staff of Mrs. Schaefer.
This request was after some discussion approved by the staff. The staff also decided to appoint Mr. E. Syabbalo and Mr. V. Syankondo as full staff members.

Item 13 - Generator in GSDP-camp.
This item was withdrawn.

Item 14 - Progress reports.
Because lack of time also this item was withdrawn.

Item 15 - Any Other Business.

a) Credit Unions.

This item, brought forward by Mr. Syankondo, was postponed to the next staff meeting to be discussed in full length.

b) Request Mr. Smart Syampongo.

Mr. Mwenya brought forward a request to refund Mr. Syampongo his travel expenses, as he will go for a trade test at 17/3/84 to Livingstone. The staff disagreed because there are no funds, but it was said that Mr. Mwenya could make a written application to the G&T.

c) Small scale irrigation.

Mr. Mbale reported that Mr. Wendt gave him some files. Mr. Mbale will be in charge of this programme.

/4...

(d) Siachwinda Irrigation.

Mr. Mbale spent a minute about the EIC-funds for Siachwinda of the PEC. After some discussion the staff decided that the GDF secretary should write a letter to Gossner Mission in Berlin to ask the GM to request the EIC in Brussels to reallocate E.C.U. 10,000.00 from the extension towards the existing scheme in order to buy pipes (in Zimbabwe) for a second pipeline in the existing scheme, as this will help the existing part of Siachwinda Irrigation a lot.

(e) Mr. Sitso's Farewell Party.

Mr. Ncube thanked Mrs. Masekela, Mr. Mwenye and Mr. Mbale for their great help at this party.

(f) Meals on Staff Retirements.

The staff welcomed this idea. Mr. Masiya was appointed as treasurer and Mrs. Masekela will be in charge of organising the meals. Each member shall contribute R2.00 per month.

The chairman thanked the members for their contributions and closed the meeting at 17.30 hours.

Chairman

Secretary

Mis che

Gwenbe South Development Project,
P.O. Box 3,
Sinazene.

15th March, 1984

MINUTES OF THE STAFF MEETING HELD ON THE 8/3/84.

Present: Mr. Mutinta, -(chairman) Mr. Mboale, Mr. Mwenya,
Mrs. Musengu, Mr. Ncote, Mr. Masiya, Mr. Siyumbwa,
Mrs. Van Vliet, Mr. Van Vliet, Mr. Schaefer (was late).

In attendance: Mr. Syabbalo, Mr. Syankondo.

Apologues: Mr. Nakasamu (sick), Mr. Phiri (on leave),
Mr. Madyenkulu (on course).

The chairman, Mr. Mutinta, opened the meeting at 11.40hrs. Some members were stuck at Kanchindu because of rain and arrived at 11.30hrs. He said, that although some members have now left the project to go back to Germany, the remaining ones should not be discouraged and continue to work hard for the well-being and development of the people in the Gwenbe Valley.

Mr. Van Vliet was appointed as acting secretary.

Item 1 - Confirmation of last minutes.

The secretary read aloud the minutes of the staff meeting of 2/2/84, made by Mrs. Musengu. There were no spare minutes made, because the typing-machine is broken as well as the duplicating machines of the project. The minutes were confirmed without any correction.

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A letter about the Kanchindu houses was written by the secretary of the Gosner Service Team to the PAO in Choma. No answer yet.

Mr. Mwenya reported about the engine borrowed from Kanchomba. He said, that the engine cannot be reconditioned now because the project has no funds. The Coordinator should write a letter to Kanchomba, informing them that the engine cannot be reconditioned. Mr. Mwenya will see the coordinator about this matter.

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The chairman collected some items for any other business.

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The annual reports were approved by the staff. Mr. Schaefer will be asked to compile the annual reports and to send them to the appropriate offices through the appropriate channels. Mr. Mwenya asked to include the report of his predecessor Mr. Spreng to his report, as both were in charge as workshop officers in 1983.

Item 5 - Request Maamba police for diesel drum.

A request was made by Maamba police to take one of the big diesel storage tanks from the GSDP camp to Maamba for use by Maamba police. After some discussion the staff decided that the tanks are needed in the project and cannot be removed to Maamba. The secretary should inform Maamba police.

Item 6 - Secretary.

The staff expressed disapproval of the course absent of the secretary, because he did not get the approval of the staff, but only informed Mr. Schaefer about his intention to go for a course. The staff also regretted that the secretary went out for a course, which may not be directly useful for his job in the project. The staff requested the GSDP-coordinator to take serious measures, because the staff fears that other officers may do the same.

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Item 7 - Transport.

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Item 8 - GSDP-Coordinator

As the coordinator is sick now he and Musiya will see the PAO at Choma at 9/4/84. Mr. Schaefer is assisting in answering some letters.

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- he advised them to lay off all non-civil servants in the GSDP.

Mr. Schaefer continued to report that at 27/2 there was a meeting in Choma of the PAO, Mr. Mbewe, Mr. Musiya and Mr. Schaefer. Thereafter Mr. Schaefer saw unofficially the DES about this matter.

A meeting was arranged at 5/3 at Gweshe boma with the DES. Mr. Mwananyina, Mr. Schaefer and Mr. Van vliet went to Gweshe, but because of some funerals the meeting was postponed till later date.

Mr. Schaefer said that in the meeting at 26/2 at Lusaka as a reason for the non-funding of the GSDP in 1984 was mentioned that the Gossner Mission not stated their financial contributions towards GSDP to the GRZ. So the Ministry sees her contribution to the GSDP grants to the Gossner Mission. As this year all 100 % grants of GRZ towards any project are cancelled, also the funding of GSDP by GRZ is stopped.

This matter was discussed in a GST-meeting at 1/3/84 where it was decided to ask Gossner Mission to write down all their financial contributions to GSDP on behalf of the ministry since 1970. The GST secretary wrote a letter to the GM. No answer yet.

There is no written statement from the Ministry that no funds are available for GSDP in 1984. All the information we got was orally. The consequence however will be that GSDP has to lay off all non civil servants. Mr. Mwenya mentioned a letter of Mr. Mutelo to Mr. Mbewe about this matter with a copy to the team leader. Mr. Mbale, Mrs. Lusangu and Mr. Mwenya will see the PAO in Choma again at 9/3/84 about this item.

Item 10 - Report of the IRDP Coordinator.
See under item 9.

Item 11 - Weekly staff meetings.
This item was withdrawn.

Item 12 - Membership of staff of Mrs. Schaefer.
This request was after some discussion approved by the staff. The staff also decided to appoint Mr. E. Syabbalo and Mr. V. Syankondo as full staff members.

Item 13 - Generator in GSDP-camp.
This item was withdrawn.

Item 14 - Progress reports.
Because lack of time also this item was withdrawn.

Item 15 - Any Other Business.

a) Credit Unions.

This item, brought forward by Mr. Syankondo, was postponed to the next staff meeting to be discussed in full length.

b) Request Mr. Smart Syampongo.

Mr. Mwenya brought forward a request to refund Mr. Syampongo his travel expenses, as he will go for a trade test at 17/3/84 to Livingstone. The staff disagreed because there are no funds, but it was said that Mr. Mwenya could make a written application to the GST.

c) Small scale irrigation.

Mr. Mbale reported that Mr. Wendt gave him some files. Mr. Mbale will be in charge of this programme.

/4...

(d) Sistrunde irrigation.

Mr. Mbale put out a minute about the ELC-funds for Sistrunde of the PEC. After some discussion the staff decided that the GMDP secretary should write a letter to Gossner Mission in Berlin to ask the GM to request the ELC in Brussels to reallocate E10,000.00 from the extension towards the existing scheme in order to lay pipes (in Zimbabwe) for a second pipeline in the existing scheme, as this will help the existing part of Sistrunde Irrigation a lot.

(e) Mr. Sitt's farewell party.

Mr. White thanked Mrs. Masengu, Mr. Mwenya and Mr. Mbale for their great help at this party.

(f) Meals and Stationery.

The staff welcomed this idea. Mr. Musiya was appointed as treasurer and Mrs. Masengu will be in charge of organising the meals. Each member shall contribute E2.00 per month.

The chairman thanked the members for their contributions and closed the meeting at 17.30 hours.

Chairman

Secretary

team meeting

6.3.1984

GM

(Klaus, Jan, Maria, Waltraut)

change of houses in the Camp

the houses fall under the District (SAA) but the GST is given authority to allocate the houses.

As Samson has requested to move into a bigger house, we want to call for a meeting (~~GST~~ Schäfers + van Vliets + Samson + Margret + Emmanuel) and discuss the following ~~the~~ items: 1) houses, 2) furniture, 3) gas, 4) electricity

maico's

2 people are interested to buy the maico's for K1,000. We wait 2 weeks for the answer of the first one (Mr. Siamkuku Maamba) and if we hear nothing we approach the second one (teacher Nkandabwe)

payment to watchman in Kanchindu

K70 per month + K10 for weekend duty.

Minutes of the Teammeeting held on 1 - 3 - 1984

present: Jan (chairman), Waltraut (secretary), Eva, Peter, Monika, Manfred, Maria, Klaus, Sietske

absent: Ingrid, Hans

1. confirmation of last minutes

The minutes were confirmed as correct.

2. matters arising

11/84 staff houses in Kanchindu: the letter to the PAO has been written. No answer yet. Klaus will talk to him. Hans has not yet informed us about employing a watchman. Jan will go to Kanchindu and talk to Hans.

44 14/84 Agrippa's course: Agrippa can get the money from the team but he and his family should not be paid more than Andreas. He will get K 60 and the family K 70 per month.

20/84 cars for the team: Sietske informed us that we can im-post any number of cars which we need for the work duty free.

3. new agenda

21/84 team property. Property of the GST are: the houses in Sinazeze,

2 Maicos,

film projector and generator, diap projector, sheets, blankets, pots

Mr. Musiya will be asked what else is not registered under GRZ. A full list will be made.

22/84 minutes from Zambia-Ausschuß: The question about the car pool will be answered separat from the question of the continuation of the GSDP although it is of course interrelated. About the solar pumps we feel we have given the necessary information. If the donors want more information they should write to us.

23/84 change of house: Ba Margret wants to move into Eva's house. No objection. The question is whether GM will pay for renovation (painting).

24/84 Citonga courses: The International Development Service looks for Citonga courses for people who go to Zimbabwe. They request from us whether we have a teacher or a course. Sietske will write to them that we cannot run a course here, but send them teaching material and other addresses.

25/84 report about talks in the ministry: Sietske reported about her and Klaus' talks in Lusaka about the cutting down of our budget. One mistake on our side seems to be that the GM does not make open what they contribute to the project. According to the Agreement Gossner Mission is not IRDP but assists IRDP. The Gossner Mission can receive money from donors which do not want to give money to the Government. In this way GM assists IRDP.

An official letter of complaint was written by the Zambian staff (civil servants) and countersigned by the PAO.

26/84 house in Sinazeze: Mr. Lubinda wants a statement that he lived in a house of the GST in order to get money back from the government which was deducted for rent. We will write that he lived there and never payed rent to us.

4. closing remarks by the chairman: The chairman thanked Monika, Manfred, Peter and Eva on behalf of the people of the Gwembe Valley for their work here during the last years and wished them that they will feel at home again in Germany and find within good time a suitable job.

4th February, 1984

MINUTES OF THE STAFF MEETING HELD ON THE 2ND FEBRUARY, 1984
AT NKANDABWE CAMP.

Present: Mr. Mutinta (chairman), Mrs. Musengu (secretary),
Mrs. I. Fuchs, Mr. H. Fuchs, Mr. R. Schaefer,
Mr. P. Wendt, Mr. E. Mwenya, Mrs. S. Mbafe, Rev. Van vliet,
Mrs. Van vliet, Mrs. E. Engelhardt, Mr. Sitte,
Mrs. Sitte and Mr. Ncote.

In attendance.

Mr. E. Syabbalo (VSP), Mr. V. Syankondo

Invitees: Mr. K. m. Sikufuniso

Apologies: Mr. Nakasamu (sick), Mr. Phiri (sick)
Mr. Madyenkuku (on leave)

Absent: Mr. M. Siyumbwa.

1. Chairman's opening remarks.

The chairman called the meeting to order. He started by saying that it was his first time to chair the staff meeting. It was decided the selection of the chairman should go according to alphabetical order of names of members of staff.

2. Confirmation of last minutes.

The previous minutes were not available, items on any other business were collected.

3. Diesel for famine relief.

Mr. Mwenya reported that out of the 35000 liters of diesel bought only 730 litres is remaining. They made a request for 7,000 more litres through the staff to Gossner Mission. The staff agreed and said the GSDP secretary should write a letter of request for funds to buy diesel for famine relief.

4. IRDP Coordinator's report.

Staff Replacement- The IRDP Coordinator reported that the steering committee has already approved and agreed to staff replacement of the GSDP officers leaving. A copy of the letter to the Permanent Secretary from the District Executive Secretary (in the staff file) asking the Ps to take necessary steps in replacing staff. He also reported that there was a copy with our liaison officer in Lusaka who would take the necessary follow up.

Heads of Department meeting- The coordinator (IRDP) reported that this was the first meeting they have had this year which was on 18.1.84.

All heads of departments were represented and they discussed problems of water in Sinazongwe, they also discussed the transport problem which is much better in Sinazongwe than the other sub due to the cooperation of VSP and GSDP. All departments were requested to attend the handing over of boats ceremony with their staff.

Handing over of boats-

The ceremony went on well. Most of the GSDP staff were present. The Ambassador gave strict advice not to use the term KFW any more, it is an agreement between the German Government and the Zambian Government KFW is not more than just an executing agent. The coordinator also brought up three issues to be discussed in the next staff meeting.

- weekly staff meetings
- regular transport for staff members without cars to Choma
- A request for Mrs. M. Schaefer to be staff member

Meeting on famine relief. (held on 27.1.84 at the Boma)

This meeting was attended by the S.A.O., the two chiefs, Rev. van Vliet and Klaus Schaefer. The main purpose was to discuss about the problems arising from the meeting that there was plenty of famine relief food available, but the problem is in distribution, largely a matter of transport.

It was decided that in case funds were available certain programmes were outlined to help people to earn money to buy food.

The workshop officer complained as to why he was left out at such meetings as he was involved in distribution of fuel and transport for famine relief. The staff decided in future that people concerned with programmes whether done by the Council or anybody should be invited for meetings, unless their work was over looked.

5. Progress Reports.

Workshop.

Out of the diesel that was received for famine relief the balance is 770 litres. The officer reported the engine that was borrowed at Kanchomba should go back after it was reconditioned. He further reported that fencing was interrupted but it is almost finished. He also said that the spare part for our vehicle was obtained in Lusaka free of charge. He further asked one staff whether they were willing to have the taps changed to the stopper type to which the staff agreed.

GSB.

Mr. Sitte reported that all Government projects were handed over back after GSB had done their part. At the moment there are no contracts except orders of bricks. He also said transport was a problem as the Nissan was under repair and the Benz is almost off the road. He added that GSB got payments for all government projects.

Credit Union

Mrs. Fuchs reported that she had finished auditing Siatwiinda and Maamba credit union. She also said Maamba had a problem and so the men incharge has stopped giving out loans. Nkandaabwe, Sinazeze unions and Maenze Consumer's Co-ops wrote their by-laws. She also reported that they had a successful two days seminar of Maaze consumers co-ops.

Siatwiinda credit union has problems because of the drought, so people continue withdrawing without saving except a few fishermen. Ba V. Siankondo further reported that due to shortages Maaze consumers co-op. abandoned some goods they were selling like meali-meal. He also reported a theft of a pieces of chitenge, ballpen, handkerchiefs worthy (K140) the matter is already with the police.

Female Extension

Ba Eva reported that the groundnuts programme was at its peak drawing so many people to antenatal and childrens clinics, though in some RHC the personnel have difficulties with the proper management of the programme.

Dryland farming.

The officer in charge of dryland farming in Mweemba's area reported that the lime trials which were to be done in Siampondo Sianzovu, and Siawaza were poor due to lack of funds and rain.

Siatwiinda Irrigation.

Mr. Mutinta reported that the water was still receding and the whole scheme is dry but he employed eleven people to clean a canal from the main pumping station so that it is ready just in case the water comes up.

Water Development

Mr. Mbale reported that during the last month they worked to finish the well in Mweemba's area, they managed to finish with Siabaswi (a) Katongo and Kanyemba. He hopes to go to Malima area once transport is available.

Church work.

Mrs Van Vliet reported that one course on theological education by coextension has started for lay preachers and made a follow up seminar for Sunday school teachers.

VSP.

Mr. Syabbalo reported that work had already started on painting and fixing window panes of Sikaneka clinic. He further reported that VSP applied for funds to NORAD for a water system to Sikaneka which includes borehole, resevoir bank and piped water into the clinic.

Sinazeze hall

Rev Van Vliet reported that he had talked about the Sinazeze hall with the SAO to complain to him about the manner in which it is being used for famine relief. He said that the SAO told him that in future such things will be done through the right channels. The Rev. Aslo approached the officer responsible for the hall at the moment and he was assured that the building will be kept in order and he assured the Rev. that the hall would be exhausted after three months. The staff decided that the matter be followed up and an agreement set as to the period of occupation of the hall and a letter be written by the secretary that other places be be used other than the hall.

P.A.O. staff meeting at FTO Monze.

Mr. Mbale, Mr. Mwenya and Ms. Maseanu were called by the PAO to attend a Provincial staff meeting in Monze. The meeting was based mainly on problems controlling extension workers in the field. The P.A.O. also warned officers at the meeting to be aware of interruptions in their duties by other departments. The P.A.O. also encouraged officers to show good examples by planting trees at their homes and offices.

Leave announcements.

Mr. Schaefer announced that he will be on leave from Monday 13th of February, 1984 to about 18th of February, 1984. The Van vliets also announced to go on leave from 20th February, to 29th February, 1984.

Mr. Sitte also announced their leave from the 13th of February, to 17th February, 1984.

Camp furniture.

Because of the confusion that arose about Mr. Mbale's furniture the staff agreed that an internal agreement between the team and the other GSDP officers be made that no furniture should be bought from the project but remain for future use of other people coming. Mr. Musiya should write a list of furniture in each house, should be signed that it is borrowed by the staff using it.

Annual Reports.

Rev. Van vliet said that he would take the stencils to the Boma and have all the annual reports from the officers duplicated. Ba Eva suggested that we have an extra-ordinary meeting to discuss annual reports and continuation of programmes, a date was set, 20th February, 1984.

GST office bearers.

Mrs. Van vliet reported the present officer bearers of GST
Chairman - Rev. van vliet
Secretary- Mrs. van vliet
Treasurer-Klaude schaefer
vice treasurer-Maria schaefer

Donations.

Rev. Van vliet that the project received money from donations. It was broke down in the following sections:-

1. School uniform programme	= K 220.-
2. School leaver programme	= K2,105.-
3. Well programme	= K1,565.-
4. Famine Relief	= K 605.-
5. F.E.E.	= K 336.-
6. Female extension	= K 191.-

Training for credit unions.

Ingrid proposed that two youngemen working with Siabaswi co-op Wesley Kalangwa, Trywell Sienyina should go to FCO for a training boarding fees allowances would be paid by Gossner Mission to which the staff agreed.

/5....

Accommodation.

The team expressed that they were not informed of the occupation of the GRZ officer at Kanchindu these houses they said should only be occupied by the GSDP officers. The officer said however, Mr. Nakasama the coordinator was informed.

GRZ non civil servants.

It was reported that they might not get their money but employers should not lay them off, yet only inform them of the in continuing work.

Guest house.

Mr. Ncito proposed that some rooms at Siabaswi be used as a guest house for officers from the project who go to work in Mweemba's area. The staff agreed.

GM

Minutes of the teammeeting held on 2 - 2 - 1984

present: Manfred, Eva, Monika, Peter, Hans, Ingrid, Maria, Jan (chairman), Waltraut (secretary)

absent: Klaus (sick)

1. confirmation of last minutes

Under item 1 it was added that Sietske is no teammember. Otherwise the minutes were passed as correct.

2. matters arising

7/83 Anrea's course: Andreas asked for an extra amount of K 41 for books, sports equipment etc. He gets it from the team.

34/83 Mbale's loan application
no progres

45/83 caravan in Lusaka
no progres

55/83 hiring contract: Manfred presents a contract between GST and GSB. It is agreed on with slight changes.

5/84 radio call
no progres

7/84 donation for Buleya Malima: Peter spent K 3,000 for buying bricks.

3. New Agenda

9/84 letter from Erhard Mische (19-12-1983)

answering the questions which Erhard put to the team:

- Each one can give his/her personal opinion on the "Positionspapier"
- If nwe GST members come to Zambia they should bring new fridges and stoves to replace broken ones.
- On workshop repairs it was said again that teammembers pay for the spares and for labour if it is overtime work, otherwise labour is free.
- The need for a ca r pool was stressed eagain. In any case one car should be a 4-wheel-drive. One teammember should be a transport officer to make sure that the cars are properly maintained and avoid unnecessary break downs.
- Manfred said that at the moment GSB could pay part of Ba Ncote's salary. How it will be in future depends on new contracts. But he must still discuss this with the members of GSB.
- Both Ba Grey and Ba Ncote are very important people for the project and must remain staff members. If necessary the GM should pay their salaries. In this case the GM should reconsider the amount as the presenr difference in salary causes problems and both work on a similar level.
- On a possible training in India it was said that if such a programme is paid by money which otherwisee would go to our project we would not agree to spend it. But if other funds are involved we consider it a good idea.
- About the EEC-visit Hans has already reported.

10/84 the letter to Ba Mark was read

11/84 staff houses in Kanchindu

Mr. Muyunda being no staff member was assigned by the PAO to stay in one of the staff houses in Kanchindu. We don't agree as those houses were built for GSDP staff. Furthermore the GST who allocates staff houses was not asked. The secretary writes a letter to the PAO that we need both staff houses for new staff members.

Hans proposes to employ after their departure a watchman for the Kanchindu Camp who should also live there. This was agreed and Hans will look for someone. The GM will be asked to pay the salary (about K 1,000 per year).

12/84 money for km-claim

Maria reports that only K 500 are left for km-claim. The team-members who leave Zambia will claim in DM in Berlin. The GM will be asked to send as soon as possible the money for km-claim 1984 which Hans has already budgeted for.

13/84 team room

Samson Mbale was allowed to use the team room as an office. It should be made clear to him that this is a temporary solution and in case we need the room for the team he must empty it.

14/84 Agrippa's course

Agrippa will go on a 2 weeks course. Manfred asks where he can get financial assistance for this. Erhard had agreed to send yearly K 3,000 for further education, for this year it can be taken from money being paid back for car loans. Manfred can apply from this money.

15/84 churchchoir on funerals

Some teammembers are not happy that the churchchoir goes to funerals as they feel the christian message does not fit on a traditional funeral which is a very vital point in Tonga life. Jan and Waltraut explain that in some cases they were asked by relatives to come, in other cases the choir arranged for it and asked them to join. For the choir it is part of their witness to sing and speak the christian message on a funeral.

16/84 boats

Hans asks to whom the boats are given. Jan explains that they are donated by the west german embassy to the Gossner Mission in Zambia in order to use them for the famine relief programme. The boats will be run by VSP.

17/84 task of the team secretary

The secretary is only authorized to report on team decisions and not on staff matters using "we" as Waltraut did (letter 7-1-84).

18/84 renovation of houses

Maria asks about the procedure of financing house renovations. Manfred explains that manpower is free (GSB), the material costs are paid by the workshop (camp maintenance). Since the workshop has no money the material costs for the last 2 houses repairs were paid by GM. Also in future we will have to apply from GM.

19/84 Chipata trip

Manfred was not yet refunded his expenses for the Chipata trip. He will claim it in Berlin (as under 12/84 said).

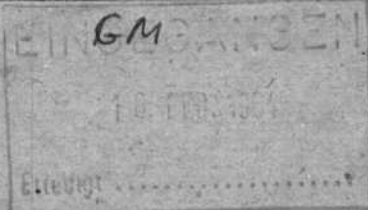
20/84 cars for the team

For every 2 teammembers 1 car can be imported on the name of GST in the period of 2 years. This must be remembered for importing the cars of the car pool.

.....
(chairman's signature)

.....
(member's signature)

Minutes of the teammeeting held on 5-1-1984



Present: Monika (chairman), Waltraut (secretary), Maria, Eva, Hans, Ingrid, Klaus, Peter

Absent: Manfred (on duty), Jan (sick)

1. Klaus, Maria, Jan and Waltraut have shared the teamwork for one year amongst themselves as follows: Klaus is treasurer, Maria is Vice-Treasurer, Sietske [ⓧ]represents GM/GST in the ministries and other authorities in Lusaka, Klaus towards the District authorities, Jan towards the churches, the GSDP and other people/institutions, Waltraut is secretary.

2. Confirmation of last minutes [ⓧ]no teammember
The last minutes we re confirmed as correct.

3. Matters arising

7/83: Anreas Chikopa's course: Ba Andreas is leaving for his course in Livingstone on 8-1-1984. The fees for his course will be paid as soon as he lets us know whereto. The remaining K 1657 will be paid to him and to his family in the following way:
1. and 2. month Ba Andreas gets K 120 and the family K 70, in the other monthes he gets K 60 and the family K 67.70. If the money proves to be not enough Ba Andreas can contact the GST again.

34/83: Samson Mbale's loan application
no answer from Berlin yet.

45/83: caravan in Lusaka
no progres

50/83 "Biene"
In spite of our letter again only one copy of the "Biene" came for the whole team.

51/83 Standard Bank signitories
The list must still be signed by Klaus and Maria and will then be taken to Choma. Peter is still the chairman on the list; this must be changed later.

55/83 leasing contract
Ingrid prepared a leasing contract for Maaze-Coop and for VSP. Monika (chairman) signs. Then it will be signed by the chairmen of Maaze-Coop and VSP. Manfred should prepare a contract for GSB.

4. New Agenda

1/84 team treasurer report and financial statement

Hans had given a written report. Discussing it, it was egreed that in future no personal loans should be given, as repayment seems for most people to be too difficult.
The question arose again whether the work of a team treasurer can be done voluntarily, especially as it may even become more difficult in future with different donors involved.

2/84 letters from Gossner Mission

As Erhard often writes about project affairs in private letters, the teammembers briefed one another about the letters they got from Erhard in the last time. Erhard will be asked again to separate project matters and private matters.

3/84 report from meeting in Germany

Klaus reported about the meeting of the Zambia-Committee in Berlin. He had informed them about our present financial situation: no money through IRDP, probably no GRZ money for non Government employees, Eklund's official request to the GM to pay km-claim and stationary, request of the GSDP for a vehicle pool. This information was new to some of the ~~commit~~ committee members. As the money for Zambia had already been fixed by the GM, no more funds can be assigned. Decisions were not yet made, but postponed to the next meeting at the end of January.

4/84 equipment guest house

The team has 2 big pots and 2 small pots and a few plates. Maria can buy more equipment when needed for visitors.

5/84 radiocall

In spite of all repairs the radiocall is not working. It was felt that it needs an expert to check the whole system in Lusaka and Nkandabwe, but no one knew whom to contact.

6/84 NRDC Students donation

Some time ago we got a donation of DM 3,000 for the NRDC students. The secretary should write a letter of thanks to the donor, the Kirchenkreis Nord Essen.

7/84 Donation for Buleya Malima

Peter reported that he got through GM a donation of DM 36,000 for a mobile pump for Buleay Malima. Money which may be left over can be used for completing the channels. Peter thinks that he needs about DM 30,000 for the pump. From the other DM 6,000 he will pay the bricks which have already been made for the channels. The pump will be stationed at Nkandabwe Camp. It must be clear that the owner of the pump and the bricks is the GST. Peter will fix this in a statement.

8/84 Weihnachtsgeld

It was found out that no Weihnachtsgeld was paid to Eva, Peter, Monika and Manfred whereas all the other teammembers received it. The GM will be asked to give an explanation.

.....
(chairman's signiture)

.....
(members signiture)

Staffmeeting 2.2.84 - IRDP-Coordination Report

1)

Staff replacement There is no meeting of the Steering Committees and none of the District Council until after the Elections. So we can be glad, that all the crucial matters, which needed approval of the SC and the DC got through the last meetings before Christmas. In the meantime we received the copy of a letter to the Permanent Secretary in Lusaka from the District Executive Secretary, Gwembe concerning GSDP Staff replacement. The content of the letter, which you all can read in the staff-file: the DES asks the PS to take the necessary steps, to find replacement for the leaving GSDP Officers. For us it means, as soon as it is clear, that there is no local replacement to be found, we can try to find it from somewhere else. Our Liaison Officer in Lusaka has got a copy of that very letter. So she can do the necessary follow up with the office of the Permanent Secretary.

2)

Heads of Departments at Boma It was the first meeting in 1984 on the 18.1. All Departments were represented. We were altogether 19. Main topic was transport problems. The SAO announced Sinazongwe was better of than the other two subdistricts, through the good cooperation with fishereis, GSDP and VSP. But still a busservice is needed to serve Sinazongwe and Kanchindu.

Another problem is water. Sinazongwe alone needs every day up to 80 l Diesel for pumping water. Sinazongwe is on the list for Electrification. For the handing-over ceremony of the boats with the German Ambassador all Departments were requested to appear with their staff.

3)

Handing over of boats Most of the GSDP staff had attended the ceremony. So I do not need to repeat what happened. But it was a very good experience for everybody. After an introduction in the history of the Valley and our work, given by the Project Secretary, after Lunch and the handing over, the officials went to Maamba for the overnight stay. The following day the Maamba coal-mine was visited by the Ambassador and the DG with his staff. It was clear before - and the Ambassador did not hide it, that the handing over of the boats was a good occasion for him to get to know Gwembe South, its people and its Administration because of the Agreement between the Federal Republic of Germany and the GRZ about a heavy financial involvement of West Germany in Kafue Nitrogen, Maamba and the surrounding area.

The German Ambassador gave strict advise, not to use the term KfW any more. It is an Agreement between the German Government and the Zambian Government. KfW is not more then just the executing agent.

4)

Weekly staffmeetings Having observed now the proceedings of GSDP for almost one year, I would like to suggest one major change: to have one short regular staffmeeting every week. There is much to say about the pros and cons. But I would like to suggest to have a first round of discussion, when we meet next time (1.3.84).

5)

Regular transport (for staffmembers without a car) to Choma

The present situation is quite unsatisfactory. Therefore I would like to suggest some sort of a regular transport to Choma, maybe every second Friday, for all staffmembers who have to go to Choma on duty. Details ought to be worked out, when we meet next time in March.

6)

Maria Schaefer to become a staffmember As you all know, Maria Schaefer is fully involved in our work and she would like to become a full staff member. I think that request should be discussed at the next meeting.

cc: Liaison Officer c/o Gossner Mission

typed copy

ODG/3/2/8
GWEEMBE DISTRICT COUNCIL
P.O. Box 1, Gwembe

23RD JANUARY, 1984

The ^Permanent Secretary,
Ministry of Agriculture and Water Development,
P.O. Box 50197
LUSAKA

MANPOWER REQUIREMENTS: INTEGRATED RURAL DEVELOPMENT PROGRAMME:
GWEEMBE SOUTH DEVELOPMENT PROJECT

As Chairman of the Integrated Rural Development Programme Steering Committee, I would like to bring it to your attention that four expatriates serving under the Gwembe South Development Project have either left or are about to leave at the end of their contracts. These officers were not willing to renew their contracts. They were serving under the Agreement for Technical Co-operation between the Government of the Republic of Zambia and the Gossner Mission of Berlin.

I would, then, like to advise that these officers were involved in very vital projects, which I would not like to be abandoned for lack of manpower to keep the wheels of the institutions properly oiled. It is for the foregoing reason that I am calling on you to assist in ~~find~~ locating personnel to replace the officers, whose contracts have expired.

My appeal to you was prompted by a report I received from Gwembe South Development Project on the same.

I enclose herewith a copy of the minutes of the meeting held at Gossner Mission on 14th November, 1983 for your necessary action.

I shall appreciate early consideration of this matter.

H.C. Munakombwe

District Executive Secretary

Enc:

cc The Senior Administrative Officer, P.O. Box 91, Sinazongwe
cc The IRDP Co-ordinator, P.O. Box 4, Sinazeze
cc The Project Co-ordinator, GSDP P.O. Box 4, Sinazeze.

HCM/jlm.

1)

Steering Committee 11.11.83

matters concerning GSDP/GST

we can't go ahead with the solar pilot project and the vehicle pool
it was criticised that there was no written report about the groundnut
programme,
later it turned out that no report was put into writing. We all got
asked in future to have all reports presented in writing to the Steering
Committee.

Expatriate Staff recruitment

The Staff requirements for ongoing projects GSDP, as ~~xx~~ presented by the
Secretary got approved, as well as the new staff requirements presented
by the IRDP Coordinator.

The A/DAO Mr. Chiteta complained that the agricultural Officers never get
invited to GSDP-meetings. There are things the Department never gets to
know.

Buleya Malima Meeting

The SAO and the GSDP Secretary reported about the B.M. Meeting, that
the project is to be taken over by the District. 1984 there will be a
heavily reduced budget only available - on paper not more than 19.000 K,
but in reality surely not more than 12.000. In 1985 there will be no more
funds for B.M. This information is to be passed on to the District Council.
Subsequently the District Council has on 1.12.83 refused to take over
B.M. just like that. The Council wants to know what the obligations are.
It has returned the matter to the B.M. Advisory Committee to work out
appropriate plans for the Consolidation of the two sections of B.M. first.

2)

District Council 1.12.83

The minutes and resolutions of the Steering Committee Meeting got accep-
ted as part of the Council.

Steering Committees for Gwembe Central and Gwembe North got appointed.
It was ruled that in future only Representatives of the local population
will have the right to vote in the Steering Committee Meetings. Officers
will be asked to give advice but will in future not be allowed to vote.
(That concerns GSDP Officers as well, as District or other GRZ Officers).

3)

NGO Meeting Lusaka, 9.12.83

All NGOs working in the Valley were invited: Gossner, Catholics, Quäker,
Salvation Army, Adventists, World Vision, Red Cross, Church of Christ,
Mount Makulu, Norad, Siavonga Nutrition Group, and Hon. F.S. Hapunda
Minister of Labour and Social Services.

Main item of the Meeting was Famine Relief in the Valley. Main problem is
transport. All reported very good cooperation from the local authorities.
Mount Makulu encourages the growing of sorghum and sunflowers.
We decided to meet regularly in future every two months to join forces and
occasionally workshops will be held in the Valley.

4)

Gossner Mission Headquarter Meeting, 17.12.83

I reported the present situation: still no funds from elsewhere, no funds
to be expected from the Government any more, funding only possible for
NGOs. Most of the donors are not willing to finance Government projects
like IRDPs.

I explained what IRDP means in the eyes of the Zambian Government:
it means to enable particular difficult districts of the country to get
special attention, but all other IRDPs have had their funding secured
before they became IRDP. GM signed the agreement, without securing the
necessary funding first. Now we have to struggle to get out of this ditch,
in order to do, what we have come to do: to help the Tongas in the Valley
to become economically self-reliant. I also presented the request for
Solar pumps, the vehicle pool and the request of MAWD for funding of the
Planning and project Promotion unit.

9
IRDP Gwembe Valley
P.O.Box 53, Sinazeze

To: Mr. Mwanza, Section Head, Project Analysis and Implementation
Section, Planning Division MAWD
From: K.W. Schaefer, Coordinator IRDP Gwembe Valley

7.12.83

Subject: Minutes of Meetings IRDP Gwembe Valley

Dear Sir,

enclosed there are the minutes of the 3 Steering Committee Meetings we have had, since the Agreement was signed on May 3, 1983.

There is also enclosed the minutes from the Meeting of the Buleya Malima Advisory Committee which sat for the first time on request of the IRDP Steering Committee on November 1, 1983.

Meanwhile the District Council has formed the IRDP Steering Committees for the two Sub districts Gwembe North and Gwembe Central as well.

{ Also the system of reporting of the GSDP Officers - for a long time a matter of worry - has been cleared up:

the GSDP Officers have to report to the District Authorities.
The PAO in Choma receives regularly the Minutes of the IRDP Steering Committees Meetings.

Yours sincerely

Klaus W. Schaefer
Klaus W. Schaefer

COORDINATOR OF THE
IRDP GWEMBE VALLEY
INTEGRATED RURAL
DEVELOPMENT PROGRAMME
P.O. BOX 53, SINAZEZE, VIA CHOMA

cc: DES/SAO Gwembe
Liaison Office, Lusaka
IRDP Central Unit, Mr. Eklund, Lusaka

GOSSNER SERVICE TEAM

P.O. Box 4,
Sinazeze.

Liaison Office,
P.O. Box 50162,
Lusaka.

Lusaka 15/11/83

19/11/83

Memo - Gedächtnisprotokoll Mrs. Krisifoo and K. Schaefer met the following people

1)
Meeting with Mr. Mbewe:

He gave little hope for the future funding of GSDP/IRDP

2)

Meeting with Mr. Benoit:

A Representative from Canadian Cida may come to visit us together with him by beginning of December.

Canadian Cida is not keen at all in financing any type of IRDP, because of experiences in other countries and in Zambia.

They want to support NGO's only.

It could very well be, that the British donors pull out of the Mpika IRDP.

IRDP Kapongo has managed to put itself in the firing-line, because they try to make their own development policy without asking the local authorities (District Council). The Zambians complain bitterly that they get informed afterwards only - if they get informed. That relates to project policy as well as staff recruitment. The latest complaint: GTZ goes round the rigid staff-import-regulations by using 3-month-contracts only (Consultants). In that way they avoid to replace expatriates by Zambians with the same qualification. They also have done this with Frieder Brett.

Benoit and Warren will come up with a report about all the IRDPs in short

3)

Meeting with Mr. Mwanza (Director of Planning)

He wants to get in future all the minutes of Steering Committee Meetings and Advisory Committee Meetings. He does not want the Minutes of the GSDP Staff Meetings.

Minutes of the IRDP Steering Committee Gwembe Valley held at Nkandabbwe Camp on Friday, November, 11, 1983 from 10.30 to 18.30

Present:

Mr. Munakombwe	DES, Gwembe Chairman
Mr. A.J. Daka	Social Secretary
Mr. S.M. Syanyaka	Administrative Secretary
Mr. A.M. Chimuka	Development Secretary
Mr. K. Chiteta	A/DAO
Mr. R.J. Mwananyina	Senior Administrative Officer
Mr. K.W. Schaefer	IRDP Coordinator Secretary
Mr. Hon. Senior Chief Mweemba	
Hon. Chief Sinazongwe	
Councillor Muntanga	
Councillor Madyenkuku	, Secretary GSDP
Mr. G.S. Nakasamu	Coordinator GSDP

Apologies: Councillor Syadunka
Councillor Imutowana

In Attendance: Mr. S. Mbale Water Engineer GSDP
Mr. E. Mweenya Workshop Officer GSDP
Miss. M. Musengu Female Extension Officer GSDP
Mrs. I. Fuchs Credit Union Advisor GSDP/GM
Mr. H. Fuchs ~~Credit~~ Agricultural Adviser GDSP/GM
Mr. A.M. Moono District Information Officer
Mr. M. Muyunda PAO-Office, Choma

IRDP/SC/3 83/11 National Anthem
The meeting started at 10.30. In his opening remarks the Chairman pointed out that we now, after the crucial elections go back to our normal work and duties. It is the third meeting of the IRDP Steering Committee and we do not just come to gether for the sake of talking, but ~~we want to see results.~~ Sinazongwe

IRDP/SC/3/83/12: Confirmation of minutes from 12/8/83.
It was critised that not sufficienct minutes were at hand, because of technical shortcomings. The Secretary was advised to streamline the system in cooperation with the Sinazongwe Boma. Councillor Madyenkuku moved the minutes to be adopted and signed, which was done, in due course.

IRDP/SC/3/83/13. Matters arising from the confirmed minutes.
The Chairman requested from Mr. Nakasamu, the GSDP * Coordinator, why he has failed to deliver the reports personally as ordered at the last meeting. Since he failed to give an explanation a report will be submitted about the state of affairs by the DES. Independent from that Mr. Nakasamu got strict order to appear at the District Boma at Gwembe on Monday, 14th November, 1983. Referring to the minutes GSDP/SC/5/4 it was asked whether VSP has been asked to get involved in the marketing at Sinazeze, Since that was denied, it was decided that VSP should be asked by letter to provide transport for marketeers at Sinazeze, when going to Choma to collect maize and mealmeal. Referring to the same matter, Senior Chief Mweemba should inquire about Zamhort building at Maamba.

Minute GSDP/SC/6b) about land clearing units, it was said, that there are only two machines available for the whole province. But as the Chief Sinazongwe stated we need these dams urgently for the animals. The Development Secretary to follow up this matter.

Resolved.

Minutes IRDP/SC/2/83/4/2 Siatwiinda Crisis Committee
Councillor Madyenkuku reported that the Committee was successful in getting the cooperation of Maamba Collieries to dig a canal with their Poclain Excavator from the Lake to the pumping station, but since there was no low-bed-loader available there had to be one hired from Standard Sales in Choma, which was already agreed. But afterwards a promise was made by the Ministry in Lusaka to provide transport for the Excavator almost free of charge instead of the 1500 kwacha to be paid to Standard Sales. So the arrangement was cancelled but still the equipment has not arrived yet to build the Donga dam and therefore there has been no transport for the Excavator. Before a decision was made, Mr. Fuchs the Agric. Adviser for Siatwiinda was asked to express his opinion. Mr. Fuchs stated that the Maaze river will fill the canal to be dug with sand after a few rains, he suggested instead a borehole near the reservoir. Sen. Chief Mweemba insisted instead that a pond at the lake will be the appropriate answer. He was supported by Mr. Mbaale, the ^{Water} Engineer, who stated, that he has already marked a line for such a canal away from the sand-carrying Maaze river. Mr. Fuchs still maintained the alternative of a borehole instead of digging a canal extension, ~~the existing one~~. He stated that there is no solution now for the Siatwiinda problem. Cllr. Madyenkuku said, even if we do not reach the water now, with such a canal extension ~~the existing one~~. He stated that there is no the scheme will have water available long before the Lake reaches the pumping station again. And since there is the amount of 20,000kwacha specified in the consolidation budget for Siatwiinda anyway, there is no reason, why one should not dig the canal now, when we get the excavator without pay. The borehole may come later, when we have budgeted for it.

resolution The crisis committee should continue, try to get this excavator to Siatwiinda and try to find funds for the transport of that machine.

Minute IRDP/SC/2/83/5 Roads to Kafwambila and Chiyabi

Since the Development Secretary Mr. Chimuka reported, that all 3 graders are out of order, Councillor Madyenkuku asked, whether not man-power could be used instead of waiting for the machines. It was also said, that the main problem is not the grading of the roads but the bridges and culverts. There is very little cement available for the repair of the bridges.

Resolution To use the available cement for at least one bridge before it is not useable any more.

Minute IRDP/SC/2/83/8 Clinic Sikaneka

Chief Sinazongwe reported, that the clinic cannot be opened as planned, because there is no water. From Maamba Collieries we got 20 dramsas a grant, to solve the water problem for construction purpose, but so far the council has failed to provide a borehole. The Development Secretary Mr. Chimuka reported, that in the budget for the second allocation of funds, Sikaneka has top priority. But there are still a lot of fittings needed, which means a lot of labour and money, also for toilets. Mr. Daka stated, that he has visited the clinic, the construction is very sound. The Chief Sinazongwe concluded, that since everything is there, bricks etc it is only the water what still remains as a constraint.

Minute IRDP/SC/2/83/9. working committee for Small scale Industries.

The Secretary reported that this committee has not sat as anticipated, but facts and data have been collected. So there is hope, that at the next steering committee meeting a report can be submitted.

NEW AGENDA.

IRDP/SC/3/83/11/a Secretary's report.

a) Budget 1984. The budget as approved by the District Council and subsequently submitted to the Ministry in Lusaka has been given green light to go ahead for fundraising. bb Future Funding/Fund Raising. It was hoped that after submitting the approved budgets to the IRDP Headquarters in Lusaka at the Ministry, they would go looking for the needed funds for the development work. It turned out however, that the coordinator just gets support by the Ministry and NCPD and IRDP central Unit, but that the negotiations with the potential donors have to be conducted by ourselves. That is an extra burden of work, but gives on the other hand a chance, to get the donors more directly known. Just the day before, we had as a result of these negotiations ~~the~~ the representative from NORAD with us, she visited the Sikaneka area together with Chief Sinazongwe, Rev. Van Vleet, Mr. Mbale and Councillor Madyenkuku and Mr. Nchite. By mistake this group failed to pay a visit to the Boma. c) Bank Branch for Maamba/Sinazeze. As the market centre at Sinazeze is already decided upon a bank branch is urgently needed already for the existing money business. Therefore a first talk took place at Barclays Bank Choma with the Manager. He advised to write a letter which he will then submit to Headquarters in Lusaka. We need permission to go ahead.

d) Solar pump project. We received in April an inofficial message that we might get funds to conduct some first trials using solar energy to pump water. Further inquiries led to the following result: we could obtain a solar pump for around 4000 US\$ which would lift lift water 5 meter high sufficient to irrigation of about 1 ha. This outfit is still to expensive. But making trials now for 18 month to 2 years would give us enough know-how to advise farmers properly afterwards, when the pumps have become cheaper. We need permission to go ahead.

(e) Vehicle Pool. Up to now there was no need for a vehicle pool because the Gossner expatriates brought their own vehicles which they used for the work and which also offered also means of transport to the Zambia Staff. But beginning from now more and more positions held by expatriates are filled with Zambia staff, who do not have their own cars. But the Zambia Staff is expected to do the same work. Therefore a solution is to be found to enable the Zambia staff to go to their places of work. The answer is a vehicle pool, and the GDSC staff has already decided that the Gossner Mission ought to be approached to put up the necessary funds. According to the agreement between the Gossner Mission and the GRZ we are allowed to import the necessary cars. But for that we need the approval of the District Council that these vehicles are needed to fulfill the task given by the District in terms of development. So we need permission to go ahead. (It is thought of 3 vehicles, Toyota pick ups).

(f) Boats for famine relief Kafwambila. After the District Council meeting on 1st September, 1983 the SAO expressed his concern how we could continue our famine relief programme to the remote areas like Kafwambila, after the rains have started. Taking up this point with some agencies in Lusaka, the Embassy of the Federal Republic of Germany stepped in, offering its assistance. After some negotiations and a visit to Kafue boat buildings with councillor Madyenkuku and Mr. Nchite finally the Germany Embassy decided to accept an offer from a boat builder in Kitwe for 3 boats, each 28ft long, 8ft wide, carrying 1 ton each to be donated to us. These boats are a donation to the Gossner Mission. The handling agent will be VSP.

13.30 hours to 14.30 hours was lunch break. Lunch was provided by VSP, the Valley Selfhelp Promotion Society. After lunch, Chief Sinazongwe, the Chairman of VSP gave a brief introduction in the objectives and work of VSP and a conducted tour followed to some of the VSP activities. The school uniforms programme, and the seed distribution programme.

IRDP/SC/3/83/11/b Councillor Madyenkuku Report. (a) Seed programme From the 20000kwacha Canadian donation we bought for Gwembe South 110 bags/50kg early maturing Zimbabwe maize. In the last week, we were able to order and pay for 200 more bags, 140 to go to Gwembe Central and 60 to go to Gwembe North. From the 3.800kwacha we got from Gossner Mission to buy local seeds (Nzembwe and Kapila) we went 3 times to Kafwambila/Siampondo area to buy this seeds there and distributed them in Gwembe South, some in Gwembe North and some in Gwembe Central. The demand for this local drought resistant seeds is very high. With the Zimbabwe maize the farmers seem to be a bit reluctant, they seem to fear that without artificial fertilizer it will be a failure, which is wrong, provided the Zimbabwe maize is planted on good land with manure.

(b) Visit to Gwembe North. We visited the Boma in Siavonga, the Zambezi Training Centre and the Lusitu Settlement Area. Lusitu seems to be turned into a desert. In the

In the talks with Italian Volunteer Organisation doing the development work there, the suitability of cashew nuts was raised.

In the discussion following the two reports the absence of a written report was criticised strongly.

resolved; the IRDP Coordinator to go ahead with the Solar pump project, the vehicle pool and the negotiations about the Bank Branch. It was suggested to contact Maamba Mine, which Bank they would prefer.

In the discussion about the seed programme the question was raised, why they are not given free, as World Vision does it.

The answer to the maize: the Canadian money was earmarked to buy seeds and sell it on non-profit basis. The money to be used afterwards as a revolving fund. As to the local seeds it was decided at the Steering Committee Meeting on 12th August, 1983 to give on return basis. But in reality it turned out, the people wanted to pay for it cash and not on return basis. So the terms had to be changed for practical reasons. It was further criticised, that brush-millet was only bought in Gwembe South instead of other parts of Zambia.

resolved; The IRDP Coordinator to contact IRDP Kapompo next week whether they could help with some brush millet still now Councillor Madyenkuku then brought to attention the request of SPCMU, how much Red Flamido seed will be needed in Gwembe Valley.

resolved; 100 bags Red Flamido should be ordered, 30 Kwacha each, 80kg each = appr. 3000 Kwacha, out of Emergency fund, It was further discussed whether it would not be possible to have the seeds for Gwembe Central and North also repacked to units of two bags for one lima, as done in Gwembe South.

resolved; VSP should try to obtain the necessary bags for reacking. Repacking should be done in Gwembe Central with assistance of the Department.

resolved; In the discussion about the visit to Gwembe North it was suggested the IRDP Coordinator to meet the Forestry Department for a reforestation talk, may be with cashew nuts.

IRDP/SC/3/83/12 Buleya Malima Advisory Committee Meeting; 1.11.83

Councillor Madyenkuku reported, after the Chairman of that meeting; the SAO, Mr. Mwananyina, had mentioned in his introduction, what the PAO had said, that it was the first meeting of the Advisory Committee since 1972. It was reported, that the PAO had stated, the District should take over Buleya Malima. Right now the fruit-orchard brings about 5,000 Kwacha a year, but it all goes to the tax office. The PAO sees quite clear, that also the Council has no funds. But for 84 GRZ will allow only very little money to be spend on Buleya malima and in 85 there may be no money at all. But as the PAO has suggested IRDP could come in as a financing agent. The management of Buleya Malima is no problem. The problem is marketing and transport. Buleya Malima could be an agricultural centre. In the following discussion it was made clear that there are two sections in Buleya Malima, the GRZ section and the Settlement Section.

The minutes of that meeting of the Advisory Committee Buleya Malima were distributed to the Steering Committee.

resolved; The District Council should make the decision whether it takes over Buleya Malima with its two sections and get the appropriate Committees involved. From there note will be given to the Advisory Committee for Buleya Malima to work out guidelines for the take over and further planning for the project.

IRDP/SC/83/3/14 Groundnut Programme

The Female Extension Officer Miss M. Musengu reported about the programme which she is in the process of taking over from Miss E. Engelhardt who is going to leave the country soon. The amount of appr. 15,000 Kwacha donated by a Dutch Agency for famine relief is used for helping pregnant women and weaning mothers to have a better diet. The groundnuts are distributed through the 7 clinics in the Sub-District and courses are given to the clinic personal and the recipients. The groundnuts are sold at a subsidised rate. The money was given to Gossner Mission with VSP as handling agent for the funds and storage of the purchased groundnuts and partly the distribution as well.

The Chairman criticised that there was no written report submitted to the Steering Committee, with financial details.

IRDP/SC/3/83/15 Fuel for Famine Relief

The Workshop Officer Mr. E. Mwenya reported about the fuel for Famine Relief programme which he has taken over from Mr. Spreng, who is going to leave the country by next week for good.

29000 Kwacha have been received from Gossner Mission as a donation from Bread for the World to subsidize the maize transport of the Boma Lorries in Gwembe South. The diesel is released only against a request form signed by the SAO. VSP is handling the funds. The Chairman criticised that there was no written report presented to the Steering Committee about that Programme. In the following discussion Councillor Madyenkuku asked whether that money could not be used for the seed distribution with the VSP lorry as well., because VSP operates that Programme on a non-profit basis, and the seed programme is part of the overall famine relief activities.

resolved; But it was resolved to use that small amount of money for the food distribution only.

IRDP/SC/3/83/16 5 Year-Budget- Estimates

The Secretary submitted to the Steering Committee the new 5-years-budget estimates for approval, which are to be send to IRDP Central Unit, Lusaka by end of the year. He made it clear, that except the already approved estimates at the top, they are relatively rough figures just to give an idea what one has to expect over the next years. But for June, 1984 a much more refined and detailed report will be submitted. Special attention should be given nevertheless to the future staff requirements based on that estimates. Some farther programmes will work entirely with local staff, but some programmes, like the Marketing Centre, the village craft centres, seed Multiplication, Irrigation Training Centre and preventive Medicine may need expatriate staff.

Further information was wanted about the Irrigation Training Centre. The Secretary outlined in brief, why such a centre is a must, whenever one considers irrigation to play a major role in the economic development of the Valley. Irrigation is the most sophisticated and the most expensive type of agriculture. With Irrigation good money can be earned, but a lot of money can be lost just as well, because the capital inputs are so extremely high.

Therefore the irrigation farmer has to undergo a very intensive training not only in regard of irrigation technics for the various crops but also in regard of marketing, crop planning, financing, money handling and accounting. Any Irrigation activity neglecting this need must end in financial disaster for the farmer as well as for the whole economy.

The question is, where this centre is supposed to be? The places in question are Farmers Training Centre Malima, Buleya Malima and as was stated by the Senior Chief Mweemba Siatwiinda as well. The pros and cons were not clearly to be indicated.

resolved: The IRDP Coordinator should work out alterhative cost estimates for the possible sites indicating target groups and curriculae as well.

IRDP SC/3/83/17/1 Expatriate staff recruitment GSDP (ongoing)

Councillor Madyenkuku as GSDP Secretary gave a verbal explanation of the proposed staff requirements for GSDP after the resignation of two staff members and the end of contracts of two more. So four replacements seem to be necessary. Two other GST members leaving in short are already replaced by NRDC leavers. But one has to keep in mind that for the posts in question there are no project funds available right now. As the IRDP Coordinator explained: the Gossner Mission puts up the salaries for the expatriate staff GRZ has to take care for the project funds, the km allowances and the housing.

Inofficially the Mission has paid the km allowances in the last years, since the Government was not able to put up the funds. But the Mission can not take over the costs for the projects and the housing.

IRDP SC/3/83/17b Expatriate staff requirement IRDP -Projects (New)

The Secretary of the Steering Committee submitted detailed job-descriptions for all together 6 qualified expatriates which will be needed for projects according to the estimates submitted earlier from 1985 to 1988.

resolved: A sub-Committee of Councillor Madyenkuku, Mr. Mbale, Mr Mwenya and Mr. Wendt will work out detailed job descriptions in writing.
handed to the SAO by Friday/November 18th by the IRDP Coordinator.

IRDP /SC/3/83/18 Any other business

The A/DAO, Mr. Chiteta complained that the agricultural Officers never get invited to GSDP-meetings. There are things the Department never gets to know. There should not be seperate work of the GSDP in the same area with the same people on the same subject.

Councillor Madyenkuku as GSDP Secretary answered that in Mweemba's area Mr. Fuchs does the Dryland Programme in cooperation with the agricultural extension officer. But it was said then that in principle GSDP should not do, what other departments do.

Since there were no more matters coming up the Chairman thanked in his closing remarks all the participants. He again reminded the officers that in future all reports have to be submitted in writing, that is especially important when funds are concerned.

He further stated, we have gained some achievements, like the seed Programme and now the boats, but we ought to be open to the problems and step in to solve them.

The meeting closed at 18.30 hours with the

NATIONAL ANTHEM.

Written: 12/11/83

Signed/

Chairman

Secretary

To the Members of the IRDP Steering Committee

Date: 11th November, 1983.
Time: 10.00 h

A G E N D A

- Chairman

provided
K W Schaefer



Gossner
Mission

8 5

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

4th November, 1983

MINUTES OF THE STAFF MEETING HELD ON THE 3/11/83.

Present: Mr. S. Mbale - chairman
Mr. G.K. Madyenkuku - secretary
Mr. Fuchs
Mrs. Fuchs
Mr. Van Vliet
Mrs. Van Vliet
Miss. Musengu
Mrs. E. Engelhardt
Mr. A. Spreng
Mr. Mwenya
Mr. Wendt
Mr. D. Mutinta
Mr. K. Schaefer
Mr. G.S. Nakasamu
Mr. W. Ncite
Mr. A. Nsemani

In attendance

Mr. E. Syabbalo
Mr. V. Syankondo
Mr. Muyunda

Absent: Mr + Mrs. Sitte - on leave
Mr. Phiri of Nkandabwe
Mr. M. Siyumbwa of B/Malina

The chairman opened the meeting at 9.20hrs by introducing himself as chairman of the day and that this was his first time to chair a staff meeting since he joined the project. He then introduced Mr. Muyunda a new face in the project but not employed by the project.

Item 1 - Confirmation of last minutes

These were minutes of 6th October, 1983. After some spelling mistakes the minutes were passed as a correct record.

Item 2 - Matters arising from the minutes above.

On seed to Kafwambila- Mr. Ncite reported that last week end he and the Van Vliet family had gone to Kafwambila, on this trip some maize seed were taken but on few packets were bought as people feared that they might not be able to get fertilizers. The other reason being that they did not know that the seeds were coming, so they were not prepared financially.

Page 2 - On groundnuts- Mrs. E. Engelhardt reported that up to now 10 bags shelled were bought from SPCMU. 12 bags unshelled bought from Mansa. There are 50 more bags expected from ZTC, Choma, on this expectation we have closed up business with the Kitwe-Mansa trader.

*Mbale
Madyenkuku
Fuchs
Van Vliet
Musengu
Engelhardt
Spreng
Mwenya
Wendt
Mutinta
Schaefer
Nakasamu
Ncite
Nsemani
Syabbalo
Syankondo
Muyunda*

Page 5 - On a letter to the A.D.A.C.

A question arose whether this letter was written? In reply the secretary said that the letter was not yet written because the officer was in Gwembe. The staff felt a need that this should be done even when the officer is still in Gwembe.

(c) Small Scale Irrigations- question arose where the committee sat on this point? In reply the chairman said that the committee sat and had decide to send two people instead of one, so they wrote to the organiser of the mposium for permission, but the reply has not come yet.

Page 6 (b)- Room for groundnuts, - question arose whether the room was given, in reply Mrs. Engelhardt said that it was given by Mr. Nakasamu, and she went on to say the nuts were poisoned just to keep who may want to eat them scared.

(b) Minute dated 31/10/83

Confirmation - page 2 Item 3 where it said Mr. Fuchs, Mr. Schaefer also writes letters to German should read that Mrs. Engchardt added that Mr. Schaefer also writes letters to Germany. Page 3 line 3 should read that Mr. Madyenkuku proposed that anytime team has anything to complain should be brought to the staff meetings.

The staff requested to know whether the minutes of the 13th October would still come. The secretary complained of lack of stationery, then the team secretary informed the meeting that a request is already made to Gossner Mission for stationery but no reply yet.

Item 4 - Workshop handover

Mr. Spreng reported that as he was leaving he had prepared a handover note. The copies will be available to the GSDP file, GSB file, to Mr. Mwenya, Mr. Chikopa and Mr. Madyenkuku. This note is self explanatory.

Mr. Mwenya said that his work with Mr. Spreng for the short period he was with him was enjoyable, and that the handover note was find and clear. He then rose a question as to what stand has GSB to camp msintenance?

Mr. Spreng said that the present arrangement is that the project supplies the material while GSB gives human labour and they know how, but this was not a written arrangement to date. Mr. Chikopa thanked Mr. Spreng for the cooperation he showed during his leadership in the workshop, the workshop workers enjoyed being with him. He went on to say that he had even spent some of his spare time in social activities in football games.

The project coordinator thanked Mr. Spreng for the time he was in the project as at length he was the right handman on helping in the administration matters. So he wished him a success wherever he goes.

On request from the project staff the project secretary thanked the outgoing staff for his outstanding cooperation both at work and in social activities. The secretary went on to say that both Mr. Sprang and his wife did a lot at his second sons' wedding.

Item 5 - Request for transport from Gossner Mission Berlin.

Paper prepared by the sub-committee was presented and also one by Mr. Schaefer, it was after discussion concluded that both papers be reshaped by the transport committee.

Item 6 - Projects which each require staff

Mr. Wendt presented a paper for the job description of an agriculturist to take over from him. After some consideration it was deemed necessary that a joint job description be drawn up, to cover both agriculturists for Sinazongwe and for Mweemba areas. A staff sub-committee was formed to draw up the job description which should include M/Malima scheme. (these are Mr. Schaefer, Mr. Nakasamu, Mr. Wendt, Mr. Fuchs and Mr. Mbale.)

Job description on G.L.B. manager was tabled- discussed and passed after the ward manager was changed to advisor.

Job description for credit union advisor was tabled accepted as tabled.

Job description for adult education was tabled, after some consideration it was felt that for the time being we wait until we find out what other duties the officer shall be covering apart from adult education on arithmetic only.

Item 7 - Proposal on Solar pump programme.

Paper was read by the chairman on the subject above. After some discussion which almost heated up, the conclusion was that the proposal be taken to the steering committee for approval before anything is put into action.

Item 8 - Election of members to the steering committee-

The staff wanted to know the items on the next agenda of the steering committee. Mr. Madyenkulu tabled and ready out the agenda, after which the staff felt that as the committee will be in the camp, any staff can attend as a silent listener.

Item 9 - Dropped

Item 10- Any other business

(a) Mr. Chikopa requested that the project should employ a plumber to do the work in the camp as that no one of the workshop workers is trained for the job. After some consideration it was concluded that the work shop officer to work out a job description.

(ii) that Mr. Mbale can assist when need arises for the time being.

(b) Conditions of k/m claims by workshop staff
Mr. Emmanuel wanted to know the conditions governing this subject above. The reply was none.
He then ~~posed~~ a question on repairs of staff members vehicles. It was said that the small repairs are to be done provided the owner of the vehicle provides required spares, for major repairs this will be done on private arrangements.

(c) Mrs. E. Engelhardt announced going on leave from 1st to the end of the month of December.

(d) Visit of the EEC Audit officers-This was announced by Mr. Schaefer that these people will come on 23/11/83 to visit Nkandabwe and B/malima schemes, and Sinazeze Lint Company Buildings. It was concluded that they *should be* accompanied by the team treasurer.

(e) Mr. Madyenkuku announced going on leave as from 1st December to the end of January this is because last year his leave was cancelled as the project administrator had to go on leave.

(f) The Van Vliet family to go on leave as from 23/11/83 to 16th December, 1983.

(g) Mr. Schaefer announced going on leave from 20/11/83 to the last week of ~~December~~, 1983.
November

Thereafter the chairman thanked the staff for the time well spent.

Chairman

Secretary

1) KfW Consultants

Between 10/9 and 23/9/83 representatives of 4 consultants came to visit the area (Lahmeyer International; Aci-Aqua Project Consult; ~~XXXXXXXXXXXX~~ Gitec Consult; Agrar and Hydrotechnik. They were invited by MAWD, Mr. Mbewe, Undersecretary for Planning and KfW.

The task given to them:

to work out a proposal for a feasibility study for 2.000 ha irrigation for small scale farmers with electrification between Maaze River and Chiabi, including small dams, reservoirs and road improvements. Special attention will be given to labour intensive methods of construction, operation and maintenance, utilizing local resources to a maximum extent.

The feasibility study will commence February/March 84. It will take up to 8 month. Special attention shall be given to the experience of the Gossner Mission, working the area since 1970.

The proposal is to be submitted to the MAWD not later than October 17.

2) IRDP Coordinators Meeting

The main topics were Policy/Budgeting, Seedmultiplication and Decentralization. The aim is a budgeting system binding for all IRDPs and later for the whole country, which can be read by computers and which gives the Government a chance to oversee the future expenses of all development activities. It has been said before, that one reason of the financial problems the GRZ is facing right now, are the many so called development projects, which have been started in the sixties and early seventies and which are still a tremendous financial burden to the Government. Seedmultiplication is another big task for the future. The main topic was rice. The research stations together with GRZ and Zamseed try very hard to get the appropriate basic seed material to intensify the rice production. Special attention is given to Luapula and the Gwembe Valley. There is very little pure bred basic seedmaterial in the country and it needs all efforts to meet the demand of certified seed for multiplication by using the qualified manpower of the local research stations for the production of the basic seed material. (This speech was given by Bob Griffith from the MAWD).

Decentralization as the major political change in Zambia in the last few years was given special attention. The two IRDPs Mpika and Gwembe are looked at as some sort of models, because both right from the beginning were based on the ~~XXXX~~ the new administrative structure of the country. The structure is very clear: the District Council, headed by the District Governor (appointed by the party) as Chairman is the absolute authority in the District. The 8 to 9 departments of the District Administration are headed by the District Executive Secretary. The IRDP Gwembe Valley is one these departments. The District Executive Secretary is the Chairman of the IRDP Steering Committee.

3) Staffrequests 1985 to 1987

According to the IRDP structure staff requests have to be submitted to the Steering Committee for consideration and passed on to the District Council for approval. The requests should be specified by the requesting body as to professional qualifications: academic minimum standard, years of professional experience in tropical countries, in nontropical countries specification of experience required (research, teaching on what level, management, finance, cooperative work, ~~XXXXXX~~ irrigation what type, crop production experience etc.). The request should also outline the personal expectations as to maturity, married, male or female etc. One principle has to be followed based on the resolution of the Staff Meeting held on 4th of September 1972: No expatriate, if there is a

Zambian - no expenditure without a Zambian to be trained -
no programme without local demand.

4) Budget 1984

In 1984 all GRZ Budgets will suffer severe cuts. Some projects who are unpopular may not get any funds at all. On the other hand we have got the green light to go ahead in trying to get funds for the projects.

5) Future Funding of projects

When we have a project with the stamp on it: approved by District, approved by MAWD/NCDP we can go ahead finding donors for our projects. As Mike Warren wrote in his report: we are the only IRDP which has not got a donor prior to the signature of the agreement. That means: negotiations with potential donors which should have been conducted in 1981 and 1982 we have to conduct now. And we can consider ourselves lucky when we get the first funds coming in by end of 1984.

One thing ^{we} have found out in the talks with US Aid, Dutch Aid, Norad, Finnida, Cusa, and others, that they are very much in favour, when you can submit a cost/benefit analysis for the proposed project. But since certain benefits are not measurable it restricts the activities to a certain commercial type of projects. But we may get a visit from Norad in the next 2 months.

Therefore it seems to be necessary to strengthen VSP as a means for fundraising for projects which are essential but which do not fall under this category of commercially sound projects, like village water supply and so on.

6) Solar pumps

We could not meet this man from Nairobi in Lusaka, who was keen to get an order from us for some Solar pumps. But the question is still open whether we should ask BFDW/GM for funds for a trial programme.

11.10.83

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

10/10/83

Agenda for the special staff meeting to be held on the 13/10/83.

Item 1 - Reports on the I.R.D.P. activities;

- (a) KFW consultants;
- (b) I.R.D.P. coordinators meeting;
- (c) Staff requirements 1985/86/87;
- (d) Budget 1984;
- (e) Future funding of projects;
- (f) Solar pump trials;

Item 2 - Mr. Mbale's request to go for a course;

Item 3 - Symposium in Zimbabwe;

Item 4 - Termination of Mr. & Mrs. Fuchs' contract;

Item 5 - Annual Reports;

G.K. Madyenkuku
SECRETARY

To Project Secretary

2

Staffmeeting, Thursday, October 6, 1983

IRDP-Topics for the Agenda:

- | | | |
|--|---|-------------|
| 1) KfW-Consultants |) | |
| 2) IRDP-Coordiators-Meeting |) | |
| 3) <u>Staffrequests 1985/1986/1987</u> |) | K. Schaefer |
| 4) Budget 1984 |) | |
| 5) Future Funding of Projects |) | |

Emergency - VSP - Topics for the Agenda:

Seedprogramme)	Project Secretary
Boat for Kafwambila)	
Transport of Maize)	

Nkandabwe, 1.10.83

K. Schaefer
K. Schaefer

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

30th November, 1983

Agenda for the next staff meeting to be held on the
1st December, 1983.

- Item 1 - chairman's opening remarks and roll call
- Item 2 - confirmation of last minutes
- Item 3 - matters arising
- Item 4 - Mr. Mbale's job description
- Item 5 - Adult education taking over
- Item 6 - progress reports
- Item 7 - any other business

G.K.Madyenkuku/Secretary

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

4th November, 1983

MINUTES OF THE STAFF MEETING HELD ON THE 3/11/83.

Present: Mr. S.Kbalo - chairman
Mr. G.K.Madjenkuku- secretary
Mr. Fuchs
Mrs. Fuchs
Mr. Van Vliet
Mrs. Van Vliet
Miss. Musengu
Mrs. E.Engelhardt
Mr. A.Spreng
Mr. Mwenya
Mr. Wendt
Mr. D.Mutinta
Mr. K.Schaefer
Mr. G.S.Nakasamu
Mr. W.Ncite
Mr. A.Nsemani

In attendance

Mr. E.Syabbalo
Mr. V.Syankondo
Mr. Muyunda

Absent: Mr + Mrs. Sitte - on leave
Mr. Phiri of Nkandabwe
Mr. M.Siyumbwa of B/Malima

The chairman opened the meeting at 9.20hrs by introducing himself as chairman of the day and that this was his first time to chair a staff meeting since he joined the project. He then introduced Mr. Muyunda a new face in the project but not employed by the project.

Item 1 - Confirmation of last minutes

These were minutes of 6th October, 1983. After some spelling mistakes the minutes were passed as a correct record.

Item 2 - Matters arising from the minutes above.

On seed to Kafwambila- Mr. Ncite reported that last week end he and the Van Vliet family had gone to Kafwambila, on this trip some maize seed were taken but on few packets were bought as people feared that they might not be able to get fertilizers. The other reason being that they did not know that the seeds were coming, so they were not prepared financially.

Page 2 - On groundnuts- Mrs. E.Engelhardt reported that up to now 10 bags shelled were bought from SPCMU. 12 bags unshelled bought from Mansa. There are 50 more bags expected from ZTC, Choma, on this expectation we have closed up business with the Kitwe-Mansa trader.

Page 5 - On a letter to the A.D.A.O.

A question arose whether this letter was written? In reply the secretary said that the letter was not yet written because the officer was in Gwembe. The staff felt a need that this should be done even when the officer is still in Gwembe.

(c) Small Scale Irrigations- question arose where the committee sat on this point? In reply the chairman said that the committee sat and had decide to send two people instead of one, so they wrote to the organiser of the mposiam for permission, but the reply has not come yet.

Page 6 (b)- Room for groundnuts, - question arose whether the room was given, in reply Mrs. Engelhardt said that it was given by Mr. Nakasamu, and she went on to say the nuts were poisoned just to keep who may want to eat them scared.

(b) Minute dated 31/10/83

Confirmation - page 2 Item 3 where it said Mr. Fuchs, Mr. Schaefer also writes letters to German should read that Mrs. Engehardt added that Mr. Schaefer also writes letters to Germany. Page 3 line 3 should read that Mr. Madyenkuku proposed that anytime team has anything to complain should be brought to the staff meetings.

The staff requested to know whether the minutes of the 13th October would still come. The secretary complained of lack of stationer, then the team secretary informed the meeting that a request is already made to Gossner Mission for stationery but no reply yet.

Item 4 - Workshop handover

Mr. Spreng reported that as he was leaving he had prepared a handover note. The copies will be available to the GSDP file, GSB file, to Mr. Mwenya, Mr. Chikopa and Mr. Madyenkuku. This note is self explanatory. Mr. Mwenya said that his work with Mr. Spreng for the short period he was with him was enjoyable, and that the handover not was find and clear. He then rose a question as to what stand has GSB to camp maintenance? Mr. Spreng said that the present arrangement is that the project supplies the material while GSB gives human labour and they know how, but this was not a written arrangement to date. Mr. Chikopa thanked Mr. Spreng for the cooperation he showed during his leadership in the workshop, the workshop workers enjoyed being with him. He went on to say that he had even spent some of his spare time in social activities in football games.

The project coordinator thanked Mr. Spreng for the time he was in the project as at length he was the right handman on helping in the administration matters. So he wished him a success wherever he goes.

On request from the project staff the project secretary thanked the outgoing staff for his outstanding cooperation both at work and in social activities. The secretary went on to say that both Mr. Spreng and his wife did a lot at his second sons' wedding.

Item 5 - Request for transport from Gossner Mission Berlin.

Paper prepared by the sub-committee was presented and also one by Mr. Schaefer, it was after discussion concluded that both papers be reshaped by the transport committee.

Item 6 - Projects' future staff requirement

Mr. Wendt presented a paper for the job description of an agriculturist to take over from him. After some consideration it was deemed necessary that a joint job description be drawn up, to cover both agriculturists for Sinazongwe and for Mweemba areas. A staff sub-committee was formed to draw up the job description which should include M/Malimo scheme. (these are Mr. Schaefer, Mr. Nakasani, Mr. Wendt, Mr. Fuchs and Mr. Mbale.)

Job description on G.S.B. manager was tabled- discussed and passed after the ward manager was changed to advisor.

Job description for credit union advisor was tabled accepted as tabled.

Job description for adult education was tabled, after some consideration it was felt that for the time being we wait until we find out what other duties the officer shall be covering apart from adult education on arithmetic only.

Item 7 - Proposal on Solar pump programme

Paper was read by the chairman on the subject above. After some discussion which almost heated up, the conclusion was that the proposal be taken to the steering committee for approval before anything is put into action.

Item 8 - Election of members to the steering committee-

The staff wanted to know the items on the next agenda of the steering committee. Mr. Madyenkuku tabled and ready out the agenda, after which the staff felt that as the committee will be in the camp, any staff can attend as a silent listener.

Item 9 - Dropped

Item 10- Any other business

(a) Mr. Chikopa requested that the project should employ a plumber to do the work in the camp as that no one of the workshop workers is trained for the job. After some consideration it was concluded that the work shop officer to work out a job description.

(ii) that Mr. Mbale can assist when need arises for the time being.

(b) Conditions of k/m claims by workshop staff

Mr. Emmanuel wanted to know the conditions governing this subject above. The reply was none.

He then rose a question on repairs of staff members vehicles. It was said that the small repairs are to be done provided the owner of the vehicle provides required spares, for major repairs this will be done on private arrangements.

(c) Mrs. E. Ingelhardt announced going on leave from 1st to the end of the month of December.

(d) Visit of the EEC Audit officers-This was announced by Mr. Schaefer that these people will come on 23/11/83 to visit Nkandabwe and B/malima schemes, and Sinazeze Lint Company Buildings. It was concluded that they accompanied by the team treasurer.

(e) Mr. Madyenkuku announced going on leave as from 1st December to the end of January this is because last year his leave was cancelled as the project administrator had to go on leave.

(f) The Van Vliet family to go on leave as from 27/11/83 to 16th December, 1983.

(g) Mr. Schaefer announced going on leave from 12/11/83 to the last week of December, 1983.

Thereafter the chairman thanked the staff for the time well spent.

Chairman

Secretary

✓

Minutes of the team meeting held on 3rd November 1983

Present: Peter ndt (chairman), va engelhardt, the preng, Renate Lippert, Jan und Altraud van Vliet, Hans and Maria Schaffer, Ingrid Bucha (secretary)

Absent: Manfred and Tonika Itto (on leave), Hans Bucha (in Lusaka)

1. The chairman opened the meeting at 15.30 hours.

2. Confirmation of last minutes:

Point 52/83: after "... Lindolo Ecumenical Foundation..." it has to be "... to look for possibilities". Otherwise the minutes were read as a correct record.

3. Matters arising from previous minutes:

7/83: Andreas Chikopa's Course: the dividing of the sponsor's money to BaAndreas and his family will be done by the team treasurer according to the agreement with BaAndreas (quarterly or monthly) if Andreas gets into the course in January 1984.

34/83: Samson Mbale's loan application: another application from David Mutinta for a motorbike is in. The secretary will give the application to the Gossner Mission together with a reminder on the previous application of . Mbale. At the same time the Gossner Mission should be asked whether its offer is valid for the Zambian successors of team members only or for all staff members. The total number of applications could reach up to 10. If BaMutinta gets the money we cannot reject other staff members. The repayment of the loan will be dependant on the regulations with the cars which may come for the Zambian successors. (km-claim).

45/83: Renovation of the caravan in Lusaka: no progress.

50/83: Gossner Mission "Diene": the letter is written.

51/83: The 4 new team members entered their names on a list which will be given back to the bank. They then will be asked to give their signatories to the bank. The delay of Ake's return ticket was a mistake of the bank. The ticket is in now. The necessary number for the application, the approval reference of the team's external 'x' account is as follows:
GEN / ER 2/ 146 /5386 dd.

55/83: Leasing Contracts: Ingrid contacted the lawyer of the Namba Mine. He basically had no objections on the presented proposal but said that the contract should be a "hiring" contract rather than a "leasing" one due to the meaning of the contract. He also advised the team to mention that the driver should be employed by the user.

4. New Agenda

- 57/83: Supervision on new team members: Taking up a remark Klaus made in the staff meeting, David wanted to know whether the new team members are under direct supervision of the UZ, respectively the departments. Klaus said that according to the old agreement the team members would be under G.M., respectively the LAO, respectively the minister of agriculture. The new team members will be under the IRM-coordinator, resp. the district steering committee, resp. the "Fach- und Disziplinärkompetenz" of the UZ. But it will be decided in the single case whether new team members will fall under G.M. or district supervision.
- 58/83: Equipment of camp houses: The secretary will write to the Gossner Mission and ask it to send a fridge and a gas stove with every new team member to Zambia in order to replace old ones and to have some on stock.
- 59/83: Kanchindu Consistory Car: Reverend Katwinda asked the team to write a letter to UZ headquarters in order to get a recommendation from UZ for getting a car for Kanchindu consistory from Gossner Mission (partly). Jan will write this letter.
- 60/83: Letters to the team: Edward mentioned in one of his letters the "letter of defense" of DaGray. As the team did not know this letter of DaGray he was asked to give a copie of that letter to the team. It is now in the team file. He requested to get also the English translation of the private team letter to the Gossner Mission for the team file. He will ask DaGray to get one.
5. The chairman closed the meeting at 17.45 hours and thanked the members for the time well spent.

.....
(chairman's signature)

.....
(member's signature)

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

1/11/1983

Agenda for the next staff meeting to be held on 3/11/83
Time 09.00hrs

- 1- chairmans opening remarks and apologies
- 2- confirmation of last minutes
- 3- matters arising
- 4- handing over the workshop (Mr.Spreng)
- 5- Transport requests from the GSDP to Gossner mission
- 6- programmes verbal reports
- 7- any other business

G.K.Madyenkuku/Secretary

Nkandabbwe Camp,
31.10.1983

EXTRA-ORDINART STAFF MEETING TO BE HELD AT NKANDABBWE CAMP
AT 14.00HRS ON 31.10.83

AGENDA

1. Chairman to welcome the visitors (from German)
2. Request for transport to project officers(transport-pool)
3. Request from the visitors to explain the position of Mr.K.Schaefer and relation with team members.
4. Closing remarks by the chairman.

20th October, 1983

MINUTES OF THE SPECIAL STAFF MEETING HELD ON THE 28/7/82. THIS WAS TO CONSIDER IRRIGATION OUTPUT AND EXPENSES WITH A VIEW TO ASSES POSSIBLE WATER AND RUNNING COSTS FEES IN BOTH MALIMA AND SIATWIINDA IRRIGATION.

Present: Mrs. M. Sitte-chairlady
Mr. G. K. Madyenkuku-secretary
Mr. H. Fuchs
Mr. A. Spreng
Mr. G. S. Nakasamu
Rev. M. K. Malyenkuku
Mr. D. Mutinta
Mr. M. Sitte
Mr. W. Nchito
Mr. P. Wendt
Mrs. E. Engelhardt

Absent without apology: Mr. Phiri, Mr. Mubita

In attendance: Mr. E. Syabbele, Co-ordinator VSP
Rev. E. Mische-Gossner Mission Berlin

The chairlady's opening remarks.

The lady thanked the members for turning up, and called the meeting to order at 11.21 hours. The project secretary was asked to move the subject:-which was explained as a matter for the staff to consider very seriously how to work out a co-ordinated plan in order to find out a suitable arrangement which will suit the farmers and also useful to the running of the schemes. Mr. Wendt went on to say that it should be made clear to the farmers why such a move is to be taken and also the possible results of the yields from the plots should be so worked out by the agricultural officers of the project, in order to determine a possible true figure of the field productions. So that the figure to be arrived at will be fair enough to the farmers and also enough to run the schemes effectively.

Rev. Mische reported that last year we were assured by the ministry that we were going to be allowed to make use of the money the farmers were going to pay as running costs. It is therefore necessary that you contact the ministry when one of you goes to Lusaka.

Mr. Mutinta remarked that unless we become very strict on the subject, the contributions of the farmers won't be as expected. He went on analysing his calculations, which are attached at the end of this minute, which is self explanatory. It is therefore up to us as management to see to it that farmers follow what we want them to grow, in this case rice which has a big hope of good production.

Mr. Fuchs agreed with the idea, but made it clear that as for this year, the low rain fall has made matters worse because it has caused the lake to fall very low.

(His calculations paper is also attached) question arose whether the dryland farming shall not be affected if the farmers put more effort on rice growing, as the same irrigation farmers participate also on dryland farming. In reply it was found that these two do not interfere each other since rice ponds are made and rice planted before dryland farming starts.

Question of a guarantee arose after some discussion it was found out that no other person can make a guarantee, the farmer like any other farmer has to take his or her own risks.

Question arose (a) that the duties of the farmers and those of the project staff should be defined.

- (b) reports according to the budget and the coming in revenue should be made.
- (c) Irrigation farmers should be met by the irrigation management from time to time so that the views of the farmers are continuously co-ordinated with those of the project staff.

Conclusion of the above points

- (a) To bring to the notice of the farmers the budget and their contributions and expenditure per each scheme, so as to make them understand why it is necessary for them to contribute towards their schemes expenses.
- (b) Farmers should at times be met by the staff from time to time at times the project officer should invite some outside officials to come and address the farmers.
- (c) In between the meetings, the co-ordinator and other project staff should talk to the farmers from time to time in order to find out what the farmers problems are.
- (d) The growing of rice crop during the rain season must be made as one of the conditions to be in the agreement form. From the rice production the the water fees can be deducted.
- (e) The farmers committee should be backed up by the project co-ordinator to see that those farmers who do not comply with the advice given by the farmers committee in conjunction with the project staff be expelled from the scheme.
- (f) For the year 1982 the fees will be K18 per plot of 0.2 ha, because the year is a bad one.
The deadline should be at the end of December.

Having no more to discuss the chairman thanked the members for the time well spent.

Meeting ended at 13.25 hours.

CHAIRMAN

SECRETARY

Siatwiinda Irrigation Scheme,
P.O. Box 3,
Sinazeze.

26th July, 1982

WORK PLAN TO ACHIEVE WATER FEE CHARGES:

I presume that we try to follow this work plan because many farmers are against the Ratoon rice crop as they claim that scaring of birds is too much.

The plan is as follows:- Each farmer has to grow 0.20ha of rice. In order to produce a yield of 8x80kg bags; input of K21.83 for both basal and top dressing should be available. Transplanting must start in November and harvest in May (7mths).

Yield per 0.20ha = 8x80kg bags x K28.00
= K224.00

Less ferts.input = K 21.83
= K202.17

Less water fee
charges = K100.00

Left for the
farmer = K102.17

Being water charges K100.00x110 plots
= K110.00

In this case, we have covered water fee charges within (7mths).

Then from June to October, farmers should be capable of producing okra, beans, maize and tomato. Therefore these crops will be regarded as additional crops and there will be no water fee deductions since all the payments will be met after paddy rice sales. The period will be from June to October (5mths).

So much that in November, farmers again start transplanting rice. For the additional crops, we are not worried about what ever a farmer receives and we shall only be worried if a few farmers will not completely repay on rice sales and those are the farmers we should trap during additional crops.

(signed)

D. Mutinta

Agricultural Advisor

Rice

Variety: 1632 140-150 days middle of November
sindano to maturity to late April

Yield: a) Siatwiinda trials: 1600-1840kg /acre
= 3950-4550kg /hectare
b) Dept. of agric. 3000-4000kg /ha
c) Lima crop memo: 2880kg/ha and more.

Fertilizer: Basal 200-300 kg/ha 'D' (K11,75/50kg)
Top dressing 100kg/ha 'A/N'(K10,08/50kg)

Seeds: 60kg/ha (K0.36/kg)

Water costs: for one hectare: 110 pump hours
51 diesel per hour, K0.62 per 1 disel
110 x 5 x 0.62 = K340.-
oil and greasse = K 25.-
salaries for engine men = K 50.-
spare parts = K 75.-
maintenance of main channels
and others = K 70.-
total water costs per ha. K560.-

	one ha. = 4 LIMA	plot 0.2 hectare
<u>Gross monetry output</u>	40bagsx28.60=K1144.-	8bags=K778.80
<u>fertilizer Basal 'D'</u>	6bagsx11.75= 70.50	60kkg = 14.10
Top dress 'A/N'	2bagsx10.08= 20.16	20kg = 4.-
<u>1.seeds</u>	60kg x- .36=K 21.60	12kg = 4.35
Gross magin	K1031.74	K706.15
Water costs	K 560.-	K112.-
not return above labour	K 471.74	K 94.15

Water costs for one yer are already substracted!
For the rest of the year the plot is free for ratoon or vegetables.
If farmers make ratoon the rice yeild come up to 85bags per ha.
(=6.8 tons/ha= 17bag/0.2 ha plot)

The total yield of paddy rice without ratoon can come up to
90tons/72 ha /Syatwiinda Irrigation scheme) or 60 tons shelled
rice. This amount come substitute about 150 tons (=6000 25kg bags)
meal-meal.

Kanchindu

28.7.82

Fuchs H.

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

10/10/83

Agenda for the special staff meeting to be held on the 13/10/83.

Item 1 - Reports on the I.R.D.P. activities.

- (a) KFW consultants;
- (b) I.R.D.P. coordinators meeting;
- (c) Staff requirements 1985/86/87;
- (d) Budget 1984;
- (e) Future funding of projects;
- (f) Solar pump trials;

Item 2 - Mr. Mbale's request to go for a course;

Item 3 - Symposium in Zimbabwe;

Item 4 - Termination of Mr. & Mrs Fuchs' contract;

Item 5 - Annual reports;

G.K.Madyenkuku

Secretary

GM
Gossner Service Team
Sinazeze
Box 4

Minutes of teammeeting on the 6th Oct. 1983 at Peter's and Eva's place.

Present: J+W Vliet, Ma +Mo Sitte, H +I Fuchs, A. Spreng
(secretary), R. Lippert, M. Schäfer, F. Wendt (chair)

Absent: K. Schäfer (on duty Lusaka)
E. Engelhardt (seminar at the FTC)

1. The chairman called the meeting to order at 15.30 hrs.
2. Confirmation last minutes: the minutes were passed as a correct record.
3. Matters arising of last minutes:

7/83 - A. Chikopas course: The secretary reported that he had a meeting with the chairman of the selection committee at the TEVT headquarter were Ms. Krisifoe took part as well. It was reported that a new application should be writtens. Mr. Chikopa should sit again an interview and the promise was given, to take him in the January intake 84. Since they couldn't give us written statements it was decided that Mrs. Krisifoe should keep a close contact to the institute. A new application is written to the institute in three copies to the concerned officer.

31/83 - S. Mbale's loan application: The secretary reported that he had seen the used motorbikes which Ms. Krisifoe had mentioned last meeting. They are in good condition but it has to be clear if the applicants want them. The team felt not in the position to go ahead with application because Mr. Mbale had announced in the staff meeting, that he might leave the project for a two years course. The team said that this can't be the aim of the GM to prefinance a transport when the officer is going out and might never return to the project.

45/83 - Renovation caravan Lusaka: Manfred had not been in Lusaka during the last month.

NEW AGENDA

50/83 - Gossner Mission 'Biene': Jan complained, that the GM is sending only one copy of the quarterly 'Biene' to the Gwembe Valley. He is requesting one for each household. He also applied for the last annual report. Both proposals were supported and the secretary was asked to write a letter on it.

- 51/83 - Standard Bank signitories: It was stated that the new teammembers will be signitories as soon as possible and the old signitories like Jähn, Fischer should be cancelled.
It was again discussed if the team should not change the bank because of the external account shows that there is not a single advantage to the team on forex like it should be. Ake reported that his returnticket to Germany was not approved in the first place. And it is still pending in any case to the manager of the bank.
- 52/83 - Theological education: Jan was asked by the Mindolo ecomenical foundation to translate two courses into tonga. The money required for translating and stanceling will be K 600 for one course.
Jan was asked to write to the Mission to ask for additional funds.
- 53/83 - Workloan/business loan: Hans explained the problem of some of the business loans taken by GST members to get their work running while the GRZ has not released funds, and that some of them are not refunded by the GRZ. On top it was reported that the responsible account has lost some of the receipts.
If such a case will happen the officer concerned should apply to the treasurer of the GST with an explanation and a signature of the GRZ authority so that that the treasurer can consider the case.
- 54/83 - VSP programmes: Hans asked the team meeting how or in which way he could express his disagreeemnet with the seedptogramm which is carried out by VSP, and is operating in the area where he is working.
It was expressed that after no discussion (detailed) had taken place either in the staff nor in VSP the only possibility would be to write a letter to both to express the feeling and enlighten them to the reasons.
- 55/83 - Leasing Contracts: It was brought up again because the CSB and the MCC are requesting as well as the leasing contract for their new vehicles.
It was decided that the proposal already made will be changed according to the need and Ingrid will try to see the Maamba Mine lawyer for advice.
- 56/83 - AOB: a) The secretary reported about a check from Berlin about DM 13.720 and it's breakdown of DM 3000 education, DM 9520 for well programm and 1200 for famine activity.
b) Ake asked again if someone knows about the six duplicating ink tubes from his office. After none of the members could give an explanation his suspicion that someone had stolen them got a prove in conjunction with a missing wristwatch and a calculator which was kept in his desk.
c) Maria asked how the furniture situation will be changed after Akes and Rehates departure, because Mr. Mische had promised her, she would get some furniture then.
She was refered to Mr. Musiya with the advice that the regulation of furniture means only the expatriate households, so they have to be listed and then the remaining furniture will be given to the local staff.

households, so they have to be completed and then the remaining furniture might be given to the zambian staff. The zambian staff members are not supposed to get any furniture but it was experienced that it is difficult to handle it like stated.

Further she asked if she can give credit out of the team account to Margaret. It was said, that the agreement was found that the officer concerned should be the only one to give out loans to have a better control about the loans given, but in any case not out of the team cash box.

After having nothing more to discuss the meeting was closed at 17 hrs.

.....
chairman

.....
confirmed date

.....
member

CHENNAI SOUTH DEVELOPMENT PROJECT,
P.O. BOX 3,
SINAZEE.

5th OCTOBER, 1983

AGENDA FOR THE START MEETING TO TAKE PLACE ON THE
6TH OCTOBER, 1983

- Item 1 - Chairmans opening remarks and apologies;
- Item 2 - Confirmation of last minutes (if any)
- Item 3 - Matters arising from the previous minutes;
- Item 4 - Reports on V.S.P. emergency programmes;
 - (a) Seed programme
 - (b) Transport of maize (Ba Gray)
 - (c) Boat for Kafwambila
- Item 5 - Reports on I.R.D.P. activities (Mr. Scheafer)
 - (a) KFW-consultants
 - (b) IRDP Co-ordinators meeting
 - (c) Staff requirements 1985/1986/1987
 - (d) Budget 1984
 - (e) Future funding of project
 - (f) Solar pump trials
- Item 6 - Verbal reports from programme officers;
- Item 7 - Any other business;

a.....
b.....
c.....
d.....
e.....
f.....

G.K. Madvenkula
SECRETARY

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

2nd September, 1983

Minutes of the staff meeting held on the 1st September, 1983 at Nkandabbwe Camp.

Present: Mr. P.Wendt (chairman)
Mr. D.Mutinta (secretary)
Mr. Phiri
Mr. A.Chikopa
Mr. Schaefer
Mr. A.Spreng
Mr. W.Ncite
Mr. G.S.Nakasamu
Mrs. S.Krisifoe
Mrs. E.Engelhardt

New Staff: Mr. E.Mwenya (taking over from Mr. A.Spreng)
Miss. M.Musengu (taking over from Mrs. Engelhardt)

Absent: Mr. Siyumbwa

Apologies: Mrs. M.Sitte-sick, leave postponed
Mrs. Van Vliet at Kitwe
Mr. Van Vliet at Kitwe
Mr. Madyenkuku - S.P.C.M.U. meeting
Mr. S.Mbale-Lusaka buying material
Mr. Sitte came late

In attendance: Mr. E.Siabbalo (VSP)
Mr. V.Siankondo

Visitors: Mr. E.Schulzgin (pastor from East Germany)
Mr. B.Krause (pastor from East Germany)

1. Chairman's opening remarks: The chairman called the meeting to order. He also introduced the two pastors from East Germany. invited by the Christian Council Church of Zambia. It was decided that each member of staff introduce themselves or herself so that the visitors may know the members of staff for GSDP and this was done. Also we had newmembers of staff, Mr. E.Mwenya - taking over from Mr. A.Spreng and Miss. M.Musengu, taking over from Mrs. E.Englehardt. These two were not confirmed as members of staff.
2. Confirmation of last minutes (a) The previous minutes were not available.
(b) Items on any other business from the previous minutes:
Minutes were not available for discussion.
3. Siatwiinda staff requirement: Mr. Mutinta tried to move the motion and after some discussions it was concluded that Mr. Fuchs should call up a meeting after his leave and the proposals of the meeting be given to the Steering Committee in October.

/2,,

Verbal reports:

- (a) Community Development - Mr. Ncote reported that one house at the Boma will soon be completed and renovations are being carried to some of the houses.

Sikaneka selfhelp- Mr. Ncote reported that there is a problem of how to get water from the lake because of mud and big containers are required. It was resolved that a Bouser which is at Buleya Lalima be used and also a tank at Nkanda ave camp be used as well. For the Bouser Mr. Musiya said that Mr. Hapeela can be contacted.

- (b) News from Lusaka: Mrs. Sietske Krisifoe reported that the roll loader is now available in Lusaka after contacting Mr. Mutelo and that Mr. Mbale and herself were assured that next week this machine will bring the cartpillars to work in Sinazongwe and after that it will go to Maamba to carry the requested machine, the payment will be K50.00 to Siatwiinda. Maize from the Dutch Government Sietske Krisifoe was requested to continue contacting.

- (c) Credit union: Mr. V. Siankondo reported that early this year, many members started withdrawing parts of their money due to starvation and some of them started saving regularly so much that the organization is going on very well.

- (d) Gwembe South Builders: Mr. Sitte reported that 25 concrete rings are already made and a discussion on how these rings be transported to various areas took place. Mr. M. Sitte said that there is no problem on transport what is required is Mr. Mbale to direct where these rings could be taken and it was said that on 31st August, 1983 some of the rings were lowered at Siabaswi. Then it was resolved that Mrs. Engelhardt and Mr. Sitte, contact Mr. Mbale as to discuss the issue.

- (d) VSP Coordinator - Mr. E. Syabbalo reported that the lorry for VSP is out of the road and also said that school uniform programme is on progress, that next week the work is starting while there, Mr. Musiya wanted to know the reason why VSP took six rooms while the staff gave them only four rooms? Mr. Syabbalo said that he received maize seed from Choma and had nowhere to put the maize. After some discussions it was agreed that two rooms must be reserved for GSDP. Mr. G. S. Madyenkuku to explain during the next staff meeting also. The garage used by Mr. Kwela is now fenced.

- (e) Workshop- Mr. Chikopa reported that the manpower is still the same in the workshop. There was a problem with the down borehole and lucky enough, PNC helped drilling in order to remove the obstacle and we are now thinking to install new pipes. The GRZ LandRover is not on the road and is likely to be on the road on 2nd September, 1983. It was also reported by Mr. Spreng that one gear box is now available from Livingstone for the blue Leyland. Mr. Spreng said that he is busy writing handing over notes and also the questionnaire for NRDC students will soon be completed.

- (f) Nkandabbwe irrigation camp: Mr. Phiri reported that the new engine is now in and the water problem is now over. The farmers committee are ready to give a plot to the women club and Mrs. E. Englehardt was requested to help recruiting the club members. Mr. P. Wendt reported that there are ~~24~~ farmers at Nkandabbwe irrigation and that each of these farmers is prepared to pay K10.00 for three months towards buying diesel for the engine. The engine will remain as property of the project. Kasika the surveyors to come from Choma.
- (g) Administration: Mr. Musiya reported that B/Malina wages were paid already. The problem will occur next month. He went on to say a telegramme message received from Mazabuka about K16800 which seem to be for the emergency. He said that he will go to Choma and see Mr. Hapeela as well taking the lodgers.
- (h) Famine relief diesel: It was reported that K2900 is available and diesel should be bought and after some discussions it was concluded that the diesel be kept at Nkandabbwe station.
- (i) Diesel for the project: Mr. Spreng reported that there is no diesel and oil for the project and that if K16800 will be found warranted according to the telegram from Mazabuka part of it will be used to buy diesel for the project as it will be the chance to get diesel and oil.
- (j) Housing: Mr. Phiri reported that the house at Nkandabbwe needs whitewashing, replacements of doors and construction of a pit latrine. After some discussions it was resolved that Mr. M. Sitte make a quotation and report to Mr. Musiya otherwise the funds can be available.
- (m) Steering committee- Mr. K. Schaefer reported that during the Steering committee meeting held at Siatwiinda on 12th August, 1983 the following issues were discussed:-
 (i) -marketing system
 (ii) -improved early maize seed
 (iii) and local sorghum
 He told the staff that improved maize seed is in already brought by the SPCMU. The programme is not a direct programme of Gwembe South Development Project but SPCMU. He also said that he had gone to Kafwambila to try and buy the Local Sorghum and found the response was not good. Some members of staff wanted to know who was responsible from the project to help on these maize seed and local sorghum?. Mr. Schaefer said that Mr. Madyenkuku is responsible. He reported that he received a letter from the Gwembe District Council that, Sinazeze is given the first priority to put up a big market. The emergency committee was formed to look into the problem of water reciding and contact Maamba Colliries and PNC. The Maamba Colliries was contacted. The managing Director promised the members to use the machine to be collected by a roll loader.

The Team members were not happy on the action of the Steering Committee as they claimed that Mr. Chaefer was supposed to report to the members of staff for what happened during the meeting and above all Mr. Fuchs was not informed of the meeting until the later date, while is the officer i/c of Siatwiinda. To this note, a proposal was brought to elect some of the members of staff to be attending the Steering Committee meetings. After a long discussions, it was concluded that the elections will take place during the next staff meeting in October, 1983.

- (1) Female Extension: B. Engelhardt reported that the questionnaire for the NRDC students is already prepared. The students are using it. She reported that meetings were held in Chief Mweemba's area and that Mr. Boomba is the one responsible for the health care meetings while Eva Engelhardt assist him. 70 to 80 people were attending these meetings in each village. Members of staff wanted to know why the programme was not extended in Sinazongwe area? Engelhardt said that Mr. Boomba is responsible and is still going to Sinazongwe area as well, while I will continue helping said Eva.
- (m) Siatwiinda irrigation: Mr. Mutinta reported that Siatwiinda irrigation is dry. He reported that farmers of Siatwiinda village still want to use the land for the extension this year. Then after some discussions it was postponed until Mr. Fuchs comes from leave. He also reported stealing on the engine and it was said that the case be reported to the police. Mr. Nakasamu and Mr. Mutinta were selected to report. Mr. Spreng agreed to look for replacements of the stolen parts to be fitted on the engine.
- (n) Chiyabi (FAO): Mr. P. Wendt reported that he met Mr. Qasem Quasim about the working condition at Chiyabi and told the members of staff that their problem is now solved and that Mr. Wendt is no longer working in Chiyabi. FAO want to work there on their own without other people as they claimed that they have a lot of things to do in Chiyabi.
- (o) Groundnuts buying: Mrs. Englehardt told the staff that she contacted Mr. Bernil who said that he will contact Chipapa. After some discussions it was agreed upon that be discussed during the next meeting. Mrs. Krisifoe-job description for the civil servants must be clear, as to secure their position in the project.
- (p) Wells: Mr. V. Siankondo requested to know the body responsible to giving materials for the wells such as buckets and chains. He told the staff that if this is not going to be solved, it is very dangerous some people are likely to die during digging.
- (q) Communication in staff: Mrs. Engelhardt brought in five examples of communications in which she wanted the members of staff to choose the pattern the project is following. It was found difficult to choose the pattern. Mr. Spreng told the staff that this is in preparation of Mr. Bernil's visit. However, the Zambian staff did not like it because the way it was presented was not straight or direct. Above all the staff were already tired and requested the officer i.e. Mrs. Engelhardt to stop. Having no more to discuss the chairman called the meeting to close down, time 14.54 hours.

-----Chairman

-----secretary

MINUTES OF THE EXTRAORDINARY STAFF-MEETING ON 23.8.83

present: Mrs. Sitte, Mr. Sitte, Mr. S. Mbale, Mr. Schäfer
Mr. P. Wendt, Mr. A. Chikopa, Mr. A. Spreng, Mr. Ncote
Mr. Nakasamu (chairman), Mr. Mutinta (late)
Mrs. Engelhardt (secretary)

apologies: Mr. and Mrs. Stroh-Van Vleet, Mr. Syaballo
Mr. Siankondo (all 4 on VSP meeting)
Mr. and Mrs. Fuchs (on leave), Mr. Madyenkuku (sick)
Mr. Mubita (on duty)

absent without apology: Mr. Phiri

Topic: complaints of FAO about Peter's activities in Chiabi

Opening by the chairman at 11.00

Peter introduced the subject as follows: some months ago he proposed to the staff the 'Zilili-programme', which he wanted to start at Chiabi, B/Malima and Sonauongwe. The staff agreed and some gardens were set up. But then quarrel came up as some staff-members know from the unofficial minutes of a meeting in Lusaka on June 28th, which were taken by S. Krisifoe. Peter immediately wrote a reply, in which he brought facts and arguments which made clear that the complaints were not justified. Since then he heard nothing from the people of Nanga Research Station, although they pass by Nkandabbwe once a week.

One week ago Peter was called into Gray Madyenkuku's office and informed that he better should stop working in Chiabi. He even attacked Peter saying he could be sacked otherwise and Zambia might never allow him again to work inside the country. Peter kept quiet and called in the staff-meeting because in his opinion it was the whole staff who had agreed to his proposal and it can only be the staff to stop it. It appears, that FAO suspects, that Peter and Fleming are bypassing all institutions, that is why Peter stopped meanwhile to go to Chiabi and wants to hear the staff's opinion.

The staffmembers asked for more details but Peter said, besides the two mentioned papers there was no clear statement, but only rumours. Ake enlightened the staff about the content of the two papers. To clarify why Ba Gray was threatening Peter like he did, Peter called upon Mr. Schäfer, who gave the following explanation: Mr. Qasim from Nanga had visited Mr. Schäfer on Sunday August 14th and complained bitterly about Peter's activities. Qasim would never allow any other agency to interfere into

his research trials, so Mr. Schäfer should stop Peter's work. As Mr. Schäfer met Mr. Manyanina (SAO), Ba Gray and Samson Mbale next day on a trip to Maamba next day he talked the case over with them. Ba Gray was asked to talk to Peter, everything should be handled privately.

Some staff-members were upset that Mr. Schäfer did not include Peter into the discussion about Qasims complaints, but talked 'privately' with the SAO and two staff-members on duty behind Peter's back. It was demanded to make the discussion public, because not Peter personally, but the whole GSDP was attacked. The FAO people never came to the project administrator or to the staff to bring forward their complaints, but just started destructive intrigues. It was urged to insist on the 'right channels of communication' which up to now were not followed. Mr. Schäfer's 'private talks' which do not even consider the objective facts, whether the complaints are justified or not, put not only Peter, but the whole staff in an awkward position in front of the SAO. Andreas criticized the unofficial actions: Peter was wrong to stop going to Chiabi before he got the staff's decision. He complained that the staff often was involved too late, that discussions already went on before the meetings and the staff only sits to agree and backup decisions which were settled somewhere else. He demanded that more actual information should be brought into the staff.

Mr. Schäfer said, that after the departure from his place Mr. Qasim went to see Mr. Nakasamu, but Mr. Nakasamu replied that he did not mention any complaints to him.

It was also criticized that two agencies which want 'development' come into a sort of competition and start arguing without contacting the farmers involved. The farmers are not aware of those quarrels and might be just informed that GSDP will stop, because FAO requests 'a piece completely for themselves'.

The staff agreed to invite the different parties to a meeting on September 9th 1983 at Nkandabbwe. Invitations will be written to Mr. Hill, Mr. Qasim, Mr. Fleming Evers, Mr. Manyanina and spoken out to the GSDP staff. A note of information will be sent to the PAO!

The meeting was closed at 12.50.

MINUTES OF AN EXTRAORDINARY STAFF-MEETING ON 17TH AUGUST 1983

present: Mr. P. Wendt (chairman), Mr. Schäfer, Mr. Nakasamu
(chairman), Mr. Syaballo, Mr. Spreng, Mr. Musiya,
Mrs. Engelhardt, Mr. Sitte. Mr. and Mrs. Van Vliet
absent (with apology): Mr. Ncote, Mr. Sitte, Mr. Mbale, Mrl Mubita
Mr. Mbale, Mr. Mutinta, Mr. Phiri, Mr. Madyenkuku,
Mr. and Mrs. Fuchs

in attendance: Mrl Banda (secretary)

topic: Nutrition Food Support from Dutch Inter-Church Aid (DICA)

Introduction: The chairman informed the meeting that the Dutch Interchurch Aid has expressed willingness to assist the Gwembe South Community through GSDP in the provision of nutritious food to pregnant and breast-feeding mothers and children who are weaned. A meeting had been arranged in Lusaka where representatives of DICA and GSDP discussed areas of possible assistance. It was agreed that DICA would provide K 16,400 which will be used to buy and distribute groundnuts (or beans) which will be used as food and seed. The distribution will have to be done through already established nutrition groups. If possible using Rural Health Centres as distribution centres.

AIM: The objective of the project is not only to provide the recipients with protein-rich foods, but also to make them appreciate the importance of attending regularly the preventive medical care provided by the clinics.

The meeting was convened to discuss 4 main points, apart from approving the project:

- 1) to recommend sources of the provisions
- 2) to work out a formula for transportation of the provisions from the source of supply to the camp (and the final user)
- 3) storage at the camp, and
- 4) nature of the distribution

SOURCE: Since groundnuts are generally grown in Eastern Province two possible sources were identified. The first one was to use IRDP/Eastern Province to arrange the purchase and transportation of groundnuts with Eastern Province Cooperative Union in Chipata on behalf of GSDP.

The other solution was to ask SPCMU as a provincial agricultural marketing agency to find groundnuts from any source. It was the general consensus of the meeting to approach SPCMU first. The IRDP Coordinator was given the task of arranging with SPCMU.

2) Transportation. Transportation of groundnuts would depend on the source of the groundnuts. If SPCMU is to provide them, the project will have to hire the VSP truck to bring the load from Choma to Nkandabbwe camp. But if it will be IRDP/EP-ECU connection, then the project will have to request IRDP/EP to assist in transporting the load from Chipata to Lusaka. The transport from Lusaka to Gwembe would be discussed later with IRDP/EP or VSP.

3) Storage. Since the groundnuts will have to be purchased in bulk, with enough stocks lasting for three to six months storage becomes a problem. A storeroom at Nkandabbwe Irrigation Scheme would be used for storage. But it was pointed out that it would be better to leave the risk of storage to the supplying agency.

4) Distribution. The distribution of groundnuts (or beans) from Nkandabbwe camp to the RHCs would be undertaken by the project officers during the conduct of their day-to-day-duties. Mr. Wendt or his successor would cover the Malima area and Mr. Fuchs would cover chief Mweemba's area. But the whole project would be under the direct supervision of the Female Extension Officer of the project (Mrs. Engelhardt or her successor).

The final distribution to the intended beneficiaries will be undertaken by the RHC officers. Each recipient will have a distribution card which will indicate among other things the date and the amount collected on each visit to the RHC. Included in the target group are pregnant women from the 7th month onwards, breast-feeding mothers for 6 months after giving birth and for children which are weaned for half a year. For the indicated period they will receive 1 kg groundnuts (or beans) per month. This distribution system is in the line with the already existing Ante-Natal Clinics.

Orientation: Before the distribution is initiated a seminar will be conducted for personnel of the RHC how to distribute the groundnuts and how to teach mothers about their nutritious values. Nutrition education is a major condition of the Dutch food-aid.

Charge. in order to continue the programme and to discourage the spoon-feeding attitude among the people involved the provision will be sold to recipients for 20n per kg.

Closing remarks: The chairman thanked the participants and declared the meeting closed.

Minutes of the meeting on the 12th Aug 83 at Schäfers place

Present: P.Wendt (chairman), E.Engelhardt, M.Sitte, R.Sitte, R.Lippert, A.Sprang (secretary), W.Vliet, J.Vliet,

Invitee: S.Krisifoe

Allowance for the five IRDP students

K.Schäfer introduced the subject to the meeting and that the two students sent to IRDP Gwembe have got different allowances than the three who were requested by the GSDP.

The team agreed that the students should not suffer because of unconfirmed appointments and lack of co-ordination between the authorities.

It was further agreed upon that the allowance will be paid out of the continues education money which was promised by E.Mische. Until the money is in Ake will prefinance it in instalments through M.Schäfers team-cash-box. The booking will be done as soon as Hans is in to avoid booking mistakes.

Peter and Eva will talk to the students so that they agree to the allowance of -3,50- insted of -K5,50-.

S.Krisifoe and K.Schäfer shall try to get the money for the IRDP students from IRDP head office Lusaka.

The meeting was closed after the secretary left for a football match at 16.00 hours.

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secretary chairman

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Absent : Mo. Sitte (hepatitis)
H+I. Fuchs (leave)
K. Schäfer (Livingstone)
P. Wendt (Choma)

1. The chairman Manfred opened the meeting at 16.00 hours.
2. Confirming last minutes: The minutes were ok.
3. Matters arising:

7/83- A. Chikopa's course: Sietske reported, that the information that Andreas will get the Januar 84 "intake" are not the one she got. To get the matter settled Ake made a appointment with the institute to meet. Sietske will go with him.

25/83- employment Ba Mark: After the secretary had read the letter from Mische to the meeting the discussion turned into a brainstorming, how to go along with the museum in future. Ba Mark's employment is no solution and will not be carried out. Mische is asked to write a letter to Ba Mark. On the museum the meeting agreed that some investigations should be made, but under the general outline that the museum remains in the valley.

31/83- S. Mbales loan application: The letter was read. It was noticed that Mische would like to get cheaper solution tried first but it is understood that the offer to pre-finance a Honda (K 1800) stands. Manfred and Hans will propose a agreement form. Sietske and Ake will try to get some information about used motorbicycles.

41/83- Change of ownership for the VSP-lorry: the agreed upon leasing contract proposal will be added to that minute.

45/83- Renovation of caravan in Lusaka: After the estimates were not yet ready Sietske started the matter again by saying that the renovation of the caravan would suit her best. The meeting agreed to asked Manfred to prepare three different estimates to that problem. 1. renovation of caravan
2. building a room at the servants quarter, 3. building a room at the guest house.

- the secretary gave a brief report about incoming letters.
- Mischen letter with the request to get a plan about Namibian Administration and administrative power will be prepared by the chairman.
 - Meetings request to come in Nov was agreed upon. The chairman will send him a letter. In the meantime, baking powder and yeast, jeans, needle for Pfaff, sewing machines, any other luxuries up to the allowed 20kg. We will share it accordingly.

The meeting was closed at 17.25.

Secretary.....chairman

confirmed on

Leasing-contract

The Gossner Service Team, Sinazeze Box 4, as the owner of the M/Benz truck Reg.No. AAE 1921, Registration Book No. 21-894 C, is leasing the truck to the

Valley selfhelp promotion society, Sinazeze Box 8

under the following conditions to the nominal fee of K 5,00 per annum.

1. The lorry shall have a sign which indicates the owner and the society.
2. The lorry shall be used in order to generate money as well as serving the masses.
3. The society will have to pay roadtax and insurance as well as the other costs.
4. The society will take care that the lorry is used as stated and will be responsible to the owner if gross misconduct is observed.
5. In case of gross misconduct the two parties shall sit together immediatly to discuss matters.
6. The lorry remains property of the Gossner Service Team.



Minutes of team-meeting held on the 4th August 83 at Sittes place.

Present : E. Engelhard, H+I Fuchs, K+M. Schöfer, M+M. Sitte
J+W.v. Vliet, R. Lippert,
P. Wendt chairman
A. Sprong secretary

1. The chairman opened the meeting at 16.00 hours.
2. Confirming last minutes:
After some explanation given to the members who were on leave the minutes were passed as a correct record.
3. Matters arising
 - 7/83 - A. Chikopa-s course: It was reported that A. Chikopa will get a place in the Januar 84 "intake" but the letter of acceptance is not yet in.
 - 25/83 - Employment of Ba Mark: Having already the negative answer in one of the minutes the team is asking the GM to write a letter with the respective answer, so that we are in the position to present it to the staff.
 - 31/83 - Samson Mbales application for a loan : Jan reported, that Mr. Mbale can't get a loan from the Government because he is not yet three years in the GRZ service. Therefore the application was approved and will be send to the GM.
 - 32/83 - Complaint of VSP-driver: The team received the decision of the VSP-committee to ~~re~~ dismiss the driver.
 - 33/83 - A. Chikopa / uelding engine: In general it was agreed already to sell the engine to Mr. Chikopa. Ake will set the prize and will fill it in the prepared form.
 - 41/83 - Change of ownership for the VSP lorry: It was agreed that the secretary should prepare a leasing contract for the lorry and present it to the next meeting.

new agenda

- 42/83 - Change of team secretary and chairman-change of meeting time.
It was agreed that the old secretary/chairman table will be followed up to the end of the year.
The question was put to the meeting if it would be possible to have a new date/time for the team meeting to give the families with children a better stay. All parents agreed to the old timing.
- 47/83 - EEC workshop account: Ake presented a financial statement and pointed out, that he prefinanced on behalf of the Mission. It was agreed that the statement should be send to the GM so that they can send the money to enable the workshop to go ahead. The secretary will write a letter as well.

- 44/83 - Letter from Rev. Siatwiinda: A letter from Kanchindu consistory written by Rev. Siatwiinda reached the GST. The consistory is requesting the team/GM to assist them in buying a car. They have collected already more than K 1300. It was agreed that the secretary will write a letter to the GM with a copy of the request attached.
- 45/83 - Renovation of GRZ caravan in Lusaka: A report was given, that the caravan is not any more in the condition to be used as a sleepingplace for the project workers. Two proposals were risen: to repair the caravan or to build a room at the servants quarter. The second one was preferred and Manfred was asked to investigate about it. The GM will be asked to finance it.
- 46/83 - Treasurer: The treasurer presented the half year financial statement. It was agreed upon and understood that the GM has to send funds as soon as possible to cover the km expensis. Meanwhile Hans is begged to take EEC money to cover the km claim. It was expressed unhappynes about the holding back of funds which make proper money-handling impossible.
- 48/83 - Team and GSDP stationary: After a long discussion in the staff about the nonavailability of the 84 budget because stationary is lacking the GST is requesting the GM to provide the funds for this expensis. K 1000 are requested.

The meeting was closed after some final remarks by the chairman.

secretary date.....chairman

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

26th July, 1983

MINUTES OF THE STAFF MEETING HELD ON 7/07/83.

Present: Mr. G.S. Nakasamu-chairman
Mr. D. Mutinta-secretary
Mrs. M. Sitte
Mrs. E. Engelhardt
Mr. H. Fuchs
Mr. K. Schaefer
Mr. S. Mbale
Mr. A. Nsemani
Mr. P. Wendt
Mr. Van Vliet
Mrs. Van Vliet
Mrs. I. Fuchs

Late comers: Mr. G.K. Madyenkuku, Mr. Sitte

Absent: Mr. Spreng on leave
Mr. W. Ncote- (Syatwiinda)
Mr. Phiri
Mr. M. Siyumbwa

Item 1 - Chairmans opening remarks;

The chairman thanked the members of staff for coming.

Item 2 - Confirmation of Last minutes (a) May 1983

This was not discussed because many members did not have their copies.

(b) For June, 1983, the names Mr. & Mrs. Fuchs and Mr. & Mrs. Van Vliet were corrected.

(ii) Officers to an apostroph, corrections of spellings were made and typing errors. After these corrections the minutes were passed as correct record. Meanwhile Mr. Madyenkuku came in and took his job as secretary to take the minutes.

Item 3 - Matters arising.

Page 1- Mrs. Fuchs rose a question why there was no agenda for this meeting? This question was referred to the project secretary. In his reply the project secretary said that he was not present the whole of last week, he had gone to Kabweon S.P.C.M.U. business to attend A.G.M. of Z.C. after there were two days holidays, after which he had yesterday being in Munyumbwe for a Council Committee meeting. The lady continued to ask another question as to whom did the secretary leave his work. In reply the secretary said that whenever he went out for any other commitments he always reported to the project coordinator, and took this to be enough as the coordinator is the general administrator who then would make some necessary arrangements on the absence of his secretary.

On this not a lot of questions were risen against the secretary who after some explanations when he found that some of the members of staff too hard to understand his excuses the fact that lating the coordinator was enough for him rather than go round to inform every member of staff of absence. He went on to say that he was involved in many public involvements which made it necessary for him to miss from the project time and again. These were (membership on the District Council, membership on the Provincial Party Committee, membership on the Provincial S.P.C.M.U. Committee, membership on the Sinazeze Multi-purpose Society, membership on the Provincial Show Committee and etc). When some of these meetings take place it is just at a short notice so that there is not time to report to staff meeting, but I always have time to report to the coordinator. As some of the staff remained arrogant in the arguement, the secretary answered that he was prepared to follow the wishes of the staff and stop to continue with these public movements, therefore he prepared to write the D.G. about it. Some of the staff took it that it was enough if the coordinator is notified of the secretary absence, therefore it is up to him to appoint another person to write the agenda for that coming meeting.

After long discussion the matter was left at that the secretary should do his work before going out to which the secretary still said it was not possible in some cases, so the conclusion was not a clear one. On this not it was left to the administrator to handle the case, to which the coordinator agreed.

Page 2 - Workshop - This officer is to be asked from the ministry. He has to be a Zambian of NRDC training. He has to be a civil servant. See appendix 1.

In addition to the items specified on the job description, question arose that this man should also take up the task of teaching local farmers to help them maintain their implements. On this point some members felt that this will be too much for one man therefore we better ask for two. The relationship with Ba Nsemani was raised as to whether the officer will only be in the project while Ba Nsemani is at the training, in reply it was said that this man shall have no connection with Mr. Nsemani as he shall be a civil servant, while Mr. Nsemani a project employee, so much that the job description of this new man will not involve Mr. Nsemani. However it was found that it was at present difficult to define whether the training Mr. Nsemani will have shall be the same with the man we are looking for, we have to wait until that time when Mr. Nsemani come back from training.

Page 2 - Budget

Question arose whether the committee sat which was assigned to this job. This committee was composed of the following officers (Mr. Madyenkuku, Mr. Schaefer, Mr. Fuchs, Mr. Spreng and Mr. Nakasamu)

Mr. Schaefer said he was going to give an answer though this will not be on the committee above, this is out of a discussion in Lusaka with Mr. Benoit who advised that the present system involved vote no. 614 which is a recurrent vote, which is not very helpful to us. Mrs. Engelhardt went on to explain that at the meeting here in Nkandabbwe with Mr. Benoit, we were advised by him that when we make our budget, we must also mention what we expect from Gossner Mission, also mentioning what GM has spent last year.

After some discussions it was concluded that the same committee should make the budget. Then a schedule was tabled by Mr. Mbale, which was introduced by Mr. Benoit that this would be the kind of schedule to be used when making the last years report of expenditure. See appendix 2 at the back of these minutes.

Components: The componets of the budget for 1984 shall be as follows:-

1. Syatwiinda-Nkandabbwe and Small Scale Irrigation
2. Dryland farming
3. Water Development, wells, boreholes, weirs and dams
4. Female extension in agriculture, health and social dev.
5. Workshop, transport, camp maintenance and etc.
6. Administration
7. Co-operative extension
8. Non government supported organizations
 - a. Church
 - b. VSP Society
 - c. GSB Co-op.

Respective officers to estimate for their programmes, then bring this to the budget meeting to be held on the 13th July, 1983. There after the budgeting committee will look into these figures.

Assistant to the project coordinator

The question rose as to who could be assisting the coordinator since Mr. Spreng is no more prepared to do this kind of work. Mr. Schaefer was proposed and seconded but did not accept the appointment as he was also coordinator IRDP. However after some discussion which pointed out that as he was coordinator for IRDP, he is the right person though not as assistant but as a contact person on this note Mr. Schaefer agreed to be the contact person.

Page 3 - Crisis committee on Emergency.

Mr. Schaefer took up the duties of this committee one of the staff remarked. In reply Mr. Schaefer said that he had done some of the work because he received instructions from Mr. Mische that he should do something urgently. So now he went on to say that already the money has come from GM it is with the team treasurer this money is to be used for buying local seed from the people who have it for the people who do not have it. Also I have heard from Mr. Ecklund that there was hope that we may get some money from some donors in Canada for buying seed.

Nkandabwe Irrigation

Question arose whether there was any progress on the expected engine and etc for Nkandabwe? Mr. Wendt reported that a trial was made to get a cheque from Choma but the matter is referred to Lusaka, where we have not up to now received the reply.

Dryland farming money.

Money was drawn from the bank Mr. Wendt reported, he had gone there with Mr. Syapwaya. The amount was K4,739.78 It is already spent on 5 handpumps and spares.

Syatwiinda Consolidation

Question arose that we should have the committees report, Mr. Mutinta reported that at this meeting in Nanga/Mazabuka the following officers went there:-

Mr. Schaefer- IRDP Coordinator - Gwembe valley

S/Chief Mwemba-Chief in mweemba -Gwembe

Mr. H. Fuchs-project officer

Mr. D. Mutinta- AA i/c Syatwiinda Irrigation

Mr. M. Banda- visiting officer to the project

Mr. S. Mbale-project officer

Mr. P. Wendt-project officer

Mr. Flemming- FAO - Chiyapi

Mr. V. Syankondo, Farmer - Syatwiinda Irrigation

Mr. Frieder Bretz- Coordinator-Christian Council

Mrs. Krisifoe- Liason Office for GST -Lusaka

Mr. Hill of Nanga

Mr. Quasim-Nanga

Out of their discussions here below are the proposals:-

- (1) Deepen the canal to the main pumping station
- (2) Put in 12" asbestos pipes
- (3) Instal 3 to 4 pumps (contact the mines)
- (4) Repair the main feeder channel
- (5) Reconstruct the direct distribution system (new boxes)
- (6) Reconstruct the drainage system with gates.

It was also stressed that the handing over of the scheme to the farmers should take place after the over hauling of the whole system.

Mr. Fuchs remarked that he did not see any value of going to hold a meeting in Nanga, those people could be invited here to the project where the staff were also capable of making the detailed plan. Mr. Mutinta replied that though we knew some of the points, it was better that we had to join our thinking with those we went to meet in Nanga. Mrs. Fuchs expressed unhappiness that people are to be made to take up something which is so expensive, it is going to be a burden to the farmers. Mr. Madyenkuku on the point of meeting in Mazabuka made the following remarks that this was thought because this was the mid distance to those people living in Lusaka. But we have already made this observation in the steering committee of IRDP that in future these committees will take place where the scheme in question is.

Project Irrigation officers

Mr. Syabbalo wonders why the project officers should involve themselves into dryland farming, this work is business for extension officers of the department of agriculture. The irrigation officers should pay most of their time on irrigation development, then they will make effective progress on this part of development. Mr. Madyenkuku agreed with Mr. Syabbalo, he feels that the irrigation officers should spend all their time in teaching the irrigation farmers, it is true that the dryland farming should be handed back to extension officers of the department.

Mr. Mutinta said that he as an irrigation worker feels that he should stick to irrigation than going with Mr. Fuchs on dryland education of the farmers, he added to say that this involves a lot of travelling. I feel that I am not secured in case of accident, for I feel that I am not covered as this is not my work.

Mr. Syankondo added that the irrigation farmers must be given constant training from the project officers in order that they should understand how to run the irrigations and all requirements connected to irrigation agriculture.

Mr. Fuchs remarked that he is not prepared to drop down the programme he has already started which was given a blessing of the staff meeting last year. The secretary said that we do not mean that the programme be stoped at once, what some of us are saying is that a thought should be made.

The subject was closed without conclusion .

V.S.P. Donations

Mr. Syabbalo reported that he has received a cheque of K1,408.35 from the team treasurer, this money being a donation from Gossner Mission, he therefore requested to know why this money should be given to VSP when it does not belong to VSP.

In reply Mrs. Engelhardt said that VSP was an organisation which must handle money which come from outside donor for development work in the Gwembe Valley.

The money will be used as follows:-

K 89.65	well construction
K 175.35	preventative medicine
<u>K2774.90</u>	general extension
total	= <u>K3039.90</u>

Mrs. Sitte felt that VSP should not be used to bank money which is not in for VSP programmes. Mr. Schaefer said that the money should be kept on a separate account, but under the care of VSP and VSP should know how it is spent.

Any other business

(a) Annual reports-Mrs. Fuchs wanted to know whether these reports reach the ministries? The secretary said that this was done in the past up to 1973, since then there was a breakdown. After some considerations it was concluded that the project coordinator should compile and send these reports for the year 1982. The project coordinator took note of this.

(2) B/Malima-Mr. Wendt reported that he got a letter from DES saying that he should make budget estimate for the year 1984.

(3) New pump- Mr. Nsemani reported there is now a new pump to be used for drawing water from the boreholes for the camp, it has all the necessary accessories, that the blue leyland was on the road for one day, but Ba Joseph has detected some mistakes in the gear box so the vehicle is off the road again.

(4) Drilling Rig- Mr. Moale reported that the drilling at Mr. Maiya's borehole has reached the depth of 7.80 metres of this 2.5 m are in water.

Mr. Schaefer reported that Mrs. Krisifoe will be on leave. She will be coming here to spend part of her leave.

2 students from NRDC will be coming here on study leave. This is said that while they are with us they have to be paid K3.00 per day for each of them, for this, he went on, we shall have no money, therefore we shall refer them to Lusaka for funds. (it looks as if they will be 6) The proposal was accepted.

(6) Female Extension Worker - Mrs. Engelhardt reported that she has contacted a willing lady from NRDC who may be seconded to the project to take over from her if things go as planned.

(7) Sinankumbi school - Mrs. M. Sitte reported that she got a letter from the S.A.O. requesting to a breakdown of expenditure on the money received from Community Development for a selfhelp programme at the school. The letter was referred to Mr. Ncote as nobody knew anything about the subject.

(8) Water and Electricity Charges-Mr.Musiya reminded the staff that it was now time that these charges be made up with. This starts from March 1983.

(9) Chiyahi- Mr.Wendt reported if the letter be received from Mrs. Krisifoe which he said there was a copy to every staff, he went on to say on this he had made a reply already which was in circulation in the project offices, so whoever wants to read it please do so.

(10) Post office box Sinazeze-Mr.Musiya reported that the cheque may be collected from Choma the next day to pay for the post box which has been closed to normal collection of the mail.

Having no more to discuss. The chairman thanked the staff for the day spent although in the beginning there was some lose of temper from the secretary who was attacked for having not made up the agenda. Time 16.00h.

CHAIRMAN

SECRETARY

APPENDIX 1

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

— 26th July, 1983

Job-description for the Gwembe South Development Project

Workshop-officer

The workshop officer is expected to manage the Gwembe South Development Project Workshop. The workshop is supposed to maintain the technical equipment of the project irrigation, to maintain the Transport, to train the workers, to keep up the camps and look for appropriate technologie solutions.

His duty will be:

- 1) Workshop: to supervise the workshop work;
to give advice, repair and design new farm-implements.
- 2) Transport: to do the transport arrangements;
to maintain the vehicles;
- 3) Training: to do craftstraining on the job.
to find and arrange refreshercourses for the
workshp worker;
- 4) Campmaintance: to keep up the water system;
to keep up the electricity system;
to keep up the buildings;
- 5) Budget: He is responsible for the budget of his section
and will have to do this with the Gwembe South
Development Staff and the Administrator. He will
have to the general administration for the workshop
section.

The officer should be prepared to do other work as well if need arises and the staff meeting of the Gwembe South Development project decides so.

The Administrator
Gwembe South Development Project

APPENDIX II

MINUTES OF BUDGET MEETING HELD AT NKANDABBWE CAMP ON
27TH JUNE, 1983

At a short meeting held with Mr. Bopoit and his counterpart from Planning Division-Ministry of Agriculture and Water Development the following are discussed in the preparation of the budget for the project (G.S.D.P.)

PRESENTATION OF BUDGET

PART I

- (i) Statement for objectives - that is what you are trying to achieve in the forthcoming year;
- (ii) Brief description on the historical background
-for instance when was that particular project or programme was started;
- (iii) Detailed description to what happened last year
-for instance in the table below.

	Asked	Approved	Released	Spent
e.g. Irrigation Schemes				

According to the given table you should put the money which was asked for in your previous budget, then the approved amount, the released amount and finally the amount spent. Here you could state the achievement made, constraints encountered and so on.

PART II

Here is where you make the WORK PLAN FOR NEXT YEAR. That is it should include the detail for costing related to the objectives laid above. For instance you could state that in order to achieve the laid objectives you need so much.

not yet confirmed by the meeting!

Minutes of the team meeting held on 13.7.1983

Present: Eva Engelhardt, Lans Fuchs (later), Ingrid Fuchs (secretary), Klaus and Maria Schäfer, Jan and Altraud van Vliet, Peter Wendt (later).

Absent with apology: Ake Spreng, Donate Lippert: on leave
Manfred and Monika Gütte: on Duty in Tanzania

1. The chairman (Jan van Vliet) opened the meeting at 17.15
2. Confirmation of last minutes:
 - minutes of 7.4.83: under 21/83 "sophisticated" cancelled, otherwise correct record,
 - minutes of 30.4.83: under point 7 "fruitless" cancelled, replaced by "long", under point 12 "Berlin" replaced by "Germany", otherwise correct record,
 - minutes of 1.5.83: correct record
 - minutes of 2.5.83: page 2, first sentence should read: "Jan wants to clarify in a later discussion whether the christian motivation would be a criteria to select personnel; otherwise correct record,
 - minutes of 28.5.83: addition at the end: "the meeting ended without decision",
 - minutes of 30.5.83: page 2, point 7 "on cooperative extension" to be cancelled, otherwise correct record.
3. Matters arising from previous minutes:
 - 7/83 Andreas Chikopa's course: no progress. The course has started already. Klaus Schäfer will check whether A.C. is accepted.
 - 23/83: Status of Klaus and Maria Schäfer: they are teammembers.
 - 25/83: Employment of Balark: The chairman read the letter in which Balark requests to know whether he will be employed again and remain staff member. The secretary will write a letter to the GM about the proposal of the ~~xxxx~~ staff to employ Balark for one day a week at an allowance of 10 K per day as well as km-allowance for that particular trip. (See also "minutes of staff-sub-committee of 28th March 1983" and "tonga museum project description"). The budget for 1984 is estimated at K 3750, including allowances for Balark.
4. New Agenda
 - 31/83: Samson Mbale's application for a loan: Mbale applied for a loan of 4-500 K to buy a motorbike. The team will ask the GM whether it is prepared to give the necessary funds as well as a km-claim guarantee. If possible this loan should be channeled through a Zambian agency, e.g. V.H.
 - 32/83: Complaint about VSP-Driver: a letter of complaint about the present driver of the VSP-lorry has reached the team. This letter also reached the Boma Sina-zongwe. The secretary will write a letter to the complaining person to inform him that this matter was referred to VSP as the lorry is used by it and the driver is employed by this society.
 - 33/83: Andreas Chikopa's application to buy a welding engine: Chikopa wants to buy a welding ~~xxxxxx~~ engine, type mossa from the team. As this engine is not working and trials to repair it failed the team agreed to sell it to the applicant but left the fixing of the price open for decision until Ake Spreng is back.

- 34/83: Dietsche's letter to the team, dated 2.7.83: everybody of the team got a copy.
- 35/83: Circulation of newspapers: when the newspaper has been read by a team member he/she signs on the front and hands it to the next team member.
- 36/83: Lodging fee for private visitors at Lusaka guest house: private visitors of the team will not pay for staying at the guest house.
Maria Schäfer takes over the responsibility for the guest house in the camp including team bed sheets etc. The cupboard with team bed sheets will be put to Schäfers house.
- 37/83: Responsibility for team medicines: The cupboard with team medicines will be put into van Vliets house. Only medicines like Aspirin, Chloroquine, Ichtolan etc should be given to only project members and employees.
- 38/83: Team treasurer: Maria Schäfer will take over a part of the treasurer's job, like gas bottles, guest house, km-claim etc.
The GHI will be asked to send 18 000 K (about 40 000 DM) for km-claims for July - December 1983. In addition the team needs 2 000 K in order to keep up the liquidity, as the repayments of the car loans start very late in the year. Despite the opinion of Erhard Nische that the money from selling two Maicos comes on top of the budget it is already included in the budget.
It was agreed to give a personal loan to van Vliets of about 3000 K so that they can pay the local charge for their car. It will be a short time loan.
VSP has opened a new account with Barclay's Bank for donations especially. All donations coming to the team will straight be put there.
- 39/83: Food stock at Lusaka guest house: the idea to keep a permanent stock of food, like coffee, tea etc. was not accepted.
- 40/83: Change of secretary: As the plan about rotation of team chairman and secretary was not at hand the matter was referred to the time that it is present.
5. Any other business:
- 41/83: Change of ownership of VSP-lorry: it was not clear whether it is possible to change the ownership from GHI to VSP so easily because of conditions of the donor. At least the name on the lorry can be changed already. It was agreed finally for making things easy going to leave the ownership with the GHI, but to lease the lorry at a nominal fee to VSP.
- 42/83: Change of day of team meeting: referred to next meeting.
- 43/83: IRDP office for central supply at Lusaka liaison office: As IRDP has got more funds than a Mission supported project the team rejected the idea and asks IRDP to look for an office itself. Concerning staying overnight IRDP people may stay in the guest house as an exemption.
6. The chairman closed the meeting at 19.20 hours.

.....
(chairman)

.....
(member)

Minutes of team meeting with E. Mische on 30/5/83 at Kanchindu

Present: Hans + Ingrid Fuchs, Eva Engelhardt, Peter Wendt, Ake Spreng, Renate Lippert, Erhard Mische, Jan + Waltraud v. Vliet, Maria + Klaus Schäfer, Manfred + Monika (secretary) Sitte.

1. Accommodation fees for group of pastors: The money for accommodation will be paid to GS through Lars. Im-claims will be paid cash by Erhard to the respective person.
2. Emergency programmes: Erhard proposed to arrange three different emergency programmes to help the drought stricken Gwembe valley:
 - a) famine relief programme by providing diesel and/or transport to the district ~~by~~ for transportation of maize and mealie meal. The programme will be run for about 10 months up to the next harvest. The costs were estimated as follows: 16 000 l of diesel = DM 20 000.-, salary for 2 drivers = DM 10 000.-.
 - b) well programme by cleaning existing wells or digging new wells for village communities. This should be done in close cooperation with the responsible man, Mr. Muzyamba in Sinazongwe. The required funds were estimated about DM 12 000.-
 - c) seeds programme by buying drought resistant seeds (maize, millet) from local farmers in areas like Siameja/afwambila which will be sold in time for the next planting season. The required funds were estimated about DM 10 000.-

Thus altogether about DM 60 000.- would be needed. Erhard will try to get this money out of emergency funds with German donors.

3. Emergency programme for Siatwinda and Buleya Malima irrigations: The idea of buying additional pumps and pipes was given up since the whole procedure can no longer be realized in time this year.
4. Erhard's talks with Mr. Falkowski: EEC has got funds for so-called micro projects of about DM 1 Mio total. Erhard proposed to bring this information to the staff meeting to discuss which small scale projects could be initiated (already existing programmes can also be assisted out of this source). One should think about wells, nutrition, hygiene, rural works programme etc.- In any case Mr. Falkowski should be contacted again in September this year.
5. Ba Mark: Erhard talked to both VSP and Ba Mark. While VSP stated that a further employment of Ba Mark might be possible if he accepts the conditions put on him, Ba Mark stated that he is no longer willing to work with VSP. But he seemed to be open for an employment with GM. Erhard explained that GM doesn't favour such a solution and refuses the proposals made by the subcommittee.
6. IRDP + EEC: The following subjects should be budgeted for IRDP:
 - GSDP needs including the so-called crash programmes (see agenda above No.2) for 1983;
 - km claims for GST members (incase that there might be funds left for distribution within IRDP programmes);
 - EEC programmes for 1983 - Siatwinda extension, GSB vanette, CU vanette, GSDP workshop, female extension- should get a supplementary budget (Nachtragshaushalt).

7. Donations: Donations channelled through VSP should be bound to a clearly defined purpose for which they must be used. The money donated to VSP and brought in by Erhard now (see previous minutes) should be used for seminars [on cooperative extension].
8. Staff recruitment: Against previous discussions within GST the GSDP staff has requested for a successor (expatriate) for Peter.- The staff should now also discuss and decide about the successor for Ake whether he should be an expatriate or a Zambian (may be a NRDC graduate).
9. Team treasurer: A subcommittee of Hans, Ingrid, Jan, Waltraut, Maria and Klaus was built out of whom the future team treasurer is to be elected.

Minutes of team meeting with Erhard Mische on 29/5/83 at Ake's place

Present: Ake, Renate, Eva, Peter, Hans, Ingrid, Jan, Waltraut, Erhard, Klaus, Maria, Manfred, Monika (secretary).

The only item for discussion was the new agreement between GRZ and GM. The agreement is now finally signed and legally binding. The GM knows that the team had opposed the intention of the agreement as it is now but alterations are impossible. Therefore the aim of the discussion today could only be to notice the consequences arising for us as GST members.

Erhard stated on behalf of GM that Klaus Schäfer is supposed to represent both GM and GST and to be the team leader. This was decided by the Kuratorium. Since there are serious conflicts arising now it was proposed that the representation should be given as the case may be to either Sietske, Klaus or the future team leader.

Erhard also reported on his discussions with Mr. Eklund, Mr Harthoorn and Mr. Benoit in Lusaka. One of the main points was the question whether IRDP Gwembe Valley should be something completely new or whether the existing GSDP should be an integrated part of it. The answer was: GSDP is to participate considerably in the planning and implementation;

new plans should not bypass GSDP. There will be two main sections:
- big investments like road construction, lake transport, electrification, fisheries, dams etc.
- and the practical work of GSDP in small scale projects.

All matters concerning the development of the area should pass the staff meeting. The district has to give the informations what is to be done by GSDP and what is to be done by the district.

Mr. Eklund and Mr. Benoit had proposed to hold a 2 days seminar with the GSDP staff to settle all these questions.

Considering the present conflicts within team and staff Erhard made the following proposals:

1. The IRDP coordinator should improve the coordination and exchange of informations in both directions: from the top to the bottom and from the bottom to the top. Therefore Klaus has to be a member of GSDP staff.
2. Klaus and Maria should both not be GST members.
3. GST elects among its members a team representative ("team leader") who is officially introduced as a such to the departments.
4. The correspondence with GM Berlin should remain public for GST members. As Klaus corresponds separately with GM Berlin GM Berlin will always send a copy of her answer both to GST and to Sietske.
5. All project funds channelled through the team must clearly be indicated towards the staff. Everybody should know which amount was requested by whom and for which purpose. Staff decisions are essential concerning all project matters. Also district requests for funds should be discussed in the staff meeting.

The meeting ended without decision.

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MINUTES OF THE THIRD EXTRAORDINARY TEAM MEETING WITH ERHARD
MISCHE, NKANDABWE MAY 2ND 1983

present: E. Mische, Renate Lippert (chairlady), E. Engelhardt (secretary) for this meeting), Ake Spreng, Manfred and Monika Sitte, Hans and Ingrid Fuchs, Waltraut and Jan Stroh van Vliet Klaus and Maria Schäfer, Peter Wendt (came late)

3.1. Personal policy and financial situation of GM. Erhard referred to the EC application from 1981 which included salaries for: 2 agricultural engineers, 1 agricultural engineer for co-operatives, 1 building engineer and one female extension officer. GM also decided to send a theologian and a planner on their own expenses. It was discussed to withdraw one agricultural engineer after the extensions of the irrigation was finished. But this decision still has to be made and one might stick to the need of a second agriculturalist for the work on dryland and draw-down cultivation. GM is seriously planning to employ a Zambian woman as the female extension officer. The workshop should be led by Andreas Chikopa (who will hopefully pass his further training soon), that was why no successor for the mechanical ~~workshop~~ ^{engineer} was calculated.

Erhard said that those reductions were not due to financial constraints of the GM but followed the earlier planning of slow withdrawal. GM wants from 1984 onwards to employ 2 Europeans less, but is prepared to replace them with Zambian personal.

Erhard pointed out that money which can be saved with the reduction of European personal might be channelled to funds of various projects.

Regarding the conditions of contracts between GM and Zambian staff the following points were stated:

1. GM is prepared to pay a Zambian salary over the period of 10 years.
2. Zambian experts should be bound into one of the existing Zambian institutions (like CUSA or GRZ)
3. GM offers interest-free loans to buy appropriate transport for Zambian officers which they employed
4. the km claims would also be paid by GM

Erhard agreed to send an example of a contract formular for GM - Zambian staff and asked the team to revise it. It still has to be clarified to whom this person paid by GM would be responsible. Who will be the official employer?

Jan to clarify in a later discussion whether the Christian determination would be a criteria to select personal.

Erhard was reluctant to the idea to bring in officers from other foreign agencies (like GVS). This would cause conflicts because of the different conditions in the contracts.

Ake referred to a point mentioned by Klaus Schäfer during the last meeting, who said, that the DC announced problems in transferring all existing civil servants who are now under GSDP to IRDP. Ake feared that the staff might fall into pieces if all the experienced Zambian officers were transferred. Klaus proposed to leave things as they are and not to write an application for transference. He furtheron proposed to create proper 'Planstellen' for Ba Gray and Ba Ncitemwich GM has to take over if the government in future might refuse to pay their salaries.

3.2. km-claim. Klaus proposed a lump sum (Pauschale) for every car on the basis of 1 500 km per month at a rate of 55 ngwee per km. Problems were seen as a bigger car on dust roads costs the owner more than a small car on tar road. The majority decided to stick to the old GRZ regulations especially as from next year on km-claims from Zambian officers will come in.

3.3. IRDP headquarters. Sietske asked Eklund whether there was no possibility to transfer Mr. Nakasamu with the argument that he is a senior agricultural extension officer but needed in our project is a senior administrative officer. The team backed her to write a respective letter to Mr. Mbeve with copy to PS in L'stone.

3.4. Tonga-crafts: Sietske fears that business might collapse after Ba Marks dismissal from VSP. She proposed to employ him again directly with lower salary and lower km allowance but with a certain percentage from sales-profits. Tonga crafts would then be taken out of VSP. The team asked Sietske to put up her proposal in written and hand it to the VSP meeting for discussion.

3.5. radio-call. Sietske complained that messages from her side do not always reach the addressed person. Same, letters and minutes from here do not reach her reliably. As the majority still is contented with the system no changes were concluded.

3.6. Invitation to a social evening where pastors, IRDP people and GM people can talk more privately, on May 16th at Siesskes place. Erhard is prepared to pay km-claim for 2 cars.

3.7. team-budget: Hans started to figure out the team's financial expenses and needs for present and future but was stopped by Erhard who proposed to sort it out later between themselves. Hans agreed as 'time was not with us'.

3.8. EC applications. Erhard brought several applications and asked the team to read and discuss them.

3.9. treasurer. Erhard agreed that GM should provide half a contract for the work of the team-treasurer who has to handle not only team-money but also the EC money. Hans explained his idea about splitting the tasks of a team treasurer into two. Still no decision was made but Erhard insisted to settle that case before his departure.

3.10. Erhard brought some cheques for money from donations. Peter came up with the idea to buy hand-pumps which will be sold to farmers along the lake shore. This idea was generally accepted, but no actions were decided. It is still not completely clear how donations for a special purpose (like female extension work or village water supply) are channelled through VSP and really reach the right officer and purpose. Erhard asked again to bring detailed requests for donations.

3.11. Erhard promised ~~to~~ not to leave Zambia together with the group of pastor but to stay a few days longer, so that pending subjects can be discussed again.

3.9. treasurer. Erhard agreed that GM should provide half a contract for the work of the team-treasurer who has to handle not only ~~team~~ ^{member} money but also the EC money. Hans explained his idea about splitting the tasks of a team treasurer into two. Still no decision was made but Erhard insisted to settle that case before his departure.

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Minutes of team meeting with E. Mische on 30/4/83

Present: Ake Spreng, Eva Engelhardt, Hans u. Ingrid Fuchs, Jan u. Waltraud v. Vliet, Peter Wendt, Erhard Mische, Manfred u. Monika (secretary) Sitte, Renate Lippert (chairlady);

Opening: E. Mische expressed his dislike concerning the decision of the team not to invite Klaus and Maria Schäfer to this meeting.

Agenda:

1. Continuous education: We had a detailed discussion about the two types of education which is wanted and needed a) professional education for individuals, b) general motivating education for defined groups. - Individual scholarships are granted by the Diakonisches Werk according to their conditions (see team file 1982). In general this organisation supports individuals - mainly within the scope of the church - who are already employed and who will be enabled to take over a certain function after the training. groupaimed motivating education could only be supported by Gossner Mission if she is willing to provide a certain amount of funds per year. As this type of education is very important and more frequently needed it was finally concluded: The GSDP staff has to decide about the training and the trainee and apply for funds with GST. The team will then either prefinance or will apply for funds with GM Berlin who is willing to provide up to DM 5 000,- per year.
A. Chikopa: As the money was already granted one should try by all means to get a training course for him.
2. ending of contracts/ questions of returning: GM Berlin pays for a direct flight from Zambia to Germany (Lusaka-Ffm./Bln.) and for the luggage (as stated in contract form). All costs exceeding this amount must be paid by the team member. Members on full contract can claim for the equivalent of DM 10 000,- (half contract DM 5 000) as car loans. The last month of the contract is a so-called "Reisemonat" which means that the departure can be prepared during this month while the date of departure should be not before the middle of the month. - The 3 months deadline for the medical check-up in Germany is obligatory. - Ingrid's claim for "Arbeitslosengeld" will be settled privately between her and GM Bln. - Erhard will look into the conditions for a recreation holiday near Lake Lugano for returnees.
3. Contract for Zambian successors: Any Zambian successor paid by GM should be bound to a Zambian institution (e.g. Vickson with CUSA) to avoid a complete dependance of GM. The contract should be made with the Zambian government or the respective Institution not with the individual. The employee should not lose his/her status as a civil servant. The problem of transport was not fully solved, but it was said that individual transport is much better and that GM should give loans for motor bikes on the same conditions than car loans.
4. "Wohngeldabzug" and renovation of houses: According to the agreement housing, furniture e.g. has to be supplied by GRZ. The 18% "Wohngeldabzug" detained by GM are a fictitious deduction which is not supposed to cover the costs for the indicated purpose, but the costs for "Ausreise-" and "Wiedereingliederungsbeihilfe" paid by GM. Therefore GM is not willing to use this money for actual

housing purposes. - Concerning the housing problems of v.Vliets it was concluded that they first decide where they are going to stay and what they actually need. The respective funds should be requested from GZ but GM Bln. is prepared to prefinance the costs.

5. Is there money for new water pipes in the camp? No, not in 83. Erhard could not give a definite answer but he promised "that GM will fix her eye upon this matter in 1984". - Ake estimated the costs for a new waterpipe system of about K 6.000.-
6. External account for GST in Germany: GM is not allowed to open an account beyond the regulations of the "Kirchl. Rechnungshof" and she also doesn't see the need for that. Conclusion: GM will send more frequently small cheques instead of one or two big ones.
7. Refunding of Chinata trip: After a fruitless discussion GM still is only willing to pay for food and km-claim for one vehicle. In future regulations for such trips should be fixed in written in advance.
8. km-claim for 1982: Due to an error the km-claim for Dec. 81 was included in the annual statement for 1982 and thus there was a difference of about 5 000 km which were overclaimed. It was concluded that in future an overdrawing of km-claim must be indicated in the annual statement and must be justified towards GM Berlin.
9. Literature in English: Erhard repeated again that any literature for the project work which is requested from GM should be in english.
10. Salary for Mr. Syabbalo and VSP request for a small vehicle: GM will start paying the monthly salary for Mr. Syabbalo from January 83 onwards (total K 2 640.- for 1983). Other expenses like NPF or increment etc. must be paid by VSP according to the contract between the two parties. - GM is not in a financial position to supply VSP with another vehicle. As only the coordinator needs transport it was recommended to supply him personally with either a bicycle or motor bike.
11. Diesel engine for camp generator: Erhard informed us that Klaus M Jähn is prepared to pay 50% for a new engine. Ake said that the tendered engine was much too strong and that two sets of a small and a big engine/generator would be the most economic solution. Conclusion: Ake should give very detailed informations and a new tender should be requested.
12. Car insurance: Erhard informed us that he knows a cheap "Kasko" car insurance with a certain agency in Berlin.
13. Relation between team and staff: Erhard referred to the team minutes 1/83 and the overspending of EEC money for Buleya Malima; he wanted to know whether this was a decision by the team or the project staff. The EEC funds are only ~~xxx~~ handled by GST as Erhard says. The distribution to the programmes for 1982 was made by Ake, Hans, Peter and Manfred together with Erhard last year. Still the greatest possible decision about the use of the funds is with the GSDP staff. Thus the application for B. Malima was discussed in the staff meeting and the letter was written by the GSDP secretary.

14. Further employment of Ba Mark: After Erhard was informed about the course of events it was said that a further employment should not be promised by GM straight away, this needs a discussion with VSP first. Another proposal was made as follows: Ba Mark should get the status of an permanent invitee to the staff meeting and GST pays the km-claim for these trips. But finally no decision was made since Erhard will talk to Ba Mark and to VSP too.

Minutes of team meeting with E.Mische on 1/5/83

Present: Klaus u. Maria Schäfer, Erhard Mische, Jan u. Waltraud v. Vliet, Hans u. Ingrid Fuchs, Eva Engelhardt, Peter Wendt, Ake Spreng, Renate Lippert (chairlady), Manfred u. Monika (secretary) Sitte.

1. Status of Klaus and Maria Schäfer:

The discussion on this item was as long as fruitless. The two parties - Schäfers on one side and the majority of the team members on the other side - explained and defended their positions and up to the end no real agreement could be reached. Erhard stated that anybody sent by GM is looked upon as a member of GST. Concerning the contracts GM doesn't create individually different regulations. The final decision how Klaus Schäfer is to be associated with GSDP should be made by the District Council. But on behalf of GM

- Council for Zambia and Kuratorium - the IRDP coordinator is supposed to work from the bottom toward the top and in accordance with the GSDP staff; he should coordinate between GSDP and district level. If this is not guaranteed GSDP is left to die and the IRDP coordinator will muddle along detached from the experiences made by the project in the past. The planning will then be reduced to the technocratic approach of IRDP. - Klaus Schäfer stated again that he is a coordinator for the district directly submitted to the district authorities. If he was submitted also to GSDP he foresees the conflict between the two parties: his authorities in the district demand a different work than he could do if he follows the slowly going democratic structures of GSDP. Concerning his membership with GST he also foresees a conflict between decisions made by the District Council and those made by GST. This argument was rejected by the team members and even by Erhard Mische who both stated that GST never influenced its members with regard to their work in the project. Decisions concerning the project work were always made by the staff and were discussed in the staff meeting. GST is not more than a "Interessengemeinschaft" of those who inevitably living together. The team members follow some rules which they agreed to be bound to. This concerns mainly two points: to be loyal towards the group with regard to conflicts with GM and to publish the correspondence with GM.

After having exchanged their opinions in length the two parties finally agreed - although not very convincing - that Klaus and Maria Schäfer will be team members. Klaus Schäfer will attend the staff meetings as an invitee.

- Council for Zambia and Kuratorium - the IRDP coordinator is supposed to work from the bottom toward the top and in accordance with the GSDP staff; he should coordinate between GSDP and district level. If this is not guaranteed GSDP is left to die and the IRDP coordinator will muddle along detached from the experiences made by the project in the past. The planning will then be reduced to the technocratic approach of IRDP. - Klaus Schäfer stated again that he is a coordinator for the district directly submitted to the district authorities. If he was submitted also to GSDP he foresees the conflict between the two parties: his authorities in the district demand a different work than he could do if he follows the slowly going democratic structures of GSDP. Concerning his membership with GST he also foresees a conflict between decisions made by the District Council and those made by GST. This argument was rejected by the team members and even by Erhard Mische who both stated that GST never influenced its members with regard to their work in the project. Decisions concerning the project work were always made by the staff and were discussed in the staff meeting. GST is not more than a "Interessengemeinschaft" of those who inevitably living together. The team members follow some rules which they agreed to be bound to. This concerns mainly two points: to be loyal towards the group with regard to conflicts with GM and to publish the correspondence with GM.

2. Preparations for visit of pastors : The group will arrive in Nkandabbwe on Saturday 7/5/83 and will stay in the camp until Friday 13/5. The programme includes a church service at Trinity church, a social evening with the quire at Ba Falls' place, a visit to Maamba coal mine, a meeting with the DSO. Besides this some members of the group may join team/staff members on their job.
3. Sietske's job description: Sietske's contract with GM is not a full or a half contract but it is simply a contract which was agreed by the two parties concerned and any changes are up to them. Sietske asked the team members to support her ~~in~~ following up individual requests while the same team members is in Lusaka. She also said that Tonga crafts business has grown since she took over; she is selling for about K 1 000.- per month.
4. Announcing new visitors: Erhard announced that some people want to visit the project: Regina Benzinger from Göttingen wants to stay for a 6 months practical course in agriculture; Michael Sommer from Hohenheim wants to stay here for 2-3 weeks in July/August 83; Hansjörg Lutzer from Hohenheim wants to write an essay on tropical agriculture; Harald Lehmann wants to come with another group of teachers in July 84; Mr. Banda a Zambian civil servant in the Ministry of Agriculture who at present is studying at the university of Edinburgh wants to stay in the project for 2-3 months. General conclusion: Priority should be given to Zambians who want to pass a practical course. Visitors from overseas can only be personal guests without an official status unless they have a research permission issued by UNZA.
5. newspapers/magazines for GST: At present GST receives "STERN", "SPIEGEL", "ZEIT". Hans and Ingrid complained about the delay of "Stern" which is to be given to them first. From now on "Stern" should be addressed to their P.O.Box 11. The circulation of newspapers should include the new team members. This will be discussed in the next team meeting.

The meeting ended 18.30 hrs and will be continued on Monday morning 8.30 hrs.

4. Announcing new visitors: Erhard announced that some people want to visit the project: Regina Benzinger from Göttingen wants to stay for a 6 months practical course in agriculture; Michael Sommer from Hohenheim wants to stay here for 2-3 weeks in July/August 83; Hansjörg Lutzer from Hohenheim wants to write an essay on tropical agriculture; Harald Lehmann wants to come with another group of teachers in July 84; Mr. Banda a Zambian civil servant in the Ministry of Agriculture who at present is studying at the university of Edinburgh wants to stay in the project for 2-3 months. General conclusion: Priority should be given to Zambians who want to pass a practical course. Visitors from overseas can only be personal guests without an official status unless they have a research permission issued by UNZA.

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

11th April, 1983

MINUTES OF THE STAFF MEETING HELD ON THE 3/3/83.

Present: Mr. A. Spreng - Chairman
Mr. G.K. Madyenkuku - Secretary
Mr. W. Ncito
Mr. E. Fuchs
Mr. L. Ndavi
Mr. P. Wendt
Mr. M. Sigumwa
Mr. K. Malyenkuku
Mr. D. Matinta
Mr. S. Mbale

Absent with apology:

Mr. and Mrs. Sitte - on leave
Mrs. E. Engelhardt - sick
Mrs. I. Fuchs attending to sick baby
Mr. F. Phiri - on leave
Mr. G. S. Nakasamu - on leave

In attendance: Mr. E. Syabbalo - VSP Co-ordinator
Mr. J. Musiya - Project Clerical Officer
Mr. K. Schaefer - IRDP Co-ordinator

Item 1 - Confirmation of last minutes.

After a few spelling mistakes the minutes were signed as a correct record.

(a) The secretary requested to know whether Mr. Musiya was a staff member or an invitee. After some consideration, it was concluded that he remains as a permanent invitee to the staff meetings.

Item 2 - Matters arising from the minutes.

(a) Nkandabbwe special fee. The Chairman requested to know the position about the payment to date, Mr. Wendt replied that he has recovered K35.00 which is to be used to buy diesel for replacement of the diesel used by the few Nkandabbwe farmers.

(b) Housing. The chairman requested the staff whether a house could be made available at B/Malima irrigation for Mr. Flamming who works in Chiyabi. Mr. Wendt replied that the F.A.O. will be putting up a house for him in Chiyabi soon, then Mr. Flamming was called in, he made it clear that he no longer wants a house at B/Malima as his will be built soon in Chiyabi.

(c) Rural Works Account: Mr. Spreng stressed that the committee assigned to look into this case should take the matter up. The committee took note of the matter.

NEW AGENDA

Item 3 - The chairman welcomed Mr. Kaus Schaefer and called upon him to introduce himself and his job. Mr. Schaefer said that he is the I.R.D.P. (Integrated Rural Development Project) Co-ordinator and will be here to co-ordinate between the people, the project, the government dept. and the IRDP - activities. Mr. Schaefer expressed "I am not a staff member, but one who will attend your staff meetings whenever invited. His job includes also planning as well as working together with the people, the District Council and the project. He mentioned further that his planning will be in accordance with the donor agencies. He will start working after he has finished the tonga course; it will be in May. "I am already moving in some contracts here and there " he said. He answered, that we will be no GST-member. It was not yet clear how the actual work will be done, and how the present Co-ordinator will look together with Mr. Schaefer. Mr. Schaefer expressed, that the 12 years GSDP experience will be needed for the future planning. The staff noticed that Mr. Schaefer will have the final word on the budget proposals before it will be presented to the DDC.

Mr. Wendt remarked in addition that even if IRDP is coming in the staff meeting will be still the decision making body in connection with its steering committee.

Item 4 - Annual Reports- The chairman reminded the staff that annual reports should be ready, so that we should get them ready at the next staff meeting. Then Mr. Fuchs proposed that a day be proposed when these reports are to be discussed. The secretary proposed that we wait up to the next staff meeting at this meeting we should fix a day when we shall sit to look into the annual reports within April. This was accepted.

Mr. Mutinta rose a question whether they the irrigation supervisors should be making annual reports since the already made monthly reports, at the same time project officers make annual reports on the same work. After some discussion, it was concluded that the irrigation officers and Advisors combine their reports.

Item 5 - Request of funds from Berlin. Mr. Wendt reported that on the money given for extension of B/malima we made an over expenditure of about K9000.00, however Mr. Wendt wrote to G/Mission for this over expenditure, the money was sent, now Mr. Mische wants a written request by the project staff. It was after clear explanation that the project secretary should write this letter.

Item 6 - Small Scale Irrigation. Mr. Wendt presented a sketch of the lake behaviour (which was of a ten year period) which has clear datas of the rising and falling down of the lake. This showed that the lake rose in December and falls down in June of the next year.

But this varied according to the amount of the rainfall of each year. The purpose of bringing this information to the staff, is to try to agree together so that the information is given to the local people, who should make use of the land so left each year (to grow food crops) I am therefore requesting the staff to allow some money on small scale irrigations so that we can buy barbed wire to help a few farmers. (on trial) He went on to say that he likes to make these trials one at Chiyabi one at B/Malima and one at Sinazongwe. The staff accepted the idea of zilili, but there was a difference of opinion on the supply of barbed wire. After some discussions it was concluded that (i). Mr. Wendt and the secretary look into the matter of zilili by approaching the Chief of the area. (ii) that the question of wiring shall be discussed again.

Item 7 - Confirmation of Mrs. Fuchs quarterly report on Credit Union

The report was introduced and accepted as reported

Item 8 - Verbal monthly reports- G.S.B. Report by Mr. W. Ncote.

He reported that at present they were completing a soaker way of the veterinary house under construction in Sinazongwe township, on PWD house being built in Sinazongwe, we are still battling for needed material. The house in Choma still a problem, the owner has not paid us yet for the work so far done by GSB. He has without our knowledge roofed the house with corrugated iron sheets.

(b) Community work - cement given to groups in Sinazongwe is still here Mr. Maja of community department is looking into the matter.

(c) Sikaneka: The clinic is roofed, but the whole work is not completed as we are awaiting for some door frames and window frames.

(d) Dryland farming: Report by Mr. Fuchs. Seven meetings were arranged to take last month, but we were not able to get them all attended due to rains and funerals in some of the intended areas. Those attended were (1) Dengeza - 45 farmers came, Mweela - 31 farmers.

(e) Farm Machinery report- by Mr. Nduyi, he reported that Mr. Syapwaya had called him so that he could advise him to set his newly bought tractor plough. He even helped Mr. Syapwaya's tractor driver how to handle and drive the tractor effectively. In B/Malima he reported that he had removed one of the valves from one of the engines and brought it to the Nkandabbe workshop for repair.

(f) Nkandabbe Irrigation. M. Wendt reported that the repairs on the fence are going on. The farmers are cutting the necessary poles and are putting them in the ground as they come in at the scheme, B/Malima tractor is being used for transport for the poles, the farmers will pay for the diesel to be spent on this job.

The rains have filled the dam. There is now water to run the scheme again.

(g) Finance- The C.O. reported that so far the project has received K10,000 from the Ministry for wages and fuel. The total so far spent is K7,004.14. Then Mr. Spreng added that he received figures from Mrs. Krisifoe that we are allocated with K50,000.00. this year. Question arose whether there was and information about the money for B/Malima? In reply Mr. Musiya said that there was no reply yet, for Choma has referred me to Livingstone, however I have not gone there yet. The meeting felt that the C.O. better see the Senior Administrative Officer for Sinazongwe come for further information.

(h) Malima Irrigation: Mr. Mubita reported that the farmers meeting sat with a view to give out new plots, but this was not done because it was found out that the farmers had not paid the water fees yet. It was therefore stressed that only those farmers who will pay their water fees will be given new plots, since then 11 farmers have paid the fees, we are expecting some more to do so. We are trying to mend parts of the old chanel which have some leakages in places and destroying of antihills. Oranges are now on sale, we take some to Choma some are sold locally.

(i) Tonga Crafts- Rev. Malyenkuku reported that it was discouraging this year that I am always told that there is no money from Tonga Crafts, by the organising officers. I am being told that the crafts buying is being supported by money from the sales of m/meal. People bring items for sale but are turned back with a reason that there is no money with which to sell their crafts. I do not know whether this is due to the fact that the organisers are many, things in the shop are plenty but nobody takes them to Lusaka. Then the chairman remarked that this point be brought to VSP committee.

(j) Syatwiinda Irrigation: (i) Mr. Mutinta reported that the water engine at the irrigation is now working. The time for transplanting rice is now over, the area planted so far is 2.3ha, this was due to the fact that there was no water to enable the farmers to carry out the transplanting of the rice from the nurseries. The vegetable nurseries are now started, okra sales have stoped one farmer who still have some on his plot takes this to Choma whenever he can, some he sells locally.

(ii) Syatwiinda Extension: Mr. S.Mbale reported that last month two D6 ceterpillars came to the scheme to work on the long awaited dyke. A total area of 12.5ha was claimed from the lake, and a bush area of 14.9ha was cleared. A road was constructed between pumping station 1 and 2. Three feeder channels were constructed in the area of extension. The 4th one is not yet to be done, but will soon be started. The 3rd have finished lining up the main chanel yet. Still some of the area is covered by ceterpillars 240hrs away for the

The G.S. have not finished lining up the main supply channel yet. Total number of hours worked by caterpillars 210hrs, money for the whole work done K9660.00.

(iii) Village Water supply: The officer continued to report that the tube for the rig was not bought yet, and it is still standing in Syabaswi.

(iv) He went on to report that at the week end we had some visitors to the project, who were going to Chirabi. This group was on F.A.O. mission they asked me to accompany them to Chirabi, so I went with them he said. They had also come to see some of our schemes.

(k) Nkandabowe workshop: Mr. Spreng reported that, the work shop has installed the engine for lights which was borrowed from Malima. However it works for a short time then stopped. The workshop repaired a handpump for Nkandabowe school. The LandRover is repaired and has gone to Lusaka twice. On official journeys. The hammer mill of Ba Syamilandu is back at Nkandabowe turbine. Last month we had visitors from the Ministry and members of EEC who came to the projects on which EEC money is used.

(l) Administration: Ba Gray- reported that there was nothing much to be reported as all the visitors are already reported. During the period the stationary has been good as VSP is also supplying some stuff to the typing room. However, I do not know what is in our stock.

Item 9/83 - Election of Project Secretary: This was postponed to the next staff meeting.

Item 10/83- Siatwiinda water fees: Postponed to the next staff meeting.

Item 11/83- Any other business:

(a) Announcements: Ba Mark informed the staff that this was his last staff meeting as he was leaving the employment with VSP as a Tonga Crafts Organiser, the job he has done for 7 years now and one he found at a grass root. I am decided to stop work because on my request for increment, the VSP committee rose a lot of complaints so much that they have even gone into the extent of writing me a letter which says that I shall be dismissed from job without notice if I miss to follow one of their orders contained in the letter. Instead of waiting to be dismissed I decided to leave in peace. The chairman thanked the officer for the information but he went on to say, for the staff meeting you will continue to come because we have the Tonga museum in which you will remain responsible. We shall think of how to pay you for the K/M claims. The matter was taken into serious consideration, after Ba Peter made a proposal that a committee be formed to consider the matter farther.

This was agreed a committee was elected. The following members were drawn in, Ba Peter Wendt, Ba H.Fuchs, Ba K. Chaefer, Ba. S.Mbale and Ba J.Musiya. It was stressed that this committee should meet on Monday after the next monday .

(b) Verbal reports: Mr.Mutinta proposed that he would like the verbal reports be given every quarter rather than monthly. After some consideration, the officers decided that the way we report now is in order, because it makes everybody know what is missing or what is wanted or what is being done here and there, in short it is the quickest you of knowing what each officer is doing in his or her programmes.

(c) Drilling Rig tubes: Mr.Mbale requested that the rig should have tubes bought for its use so that it will be easy for us to run it wherever we want it to go. In reply it was reported that at present there were no tubes in the country, therefore meanwhile we have to request Mr.Fuchs to help us with his tubes, to this Mr. Fuchs agreed on lending basis.

(d) Announcement: Ba Wendt reported that:-

- (a) there was a new officer at B/Malima who is a Female Extension Officer.
- (b) There came an officer from BEE with whom I had a talk on funding micropprogrammes. This officer said if a list of these programmes was made, he would try to find some funds.

Having no more to discuss the chairman thanked the members and meeting ended at 14.59 hours.

Chairman

Secretary

Minutes of the team meeting held on 7/4/83

Present: Ake Spreng, Renate Lippert (chairlady), Eva Engelhardt, Peter Wéndt, Hans Fuchs, Ingrid Fuchs, Manfred Sitte, Monika Sitte (secretary), Sietske Krisifoe, Jan v. Vliet, Waltraud Stroh-v. Vliet; Klaus Schäfer (invitee).

Absent with apology: Maria Schäfer (invitee)

Confirmation of last minutes: The minutes were passed as correct.

Matters arising:

60/82 continuous education: The ZIMCO booklet will be passed around to all team members who are interested. Everybody who wants to apply for funds through GM should list up her/his proposals for presentation to Erhard Mische in April.

7/83 A. Chikopa's course: No answer yet from Berlin.

18/83 quest house Lusaka: 6 chairs and plates and pots were bought. Sietske asked E. Mische to bring a cooker.

21/83 team treasurer: Hans presented a sophisticated proposal how this big job could be shared by two members, a treasurer and a vice treasurer, but still nobody seemed to be fond of taking over the post. Sietske informed us that in the past the team had already requested a job description for this post, e.g. as a part-time contract for a so-called "mitausreisenden Ehepartner". After a long discussion this matter was left for discussion with E. Mische.

New Agenda:

24/83 preparations for E. Mische's visit: Erhard will most probably arrive at Lusaka on 26/4/ while the group of pastors will arrive on 3/5/. Since there are still preparations to be made before the group comes in Erhard may only be able to stay in the valley for about three days. So there will not be time enough to clarify all the questions we have. Sietske will therefore phone E. to stay two weeks longer. - Everybody could already list up her/his points for discussion.

25/83 further employment of Ba Mark: The subcommittee of the staff proposed that Ba Mark should be responsible only for the T.C. museum and his salary and km allowance should be paid out of GM funds. The whole matter was left for discussion with E. Mische.

26/83 team 'Bettwäsche': When Christima Jähn handed over there were 16 blankets, 10 pillows, 21 sheets, and 11 pillow cases. Now there are left: blankets, pillows, sheets, pillow cases. New bedding will be brought in by the group of pastors.

- 27/83 treasurer's quarterly report: Hans distributed a financial statement for the time from 1.1.83 to 31.3.83.
- 28/83 car loans: As most of the team members will leave within the next 12 months all these can claim for their car loans. After a short discussion about who is entitled to claim for how much it was concluded that members on full contract can claim for the equivalent of DM 10 000.- and members on part time contract can claim for half of that.
- 29/83 Mische's letter to VSP: The GM will pay the salary of the VSP manager but at present is not in the position to fulfill the request for a small vehicle.
- 30/83 Announcement: A group of 10 visitors from Bonn (bilateral development aid) wants to pay us a lightning visit on 21/4/.
- 23/83 (old agenda) status of Klaus and Maria Schäfer:
The Schäfers were invited to this meeting again to explain their position (membership resp. non-membership of team/staff) to all team members.
Mr. Schäfer holds the opinion that his status and responsibilities are fixed by his contract with GM. Thus it is not a matter of what he wants but of what he must. He said that his contract with GM explicitly refers to his obligation towards the headquarters (of Ministry and IRDP) in Lusaka. Therefore it is impossible for him to be bound to any decisions of the team or the staff meetings. He also referred to his 15 year old professional experience and especially his experience with groups and team work. Due to this experience he knows that there will be conflicting interests and at his age he is not willing to meet such conflicts against his better judgement. Thus his position same as his age is no matter of discussion but a fact which must be accepted.- Mr. Schäfer held the opinion that he is the coordinator for IRDP but ~~not yet~~ for GSDP. This post in future may be delegated to him in personal union. This was opposed by Sietske saying that the headquarters in Lusaka have got the impression that Mr. Schäfer is now already "the coordinator of the whole place".-
Mr. Schäfer also mentioned that the main point of his work from 1984 on will be the planning for Gwembe Central and that GSDP is only one part of the whole IRDP Gwembe Valley.-
Because the team members were not really satisfied with the whole discussion it was proposed to talk it over again in presence of E.Mische.
The meeting was closed at 18.30 hrs.

.....
Signature of team member

.....
Signature of chairlady

Link v. 7.4.83 mit K.L. Schäfer

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

STAFF MEETING HELD ON THE 3/3/83

Present: Mr. A. Spreng - chairman
Mr. C. K. Malyenkuku - secretary
Mr. W. Neite
Mr. E. Fuchs
Mr. K. Nduri
Mr. P. Wendt
Mr. Sigambwa
Mr. K. Malyenkuku
Mr. D. Mutinta
Mr. S. Mbale
Mr. K. Schaefer

Absent with apology: Mr. & Mrs. Sitte on leave
Mrs. E. Englehardt, sick
Mrs. I. Fuchs - attending to sick baby.
Mr. F. Phiri and Mr. Nakasamu on leave.

In attendance: Mr. E. Syabbalo V.S.P. Co-ordinator
Mr. J. Musiya - Project C.O.

Item 1 - Confirmation of last minutes.

After few spelling mistakes minutes was passed as a correct record.

- (a) The secretary requested to know whether Mr. Musiya was staff member or any invite. After some consideration, it was concluded that he remains as a permanent invite to the staff meetings.

Item 2 - Matters arising

- (a) Nkandababwe special fee - The chairman requested to know the position about the payments. Mr. Went, replied that he had recovered K35.00, which is to be used to buy diesel for replacement of the used diesel in the irrigation.
- (b) Housing - Mr. Spreng requested the staff whether they can make a house available for Mr. Fleming at D/Malima irrigation, Mr. Wendt replied that the FAO is going to put up a house at Chiyabi soon. Mr. Fleming was called in, he made it clear that he wont need a house at Malima as one will be built at Chiyabi.
- (c) Rural Works Account - Mr. Spreng stressed that the committee assigned to look into this case should take the matter up. The committee took note of the matter.

NEW AGENDA

Mr.K.Chaefers- was called upon to introduce himself, he started by saying that he is here as a Coordinator of I.R.D.P. which means that I shall be the co-ordinating officer between the people, the project the government departments. I am not a staff member but one who will attend your staff meetings whenever invited. This job also includes planning as working together with the people and the council plus the project. This planning will be in accordance with the donor agencies. Question arose for Mr.M.Malyenkuku, as to when the officer will begin his job. The answer was after some tonga lessons, however not before May, however I am already moving in some contacts here and there. Question arose by Mr.Fuchs are you a member of the GST? the answer was no. Another question arose, by Mr.Moale, How shall we come together at work, the answer was that at present it is not clear but we shall find our way out. Question by Mr. Mutinta - How shall it be if the project will be financed by I.R.D.P. How shall the present Co-ordinator and you work? In reply the officer said that in Chipata, government officers are seconded to I.R.D.P. so is the case with GSDF. However we wait and see what happens. Question arose from Ba Ake does this mean that our government officers will have to be seconded to the I.R.D.P.? answer not clear at present. We have to wait and see the future. Question arose on the budget, as to whether our budget will be taken up by you, the answer was yes, but all things are on a trial stage. Question arose whether the 12 year project (GSDF) be laid aside, the answer is that the project experience is badly needed.

Remarks by Ba Went nevertheless, even when IRDP is in, the head of the project is the staff meeting as an executive body, but this is under the steering committee which is also under the District Council.

- (1) Annual reports - the chairman reminds the staff that we should have the annual reports made, so that we get them at the next staff meeting. Mr.Fuchs proposes that there should be a meeting for all the report to be discussed. The secretary proposed that we wait up to the next staff meeting, there after we appoint a day to take place in April. After some discussions, the conclusion on irrigation reports is that the Advisors and the officers combine their reports.
- 4). Request for more funds for B/Malima from G.M. Mr.Wendt reported that on the money given for extension, there was an over expenditure of K9000.00. Mr.Wendt was requested to write for this money, the GM sent the money but now they want a letter from the project.
- 5). Small Scale Irrigations - Mr.Wendt explained the behaviour of the lake in 10 years time, he even said that he has got these data from Mr.Scudder. His idea is to try and give these period of rise and falling of the lake, so that they can use the land so left. He showed the sketch of the lake behaviour which should be that in most cases the lake rose in December and fall down in June. However there are different times of rise and fall according to the amount of rainfall.

- 6) Confirmation of Mrs. Fuchs report quaternary one. Report presented and passed as written.
- 7) Verbal monthly reports - G.S.B. completing soaker way on Vet. house. PWD house, no material yet. House in Choma, the owner bought some sheets at our back and put them on the house, but he has not paid us on what we did on building the house.

On Community- In Sinanzongwe area they have not collected the cement, Mr. Meja is taking it up.

Sikaneka - the clinic is roofed some window frames but no door frames yet.

Dryland farming- We had 7 meetings last month some of which were postponed. Nyanga and Dengeza -45 farmers, Mwela-31 people. (The aborted meetings were either due to rains or funerals).

Mr. Nduyi- at the request of Mr. Syapwaya who bought a new tractor I helped teaching his driver in how to maintain and use the tractor. In Malima got on valve out of the engines it is now repaired.

Nkandabbwe- Mr. Wendt the lake was filled last month, repairs to be done on the fence poles are cut and repairing is going on. Seeds are being sold by the treasurer.

Lake level - I visited Chiyabi several times to study about the lake level (Mr. P. Wendt)

Finance- Mr. Musiya -reported so far we have received the sum of K10,000.- for wages and fuel. The total so spent K7,004.14.

Report^{by}the chairman- got figures from Mrs. Krisifoe we are cut down to K50,000 (to get figures from Mr. Spreng)

Question arose whether there was an information about B/Malima. The answer from Mr. Musiya was that no progress yet, Choma has referred me to Livingstone but I have not gone to Livingstone. It is felt that the C.O. should see the S.A.O. Sinanzongwe.

Malima: - Mr. Mubita - there was a meeting of the farmers last week for giving out plots, but we did not succeed because some farmers have not given water fees, at the meeting it was stressed that on those who pay will get the new plots so after the meeting eleven farmers gave the water fees. The scheme is involved by anthill, which we have tried to destroy and manded the old channel.

Oranges are now on sale, we take some to Maamba some locally.

Tonga Crafts- Mr. Malyenkuku - It is discouraging this year, because I am told there is no money in tonga crafts by the organising officers, so I do not know where the money goes, it is said the crafts depend on the business of m/meal. People come and are turned back, so I think that the reason is because there are three organisers into the section Mr. Syabbalo, Mr. Syankondo and Mrs. Sitte.

There things in the shop but nobody to send to Lusaka. The chairman wants this subject to go to V.S.P.

Syatwiinda - pumping has started though without a starter motter, the transplanting of rice is stoped, the area planted so far is 2.3ha. because there was no water and the nurseries over grew.

Tomato nurseries are started, though we short of seeds, Okra is now over except one farmer but no marketeers he takes the staff to Choma and sales some locally, the extension is going on but the water engineer will give full details on this, because we did not know that the machines we coming, the farmers had used the land for maize growing, so we are being blamed by the farmer that we have done it purposely.

Extension - Last month we received two D6 caterpillars for making the dyke which claimed an area 6.8ha plus 5.7ha in 12.5ha. Bush of 14.9 ha cleared. Access road between the pump 1 and 2 constructed, 3 feeder channels constructed in the area are of extension the 4th will be started tomorrow. The GSB have not finished lining the channel because they have no used oil to help them make the slabs.

V.W. Supply- the rig is not tubed yet, it is still in Syabaswi.

The visit from FAO group which went though us last month who were going to Chiyabi has asked me to accompany them, they came to see some of our irrigations. So far they have made 210 hrs. The total money for the whole work is K9660.00.

Workshop- Mr.Spreng- borrowed engine is fixed, it worked but ran out diesel. We repaired a borehole at Nkandabbwe school. The Land Rover has gone to Lusaka twice. The harmer mill is back at the turbine, run by Mr.Syamilandu. At present there is another water. Last month we had some visitors from the Ministry, last Monday we have a visitor from a member of EEC who came to see on what we are spending the money from them.

Administration - There is nothing much to report as all the visits are already reported. The stationary has been good. Though I do not know how much is in stock.

8.) Secretary's election postponed to the next staff meeting.

Syatwiinda water fees - postponed to the next meeting.

Any Other Business

a) Announcement by Ba Marks

Tonga Crafts lived on its own for 7 years. At present me being a church minister fell I can not continue under such political urguments. I was written a bad letter for asking for an increament which I was always given when it felt due. I felt intemedeted that the letter written to me said that I shall be sucked any time. I am now saying this is the last meeting of the staff for me to attend.

I am handing over at the last week of March. Therefore I have decided to leave before my name is poiled. I worked with the project since 1972, I started the Tonga crafts with Mr.Kriebel and lived in Kafuanbila with Mr.Freider Bredt so now I am leaving the employment good ye.

The chairman thanked the officer for the information. But the chairman went on to say for the staff meetings, do not forget that we have the museum which is a project programme, we can therefore think of the way how to pay you for K/M claims so that you can remain a member of staff. After some consideration Mr.Wendt proposes that a sub committee be elected to consider the working of Ba Mark. Ba Chaefer, Peter, Hans, Mbale and Musiya. The meeting to take place Monday after next Monday.

B. Verbal Monthly Report- Mr.Matinta proposes that he would like to have this put as a quaternary report, which can be written and given to the secretary. In reply, Ba Peter said this is good because it gives us the chance of what the officers are doing here and there. Mr.Spreng said this to remind to educate ourselves of what is needed and what is missing, in other work words, it is the wuquick way of first hand information. The report to be continued but the reporters should be short.

C. Drilling rig tubes - Ba Mbale - I want the rig to have tubes so that it can be moved wherever we want it. At present there are no tubes in the Country. Therefore you have to borrow from Mr.Fuchs, Mr. Fuchs agreed.

E. Announcement - Ba Peter

- 1) New female extension officer in Malima;
- 2) There was an officer from EEC whom I approached for funds, After given him a list emirco programmes, He promised to try and send us some money.

The chairman thanked the members for the time well spent.
Time 14.59 hours.

Chairman

Secretary

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

28th February, 1983

The agenda for the next staff meeting to be held on the 3rd
March, 1983 at Nkandabbwe. Time 09.00hrs.

1. (a) Chairmans opening remarks.
(b) Confirmation of last minutes.
2. Mattars arising.
 - (a) Nkandabbwe special water fee (Ba Ake)
 - (b) Housing (Ba Ake)
 - (c) Rural Works Account (Ba Ake)

New Agenda

3. Annual reports (Ba Ake)
4. Request for more funds for B/M from the GM (Ba Peter)
5. Small Scale irrigation (Ba Peter)
6. Confirmation of Mrs. Fuchs reports (Mrs. Fuchs)
7. Monthly verbal reports.
8. Election of the project secretary (Mrs. Fuchs)
9. Any other business including announcements.
 - (a)
 - (b)
 - (c)
 - (d)

G.K. Madvenkuku
Secretary

~~Agenda~~ Minutes

Minutes of the Team meeting held on the 22nd March 1975.

1. Opening by the chairlady Renate at 16.00 welcoming Mr. and Mrs. Schiffer.

* Attendance: P. Wendt, E. Engelhardt, A. Sprung (secretary),
H. Fuchs, R. Lippert (chairlady)
K. and H. Schiffer invited.
Apologies: H. and Ina Sittler on leave
I. Fuchs sick

2. Confirmation of last minutes: the minutes were stated as correct record.

3. Matters arising:

30/82 continuous education: Ake presents a book from ZIMB which gives some information about 90 different courses. The information will be kept for the time being of this point. Manfred and Ingrid are requested to draw up a program and report.

65/82 ~~xxxxxxxxxxxx~~ housing at Ikandabuer: It was reported that Mr. Fduje will leave soon to Monza or Siavonga. The transport will be provided by the project if it will be the problem. If there is no progress Ake will go to the DAC to speed up the matter.

60/82 agreement BVI: no progress.

3/83 car for RSE: the car is ordered and the order note is in the file.

7/83 A. Shikopa courses: The answer from the Spenser Mission is not yet in.

9/83 Siatskes job-description: After the Team received the description it felt quite satisfied, and it is necessary that all the tasks mentioned should remain on the description.

4. New Agenda

17/83 Price: Peter reported that he is able to sell one of the houses. The Team agreed to the proposal and to the price of K 10.0.

18/83 Guest house: Ake asked if it is possible to buy new things to make the house a bit more comfortable (habitable).

Altschke still has some K 400 which should be used to buy chairs and some cups. Strah von Vliete may bring a cooker from Germany, otherwise one has to be bought.

19/63 VSP-Letter: The secretary read the letter in which VSP is requesting the Linzere hall for a VSP-store. The Team rejected it again according to former decision but felt it should make some positive alternative proposals. Hans and Ake will write a letter to VSP in which they explain the Team's position and add some proposals.

1. using a store at Berlin Irrigation
2. using their small house in Linzere
3. using the old clinic
4. building their own building with funds from IDUP (Klaus Schiffer proposed it)

20/63 Treasurer's Report: The books were correct and the statement will be sent to the Gossner Mission.

21/63 Election of the Treasurer: Hans will give up his heavy task but we felt Monika and Manfred should be there, so we postponed it. We still had some ideas to strengthen the Treasurer's duty to the pure Teamaccount.
- the ka-claim could be handled by other person
- the ID money should be handled by the respective officer
- he will send the statement to the Gossner Mission/
Berlin
Hans will work out the proposal and set a deadline to be treasurer to end it.

22/63 Visit to IDUP: He will discuss it after the CM has paid the last tour, we don't want to do the touring on private account.

23/63 Klaus and Maria Schiffer: After Klaus Schiffer had explained his position in the Team being not a Teammember but somehow an unofficial not voting participant, the Team felt disappointed and could not even follow the intention of Klaus Schiffer and the Gossner Mission to put him in such an extraordinary position to his fellow-workers. Some of the Teammembers had the feeling that an entire new set up was decided and put in action.
It seems further that Mr. Schiffer will not have an official bounding to one of the existing working groups in the project and it's expatriate team. After arguing and confrontation the majority begged that we should have the whole matter settling and discuss it later on again.

5. The meeting was closed at 10.15 but still much was to discuss.

number

chair lady

Gossner Service Team,
Box 4,
Sinazeze,
Via Choma.
16th Feb. 1983

Minutes of the team-meeting held in the 3rd Feb, 1983 at Ake's and Renates place.

Present: H.Fuchs, I Fuchs, P.Wendt, R.Lippert (chairlady)
A.Spreng (secretary)

Absent with apology: E.Engelhardt sick, M.Sitte and M.Sitte on leave

Confirmation of last minutes: The minutes were ok and past as correct.

Matters arising

60/82 continues education; So far no progress, but Sieske will look after some courses.

64/82 outstanding loans; Ba Ncite is still remaining with K70.

65/82 Housing Nkandabbwe; it was reported that the former Jaehn hous is renovated and will be cleaned after; this will be paid by the team. The feeling of the team is that both new memooers should stay in the camp. Stroh van Vliets later in the former Jaehns house.

68/82 Agreement GRZ: no progress with the agreement only that Sietske is authorised to sign the agreement as soon it is out.

New Agenda

3/83 Car for MCC The car for the Maaze Consumer Co-operative is still not yet ordered because the mission forgot to pay the amount. But it will be done now.

7/83 Andreas Chikoba course; As it looks that Andreas will fail the examination the GM is asked what we should do with the money? Ake will write to the GM.

9/83 Sietske's Job-discription; npprogress, it is still in Berlin.

10/83 Zeze Co-op houses: GSB have bought three houses. The Other interested people have not replied yet. The houses are signed so there are free for anyone to buy.

11/83 Team bed sheets; Ba Mbale has returned blankets but sheets are still not yet back.

12/83 Hans report of the talks with the KFW; Hans has met the people in Lusaka and they had a talk over the project and the possible future. Some major points were, if KFW will finance the project; that the-
-project will be limited to Maaze river in the south and Chiabi in the north.

- the area irrigated in small scale irrigation should be at least 1500 to 2000ha.
- street will be only build for the irrigation and not for the infrastructure of the whole valley.
- the irrigated crop should be rice and vegetable only for home consumption
- the powerline should be extended from Maamba.
- small other programs will be sponsored as well as there are credit unions, dryland farming, village water supply,

The KFW were impressed of the project and the approach but there were not sure if IRDP will not destroy some of the good development. The KFW would like to give the money direct to the GM as the consulted them.

The team felt not to comment on it, but thanked them for the report.

13/83 Treasurers report; The books were given to Renate and Ake to do the auditing. Hans was announcing that he is likely to give up the post.

14/83 Hans reported on the cheques; which he received

20000 DM for km claim 1982
20000 DM teambudget 1983
10000 DM money for the pumpset
2000 DM salary for Ba Vickson

Hans expressed his fear, that Mische is sending the cheques as a cash cheque. We will advice him to cross the cheque and indicate the receiver, to make sure that a lost cheque cant be mis-used.

15/83 contract for Sietske; it was again a confusion about how Sietske is involved in the supply of the G.S.D.P. Are we allowed to demand this services to the Project's officer. Therefore it was again necessary to have the job-discription to find out what the changes have to be. It was pointed out that after half a year the Team was to discuss the job discription as proposed from Mr.Mische at a former date.

16/83 Generator for camp use

After the GM has rejected the teams request to supply a Generator (because the Government failed to do), it is still the opion of the Team that the G has to do as in the "Merkblatt" mentioned. As we think the "Merkblatt" is part of our contract we feel that the Gm has still to care about that what was written in it.

The team felt concerned to the financial situation of the GM and is therefore suggesting to buy some of the equipment in Germany or Zimbabwe (South Africa is out of discussion) to lower the costs.

A letter will be written to the GM by Ake.

Having not more to discuss the meeting was closed by the chair-lady.

-----member

-----chairlady

Gwembe South Development Project
Nkandabowe,
P.O. Box 3,
SINAZEE.

10th Feb. 1983

MINUTES OF THE STATE MEETING HELD ON 3/02/83.

PRESENT: Mr. A. Spreng - chairman
Mr. G. K. Madyenkuku - secretary
Mr. S. Hoale
Rev. M. K. Malyenkuku
Mr. A. Nsemani
Mr. H. Fuchs
Mr. S. I. Fuchs
Mr. P. Wendt
Mr. W. Ncote

ABSENT WITH APOLOGY: Mr. G. S. Nakasamu - on leave
Mrs. E. Engelhardt - sick
Mr. & Mrs. Sitte - on leave
Mr. F. Phiri - on leave
Mr. K. Nduyi - gone to Gwembe

Absent without apology: Mr. M. Siyumbwa

In attendance: Mr. E. Syabalo - did not attend.

Item 7/83 - Chairmans opening remarks, the chairman called the meeting to order at 9.38 hrs, he welcomed everybody, then reported that Mr. Nakasamu has left for leave.

Item 8/83 - Confirmation of last minutes.
The minutes of December 1982 and January, 1983 were gone through, passed as corrent records after a few spelling mistakes.

Item 9/83 - Matters arising
(a) Grinding mill - this point is to be followed up by both project administration and Credit Union.

(b) I.R.D.P. - Mr. Spreng reported that at the last week end there came visitors from Lusaka, these were Mr. Mutelo of the Ministry, Mr. Johnson of I.R.D.P. and one man who is a member of K.F.W.

These people specially came to see Siatwiinda irrigation scheme, K.F.W. organisation is interested in small scale irrigation schemes. Mr. Fuchs then went on to say the representative of K.F.W. showed interest in Siatwiinda. He was even speaking in truns of having a total 1500 ha of small scale irrigations along the Lake shore. On their side if they hapen to come in, they would be interested to organise the spending of funds themselves rather than give it to IRDP or the government.

He went on to say that they are also interested in co-operative movements as well as in Dryland farming. They say that the first thing they would like to do, is to bring in electricity, without which they can not go in for irrigations. They decide to come, they can make funds available in two years time from now. However he went on, if they feel to come they will first of all send a consultant to make a survey on which they can base their decision.

At present, the reporter went on, we will not get money from I.R.D.P. because no donor country has yet come to our aid through IRDP. But they are looking for a donor to make funds available for the G.S.P.

(c) Nkanda-Lowe Special Water Fee

Question was risen by Mr.Spreng whether the funds were made up by the farmers for the diesel spent on the special request when the water level in the lake went down. Mr. Wendt requested to know how much diesel was drawn for this process. In reply Mr.Spreng said that it was up to 61 litres. After some discussion, it was concluded that Mr.Wendt should make a follow up.

(d) The visit of the P.A.O.

Mr.Wendt reported that the P.A.O. came with his group of officers from Choma, they were taken round the three irrigations he has shown much interest in all the schemes. A question was put to him as to when the electricity supply could be extended to the area. In his reply he said that he had seen some informations about this in the files, but would not be sure when this was forth coming.

On the main point of his visit that is on the pumping stations for all the irrigations, he advised that we should make a written report to his office giving full information of what is required, at each of the schemes. The project secretary drew the attention of the staff that this report should be sent very soon. A committee to work on this was suggested, this was agreed upon. The following officer were nominated, Mr.Fuchs, Mr.Wendt, Mr.D. Mutinta, Mr. Siyumbwa and Mr.Spreng as a convener.

Mr.Lisale added that the construction of the dyke was also talked, as the officer who are doing the work were among the team on the P.A.O.'s tour. Mr.Fuchs explained that the dyke will not be as formerly thought, the area will be reduced in, this rose some concern because some of the staff had expected it to be done the way Mr.Krisifoe had planned it.

3
However after some explanations by the officer it was accepted that it can be done as the officer plans to change it. They even promised to come on Monday.

(c) Syatwiinda Agreement form.

The committee presented the paper as per their draft. On point five, officers for Siatwiinda objected to the idea of putting down a figure as this would be announced every year. After some discussion the matter was put to voting six (6) in favour of the figure, two (2) against and two (2) abstainers. It was therefore concluded that before the farmers sign a fresh figure should appear on the form. The rest left as it was prepared.

N E W A G E N D A

1. Sisal Programme-minutes of the committee which sat on the 13/12/82 were presented. Put to discussion. After some discussion it was agreed that the machine be left to the church club. But the machine remains the property of the project. The employment of Ba Christina ends.

Housing: Mr. Spreng reported that he has received instruction that Mr. Nduyi should be transferred to another accommodation conclusion is that, we wait until Mr. Scheafer comes, so that we hear where he wants to stay.

6. Progress reports - Mr. Mbale

- (a) Syatwiinda extension just as usual work on the channel is still going on.

The visit of the P.A.O. We looked at the expected dyke can be used for the fence to stand on, water is expected to submerge. This part can be used for rice growing. The dyke will not be made the way it was planned.

- (b) Water Supply- Mr. Mbale

There is no new programmes, Our rig is standing at Syabaswi because we have no ftubes. Last week we toured in Mweemba area and Pinazongwe.

- (c) Syatwiinda irrigation- Mr. Mutinta

Due to the present rains the farmers started transplanting rice at present the land is dry so the planting has stopped. The pumped water is not there the engine is not working.

- (d) Tonga Crafts- Mr. Malyenkuku

There is no progress at present, customers come just to be told there is no money. However the right report will come in March.

- (e) Community- Mr. Ncote

As usual.

- (f) Malima extension- Mr. Wendt

The work is now over the people are laid off, we are waiting for a farmers committee to sit.

We have not yet pumped water on the land yet because of the water problem. Some of the ordered parts for engines have not arrived yet for German.

Oranges are now on sale.

Nkandabwe the dam is now full we are holding a meeting tomorrow for the repair of the fence.

Workshop - Mr. Nsemani
Transport-LandRover is on the road.

Electricity- the engine is still under repair. Labour is still low, water supply is now back to normal.

Dryland farming- Mr. Fuchs meeting Muuka 57 farmers in Kanyemba 17 farmers because it was raining, Dengeza and Mweemba meetings postponed due to rain.
Siameja could not be reached because the road was bad with rains.

C.U. Mrs. Fuchs could not hold meetings due to rains, contacted Casa in Lusaka on Mr. V.S. Syankondo's employment no progress.

Mr. Spreng- On transport, during last days I saw the transport going up and down without my knowledge, all the time out of my control, if this be the situation I am going to be angry about it.

Administration-Mr. Madyenakuku (secretary) work is as usual. My leave is cancelled because the co-ordinator is on leave, he has requested me to stay on until he comes back in April. I shall be making reports to the P.A.O. which he did monthly.

Any Other Business.

- (a) Mr. Fuchs - I tried to get an engine but not available in Zambia for Syatwiinda extension. I am advised to order from abroad.
- (b) Peter- (1) Announcement from De Eva- wrote to German if the G.M. could get someone from N.R.D.C. to take over from her when she leaves the project rather than recruiting a European, not discussed since she was not present.

(2) Money for the workers in Malima (matter handed over to Mr. Mwananyina).

(3) Request for fuel to bring poles for the fence, not available.

(4) Driver, the question of employing a driver was brought for discussion but dropped down due to lack of funds. and having no established post for the driver at present.

3. Supply of cement on water development.

The secretary in his old position as a V.W.S. Officer was given 20 pockets of cement. I am presenting the water now.

(2 bottles were put on the table) to show that the programme was successful.

4. The dyke.

Mr. Fuchs explained that some of the work of the dyke will be used in digging a canal leading to the water pumps.

Having no more to discuss the chairman happily declared the meeting closed at 14.29 hours.

CHAIRMAN

SECRETARY

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

2nd February, 1983

Agenda for the staff meeting to be held on the 3/2/83.

1. Chairmans opening remarks.
2. Confirmation of last minutes.
3. Matters arising.
 - (1) Grinding mill
 - (2) I.R.D.P.
 - (3) Nkandabbwe special water fee.
 - (4) Visit of the P.A.O.

New Agenda

- Item 4/83 - Sisal committee report
- Item 5/83 - Housing
- Item 6/83 - Progress reports
- Item 7/83 - Any other business

G.K. Madyenkuku
Secretary

31st January, 1983

MINUTES OF THE STAFF MEETING HELD ON THE 13TH JANUARY, 1983
AT NKANDABBWE.

Present: Mr. D.Mutinta - chairman
Mr. G.K.Madyenkuku - secretary
Mr. Sitte
Mrs. Sitte
Mr. Fuchs
Mrs. Fuchs
Mr. S.Mbale
Mr. G.S.Nakasamu
Mr. A.Spreng
Mr. M.Siyumbwa
Mr. A.Nsemani
Rev. Malyenkuku
Mr. W.Ncite

Absent with apology: Mr. P.Wendt, Mrs. E.Engelhardt,

Absent without apology: Mr. Phiri of Nkandabbwe irrigation.

In attendance: Mr. E.Syabbalo, VSP
Mr. J.Musiya J.C.O.
Mrs. Spreng.

The chairman thanked the members for having turned up in health conditions in the new year 1983. He expected that every member have come with new ideas to march with the new year blessing from God.

Item 1/83 - Confirmation of last minutes.

The secretary reported that the manuscript is with the typist, she can not produce then because she has no stensils.

Item 2/83 - Matters arising.

a question arose whether we should talk about matters arising, although the point on sisal programme was raised, due to lack of minutes the point of matters arising was dropped down.

Item 2/83 - Progress verbal reports.

(a) Water programme - Mr. Mbale informed the staff that on Friday the 14th January, he will be going to Mugonko village to site a well there at Mr. Syankondo's home, and that starting from Monday next week, he wants to go out to see where the exsisting wells and boreholes which are project programmes are. On these tours he wants to be taken round by Ba Gray who was former in charge of the programme.

Ba Gray replied that as from next week he will start his annual leave, as for Friday he wants to wind up his work in the office. Therefore he can not go round with Ba Mbale. It was general thought that Ba Allan Syabunkululu could go with ba Mbale. After some consideration it was concluded that Ba Gray postpones his leave in order to take ba Mbale round.

(b) Progress report on village water supply(Mr. Mbale) reported that Siabaswi borehole is to be deepened, Ba Allan is already at the spot going on with the work.

(c) Siatwiinda extension(Mr. Mbale reported that the work of building the channel is still continuing, but at present the workers are put to work on the extension of the pipe line to where the water is.

(d) Siatwiinda farming (Mr. Mutinta) reported that we have 73 farmers at the scheme, he went on to say that farmers had planted rice nurseries which are now drying up due to lack of water, few farmers transplanted, but very poor results. Due to lake draw down, our pumping system is not able to give us enough water plus the lack of rain. So this will give us very poor rice harvest this year. The farmers now are busy digging a canal from the pumping station to where the water is and the pump is being dragged to the water site.

Question arose whether there is any contact with the lake authorities in connection with this lake draw down. Mr. Fuchs replied that the lake is likely to come up now since the Zambezi is filling up in the Western province. The secretary replied to the question of contacting authorities that this draw down is not done by human control, but it has come because there was less rain the year 1980-81 season then the same 1981-82 season there was much less rain.

(e) Gwembe South Builders (mr. Sitte) reported that:-

- (i) Syatwiinda Irrigation channel is in progress.
- (ii) Housing - Fisheries staff house, we are waiting for roofing material to get it completed.
- (iii) Veterinary staff house - will be completed in about a months time. The PWD staff house waiting for window frames since nine months now.
- (iv) New tenders- we have tendered made quotations for Chiabi Agric. staff house. We are now waiting for results of the tenders (K14,000.-) We also tendered for an abulation block for Mr. Brooks at K15,000, still waiting for the conclusion of the the agreement.

(v) Transport - we are hoping that a new 2 tone truck will arrive anytime next month.

(f) Group teaching (mrs. Sitte) She reported that the group at Siatwiinda is now improving up to 16 or more participants come at a time.

At Syabaswi the group has gone down, I think this is due to the fact that Ba Christina Mufwimpizi stoped to work, therefore there is nobody to encourage them. At the last meeting there were only 3 women. One wonders if it is wise to continue with such poor attendance. I hope to start a group teaching here at the camp, if the arrangements will be made.

(g) Dryland farming (Mr.Fuchs) reports - since the beginning of the rains, we postponed the meetings as people were going out in their rain fields hoping that the rains had come for good. At the following places meetings took place, Sinakoba 20 people turned up, Sulwe-goonde 30 people turned up, Mucekwa 30 people came and Syabaswi 70 people came. At all these meeting we are accompanied by the S/Chief Mweemba.

(h) Workshop- reported by Mr.Nsemani- the workshop staff is kept busy on the work of the camp water supply due to pumping problems, the main problems is that both engines and piping are getting old. The Malima pump patoons are now taken to malima, so far no leakage was noticed after welding and when they were in water. Mr. Spreng asked to know why the borehole was not sunk and why the cabbles were not hunged up as instructed before he left for leave? In reply Mr. Nsemani said that these jobs could not be done bacuase the labour force was very low. Mr.Syabunkululu had gone for funeral and Mr.Mwinde was working on the LandRover more over he went on that he had forgotten some of the instructions, and that he was waiting for help from Mr.Fuchs.

(i) Community Development(Mr.W.Ncite) reported that some of the centres which were given pockets of cement have collected their shares, others have not yet done so due to lack of transport.

(j) B/Malima irrigation(Mr.Siyumbwa-) reported that some more casual workers are employed to bring the members to 8 from 5. The new extension, the channels are nearly finished. This extension will give us 40 lima plots. Our main problem now is on the water supply the pumping place is dry so we are trying to dig a canal to bring water to the pumping point. This canal is about 74 metres. However this may not be very succesful.

(k) Tonga crafts (Mr.Malyenkuku) reported that there are many visitors to meseum. The same visitors buy from the crafts section. The crafts men and women are bringing a lot of items this time due to starvation, so that they can get some money for buying food, but we are not able to buy everything because we are short of money and we have a lot in the shop. Question raised by the secretary as to whose money do we have to use to buy new items for the meseum. In reply it was said that for the year 1983 we have estimated some money on the project budget though this

money is meant to buy some insecticide, to preserve the items in good condition. The Organiser reported that at present the museum is full it seems there is no need of new items.

(1)a. Report by Mr. Spreng that on his way for leave, he happened to be in Lusaka where he attended a meeting at the University of Zambia, which was on appropriate technology which was used on solar energy to be installed at the new secondary schools, this being the wish of the government to install warm water system at the teachers homes.

(m) Credit unions Mrs. Fuchs reported that she had held a meeting at Muuka where she was accompanied by the S/Chief Mweemba and hope to hold another similar meeting at Sinazeze at which the Chief of the area should be invited. Advertisement is made for Syabaswi co-op. trading licence. She went on to say she had contacted Lusaka Cusa office on the employment of Mr. Syankondo, but the general manager was not there.

Item 5/83- Irrigation Water supply- Mr. Madyenkuku informed the members that as our irrigation pumping stations are getting dry every where, due to the lake which is drying down continuously, we must invite the P.A.O. to come to see the situation for himself, so that he can with us think of the alternative. He may even think of inviting the MCC to see the situation. This was accepted, a delegation should go to see the P.A.O. The delegation was the Project Administrator, the Project Secretary (However a letter should be written which should be copied to the D.E.S. Sinazongwe). This shall be taken to the P.A.O. by the delegation of the above. The secretary requested the technical officers to work out a possible costs if we are to think of extending the pipes, this should include an engine for Nkandabbwe scheme.

Item 6/83- Any other business.

a) Leave:

(i) Mr. and Mrs. Sitte will be going on leave from 31st January, to 7th March, 1983.

b) Two families will be joining the project soon.

Mr & Mrs. Schaefer expected in February

Mr. & Mrs. Stroh van villiet expected in March 1983

On these new arrival it was found necessary to arrange for accommodation, It was suggested that Mr. Nduyi should remove from the house; therefore it was found necessary that the P.A.O. be contacted so that he can make some accommodation available for Mr. and family Nduyi. The housing authority to take up the matter with the P.A.O.

c) Visit of the sociologist from IRDP The secretary read out a letter from the ministry in connection with this visit and requested the housing authority to keep ready the accommodation for these two ladies the time they will be with the project.

/5..

(d) Ba Madyenkuku to be on leave from the 24/1/83 to 28th Feb. 1983.

(e) Mr. Sitte reported that the next meetings of the IRDP will be held in the following time table in March or April in Mansa. The next one will be between June and August to be held at Nkandabowe. It was brought to the notice of the staff that those who will go to Mansa should be vaccinated against cholera.

(f) Siabaswi grinding mill - The C.O. Mr. Musiya reported that the engine and the mill were bought on a HRE LPO. He went on to say since this was handed over to the credit union, no payment was made by the union. He went on to say that he has seen the accountant and the senior executive officer about the matter, also finding out whether the union should pay K798.00. They told him that it can be sold at much less this figure. It is therefore left on that a team from the project and from Choma should come together to draw up a price for the cost of the unity. It was concluded that the chairman Syabaswi Credit Union should speed up the process.

(g) Mr. Ncote requested to know what steps the project was taking of the two houses in Kanchindu which are now falling. One is in the yard of the Mission house (UCZ) second one is in the yard of the team houses. After some discussion. It was concluded that the first house was given to the church club. The second one may be attended to it, funds are made available this year on camp maintenance or be left as it is but get it repaired in 1984 since no special money was budgeted for it.

Having no more to discuss the chairman thanked the staff and those present for the time well spent.
Meeting ended at 12.09 hours.

----- Secretary

----- Chairman

Minutes of the team meeting held on the 13. January 1983

1. Opening by the chairlady Monika Sitte at 14.15

Attendance: Monika Sitte (chair), Manfred Sitte, Ake Spreng,
Renate Lippert, Hans Fuchs, Ingrid Fuchs (secretary)

Apologies: Peter Wendt + Eva Engelhardt (on leave)

2. Confirmation of last minutes: the minutes were stated as a
correct record

3. Matters arising from last minutes:

60/82: continuous education: the courses that have been found
are too long. The responsible officers will contact
the Cooperative College in Lusaka now.

64/82: outstanding loans from team account: due to sickness
Hans did not go to John M'gandu. Balcite paid back
100 K. The other three borrowers are not yet contacted.

65/82: housing in Nkandabbwe: as now answer to the letter of
November is in yet Ake will contact the new PAO in
Choma on that issue.

The houses for Schäfers and Stroh-van Vliets need to
be renovated. Each of them costs about 200 K to reno-
vate. There is no money in the GSDP budget as well as
in the team budget. Ake will ask the Gossner Mission
to send some money for the renovations.

68/82: agreement GRZ/GM: no progress

71/82: ~~xx~~ claim and reports from tour to Chipata: up to now
Manfred did not write his report, so the reports are
not yet sent to the GM. Erhard Mische wrote that the
costs of the tour will only be refunded for one car.
He did not mention the food. But the team thinks that
it was necessary to go with two cars as there were many
people to travel including a small child. As the team
was told to visit those other IRDPs it thinks that all
the costs should be refunded. Monika will explain the
case to Erhard Mische.

79/82: IRDP news: the GSDP is named "IRDP Gwembe Valley" and
treated as a member of IRDP already. Agreement, Coordinat
tor and funds are the main obstacles for the GSDP to
be a proper IRDP. Mr. Jonnson said that first the
agreement has to be signed, second Mr. Schäfer has to
become the coordinator as soon as he is in and then
third the money can be looked for. For getting the money
the project has to ~~xx~~ obtain expert opinion on itself
by the committee of the KfV (Kreitanstalt für Nieder-
aufbau). After that the money might come.

4. New Agenda

1/83: Nansa/Kasama tour: the team will visit these two IRDPs
around the time of the next IRDP meeting in Kasama
which will be in March.

- 2/83: Binazeze Hall: VBF got it's trading license now and likes to buy this building. According to the decision of the team meeting in March the Hall cannot be given for that purpose. Ake informs VBF of the decision of the team.
- 3/83: Car for Zeze Consumers' Coop: the car seems not to be available. So the secretary writes a letter to the manufacturer whether the car has already been paid. Also G. did not get a copie of the "Belastungsanzeige" of the bank.
- 4/83: Treasurer's remarks: 77 723 K still have to come from the concession for the year-end of 1982. The car is waiting will be done by Ake and Renée. Peter has overspend 4000 K from Malima budget of the year 1982. As he does not get any money any more in 1982 the money has to be taken from the accounts of the other programmes involved in the E C money. From those the only possible one is the workshop budget. As the workshop then will not have any money for 1983 the team decided that Peter will ask the GI for additional funds from their part of the E C money.

5. Any other business

- 5/83: Claim of the visitor group of Calv: the settlement of accounts of this group is much more detailed so that the team accepts that as the right one.
- 6/83: Letter of Ake to the GI: the copie is in the team file.
- 7/83: Court of Andreas Chikopa: Andreas failed the entrance examination. He is on the list of the ones to follow up. If he does not succeed up to 24. January the cheque will be sent back. Andreas can try again in summer. If he is accepted the money will partly be paid to him in Lusaka and partly to his family here.
- 8/83: accomodation for the IRDP survey group: they will be accomodated in the single quarters.
- 9/83: Sietske's job description: Sietske has a different contract than Hans Martin Fischer. There is no job description in written although Rhand Fischer promised to send it long time ago. The secretary will write him to ask for it. The team wants to know whether Sietske is only responsible for the GI or whether she can be asked to do an kind of job in Lusaka for the team as HIT did.
- 10/83: Zeze Coop Houses: as VBF did not react on the offer to buy certain houses in Binazeze from the team up to end of November the houses will be officially tendered now. The buyer who comes first and pays cash will get them. Monika and Ake will number their houses.
- 11/83: team bedsheets and blankets: Samson Mbale refused to give back the 2 blankets and 2 bed sheets which he got from the team on 21. 9. because his things were not set in from Lusaka. Ake will talk strongly to him.

6. Monika closed the meeting at 16.45

chairman:.....

member:.....

Minutes of the team meeting held on 2. December 1982

1. Opening by the chairlady Monika Bitte at 15.10

Attendance: Monika Bitte (chair), Ingrid Fuchs (SECRETARY),

Eva Ingelhardt, Manfred Bitte, Hans Fuchs

Apologies: Ake Spreng und Renate Lippert (on leave), Peter Wendt (on duty in Lusaka)

2. Confirmation of last minutes: were stated as correct record

3. Matters arising from last minutes:

57/82: km-claim from IRDP: Mr. Jonsson told Manfred that for 1982 no money will be available for this purpose.

60/82: continuous education: no progress

64/82: outstanding loans from team account: Eva contacted John N'gandu. He said that he has no money at the moment to pay back his loan of 600 K. Asked to give back the pump he said that he sold the pump and bought cattle for that money. Unfortunately the cattle died. Hans will contact John N'gandu again. BaNcite will pay back his loan of 300 K from his overnight allowances (Stratviinda extension work). BaGray is left with 84 K, Ballutinta with 88 K, BaMalala with 21 K. Hans will write a letter to the last three borrowers.

65/82: housing in Nkandabbwe: the letter is written but no answer is in yet.

68/82: agreement GRZ/GH: the agreement form is now under typing.

70/82: Counterpart policy: Eva wrote a letter to Erhard which is in the team file.

71/82: claim and reports from tour to Chipata: the reports of Eva and Monika are in. The ones from Peter and Manfred are still missing. Monika will send the reports and the claim to the GH.

77/82: VEF: The team has the feeling that VEF is misused by local political authorities. But it cannot criticize and therefore cope with these authorities as the work in the GJDP is depending on these authorities. In the constitution of VEF no controlling system is anchored so nobody can supervise the activities of the board.

4. New Agenda:

78/82: team treasurer's remarks and reports: the financial statement of 1. January to 6. November 1982 was presented.

As the duplicating ink given by the team to the project is finished VEF will be asked to take over the next ten tubes.

The team agreed to pay the km-claims for 1982 in advance (before the GH sends the money). See also letter of team treasurer of 6.11.1982.

5. Any other business:

79/82: IRDP news: a. After Mr. Benoit has visited the project and seems to have got a good impression IRDP is looking for funds now intensively. Inofficially it was said that money might come from the "Kreditanstalt für Wiederaufbau". But for this Mr. Schüfer should be the coordinator of the project and be in in January already.

- b. Every programme officer should make a position paper about the historic development, the situation and the future of his programme to enable the planning unit to get an synopsis of the project.
- c. Housing for Klaus Schiffer: Mr. Gunyimba, the moderator of the UOZ in Choma has to be contacted for the house in Sinazongwe.

80/82: Lights in the Camp: the Gf will be asked to look into the provision of light (generator) in the Camp as there are problems with the present generator. "Elektrischlicht" is one of the promisses of our contracts.

6. Monika Sitte closed the meeting at 18.10.

Chairman:.....

Member:.....

Agenda for the team meeting on 6. January 1982

1. Opening by the chairlady Monika Sitte
2. Confirmation of last minutes
3. Matters arising from last minutes:
 - 60/82: continuous education
 - 64/82: outstanding loans from team account
 - 68/82: agreement GRZ/Gf → 65/82 housing in Namutale
 - 79/82: IRDP news
4. New agenda:
 - 1/83 : Namibia / Kasama tour
 - 2/83 : Sinazongwe Hall
 - 3/83 : Car MCL
 - 4/83 : team treasurer's remarks
5. Any other business:

6. Closing

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

22/11/82

MINUTES OF THE STAFF MEETING HELD ON THE 4th Nov. 1982 AT
NKANDABWE CAMP.

Present: Mr. D. Mutinta - chairman
Mr. G. K. Madyenkuku - secretary
Mr. H. Buchs,
Mrs. I. Fuchs
Mr. M. Sitte
Mr. A. Nsemani
Mr. G. S. Nakasamu
Mr. S. Mbale
Mrs. E. Engelhardt
Mrs. M. Sitte
Mr. W. Nchite

In attendance:- Mr. E. Syabbalo

Apologies:- Mr. P. Wendt - sick
Mr. K. Nduyi - on leave

Without apology: Mr. Mubita, Mr. Phiri and Rev. Malyenkuku.

Item 1 - The chairman delayed the meeting open at 9.40 hours, with remarks that he would like guidance since he had not chaired any meeting for quite a long time.

Item 2 - Confirmation of last minutes.

The chairman moved the motion that minutes of the past month he considered, Mr. Sitte suggested that since the minutes were of a long starting period we should only file them and start new business, this was seconded and carried. It was there after accepted that the minutes of the Steering Committee be gone through for observation. This was accepted.

Steering Committee minutes of 27th May, 1982. On minute GSDF/SC/4 question arose whether it was in all programmes that the Councillor should be notified of what is intended to be done in his area. This was put into discussion, after which it was found necessary that for any new opening before anything is done, the councillor should be notified so that the future development of the programme should not bring confusion to the people.

Item 3 - Progress Reports.

(a) Village Water Supply- The programme officer Ba Gray Madyenkuku reported that new developments are, that two (2) wells are now on completion stage in Sikalabula village which were on selfhelp programmes the project has given ten (10) pkts of cement to each of the well.

One bore hole is completed at Syabaswi at the depth of 42 feet (12m) The owner is not yet to buy a hand pump.

(b) Progress report for Syatwiinda scheme.

Mr. Mutinta reported that the dominating crop at present is okra, other crops are getting out of season. There are no problems of marketing on this crop, customers come in from various places for okra. In all there are 74 farmers on the scheme. However for this reason the scheme has lost 2000kg of tomatoes. The scheme has engine problems of the starter motor and also short in length of the sucking tube, due to this the water supply is poor, this is causing a delay on the farmers in starting rice nurseries.

Mr. Fuchs is now back from leave, so now we are alright in case of transport. We also have a valve problem on the system.

(ii) Extension.

The work on the extension of the scheme has started on the 7th October, 1982. The work is under taken by the Gwembe South Builders Co-op. which is at present employing 27 workmen.

(d) Gwembe South Builders.

(i) Mr. Nchite reported that there were some contract work for the private kapenta fishermen, these are now finished, we have two GRZ buildings, at Sinazongwe, the work is still in progress, almost at the wallplate level. We are also repairing a house at the fisheries training Centre. We are also engaged at Syatwiinda extension, at present we are building up with soil, the main channel.

(ii) Selfhelp scheme at Sikaneka the main clinic is loofed and bricks for the staff houses are made, but it is not sure whether they properly burnt as the people have developed a reluctant mind.

(iii) Community work. The distribution of cement is being done, in the following way:-

Malima 10 pkts already taken there share, Kanchindu Nkandabwe and Sinazongwe 10pkts each. They have not yet collected there shares.

(c) Women Education on figures.

Mrs. Sitte reported that at present she is running two groups in Mweemba area, one at Syabaswi, which is doing well, the other one at Siatwiinda is not doing well because, the women are always busy on the fields, attending to customers. After some consideration, the staff thought that in future, it will be better to make some arrangements with the farmers committee to map up a possible time when women can meet to attend the lessons.

(f) Social programme by Ba Eva.

- (i) The Lima plot at B/Malima irrigation ruha by womens' club is now sown with maize which is just jaminating. The visit of Mrs. Mukonka has helped very much. She is expected to come back to run a female course at the farm training centre Malima.

(ii) Clean water programme.

This programme is to teach women the handling domestic water. A group of women is organized here at Nkandabbwe. The aim is to bring to the notice of the women the understanding of the value of clean water. These women had gone with me to the Council offices at Sinazongwe to meet the council works officer on wells.

At one time I was involved in helping the council workers to give them transport to Sinakumbi where the council is cleaning wells etc.

(iii) Sisal programme.

On this programme the officer reported that there was no progress since the beginning of this year, women are no longer interested in the work. Therefore she needs some help of thoughts from the staff. After some consideration there was no clear conclusion that came out.

Question arose whether Ba Christina could not be laid off as the work she was employed for is not doing well. After some considerations it was concluded that she should not be layed off as she is to be fited into other women activities like water programme in Mwemba.

(g) B/Malima extension.

Mr. Mbale reported on behalf of Mr. Wendt who was in bed at the time. On the 6th of October, 25 men were employed to work on the channels up the land to be put into use. Among the 25 employed are 3 bricklayers who are present engaged in building boxes on the feeder channel, which is going to be lined by bricks.

Mr. Mbewe is at the site doing some levelling. The delivery of cement was done yesterday. The transport officer reported that of 225 pkts of cement which were ordered 6 were found missing on the transport. After some consideration the staff strongly recommended that the transport officer should bring this to the notice of the transporting agent.

(ii) On wells - he reported that a decision was made on one of the well under construction in Sikalabula village that the rings has to be made outside the well, then carefully dropped into the well when they were fully dry, this has worked very well.

(iii) On Syatwiinda extension. The work is going very well on the main channel which is being constructed after a pre survey we made with Mr. Sitte.

(iv) Nkandabbwe Irrigation.

The water level in the dam has gone down, therefore there is no more water running on the irrigation channel. To help the eleven farmers whose maize was still on the growing stage, a pump had to be installed at the dam to pump water on the canal. Arrangements were made with these eleven farmers that they had to pay K10.00 each in order to buy diesel to keep the pump running. After a week pumping, there came some rain then the farmers stopped the idea of saying for diesel as they thought that the rains had come to stay, now there is no water on the scheme therefore those maize which were not matured yet are now dried up and eaten by straying cattle into the scheme.

(h) Workshop.

(i) Mr. Nsemani reported that the landrover is now repaired and is running, however after running for some days it had developed another problem, so that it is now not running, one of the outlet valves is broken.

(ii) Generator.

This machine is now working, but it has some difficulty in starting therefore it needs two or more people to make it start. It is therefore necessary that the people living in the camp should work unitedly in order to get the machine started so that they can have lights.

(iii) Siatwiinda scheme.

Some repairs were done on the water sucking tube. It was reported by the AA I/c at the scheme that the same problem has already started which is due to one way valve which is not closing properly.

1. Syatwiinda Extension.

(i) Mr. Sitte. Eleven workers from GSB are put to work on the scheme. The building of the channel with soil is expected to be finished before heavy rains come. When the rains come, the work will be stopped, and the farmers will make use of their land as usual. The work will then start at the end of the rains. A remark was made by one of the staff members that they should be advised to grow short growing crops as crops like cotton may delay the work after the rains.

(ii) On building- The two buildings on progress will be finished this year the third one may not finish due to lack of material.

(j) Leave.

Mr. Fuchs reported that they are now back from leave.

(k) Chairman's remarks on reports.

He remarked that in future we should give short reports, and that there should not be any discussions in between.

(1) Request for transport.

A letter was read from the District Council requesting for transport on water maintenance team. There after Ba Eva elaborated more about the need that these people should be helped. After some discussion it was concluded that the transport officer has to make some arrangements with the council officer.

Item 6 - a) Agreement with I.R.D.P.

Mrs. Sitte reported that we should not expect to be with I.R.D.P. in 1983. This is because there is no donor yet, who is prepared to finance the project. And the agreement between the government of Zambia and the Gossner Mission is not yet made.

b) Syatwiinda farmers' agreement form.

Mr. Mutinta presented the form as prepared by the workers of the project at the scheme together with the farmers and the S/Chief Mwemba.

After some discussions a committee was elected to make some amendments on the form. (Ba Gray, BaSamson, Ba Hans and Ba Eva).

Any Other Business.

(1) Mr. Syabbalo wanted to know why there were so many bodies involved in village water supply in general. After some consideration it was concluded that he be invited when the village water supply committee sits.

(2) Cement. A question arose whether the centres given ten (10) pockets of cement were engaged in building houses? On this point Mr. Ncote said that this question has come in too late, he went on to say that the cement was ordered for house improvement scheme, but now most of it is given to village water supply scheme programme. He went on to say at the meeting of the community development staff where he and Mr. Nakasamu attended, it was decided that the cement be shared according to centres. And that reported on how the cement is going to be used will be made to the project. After some discussion it was concluded that:- reports should be given from both water and housing schemes. noted.

(3) Date for village water supply committee meeting to take place on the 5/11/82 at which most things should be explained to Mr. Mbale as he is taking over the programme.

(4) Seminars. Mrs. Fuchs requested to know whether it was allowed that she runs some seminars here of about 10 people at a time. This was accepted, but the accommodation and place of meeting has to be arranged by Mrs. Fuchs.

There having no more to discuss, the chairman thanked the members for the time well spent.

Meeting ended at 13.48 hours.

-----CHAIRMAN

-----SECRETARY

Minutes of the teammeeting hold on 4. November 1982

1. Opening by Monika Sitte at 15.35

Attendance: Mo. Sitte (chair), I. Fuchs (secretary), E. Engelhardt, Ma. Sitte, H. Fuchs

Apologies: Ake Spreng + Renate Lippert (on leave), Peter Wendt (sick)

2. Confirmation of last minutes: the minutes of October were stated as correct

3. Matters arising from last minutes:

54/82: visit to other IRDPs: postponed until Ake and Renate are back.

57/82: km-claim from IRDP: no progress, Sietske will be asked to go to the ministry for information.

60/82: continuous education: no progress, the dates of A. Chikopa will be send to the GM by Mo. Sitte.

64/82: outstanding loans from team account: no progress.

65/82: housing in Nkandabbwe: no progress, I. Fuchs will

write a letter to the PAO that the house of Mr. Nduwi has to be free at the beginning of 1983 because new staff is expected then.

68/82: agreement GRZ/GM: no progress, it seems as if the basic problem is to find a donor. Up to now there is none so the GSDP is not on the budget list from IRDP for 1983 which means the GSDP will not become an IRDP in 1983. For finding a donor it is necessary to get the agreement between GRZ and GM signed.

70/82: counterpart policy: Eva will inquire from the GM whether there will be any chance to replace the expatriates by Zambians employed by the GM under the same conditions.

71/82: claiming costs from the tour to Chipata: the claim is prepared and will be send to the GM together with the reports of the trip which will be made by the teammembers who attended (also for the staff).

4. New agenda:

74/82: letter from Rherd Mische from 10.6.1982:

to point 1a,b,c: IRDP demanded an European coordinator for the GSDP in order to get money from them. According to the new situation (officially GSDP not becoming

an IRDP in 1983, no money from IRDP) there is no need for a new coordinator, so the team does not involve itself into this matter. It was stated that there will be problems to get the agreement signed as the present proposal has been adjusted to the GSDF as an IRDP. Point 2: accommodation Schiffer: there seems to be no housing in Binazongwe for family Schiffer. A last possibility might be to get the house of the UCZ there. Vlietske will negotiate with UCZ in Lusaka.

It was stated that an way without agreement nobody can get a work permit so Schiffers and Stroh-Van Vliets should be informed about this difficulty.

2 75/82: news from West-Berlin: Hans reported that among other issues mentioned above already Erhard Mische talked about the problems of the project to get money. He suggested that VSP should give money to the project in return for the help VSP always got from the project.

5. Any other business:

76/82: house in Kanchindu: it was agreed that project officers as well as project visitors are allowed to live in the second house in Kanchindu if need arises.

77/82: VSP: since two or three months the Board meetings of VSP did not take place. It seems as if the Board is not carrying out its duties. The question is what possibilities does the team have to interfere in the matters of VSP especially the sales of used clothes from German respectively the use of the money from it. To get a clear picture of the situation of VSP Monika Sitte will prepare a report on VSP for the next team meeting.

6. The meeting was closed at 18.35.

..... (chairlady)

..... (member)

Minutes of the team-meeting in OCTOBER 1982

1. Opening by Monika Sitte at 17.00
Apologies: Hans und Ingrid Fuchs on leave
2. Confirmation of last minutes: were stated as correct
3. matters arising from last minutes:
- 54/82 visit to other IRDPs: it was decided to combine both trips to Mwanza and Kasama. We will wait for Hans and Ingrid before we fix a date for beginning of December.
- 57/82 km claim from IRDP: Ake will visit Mr. Banda in the Ministry (room 424) on October 6th
- 60/82 continuous education: no progress
- 64/82 team treasurer's complaints on outstanding loans: no progress
- 65/82 housing in Nkandabbwe: Samson Mbale the new water engine er, is living now in Evas old house. The PAO is informed about our need of houses when the new staff arrives and promised to look for a house in Gwambe for Mr. Nduwi.
- 68/82 agreement GRZ/GM: no progress
4. new agenda
- 69/82 changing of team-secretary: Ingrid will be secretary after her return from Germany. Monika will be the chairlady for the next three months.
- 70/82 counterpart policy: Because of her good experiences with the female extension officer Mrs. Mukonka, Eva brought up this point. It should be thought about to employ a Zambian woman as her successor, who should work under the same conditions as herself (esp. transport). It was agreed that the question about counterparts had been taken too easy until now and should become a fundamental discussion including team, staff, GM, GRZ and the future donor of money. Each officer feels the necessity to draw more qualified people to the valley, which might be more successful if they were employed by comparable conditions like the Europeans. Concerning transport there should be found a general policy and the possibility that GM employs qualified Zambians instead of Europeans should be reflected.
5. Any other business
- 71/82 claiming costs of the trip to Chipata: The costs of food and the km-claim will be send to GM. Berlin
- 72/82 Peter brought up the idea to ask for donations for Lake transport. It was agreed to think about it.
- 73/82 costs for gas-bottles in single-quarters: the team feels unable to controll who is using how much gas. That is why Mr. Syaballo will be authorized to look after the gas bottles and charge other users. He will be approached as the responsible person to pay the team for the gas bottles, if he does not object.
6. Closing at 18.30

E.E.

.....
(chairlady)

.....
(member)

Confirmed on team meeting of 4.11.82

Gossner Service Team
POB 4 Sinazeze

Minutes of the Team-meeting from AUGUST 1982

apologies: none

1. Opening 14.30 by Ba Ingrid 11.8.82
2. Confirmation of minutes: the minutes from July's team-meeting were stated to be correct
the minutes from the 3rd meeting with Mr. Mische were confirmed
3. matters arising:
 - 30/82 Standard Bank. Item cancelled
 - 49/82 import of new cars. Still no answer from Sietzke about regulations
 - 53/82 Radio call in Kanchindu: Ake was asked to set up a list of items which are required. This list will be send to WäBerlin
4. New Agenda
 - 54/82 Manfred's report from the meeting with Haarthorn, Johnson Mische Schröder Sietzke and himself. Manfred said: IRDP insists on a white co-ordinator because they doubt that a Zambian can handle those high amounts of money which will be involved. Irdp is still looking for this money outside and it looks better to future money donors if you present them a white boss. There were no objections from IRDP against a Zambian counterpart, even when they opposed the idea to hand him over the responsibility after one year.
Km.claim.82: Erhard asked IRDP for K 10 000 to cover the km-allowance. Johnson was not sure whether there is still money left, but the team could write an official application.
team-leaders Manfred told Haarthorn about our discussion to abolish the team-leader. Manfred proposed to substitute the term 'team-leader' with the term 'representative of GST/GM', which was accepted.
Haarthorn proposed that GSDP should visit other IRDPs than only Kabompo. There are still IRDP Chipata, Eastern Province (which was said to resemble GSDP most), IRDP Kasama, Northern Province (which has a Zambian Co-ordinator) and the IRDP in Luapula Province.
As Mr. Mische agreed to Haarthorn's proposal the team assumed that the GM will cover the travelling costs. A committee was elected including Renate, Manfred and Peter to write letters to the IRDPs and prepare the excursions.
 - 55/82 Co-ordinator. It was said that the PAO seemed not to be enthusiastic about the idea to employ Mr. Momba, because he has no status in the civil service. Irdp advised us to contact the PAO, the DES and the PS in Livingstone about the problem how to sack the old co-ordinator. Mr. Nakasamu has to be sacked by the PS and the PS has to be influenced by GM and by the PAO. So it would be our task to approach the PS according to Mr. Mische.

It looks like that the team has now to follow up what Mische has started on his own, concerning both Mr. Momba and Mr. Nakasamu.

It was decided that nobody of us was authorized to do those jobs which Mische has left. We are not in the position to contact higher departments to sack our own boss, and Gossner Mission did not give us any authority to hold talks of employment with serious applicants.

It was felt, that Erhard should better come back and settle these problems by himself.

56/32 Planner: The same is the case concerning housing of planner.

Who of us is in the position to apply for a Government house in Sinazongwe?

Ake and Eva were asked to write a letter to Gossner Mission to clarify the position and authority of the team. This letter should be concerned about 3 subjects: co-ordinator, house for planner and aerial photographs.

57/82 money from IRDP for this year. Ake was chosen to contact the IRDP accountant, Mr. Banda, to ask for more information how to apply for money from their special fund.

58/82 GSB. Manfred shortly informed about a meeting with Erhard, where he made clear again that GSB wants no further money from outside in respect of the building business itself. But Manfred would appreciate very much money for training and will draw up a budget for his needs.

59/82 Scudder report. Hans complained that the 2nd version did not contain all the corrections which were agreed upon on the special meeting. Altogether the GST was surprised about the character of the study because they had expected a socio-economic study of the influence of G?-s work during the last 10 years. Still their advices for future work were appreciated and will be considered in planing and discussions.

60/82 continuous education. everybody should give in a proposal for further training required. Those proposals will be compiled and send to Gossner Mission.

5. Any other business

61/82 housing of Vixon, the new VSP treasurer. in single quarters VSP will get a set of sheets and blankets for K 10 that they can house their people properly.

62/82 money for water and electricity in the camp. The auditors complained that there was no payment from our side on those commodities. So Ake, Mr. Musya and Mr. Nakasamu sat together and decided that each household should pay each month K 1 for electricity plus K1 for water.

63/82 newspaper. It was agreed that Ake will write to GM to ask them, to stop the Neue Züricher Zeitung and start again with Die Zeit.

~~XXXX~~ announcements: Hans announced a party will be hold in Siatwinda Irrigation for Ursula.

Hans and Ingrid will be on holiday from 7.9. to 12.10.

Monika agreed to take over the team treasuring as far as giving out money and receipts. If it comes to any financial statement she rejects, which was agreed to by Hans.

6. Ingrid closed the meeting at 16.45

€ €.

Minutes of the extraordinary team meeting on 22-7-82

Attendants: Mr. and Mrs. Schröder, Mr. Mische, Hans + Ingrid Fuchs, Manfred + Monika Sitte, Eva Engelhardt, Peter Wendt, Ake Spreng, Renate Lippert, Wolfgang Lenz.

In the chair: Ingrid Fuchs; secretary: Monika Sitte

Extra points: - The team agreed on Renate to be an ordinary team member. She will have from now on the rights and duties of a full member.

- Schröders expressed their disappointment about their staying here. They feel like disturbing people when they come to ask for detailed informations. From there it was concluded that for any more Zambia Council members coming a programme of activities should be prepared by the team resp. staff.

Mr. Schröder raised some questions which were not yet fully answered to him like: -co-operation among team and future pastor? -GSB and its future? -which are the possibilities for a training programme for the GSDP workshop?

These items were touched in the following discussion.

TOP 1: New informations about agreement and IRDP especially about The meeting Mr. Harthoorn + Mr. Mische (alone).

Mische reported: the ministry accepted 'our identity'; the main problem is the leadership of the project. An effective administration is required. Therefore Klaus Schäfer ~~is~~ seems to be requested as the GSDP co-ordinator instead of working as a planner. (No answer what will happen to that job then). Mische proposed zambianisation by calling Mr. Momba from Mazabuka as the project's co-ordinator. (Momba is 48 years old; he is now earning K 4 000.- p.a. and his salary should be K 400.- per month as a co-ordinator.) But it is not yet clear if he could be accepted according to GRZ regulations.

Mr. Schäfer will come to Zambia by boat most probably in February 83; he will then first go to another IRDP project and stay there for one month. After that he will stay in a village for another month. He thus will be available for his job in March 83.

Mr. Momba would be available from July 83 on.

During the following discussion the team strictly stated: THE CO-ORDINATOR HAS TO BE A ZAMBIAN. Only if all efforts will not help us to find a Zambian a european may come in.

The last statement here was given to Mr. Mische as follows:

"the project co-ordinator has to be a Zambian. If no one is found Gossner Mission will appoint someone."

TOP 2: Handling of EEC money

The total sum for 3 years will be 3x DM 160 000.- that is DM 540 000.- ~~XXXXXX~~ GM applied for 1.8 to 1.9 Mio. DM but only about DM 840 000.- were granted. The amount of DM 540 000.- will be given to GST on behalf of GSDP. The remaining sum of DM 300 000.- will be kept by GM Berlin e.g. to pay km claims. If IRDP comes in this amount will come on top.

The following programmes within GSDP should get their share:

- Siatwinda + Malima extension; - co-operatives' extension;
- Gwembe South Builders; - GSDP workshop.

The officers i.c. of these projects should sit together with Mr. Mische to sort out their requests.

TOP 3: Finances of GST

The GST budget will be as follows:

65 000.- DM p.a. for car loans

12 000.- DM p.a. for fixed costs

4 500.- DM p.a. for unexpected expenditures.

The money for magazines (DM 175.-) were refused but later accepted again.

TOP 4: Contract for planner

see TOP 1.

TOP 5: Future of VSP

The question was: does GM intend to employ a white supervisor for VSP only -like e.g. for GSB- ? The answer was not fully given. Additional staff cannot be employed by GM because of lack of funds. But if DÜ comes in here there might be somebody employed for VSP. There is a pastor coming in April 83 together with his wife; she is also a pastor. They are expected to work close to VSP according to the job description for a pastor. But if ever somebody should be permanently working for VSP only he/she must be officially requested by the District Council.

It will also be the duty of the future pastor to introduce any visitors into the project and to do some kind of "Öffentlichkeitsarbeit" within the GSDP.

GM sticks to the agreement with VSP concerning the payment for the VSP manager. GM will pay 100 % of Mr. Syabbalo's salary in the first year, 80 % in the second year and so on. After 5 years VSP should be able to pay the full salary.

The sponsorship for Mosias Syakasasa was rejected as there was no proper - not to say none at all - application made by the VSP committee.

TOP 6: Counterpart for Ingrid

Ingrid gave the information that CUSA only employs someone for one credit union only; they refuse to employ a field officer being in charge for several credit unions. Therefore Vickson Syankondo will only be responsible for Siatwinda Credit Union, but he should work together with Ingrid for other CUs just from the beginning.

Vickson will be employed as soon as the procedure is agreed by CUSA and GM Berlin. Transport will be supplied by CUSA; allowances should be limited -the limit is still to be found-.

TOP 7: Report of Colson/Scudder

The question here was: can this report be a base for our future work? It was found that this report is not a socio-economic study like requested by the team. It only gives some practical proposals for the future work, but the effects of the work of the last 10 years are not investigated.

The final report is still to be discussed in the next team meeting.

TOP8: Application of 2 students

TOP9: Visit of pastors in 1983 both were already discussed in the staff meeting.

TOP 10: Sponsoring of continuing education

Mosias Syakasasa was rejected; Andreas Chikopa was accepted. His course including his salary for 2 years will cost about DM 16 500.- as it was estimated.

TOP 11 Agricultural show

TOP 12 Water supply in the camp

Mr. Misch agreed that the sum of DM K 500.- which were given to the team for the agricultural show could remain here and be used for the water supply system or any other purpose according to the wishes of GST.

Any Other Business:

- GSB: After Manfred stated briefly "no future" the matter was referred to the next meeting on 26/7/82.
- Monikas future work: Mr. Mische expressed his disappointment on "how this matter was pushed through by the team". But nevertheless he accepted the staff decision as it was taken by the staff meeting on 22/7/82.
- Work of the pastor : see TOP 5
- Transport requests : Mr. Mische asked the team for transport on 26/7/ to the DES' office at Sinazongwe; on 27/7/ to take Mr. and Mrs. Schröder to Batoka; on 30/7/ to the PAO's office at Choma.

Mr. Mische also asked if a trip by boat on lake Kariba could still be arranged for the weekend.

- Liaison office car: Mr. Mische brought up his idea to buy a special car for the GM liaison office in Lusaka. He mentioned a TOYOTA bus/Kombi. As money seems no longer to be a problem the only question was if the import of another vehicle on behalf of GST is still possible. The answer should come from Sietzke who was asked to give the regulations on this to the team in written.
- General mood in team and staff: Mr. Mische made some private statements on that; e.g. when he was here in January 82 he felt a lot of strained relations between the team members and the Zambian staff. He himself looked upon Ba Gray as a "good father and wise adviser for the team". But when Ba Gray was in Germany he must recognize that he played off the team against Gossner Mission in Berlin. This was "fatal". In January Mr. Mische also for the first time went to the DES alone. Talking about co-operation the DES then stated "not with this team"; but he agreed on co-operation with a planner or co-ordinator sent by Gossner Mission. Mr. Mische then tried to overlap this gap by the assistance of Ba Gray but he failed as he said today. It was now following a discussion about how to handle confidential talks with anybody. No real conclusion could be made but everybody agreed to be much more careful in future.

The meeting was closed at 20.05 hours.

Enc d#

Gossner Service Team
POB 3 Sinazeze

Agenda for the 3rd meeting with the special guests, Mr. Misohe,
Mr. and Mrs. Schröder

Thursday, July 22nd 1982

1. Opening by Ingrid and discussion about Renates participation
at team meetings
2. Confirmation of minutes from July 9th

3. New Agenda for the special meeting:

TOP 1: New informations about agreement and IRDP

TOP 2: Handling of EEC money

TOP 3: Finances of the team

TOP 4: contract for planner

TOP 5: future of VSP, Syeballa /

TOP 6: counterpart for Ingrid

Top7 : Report of Colson/Seudder

TOP 8: Application of 2 students of agriculture

TOP 9: visit of pastors in 1983

TOP 10: Sponsoring of continuing education

TOP 11: agricultural shows

TOP 12: water supply in the camp

4. Any other business

~~1. Private loans / Gov - loans~~

2. Make make '1 VSP

3. ~~John Syeballa~~

4. Transport - here

5. Transport - L.O.

20.7.82 |
A. Bargeld: 2200,- K Bank
1000,- Cash

Löhne: monatlich (19/30 Leute)
2000 - 2500 K

unter
Seite

2. Material auf Lager:
6000 K (grob geschätzt)

G S B

3. offene Rechnungen:

(19.240)

g. erwartete Einnahme: 69.810 → Jan 1983
dazu 14.300 → Sept. 1982

(Simasera: 5400 K unmit./teilw. off.)

→ 30.9.82 → 30.3.83 → 1.4.84

K 15.900 → 33.500 → 19.700

2240,- K (Simasera)
6600, K (Simasera (gan))
2200, K Bruce
7500, K Mordida
3700, K PLO
3700, K Veterinär

Aktivposten → 30.9.82 / 1-3
~ 25000,- K
+ 50000,- K Kibinda
Ausgaben → 30.9.82
Löhne 4500, K
Transport 4500, K
Material 9000, K
18.000,- K
7.300
25350 K
+ 10000, K

4. offene Rechnungen: (Verbindlichkeiten)

Einkommensteuer:

K 7.300 - 2 S B S K 800 ~ privat

K 9.900 - 8 S T

K

B. erwartete Aufträge + bestätigte Aufträge

Simasera - K 44.500 (1982: 29000)

Simasera FTC (Fischerei) - K 29.000 (1982: 15000)

Chiribi 202 (?) K 15.000 (1982: 10500)

Maamba: Zesco (?) K 41.000

2.5 ton lorry = 16-18 000

Benz lorry : repair = 5000 K

mixer = 3000 K

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

Minutes of the 3rd meeting with E. Mische
and Mr. and Mrs. Schroder at Nkandabbwe

special guests : Annette Droge, Wolfgang Lenz.

1. Opening by the chair, Ingrid
2. Confirmation: the minutes were confirmed as correct
3. New Agenda.

Gwembe South Builders

Manfred explained his Annual Report and add some information on the policy of the GSB.

- no new credits from outside
- only the manpower input from Mr. Ncote and himself
- there is no hope for a profitable running of the Co-operative in the near future.
- the building capacity in the valley is to low so the plateau is the possibility.
- the Co-operative is to many institution responsible to; the members, the co-op department, tax-department.

After that Manfred reported to the meeting that in the last year the responsibility for him increased more than expected, so that he is doing nearly every necessary job in the co-op. It started a long discussion on this subject in which the members of the meeting turned in a circle. The meeting said that the GSB can't survive without help from outside. Therefore Mr. Mische explained the willingness of the Mission to send another building expert to continue with the learning process with took place in the co-operative. Manfred expressed in addition, that there is really a learning process under the co-operative members. After this explanation the problem of GSB became clear; that on one side GSB should be a profitable organisation, and on the other side it should have an development character of training and learning. But whenever a meeting like this today is called we are talking about money, specially if Mr. Mische is there. Therefore the meeting came to the point that Manfred is in a very difficult situation to deal with the efficiency of the "company" towards the GM and with the educational approach to the Co-operative members. It came also up that GSB were not created because of interest in co-operative rather to keep the money in the valley. Mr. Mische made clear that the GSB co-operative was the best solution to ensure that the money do not go out of the valley. One proposal was made; that the GM looks for capital inputs from Germany (bread for the world) and for money to hold the meetings every month and the GSB can work a bit freely and with a bit more time for education. Mr. Mische said, that he is not willing to ask the GM board for additional funds in connection with the GSB. Another proposal was made, that the task to look a bit more in education and on the other side the GM don't look always into the figures. Mr. Mische reflected the proposal, but proposed a upstocking of the capital reserve. It seems to the meeting that this is not the right solution. Mische explained that the Mission to send another building expert to continue with the learning process with took place in the co-operative. Manfred expressed in addition, that there is really a learning process under the co-operative members. After this explanation the problem of GSB became clear; that on one side GSB should be a profitable organisation, and on the other side it should have an development character of training and learning. But whenever a meeting like this today is called we are talking about money, specially if Mr. Mische is there.

The last proposal was to make a budget for every year, so that the GSB is handled like a development project and will be able to deal and calculate with that money. Mr. Mische agreed to that if IRDP can take over this budget.

It was concluded that Manfred should write a budget proposal and give it to Mische that he can try to get funds from IRDP when he will be in Lusaka. In general the meeting was not very satisfactory to some of the members because we felt that we had the discussion already once or twice.

Another point was brought forward from Mr. Mische in connection with Mr. Simeya. He ask the team about thier feeling that the Mission will be paying Simeya a salary to keep the church and the choir alive. The team connected on it but refused to decide.

The meeting was closed after dawn.

.....
Chairlady

.....
Member

Secretary - A.Spreng

Minutes of the 2nd meeting with E. Mische
and Mr. and Mrs. Schröder at Kanohindu on July 10th 1982

1. Opening by Ba Ingrid at 15.00
No apologies
2. TOP 1: agreement with GRZ
Erhard read the version which he wrote after our first discussion on the day before. His proposal was as follows:

Agreement between the Government of the Republic of Zambia and
the Gossner Mission in West-Berlin

In continuation of the "Agreement for Technical Co-Operation between the GRZ and the GM" - signed on the 5th of May 1970 - and of its first amendment - signed on the 31st of January 1972 - both parties have agreed upon further co-operation as follows:

Article 1

The GM will provide experts in various fields to meet the request of personnel by the GRZ in order to assist the Zambian government and agencies engaged in the development of the Gwembe Valley, particularly the Gwembe South District.

The Gossner Mission considers its services as part of its Christian witness which pursues a comprehensive approach towards God's people including the spiritual and material well-being as well as the social and cultural side of the life of the people.

The GM considers the grass-root work as being performed since 1970 in the GSDP essential to its self-understanding serving its purpose to meet the needs of the people.

The GM feels obliged to assist the activities of the GSDP in the line of its planning over the next 5 years.

Article 2

The experts assigned by the GM shall work under the direction of the IRDP - Gwembe District Steering Committee.

The GRZ will appoint such executive officers as shall be required for effective utilization of the material and expert personnel provided by the GM.

Article 3

The two parties shall be represented respectively by and the leader of the GST, who shall be resident in Zambia.

Article 4

1. (a) Expert personnel to be provided by GM under this agreement shall be recruited under contract by the GM which pays the salaries of its officers in full.

(b) Prior to the recruitment of any expert the Development Division shall, on the recommendation of the Ministry of Rural Development provide the GM with a complete job-description defining and outlining basic qualifications and experience of and duties to be performed by the experts.

(c) The leader of the GST shall, in consultation with the IRDP Gwembe District Steering Committee be responsible for the allocation of each team-member to the respective programme of work, subject to provision of section (2) below.

2. The experts shall, in performance of their duties, be under the exclusive direction of the GRZ or the agency to which they are assigned. They shall be subject to all such laws, regulations and orders in force in Zambia except where exempted by this.

The GM in consultation with IRDP will endeavour to prepare its officers

for their task in Zambia. During this period the officers shall remain under the supervision of the GM.

Article 5

reads as article 6

Article 6

This agreement shall enter into effect on the date of signature and shall remain in force until or unless terminated by either party after expiration of six months written notice.

Annex 1

1. remains
2. is paragraph 2a
3. remains
4. remains
5. The GRZ will make sufficient funds available through IRDP for covering the km-allowances of the team-members for the execution of their duties.
6. remains
7. through 9 remains

Annex 2 remains

Annex 3

(a) The IRDP Gwembe District Steering Committee is responsible to plan co-ordinate and implement the development work. It is responsible for the budgeting and financial transactions related to the various programmes and activities.

(b) The leader of the GST will be ex-officio member of the Steering Committee and will work under the Chairman of the committee in all matters relating to the programme of work devised by the committee.

(c) The members of the GST are obliged to prepare annual reports and to assist the administration in the submission of the Capital and Recurrent Estimates of the GSDP.

(d) The GM has the right to assign a minister to the team.

From this version Erhard only read some parts, leaving out the sentences about the function of the team-leader. So nobody objected and it was decided that besides Erhard Ingrid Fuchs should go to the next meeting with IRDP on Tuesday 13th and Thursday 15th.

TOP 2: Jobdescription of liaison-office

The job-description of the liaison office was not in written with us, so a final decision could not be made. It was discussed, that Sietzkes participation at meetings was seen as necessary (at least every second month) and Erhard agreed that she could extra kilometers for those trips into the Valley.

Even when the team found it strange that the one and a half contract of Hans-Martin and Teddy should now be reduced to one half contract, Sietzke agreed to do the work on a half-contract for one year to get a realistic picture about the amount of work and time involved. After this period she will decide again whether this work is fairly paid by a half-contract.

In this context Erhard brought up the idea to buy a special car for visitors or trips inside Lusaka. There was no final decision about this subject.

Ingrid closed the meeting at about 17.30

.....ö.....
chairlady

.....
member

Gossner
.....
secretary

First meeting with Erhard Mische on Friday 9th July 1984

special guests: Mr. and Mrs. Schröder and Mr. Mische, Mrs. Krisifoe
 apologies: none

1. Opening by Ingrid at 1620 and introduction of the team to Mrs. and Mr. Schroeder
2. Mr. Mische brought up the points which he wants to be discussed and which werenot yet covered by the team's agenda :
 - 2 agriculturalists from Göttingen want to write their thesis here
 - a group of 7 pastors (+ 2 female non-pastors and Mr. Mische) will visit us in the beginning of 1985
 - sponsoring of continuing education (f.e. Mosias)
 - agricultural shows
 - water-supply in the camp
3. TOP 1: agreement GRZ-GM

Erhard reported about the visit in the Ministry of Agriculture and Landuse on Thursday 8th. Participants were: Haarthorn, Bergh, Chivwema, Sietzke, Mische and Schröder. The minutes were taken by the female extension officer of IRDP.

Harthorn rose the question about the special character of the GST, which he demands to get in written. If there was nothing particular about the GST/GSDP there was no reason to formulate a special agreement but one could just follow the one which was formulated for all volunteer organizations. Erhard tried a first answer on this meeting, important aims for the GST/GSDP are:

1. a comprehensive approach to development, including the spiritual, material and cultural aspects
2. grassroot work with an integrated approach
3. not big projects with a high input of capital but small projects with relatively low costs are aimed at.

The following discussion from the teammembers and their guests was not very stringend but a bit unconcentrated and mixed up. Anyway, all felt the need to define the project's main objectives to make sure that its identity will be maintained after an integration into IRDP! It is still not clear whether the project is under IRDP already the Ministry in Lusaka says yes, the PAO in Choma says no. He anyway would prefer to have the IRDP extra in Gwembe Central to receive funds for 2 projects.

It is sure that in future the Gwembe District Steering Committee will plan for us, controll us and channel our funds, whether they come from the GRZ or from outside. That is part of the national structure or IRDP and is basic for the project after decentralization. But it still has to be discussed:

- a) which social consequences the integration into IRDP will have for the people who are reached by the project
 - b) how the financial basis will look like. The EEC stated that they are not prepared to give any money if the GRZ is not paying the same amount. Sp the participation was decided to be 50% of the money from EEC and 50% from GM and GRZ. It is also not clear what the EEC will say if they learn about the involvement of the IRDP.
- Again the team urged that the following demands should be maintained in case of a fusion with IRDP:

1. comprehensive approach
2. work on grass-root level
3. low-cost approach
4. democratic structure of staff as main decision-making body
5. plans for the next 5 years which have been accepted by the staff
6. close co-operation with allied projects like VSP and GSB.

out of development (not a member)
12.4.50

to all members of the group.
since the 12th of 1949 is officially a part of the Inter-

2/

But still Erhard refused those detailed demands to be necessary for the agreement. It would be sufficient to set up a general framework or tendency. On the other side the agreement should be open for extension of GM to the North of the Southern Province. In short the following changes of the old agreement were tackled:

Annex 1b will be cancelled.

As it might be the case that SIDA pays the km-claim this should be fixed on paper to keep the GM out of those high costs.

Annex 3b will be cancelled.

GSDP will be in any case under the directing of the Gwembe District Steering Committee

If the term 'pilot irrigation scheme' will be cancelled.

Capital and recurrent votes will have to be given in detail and clear distinction.

under Irdp semi-annual-report have to be written.

A team-leader is again requested in future.

As everybody was tired and worn out the last point was not discussed any more, but will for sure come up again in a later meeting.

5. Ingrid closed the meeting at 19.00.

.....T.....
(charlady) (member)
.....
(secretary)

Minutes of the team-meeting, held on July 7th 1982

1. Opening by the chairlady Ba Ingrid Fuchs at 15.10
2. The last minutes were confirmed to be correct
3. Matters arising from the last minutes:
 - 30/82: Standard bank: no progress
 - 38/82: Teamsecretary, dating of teammeetings postponed to Mr. Misches arrival
 - 39/82: Teammembershipcards were only needed during the wartime, nowadays they are not necessary
4. New Agenda
 - 47/82: Tonga posters. No objections from the side of the team against bigger printings of the cards which were painted by Mrs. Brühns as long as she agrees. It was still felt that this decision was the matter of VSP.
 - 48/82 Feeding of Mr. Mische, Mr. and Mrs. Schröder. It was agreed that the visitors could look after themselves. They will live in a furnished house and can use the kitchen facilities after their own needs.

Topics for meetings:

 1. agreement Gm-GRZ (money from EEC or IRDP)
 2. finances of the team (km claim f.e.)
 3. contract for planner
 4. future of VSP, esp. activities of the pastor and sponsoring of an accountant
 5. counterpart for Ingrid
 6. Report from Scudder and Colson

Two meetings should be enough to cover those points plus those which Erhard might bring up. The first meeting was dated for Friday 10th at 15h, because Sietzke is in and can participate in the discussion about IRDP resp. EEC money and about her liaison office.
 - 49/82 car for liaison officer. Sietzke should find out the regulation about importing of cars on behalf of the team. The team wants to keep one car in spare in case of an accident or other losses. But if there is still another car free this year, the team has no objections that Sietzke can import one. But she will be asked to bring us a document which states the regulations in written.
 - 50/82 Treasurers report. The auditing for 1981 was done by peter and Eva on April 19th and 20th. They looked through the books as far as their competence of book-keeping reached and considered the treasurers work was alright. Hans was reelected as team-treasurer for 1982.
 - 51/82 Hans proposal to take the loan for Ba Marc's car from the credit union to enable them to earn the 8% interest was rejected.
 - 53/82 radio-call in Kanchindu. It was in general agreed to install a radio call at Kanchindu but the Gm has to be asked for funds to buy the following items which cannot be obtained in Zambia: a battery, a battery charger and a new aerial.
5. The meeting was closed by Ba Ingrid at 17 hours.

E.E.

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

26th July, 1982

STAFF MEETING HELD ON THE 22/7/82.

Present: Mrs. Sitte -chairlady

Mr. G.K. Madyenkuku - secretary
Mr. A. Spreng
Mr. W. Ncote
Mr. P. Wendt
Rev. Malyenkuku
Mr. G.S. Nakasamu
Mr. K. Nduyi
Mr. A.C. Nsemani
Mrs. E. Engelhardt

In attendance: Rev. Schroeder Board member of the Mission quorum (W.G.)
Rev. E. Mische Mission Inspector (G.M.) Berlin West.
Mr. E. Syabbalo VSP society Co-ordinator.

Apologies. Mr. Sitte gone to Malima
Mr. Phiri preparing for Monze

Item 1 - The chairlady welcomed the visitors Rev. Mische and Rev. Schroeder, the later being his first visit to Zambia and introduced him as a member of the Board of directors of the Gossner Mission in West Germany.

Item 2 - Confirmation of last minutes.
Confirmed and signed as a correct record.

Item 3 - Matters arising from the last meeting
Page 1, Item 1 Sub head III question arose whether there was any progress in the process of getting Mr. Musiya into the appointment to Civil Service. Mr. Spreng reported that the matter was now in Choma.

Page 2, Item 1 heading VI Re; female extension officer. question arose whether a letter was now written to the P.A.O. requesting for this lady. In reply the project co-ordinator said that he had no papers to do so. There after Mrs. Engelhardt promised to give the co-ordinator 6 papers for this letter.

Page 2, Item 1 Subhead VII - The project co-ordinator reported that the collection of water fees is going on.

Page 2, Item 2 Subhead III question arose whether the point of the purchasing of the Syabaswi harmer mill was paid to the project. The reply was not yet because Mrs. Fuchs is still on leave.

Page 3, Item 2 subhead VI question arose whether the payment for the generators of B/Malima irrigation are now ready. Mr. Wendt reported that the preparations are going ahead soon the money will be made available.

Repairs of the house of the A.A. at Mkandabowe question arose whether the house is now repaired. In reply Mr. Spreng reported that nothing was done yet.

Item 4 - Report by Rev. Mische

Rev. Mische reported of the meeting held with the ministry official and I.R.D.P. officials which he attended in the company of Mrs. Krisifoe and Rev. Schroeder. At this meeting the G.M. was asked for the (1) objectives of the project (2) the extension of the agreement not signed yet, of which Rev. Mische hope to get it signed before he goes back to Germany. (3) The point of a Zambian Leader in the project was not solved yet.

On the point of I.R.D.P. coming into the Gwembe South, it was found necessary that the project should work together with them because they have the money which could be used on bigger programmes which the project has no money like improvement of roads and electrification of the valley.

Leadership; On this point it was made clear that the ministry wont have some one to head the project as they do not have anybody in mind at present. Therefore they expect us to find somebody. If we can not find one, then the government will ask the I.R.D.P. to find someone, who will most likely be a European. Mr. Mische went on to say that he was going to see the P.A.O. Choma next week on the same question.

When the present Co-ordinator was asked when he was retiring, he said that he was not going to retire, he had written a letter to the ministry that the continues for another three (3) years because the ministry has not given a replacement to the G.S.D.P.

Item 5 - B/Malima 1983 Budget.

Mr. Wendt presented the budget proposal he had preped. This was accepted. Mr. Spreng drew the attention of the staff that the B/Malima budget has to be sent to the P.A.O. for on ward delivery to the Provincial Council. It should not be sent to the ministry. This advice was given by Mr. Harton of the Ministry.

The secretary of the project was asked to report to the staff meeting of the meeting which took place at B/Malima between the farmers, the extension staff, project staff and the staff from the office of the P.A.O. at which Chief Sinazongwe and Councillor Muntanga and farmers expressed dissatisfaction of the way the scheme was handled by the workers from both sides (that is P.A.O.'s office and the project (GSDP)).

The project administrator expressed dissatisfaction in that this meeting had to be called by the Ward Councillor and the D.A.O. without first of all contacting his office since the scheme is under his management. Ba Eva remarked that it was good at this meeting of B/Malima because all the sides concerned were present, so that each side could defend itself. However after some considerations, it was concluded that the project co-ordinator should write a letter to the P.A.O. letting him know that the copy of B/malima budget be sent to Lusaka.

Item 6 - Dryland farming

- (a) Mr. Fuchs presented and explained his paper on how he wants to contact the farmers in preparation for the coming farming season. This was accepted.
- (b) Crop memo - He went on to request the staff to allow that some parts of the English version which concerns the Tonga people be translated into Chitonga. The project secretary replied that there were crop memo in the Tonga language. Thereafter it was concluded that the project co-ordinator should try to get these booklets for the project.
- (c) Dryland farming account which is closed at the bank. It was reported that Mr. Musiya has brought this to the notice of Mr. Banda the Accountant. It is therefore recommended that Mr. Banda, Mr. Musiya and one of those who were signatories to this account should approach the bank to find out where the money on the account has gone.

Item 7 - Siatwiinda Diesel

Mr. Fuchs reported that since we do not have money for Siatwiinda with which we can buy diesel and that the farmers do not have the money to do so, there is great need that the staff be asked to consider getting money from other programmes in order to save the situation. The money required is K4,000.-- My idea would be, he said to get K2,000.00 from Dryland farming and K2,000.-- from Nkandabbwe.

After some considerations it was concluded that the project co-ordinator together with the two Agriculturists writes a letter changing the money allocations from the above programmes to Syatwiinda diesel.

Item 8 - Adult Education

Mrs. Sitte moved the subject by presenting her proposals to the meeting (paper attached) question arose how she was going to manage teach people who have no basic education. In reply she said that she had already done it privately on various groups. The question an interpreter arose, to this she said yes was necessary in some groups.

After some discussions, the idea was accepted provided that the lady works with those groups which are already under the project care.

Item 9 - Interpoling Visitor from Germany

Da Eva ready out a letter which was sent to her by a lady from Germany, this lady is trained in Food and Nutrition. She wants to visit the project as a private visit, she wants to do some research on the subject of her study, she did this work in Germany. After some discussions it was concluded that:-

- (1) for future applicants we should ask Mr. Mische to find out from the Ministry if such visitors are acceptable in the country.
- (2) for this present applicant we accept that she comes.
- (3) that she submits her research work to the project.

Item 10- Training of manpower.

The project secretary requested the meeting whether there was any possibility of sending Mr. Nsemani or anyother person for training with project funds or mission funds. In reply Mr. Mische said that on the side of the mission, this may be possible depending on the request but this does not mean that any request will be granted help. However the application should be made by the project on behave of the applicant, this applicant should be a person who is ready and prepared to work in the project (Gwembe South area in short)

Item 11- Consideration of remaining progress reports.

The chairlady requested the members to raise any questions from those progress reports which were with them for quite sometime now, if there are no question then we accept the reports as they are. Having no questions risen the reports were accepted as reported. (this were annual reports)

Item 12- Visit of the D.E.S. to Syatwiinda Irrigation Scheme.

Mr. Fuchs reported that the D.E.S. had come to the scheme with some visitors from Lusaka or Livingstone without the knowledge of the management, at this visit he told the few farmers he met that there was money at Nkandaowe to by diesel for the scheme. The question now is does the Co-ordinator agree that there is the money? In reply the Co-ordinator said that there was none. After some discussions it was concluded that:-

- (1) Leaders should not visit places of work without involving the management, as they are bound to miss lead the farmers, in this respect a meeting of the farmers should be called at which the D.E.S. should be invited in order that he can make it clear to the farmers that the project does not have that money at present.

Item 13 - Siatwiinda Extension

Mr. Fuchs requested the staff that when we get the funds, we should invite the Gwembe South Builders to build channels and etc in the extension. The idea was accepted.

Item 14 - Any other business

- (a) Election of Assistant Co-ordinator the officer will be in office up to January, 1983. Then elections will be conducted. Job description remains the same, which was drawn in April, 1982.
- (b) Next staff meeting to be on the 12th of August, 1982.
- (c) Bankers (inviting them to serve the area) Mrs. Fuchs reported that she had seen the DES who said that he would let us know when he had contacted bankers.
- (d) Programmes quarterly reports. Mrs. Fuchs requested to know whether her report was accepted. (the answer was yes. It was also said that officers should be giving verbal progress reports every quarter, accepted.
- (e) Bore holes or wells. Mrs. E. Engelhardt wanted to know how much money the project had which could be spent on cement in respect of village water supply. In reply Mr. Spreng said that there was no money, but 101 pockets of cement were available. But these were not for water supply alone. They include village housing scheme as well. After some consideration it was concluded that (1) the water committee should sit together with those interested with village housing to decide on the sharing of the available cement.
- (f) Two students from Germany to visit the project. Mr. Mische informed the staff that there were two students who intend to visit the project, the purpose of these is to come and write their final tests. After some consideration it was concluded that Mr. Mische should bring this point to the notice of the Ministry for their permission. Then Mr. Mische went on to report that next year 1983 a group of pastors will visit the project at the invitation of the ministry. The staff accepted.
- (g) E.E.C. Funds. Then he went on to report that the application made last year is now out. The EEC have agreed to give us some money for the extension of Siatwinda and B/Malima irrigations. After some considerations, it was agreed that this money shall be banked in the name of the Gossner Team Service account.

Having no more to discuss the chairlady thanked the members for the time worthwhile spent. Meeting ended at 15.21 hours.

CHAIRMAN

SECRETARY

Gwembe South Development Project,
P.O. Box 3,
Sinazeze.
19/7/82


The staff of G.S.D.P.

Dear Brethren,

This is to inform you that the staff meeting of our project will sit on the 22/7/82. Time 09,00hrs in the project meeting room under the chairmanship of Mrs. Sitte.

I hope everybdoy will make up his or her mind to come in time.

See you there and then,


G.K. Madyenkuku/secretary

The Agenda.

- Item 1 - Chairlady's opening remarks and apologies plus ^a introduction if any.
- Item 2 - ^b *Report by Mrs. Musche* Confirmation of last minutes of the 3rd June, 1982.
- Item 3 - Matters arising from last minutes.
- Item 4 - Budgets for Project and B/Malima.
- Item 5 - (a) Dryland farming programme (Mr.H.Fuchs)
(b) Lima Crop memo " "
(c) Dryland farming account "
- Item 6 - Siatwiinda deisel
- Item 7 - Adult Education (mrs.Sitte)
- Item 8 - Intending visitor from Germany (Ba Eva)
- Item 9 - Education to workers in the Project (Gray)
- Item 10- Progress reports for 1981.
- Item 11- Visit of the DES at Siatwiinda irrigation.
- Item 12- Siatwiinda extension.
- Item 13- Any other business.

EEC
H/are
Chilela:

Wächter Meeting July 29, 82

Mr. Bloom : Helena - P. P.

- (1) Alfabet : Diction
- (2) Capenka
- (3) Diction : Diction
- (4) DGS
- (5) PAO

Bender : Ministry, - 3 RDP wie verfahren

Karin Michaelis, mathematik.

450 K pro Jahr - 2 Jahre = 1500 K (Andreas)
Jahresgehalt (?)

Annual Report

MINUTES OF MEETING ON GWEMBE VALLEY DEVELOPMENT PROJECT.

DATE: 8th July, 1982
TIME: 09.00 hours - 11.14 hours
VENUE: Planning Division MAWD

PRESENT:

- | | | | |
|----|--------------------|---------------------------------|-------------------------------------|
| 1. | H. Berch | Senior Economist (Chairman) | Box 50197, Lusaka
MAWD |
| 2. | Mische Erhard | Rev. Pastor | Gossner Mission Berlin |
| 3. | Joel Chivwema | r...o. | Southern Province
Box 42, Choma. |
| 4. | Sietske Kriscroe | Liaison Officer | Gossner Mission
Lusaka. |
| 5. | Schvoder Chriflien | Rev. Pastor | Gossner Mission |
| 6. | W. Harthoorn | Chief Land Use Planning Officer | Department of
Agriculture. |
| 7. | D.N. Musongole | Economist (Secretary) | MAWD Box 50197,
Lusaka. |

ABSENT WITH PERMISSION:

- | | | |
|------------|-------------------------|----------------------------|
| L. Jonsson | Acting Senior Economist | MAWD Box 50197,
Lusaka. |
|------------|-------------------------|----------------------------|

The Chairman opened the talks by welcoming the Gossner Team.

SUMMARY OF TALKS

The meeting was convened to look into the measures to extend and review the agreement between the Government Republic of Zambia and Gossner Mission and also to bring to light the would be financiers of the project.

During the course of discussion, a number of issues contained in the Agreement for Technical Co-operation between the Government of the Republic of Zambia and the Gossner Mission which were subject to alteration and review were pointed out.

It was also noted that there was need for the Gossner Mission to Clarify it's strategic points contained in the article of GRZ/Gossner Mission Agreement.

1. SIDA, KFW and NORAD have been showing interest in the project provided a realistic budget for 1983 was presented to them. In the longer term, a feasibility study would be necessary to map out the development at Gwembe District as a whole.
2. There was need to strengthen and streamline the present Gossner Mission team leadership and draw up terms of references for each one of them, then then can they know what kind of projects to favour in future.

3. Though there were some weaknesses in the present team leadership, the team is well acquainted with local people's problems therefore all what is needed is finance and good guideline for work programme for individual members.
4. The membership of the team would remain open and the Mission hopes to stay here for 5 years so long the GRZ allowed them to do so. The team had long term ideas like setting up small scale industries for Vegetable processing, make improvements on infrastructure as well as electrify the area for agricultural purposes.
5. There was need to encourage farming on the dry land by improving the locally bred seed, irrigation facilities and as well as to review prices for Crops such as sorghum, millet, etc, of which Mr. Berch said that the Marketing Organisations were looking into it.
6. There is need for planner to come and act as a representative of the Gossner Mission in Berlin. The Planner should come in through the Ministry and the National Commission for Development Planning, should be somebody who can fit in the whole strategy. Should be stationed at Sinazongwe preferably with a Zambian administrator (Counterpart) who is prepared to stay in the rural areas,

The question, if the Gossner Mission would accept the idea that the GVDP should be part of IADP was left to Rev. Pastor Erhard to make final decision after consulting team members when he had come back from the Gwembe Valley the following week.

The next meeting will be held on 15th July, Thursday 1982 at 09.00 hours, same venue.

for not confirmed yet - for information!!

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

11th June, 1982

The minutes of the staff meeting held on the 3rd June, 1982
at Nkandabbwe.

Present: Mrs. Sitte-chairlady
Mr. G.K. Madyenkuku -secretary
Mr. W. Ncote
Mr. A. Nsemani
Mr. Nduyi
Mr. G. S. Nakasamu
Rev. M. K. Madyenkuku
Mr. A. Spreng

Late comers- Mr. D. Mutinta, Mr. F. Phiri and Mr. M. Sitte

Absent with apology: Mr. & Mrs. Fuchs in Lusaka wife on maternity attention.

Absent without apology: Mr. M. Siyumbwa.

Item 1 (a) Confirmation of the staff meeting held on the 4/3/82.
The minutes were gone through and were accepted as a correct record. "signed."

(b) Matters arising on the above minute.

Page 1-Item 8/82 - Rental payment from the turbine.
Since there is no water at the dam to run the harmer mill, the machine is removed but will be returned when the water is available (by the Tenant Mr. Dixon Sikalabula)

(ii) Same page 1 Siatwiinda farmers request for compensation on the proposed extension.

It was reported that the D.E.S. has met the farmers but we have no report of that meeting since there is no officer from Siatwiinda this hour.

(iii) Mr. Musiya's question of appointment to the Civil service: It was reported that there is still no progress on the matter. There after it was concluded that the project Co-ordinator to continue to follow up the matter.

(iv) Cattle Development- There is no progress yet, the Honda is yet to be completed.

(v) Sewing Machines- It was reported that they were handed over to V.S.P. treasurer.

- (vi) Female extension-Question arose whether a letter was sent to the P.A.O. requesting for the officer above? The reply by the Co-ordinator was that there are no papers therefore the letter was not written.

Question of papers arose as to when shall they be made available.

This rose some discussions, after some consideration, it was concluded that Mr. Musiya should take up the matter with Mr. Banda the Accountant for his authority to allow us to order stationary with the available funds on other items on the warrant stressing hard that we have no stationary at all at present.

- (vii) Water fees for 1981- Question arose whether there was any progress on this matter. The reply from the Co-ordinator was that there was no follow up. Mr. Mutinta reported that the farmers were met and that there are now few collections being made. After some consideration it was concluded that the office of the Co-ordinator doubles up its efforts to see that more money is collected.

Item 2 - Confirmation of the minutes of the meeting held on the 8/4/82.

(a) The minutes were gone through after a few spelling mistakes they were passed as a correct record and were signed.

(b) Matters arising from the minutes above.

(i) Claiming of the money given to the Land Development Services for making a dike at Syatwiinda Extension.

At the meeting held on the 8/4/82- Mr. Madyenkuku was not there to move the subject could we now hear what the subject is. Mr. Madyenkuku explained that the money was given to this institution in order to render some services to the scheme, but they have up to now not done anything, and it seems that they are no longer coming, can we not claim for this money which was deposited with them. After some consideration, the project Co-ordinator promised to make a follow up on the matter.

(ii) Item 4/82- question of broken roofing sheets. It was reported that the matter was with the Gwembe South Builders.

(iii) Item 5/82 - Funds for the purchase of harmer Mill- The Administrator said that he was told by Miss. Elizabeth Haesler that she had given the money to the Accountant in Choma, therefore my office is following this matter up with the credit union.

(iv) Election of Assistant Co-ordinator:- Since some members were not with us, we have to wait until at the next staff meeting when we hope that everybody shall be there.

(v) Representative from Cusa Zambia:- a question arose whether anybody had come from Cusa to address the staff on Nkandabbwe Study Group. The reply was that none has come. After some consideration, it was concluded that the Credit union promoter should invite these people when she comes back from leave.

(vi) Buleya Malima Generator:- This question was deferred until the return of Mr. Wendt.

Item 3 - Confirmation of the minutes of the 6/5/82.

(a) The minutes were gone through and passed as a correct record, then signed.

(b) Matters arising.

(1) Workshop- It was reported that the broken engine to generate electricity is now replaced by another one borrowed from Kanchomba F.T.C. obtained at the authority of the P.A.O.'s office Choma.

Item 4 - Confirmation of minutes of the 13/5/82 minutes were gone through and passed as a correct record and signed.

Page 1 - point 4 - Workshop Plan. Mr. Spreng read his work plan for the future running of the shop. Some changes were made on the side of training on the job. It is also stressed that before new men are employed at the workshop they should be interviewed to find out their future interest.

Question arose whether there was any chance to hold train those who are not workers. The answer to the question is no, because we do not have money and material to train without work.

N E W A G E N D A

Item 5 - Annual staff reports: These shall be considered on the 17th June, 1982 when everybody is present.

Item 6 - Budgeting for 1982: This was done, a separate paper to follow.

Item 6 - Any other business

(1) Mr. Phiri the AA at Nkandabbwe requested that some repairs on his house at Nkandabbwe and a pit latrine be attended to. After some consideration, it was concluded that Mr. Spreng will look into the matter.

/4..

(4)

- (ii) Tonga Crafts: The crafts officer requested the project to attend to the cleaning of the Tonga Crafts museum section. After some consideration, it was accepted and that the office orderly will be doing the cleaning.
- (iii) Single quarters: The Gossner Service Team members brought in the point that the staff should consider to make up a fee to be paid by the users of the rooms in the building concerned, at present the Team is spending money on cleaning of both rooms and linen and also providing gas. This charge will only be charged on people who are not on GRZ duties or project.

This went into discussion, After which it was concluded that the team should only leave the rooms with beds mattresses without sheets and blankets, and also remove the gas bottle.

(iv) Announcements:

(a) It was announced that Prof. Scudder and Dr. Celsen are coming to discuss their report with the project staff on the 14th June, 1982.

(b) Mr. Mische is expected to come sometime in July. It was also mentioned that a replacement for Mr. Jaehn won't be found soon.

Having no more to discuss the chairlady thanked the members for the day well spent.

Meeting ended at 15.10 hours.

CHAIRMAN.....

SECRETARY.....

~~not yet completed~~
~~for information~~

Gossner Service Team,
Box 4, Sinazeze.

6th June, 1982

Minutes of the team-meeting held on 31-5-82 at Sittes place.

attendance: Manfred + Monika Sitte, Ake Spreng (secretary)

apologies: Peter Wendt + Eva Engelhardt on leave
Ingrid Fuchs maternity leave, Hans Fuchs went
to Lusaka for the delivery.

1. Opening by the chairman 14.45

2. Confirmation of last minutes: The minutes from 7-4-82
were correct. The meeting in april had not taken place
because of ~~sufficient~~ ^{insufficient} attendance.

3. Matters arising out of the last minutes.

27/82 - The answer from Berlin is in; the GM agree to give
the loan to Ba Mark, but there will be no money from Berlin
additional. According to the minutes there is then no loan
to Ba Mark. Anyway, the car-loan from Ba Klaus was not paid
back, so that the team has to get the money from Ba Mark.
Still the team felt not happy with this regulation which
was not agreed to.

28/82 - Monika reported that she found Violet Simeya to do
the cleaning. the single-quarters on piecework basis.

30/82 - Standard Bank no progress,

Fuchs was in Lusaka.

4. New Agenda.

36/82 - filling of generator and pump over the weekend: Ake
reported that Ba Smart is doing this job since last August
with out payment. Since he past the trade-test it is very
difficult to give him extra allowances. To get it through
overtime-hours it is also very usual that he never gets
the money. So the Team concludes, that he will get for
the past up to now K5 per month and from now on K8 per
month, out of the team-account.

37/82- Jaehns garden: before Klaus left he proposed that
Simion shall be employed to water the garden. Since this
house wasn't be occupied the team reject the request.

38/82 - Team secretary / Teammeeting after staffmeeting: Ake
reported the request from Mr. Mische, that he prefers a
permanet team-secretary. It was said that Mr. Mische should
bring this request forward when he will be in Zambia.
The question came up if it is not possible to make the
team-meeting after the staffmeeting (old proposal) since
Mr. Fischer is not attending the meetings anymore. (team-
minutes Lochinvar) It will be answered when all members
are in.

/2..

- Team*
- 39/82- Membercards: It was asked if it is not possible to have membercards for each Teammember like in the past. It was agreed Ake will follow it up.
- 40/82- Tongacards and Posters: Sietzke requested the Team to order Tonga cards and Poster. It was agreed but not clear why the Team should order it.
- 41/82- Guesthouse Lusaka renovation: Manfred asked for the colour of the house. It should be white.
- 42/82- Private-transport; charges: Monika requested a general decision about the charges to Maamba? Sinazongwe, Choma. We felt that the government charge is a bit high so our charge will be 70% of the GRZ charge. Maamba K13.--, Sinazongwe K8.00, Choma K27.--.
- 43/82- Mosias sponsoring application: VSP meeting had referred the training sponsorship application from Mosias Siakasasa to the Team. The team rejected the application (Team meeting Vicksch Siankondo) but will try to find sponsor through Gossner Mission in Germany. Meanwhile Mr. Siakasasa should ask VSP as his employer to prefinance the course.
- 44/82- VSP treasurer and expected Pastor: Monika reported that since no Pastor will come in 1982 and 1983 (referred to Mr. Mische's letter from 28/4/82) the VSP has the right to get information about this decision, because of the jobdescription for a Pastor in which is indicated that the Pastor should work with VSP. For this jobdescription the staff had to vote because no consensus was seen. On top the request from Monika was to make clear to the VSP executive committee that there will be no treasurer from the Team, since anyone is full used in his duties. The team felt to report to the staff and the VSP meeting but refer also to Mr. Mische who will explain the situation in fully.
- 45/82- Follow up of letters: Ake brought in that there are some letter not yet answered and some which he got from Mr. Jaehn. Since some of the letter are already very old and some of the correspondence even not known he ask for arrangement how to handle the correspondence. It was concluded that the secretary should report about the letter incoming and the meeting should find the replyer of the letter together.
- 46/82- Any other business. - Camp security: Manfred asked the team how to secure the camp better than in the past, since a increase of stealing is there. A third watchmen was proposed but it is a matter to the staff. To secure the houses with burgler bars, not all of us were in favour of it but it is also to the staff. One proposed a house telephone or a walky-talkie (cb-funk) to be in contact if the bell will here as thieves coming. This point will be discussed late again.

Scudler, Golsen's report: in and will be discussed according to there proposal on the 14-6-82.

Steering committee: It was expressed that the feeling of the meeting with the so called steering committee was discouraging and frustrating, even the behaviour of the chairman and the approach of the steering committee members were criticised. The secretary will express the teams views and write a letter to the P.A.O. with signiture of the members.

The Teammeeting was closed before dawn.

Secretary..... Chairman.....
Teammember..... date.....

Scudler, Golsen's report: in and will be discussed according to there proposal on the 14-6-82.

Steering committee: It was expressed that the feeling of the meeting with the so called steering committee was discouraging and frustrating, even the behaviour of the chairman and the approach of the steering committee members were criticised. The secretary will express the teams views and write a letter to the P.A.O. with signiture of the members.

The Teammeeting was closed before dawn.

Secretary..... Chairman.....
Teammember..... date.....

MINUTES OF THE FIRST STEERING COMMITTEE MEETING HELD AT NKANDABBWE
ON 27TH MAY, 1982 AT 10.00 HOURS

Present

Mr. F.B. Maumbi
Mr. P.M. Hamalyangombe
Mr. G.S. Kwaleyela
Mr. M.C. Muntanga

District Secretary (Chairman)
District Comm. Development Officer
District Agric. Officer
Chairman, Nangombe Ward

IN ATTENDANCE

Mr. G.B. Hagwamuna
Mr. P. Miyanda
Mr. G.S. Nakasamu
Mr. G.K. Madyenkuku
Mr. M. Sitte
Mrs. M. Sitte
Mr. H. Fuchs
Mr. W. Nchite
Mr. M.K. Malyenkuku
Mr. A. Chikopa
Mr. F.Y. Phiri
Mr. P.M.S. Yumbwa
Mr. D. Mutinta

Administrative Officer GDC
Assistant District Agric. Officer
Gwembe South Dev. Project (Coordinator)
Gwembe South Dev. Project
" " " "
" " " "
" " " "
" " " "
" " " "
Nkandabbwe Irrigation Scheme
Buleya Malima Irrigation Scheme
Siatwiinda Irrigation Scheme

ABSENT WITHOUT APOLOGY

Senior Chief Mweemba
Mr. W.M. Simvula-Luli
Mr. N. Nabiwa

Ward Chairman- Mweemba
P.M.A. Sinazongwe RHC
Livestock Officer

NATIONAL ANTHEM

After the National Anthem was sung, the Chairman introduced the Committee members and these were Mr. P.M. Hamalyangombe, Mr. G.S. Kwaleyela, Mr. M.C. Muntanga and in absentensure Senior Chief Mweemba, Mr. W.M. Simvula-Luli, and Mr. N. Nabiwa. The Chairman then requested the Project Coordinator to introduce the member of staff for Gwembe South Development Project.

MINUTE GSDP/SC/2

CHAIRMAN'S OPENING REMARKS

The Chairman told members that they were meeting for the first time as a Steering Committee following a meeting held in Lusaka on 13th Jan, 1982 with representatives from Gossner Mission, staff of Gwembe South Development Project, Government Officials from the Ministry of Agriculture and Water Development and Gwembe District Council. He told the Committee that their primary function will be to receive progress reports on capital projects and prepare budget for the project for subsequent submission to the appropriate Standing Council Committees for the final approval of the District Council.

He cautioned members of staff not to work in isolation. He said under the Local Administration Act No. 15 of 1980 it was important to note that the basic unit of development is the Ward. Therefore he said,

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