

Gossner Service Team 26/73

Minutes of Team Meeting on 25/5/1973 at Skandabwe, 16.15-17.45Present: Frieder (chairman), Dieter, Isaak, SiegwartLate: Friedrich, stating that there had been no official date for the meetingAbsent: George (leave)1. Last minutes: signed as correct2. Matters arising:to 9: Albert has agreed to submit a technical report
Lothar of ITI Choma be asked to inspect the carto 11: "Scala" to be ordered for meeting room, Isaak, Siegwart
"Entwicklung und Zusammenarbeit" for Siegwart and Frieder3. Handling of project revenues:

For the past we shall hand over each officer his revenues less the expenses paid out of the revenues.

For the future all revenues will be handed over and expenses be claimed afterwards from Government, possibly yearly.

4. Typewriter for Kanchindu DCC

Kanchindu DCC shall be asked to contribute 20% to the cost of a typewriter, which is about K 87.00

5. Incoming letters:

- a) Mr. Schwerk about a building expert, his visit, communication.
- b) Ministry of Education: contract for Sinakasikili school.
- c) Mr. Schwerk about luggage, status of Frank, post box Lusaka

6. Any other matters:

- a) We propose a blackboard in the office block, where every officer can report tours in advance.
- b) The provincial poultry officer may buy cement from us.
- c) Gossner Mission may be reminded to inform Government about the leaving of Dieter, and plans for replacement.
- d) The signpost at the entrance of the camp may be changed into "Gwenbe South Development Project, P.B. 1xc, Choma", with a second sign "Gossner Service Team".

Next meeting: Monday, 4.6., 16.00 at Skandabwe

Chairman:

Member:

Lieber Herr Schwerk! In aller Eile um diesen Dickschlag. Ich hatte Sie mal vor einiger Zeit gefragt, ob Sie die Regierung über Dieter Kundeiden informiert haben. Da ich keinen entsprechenden Dickschlag bekommen habe, nehme ich an, daß das noch nicht geschehen ist. Die Regierung sollte aber doch wenigstens bis zu Dieter's Abreise offiziell von der Gossner Mission davon unterrichtet worden sein. Falls Sie wünschen, können wir das natürlich auch von hier tun, aber bitte unterrichten Sie uns entsprechend, damit wir nicht beide denselben Brief schreiben.

Herliche Grüße, J. Siegwart Wiebel

Gossner Service Team 24/73

Minutes of Team Meeting on 18.5.1973 at Nkandabwe, 16.15-18.15

Present: Izaak (chair), Dieter, George, Frieder, Friedrich, Siegwart

1. Last Minutes confirmed and signed

2. Matters arising:

- a) Siegwart may inform Mr. Schwert about our kitchenware proposal
- b) A report about possible procedures for Kafwambila Co-op shop was given. The people continue to collect money, which is provisionally kept by Siegwart.

3a. Financial Report of Dieter

No written statement was made, as no Gossner money is involved.

3b) Financial report of Frieder

Frieder will soon be able to pay back the loan of GST for purchases of consumer goods from the handling charges. After that the surplus of the handling charges will be paid into the Co-op shop.

4. Incoming letters:

- a) 2 letters of Mr. Schwert and one copy to Alt-Schmargendorf: Siegwart may correspond with Mr. Schwert and keep the team informed about incoming and outgoing letters. Discussions in the team may take place only when this is felt necessary by anybody in the team.
- b) Peter Waller: It was agreed, that Mr. Bruns discusses the report of GDI with the team according to a statement which is at present prepared by Mr. Bruns.

5. GRZ pumps: referred to staff meeting

6. Handling of project revenues: a short discussion took place.

7. Evaluation by Mr. Bruns:

An evaluation of the various programmes and of the project as a whole may be proposed for the staff meeting.

8. Typewriter for Kanchindu DCC: postponed

9. Car credit of Ba-Albert:

Ba-Albert may be asked for a technical report of the possibility to repair the car.

10. Work camp for German students: Siegwart will collect the questionnaires.

11. Any other matters:

- a) Any team member ~~may~~ may report tours out of the area in advance to the Project Secretary.
- b) Siegwart and Frieder have started investigations about the growing of castor, but it seems to be a very difficult crop.
- c) Siegwart will stop the sending of information material from the German Embassy except for one copy of Scala for the meeting room.

Chairman:

Member:

Minutes of Meeting on 7.5.1973 at Nkandabwe

Present: George (chairman), Izaak, Friedrich, Frieder, Dieter, Siegwart.

1. Last Minutes: passed and signed.

2. Matters arising:

to 5: Siegwart may investigate in Lusaka at GVS, where the money is for the girls of the club, which they have to get from Hans.
to 3b: Friedrich will collect and accompany Mr. and Mrs. Steenpass
to 3c: Dieter has permission to use up to K 1,000.00 in order to buy material for Sinakasikili school building.

A telegram be sent to Mr. Schwerk stressing the urgent need for a building expert in order to replace Dieter in time.

We have got a hint, that our tender has been approved, but we have to wait for official notice from Ministry of Education.

3a. Financial report of George:

There is some money contributed by the farmers for a new flexible pipe.

3b. Financial report of Siegwart:

During the last months revenues were slightly higher than expenditure. Stock-taking was not yet done and will be reported as soon as possible.

4a. Handling of GRZ pumps:

Kafwambila: 7 pumps distributed, free for one year, thereafter the farmers may buy a new pump and give back the GRZ pump.

Siatwinda: 2 pumps distributed, deposit of K 10.00, in future only cash sales planned.

Nkandabwe: 2 pumps, no money paid so far.

After some discussion it was proposed to charge farmers the price of a new pump according to the last pumps purchased by us.

No agreement could be reached whether farmers should buy the GRZ pumps so that we buy new ones for the next applicant, or whether we should take back the GRZ pumps after a time and offer new ones for sale to the farmers.

4b. Handpump for Makonkoto Headteacher: postponed

5. Incoming letters:

Mindolo Youth Leadership Training Programme have asked whether a group of student may spend a night here and be shown round from June 20-21. This was agreed to.

6. Kafwambila Co-operative Consumers' Shop: Siegwart reported about this plan of Kafwambila people. It was referred to the staff meeting.

7. Medical Treatment and Clinic Trips: Notice was received from Anja, that she will not do medical treatment at the camp, but only first aid, and that she will not take people to a clinic herself, but only recommend transport in cases of urgency. It was agreed that Siegwart may organize trips when necessary.

8. Handling of Gossner kitchen ware: We recommend not to continue supply of kitchen ware by Gossner Mission for new team members. Used kitchen ware will be taken back at the end of contracts or before, lost or broken things are to be paid for, the full price.

9. Evaluation by Mr. Bruns: postponed

10. Other matters:

a. Typewriter for Kanchindu DCC: next time

b. GRZ funds, regulations for sales and purchases: next time

c. Car credit for Ba-Albert: next time.

d. Next meeting: Friday, 18.5.1973, 16.00 at Nkandabwe.

Chairman:

Member:

Minutes of Meeting Held on 30.4.1973 at Nkandabwe, 16.30-18.30

Present: Dieter (chairman), Friedrich, Heidi, Frieder, Izaak, Siegwart

Late: George

1. Last minutes accepted and signed after the second sentence in 4., para 1, having been scrapped.

2. Matters arising: none.

2a. Financial report of Heidi:

Heidi reported of her difficulties to sell the school uniforms which have been made by the tailors, because people keep their money for food. There is the possibility to make school uniforms for Maamba Mine School, and other GRZ School-s are interested in the uniforms made for Nkandabwe school. There are more tailors waiting for jobs.

It was agreed that Heidi may buy material for K 500.00, if she succeeds in getting an order from Maamba Mine School.

3. Incoming letters:

- Erich Hindorf from Berlin-Schmargendorf has written an accompanying letter for their donation.
- Sister Theresa Stapleton, Monze has announced the visit of Mr. and Mrs. Steenpass from Misereor, Münster, in Germany, on Tuesday, 15th May.
- A tender has been submitted by us to Tenderboard Livingstone for a school building at Sinakasikili. Mr. Schwerk may be informed about this immediately so as to ensure a replacement for Dieter in time.

4. We shall recommend an automatical increment of the Zambian salaries, but discuss differences in the understanding of duties privately and more regularly with the Zambian staff.

5. Girls' Club at Kanchindu:

After some discussion it was felt that we should not propose to anybody that he may continue Hans' girls' club, but that the attention of Mrs. Malyenkuku may be drawn to the subject with the view that she may have an idea how to help the girls.

6. Monthly km-reports:

Friedrich needs the monthly km-reports regularly and shortly after the end of each month, in order to give the total of all km-s driven by all team members to Mr. Sichilya.

7. Recommendation for timing of Mr. Schwerk's visit:

As Friedrich will go on leave for about 16 days early in September and Izaak for about 6 weeks, also early in September, we recommend that Mr. Schwerk may visit us as soon as possible, preferably already in August.

8. Any other matter

- It was agreed that Ba-Gray may sell our last handpump, giving a credit of about K 40.00, 1st rate of K 10.00 repayable after 6 months, followed by monthly rates of K 3.00.
- Mr. Siankuku, teacher, is interested in the Dyna, but no spare parts available for repair.
- The Education fund has been partly used for tailors and blacksmiths tools.
- Siatwinda farmers may use the lorry on 11.5.73, but pay for the driver.
- It is the private matter of any team member to purchase articles for villagers, unless the team has agreed to purchase certain articles in bulk.

Chairman:

Member:

Gossner Service Team 18/73

Minutes of Meeting on 23.4.1973 at Kanchindu, 9.00-13.00

Present: Friedrich(chairman), Dieter, Izaak, Frieder, George, Siegwart.

1. Last Minutes were accepted and signed with the following amendment: Loan of Albert Siatwinda: We shall not act immediately,

2. Matters arising:

to Loan of Albert Siatwinda: Izaak shall contact him next week about this matter.

3. Credit for Friedrichs Programmes:

After some discussion about Friedrichs assistance to

- a) Mr. Mundia (fishing implements, tyres, tubes, flour, oil)
- b) blacksmiths (axes)
- c) carpenters
- d) car mechanic
- e) tin smith (sheets)

it was agreed that his credit from Gossner Service Team be increased by K 800.00 to K 2,000.00.

4. Concealment of internal team relations:

This matter was discussed generally, and also in relation to the letter of Dr. Hartmann. ~~Friedrich expressed his worry that this letter was discussed and conclusions proposed without he being heard at first.~~

It was agreed, that in future there shall be time on our meetings for talking about the different approaches of the team members to their jobs.

5. Pay rise for Zambian officers:

The question of increment shall be discussed again on the next meeting. In the meantime Siegwart shall find out Government procedure in Choma.

6. Excursion of Evelyn Hone College class:

Siegwart reported that Mrs. Plesner and a colleague of her plan to spend a few days in Kafwambila area with an art and design class at the end of May. It was found that 30 participants would be a very high number.

7. Work camp for German students:

Siegwart announced further talks in order to reach an agreement on the policy in this matter.

8. Reaction on Kurt Becks Siabaswi plans:

After some discussion it was agreed that Kurt Becks should be asked to send us all the papers worked out by his seminary about Siabaswi centre, so that we may find some useful information and also that we may be able to discuss the matter with the Senior Chief and Headmen, should they ask us about this.

9. Guests at Nkandabwe free of charge:

It was agreed that guests who stay in a guesthouse or in the guest-block, should pay something, whereas guests staying in the big block should not be charged. The charge has not necessarily to cover the costs. Guests whom we are obliged to, should be paid for by one of the team members.

10. Time table for financial information about programmes:

- a) George and Heidi b) Siegwart c) Dieter and Frieder d) Izaak
- e) Gisela.

11. Any other matter:

- a) Frieder asked whether Mrs. Malyenkuku can be asked to continue Hans' girls' group at Kanchindu for a small salary. This matter shall be discussed on the next meeting.
- b) Siegwart informed the others, that Hans has been withdrawn from Kanchindu by the German Volunteer Service because of his poor health condition, and that they consider to continue this programme of youth work with a different set-up and a different volunteer.
- b) Friedrich and Siegwart shall work out the still missing estimate 1973 for the Gossner funds.
- c) Friedrich asked all the members to give him their wishes in written, how their salaries and allowances from Gossner Mission shall be paid.
- d) Next meeting as usual Monday 16.00 at Nkandabwe.

Chairman:

Member:

Gossner Service Team 16/73

Minutes of Team Meeting on 16.4.1973 at Nkandabwe, 16.30-18.15

Present: Frieder (chairman), Izaac, Siegwart, Dieter, Friedrich.

Absent: George (Lusaka)

Last Minutes: Signed as correct.

Matters arising:

Richard Nsabwe will be paid K 40.00 for April from Gossner funds, Karl will collect him this week and look for another job for him.

We shall ask MSB Lusaka for a new GRZ number for the trailer.

Incoming letters:

Frank will get the data about the Gwembe Valley, but with the request that he may tell us what they are needed for. Regarding our minutes we shall wait for an answer from Mr. Schwerk as to the position of Frank in relation with the Team.

Salaries of Zambian Officers:

The routine increase of the salaries of our Zambian colleagues in the project shall be proposed on the staff meeting to take place automatically, but in connection with the rise we shall discuss our comments on their performance privately. The matter shall be discussed again on the next meeting, when George will be there.

Lusaka Post Box:

Frank shall be asked to give a key of our Lusaka post box to Mr. Bruns so that they may share the box, copies going to Mr. Bruns and Mr. Schwerk.

Loan of Albert Siatwinda:

We shall not insist on re-payment immediately, but first inquire about Alberts opinion.

Any other matters:

- a) Friedrich needs more money for his programmes and will submit a financial statement next time.
- b) the repayment of car credits will be done in future in that way, that the rates of K 75.00 or K 45.00 will have to be paid continuously from the beginning until the credit is repaid. At the moment only Dieter will not pay anything, as he has already repaid most of his credit. Frieder will repay his whole km allowance, and George shall be contacted by Friedrich.
- c) It shall be proposed that Gray shall become the supervising officer for Mr. Njowes office job, and Friedrich will only supervise him in handling Gossner stock and money.
- d) We have received a donation of K 491.47 (DM 2194,50) from our friends in Berlin-Alt-Schwargendorf
- e) Mr. Mulenga will be reminded by Siegwart of the efforts to have Gray appointed as Government official.

Next Meeting:

Because of Easter the next meeting will take place on Tuesday, 24.4.1973, at 9.00 hours at Kanchindu.

Chairman:

Member:

Gossner Service Team
P.B. 1xc Choma

14/73

Eingegangen

19. APR. 1973

Erledigt:.....

Belin

Minutes of the Meeting on 9.4.1973 at Nkandabwe, 16.30-18.45

Present: George (chairman), Isaak, Friedrich, Dieter, Frieder, Siegwart

1. Last minutes: Passed and signed with the following correction:
Point 6: Meetings in future on every Monday afternoon.

2. Matters arising:

to 2c: Mr. Njowe be told that he would not get any more credit for purchases like Shell-gas etc.

to 2d: James Mapani may sign a statement of his debts and Ba-Gray may be asked by Siegwart to receive K 10.00 from James on every pay day until his debts are paid.

to 4b: Siegwart may ask Mr. Schwert whether he is prepared to respect our proposals for distribution of responsibilities and communication even before the Gossner Mission has sent us an official answer on them.

3. Incoming letters:

The Kanchindu D.C.C. of U.C.Z. has asked us to pay a monthly rent of K 30.00 for the use of Kanchindu Manse. The D.C.C. be asked to contact Rev. Musunsa first, as he was the one who made the arrangement about the Manse with the Gossner Mission.

4. Job of Mr. Njowe:

Mr. Njowe has prepared a list of duties which shows that he is not fully occupied. We shall therefore recommend on the next staff meeting, that he may be laid off and his few duties be given to somebody else.

5. Job of Richard Nsabwe:

As we obviously have no appropriate job for Richard and he does not feel happy, we shall recommend to Choma TTI, to find a new job for him.

6. Any other matters:

- a) Ba-Gray asks for a credit for a farmer who wants to buy a hand pump but has only K 30.00 at the moment. Ba-Gray may provide a list of all parts required and a proposal for the repayment of the loan.
- b) Friedrich and Siegwart will now look into the matter of the old trailer whether we can use Land Rover rims.
- c) Friedrich reports that during the first three months of this year we had losses of petrol in the range of 500 ltrs and smaller losses on paraffin and diesel, totalling altogether to something in the range of K 80.00.

Chairman:

Member:

Eingegangen

19. APR. 1973

Erledigt:.....

Mission

Minutes of meeting at Nkondabbwe on 2.4.1973

Present: Isak (chair), Frieder, Friedrich, Dieter, George
Absent: Siegwald (leave)

1. Minutes of last meeting passed without comment

2. Loan arrangement

- a) Albert Siatwinda according statement attached
- b) Ba Gray repaid his loan completely
- c) Mr. Njowe will repay per month 4 times K 30
- d) Mr. James will repay per month K 10

3. Incoming correspondence

Customs and Excise: will be delt with when Siegwald is back
(information)

4. Gossner Mission

- a) Friedrich will ask for statements of "Social Versicherung" and Live Insurance
- b) Frieder reported the reason of delay of Mr. Schwerk's reply of our requests via Mr. Schäfer.

5. Deliberations on Zambian staff members

6. Next meetings: on every afternoon 16.00 hrs.

Chairman:

Member:

Eingegangen

19. APR. 1973

Erledigt:

Gossner Mission

Minutes of meeting at Nkandabwe on 19.3.1973

Present: Isaac (chair), Frieder, Friedrich, George

Absent: Siegwald, Dieter both on leave

1. Minutes of last meeting passed with the following matters arising:

- a) Isaac makes clear that the GST loan for chicken consists of K 300 and K 200, the latter a donation via Schäfer. Isaac also submitted a financial review of 1971, 1972 and the first part of 1973.
- b) Isaac suggest to keep the Toyota Dyna or substitute for his chicken and pig programme. The decision is postponed till the expected use is quantified.

2. Incoming correspondence

- a) Discussion of the incoming correspondence will be a permanent item on the agenda of the meeting.
- b) Frank: action will be taken when Siegwald is back
- c) Kurt Beck: a room of the manna is for his disposal, no teamcar or motorbike is available, a GRZ bike could be handed to him.
- d) Blackburne: will be brought in contact with Mr. Bruns
- e) Hartmann: a date will be arranged to collect the furniture.

3) Toyota Hilux could be bought by Albert Siatwinda. The car will be insured on his private name and no addition loan will be granted. The team allow an insurance third party.

4 GST loan to Mr. Njowe and Ba Gray and the terms of repayment will be stated on paper, signed and countersigned. By failure of meeting these obligations the matter will be in case of Mr. Njowe submitted to the staffmeeting for deduction of salary and in the case of Ba-Gray it will be tried to avoid submission.

5. Arrangements with Mr. Njowe handling cash will be made orally and in written. Missing money will be paid out of his own pocket.

6. The proposal of Friedrich concerned the fuelstation was agreed (see annex).

7. Proposals for a meeting when everybody is present

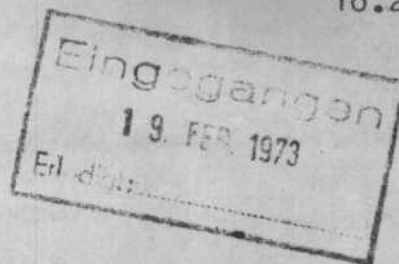
- a) Clearing up the position of Frank and the team
- b) Concealment of internal team relations like bad feelings and frictions.

8. Next meeting, 26 March 10.00 hrs at Nkandabwe

Chairmann:

Member:

10.2.1973



Dear Mr. Schwerk!

- 1 Last night we had a small farewell party for Klaus Schäfer. This afternoon he will leave for Lusaka, go to Kalulushi for two days and then return to Germany on Wednesday night. We are very thankful for the way in which he has helped us to clear our minds and to start afresh. He will bring our statements with him and explain them in detail. Now we hope that you will also agree to our ideas.
- 2 In our Team meeting on 7.2. we discussed some messages which Klaus should take with him to Berlin. They are shortly mentioned in the minutes of that meeting, but I want to explain them a bit more.
- 3 Flight to Europe: Klaus told us that you are prepared to pay for a flight to Europe in the 3rd year of the contract. That was of course good news to us and we appreciate this offer very much. We understand it as an offer, to step out for some time not only from the Gwembe Valley, but from Africa, from its impressions, people, climate, problems and everything, in order to refresh not only the body but also the mind in a complete different environment with complete different impressions. But some of us do not expect too much refreshment and relaxation out of a visit to Europe. They would rather like to use this chance to visit a different continent so as to see something completely new to them. We therefore like to make clear, that some of us would like to use your offer for a flight to a country according to their own choice, as they have made up their mind, not to visit their homes and relatives in Europe during the five years of their contract. We hope, that you can agree to this.
- 4 We understand Klaus, that it is meant, possibly to use part of the time, which is included into our contracts after our return from Zambia, for extending this flight, in order to make it most valuable. Could you please explain to us, from which part of that time such a prolonged leave would be taken? Klaus was not clear on this.
- 5 Service in Europe for the Gossner Mission: In this context we also would like to know, which ideas you have developed for the so called service in Europe for the Gossner Mission, which is due for us after our return to Germany, especially with regard to the particular gifts and weaknesses of every Team member.
- 6 Klaus also mentioned that you are prepared to pay for every Team member yearly a visit to an interesting conference in Zambia or one of the neighbouring countries so as to see other people and collect new ideas. This offer is most welcome to us.
- 7 Contracts for married Team members: This proposal is a result of the difficulties to arrange contracts for wives from the distance and to propose contracts for certain activities of some wives, which are useful for the project or for the Team, but are difficult to describe for purposes of a job description and work permit. We therefore propose, that the wives should principally be included in the contract with the husband or vice versa, so that every wife would be expected to do something in the Project or for the Team. Klaus may explain this a bit more. If you agree, then you may ask the existing members concerned, whether they like their contracts amended accordingly.

- 8 The opinions in the Team concerning a working camp for European students or other young people in the Gwembe Valley, suggested by Klaus, are still rather different. We basically support the idea to give the chance of experiencing life here to some young people. But the details about the best number of participants to start with, the jobs to be done by them, which Zambian young people to invite and so on, we would like to discuss a bit more before we make our proposals on this subject.
- 9 We have discussed your question about one or two building experts for the Team. We could see enough job for two, and we would propose that one of them may assist local people in forming a building firm and organize brick making, whereas the other one may advise the Rural Council in his building programme all over the district, so that they would do something rather different. But it is not us, who have to decide on this matter. Therefore we shall refer the question through the Staff Meeting to the Gwembe South Development Committee. The next meeting of the Committee will be in a week.
- 10 The statement of the Kuratorium does not mean much to us. We just cannot see, that it describes the situation adequately. And it is not at all a "clear guideline" what it claims to be. We had not enough time so far to discuss the whole matter in detail, but we shall do so and send our comment. We would highly appreciate, if Klaus Schäfer would not only report to you but also to the whole Kuratorium about his visit to us, and that the Kuratorium would discuss again the whole question of the work of the Gossner Mission in Zambia. Such a discussion should continue in the Kuratorium until at least some of its members have visited us and some representatives of the Zambian Government. We are proposing this because we feel that a dialogue is needed between the Kuratorium and ourselves, and that means a continuous dialogue, about the aims and targets of the work of the Gossner Mission in Zambia. We are still so much at the beginning and the situation is changing so much from year to year, that a single statement really does not help much. And it is not only the situation in Zambia and in the Gwembe Valley, which is changing, and not only the worldwide experience in development, but also world mission as such is everything but clear, so that also from that end a Mission Society doing development work, has permanently to reconsider what it is doing and how to do it best.
- 11 We would like very much to take part in the discussions of the Kuratorium and to be informed about their decisions by receiving the minutes of their meetings.
- 12 We have adopted a proposal of Klaus that all new team members should attend the preparation course of Dienste in Übersee, not because those courses are the best ones one could think of, but because they seem to be the best ones which are offered at present.

Finally I have to report that the rains still have not come properly. Again only a few showers two weeks ago. You will have heard about mines exploding on the border to Rhodesia. This refers to Lusitu area below the Kariba dam. On our side of the Lake it is quiet. But I think I need not write too much, Klaus can tell you much better.

Greetings from all of us,

Klaus Friedrich Kriebel

für Kuratorium:

- ① neue Leute für Zambia ausfinden?
intensivere Kontakte Zambia - Kuratorium
- ② Muellerbach nach Zambia?

③

Gossner Service Team
9/73

Eingegangen

- 2. MRZ. 1973

Erledigt

Minutes of Meeting at Ekandabwe on 19.2.1973, 11.00 - 13.45

Present: Dieter (chairman), Isaac, Siegwart, Friedrich
late with apology: George

Absent with apology: Frieder

1. Minutes of last meeting passed as correct, no matters arising.
2. Old Land Rover may be sold, possibly stripped and the parts sold. Isaac has shown interest in the vehicle.
3. Trailer for Kafwabila. We continue to look for suitable wheels. If we cannot find any, we shall consider to buy a new trailer.

4. Credits of Gossner Service Team

- a) Ba-Ray will be asked to pay back at least K45.00 per month for his duty car, like all the other team members.
- b) Staff members may apply for a loan to purchase a car, if they need the car partly on duty, and if they can repay the loan within two years. During the time of re-payment the car is to be insured fully comprehensive and must not be sold. The car would be considered to be the private car of the owner and not a duty car for the project, unless the owner has to travel about 1500 km per month, on duty.

5. Letter of Kurt Beck

Kurt Beck may be written, that we do not see a need for him to come here in order to discuss the plans of his seminary. He may send the plans, and we shall write him our comments.

6. The financial report for 1972 was received and shortly discussed.

- a) The following loans for some programmes were proposed:

Curios (Siegwart):	up to K 800.00
F & N (Gisela):	500.00
Tayloring (Heidi):	1200.00
Craftsmen (Friedrich)	1200.00
Chicken (Isaac):	300.00
Oxen (Isaac):	200.00
Seeds (George):	100.00

- b) Gisela may prepare a statement about the aim of the Food and Nutrition programme.
- c) The team will stop to store beer, gas etc. at Ekandabwe. Whoever wants something to be brought from Choma or elsewhere, may bring cash in advance.
- d) Ploughs, bicycles etc. will be brought to Ekandabwe on expense of the team, and then taken by staff members at their risk.
- e) Mr. Njowe will be asked to settle his loan as proposed by him at the end of this month, the money for Mealy meal next month. James will have to pay K 10.00 per month.

Gray will be asked to pay back his loan within two months.

7. Acting Team Speaker. George was elected to act as Team Speaker as long as Siegwart is on leave.

8. Next Meeting: Monday, 5th March, 16.30, at Ekandabwe.

Chairman:

Other member:

Minutes of Meeting at Nkandabwe on 9.2.1973, 16.15-18.15

Present: Isaac (chairman), Dieter, Friedrich, Klaus Schäfer,
Siegwart, Later: Frieder.

1. Last minutes: Passed as correct.

2. Matters arising: Friedrich reports, that he is now authorized to sign cheques, and it will need a letter from Berlin to the Bank for turning the account into a team account with all members being authorized to sign cheques.

3. Car Regulation:

- a) The Team members felt that it was not necessary to make any adjustments concerning the payment of km-allowances during the last half year.
 - b) In future every Team member will continue to receive the allowance for 1500 km per month.
The remaining allowance of 100 km per Team member will be paid in equal parts to Heidi for her activities and to Gisela for her F & H job.
 - c) The sale of the blue Toyota Hilux will be considered before the 20th March.
 - d) From January 1973 every Team member shall pay back the credit for his duty car in monthly rates of K 45.00 for Toyotas and K 75.00 for Land Rovers.
This does not apply to members who have already paid back so much of the credit, that the balance does not surpass the present value of the duty car.
 - e) The deposit on the Team account for duty cars should be at least K 4000.00 .
 - f) Friedrich will get a credit for a car of K 2000.00 .
 - g) For Kafwambila we shall try to fix the GRZ trailer from Sinazongwe, and investigate from Frank about the ordered new one.
4. Soil Export from UNZA: Klaus reports about the plan of UNZA, to station an doctorand for scientific research on soil, water and salt at irrigation schemes in the Valley. We shall recommend to reserve a house for him.

5. Next Meeting:

Monday, 19.2., 16.00, at Nkandabwe.

On the Agenda: Financial Report for 1972

Applications for Car Credits

Trailer for Kafwambila

Chairman:

Other member:

Constitution of the Gossner Service Team

Preface

- 1) The task of the Gossner Service Team is framed by Article I of the Agreement for Technical Cooperation between the Gossner Mission and the Government of the Republic of Zambia. That means in general that the Gossner Service Team is assisting the Government personnel and agencies.
- 2) At present the knowledge about the response of the Valley-Tonga and about the economical possibilities is still very limited. Until sufficient basic facts are available nobody will be in a position to work out a master plan for the development of the Gwembe Valley.
Consequently the main emphasise of the Gossner work in Zambia must at present be laid on fact-finding to enable the Government personnel and agencies to work out proper plans as soon as possible. For this purpose the Team members are keeping close records of all their activities and experiences.
- 3) As soon as the facts gathered by the Gossner Service Team and other institutions working on the same line will have enabled the Government to draw out the urgently needed regional plan for development, the Gossner Service Team will consequently direct its activities to execution of the development plan.
- 4) Apart from that the Gossner Service Team is also trying to strengthen existing structures which are in relevance towards development, such as the Gwembe South Development Committee. This is chiefly done by building up a new body - the Technical Staff Meeting - which is supposed to pool information, to discuss possibilities and to place proposals to the Gwembe South Development Committee for decision.

I. M e m b e r s h i p

- a) Members of the Gossner Service Team are the experts who are employed and sent into the Gwembe Valley by the Gossner Mission according to its agreement with the Zambian Government, including experts with part-time contracts.
- b) Any newly appointed person sent into the Gwembe Valley shall for a period of six months after his/her arrival at Zambia have the status of an Affiliated Member to the GST. He/she has the right to actively participate in all affairs of the GST according to this constitution but not having the right to vote nor being under the direction of the team. This time shall be considered a preparation period prior to work in Zambia according to Article IV, 2 (b) of the Agreement of Technical Cooperation between the GRZ and the GM.
- c) After six months a special meeting of the GST shall be conducted where the Affiliated Member may question any part of this Constitution he/she likes to. If alterations are asked for the matter is to be discussed until all members of the team and the Affiliated Member can agree. Then the Affiliated Member signs this Constitution, becomes a member of the team, and the preparation period ends.
- d) If no unanimous decision is reached the matter be taken up again one week later to the maximum of four sessions. If still no agreement is possible the matter shall be forwarded to the GM for final decision. For the time the case is pending the person remains an Affiliated Member.

II. T a s k

- a) The Gossner Service Team is to assist the Zambian Government personnel and agencies in developing the Gwembe Valley.
- b) For the time being this assistance is limited to Gwembe South.
- c) Any proposals made by the experts in this context are to be channeled through the Technical Staff Meeting of the Gwembe South Development Project.

III. The structure of the Gossner Service Team

- a) The Gossner Service Team runs its affairs in a co-operative way.
- b) One of the Team members is elected for one year by the majority of the Team members to represent the Team according to its decisions ("Team Leader").
He has to be approved by the Gossner Mission in Berlin.
- c) He may be accompanied by one or more Team members.
- d) The Team elects a treasurer for one year by the majority of the Team members. He is responsible to the Team for the management of goods and funds of the Gossner Service Team.
- e) Meetings are to be held weekly outside the official working hours. The chairmanship rotates.
The chairman's position is restricted to conducting the meeting in fairness and order.

The previous chairman calls the meeting and conducts the election of the new chairman with the majority of the present members. The chairman and the Team Leader together prepare the agenda.

- f) Decisions can only be taken on the day, when they are discussed for the first time, if all the present members agree. The Team Leader keeps the minutes. They are to be signed by the chairman and one other Team member. Decisions are taken by the majority of the present Team members. The votes of absent members are included, if they have been given in writing to the Team Leader in advance.

IV. Relations to the Zambian Government

The Team discusses matters referring to the agreement between the Zambian Government and the Gossner Mission and represents the Gossner Mission vis-a-vis the Zambian Government through the Team Leader.

V. Relations to the Gossner Mission

- a) The legal and administrative relations between the GM and the individual member are laid down in the Work Contracts of each member.
- b) In consequence of the foregoing articles of this Constitution the functions of the Team Leader as described in the Agreement for Technical Cooperation between the GRZ and the GM are carried out by the Team Leader elected according to

this Constitution and on the basis of resolutions and/or decisions taken by the GST (see Art. III, f of this Constitution).

- c) In case of extreme difficulties with one Team member the others may ask the GM to transfer him from the Team. This does not affect the provisions of the Work Contracts of each individual member.
- d) Correspondence from the Gossner Mission should equally go to all Team members. It will be discussed in the Team meeting. Answers will be formulated by the Team Leader according to the results of the discussions.
- e) Answers of the Gossner Mission to letters of single Team members should be treated in the same way, except they deal with private matters.
- f) Once a year the Gossner Service Team should be visited by at least one member of the Mission Headquarters and one member of the Kuratorium.
- g) If the Team considers it necessary to alter the set-up of the Team, or to add new members, or to replace any returnee, it may request the GM for necessary action. The Team shall supply the GM with as much information about the proposed alteration or addition as possible.
- h) The GM on request of the Team or by her own may look for new candidates for service in the Gwembe Valley. As soon as a certain person appears to suit the purpose the GM shall furnish the Team with all necessary data of this candidate and invite the Team's comments and suggestions.

If the Team by a qualified majority (2/3) gives negative vote the GM shall withdraw the proposed candidate.

VI.

This constitution or parts of it may be reconsidered at any time, as the need arises, by the Team in contact with the Gossner Mission.

Nkandabwe/Berlin, March 1974

Constitution of the Gossner Service Team

Preface

Introduction

§1) The task of the Gossner Service Team is framed by Article I of the contract between the Gossner Mission and the Zambian Government. That means in general that the Gossner Service Team is assisting the Government personnel and agencies.

§2) But at present the knowledge about the response of the Valley-Tonga and about the economical possibilities is still very limited. Until there will be known sufficient basic facts nobody will be in a position to work out a master plan for the development of the Gwembe Valley.

Consequently the main emphasize of the Gossner work in Zambia must at present be in fact-finding to enable the Government personnel and agencies to work out proper plans as soon as possible. For this purpose the Team members are keeping close records of all their activities and experiences.

§3) As soon as the facts gathered by the Gossner Service Team and other institutions working on the same line will have enabled the Government to draw out the urgently needed regional plan for development, the Gossner Service Team will consequently emphasize its activities according to the development plan.

§4) Apart from that the Gossner Service Team is also trying to strengthen existing structures which are in relevance towards development, such as the Gwembe South Development Committee. This is chiefly done by building up a new body - the Technical Staff Meeting - which is supposed to pool informations, to discuss possibilities and to form proposals which are to be put forward to the Gwembe South Development Committee for decision making.

I. MEMBERSHIP

- a) Members of the Gossner Service Team are the experts who are employed and sent into the Gwembe Valley by the Gossner Mission according to its agreement with the Zambian Government, including experts with part-time contracts.
-

b)

c)

d)

II. T A S K

a)

The Gossner Service Team is to assist the Zambian Government personnel and agencies in developing the Gwembe Valley.

b)

For the time being this assistance is limited to Gwembe South.

c)

Any proposals made by the experts in this context are to be channeled through the Technical Staff Meeting of the Gwembe South Development Project.

III. The structure of the Gossner Service Team

a)

The Gossner Service Team runs its affairs in a co-operative way.

b)

One of the Team members is elected for one year by the majority of the Team members to represent the Team according to its decisions ("Teamleader").

Zusatz 38: He has to be approved by the Gossner Mission in Berlin.

c)

He may be accompanied by one or more Team members.

d)

The Team elects a Treasurer for one year by the majority of the Team members. He is responsible ^{to the team} (for the management of goods and funds of the Gossner Service Team).

e)

Meetings are to be held weekly outside the official working hours. The Chairmanship is rotating.

The Chairmans position is restricted to conducting the meeting in fairness and order.

The previous Chairman calls the meeting and conducts the election of the new Chairman with the majority of the present members.

The Chairman and the "Teamleader" together prepare the Agenda.

f)

Decisions can only be taken on the day, when they are discussed for the first time, if all the present members agree.

The Teamleader keeps the minutes. They are to be signed by the Chairman and one other Team member.

Decisions are taken by the majority of the present Team members. The votes of absent members are included, if they have been given in writing to the Teamleader in advance.

IV. RELATIONS TO THE ZAMBIAN GOVERNMENT

The Team discusses matters referring to the agreement between the
Zambian Government and the Gossner Mission and represents the
Gossner Mission ~~vis-a-vis~~ vis-a-vis the Zambian Government through
the Teamleader.

bedeutet dies, daß die GM. nun qua
Team mit der Regierung verkehrt?

V. RELATIONS TO THE GOSSNER MISSION

Anderigen

a)

The relations to the Gossner Mission are based on the work contracts Article I. 2. (das kann doch kaum alles sein)

b)

The responsibilities described in the work contracts Article II. 3. (Teamleader) are carried by the whole Team. (das ist wohl nicht unterschrieben)

c)

In the case of extreme difficulties with one Team member the others may ask the Gossner Mission to withdraw him.

d)

Correspondence from the Gossner Mission should equally go to all Team members. It will be discussed in the Team meeting. Answers will be formulated by the Teamleader according to the results of the discussions. (und das ist nicht unterschrieben)

e)

Answers of the Gossner Mission to letters of single Team members should be treated in the same way, except they deal with private matters. (und das natürlich auch)

f)

Once a year the Gossner Service Team should be visited by at least one member of the Mission Headquarters and one member of the Kuratorium.

Gossner?

VI.

This constitution or parts of it may be reconsidered at any time, as the need arises, by the Team in contact with the Gossner Mission.

Nkandabwe, ~~6.2.73~~

March 1974

BERLIN

D r a f t

I. M e m b e r s h i p

(b) Any newly appointed person sent into the Gwembe Valley shall for a period of six months after his/her arrival at Zambia have the status of an Affiliated Member to the GST. He/she has the right to actively participate in all affairs of the GST according to this constitution but not having the right to vote nor being under the direction of the team. This time shall be considered a preparation period prior to work in Zambia according to Article IV, 2 (b) of the Agreement of Technical Cooperation between the GRZ and the GM.

(c) After six months a special meeting of the GST shall be conducted where the Affiliated Member may question any part of this Constitution he/she likes to. If alterations are asked for the matter is to be discussed until all members of the team and the Affiliated Member can agree. Then the Affiliated Member signs this Constitution, becomes a member of the team, and the preparation period ends.

(d) If no ~~un~~ unanimous decision is reached the matter be taken up again one week later to the maximum of four sessions. If still no agreement is possible the matter shall be forwarded to the GM for final decision. For the time the case is pending the person remains an Affiliated Member.

D r a f t

V. R e l a t i o n s t o t h e G o s s n e r M i s s i o n

(a) The legal and administrative relations between the GM and the individual member are ~~lead~~^{laid} down in the Work Contracts of each member.

(b) In consequence of the forgoing articles of this Constitution the functions of the Team Leader as described in the Agreement ~~of~~ for Technical Cooperation between the GRZ and the GM are carried out by the Team Leader elected according to this Constitution and on the basis of resolutions and/or decisions taken by the GST (see Art. III, f of this Constitution).

(c) In case of extreme difficulties with one team member the others^a may ask the GM to transfer him from the team. This does not ~~effect~~ the provisions of the Work Contracts of each individual member.

(d) ...

(e) ...

(f) ...

(g) If the team considers it necessary to alter the set-up of the team, or to add new members, or to replace any returnee, it may request the GM for necessary action. The team shall supply the GM with as much information about the proposed alteration or addition as possible.

(h) The GM on request of the team or by her own may look for new candidates for service in the Gwembe Valley. As soon as a certain person appears to suit the purpose the GM shall furnish the team with all necessary data of this candidate and invite the team's comments and suggestions. If the team by a qualified majority (2/3) gives a negative vote the GM shall withdraw the proposed candidate.

Gossner Service Team

Minutes of Meeting on 7.2.1973, 16.30-19.00 at Nkandabwe

Present: George(Chairman), Isaac, Dieter, Siegwart, Klaus Schäfer, Frieder, Friedrich.

1. Last Minutes: Confirmed

2. Copy of the Team Constitution for Berlin: One copy together with the signed minutes of 6.2.1973 will be sent to Berlin.

3. Rules for the job of the Treasurer: After some amendments, which are shown on the attached new version, Friedrich accepts the election as Team treasurer.

4. Messages for Berlin:

a) We appreciate the offer of the Gossner Mission, to pay a flight to Europe for the team members and their families in the third year of their contract.

We would like to know, whether the Mission would agree, that a team member would extend his leave~~x~~ over two months in connection with such a flight, and from which part of the time after the return from Zambia such an extension would be taken.

We would also like to know, whether the Mission would agree, that some of us would not fly home, but to any other continent.

b) We would like a specification of what is meant by "Service in Europe for the Gossner Mission" at the end of the contracts.

c) We appreciate the offer of the Gossner Mission to pay for one visit of a conference for each team member per year in Zambia or one of the neighbouring countries.

d) We propose, that in future the Gossner Mission may offer two types of contracts to new team members, one to single persons with a salary in the range of DM 1,960.--, and one for couples with a salary in the range of DM 2,800.-- for husband and wife together. The wife would be expected to look for a suitable job in the Gwembe South Development Project or for the Team, and husband and wife would arrange their working times in such a way that it would suit them best.

e) We agree generally to the idea to organize yearly a work camp for European young people. We shall discuss details in the near future and consequently make our proposals to the Mission.

f) We shall inform the Gwembe South Development Committee through the Technical Staff Meeting about the possibility, to recruit two building experts for the Team. We support this idea, if both of the two experts would work in such a way, that they could not interfere into each others job.

Siegwart will welcome Mr. Bruns and his family in Lusaka and stay with them for about one week.

The Team has the feeling, that the statement of the Gossner Kuratorium about the work of the Gossner Mission in Zambia is of no relevance towards the actual situation in Zambia and in the Gwembe Valley. We think that it would have been better to wait for the report of Klaus Schäfer after his return from Zambia, and we hope that he will have the chance to address the Kuratorium. We strongly recommend that the Kuratorium regularly may send members for a visit to Zambia.

g) We ask the Gossner Mission always to send us a copy of the meetings of the Kuratorium for our information.

- h) We propose that new team members may be sent by the Gossner Mission to the preparation courses of Dienste in Übersee.

5. Books from Bonn

Siegwart may apply for books from the Deutsche Institut für Auslandsbeziehungen through the German Embassy in Lusaka.

6. Without discussing the question whether Frank was right to continue his Lusaka job after the end of 1972, the Team agreed to settle his commitments and claims like rent, km-allowance and subsistence-allowance for January and February.

7. Next Meeting

Friday, 16.00 at Nkandabwe.

On the Agenda: Our Car Regulation.

Chairman:

Other member:

Rules for the Management of Goods and Funds of the Gossner Service Team

1. The Gossner Service Team as a whole is responsible for the goods and funds of the Team.
2. For the purpose of efficiency the handling of goods and funds will be delegated to the elected Treasurer. He is an executive of the Team.
3. Every Team member has the right to check the books.
- 5 *. In January each year there has to be an official check-up of the books by two especially elected Team members. After this a statement will be sent to the Gossner Mission.
- 4 *. Each Team member handling loans from the Team keeps records of all financial operations with that money and gives an annual report.
6. Cheque books are to be obtained and kept by the Treasurer only. In case of his absence he is to delegate this function to one of the Team members.
7. In case of emergency every Team member has the right to sign cheques.
8. The supervision of the office clerk handling Gossner funds is the responsibility of the Treasurer.
9. Credits out of the Gossner funds have to be approved in a meeting of the Gossner Service Team.

Nkandabwe, 7.2.1973

Gossner Service Team

Minutes of Meeting at Nkandabwe on 6.2.1973, 16.30-18.30

Present: K.Schäfer (chairman), F.Bredt, F.Clemens, I.Krisifoe,
D.Koehpcke, G.van Keulen, S.^Ariebel

1. 3rd Reading of the Team Constitution and Approval

George, who had not been present on the previous meeting, asked for some clarifications and proposed the following alterations:

Introduction, §4: The sentence about the Technical Staff Meeting be left open, until that body will have decided itself about its own constitution.

The Meeting did not support that proposal.

Task, c): Instead of "proposals" it should read "assistance". The meeting did not support this.

Structure, d): the 2nd sentence should read: "He is responsible to the Team for the management of goods and funds of the Gossner Service Team".

The meeting agreed to this.

After the 3rd reading of the constitution the Team approved it unanimously, and all members present signed the official copy.

2. Election of a Team Speaker

As an exception, George and Friedrich were allowed to vote for their absent wives, who are also Team members.

a) Suggestions of candidates:

Total suggestions: eight	for Siegwart: five
	for Friedrich: two
	for Isaac: one

b) Election between Siegwart and Friedrich:

Total votes: eight	for Siegwart: five
	for Friedrich: two
	not valid: one

Siegwart accepted the election, and all members present agreed that the procedure of the election was correct.

3. Election of a Treasurer

a) Suggestions for candidates:

Total suggestions: eight	for Friedrich: five
	for Heidi: two
	for George: one

b) Election between Friedrich and Heidi:

Total votes: eight	for Friedrich: five
	for Heidi: two
	not valid: one

Friedrich accepted the election under the condition, that regulations for the work of the treasurer will be worked out such as to suit him and also the other members.

Chairman:

Other Member:

Klaus Schäfer

R.F. Bredt

28/72
13.11.1972

Eingegangen
11. DEZ. 1972

Results of Staff Meeting Held on 6.11.72 at Nkandabwe

Before coming to matters on the agenda, Siegwart reported, that Frank had apologized to Friedrich in the presence of Mark and Siegwart, and that Friedrich had accepted the apology.

Siegwart also introduced Mr. Sichilya, the new office clerk, appointed by the Ministry of Rural Development.

1. Previous minutes were approved.

2. No matters arising.

Progress reports were cancelled due to shortage of time and because the quarterly reports are due soon.

3. The estimated expenditure until the end of the year was listed as follows:

Siatwinda Farming	K 2,500.00
" Research	1,500.00
Nkandabwe Irrigation	1,000.00
Trials in small irrigation	250.00
Kafwambila	500.00
All Buildings	4,800.00
Siabaswi Centre	1,600.00
Nkandabwe Camp	1,500.00
Workshop	300.00
Crafts	500.00
Windmill	200.00
Lorries	800.00
Administration	3,500.00
Drilling Rig	1,600.00
	<u>K20,550.00</u>

As there are still K 22,300.00 available, we are likely to underspend this year. It was therefore proposed to include a grinding mill into the plans for Siabaswi centre, and to pay any money available at the end of the year as deposit for wind mills.

4. It was decided to propose a discussion on the regional input-output-table for Gwembe-South for the next G.S.D.C. meeting.

5. It was agreed, that a listening session should be held for the Project staff on Friday, 17.11.1972, 1000 hours, at Nkandabwe Camp. Everybody will explain shortly, at which points he/she sees the main difficulties in co-operation between staff-members and how this could be improved. No discussion will take place.

The time has been changed to 1000 hours, in order to give Dieter the chance to return from Lusaka on Friday morning.

6. This matter had been discussed and generally agreed upon under 4.

7. This matter was put before the members for consideration.

8. Any other matters

a) Siegwart explained why no job was offered to James Siatwinda at present.

b) The problem of promoting trade rather than purchasing for the people by the Gossner Service Team was raised.

c) Paw-paw seedlings should be bought from Samson.

S. Kriebel

27/72
5.11.72

Staff Meeting Nkandabwe, 6.11.1972

Agenda:



1. Previous minutes
2. Matters arising - progress reports of the programmes
3. Expenditure until the end of this year
Attached a statement of our vote. There are about
K 27,000.00 to be spent until the end of the year.
Additionally to our budget we have to find:
K 800.00 for Diesel (we bought for 1500.00 instead 700.00)
K 1,000.00 for furniture (2 houses in the camp)
K 1,600.00 drilling rig
K 3,400.00
Therefore everybody should know, how much he can spare of
his account.
4. Proposals for next Gwembe South Development Committee (16.11.)
 - a) Inform about and perhaps discuss the proposals of the
"Brandt-Report",
add proposals like car-service and -repairs.
 - b) other proposals ?
5. "The Gossner Mission has accepted my offer of resignation.
Further notice will come after Dr. Krapf's visit in Berlin"
(circular 25/72). As long as important ~~xxxxxxx~~ team
matters are arranged without the members, the team will
remain (a Schwerk's dream) a "dead born child".
I propose a discussion about the process of decision
making in the team and co-ordination between the members
in practice - without a case. A tentative starting point
could a listening session where very members could express
his/her opinion about where the team gets stuck and will
give suggestions about improvement.
6. The G.S.D.C. remains a forum for "progress"-reports.
Participation in the decision making could be promoted
if worked-out alternatives and not single proposals were
suggested.
7. Small ~~xxxxx~~ irrigation projects where water from artesian
wells will be used, could be developed as self-help-
projects. The activities of the team will be concentrated
on promoting convincing (land tenancy) and teaching the
local people. A Tonga team member as project officer should
be more able to this than an expatriate. I am prepared to
assist him on the irrigation technical side. (George)
8. Any other matters

Gwembe South Development Project
P.B . 1xc
Choma

Expenditure in 1972 as per 31st October

Programme	Expenditure	Balance
Siatwinda Farming	K 6,364.19	K 2,735.81
" Research	6, 763.77	2,036.23
" Building	5,391.42	1,608.58
Nkandabwe Irrigation	5,600.00	0.00
Agricultural Research	332.87	1,267.13
Kafwambila Extension	1,194.12	1,155.88
Kanchindu Building	9,382.09 10,100.00	8,617.91
Nkandabwe Camp	2,634.12	765.88
Nkandabwe Workshop	1,936.70	563.30
Crafts	94.70	1,605.30
Windmill	394.28	1,105.72
Lorries	612.93	2,387.07
Administration	14,243.76	3,756.24
Total	54,944.95 =====	27,605.05 =====

Gwembe South Development Project
P.B. 1xc
Choma

Berlin
26/72
1.11.72



Next Staff Meeting:

Differently to my hopes when I cancelled the last staff meeting in October, the matter between Friedrich and Frank is not yet settled. If that should still be so next Monday, 6.11., I shall call for the help of the staff meeting, to settle this matter.

That means, that in case the matter will still be unsettled, we shall have a first session, when we shall listen to the two opponents how they look at the case and then try to give them our advise as the whole group, how to come to a solution. It is then up to them to follow the recommendation of the group or not. As this might need some time for them to consider, there will be a brake between this session and our normal monthly staff meeting, which may start later in the forenoon or in the afternoon.

We shall meet at Nkandabwe at 9.00 a.m.

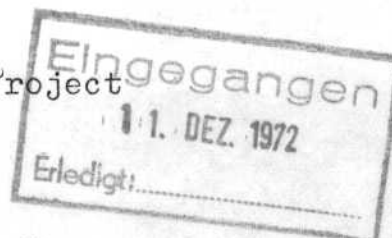
Proposals for the agenda may be brought to me until Saturday, including a written description of the problem and/or a proposal for a decision to be made. Please remember that only policy matters should be discussed on our staff meetings.

Last week Mr. Reinders and Hans-Joachim Schröter of the German Volunteer Service were here in order to find out whether the job of a Young Farmers' Clubs' Adviser would be a suitable one for Hans-Joachim. The G.V.S. is very interested to station volunteers in rural areas. In case of an agreement between the G.V.S. and the Provincial Youth Extension Officer, we would be asked to provide a house for the volunteer, whereas the G.V.S. would provide transport, if the Ministry of Rural Development could not do so.

Mr. Sichilya, appointed office clerk for the project, will arrive at Nkandabwe on Thursday, 2.11., and start working on Monday, 6.11..

Siegwart Kriebel

Gwembe South Development Project
P.B . 1xc
Choma



25/72
27.10.72

Here are some details from Heidi about her tailoring programme:

Aim: training for self-employment

Number: two trainees at Nkandabwe Camp

Instructions in:

1. learn to handle a sewing machine
 2. use of patterns
 3. economical cutting
 4. production of clothes not made so far by the majority of local tailors, e.g. children's dresses, boys' shorts, citenge-shirts
 5. marketing
 6. small scale book-keeping
 7. saving of money for tools, esp. for a sewing machine
-

All purchases from Government Stores for the rest of this year have to be done immediately, purchases on L.P.O.s until the end of November at the latest, as the financial year ends somewhere in the middle of December.

All quarterly progress reports have to be in Mr. Njowes office for duplicating until the 25th November, as they have to be in Gwembe on 30.11.. Please give one copy only.

The District Governor will fix a date for the next Gwembe South Development Committee in connection with his tour through the district later in November.

The next D.D.C. is on 14.12.1972.

Interesting new duplications in the files in the meeting room:

2 tour reports of Merfyn Temple

Minutes of the U.C.Z.s last meeting on national level in Mindolo, Presbytery level in Choma, District level at Zongwe.

Mr. Schwerk writes:

The Gossner Mission has accepted my offer of resignation. Further notice will come after Dr. Krapf's visit in Berlin.

The Gossner Mission will raise our Zambia capital funds to DM 110.000,-- for next year to have some money available for the case of a sudden cut in Zambian funds, so that our programmes may not collapse from one day to the other, but that there is time to adjust them to the funds available.

The Gossner Mission is arranging a visit of Jochen Riess/ Nairobi, for 2 weeks in November.

Mr. Scudder will speak in the Catholic Hall/ Maamba next Monday night.

Mr. Scudder and Mrs. Colson will lead a Seminary at Chikankata Nurses Training School on 10.-11. November. I have the details.

Siegwart

Gwembe South Development Project
P.B. 1xc
Choma

2.10.72
24/72

Cancelling of Staff Meeting on 2.10.72

I received a written apology for the meeting from Friedrich, saying that he was unable to attend any meeting before Frank has withdrawn his accusations made on the last meeting, in written.

I also received a statement to be put into the minutes. It reads as follows:

"During the last staff meeting accusations based on racial grounds could have been uttered without challenging an immediate response by the majority of the 'team'. I feel terribly disappointed and feel unable to attend staff meetings during the next future." Dieter Köhpcke"

Under these circumstances I cannot call a staff meeting. But I do hope that this problems can be solved satisfactorily until 6th November when the next staff meeting is due.

Informations:

Mr. Pauli, the journalist, will come together with Mr. Le Centre of Dienste in Übersee from 5th - 7th October.

In future I shall not circulate all informations which I receive because the circulating files are always on the way a very long time. Instead I shall display a number of files in the meeting room, which you can read there at any time, without taking them home. And I shall draw your attention to the most important ones on these duplicated informations.

For instance, I received recently:

from Gossner Mission: Objectives of the Rural Primary Teacher Training Programme
by Dr. J. Schweighofer, UNDP
Monrovia, Liberia

A report of Gerhard May, Gossner Mission,
Douala, Cameroon.

from The National Food and Nutrition Programme - Zambia:

Zambian National Food Consumption Survey
North-Western, Western and Southern Provinces,
Febr. 1972.

I have asked Mr. Schwert to come here as soon as possible in order to discuss with the team the question of a new team leader.

S. Kriebel

Gwembé South Development Project

Quarterly Progress Report

III / 72

Siatwinda Research

1. We finished most of the trials which I had planned. The results will be published in the annual report for 1972.

2. We started with the trials and observations which are worked out together with the officers in Mount Markulu. We started on the 15th. July with maize observation on planting date. We planted the variety SR52 twice a month. It seems that we get interesting results from maize in the cold season planted for green mealies.

We planted in the beginning of October and November, two observations of planting date for sorghum (17/57). These observations will be continued to the beginning of January.

The cotton (improved Albar 637) observation of planting date on different types of soil which is started in the middle of October, will be continued to middle of December.

The observation on sunflower varieties were planted on the ... 1st. of November.

3. We planted a NPK sunflower trial on the 6th. of July which is nearly ready for harvest.

We started the monthly planting date trial with 3 varieties of rice (Faya, 1345, 1632) on 19th. August. This trial shall be continued at least for 12 months. On the 10th. October we planted the NPK trial with maize (SR52) and on 10th. November a soya bean variety trial. The fertilizer trial with the rice variety 1329 was planted on the 1st. 16th. and 17th November.

One problem is now before the rain starts that the birds attack the rice and the maize very much.

I am glad to say that the work continued very well even when I am not always there. I am only on Monday and Friday in Siatwinda for discussing the problems with the Foreman Daniel Siakwebwa and giving him new instructions, the other time of the week with Mr. Mark Malyenkuku in Kafwambila.

Frieder Bredt

Quarterly Report on activities of Women's clubs 1972
supported by Gossner Service team

Number: 13 villages

Occupation: poultry 1, sewing 12, moulding 1, cooking 1
8 clubs had own able leaders only some supply 4 leaders
joined the club-leaders-course held in Sinazozo Co-op.

Sewing was the main occupation of the clubs.

The cooking programme done in one club was not successful in reason of lack of money. Cash was also a problem when sewing but not quite so obvious.

Gardening wanted by some clubs in the beginning was not carried out as the people felt no need of having a club garden beside their own. Gardens in 2 cases there was a problem of having no land.

Making money for the club in order to buy materials with club money was a problem. We made suggestions:

- 1) gardening and selling of vegetables
- 2) poultry
- 3) moulding and local crafts

Only the third proposal was carried out by one club. As that club started only at the end of the dry season we cannot make any conclusions how it works.

For sewing a course for club leaders of 4 clubs started in May in the office of Mr. Meja, Community Development Officer in Sinazeze Co-op. The course was held every Wednesday morning. It was meant with the leaders to prepare things for sewing in the clubs with the members, to cut and discuss the patterns. This seemed to be too difficult for the leaders. Especially in reason of the specific choices of material and size in which the members wanted to sew. This is no wonder as some cannot read and write.

But the women found their own solution. The members of the clubs visited more and more the course on Wednesday in Sinazeze, but only when they had difficulties. These were especially cutting and button-holes. This solution has the great advantage that more women can learn to make a simple dress by themselves. The course in Sinazeze Co-op. will end in the beginning of November as the rainy season is about to start and will keep the women busy.

..... Heidi Clemens

Tailoring

Tailoring as training for self-employment started in June at Nkandabwe. The main objects are :

- 1) learn how to handle a sewing machine
- 2) use of patterns
- 3) economical cutting
- 4) production of such clothes which are not yet made by the majority of local tailors
- 5) simple book keeping
- 6) saving of money for tools, esp. for a sewing machine

One of the two trainees has been working for over two months. The other one does quite well, so that he now started to sew school uniforms for boys. The first lot will be delivered to Nkandabwe School soon.

Heidi Clemens

Nkandabwe Irrigation

All energy and effort was concentrated on the dam to get it ready before the rain.

The participation of the farmers is beyond my expectations. Most of the bush is cleared by the farmers and 90% of them have planted maize. The selection committee has selected three new farmers out of 24 applicants by balloting who will be given the vacant plots.

The old water supply system has been repaired and had worked for three months satisfactorily. Unfortunately the system has been seriously damaged so that no water is available. The A.D.S. is directed by the D.G. to investigate the matter.

G. van Keulen

Building Section

1. Brick burning has been finished. Due to a very heavy shower in the beginning of October a loss of about 10,000 bricks occurred.

2. Siatwinda Shed: Construction started again and it is hoped ~~xxx~~ to complete the shed until the end of the year.

3. Kanchindu Buildings will be roofed these days, but contrary to earlier hopes they will not be ready for occupation this year.

D. Koehpcke

Kafwambila

In Kafwambila there are three villages near Lake Kariba: Sicooba, Sinamaani, and Kafwambila. The other three villages are on the other side of Namazambwe River: Sinalubilo, Mafwabilo, and Mwanakabila. We organized meetings in each village and the attendance was good.

The purpose of meetings was to explain fully why we were settling in the Kafwambila area. Ba-Frieder talked on the simple scheme that would be in operation at the Lake. This was made clear to the people that the Siatwinda Scheme was more expensive to run, so the Kafwambila scheme will be a much simpler one to operate. Each farmer will be responsible on his own plot, under our supervision, by using hand pumps.

After Ba-Frieders talks I also spoke on introducing and encouraging local crafts. This was another source of making life easier by selling things made by men and boys, women and girls. As a result of our talks to the people many locally made things of all sorts were brought to the camp for sale. Some of the families who had no cash for supporting themselves I am glad to report that they are now able to handle money by what they sell: clay pots, baskets, stools, drums, pipes, and head wear beads are sold every week. The people are happy about this.

How many people are living near the Lake? In order to know the number of people we are surveying, door to door counting each family was done in each of the three villages Sicooba,

Sinamaani, and Kafwambila. The population we got is 1000. The details of each family will be circulated after the duplicating is done. On this I was assisted by Prof. J. Ziche of the University of Zambia, who stayed with us for 2 weeks.

Nutrition: Kafwambila area has no store at all. In order to assist the people there, at times we do sell to them salt, soap, and sugar. For ground nuts we do hope that they will be encouraged to grow their own ones in their rain gardens.

Requests from the people: They ask for hoes, ploughs, and seeds which can grow easily suiting the soil and the quantity of rain falls. On this we are happy to attend to their needs. Already we have sold over 100 hoes and over 6 ploughs. We are getting to know the people and they too are getting to know us.

Water Situation: Development means many things. Good water supply is part of breath and life anywhere in the world. Boreholes and wells get dry in dry seasons. People are just forced to drink any impure water they get from the shallow rivers. Even cattle and goats need good water.

To be honest on this we as staff members working in the area get our drinking water from Mankundu or Nkandabwe at week ends. This is head ache. Is there any ~~xxxx~~ other way to cure this? Please help us.

The road: We have appreciated the work done on improving the branch-off-road to Kafwambila. The grader was sent by the Rural Council Gwembe.

Visitors: We have been visited by men of experience who came to encourage us paving the way to development: Mr. M. M. Temple and his two friends. Also Prof. Dr. J. Ziche - School of Agriculture - and Dr. A. P. Quartermain - Senior Lecturer in Animal Husbandry.

M. K. Malyenkuku.

Crafts:

Since the people of Kafwambila have started selling crafts to the Project, the turn-over has increased considerably. Sales to customers at Nkandabwe are still marginal, as we have not yet advertised our stock there. Additionally to our market in Lusaka we are now trying to open a market at Choma and another one in Europe.

From January to November we have spent about K 850.00 on crafts, and by the end of the year we will have reached K 1000.00 (Compared with about K 150.00 last year). In 1972 we have sold crafts worth about K 450.00 so far.

S. Kriebel

Staff Meeting Held On 4th. September At Nkandabwe:

0900hours

- 1) Last minutes: Passed without alterations.
 - 2) Progress reports: Already distributed.
 - 3) (a) Mr. Njowe will collect money in Choma and will pay the Capitao or the Officer-in-charge who will sign as witness on the paysheet.
(b) The monthly lists of hours will be closed on 25th. of every month and handed over to Mr. Njowe immediately.
(c) After collecting money in Choma Mr. Njowe will pay on the following morning, at Kanchindu, Siatwinda Irrigation and Siatwinda Research. The next morning he will pay at Nkandabwe Irrigation.
 - (4) a) The guide line for planning personnel requirements was discussed once more. At the end of the discussion the meeting felt as follows:-
 - 1) For every programme the co-operation of a Zambian authority has to be ensured.
 - 2) If an expatriate is needed, it has to be planned from the beginning how to hand over responsibilities to a Zambian.
 - 3) Every programme has a positive response from the local population.
 - b) The discussion of the various programmes was postponed until 25th. September 0900 hours at Nkandabwe. In the mean-time every body may write his proposals for the set-up of the different programmes until 18th. September.
- Any other matters: The village hand pump at Kafwambila should be repaired.
- b) We should have a written introduction into the Project for visitors.
 - c) The Kanchindu water pump needs attention, Mrs Koephcke will write a report to the Rural Council from the hygienic point of view.
 - d) Mr. Krawolitzki shall investigate in Lusaka whether we can get bulk kapenta for local shops.
 - e) We should investigate about improvement of milk production in the valley.
 - f) It was proposed to circulate a financial estimate for Siatwinda farmers.
 - g) All distributed hand pumps shall be listed.
 - h) A meeting with Mr. Beck will be held on 18th. September 0900 hours at Kanchindu (because of D.D.C. Gwembe this meeting will be held on 16th. September in the evening at Nkandabwe)
 - i) We should investigate in Lusaka about the possibility to find accommodation and a store room on farm of the V.S.N.
- Mr. Clemens wants a caravan at Kanchindu to stay there overnight. The following leaves were announced:-

Mr. van Keulen from 14th, September.
Mr. Krisifoe from 28th. September.
Mr. Madyenkuku from 1st, October.

The Meeting ended at 1300 hours

Bostone S. Njowe,
Acting: Secretary.

Gwembe South Development Project

22/72

Next Staff Meeting Monday, 4th September, 0900 hours,
Nkandabwe:

- Agenda:
1. Confirmation of last minutes
 2. Progress-Reports (written, for D.D.C.)
 3. Monthly Payments of Wages

Proposal:

Collection in Choma by Mr. Njowe and Ba-Gray
 Payment by Mr. Njowe and Programme-Manager or
 Foreman on two days

1. day: Siatwinda and Kanchindu

2. day: Nkandabwe irrigation

the occasional labourers at Kafwambila paid
 by Ba-Marc

4. Continuation of Discussion about future
 personnel requirements in the project

Aim: No expatriate, if there is a Zambian
 No expatriate without a Zambian to be trained
 No programme without local demand

Possible Programmes:

fishing

pottery

co-operatives

tanning/leather

marketing

Y.F.C.

shops

forestry (timber)

clerk

car mechanic

tourism

tie-dye

5. Any other matters

A letter from Bard MacAllister:

aboard M.S. Bashkira

Dear Siegwart;

My thought have been much with the Gossner Team since our
 departure.

I feel that I didn't get across the point I wanted to make.
 It is simply that development is not a new gimmick. Rather it
 is the matter of finding what the people hold of value and
 then helping them step by step to achieve that goal. By asking
 them questions they are then able to find answers out of
 their experience that meet their conditions. Our greatest
 contribution is being able to formulate the questions that
 make it possible for the people to analyse their situation,
 in light of new technological skills and the changing value
 scale of the society of which they are a part.
 By illustration: The people once had irrigated gardens by the
 river side. The physical setting has changed & culturally
 the society is now confused. Gossner can help them come out
 of the confusion. But irrigation that costs hundreds of
 Kwacha per acre is not within the ~~xxxxx~~ value system of the
 people. In Egypt we have seen hundreds of miles of dirt
 ditches and only 500 yards of concrete ditch! About one pump
~~xxx~~ in 200 is diesel powered, one in 3 is ox power, the rest
 are simple human power pumps - and the whole valley is green.
 I hope your team can go back to the basis - working with the
 people on their projects, rather than the people working on
 Gossner projects. You have a good team, each with his strengths
 to contribute to the whole. If they can learn patience with
 each other there, will be no impatience with the people!
 Many development workers start with the assumption that first
 of all we must show the people it can be done and then the

people will take over the project and run it. I don't know of a single one where this has happened. Where people determine the project and execute it they continue with it, although they never could have taken the first step without the technical aid.

Best wishes

BARD.

Some informations:

Diesel is 9n per litre, the former price of 8n was based on a mistake.

Annual leave: George will go in September/October,
Isaak in October

Next D.D.C. Meeting 15.9.1972 in Gwembe (without the D.G.)

I should take the minutes of the G.S.D.C. and our progress-reports on Tuesday, 5.9.1972, to Choma.

Ba-Gray and myself have been invited to the next Rural Council meeting at Munyumbwe on 19th September.

A journalist of the protestant church in Berlin (West) will visit us on 5th - 7th October. He wants to prepare a feature about the Gossner Service Team for one of the broadcasting stations in Berlin-West and asks for our co-operation. His name: Mr. Frank Pauli.

I shall go to Chirundu on Saturday, 2.9.1972, in order to take some more farm trainees there.

Siegwart Kriebel

Eingegangen

- 1. SEP. 1972

Erledigt:

21.9.72

Wembe South Development Project

19/72

14.8.72

Staff Meeting Tuesday, 15.8.1972, 1600 hours, Nkandabwe

Agenda: 1) Proposed health activities (Anja, Ingrid, Sietske)

2) Application of Mr. James Siatwinda

Proposal: to employ him as the person responsible for orders and purchases of goods in Lusaka to be introduced into the job by Frank in 1972.

3) Application of Mr. Alfred Nkandu

Proposal: to employ him by the Agricultural Department as Adviser for Young Farmers' Clubs, under the direction of the Provincial Youth Extension Officer, possibly together with a Canadian volunteer.

4) Distribution of the 2 staff houses at Manchindu

5) Any other business

Results of staff meeting 17.7.1972

1) Reports of the Project

- a) All agencies concerned shall get the same reports.
- b) The annual reports shall reflect social and physical progress, social and physical obstacles, finances, connection with other programmes, experiences and recommendations, plans.
- c) There shall be the following types of reports:
oral reports on the staff meetings
written quarterly reports for the D.D.C.
annual reports
final reports for completed programmes

2) Allocation of Staff Houses

- a) The proposed aim was agreed upon.
- b) It was not felt necessary to fix a procedure for allocation, as that will be a rare case.
- c) the distribution of the 2 houses at Manchindu could not be agreed upon and was postponed until August.

3) House Types

The collection of material for this discussion was left to Dieter.

4) Any other matters:

- a) Mr. Njowe will be asked to act as secretary on the staff meetings from now on.

Visitors:

Family Jebio (Mindolo): 14th - 19th August

A group of Canadian volunteers perhaps 28th or 29th August

Mr. Levisons and Mr. Hajdu (UN advisers, RUCOM, agr. implements)
25th - 27th August.

Mrs. Downes and Mrs. Mwanamwambwa (MinRuDev) 4th - 9th Spt.

A lady missionary of Dorothea Mission 2nd week of Sept (privat) .
She works in a township in Lusaka.

Gossner Service Team

Eingegangen

- 1. SEP. 1972

Erledigt:

21.9.72

18/72
25.7.1972

Mr. Njowe is attending a funeral in his family this week. From next week on he will keep the fuel keys. Fuel and paraffin may be collected between 8.00 and 13.00 and between 14.00 and 17.00 hours. The office hours of Mr. Njowe may change later on. Spare keys are still in my house.

As there is now a car mechanic, Pedro, available, you may ask him to do services and minor repairs on your cars. An hourly rate of 30n is proposed.

Pay sheets should be back to Siegwart on Wednesday afternoon, so that I can type them on Thursday. The money will be collected in Choma on Friday.

I shall go on leave on Friday afternoon for 2 weeks.

Siegwart.

Eingegangen

- 1. SEP. 1972

Erledigt:

21.9.72

17/72
15.7.72Results of Staff Meeting on 10./11.7.1972 at Siatwinda and Nkandabwe:Budget 1972 to be adjusted to a Total of K 78,000.00

Programme	old estimate	new estimate
1. a) Siatwinda Farming	K 11,100.00	9,400.00
b) " Building	6,200.00	K 11,100.00 7,000.00
c) " Research	9,100.00	8,800.00
2. Nkandabwe Irrigation	5,600.00	5,600.00
3. a) Kafwambila Extension	5,000.00	1,700.00
b) Building	4,500.00	650.00
c) Animal Husbandry	3,950.00	---
5. Agricultural Extension Research	1,600.00	500.00
6. Staff Houses Kanchindu	20,000.00	18,000.00
7. Nkandabwe Camp, Workshop	4,400.00	4,400.00
8. Windmills	1,500.00	1,500.00
9. Crafts	3,200.00	3,200.00
10. Goods Transport	8,700.00	3,000.00
11. Administration	22,000.00	18,500.00

K 81,995.00

In order to save the remaining K 4,000 another meeting will be held after investigations about the possibilities to have some of the expenditures born by other departments (Water Affairs)

Next Meeting on Monday, 17.7.1972, 1000 hours at NkandabweAgenda: 1) Proposed guideline for annual reports:

a) aim of the reports:

information of the other staff members
government authorities
Gossner Mission
other agencies

b) information to be given:

progress (social and material)
obstacles " "
finances
connections with other programmes
experiences and recommendations
plans

c) timing: every half year covering Jan-June and July-December

2) Proposed policy for allocation of staff houses:

a) aim: not all the staff shall live at one place
but at places suitable for the work -
the staff shall not live isolated
but possibly at existing or future centres -
members of Gossner Service Team shall not
live isolated from other staff members

b) procedure of allocation:

application to the staff meeting before budget-
ing
discussion and approval in staff meeting
execution by building section

3) House types, proposal of preparation for discussion:
materials available, quantities and costs

- 3) House types, proposed preparations for discussion:
 - a) materials available, quantities and costs
 - b) techniques feasible
 - c) government policy
 - d) expectations of people concerned
4. Any other matters.

For your information:

Mr. Wever, German Ambassador in Zambia, will visit us with his family on Wednesday and Thursday 19.-20.7.1972

Mrs. Downes, officer in-charge for women's work in MinRuDev will come to Gwembe South together with Mr. Simunka in the near future.

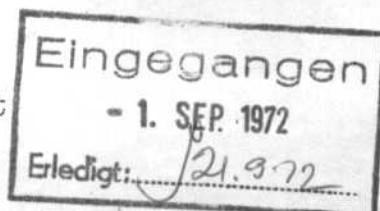
The UN Adviser to Rucom and the UN Advisor for agricultural implements will come on a week-end later this month.

Mr. Scudder and Mrs. Colson may visit us when they are in the valley in the next future.

? The stock financed by Gossner Mission (like gas, kitchen ware, beer, some equipment for farmers or fishermen or craftsmen) is now in the office block and should be collected there from Siegwart. Empty containers like gas-bottles or beer-crates shall be brought at the same time.

Mr. Boston Njowe has now arrived at Nkandabwe. To make his job easy, every LPO and government requisition form shall in future bear the programme rather than the name of the officer in-charge, for registration purposes.

s. Ariebe



16/72
3.7.1972

Results of Staff Meetings on 5. - 7.6.1972 at Nkandabwe

DISCUSSION ABOUT THE FUTURE WORK IN ALL PROGRAMMES INCLUDING 1973

1) Siatwinda Pilot Irrigation Scheme

- a) Personnel requirements for the existing scheme:
- 1 Assistant Manager in-charge
 - 1 Adviser (Gossner Service Team)
 - 2 Engine Attendants
 - 4 labourers for demonstration
 - 4 labourers for maintenance
- b) The farmers will get the promised free seed for their first crop only until the end of 1972.
- c) The farmers shall pay a certain percentage of the water fee even in 1972. The full payment of the fee should be reached in 1974. The actual fee will be fixed together with the fees for Nkandabwe and Buleya Palima irrigation schemes.
- d) The farmers should be free to grow what they want, provided a proper crop management and rotation.
- xx) As a possibility it was mentioned that one acre may be planted with a recommended crop, and 1/2 acre left to the farmers choice,
If 1.5 acre plots should prove to be too big for some farmers, subdivision into one acre plots may be considered.
- e) The farmers are going to form a new farmers' committee.
- f) An extension of the scheme may be considered in due course in order to cut down the initial costs of the scheme, to get better soil into the scheme, and to let more farmers benefit from it. The extension shall not start before the farmers on the existing plots are properly settled and make full use of their plots. It was expected that 1973 would still be a period of consolidation on the existing plots.

2) Siatwinda Research Station

- a) The co-operation with the Government's research stations shall be developed. A take-over of Siatwinda research by one of them would be welcome.
- b) It is planned to have the rice trials within the farming area and the other trials below the dike. In order not to irritate the farmers too much by the difference between their private farming and a research station with paid labourers and possibly some mechanisation, the research should be separated from the farming as much as possible. The difference between farming and researching shall be explained properly to the farmers.

3) Kafwambila Extension Programme

- a) Major investments are not planned there, because the population is limited and the area rather remote.
- b) The extension programme will include handpumps, seeds, fertilizers etc. for agriculture, improved stock, spraying and fencing for animal husbandry, and diversification and marketing for crafts.
- c) At a later stage the introduction of small pump engines may be considered according to the financial capability of the farmers and the marketing possibilities.
- d) Personnel requirements: 1 Extension Officer in-charge
1 Adviser (Gossner Service Team)
- e) As long as the adviser will be responsible for Siatwinda Research as well, he will give priority to Siatwinda.

4) Nkandabwe Irrigation Scheme

- a) If the re-opening of the scheme proves to be a success, the demanded extension will be considered. For this purpose the channels have to be extended into the extension area.
- b) It is felt to be advisable to separate agricultural advice and administration (collection of water fees).

5) Irrigation Trials

There will be trials in tied ridging and in gravity (dambo) irrigation. In tied ridging the farmers will work on their own fields, but the Project taking over the risk of a failure.

6) Crafts

- a) Support: Craftsmen will be assisted in improving their techniques. This will be done in showing them other tools, other products and other techniques of production. In addition they will be helped to sell their products.
- b) Training: With the help of already skilled craftsmen, others will be trained in different crafts with the target of self-employment.
- c) If the villagers concerned agree, ~~xxxxx~~ a crafts centre shall be built at Siabaswi. This centre shall include working sheds and store-rooms for several craftsmen, a public slaughter place, and possibly a bakery. A borehole is needed to supply water to the centre and the village.
- d) The production of bricks shall continue in the hope of a market. The preparation of the clay ~~xxx~~ by a softening machine would be a considerable improvement.
- e) The formation of a building section in the Project would help to employ local people and to find a market for the bricks. The section should be registered as a Government contractor.
- f) Fishermen: It will be continued to improve the transport from the lake to Lusaka. It will also be looked into the question of boats and other fishing implements in order to improve the situation.

7) Domestic Water

As the water supply in some villages is very bad, it will be tried to improve the situation by installing some pumps on a self help basis. First contacts with the Rural Council have already been made.

8) General Workshop

This includes the maintenance and repair (so far as possible) of the 2 pumps in Siatwinda Pilot Irrigation Scheme, the GRZ lorry, the pumps in Nkandabwe Camp, wind-mill, concrete-mixer and similar equipment.

9) Maamba Settlement

The Project is prepared to co-operate with the Rural Council in Maamba Resettlement by sending an experienced bricklayer in order to help the settlers to build their new houses.

10) Staff Houses

- a) A liaison officer of Gossner Service Team in the Ministry of Rural Development will need accommodation in Lusaka.
- b) At Manchindu places for 2 more staff houses are already allocated to the Project by Senior Chief Mwemba.

Health

- a) Under Five Clinics: The Project works in close co-operation with the clinics in the area and provides a nurse only for places where no clinic staff is able to go. Clinics will be assisted in opening new U.F.C. and in health education.
- b) Food & Nutrition: The aim of this campaign is to make the best use of the existing food, to change food habits, especially concerning babies, to assist with seeds and seedlings, and to educate in health matters. Therefore the F & N campaign will concentrate on selling biscuits at schools, distributing seeds and seedlings for protective food, and demonstrating and selling food at U.F.C.
- c) Possibilities of influencing shops to sell food cheaply shall be investigated.

S. Kriebel

Eingegangen

- 1. SEP. 1972

Erledigt:

21.9.72

Belin

Gwenbe South Development Project

15/72
26.6.72

Next Staff Meeting: Monday, 10.7.1972, 9.00 at Siatwinda.
Mr. Siwabu will join the meeting and at the same day speak informally with the farmers on the scheme.
Agenda still to be circulated. Please leave your wishes for the agenda in my house (in written).

Mr. MacAllister will stay in the camp from 2nd to 14th July.

Dr. Krapf and his family will be guests of Frank on 2. - 4.7.

I shall be on leave from 5th to 8th July.

Information by Heidi:

- "1. Since the 3/6/72 a school leavers' training course for tailoring has started at Nkandabwe camp with one trainee. After a certain period of trial the course will be extended up to 3 trainees.
2. In Sinazeze a course for women's club leaders is held every Wednesday in the office of Mr. Meja, Community Development Officer Sinazeze. The women are trained in sewing and prepared for sewing with the other women of their village."

Siegwart.

Gossner Service Team
P.O.Box 212
Choma.

Ministry of Rural
Development

Second quarterly progress report of the Siatwinda Pilot Irrigation Project, June 1972.

1. Plot Holders.

Since the rains became lesser and at last stopped at medio April day by day more activities were to be seen at the project. More and more people are coming to cultivate their plots and prepaired the land for vegetable growing in the dry season. Accept from three plot holders all of them are doing something now.

The main planting programmes at this moment are:

- vegetable growing.
- the growing of rice and sunflower.

a. Vegetable growing.

The following crops are planted: Tomatoes, potatoes,
Cabbage, Chimoullia, rape, spinach.
Unions, peppers, beans.

The crops are growing well, some more promising than others. Tomatoes and spinach are doing excellent. On tomatoes, four farmers who have started early in planting this crop, are harvesting their crops since the beginning of May. Up till now the produce is 185 kg (= 370 lbs.)

Cabbage is not doing well.

In July and August a fairly good produce of the above mentioned crops can be expected.

b. The growing of rice and sunflower.

At the project research-work has been carried out for almost a year now. The first results of the experiments are now available. Out of this, rice shows to be a high yealding crop and so in all probability rice might be a promising crop for the project. According to this we are trying now to introduce rice to the people. Seedlings, sown since the 12th of April, are due for transplanting.

The farmers are interested in this now crop. Five of them have even started to prepaire the small dams which are needed for the flooding of the rice crop. One of them (Mr.T.Nzabwe) has planted his first plot.

Of course rice is for all of them a new, unknown crop. And a lot of time in extension work is needed, in order to gain knowledge and experience about the techniques and management of this crop.

Sunflower is also a good crop. And as the future expectations of this crop are favourable we recommend it.

2. Demonstration plots.

On these plots the above mentioned planting programmes are demonstrated or going to be demonstrated.

A nursery for general use is also on these plots.

3. Irrigation System.

The irrigation system is finished and is functioning. But we are still troubled by leakages in the distribution channels. This is because of the soil which is brought up in order to make the channels, is not completely settled yet.

4. Gardens.

a. As last year the rest of the research-area, which is not used by the research and the project, is given to the local people.

Small plots are offered to the head of a family or his wife. But on conditions that the plots should be only used for one dry-season. These small gardens will give them means to grow something during the dry-season.

Most of the applicants are women.

To the Siatwinda G.R.Z-school is also a plot allocated.

b. A plot of about 0.5 ha is offered to the Kanchindu Upper Primary School for school gardening purposes. The school children have cleaned the area and made the land ready for use. The water channel is still in construction and at medio June it will be ready.

5. Buildings.

The house of the engine attendant is reaching its final stage. Concerning the storage shed, the part which is meant for the N.A.M.-Board is allmost finished.

For your information we are still in negotiations with the N.A.M.-Board. Our intensions are to make Siatwinda to become a sub-depot for the Southern part of Gwembe-South, so that this depot can provide services to this part of the area e.i. Senior Chief Mwoemba's area.

Siatwinda, 6th June 1972. A.Siatwinda

Gwembe South Development Project

Progress Report for Gwembe D.D.C. Meeting on 15/6/72 at Maamba

1) Nkandabwe Irrigation Scheme

The irrigation system using ^{the} water behind the old dam is now under repair for temporary use. Preparations are made to use the water in the coal pit for irrigation as well, if the water level in the pit will rise high enough.

Extension of the scheme will be considered when it will be sure that the pit water can be used for irrigation. Chief Sinazongwe will then allocate plots to the applicants.

2) Handpump Gardens

Some handpumps have been given to interested farmers in the areas of Kanchindu, Sinazongwe and Nkandabwe.

3) Poultry

One day old chicks are bought in Lusaka and reared for 3 - 4 weeks at Nkandabwe. So far 4 farmers bought chicken from Nkandabwe. They all live in Sinazongwe area. Three of them have 100 layers each, one has 200 layers and 50 broilers.

4) Kanchindu Staff Houses

A wind mill has been erected on a borehole at Kanchindu for domestic water. 2 staff houses and a small workshop are under construction.

5) Crafts

Training: A blacksmith and 2 woodcarvers will start soon to show their skills to some school leavers who have already been taken on for this purpose. Later on it is planned to establish a crafts centre at Siabaswi, if there will be water at that place.

Brickmaking: has started again at Kanchindu and Nkandabwe and it is hoped to sell bricks for some government buildings in Gwembe South.

Fish transport went up and down. So far it was not possible to get a regular amount of dried fish for transport to Lusaka every week. About 6,500 kg fish have been brought to Lusaka on 14 trips from January to May this year. From now on trips to Lusaka will be made only on request when there is enough fish available. Places for collection will be the fish markets between Chiyabi and Siatwinda.

6) Health Service

Additionally to Sinazeze and Nkandabwe new Under Fives Clinics have been opened at Chiyabi and Siamuyala. A close co-operation with Sinazongwe RHC and the medical doctor in Maamba has developed.

In the Food & Nutrition campaign more emphasis was put on the sale of fruit trees and vegetable seeds.

S. Ariebe
Team Leader
Gossner Service Team

Schweck

Gwembe South Development Project

14/72
12.6.72

Results of Staff Meeting 10.4.1972 at Nkandabwe

1. Previous minutes passed as correct.
2. Matters arising:
 - a) Mr. MacAllister shall be invited for an inofficial visit to the team.
 - b) Frieder will meet Mr. Woolf about meat goats and milk cows.
 - c) The keys of the fuel and paraffin tanks will remain in Friedrichs house, spare keys in Siegwarts.
3. Adjustment of Budget 1972 postponed until May.
 - a) Extension of Siatwinda Irrigation to be cancelled in 1972 because at first people shall prove on the existing fields that they work appropriately.
 - b) It shall be investigated whether the Vet. Dep. can pay for animal husbandry.
4. Budget 1973 postponed until May.
5. Policy Discussion postponed until May.
6. Other matters:
 - a) Namboard has been approached concerning a depot at Siatwinda. They are now working out a general contract for agents to run depots on behalf of Namboard.
 - b) Namamba Mine plans to build a second pipeline, Water Affairs are asking for informations concerning irrigation possibilities along the line.
 - c) Instead of a pool Land Rover, a Hilux shall be bought.
 - d) An evaluation of Franks job in Lusaka shall take place after his return from leave.
 - e) Once more it was decided that all duty trips shall be reported to Siegwart in advance.
 - f) The Rural Council and the Roads Department shall be approached to let us maintain the Siatwinda Road and the Nkandabwe Mine Road, at their expence.
 - g) Rural Council shall explain matters of personal levy to our labourers at Siatwinda.

S. Kriebel

21.9.72

Schwerk

Gossner Service Team

13/72
12.6.72

As BaSchwerk will return to Nkandabwe on Wednesday or Thursday, and leave for Lusaka on Wednesday, 21.6., I propose the second round of talks with him as follows (now mainly Gossner Service Team matters):

Always at Nkandabwe, 1600 hours

- Thursday, 15.6.: Proposal for Car Allowance
(Statement of Friedrich)
- Friday, 16.6.: Function of Gossner Service Team
in the Gwembe Valley
(Statement of BaSchwerk)
- Saturday, 17.6.: Relation between G.S.T. and Gossner Mission
a) G.S.T. and the whole work of G.M.
b) Mutual information
- Monday, 19.6.: Personnel requirements for G.S.T.
- Tuesday, 20.6.: Evaluation of the job of our
representative in Lusaka
(Statement of Frank)

Siegwart

21.6.72

Minutes of the Gwembe South Development Committee
Held on the 9th June 1972 at Buleya Malima

Members Present:

Mr. E.H. Mutale D.G. (Chairman), P.O.Box 90, Chisekesi
 " F.R. Mulauzi D.S. (Vice-Chairman), P.O. Chisekesi
 " N.I. Griffin, Senior Planning Officer, P.O.Box 42, Choma
 " I.S.B. Mapani S.A.A. Sinazongwe, P.O. Sinazeze
 Chief Sinazongwe, P.O. Sinazeze
 Rev. A.H. Siatwinda
 Mr. D.M. Mbelebele D.A.O., P.O.Box 48 Chisekesi
 " E.C. Chiponda A.D.S. Sinazongwe, P.O. Sinazeze
 " G.M. Simunka P.A.O., P.O.Box 42, Choma
 " I.H. Siwabu, Secretary Land Settlement Board, RW 197 Lusaka
 " S. Kriebel, Gossner Service Team, P.O.Box 212, Choma
 " E. Roberts, Manager Buleya Malima, P.O. Sinazeze
 " G.K. Madyenkuku (Secretary) P.O.Box 212, Choma

Invited:

Mr. G. Kagodora, Agric. Officer i/c Sinazeze, P.O. Sinazeze
 " D. Msiska, Ass. Manager Buleya Malima, P.O. Sinazeze
 Mr. E.M. Meja, C.D.A. Sinazeze
 " S.D.K. Malundu, D.M.O., P.O.Box 3441, Monze
 " I. Krisifoe, G.S.T., P.O.Box 212 Choma
 " K. Schwerk, Gossner Mission Berlin
 " R.F. Bredt, G.S.T., P.O.Box 212, Choma
 " S.I. Barber, P.C.H.O., P.O.Box 42, Choma
 " F. Clemens, G.S.T., P.O.Box 212, Choma
 " G. van Keulen, G.S.T., P.O.Box 212, Choma
 " A.F. Bruns, Gossner Mission

In Attendance:

Mr. W.C. Moono Councillor, P.O. Sinazeze
 " S.S. Potoko " P.B. 3xc Choma
 " L. Njoolo "
 " G.C. Chisapi, D.I.O., P.O.Box 59 Chisekesi

The meeting started at 1130 hours, the chairman apologized for coming late which was due to the fact that he had to wait for the Senior Chief Mwemba who was still busy, as they had to use the same transport. He then thanked all those present for coming.

Agenda:

- 1) Correction of Minutes: Beside some typing mistakes the apology of the acting D.A.O. at the last meeting was added as well as the space for the signature of the chairman. Then the minutes were passed as a correct record.
- 2) Matters arising: None.
- 3) New Items:
 - a) Vegetable Growing at Buleya Malima:
 The acting manager made his report a copy of which is attached to these minutes.
 - b) Survey Buleya Malima:
 Mr. Griffin reported that his work was successfully done and thanked the people of the area for their co-operation in that they had to help in doing some of the work required without asking for pay. In all, 160 acres are surveyed. This is what the people of the area agreed upon, although the planning officer had requested 240 in order to make full use of the capacity of the water pumps. There is a chance for extension from 160 to 240 acres, if people so wish and come forward immediately. He went on to say that in the surveyed area there are some 12 huts belonging to a group of people living there, and these would be requested to move in order to give way to the scheme. The final mapping of the area

could not be done at present until the harvesting of crops will be over.

As there was a request from the people on the eastern side of the road to be included in the scheme, this can not be done. Therefore Chief Sinazongwe was requested if he could agree to make some arrangements so that these people also get plots on the western side. The chief agreed to see to it.

Then Mr. Siwabu asked whether it was necessary for people to pay water rents. After some discussion it was resolved that the 3 schemes managers come together to make one common policy. A committee was formed to look into this matter, composed of:

Senior Planning Officer, Mr. Griffin
Member of Department of Water Affairs
Secretary Land Settlement Board, Mr. Siwabu
Mr. van Keulen, for Nkandabwe Scheme
Mr. Krisifoe, for Siatwinda Scheme
Mr. Roberts, for Buleya Malima Scheme
Senior Chief Mwemba, for the local people.

After some discussion it was agreed in general that the Gwenbe South Development Committee has the power to make a decision on water fees after receiving the report of the appointed committee.

c) Kafwambila:

Mr. Brett reported of the 2 visits he has made with Mr. Madyenkuku, on one of which they were accompanied by the F.C.H.O., Mr. Barber. Mr. Brett was asked to make a written report which can be attached to the minutes. The Senior Chief asked when the work will start at Kafwambila. The answer was that the work can start any time we get a Zambian Officer. It was made clear by Mr. Kriebel, that we are still asking the United Church of Zambia to second Rev. M. Malyenkuku to the project and an official letter will be sent soon to the General Secretary of the U.C.Z. The D.G. stressed hard that this should have been done already and should be done urgently as we are in need of this man. About the chance that this man will be available, Mr. Kriebel explained, that it is still open. The Senior Chief proposed that Mr. Brett may go ahead alone, but in answer it was said, that a Zambian was needed because there was more to do than on technical matters.

d) Nkandabwe Irrigation:

Mr. van Keulen reported that the progress there was on full swing. Although extension was not in question this year, Chief Sinazongwe was asked about his feeling on extension. The chief agreed to extension when need arises.

e) Siatwinda Irrigation:

A report had been prepared by Mr. A. Siatwinda and Mr. Arisifoe which is attached to these minutes.

On the question of a NAMBoard sub-depot at Siatwinda, the D.M.O. was asked whether he is prepared to see that the building being prepared for NAMBoard will be used. The officer agreed. He was then asked what activities his department was doing elsewhere. After some discussion the D.G. asked the D.S. to write the leader of NAMBoard who deals with Gwenbe District to join the next D.D.C. meeting to be held on 15th June at Maamba.

Rev. Siatwinda asked why maize was not the main food grown at Siatwinda Irrigation Scheme. After some discussion it was concluded that this depends on the farmers and on the weather. The farmers must be prepared to follow the advice of the agricultural adviser at the right time.

f) Proposed Budget 1973 for Gwembe South Development Project:

A written proposal was distributed to everybody present. The Team Leader G.S.T. made some explanations, after which it was passed without opposition.

g) Proposals of the German Development Institute:

The Team Leader G.S.T. asked to postpone this subject as it was still under detailed consideration by the same institute. The Committee agreed.

h) Maintenance of Roads at Buleya Malima, Siatwinda, Kafwambila:

After some reports from the road users, the S.A.A. assured the committee that he will take the matter to his council and see to it that these roads are made passable at all times of the year.

Item 4/72, Other Matters:

- a) The Senior Planning Officer reported to the Committee that he has received an invitation from the Zambezi Farm Training Institute that they are prepared to take under training farmers from the Southern Gwembe. This was accepted in general, ~~and~~ but after some discussion it was decided that a committee may select suitable candidates out of Malima and Siatwinda area. Members are:

Mr. Griffin
Mr. Madyenkuku
Mr. Roberts.

- b) Mr. Siwabu asked for the co-operation of the Government officers with the Gossner Service Team, as the team has no direct government officer working with them at the moment. The chairman assured Mr. Siwabu that his office is always ready to meet the members of the team whenever they want to see him, and feels that this co-operation is extended to every officer of the Government working in Gwembe towards the team.

- c) The Team Leader G.S.T. asked the chair whether this committee is now officially known as Gwembe South Development Committee. The D.G. answered that it is officially known as such. This was the general feeling of the committee as a whole.

Having no more items to discuss, the chairman ended the meeting by thanking the members and all those present for their contributions and wished them a safe journey back to their respective places.

The National Anthem was sung.

The meeting ended at 1300 hours.

Chairman

A G R E E M E N T

between Gossner Service Team (team)

and (team member)

The team supplied on the the following
car to the team member:

make:.....

type of body:.....

Registration No.:.....

Value:.....

This car is to be used by the team member for purposes
within the framework of the work of Gossner Service Team.

The team member is the owner of the car and fully responsible
for its maintenance and repairs, registration and insurance.

At the end of the team member's contract with Gossner Mission,
he has to pay to the team the sum of

If the team member wants to exchange this car for a more
suitable one, the above mentioned sum is payable to the team,
and the team will supply another car according to the wishes
of the team member and the financial possibilities of the team.

For all expenses in connection with this car the team member
gets a km-allowance according to regulations of the Zambian
government and special arrangements in the team.

Nkandabwe,.....

.....
Team Leader

.....
Team Member

(Übersetzung)

V e r t r a g

zwischen dem Gossner Service Team (team)
und (Teammitglied)

Das team liefert am das folgende Kraftfahrzeug an
das Teammitglied:

Marke:

Aufbau:

Nummer:

Wert:

Dieses Kraftfahrzeug soll vom Teammitglied für Zwecke im Rahmen der
Arbeit des Gossner Service Team verwendet werden.

Das Teammitglied ist der Eigentümer des Kraftfahrzeuges und voll verant-
wortlich für Unterhaltung und Reparaturen, Zulassung und Versicherung.

Am Ende der Vertragszeit mit der Gossner Mission hat das Teammitglied an
das team den folgenden Betrag zu zahlen:

Wenn das Teammitglied das Kraftfahrzeug gegen ein geeigneteres austau-
schen möchte, wird die oben genannte Summe sofort fällig an das team.
Das team liefert ein anderes Kraftfahrzeug entsprechend den Wünschen
des Teammitgliedes und den finanziellen Möglichkeiten des teams.

Das Teammitglied erhält für alle Ausgaben im Zusammenhang mit dem Kraft-
fahrzeug eine km-Pauschale, die den Regelungen der Regierung von Zambia
und Sonderabkommen im team entspricht.

Nkandabwe, den

(Unterschrift des Teamleiters)

(Unterschrift des Teammitgliedes)

GOSSNER SERVICE TEAM
Ministry of Rural Development

Erläutert:

Des was das Ergebnis des Team Discussion (auch schon vorher)

BUDGET 1972 FOR GWEMBE SOUTH DEVELOPMENT PROJECT

1. Siatwinda Pilot Irrigation Project

a) Farming:

1 Assistant, Salary	K 900.00
1 Engine Attendent, Salary	480.00
Labour	2,880.00
Seed, Fertilizer, Insecticide) to be granted to farmers for) 1st crop (last rate)	250.00
2 Spraypumps	120.00
1 Grinding machine	600.00

K 5,230.00

b) Irrigation System:

Diesel	K 1000.00
Spare parts for pump	200.00

K 1,200.00

c) Research:

Seed	K 500.00
Fertilizer, Insecticide	100.00
1 big scale	300.00
plough, harrow, planting machine	150.00
tools	200.00
sundries	300.00
Labour	6,500.00

K 8,050.00

d) Buildings:

Furniture for Teaching House	K 100.00
Completing House for Engine Att.	400.00
" Storage Shed	50.00
Material for minor works	450.00
Labour	3,600.00

K 5,300.00

e) Extension of Irrigation Area:

Labour	K 6,000.00
Piping	2,000.00
Cement	700.00

K 8,700.00

2) Nkandabwe Irrigation Project:

Labour	K 1,000.00
Fittings, Welding, Cement	2,000.00
Agr. Equipment	500.00

K 3,500.00

3) Kafwambila Extension Work

a) Farming:

Labour	K 1,300.00
5 Handpumps for Demonstration	300.00
4 Listerpumps " "	400.00
Diesel, Oil	50.00
Tools	300.00
Fertilizer, Insecticide	200.00
Sprayers	250.00
Seed, Plants	500.00
Sundries	500.00

K 3,800.00

Total page 1

K 35,780.00

b) Buildings:

1 Staff House
2 Miniovals

K 2,000.00
500.00
K 2,500.00

4) Research in Animal Husbandry

10 pigs
10 goats
10 sheep
stables
food
medicine
tools
sundries
Labour

K 400.00
50.00
100.00
1,000.00
500.00
100.00
500.00
500.00
800.00
K 3,950.00

5) General Agricultural Demonstrations

Handpump Gardens, Labour
Tied Ridging "
small irrigation projects, Labour

K 500.00
500.00
1,000.00
K 2,000.00

6) Staff Houses at Kanchindu

2 Houses
Sundries

K18,000.00
2,000.00
K 20,000.00

7) Nkandabwe Camp

Material for Maintenance
Sheets
Pipes
Welding Equipment
Tools
Wire, nails, etc.
1 bricklayer, wages
Labour

K 7000.00
300.00
200.00
300.00
200.00
100.00
700.00
900.00
K 3,400.00

8) Research on Windmills

Purchase of 1 Windmill,)
Erection of 2 Windmills)

K 2,000.00
K 2,000.00

9) Crafts and Skills

Support of tinsmith, blacksmith,
bicycle repairer, mechanic
Sailing Demonstration, equipment

K 1,000.00
1,000.00
K 2,000.00

10) U. 7 Lorries

Maintenance of 2 lorries
Fuel
Exchange of 1 lorry

K 3,600.00
650.00
3,000.00
K 7,250.00

11) Administration

1 Senior Assistant
2nd Assistant from 1.4.72
2 Drivers
Stationary
Km Allowances
Travelling Allowances

K 2,400.00
1,800.00
1,920.00
200.00
18,000.00
1,200.00
K25,520.00

Total page2 K 68,620.00

Totals:

page 1	K 35,780.00
page 2	K 68,620.00

overexpenditure 74	K 17,000.00
	<u>K 121,400.00</u>
	=====

Gossner Service Team

18 - 5 - 72

Proposal for a new car regulation

(worked out by Siegwart and Friedrich)

1. To separate so called fixed costs
and running costs.
2. Two classes: Toyota Hilux
Landrover
3. For Toyota Hilux:
75.- K per month
0,02 K/km
4. For Landrover:
135.- K per month
0,02 K/km

For information see next pages

Friedrich

21.9.72

LAND ROVER

Price (109 Diesel Hardtop)	3 600.-
Insurance (fully compr.)	300.-
Road licence	45.-

1. Fixed costs per 2 years:

Depretiation	1 800.-
Insurance	600.-
Road licence	90.-
Repairs	<u>750.-</u>
	3 240.-

Per month K 135.-

2. Running costs for 36 000 km:

Services every 6 000 km	6x 50.- =	300.-
Diesel \times 10 l/100 km	= K 0,80	
	36 \times K 0,80	288.-
Oil every 3 000 km		<u>16.-</u>
		604.-

604.- K/36 000 km = 0,017 K/km = 0,02 K/km

Friedrich

21.9.72

TOYOTA HILUX

Price	2 100/-
Insurance (fully compr.)	170.-
Road licence	30.-

1. Fixed costs per 2 years:

Depretiation	1 050.-
Insurance	340.-
Road licence	60.-
Repairs	<u>350.-</u>
	1 800.-

Per month K 75.-

2. Running costs for 36 000 km:

Services at 2 000, 6 000, 10 000, 20 000	
30 000	182.-
Petrol 10 l/100 km = K 1,30	
360 x K 1,30	468.-
Oilfilter every 5 000 km 3 x 3,50	10,50
Airfilter every 10 000 km 2 x 6.-	12.-
Engine oil every 2 500 km 16.-	<u>16.-</u>
	688,50

688,50 K/36 000 km = 0,019 K/km = 0,02 K/km

Friedrich

21.9.72

Sivabiu - feiertage von 9³⁰ - 12⁰⁷

workday meeting

Robert

Results:

- 1) Recruitment of staff by Gossner Mission: Job descriptions to
a) be sent to Gossner Mission shall be as detailed as possible concerning the qualifications needed. We recommend to Gossner Mission that they may consult somebody of the same profession as the expert needed. Such a person to be consulted should, if possible, have experience in Africa. In Agriculture a suitable person would be Klaus Schäfer.
Attention should also be paid to the applicants' preparedness and ability to work in a team. This ability should be considered as important as his expertness.
- b) Africans from other countries than Zambia could also be recruited by Gossner Mission according to the contract. We would like to have as many as possible Africans from other countries and even from Zambia as advising staff in the project. Gossner Mission shall be asked whether they are prepared to take them under contract.
- c) Gossner Mission shall be asked whether they agree that volunteers or other staff with insufficient contracts for their work in the project may get transport and other needed equipment, if necessary even salaries, from Gossner Mission.
- 2) It was proposed to employ a tie-dye expert of LIDEP in Tanzania for half a year in the project. Gossner Mission would have to pay the flight and a salary of K150.00 per month, and transport. Government would have to provide accommodation.
It was decided to write a letter to LIDEP (Frank and Friedrich), in order to get more information about the methods of production, organisation of work and the economical side of the program. The same informations shall be collected at Mindolo on a visit combined with a visit at Chisera and Kasempa.
- 3) It was proposed to ask Mr. MacAllister to join the team for a short period after the expiry of his contract.
It was decided, at first to write once more to Gossner Mission in order to get Dr. Areisler here. If that would fail, Mr. MacAllister may be asked to come here for one month.
- 4) a) The program of a petrol station/service station/garage needs further investigations.
b) Meat goats from South Africa shall be brought into one village in exchange for local ones (males).
c) The mess at Nkandabwe shall be a store room for all equipment ordered for any program in the project. Every lorry load shall be accompanied by a list of the goods and for which program they are. That list will serve as an inventory in the mess.
d) Wages shall be adjusted in March.
e) The fuel and paraffin supply shall be taken over from Friedrich by Gerd and Frieder, as soon as they have built a box for the keys and for the books.
f) Leave announcements: Friedrich: 3.3.-30.3.
Siegwart: 6.3.-25.3.
Friedrich: 4.4.-24.4.
- g) next meeting: Monday, 10. April, 9.00 a.m. at Nkandabwe

S. Kriebel

11. APR. 1972

Erledigt:.....

9/72
31.3.72Visitors:

Prof. Ziche and an assistant: 7.-9. April and 28.-30. April

Prof. Miljkovic (Soil Science, salt affected soils) and

Dr. Cisler: 7.-9. April

Mr. Corbek (French Rice Project/Luapula) and

Mr. Mathews (Min Ru Dev): 6. or 7. April for two days.

Please prepare the estimates for all running programs for 1973 until next meeting on 10th April.

New programs shall be discussed as soon as the report of the German Development Institute will be available.

But in the meantime we should consider again the basic question of the aim of our project under the headline "activating people".

Therefore I propose, that all of us prepare a written statement of their opinion about some possible priorities:

- assisting people in technical and management problems
- concentrating on advanced or traditional workers
- teaching people (farmers, craftsmen, women, school leavers)
- teaching instructors (crop demonstrators, teachers, club leaders)

Although the needs in some programs might be slightly different, we have to find a guideline for all programs in the project.

Before new programs come for discussion and decision into the staff meeting, they should be worked out by the staff members concerned according to objectives, organisation, money and manpower involved.

Please prepare for the next meeting on the 10th April your adjusted estimate for 1972.

Unfortunately we have not yet got the rates for the National Providence Fund, so that we still cannot yet give details for the adjusted wages. But the changes will be small except a rise in the hourly rate for unskilled labourers to 15n

watchmen	10n
class III	16n
II	17n
I	19n
learner	15n
Grade 9	21n
8	26n
7	31n
6	37n

Further contributions for the feast on 26.2. at Siatwinda would be highly appreciated.

Frank has proposed to ask Prof. Ziche (Rural Sociology) to give a one weeks lecture about rural sociology at Nakndabwe.

S. Kriebel

11. APR. 1972

Erledigt:.....

7/72
21.2.1972Results of Meeting on 7.2.1972 at Nkandabwe

1. The Estimate of Gossner Funds for 1972 was approved
2. The Proposals for the Gwembe South ~~Development~~ Co-ordinating Committee were approved with some minor alterations. The questions of the Co-ordinating Officer and of administrative staff for the Project shall be raised on the Committee.
3. The question of a car-mechanic was referred to Friedrich, Gray, Siegwart and Frank. They shall discuss the matter before the next Committee meeting.

Next Meeting:

The next meeting will already take place on Monday, 28th February, 9.00 am at Nkandabwe, because I shall be on leave in March.

- Agenda:
1. Future personell policy of Gossner Mission
 - a) recruitments in Germany
 - b) recruitments in Zambia or other African countries
 - c) transport and other support for staff recruited and paid by other organisations
 2. Application for a tie-dye expert from LIDEP/Tansania for half a year
 3. Application for Mr. MacAllister to stay 2 months with the team (June and July 1972)
 4. Any other matters

Announced visitores for the next week-end:

Prof. Behringer, Dr. Tahar, Dr. Cisler 23.-25.2.

Mr. M.M. Temple and his wife 25.-26.2.

Dr. Krapf and his family 24.-27.(?)2.

Mr. Flemming and his wife (Canadian Universities' Service Overseas) 24.-25.(?)2.

Mr. Eerdman Min Ru Dev
an economist " " " (?)
Mr. Mameka " " " (?)

Siegwart

Gossner Service Team

5/72
4.2.1972Next Meeting:Monday, 7.2.1972, 9.00 am at NkandabweAgenda: 1. Estimate of Gossner Funds for 1972

2. Proposals for the G.S.C.C. to be held on 25.2.1972
3. Application for a car mechanic in G.S.T. ?
4. Any other Business.

Further Informations:

1. This weekend we expect Dr. Balak and 2 students of the National Council for Scientific Research. They will stay here about 4 or 5 days. *did not come*
2. Ba-Schwerk has announced his visit here in March without more dates so far.
The Wilczek programme has been postponed by Gossner Mission until the team in Gwembe has reached its full number and the work here is consolidated.
3. This is to remind you, that our funds in 1972 are budgeted. That means, whenever you need anything out of a general stock like cement or steelware, you please inform the one responsible for that stock, and ~~xxxxxx~~ the respective project will be debited in the books accordingly.
4. I propose that nobody spends more than 70% of the money allocated to his projects until 30.6.1972, except in special cases which can be discussed in advance.
That will give us the chance, to reconsider our budget in the middle of the year according to new needs which may arise during the year.

Results of Meeting of 23.12.1971 at Siatwinda

- 1) As a proper budget for our GRZ funds in 1972 is needed, everybody prepares an estimate for his projects until 31.12.71.
- 2) Siegwart gives a list of cars to be bought in 1972:
 - 1 car for Ba-Gray (Toyota Hilux)
 - 1 pool car for research and other purposes (Land Rover)
 - 1 car for fish transport
 - 1 lorry
 - 1 car for Friedrich

After some discussion it was agreed:

- a) to sell the Land Rover ET 84 immediately
- b) to sell one VW bus immediately
- c) to sell the Unimog as soon as the reservoir will be completed which will take about 3 weeks from now
- d) to repair the Land Rover EU 2473 and bring it to Siatwinda as soon as possible
- e) to keep one of the VW busses until we have got the research Land Rover, and sell the bus then.
- f) Ask Sinazongwe Boma for a Land Rover trailer which is standing there unused, to be used at Siatwinda.

Results of Meetings on 17. and 22. 1. 1972 at Nkandabwe1) Evaluation of Car Regulation

- a) Most of the team members have driven more km than the number of km they get allowance for.
 b) Frieder was a special case, as he had no vehicle at his disposal.
 c) Izaak and Frank expect also for the next months that they will drive much more km than they get allowance for. In the case of Izaak all agreed that he has no possibility to cut his km down, as during the next months he will be the only one who will drive regularly to Siatwinda in his Landrover because of bad road conditions. Concerning Frank part of the team members is of the opinion that either his job could be done even with less driving or that he could finance more than 3000 km by the allowance he gets. But Frank could not agree to those proposals.
 d) The Ministry of Finance will be asked by the Ministry of Rural Development to alter the Agreement with Gossner Mission in so far as the team should be entitled to claim allowance on the basis of one vehicle per team member and 2000 km per team member per month.
 e) The Food and Nutrition Group in Lusaka shall be asked to pay the expences of transport for the distribution of their food.
 f) In the meantime during the next 4 months until the end of April Izaak will get allowance for 2000 km per month and Frank for 3200 km per month.
 g) Frieder has paid back to the team K 240.00 for the last 4 months, and Friedrich paid back K 61.92, as he had driven 774 km less than he had received allowance for. This money will be used to pay the additional allowances to Izaak and Frank.
 h) For the future a pattern of allowance will be worked out on the following basis:
 - The allowance for the first 1000 km per month shall cover the full depreciation of the car within the given framework of km per month and team member, and also the running and maintaining costs for these 1000 km. For Frank this figure should be 2000 km.
 - The allowance for all following km per month shall cover only the running and maintaining costs for these km, ~~including~~
 - Every team member gets the allowance for the first 1000 km automatically, the allowance for the rest according to the actual number of km driven as shown in a driving book.
 - The aim of this regulation is to challenge all team members to use their duty cars as economically as possible.
 - The figures for the allowances will be calculated for a Land-rover in the high class and for a Toyota Hilux in the medium class.

Informations given:

The Land Rover ET 84 has been sold for K 750.00
 Merfyn Temple will come for a ~~welfare~~ party at Siatwinda on 25/26.2.

Regulation for Land Rover EU 2473:

After repair of the electrical system in Lusaka every project may use this vehicle and pay 11n per mile out of its vote into Gossners vehicle fund. Should the expences be higher than the revenues, than Gossner will pay the difference.

Dr. Kreisler and BaMarc Madyenkuku

The team supports the idea of Dr. Kreisler joining the team for ~~half a year~~ for evaluation of all our projects, and of BaMarc being employed as Assistant Manager in-charge for Kafwambila Demonstration Project.

BaSchwerk should come here at the end of Dr. Kreislers time in the team.

Gossner Service Team

Eingegangen
 - 1. MRZ 1972
 Erledigt: _____

4/72
 28.1.72

Gossner Funds Estimate for 1972

	Expenditure	Revenue
<u>Carry over from 1971</u>		
Cash / Bank accounts (Bestand)		533.00
Petrol diesel, paraffin (Material-Bestand)		300.00
Deposit AMI Livingstone (Kautions, davon bekommen wir wieder etwa:)		700.00
Donations (Food & Nutrition, Chicken)	180.00	(erhalten aber noch nicht ausgegeben)
Leave Allowances (Friedrich, Frieder)	370.00	
	<u>550.00</u>	<u>1,530.00</u>
<u>Team members & administration</u>		
Allowance Gerd	240.00	
Medical care	100.00	
House in Lusaka	2,600.00	(Miete und Reparaturen, oder Einrichtung)
Guesthouses Nkandabwe	200.00	(Einrichtung)
Banking, Post fees	150.00	
Imports	300.00	(Gebühren, Fracht usw.)
Stationary	50.00	
Misc.	210.00	
	<u>3,850.00</u>	
<u>Vehicles</u>		
Purchase Gray Toyota Hilux	2,000.00	
" Friedrich " " "	2,000.00	(nicht eilig)
" Fish lorry " Dyne 2000	3,000.00	(jetzt 3,500.00)
" Pool Land Rover	3,000.00	(erübrigt sich durch den LR an England)
Maintenance " "	1,000.00	
" EV 5368 Toyota Kealka Car	1,000.00	
" EU 2473 Land Rover ohne Verdeck	600.00	
Km Allowances	700.00	
Sale 2 VW Busses Brand-Gruppe und Team		3,000.00
" ET 84 Land Rover der Brand-Gruppe		700.00
" Unimog		2,000.00
Repayment for EV 7648 (Dietz zahlt seinen Toyota monatlich zurück)		900.00
Deposit for purchase of new cars	3,130.00	
	<u>16,430.00</u>	<u>6,600.00</u>
<u>General Deposit</u>	2,000.00	
<u>Gossner Mission</u> (diese Zahl ist unumkehrbar absetzt)		16,000.00
<u>Projects</u>		
Materials	500.00	
Wages	500.00	
Food & Nutrition	300.00	
	<u>1,300.00</u>	
	<u>24,130.00</u>	<u>24,130.00</u>
	=====	=====

Gossner Service Team



GM

3/72
13.1.

Please follow some basic regulations in future:

Expenditures

All expenditures in Government Stores, on LEOs, or cash, it be Government or Gossner money, shall be authorized by the team member responsible for the project which the expenditure is meant for.

Orders from Lusaka or elsewhere

Whoever wants something from Lusaka or from any other place without going there himself, shall give his order to Siegwart for pooling.

Trips

Whoever is going to make a trip shall report to Siegwart in advance, in order to ask for any orders or messages to be taken there. That refers not only to Choma, Monze, Lusaka etc. but also to Buleya Malima or Maamba.

Meetings

In future we shall have our meeting, if possible, always on the first Monday of the month, 16.00 pm at Nkandabwe. If one afternoon should not be sufficient, then we shall continue in the evening or the following day. That means: please keep free always the first Monday and try to keep free Tuesday too, to be on the safe side.

The first exception of this rule will be next week. We meet on Monday, 17th January, 16.00 at Nkandabwe.

- Agenda: 1) Evaluation of car regulation Sept-Dec 71
2) Do we want Dr. Kreisler for a short period

Annual leaves: Dieter: 11.1. - 29.2.1972

Siegwart: probably 1.3. - 21.3.1972

Frank: middle of April - end of May 1972 (Germany)

Visitors:

This or next weekend Mr. Mathew may come for a visit. He is in the Ministry of Rural Development, was until recently working in manpower planning and is now engaged in youth training in rural areas.

Also this or next weekend Pro. Simons, Sociologist at UNZA, may visit us.

Sometimes Mr. Helfer will pay a visit. He is the representative of the German social-democratic "Friedrich-Ebert-Stiftung" who like to become involved into rural development in Zambia.

Wages

For Government employees no pay-rises took place, at least not in our sort of jobs.

Vote Number

Our vote No. in 1972 is again: 389 01 303 205

About K 15,000.00 for materials are available immediately.

K 10,000.00 for wages are also there.

Period for payment of wages

May I remind you, that you close your payment sheet after the 27th January, and in future always count from 28. to 27th, and give the sheets for typing to Siegwart always on the 28th.

Siegwart

*Das war die Grundlage für die Team-Diskussion*Budget Proposal 1972 - GRZ Funds

	Material	Labour	Total
<u>1) Siatwinda</u>			
a) Farming:			
1 Assistant		600.00	
1 Engine Attendent		372.00	
Labour		2880.00	
Seed, Fertilizer,)			
Insecticide	250.00	250.00	
Spraypumps	120.00	120.00	
Grinding or Shelling)			
Machine	? 200.00		
			4422.00
b) Irrigation:			
Pipes	?1000.00		
Diesel	1000.00		
Spare Parts	200.00		
			2200.00
c) Research:			
Seed	500.00		
Fertilizer, spray mat.	100.00		
2 Scales	400.00		
Plough, harrow, planting machine	200.00		
threshing machine	?1000.00		
tools	200.00		
sundries	300.00		
labour		6000.00	
			8700.00
d) Building:			
Teaching House	100.00		
Attendent House	400.00		
Storehouse	500.00		
Doors	100.00		
Sundries	450.00		
Labour		3600.00	
			5300.00
<u>2) Nkandabwe Irrigation</u>			
Material (fittings, welding, cement, agr. equipment)	2000.00		
labour	500.00		
		1000.00	
			3500.00
<u>3) Vofwambila</u>			
a) Farming:			
15 Handpumps	900.00		
4 Liftpumps	800.00		
Diesel, Oil	100.00		
Tools	300.00		
Fertilizer, Spray mat.	200.00		
Sprayers	500.00		
Seed, Plants	500.00		
Labour	2600.00	2600.00	
Sundries	500.00		
b) Building:			
2 Houses	4000.00		6400.00
2 Miniovals	500.00		
			4500.00
<u>4) Animal Husbandry</u>			
10 pigs	400.00		
10 goats	50.00		
10 sheep	100.00		
stables	1000.00		
food	500.00		
medicine	100.00		
tools	500.00		
sundries	500.00		
labour		800.00	
			17852
			3950.00
	21120	17852	38972.00

<u>5) Agr. Extension</u>	Material	Labour	Total
xx Handpump gardens	500.00		
Tied ridges	500.00		
small scale irrigation projects	1000.00		
			2000.00
<u>6) Kanchindu Building</u>			
2 Houses			20000.00
<u>7) Nkandabwe Camp</u>			
Cement and Bricks	700.00		
Welding equipment	300.00		
Sheets	300.00		
Pipes	200.00		
Tools	200.00		
Wire, nails, screws etc.	100.00		
1 bricklayer		700.00	
labour		900.00	
			3400.00
<u>8) Wind mills</u>			2000.00
<u>9) Crafts and Skills</u>			
Support of craftsmen	1000.00		
Sailing	1000.00		
			2000.00
<u>10) GRZ Vehicles</u>			
Maintenance	2400.00		
Fuel	600.00		
Exchange of 1 lorry	3000.00		
			6000.00
<u>11) Administration</u>			
1 Senior Assistant		2400.00	
2 Drivers		1920.00	
Stationary	100.00		
Km Allowances	20000.00		
Travelling Allowances	1000.00		
			25420.00
brought forward	21120.00	17852.00	38972.00
	76020.00	23772.00	99,792.00
			=====
Each: 1a, 1b,			6,622.00
Frieder: 1c, 3a, 4,			19,850.00
Gerd: 1d, Self Help Housing Projects, 3b ?			9,800.00
George: 2, 5			5,500.00
Dieter: 6			20,000.00
Friedrich: 7, 8, 9, 10 (1b?)			13,400.00
Siegwart: 11			25,420.00

Eingegangen

31. JAN. 1972

GM

Ministry of Rural Development
Gossner Service Team

Gwembe South
Co-ordinating Committee

23.12.1971

Progress Report for the Gwembe D.D.C. to be held on 30/12/71

A) Gossner Service Team:

1) Siatwinda Pilot Irrigation Project

a) Irrigation System and Farmers' Plots:

All water stations and overflows are ready for use. Water can now run into the reservoir, both inlet and outlet can be used.

Lining of the reservoir with burnt bricks and stones is expected to finish at the end of December.

Out of 700 meters open channel 150 meters are lined with concret slabs and can be used. The whole length will be finished early next year.

A water tank for Siatwinda people for domestic use is already built (14,000 litres - 3,100 gallons).

Digging of ditches by the farmers is nearly finished.

Some farmers have ploughed their fields already.

b) Trial Plots:

Trials are on maize, cotton, groundnuts, sunflower, soya beans, rice and guar.

We have 50 small plots of about 200 meters in all.

The first plots of maize, cotton, groundnuts and sunflower have been harvested.

A new set of trials was started in October with different types and amounts of fertilizer in order to find out the most economic way of fertilization.

c) Experimental Plots:

These plots are to teach the farmers how to manage their own plots. Only maize is planted, SR 52, in the first week of November, under irrigation. Fertilization is done in two different ways in order to demonstrate a learning and an improved farmer. When the rain came in the middle of November the plants were already well established. They are now 1.5 meters (improved farmer) and 0.75 meters (learning farmer) high. They are treated against stock borer with DDT 2.5%. Some damage was done by goats.

2) Health and Food & Nutrition

a) Sinazeze and Nkandabwe Under Fives' Clinics have been stopped in the beginning of December because of the planting season. They will be re-opened in March.

b) Food & Nutrition supplies to schools have been stopped in the middle of December until March. Supplies to other places have been stopped except places where local people have taken over responsibility for stock keeping and sales. Such places are Sinazongwe fisheries, Buleya Malima, and Maamba. There are also sales at Nkandabwe.

3) Home Craft

From several women, 2 wood carvers, and one black smith around Kanchindu we have bought clay pots, wooden dishes, stools and axe heads worth K 200.00.

These items have been sold locally or in Choma and Lusaka.

Eingegangen

31. JAN. 1972

digit:

B) Buleya Malima Quarterly Report Sept - Dec 1971

Settlement:

The farmers have started work on their half acre training plots. The 12 candidates were selected by Chief Sinazongwe, the Village Headmen and agricultural extension staff. There are 3 people from each of 4 nearby villages, including the 4 headmen.

Work started towards the end of November and by the first week of December, all had planted their 1/4 SR 52 maize & Albor 637 cotton. They followed instructions carefully, and worked hard with their families. The germination is good and the standard of work is excellent.

The work is all done by hand, seeds, fertilizer, and insecticides used at commercial levels and loaned to the farmers until they are repaid from their cotton returns.

The manager is very happy with the response and attitude of the farmers and is confident of success.

Experiments:

The trying out of different crops, different varieties and different planting times is going well and definite recommendations are passed on to the farmers. During the summer 1971/72 the following crops are being grown:

- Sorghum - 4 varieties
- Bulrush Millet
- Soya Beans - 2 varieties
- Sunflower - 3 varieties
- Cotton
- Maize - 2 varieties
- Guar
- Kenof
- Citrus - 10 types
- Bananas
- Pasture Grasses - 4 varieties
- Vegetables - 5 types
- Local Tobacco

So far the planting have gone according to schedule.

Winter 1971:

Most crops did well especially sunflower (1900 lbs per acre) and sugar beans (7 bags per acre). Also Cow Peas, Mexican 142 Beans, Wheat and Barley.

Development:

This has been a period of consolidation of previous development, with completing small jobs and no major work under way. Certain modifications to the irrigation system have been made.

Future:

The building of a school and clinic together with the construction of bridges and all weather access road is absolutely essential before further development can take place.

It is hoped that the DDC will use its power to ensure that other departments co-operate to play their part in the development of Buleya Malima and to ensure that the lack of these essential services no longer continues to hamper development.

G.K. Madyenkuku
Secretary
Gwembe South
Co-ordinating Committee

Eingegangen

22. DEZ. 1971

Erledigt:.....

24

16.12.71

Results of Meeting on 10.12.1971, at Nkandabwe1) Leave Regulation

All team members have already face/or will face difficulties in following the leave regulation according our work contracts with Gossner Mission.

Gossner Mission shall therefore be asked to alter this regulation as follows:

"Der Arbeitnehmer ist berechtigt, 30 Kalendertage Jahresurlaub zu nehmen, davon mindestens 20 Tage ohne Unterbrechnung". Das Urlaubsjahr beginnt mit dem Datum der Einreise des Arbeitnehmers in Zambia. Der Jahresurlaub jedes Jahres muß spätestens am Ende des folgenden Urlaubsjahres vollständig genommen sein. Im dritten Dienstjahr steht dem Arbeitnehmer ein erweiterter Jahresurlaub von 60 Kalendertagen zu."

Reasons:

- a) The annual leave has to recreate the physical fitness of the team member and his family. It therefore should be taken at a time when his personal and family situation allows a real recreation. Pregnancy or delivery of the wife, or sickness of a child might be reasons to postpone the annual leave for a certain period.
- b) In order to really withdraw from the job, the annual leave should not be spent at home, but rather travelling somewhere else. Lack of personal transport therefore might also be a reason to postpone the annual leave. Zambia is too expensive to spent a long leave there. The team member therefore should have time, especially during the first 2 years in Zambia, to investigate carefully the possibilities of travelling to neighbouring countries. This takes time, if somebody is new in Africa. Everybody also should have the chance to take his leave during a suitable season of the year. But if the best travelling season is just after his arrival in Zambia, he misses his chance within the first year.
- c) As the Gossner Service Team will mainly work opening new development projects rather than administrate already established ones, the job of a team member may be a reason for postponing the annual leave for a while even in later years of the contract. Again this refers especially to the first year. But both privat and job reasons may arise throughout the whole time of the contract.
- d) Cancelling the annual leave does not solve the problem. It cuts off the possibility and necessity to recreate one's fitness and adds further personal frictions. The same refers to the cancelling of the annual leave allowance.

Moreover Frank shall investigate about the dü-regulation concerning additional leave of 2 weeks every year.

2) B a-Schwerks Memorandum

This matter having been postponed several times, it was felt that it should not be discussed in detail. The feelings about church relations shall be brought into the open in a listening group (after Georges leave).

3) Next Meetings

- a) Listening group "Development": 22.12., 4-6pm, Nkandabwe
- b) Meeting about pool vehicles : 23.12., 8-10 am, Siatwinda

- 4) Siegwart shall investigate in Choma, Frank in Lusaka, about new wages in agriculture and construction.

Siegwart

22. DEZ. 1971

Erledigt:.....

23
16.12.1971Results of Meeting on 10.12.71, at Siatwinda1) Job Descriptions

- a) Gossner Mission in Berlin shall be asked why especially George got a new job description.
- b) The team is of the opinion that job descriptions should not be delivered by Berlin any longer, according to the agreement with the Government. Berlin may propose them.
- c) In order to activate the Gwembe South Co-ordinating Committee, all team members will prepare a proposal of a job description for themselves until the end of 1971. The team will then compare them in order to streamline them and submit them as a proposal to the committee.

Note: As there might be a shortage of money and a lot of projects next year, all team members should also prepare a rough estimate according to their proposed job, so that we also can make a budget out of them.

2) Progress Reports

In future all team members shall give their figures and informations about their special activity to Ba-Grey in the beginning of March, June, September, and December for the Progress Reports to the DDC.

- 3) The Canadian Volunteer is still in Canada and would come to Zambia for at least 2 years. The Canadian Volunteer Service would only agree, if the Government would provide at least one Zambian counterpart to be trained who could take over at the end. There will probably be money available in the funds of the Ministry of Education for "School leavers training". The team would have to provide housing and goods transport (no privat). Merfyn strongly recommends to attach him to the team rather than have him employed by any department in order to avoid his transfer to any other place.

Frank shall write down all informations about the Canadian Volunteer as a proposal for the G.S.C.C. He shall stress in Lusaka once more the importance of Zambian counterparts and that we want to know exactly where the money will come from for his work.

4) Lorry Driving

It was agreed that the team needs a second driver for the lorries.

There might be a possibility to get the driver who has been working for the Priebe Team.

Note: 2 other possibilities:

- to employ Kajarek Syasulwe until his lorry licence will be 2 years old in March 1973, then GRZ test
- to employ the mechanic from Maamba with his tractor licence and let him do the test as soon as he is allowed to (to be found out)

5) Further training of Davidson Sianziba

Duly Motors have offered to let Davidson accompany the mechanic in their workshop who is repairing the Ford engines one of which is built in our pump. Friedrich doubts whether a stay of a few weeks of this kind will improve Davidsons understanding of the engine considerably. Dieter fears it might even be a temptation for him to overestimate his knowledge dangerously afterwards.

It was therefore agreed that at first Friedrich and Frank investigate in detail, what would be the contents of the training at Duly's.

Siegwart

Eingegangen

22. DEZ. 1971

01.12.1971

- 1) Meeting Thursday, 14.12.1971, 8 - 10 am. at Siatwinda

Proposed Agenda: - Job Description of George
- Progress Report to DDC
- Report on the Question of a Canadian Volunteer

You may add points on Thursday morning before the agenda is finally approved.

I circulate BaSchwerks proposed job description for George. Please don't keep this circular at home, but pass it on the same day.

- 2) Meeting Friday, 15.12.1971, 16 - 18 pm. at Nkandabwe

Proposed Agenda: - Annual Leave Regulation
- Matters Arising of BaSchwerks Memorandum

Again you may add points concerning "home affairs". The leave regulation has to be discussed because according to our work contracts we are not allowed to accumulate annual leave, and BaSchwerks is following a strong line in this point.

- 3) Meeting Saturday, 18.12.1971, 16 - 18 pm. at Nkandabwe

Statements of all team members: How I see development and my own function in it and that of G.S.T.

Frank has reminded me that he has told me some time ago that he is going to take a week off just from 13. - 20.12.1971. As he is essentially interested in this meeting, I ask for postponing it until early in the following week. A date may be fixed on Thursday morning.

- 4) a) Wages for December have to be claimed until next Saturday, 12.12.1971
Claims for Travelling Allowance have to be claimed until 23.12.1971

b) Rev, Hopgood is going to visit us with his Family in December.

Siegwart

Meeting on Friday, 29.10.1971 at Nkandabwe, 20.00 pm

1) Finances:

We have now to decide what we shall buy from the rest of this years money, in order to get the account settled in time.
The financial position is as follows: We have spent so far on

LPO: Siatwinda	K 3,653.82	
Nkandabwe	4,780.22	
Cars, Diesel	2,111.27	K10,545.31
Govt. Stores:		K 4,871.78
Wages:		K 13,599.36
Km-Allowances:		K 10,202.12
Travelling-Allowances:		K 716.95
Nkandabwe Camp:		K 25,000.00
Brought forward from 1970:		K 500.00
LPO's and Workshop Orders without figures:		K 5,000.00
Ordered to Choma for Wages		K 10,000.00
Total		K 80,435.52
+ levelling Nov/Dec 70		13,000.00

2) The Headteacher of Makonkoto-School has asked Ingrid for help for the school's Young Farmers' Club. They want chicken mash, seeds (Cabbage, tomatoes, onions, rape) and tree seedlings (bananas, pawpaws, mangos). Who is going to keep connection with them in future?

3) Who can tow the last caravan from Chikuni to Nkandabwe?

4) The old Land Rover and the Unimog at Siatwinda are maintained on account on Gossner Mission. As everybody has now his duty car, these two vehicles should not be used for transport of persons. How shall we regulate the use of these two vehicles?

5) We now got about K 350.00 from a Berlin group for Ingrid's Food & Nutrition bike.

To Ba-Gray we could offer one of the former GST bikes which is now used by Siegwart.

6) To-morrow, Saturday, there is a general meeting of the development workers in Monze Diocese, for which I got an invitation. I shall ask there whether I can bring somebody else of the team with me next time.

7) Everybody who needs money from Choma should try to withdraw it personally. If he has to ask somebody else to bring it for him, than the risk of loss will be the owner's risk.

8) Heidi should get K 10.00 from each household, so that she can order in Lusaka and purchase in Choma for the team stock.

9) Visits:

a) Family Krapf may perhaps visit us this week-end.

b) Family Warr will visit us next week-end (5.-7.11). Mr. Warr is Planning Officer at Kalomo and teaches at the Agr. College Monze.

c) Friedrich and Siegwart had planned a visit to Kasempe and Chisera, but this is postponed until after the rains. Who else likes to join the trip then?

Siegwart

GM

cc
8.10.71

Result of meeting on September 15, 1971, Nkandabwe:

Can we support the employment of Franz Baake? We discussed possible activities concerning visual aids, but came to the conclusion, that all visual aids would be of little help for the people in the valley. Frank may investigate in Lusaka, whether other agencies have a real need for such a person.

Results of meeting on 9.9.1971 at Siatwind:

What is the team prepared to do at Buleya Malima?

- 1) Gossner Service Team will not take over the management of the scheme in its present set-up and at this time.
- 2) The team will not run a government enterprise.
- 3) The team will not run a research station.
- 4) The team is prepared to consider the organizing of a settlement scheme at a later date, provided the team is involved in its planning.

Results of meeting on 4.10.1971 at Siatwind:

1) Economist for the team (discussed 2.10. at Nkandabwe):

It was felt that the question of an economist for the team should be reconsidered when the research people from Berlin have been here. Principally the team supports the idea of an economist joining the team for some time.

2) Potter and tanner:

We agreed that a potter would find a useful job in the valley as there is already some pottery. He should come for a first research on the quality of the clay in the area and for a first contact with the local people without any commitment in order to find out whether they would be willing to improve their techniques.

There are some doubts about the use of a tanner in the valley, as there is no tannery at the moment and skins seem to be looked at as something inferior. However it was agreed that a tanner may come for a first investigation about the possibilities of tannery on a very low level and for local use only.

If they would find the situation suitable for some training of local people then their contracts should not be for less than 3 years.

3) Jobs of Izaak and Frieder:

After some discussions about the distribution of tasks between Frieder and Izaak we came to the conclusion that Frieder may concentrate on long range trials, whereas Izaak is going to demonstrate what the farmers are recommended to plant on their plots during the next season. Frieder may get some land which is reserved for trials and demonstrations within the scheme, in order to be protected against a possible coming up of the lake level.

1) Claims for Travelling Allowance

In future everybody fills please a form like the attached one which are kept in the office. The proper claims are then typed in the office and signed by Siegwart. Everybody will then be responsible to get them to Choma and will receive the cheque directly from the Agricultural Department. No payments will be made by Siegwart. The contribution for the Lusaka House will be paid in Lusaka to Frank.

2) Visits on Short Notice

"Foreign Service Officers" are announced by Mr. Mwanalushi/Choma to visit Siatwinda on Thursday, 12th October, 12.40 - 2.15 pm!

The visit of the President has been fixed for Wednesday, 13th Oct., 8.00 - 9.10 am.

3) Again I propose a Policy Meeting on Monday, 11th Oct, 9 - 11 am. Please bring with you the circulars No. 14 and 15 (Memoranda of meetings on 20th and 23rd August)

4) Desmond Mercer wants to discuss with us the possibility that he stays for one more year at Buleya Malima as a member of G.S.T.

The P.A.O., Mr. Simunka, has asked the team for technical advice on irrigation at Buleya Malima, and to station there an irrigation expert at a later date together with 2 other officers to be stationed there by the Agricultural Department.

He mentioned that Mr. Mbelebele might become the future manager after his stay in Israel.

Ba-Schwerk has sent some cuttings, which are in a file in the office to be borrowed by whoever wants to read them. The same refers to the correspondence with Ba-Schwerk.

His last letter was about details of my book keeping and of our new car regulation. He also is dissatisfied that we did not prepare a proper list of priorities and task definitions for everybody in the team for 1972, ending up in an estimate of the expenses.

To look into all pending questions such as the bigger house for Lusaka or a social centre in the camp or estimates I propose a date after my leave.

In the meantime everybody should consider what he wants to buy out of the Government vote in 1971, because this would have to be done in October and beginning of November latest.

12. OKT. 1971

Erledigt:

18
24.9.1971

GM

- 1) This is at first a follow up of our ideas of last week about more social life in the camp:
- a) Saturday afternoon seems to be a good time to meet (completely voluntarily of course) for Volleyball or Indica or Badminton or Boccia or whatever sport you like.
I shall be in front of the mess tomorrow at 4 pm hoping for enough others to form two teams for any ball game.
 - b) Where shall we establish a proper "social hall" with bar table tennis, darts, and facilities to play table games and to talk or to bring with you your record player? And to arrange a party from time to time.
 - c) I offer the following arrangements for Gossner Mission's kitchenware:
 - you leave it as it is
 - or you give back either everything and buy your own things or only the things you want and keep the rest as private things and pay for them
 - or you buy all the stuff from Gossner Mission.
 - d) I invite everybody (again voluntarily) for a listening group (you remember Hans' proposal) into the mess on Sunday night 8.00 pm. If there are less than 8 people we shall do something else.
- 2) Some informations:
- a) Mr. Cislár is now coming together with a driver on Monday for one week.
 - b) The research people from Berlin arrive in Lusaka on Sunday and will come down in the middle of next week. they are:

Dr. Peter Waller	Regional Planner
Mr. H. Kerlen	Irrigation
Dr. H. Brandt	Agricultural Economist
Dr. Schümer	Social Planner
- They will stay for about 10 weeks.
- c) Frank found a pair of safety keys "Guard - Hongkong". Do they belong to anybody of us? They were found outside the Lusaka House.
 - d) Please claim your travelling allowances always before the end of the month. Otherwise I shall have troubles in filling uncomplete claims. This does not refer of course to Frank or to anybody who will happen to travel over the end of a month.

Siegwart

Results of Meeting at Nkandabwe 15.9.1971Accommodation for Employees and House Servants on the Compound

1. One 6-room-house (as promised) will be given to Moses for his family and possibly one more man who will also maintain the camp.
2. All other single quarters (except the office house) will be kept for guests. The house in which Moses lives at present will mainly be kept for house servants who like to stay here over night temporarily.
3. Any arrangement with ^{Le}eriod shall be postponed until the rain starts and until he will be employed properly.

Finances in 1971

1. The missing K 1300.00 will be found as follows:
George, Izaak, Dieter and Siegwart pay back to Gossner Mission immediately a part of the value of their duty car:

Dieter	K 300.00
George	320.00
Izaak	350.00
Siegwart	400.00
	<u>K1370.00</u>

2. The question of selling the Unimog will be reconsidered after the irrigation system at Pietwinda has been completed which has to be done ~~before~~ the rains start.

Siegwart

Proposals for a meeting on Wednesday, 15.9.1971, 5 - 6 pm1) Accommodation for Period Muyanda

Permod, who is trained in our office, wants to live in the camp, because his family is away. I propose, that he may get one room in Moses' house, (if Moses agrees?).

Principally I propose, that we should reserve the office bloc, the double house and one 6-room-house for the team and for guests, so that one house be for Moses (and others?), and a second house be available for either employees of the team or for house servants.

House servants may live in one of these two 6-room-houses, or, if both are occupied, build their own houses somewhere in the camp, where they do not touch anybody's privacy.

2) A possible new member of Gossner Service Team

Ba-Schwerk writes:

I have here the application of Franz Baake whom we would like to send to Zambia if you and the appropriate authorities... agree with our proposal. His proposed job description...: to prepare, in close co-operation with the local people, Africa as well as GST members, any visual aids which might be considered helpful for the propagation of, and support for the development approaches of the GST. The aim of those aids is to raise the interest of the people, to demonstrate by means of comparison "good" and "bad", to activate the people, rather than to create simple viewers and listeners, and to serve as a link to outside agencies with similar aims like the Food and Nutrition Committee etc. His qualifications are extremely complex and I can't do him justice if I try to explain them in ~~two~~ two lines. Besides many other things... he has a sound experience in the production of films... Dr. Berg, Pastor Seeberg, and me have very critically checked him but cannot give him any other recommendation than the best, especially with his personality in view. My question to you is today: Could you agree with us that in the present stage of development of the work such a man would be of use for your work?

3) Finances in 1971 and 19721971:

Gossner Mission has already transferred K 14,000.00 = DM 70000.

There is no money on the bank nor cash

We still get allowances for August

K 900.00

Expected expenses for the rest of 71:

Km-Allowances and Car Expenses

K 1,200.00

Materials (mainly for the camp)

K 200.00

Miscellaneous (Fees, Charges, Rents, Pre-financing)

K 1,000.00

Total expected expenses

K 2400.00

from Gossner Mission for Lusaka House

July - September

K 600.00

Total expected money still to come:

K 1,500.00

That means, we still have to find

K 900.00

Proposal: We sell the Unimog, the expenses for which are even not yet included in the expected expenses, and use the old Land Rover for transports at Siatwinda/Kanchindu and the lorry for heavy goods.

Seite 2 noch nicht
- 2 -
besprochen

1972:

As there was no estimate for 1972 from any team member except Ingrid, I made an estimate myself for Berlin:

Km-Allowances	K 1,650.00
2 team cars, 2 Hondas	3,500.00
Car Purchase and	
Car Transfer	5,000.00 (according to new regulation)
Materials	600.00
Misc.	3,000.00
Health (Ingrid)	250.00
	<u>K14,900.00 = DM 70,000.00</u>

As Gossner Mission has increased the amount to DM 80,000.00 in order to pay for the Lusaka House, I propose the following alteration (excluding the two bikes now):

Km-Allowances	K 1,650.00
Teams Cars (2)	3,000.00
Car Transfer	5,000.00
Material	600.00
Lusaka House	2,500.00
Misc.	3,000.00
Health-Activities	250.00
	<u>K16,000.00 = DM 80,000.00</u>

4) Extended Base in Lusaka

Gossner Mission consider to look for an even bigger house in Lusaka, if we can agree to their point of view:

Give shelter for everyone (members of different teams or other people who are somehow related to the GST) and make the house a centre of intercommunication. Especially offer accommodation to the dü-team of the Northern Province.

Give accommodation to Frank and even to the man ^{who} is to join government service in the Min Ru Dev, so that government may pay rent for his flat.

5) Some Informations (please say so if you have questions) or objections)

- a) The first 2 researchers from Berlin will come to Nkandabwe on September 25, 1971:

Mr. Kerlen, hydro-engineer

Mr. Waller, agriculturalist

2 or 3 more will arrive early in October
they will stay here about 10 weeks.

- b) Ba-^ocherk encourages once more all the wives to look for any job useful for the aims of G.S.T.
- c) He accepts the new car regulation so far as Klaus has explained it to him for a trial period until the end of this year.
- d) He again asks for the annual reports.
- e) He made an estimate for 1972 before my own one arrived:

Wages and Salaries for African Co-workers (-)	K 4,800.00
Health Activities	1,200.00
Trials	(Misc.) 2,000.00
Travelling & Transport	(Km-Allowances) 1,000.00
Repair and Purchase of Cars	(Team Cars) 2,400.00
Staff Houses	(Materials) 1,000.00
Lusaka House	2,600.00
Team Leader	(Misc.) 1,000.00
	<u>K16,000.00</u>

In brackets, where the amount appears in my proposal

Siegwart

13/71
1.9.71Car-Regulation

To-day is the beginning of our new car regulation. The monthly allowance will be paid in the beginning of the month for the previous month as soon as I got the money from Choma. At the same time everybody will get an invoice for the petrol taken out of the tank during the previous month.

The depreciation for the light green Toyota will be 20% (13000 km) and for the dark green one 10% (5000 km).

Dieter is claiming one of the 2 Hondas, Siegwart the other one. Their price should be: K 150.00 for the one with 5000 miles
K 200.00 for the one with 3000 miles

If somebody else would like to buy one of the bikes he may contact Siegwart as soon as possible, within this week.

Lusaka Allowance:

On August 21, 1971, a new regulation came into operation. Now the allowance for Lusaka is K 5.00 for Hotel accommodation, but only K 3.00 for privat accommodation. But these K 3.00 are now paid for accommodation all over Zambia.

I propose that we go back to K 1.00 for one night in Lusaka and look into the real expences, whether we also have to ask families and guests to contribute to the costs.

Visitors:

Dr. Cislár was due to arrive on Monday, August 31, 1971, for 1 week

Mr. Symanowski and Mrs. Springe (2) of the Gossner House in Frankfurt for Urban and Industrial Mission will come to Zambia on Sept 7, and visit us here on Sept 9 - 12. They are at the moment in South Africa. They will then go on to Mindolo.

Keith Morris of the Oxfam-VSO-Team in Chisera and Frans Schulte of the Dutch Volunteers at Kasempa will come for the announced exchange of experience at the end of this week.

Also from Sept 4 - 5 the former District Governor of Gwembo District, Mr. Butler, will pay a visit to us. He is now teacher at the Evelyn-Hone-College for Further Education in Lusaka. He is especially interested in our ideas about supporting crafts-
manship in the valley, as he had started that already in his time.

At some time in the near future Mr. Arnason, a Canadian, Chief Advisor of the Government on Co-operatives could be invited for a visit.

Moses has arrived today, but not as a visitor.

Gossner Service Team

Proposal for a new regulation for use of GST vehicles

1. Every team member (except Ingrid) gets a car which may be used for private purposes as well.
2. Every car holder gets a fixed allowance for 1500 km per month (except Frank, who will get an allowance for 3000 km per month).
 $6 \times 1.500 = 9.000$
 $1 \times 3.000 = 3.000$
 12.000
 The allowance will be the GRZ rate + 1n per km from Gossner Mission, i.e.:
 vehicles up to 900kg: $6 + 1 = 7n$ per km
 vehicles 900 - 1500kg: $7 + 1 = 8n$ per km
 vehicles from 1500kg: $11 + 1 = 12n$ per km
 This allowance will be paid without regard to the number of km actually driven on duty.
3. Every car holder is completely responsible for his car. He has to look after his car himself and he has to pay all expenses in connection with his car: Maintenance, Petrol, Oil, Services, Repairs, Insurance, Taxe, Depreciation.
4. Every car holder is expected to sell his car after two years and to buy an equivalent ~~xx~~ new car. If he feels it necessary for his work to change the type of his car, he shall discuss the matter before with the team leader. If he changes to a more expensive car, Gossner Mission will pay the difference between the price of a new car of the old type and the price of the new car. If he changes to a cheaper car, Gossner Mission will get from the car holder the difference between the price of a new car of the old type and the price of the new car.
5. A special car (Toyota Hilux) will be kept for Under Fives Clinics and Food and Nutrition Purposes. It will be used by Ingrid and all the women helping her. The expenses for this car will be paid by Gossner Mission and Gossner Mission will get the allowance just like it was before.
6. When a car holder terminates his contract, he has to pay the price of a new car of his last type to Gossner Mission. If his car is still very new, he may give the car to Gossner Mission and pay the difference between its then value and the price of an new car of the same type.

To explain the whole proposal in one sentence:

Every team member gets a car free of charge, gets after that a monthly allowance to meet all expenses, and finally has to pay the value of the car, getting the money partly by selling it and partly by saving a part of the allowance.

Example for a medium size car:

Yearly allowance: 1500 km x 12 months x 8n =	K 1,440.00
Insurance and Taxe	200.00
Depreciation ($\frac{1}{2}$ of value per year = $\frac{1}{2}$ of value after 2 years)	500.00
Services (3 x per year = after 6000 km)	90.00
Engine Oil (9 x per year = after 1500 km)	20.00
4 Tyres	100.00
4 Shockabsorbers	80.00
Petrol (10 l per 100 km, 1 l = 12n)	216.00
Total expenses	K 1,806.00
For growing prices and repairs	K 234.00
	K 1,440.00

Group Building Workshop (Sensitivity Training)

There are still some problems to be solved within our team before we can start a sensitivity week.

Therefore I would like to explain once more some points and to consider some organizational problems.

1. The workshop is one form of sensitivity training with the special aim to improve the process of team or group building. It is the intention therefore to show and to exercise all possible forms of communication within the group and to become aware of all possible factors which cause difficulties in the communication and co-operation within the group. The possible forms of communication and co-operation are mainly the same in every similar group. Therefore we can really expect something from an expert, who knows about group work. The difficulties depend much more on the group members concerned, they therefore may change and differ much more from group to group. But also the difficulties can be observed and treated in mainly the same way in every similar group. Therefore we can also expect something from an expert, who knows about group work. He can show us the method, how to see and to treat problems. To see ways of communication and to see difficulties and to see how to overcome difficulties, that is meant by the word "sensitivity".
2. A sensitivity training has sense only when all the members of a group take part in it. Because otherwise there the danger of establishing a sub-group of participants within the group. All common experience forms a closer relationship between the ones who have made such a common experience. If not all group members share the experience of a sensitivity training and benefit from its results, the use for the group as a whole goes down rapidly.
3. A sensitivity training takes time. The normal timing is one week with sessions in the morning and in the afternoon. For our group Mr. Noak is prepared to arrange the time table according to the situation of the families.
When have the mothers definitely to stay at home?
When is the most convenient time for all of them?
It seems clear, that one of the best times is the evening, when the children are in bed. For the second session one can consider the early morning, when the bigger children are not yet tired and are still prepared to play on their own. The time then could be arranged in such a way, that the feeding time for the babies is either outside the session or fits just into a break in between.
4. A sensitivity training is hard work. Therefore there is no sense in trying to the normal job at Siatwinda or elsewhere ~~xxxx~~ together with the training. Can everybody arrange for his special job, that either somebody else looks after the work in that particular week or that the work stops during that week so far as the team member's presence is necessary?
5. We must now come to a definite conclusion for everybody's presence and a suitable timing. Otherwise we have to cancel the whole training. This we would have to do soon as to give Mr. and Mrs. Noak the chance to make new arrangements for that week.

I therefore invite for tea (coffee) all families on Sunday afternoon, 4.00 to my house.

Egebnis: Friedrich will uns als Beobachter teilnehmen ^{Siegmart}
und betont, daß er nicht sagen will, was er nicht will.
Isaak und Siebke erklären, nicht teilnehmen zu wollen
lauer als früher, so sie wirklich nicht teilnehmen werden.
Jugend, Ayja, Jiska, Zeidi haben organisatorische Probleme
(HFCs, Kinder)

Zeiden: Mo, Do, Sa: 7⁰⁰ - / 20⁰⁰ -
Di, Mi, Fr: 14⁰⁰ - / 20⁰⁰ -

Josef will teilnehmen, Chris hat sich noch nicht entschieden.
Keiner beiden ist die Teilnahme völlig freigestellt.

16.9.71:

Fraat und Friedhe nehmen teil und sind mit Eifer dabei,
Chris hatte sich entschieden, sich zu beugen und Josef und
Chris bedauern das beide, aber ein Antrag Josef heute (am
Dienstag), Chris noch teilnehmen zu lassen, wurde abgelehnt.
Friedrich fühlt sich noch immer als Beobachter, hat jedoch
ein Schweigen ~~und~~ nicht durchbrechen nicht durchhalten
können. Stilleweise beteiligt er sich. George verschweigt sich
hinter Späßen.

Jeus Noak äußerte sich gestern mir gegenüber, es sei auffällig,
daß Jones Mission fast uns ausgeprägte Individualisten
ausgewählt habe. Sie können nun auch kein gut arbeitendes
Team erwarten, und das heißt: kein effektives. (Gibt es
etwa noch keine "Team-Arbeiter"?)

10/71

This Weekend's MeetingsFriday, 4.00 - 6.00 pm, Nkandabwe: Policy MeetingSaturday, 4.30 - 6.00 pm Nkandabwe:

- Home Affairs: 1) Vehicle Regulation
 2) Memorandum of Ba-Schwerk
 3) Accomodation for house servants on the compound
 4) Any other Business

Monday, 9.00 - 11.00 am, Siatwinda: Policy Meeting

Do you remember that you should complete your Annual Report by Friday? *Danke a Frank fassen mich danach, was sie denn schreiben wollten*
 The same refers to your Estimate for 1972. *George will erst schreiben wenn es in Siatwinda fertig ist (Nov.?)*

Expected Visitors:20.8. - 21.8.: Family Olf from Lusaka *ist heute folgende Woche da gewesen*

20.8. - 22.8.(?) or next weekend: the new Priebees Team
 Mr. Zehender
 Mr./Mrs. Gruber *wann da*
 Dr./Mrs. Hartmann

22.(0)8. - 16.9.: Mrs. Yebio and Mrs. Stroh with their children from Mindolo (delay due to illness of one son)
Fam. Stroh kam eine Woche später, Fam. Yebio gar nicht

22.8. - 1.9.: Mr. Stroh from Mindolo (will stay at Kanchindu)11.9. - 16.9.: Mr. Stroh and one Youth Leadership Student12.9. - 16.9.: Mr. Yebio and 12 " " "11.9. - ¹⁹12.9.: Mr./Mrs. Noak from Lusaka

Mrs. Noak will share the leadership of our sensitivity week due to the many women in our group. The first session will be on Sunday evening, 12.9., the last one on Saturday morning, 18.9.. Mr. and Mrs. Noak may then stay one more day here. This is Mr. Noaks proposal.

Wahrscheinlich haben wir auch Sitzungen am Sa nachmittags u So vormittags, weil die Gruppe das zu wollen scheint. Eine Entscheidung ist noch nicht getroffen. 16.9.71

Minutes of GST Meeting at Siatwinda on August 2, 1971

Present: G. Madyenkuku, G. van Keulen, D. Koehpcke, F. Bredt,
S. Kriebel, I. Krisifoe, K. Schaefer, F. Clemens

- 1) A number of policy meetings shall be held weekly at Siatwinda every Monday, 9 - 11 am.
(As next Monday, 9.8.71, is public holiday, the next meeting will be on Tuesday, August 10, 1971, 9 - 11 am)
- 2) The following problems will be discussed on the meetings:
 - A) The general aim of GST in the Gwembe Valley
 - B) Details of possible and necessary activities
 - C) Priorities according to limitation of funds and staff

A) The general aim of Gossner Service Team in the Gwembe Valley

- 1) The team has to find its ~~bas~~as for work in the Gwembe Valley within the framework given by the Agreement between GRZ and Gossner Mission:

"The Government of the Republic of Zambia...and the Gossner Mission...desirous of collaborating in the economic and social development of the Gwembe Valley, Zambia, Have agreed as follows:

Article I

The Gossner Mission considering its services in the development of the Gwembe Valley as part of its missionary witness, will provide a team of experts in agriculture, animal husbandry, health and community development to assist the Zambia Government personnel and agencies engaged in the development of the Gwembe Valley...

Article II

Undertaking by the Parties

The Gossner Mission will endeavour to recruit English-speaking experts referred to in Article I who shall work under the direction of the Gwembe Valley Co-ordinating Committee, to be appointed by the Government of Zambia, and who will also appoint such executive officers as shall be required for effective utilization of the material and expert personnel provided by the Gossner Mission."

- 2) This framework means that the team does not work with "counter-parts" for every expert, but under the direction of officers appointed by the Zambian Government, and assisting the local people to develop the Gwembe Valley themselves.
- 3) The team wants to involve the villagers and their headmen as much as possible to ensure continuity in all activities and to support selfreliance in the villages.

The team wants to co-operate as closely as possible with the Government officers and agencies in the District to assist them in their special fields of responsibility and to support the co-operation of all departments in the Gwembe Valley.

The team is responsible to the Gwembe South Co-ordinating Committee and to the Ministry of Rural Development (Land Resettlement Board) in Lusaka.

- 4) All projects shall be planned in such a way that the local people concerned can understand them and organize themselves in order to achieve the aim of the project.

All projects shall be planned on the basis of the expressed needs and wishes of the local people concerned, nothing shall be started without their obvious support.

- 5) The team sees 2 major tasks for itself in the Gwembe Valley:
 - a) planning and managment
 - b) technical execution

The team offers advice and assistance in planning, managment, and technical execution to the local people and to the Government officers and agencies whenever it is asked for.

- 6) The team is free to investigate every possibility for development before offering advice and assistance to anybody.

The Address of the District Governor and the Senior Chief Mwemba
to the Farmers at Siatwinda Pilot Irrigation Scheme

28/7/1971

On this day the District Governor Gwembe and the Senior Chief Mwemba had spent some time to speak to the farmers before going into the meeting of the Gwembe South Co-ordinating Committee. The Senior Chief introduced the District Governor to the farmers who were gathered in front of the irrigation gardens.

The District Governor greeted the farmers and thanked them for the good work they were following, which is entirely a new way of agriculture to the people of the Gwembe Valley. He stressed hard that they must work hard, and not to sit down and wait for the Government to work for them. They should thank the Government for spending sums of Kwacha to get the Scheme going and also thank the members of the Gossner Service Team from Germany for coming to Gwembe to help the people of Zambia to solve the year to year hunger troubles that had given headache both to the people and to the Government.

Finally he pleaded to the people that they should do more work rather than drinking more beer.

He gave most praise to women for the hard work they were doing and that they were the most workers on the fields.

G. K. Madyenkuku
Secretary

to start soon at Sinazeze and Nkandabwe, and reported that she has already started Food and Nutrition demonstrations and sales at Sinazongwe and Kanchindu Clinics.

On Food and Nutrition she stressed the importance of giving the babies the body building food like milk and milk biscuits, and also giving instructions to the mothers on how to prepare the food in a clean manner for children. She finally pointed out that ~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~ Food and Nutrition is a job one has to do without pay. She also reported that she is going to introduce Food and Nutrition sales at Siatwinda Pilot Irrigation Scheme soon. The D.G. questioned how the villagers were going to know when they were required to such clinics. Mrs. Koehpcke answered that by school children, who could read the cards, mothers were getting from the clinics on which the next date were written when the mothers were required to take their children to the clinic.

Then Mr. Ariebe put forward a question as to what reaction will the local traders have over the Food and Nutrition sales by the Food and Nutrition organizers. The feeling of the general was strongly in favour of the help people get by buying such food from the F & N organizers as they were helping the people in general.

c) Future Development

Siatwinda
Nkandabwe
Kafwambila

The Secretary pointed out the importance of getting these areas on the map by the Land Use Planner of the team. He then referred the question to Mr. van Keulen, who in his explanation was of the opinion that it could be better to wait until Siatwinda was successful. Mr. Koehpcke pointed out that this was the time because the land to be surveyed was free of crops. After some discussion it was resolved that these areas be surveyed but without promises to the people.

d) Extension of the Zongwe Co-operative

The team leader explained to the Committee the need for a store at Siatwinda which could sell goods plus farming implements to the farmers. After some discussions it was felt that a new Co-operative be established rather than making a branch of the Zongwe Co-op which is at present under financial difficulties.

e) Staff Housing

The team leader reported of the borehole which was sunk in Kanchindu few days ago, then went on to say that this gives the team good chance to think of putting up some houses in Kanchindu. When they are ready to do so they will ask the Senior Chief for sites.

He went on to ask if it was in order to build a house for the engine attendant at Siatwinda despite the fact that he was not a permanent employee. After some discussion it was decided that it was necessary to build a house for him.

4) Any other Matters

The team leader asked if the D.A.O. can not have a plot in the irrigation scheme for his Department. The D.A.O. pointed out that there was no need for his department to have a plot since the team is already the part of it. He could if requested allow his officers to come and give whatever advice would be required from his section. After some discussion it was finally left to the team that they have to ask for any help if needed from the Department of Agriculture through the D.A.O. Gwembe.

The team leader again asked what measures could be followed when the team wanted to organize new activities in the area. The Chairman answered it is up to the team to go ahead with whatever activities they may think necessary.

The team leader again asked if it can be possible between meetings

that the Secretary can see the D.G. if need arise, so that whenever an agreement is made the Chairman can report this at the next meeting. This was agreed upon/ by everyone.

Having no more subjects for discussion the meeting ended by the Chairman thanking all the members and those present for attending. The meeting closed at 1.55 pm.

Chairman

G.K. Madyenkuku
Secretary

Gossner Service Team

Report of Meeting 28.6.19711) Maintenance of House at Nkandabwe

- a) Every team member (family) gets a complete house including one verandah, garage, Rhodesian boiler, mosquito frames at all windows.
The house will be maintained on account of GRZ, except window glasses.
- b) Every house gets a standardized set of equipment, including kitchenware from Gossner Mission, hard furniture from GRZ and a set of gardening tools.
Losses will be replaced within the frame of usual wear off and for reasons beyond the responsibility of the person concerned. Gossner Mission will charge for every loss of /
- /kitchenware b) A fence around the whole compound will be built and maintained on account of GRZ. Fences around single houses within the compound are a private matter.
- d) Materials taken out of the general stock of the team to be used for private purposes will be charged for.

2) Vehicles of Gossner Service Team

- a) Friedrich will be responsible for the maintenance of all team vehicles.
He will also keep the keys of the vehicles, except the ones of those vehicles, which are used daily by the same person. Any need of maintenance such as refilling fuel tank or water, changing oil, cleaning air filter and any disorders shall be reported to Friedrich.
- b) Everybody who plans a trip by car others than the daily trips to Siatwinda/Kanchindu shall make his request as soon as possible at Friedrich's.

3) Guestrooms at Nkandabwe

- a) Private guests of the team members may be accommodated in the guestrooms as long as these are not fully occupied by official guests of the team.
- b) Team members may either arrange for cleaning the rooms and ~~washing xxxxxxxx~~ providing laundry or pay 50n per night and person.

4) Gossner House in Lusaka

- a) Postal address: P.O.Box RW 569
- b) The house has 4 bedrooms, one of which will be mainly occupied by Frank. The 3 others will be available for team members coming to Lusaka.
Every team member will be charged K 1.00 for every night in Lusaka out of his GRZ travelling allowance.
Families and friends may be accommodated in the house, if there are free beds, for K 1.00 per night.
Official guests of the team will have priority to private guests of team members.
Team members are asked to bring bed sheetings with them for themselves and for their private guests.
- 5) The VW Bus will be taken to Choma every Tuesday for shopping.
- 6) All requests and proposals concerning maintenance of the camp shall be brought to Friedrich.
- 7) Timing shall be made once a week on Monday 5.00 pm

Meeting 14th March 1979

All members present

- 1 Reading and agreement minutes of meeting 27/2 1971
- 2 Reports of visit Frank to busaka 2-5 February and 8-11 March. A written report of these visits is attached to this minute.

Decisions:

- 2.1 The Chisera Team will get our lorry after arrival of the piping to be able to cope the risk of breakdowns
- 2.2 Radio and television ~~reports~~ interviews only after that the irrigation project is ready in spite of
- 2.3 George is in favour to get cheaper piping ~~with~~ the risk for delay of arrival and allocation of additional funds
- 2.4 A discussion over the set-up of our team in relation to the government will be held before arrival of the Mission Inspection
- 3 It is more favourable information in getting bar holes and pipes was obtained the priority of building sites were shifted to a high place of the area near Sivalasue (the site from Mhanchindu) ^{next} to which will meet the chief on Monday. Dieter stressed that the houses have to be allocated in the center of Mhanchindu as our African successors are in favour of that. He pointed out that the missionary houses in the bush becomes a ruin as they were not occupied. Frank noticed that security is essential for a stay of 5 years in the valley. In regard to to turn Mhanchindu into a white township and to live on each others house is not good. The advantages and disadvantages of water supply was spinned out. After the discussion was made, Dieter stated that he is not prepared to start with building in the bush place before



water supply ~~was~~ will be available.

A meeting will be held on the design of houses on next Monday.

- 4 Transport arrangements were made for the coming week.
- 5 Siegfried suggested to drive in future more carefully. To formulate a strong discussion briefly and carefully. Direct and indirect opinions of each others way of driving were put on the table.
- 6 It was agreed that visitors to one or another project should be introduced to the members who are dealing with the project. Visitors to Syatirinda Irrigation Project hope to ask permission to the farmers in future. This agreement was made after a visit last week.
- 7 Arrangement for furniture for next teams members were made.
- 8 A discussion over the political involvement of the Irrigation Project will follow.
- 9 A few phrases of a letter of Klaus Schwick to Siegfried were read out. The passages of the October Mission Curriculum Versammlung appear to the members as rosy and lovely for the Gwembe Valley.

George van Heule.

14 March Visit of DED (Dr Kulisa prof ~~14th~~ will visit our team)

visit to Lusaka 2nd. - 5th. March 1971

- 1) Report of Siatwinda Irrigation Scheme were given to Mr. Hebbelwaith, Planning Section, MinRuDev., Keith Morris, VSO/Oxfam Team, Chidzera, British Council, Lusaka, Mr. Hayley, Agricultural Research Station, Mangoch, Mr. N. Davies, Mazabuka Research Station, Mr. B. MacAlister, Quaker-Team, Kafue, Dr. Krapf, Mr. Clf.
- 2) Motorbyce ready for collection.
- 3) From Government Stores 10 Petrol containers & 20 Ltr., 1 roll Poly sheeting, ~~and~~ Poly Plant Holder for use at project and for Mazabuka Research Station.
- 4) Met Dr. Drysdall at the Geological Department. We will get the plans of all the boreholes in the valley, where the department did look for minerals and found good water instead.
- 5) Coalboard is interested in some houses at Nkandabwe. They will let us know in good time and come and inspect the place.
- 6) Mr. Carthwright said that the piping ordered from Europe is now 1.57 Kwacha per foot instead of the old offer of -.974, Class C 6 inches. He suggested that we should get the piping from AFE in Lusaka as one does not know when the pipes from Europe will arrive.
- 7) We can have the little drilling outfit from the Project Division in MinRuDev., which is at the moment at Bulea Bulima, when they have finished the job there. This is for test drilling in Kanchindu.
- 8) Water Affairs Department can send us the big drilling outfit sometimes in April. I saw Mr. Hadwen in Mulunguishi House about it. 200 feet drilling per 5.-Kwacha per foot = 1000.-Kwacha, 150 casing per 3.-Kw-per foot = 450.-Kw. and odds 100.-Kw. Total: 1550.- provided that one finds water.
- 9) VSO/Oxfam Team would like to have the lorry sometimes in April for about 6 weeks.
- 10) No new engines for the VW bus available until the middle of April. Engine will now be reconditioned (but no guarantee) and be ready by Wednesday next week (10th.). Beattie will stay at Universal Motors for general overhaul and repair and go on Wednesday 17th. to the Volkswagen Agent so that the gearbox can be repaired which Universal Motor is unable to do.
- 11) Dr. Krapf will visit us on Friday, 12th. March and stay until Saturday. Will bring Mr. Zahn and Mr. Bernstein from the BMZ. (Bundesministerium für Wirtschaftliche Zusammenarbeit, Bonn) They want to get a first hand impression of development in Zambia.
- 12) Mr. Gray Madyenkuku's appointment as a Government Officer is in the process of going the right way. (Hopefully)
- 13) M. Temple said that we would have to look into having one person in Lusaka permanently, as he is leaving next year.
- 14) There will be no Secondary School in Maamba as I was told by Dr. T. Coombe, who is the Chief Advisor of Secondary Education in the Ministry of Education.
- 15) The Permanent Secretary of the Ministry of Information, Mr. Punabantu, would like a member of the team to talk on the radio/TV about our project in the near future.
- 16) Friday night talk and slide show at Njase Secondary School, Choma

Frank Lohr.

visit Lusaka 8th. - 11th. March

- 1) Total cost of repair for the VW bus 280.97
- 2) Got the certificates from Merfyn for driving Government vehicles and the ones that we don't have to pay any tax
- 3) Report of Siatwinda Irrigation scheme were given to Mr. P. Stutley, Senior Planning Officer, MinRuDev., Mr. A. Namasamba, Principal, Natural Resources Development College, Dr. Schultz, Geography Department, University of Zambia.
- 4) Saw Mr. Weatherall at AFE. He will get the prices and delivery time for the sheeting from Kenya. He will send a telegram. Answer expected in about 5-7 days. Price per square yard 2.40 - 2.80 Kw. depending on transport from Kenya. Delivery time about 4-5 weeks if available in Kenya, otherwise 4-5 months. Expert from Kenya would come and do the job. Airfare and expenses would have to be paid. Piping available at AFE Class C 1.49 Kw. p. foot including couplings. 4000 feet in stock. 20 feet long. The piping from Europe is supposed to have arrived in Lobito on the 24th. February. Should be in Zambia in about 4 weeks from arrival in Lobito. Mr. Garthwright would like to see BaGeorge at some time.
- 5) Dr. Bawden, Water Affairs will come on the 5th. April to make arrangements for the drilling.
- 6) It would be possible to make a special arrangement for people having the plots. Some sort of title.
- 7) No more news about Burtons camp. The Ministry has still to write.
- 8) No news about Landrobers.
- 9) Got some plans for houses from Mr. Pearce, Architect.
- 10) Boatle will be ready by Tuesday and be taken by Universal Motors to Camps on Wednesday.

Frank Lohr

Meeting 9th February 1970

All members were present. Guest Mr M Temple.

1. Welcome, reading and agreement minutes.
2. Mr Temple explained the history of the set-up of our team in relation to the government and gave some background information. The ^{Ministry of} ~~Ministry of~~ Rural Development rejected the proposal of Prof G Garbriels that our team will work under a high powered government authority.

On provincial level the same story.

3. The present position is as follows: The Gweru Valley Coordinating Committee gives recommendations to the Gweru District Development Committee which has in fact no power (no funds). ~~The Technical Planning Committee (Min. Rural Dev)~~ The team is responsible to the Technical Planning Committee (Min of Rural Dev) for all technical aspects of irrigation and this committee allocates funds to the director of Water Affairs for irrigation equipment. The Sec of Land Resettl Board deals with the social aspects and with matters the team concerned. To them are funds allocated by a finance committee for all other expenditure.

4. Every body agrees that the present situation is far from ideal. But practical proposals were not done. Cooperation between other departments (agriculture, community development etc) on top and local level was recommended. The Prov. Rural Dev Officer will be a key person. A discussion with the permanent secretary was also recommended.

5. The funds allocated to the Sec of Land Resettl Board for 1971 are split into K36000 for housing K8600 for transport K33360 for irrigation development.

The amount allocated to the dir of Water Affairs was not yet fixed/known. Mr Temple was unable to discuss this allocation as in June 1970 he had to apply for it.

- 6 Mr Temple explained his expectation of change in land tenure of trust land in future. The power of the Chief will be reduced ^{by land authority}. A kind of transition project concerned: when the Chief is not willing to be in line with the government policy, the government is not willing to supply money for development.

- 7 Mr Temple suggested to build more houses than the minimum to be flexible. Houses which will not be used could be handed to the local government. (Khasi) In this line he advised us to fix yet our mind and our effort to Kanchinche as the head quarter.

- 8 It was agreed that the experts with the trainees from Berlin who ~~is~~ were ask by the government to make the plan of the Valley concerned agriculture and infrastructure will collect data in the line of the government. With ~~the~~ their recommendations and data the government will draw up the directives for development.

George van Heule

Meeting, 13-2-71

All members present.

Elaboration
11.11.1971
Elaboration

1. Reading of minutes of previous meeting.

2. Discussion on letter from Berlin.

Proposal to write them in English was supported by all members.

2.1 Letter to Sa. George out of which mainly the question of short-term workers was pointed out, their necessity to supplement the long-term workers.

In this connection Sa. George has asked to supply a job description for his. Perhaps.

2.2 A longer letter to Sa. Freybach discussed various problems out of which the following ones are read.

1. The danger of accumulating too many experts around Havana.
2. The teaching of farmers in the irrigation scheme - proper phrasing.
3. Survey team - coming in autumn to farmers.

Goal: medium-range development plan.

3. Discussion on frictions with laborers (disarmal etc.)

14-2-71

D. K. K. K.

Meeting Saturday 20th, ¹⁸February 71
all present.

- 1) Reading of minutes of last meeting
- 2) Frank will take V-W bus to Lusaka for spare wire overhaul
- 3) George reporter of his meeting in Lusaka of the Planning Committee where his report was discussed. There was some opposition to the scheme. One would like to see at first the results before continuing.
- 4) Frank should find out about possible pipes available in Lusaka and contact Mr. Cartwright at Water Affairs if necessary. Also to find out about drill for Project.
- 5) Frank to go to Butcher's and ask about price of old tires.
- 6) I agree that cars should each have a shovel and an axe.
- 6) It was a short and successful meeting (personal note)

Frank Lotter
WLUWUWUWU

Meeting Sunday 3rd January 1971

all members present

1. Dieter reads minutes of 13th December 1970
2. Mr Gay hadyemhuk will get office material from Siegwast

George will ask Gay to live at Siatwinda during the week. We propose to build a house for him there as soon as possible.

George will draw a job description for Gay and discuss it with Siegwast, then with Gay.

Gay got a proposal for selection of plot holders from George. He will work out an own proposal for the next meeting of Gwembe Valley Coord. Comm.

3. The Team will inspect all places under consideration for settling in Vundundu area on January 16
4. GRS-Team/Livingstone will come to Mandabwa on January 30
5. VW 1200 will be brought to Choma on Thursday, January 7.
6. Walter Schaps shall come as soon as the plots at Siatwinda will be distributed.
7. For Siatwinda Scheme a horticulturalist is needed.

S. Kriebel

to 6: Walter Schaps shall come immediately

Meeting 10-1-71

9

see minutes present.

1. Reading of minutes
2. Reading of letter from Berlin School
- 2.1 Objections to Guy's appointment
at present conditions
- 2.2 Priorities of spending money.
- 2.3. Items to be bought in Germany.
Dissatisfaction about late
information concerning departure
of boat.
- 2.4 Discussion on team management
used in an earlier letter.
- 2.5 Medical treatment in family
situation after abolishment
of fee-paying wards.
It was agreed that ^{they may} go to
any place we would like
to go to ^{in Zambia} - including ZMA -
and that GST. would
cover costs further inquires
by Ingeborg.
- 3 Discussion on future GST -
houses in Kauchindu.
Priority to place near hospital.

6-2-71

D. Köpcke

meeting Monday 1st. February 1971

- 1) Calling of last minutes was not properly done, because minutes I had not yet been written
- 2) Dieter reported of his visit to Lusaka that we would draw up plans for our houses and Lusaka would most probably agree because of different climatic conditions in the Valley
- 3) Imposongwe might be a good place for our service centre as the government workshop would be at our disposal according to information received from Ba Chwek
- 4) Houses at Ranchinilla
Sugwart seems to favour that all the houses should be built there. Frank thinks that one should start with the building of two houses at once. At the moment we do not know if we would stay at Ranchinilla. No decision was taken
- 5) We should have a meeting with H. Temple in order to clarify certain points.

which may be pure misunderstanding. This concerns now the last meeting of the Subcommittee in Rancheria, which agreed at certain point about the scheme. Mr. Temple added other and left certain things out. What is the reason? Should he take a decision which is vitally important without consulting us?

1) Dieter is not available because one of the pumps has broken down. Dieter will go to Lusaka and get the necessary parts.

2) Bus is in a bad condition and Siegfried will take the bus next week to Lusaka and see if it can be fixed there. Clarionse Lusaka.

Personal note. The meeting lacked coherentChairman's report. We were beating about the bush and certain decisions were not taken.

Frank Kotler

MINUTES OF THE SUB COMMITTEE OF THE GWEMBE DISTRICT DEVELOPMENT COMMITTEE HELD ON 4/11/70 AT KANCHINDU IN THE COURT OF SENIOR CHIEF MWEMBA AT 10.30 a.m. CALLED TO DISCUSS THE PROGRESS OF THE SYATWINDA IRRIGATION SCHEME.

Present:- M.M.Temple Secretary Land Settlement Board.
in the chair.
S.Chief Mwemba P.O. Box 3 X C Choma
S. Kriebel Leader Gossner Service Team
P.O Box 212 Choma
D.N. Mbelebele District Agricultural Officer
Gwembe P.O. Chisekesi
J.S.B. Mapani Gwembe Rural Council Secretary
P.O. Chisekesi
E.C. Chiponda Assistant District Secretary
Sinazongwe. P.O. Sinazeze.
S.S.Kapongo Minister United Church of
Zambia. P.B. 22XC Choma
T.N.Tembo A.D.S. Gwembe (on behalf of
D.G. and D.S. Gwembe)
G.K. Madyenkuku Committee Secretary. C/O
Rural Council Sinazongwe.

Apologies for absence were received from the District Governor Gwembe and the District Secretary Gwembe. No word was received from the Planning Officer at Choma, but it appeared likely that he had not received notice of the meeting. The following were in attendance: G. Van Keulen, F.L. Kravolitzki, & D.Koehpke of the Gossner Service Team and B.Syazyu of the Gwembe Rural Council.

In the absence of the District Governor, Mr. Temple took the chair. He opened the meeting with an explanation that the meeting had been called to discuss the progress of the Syatwinda irrigation scheme. The sub-committee had no power itself to make decisions, but could make recommendations to the District Development Committee for decision and action.

Item Nov. 70/1 It was reported by the Secretary of the Land Settlement Board that neither the Department of Community Development, nor the Department of Cooperatives had been able to make a post available for Mr. Madyenkuku. Temporary arrangements will be made to obtain the full time services of Mr. Madyenkuku as Secretary of the Committee and senior assistant to the Gossner Service Team.

Item Nov. 70/2 Mr. Van Keulen reported on the technical progress of the project and invited all members present to inspect the irrigation area after the conclusion of the business of the meeting.

Mr. Van Keulen asked the Secretary of the Land Settlement Board to make strong representations in the right quarters in Lusaka to ensure:-

- (a) that the machines of the C.W.U. should not be taken away from Siyatwinda until the work there had been completed,
- (b) that there should be no further delay in making a decision on the type of pumping equipment to be ordered.

Mr. Van Keulen and his workers received the warm congratulations of the meeting for the remarkable job that has already been done in the field. The secretary was asked to record the fact that if there is to be further delay in getting the water running in the fields, it will not be due to any fault on the part of the field workers.

Item Nov. 70/3

It was reported that all people whose houses had to be moved to make way for the irrigation area had been compensated and the compensation money had been paid. It had already been agreed that no person would receive any compensation in money for a garden previously cultivated and now included in the irrigation area. The reason for this being that people who had previously cultivated land in the area now included for irrigation would be given the first option to have a plot of land when the area is demarcated.

It had been hoped that the irrigation area would be planted with a maize crop during the 1970/71 planting season, but this would not now be possible. Therefore any person who might have cultivated his garden in the irrigation area would be given the chance to be employed on the scheme as a labourer to get money to buy food.

It was reported that there might be some old people without the strength to be employed as labourers. The Senior Chief was asked to find out if such cases of hardship existed, and if so to arrange with Mr. Van Keulen for a place to be ploughed up where such old people could plant their maize this year. The question of how such old people should be permanently compensated if unable to take up a plot of land in the irrigated area next year was left for further discussion. The first task was for Chief Mwemba to find out and report on the exact number and names of old people who had been deprived of cultivation rights by the siting of the new irrigation area.

Item Nov. 70/4

In answer to a question by the District Agricultural Officer of how the Syatwinda Irrigation project came into being, the Secretary of the Land Settlement Board made the following statement.

The difficulties of the Batonga people who were resettled after the making of the Kariba dam are well known to everyone. In the old days the people who lived in the valley of the Zambezi river were able to grow food in the dry season in places where the river flood receded, but after resettlement this was not possible. The uncertain rainfall in the Gwembe Valley makes ordinary dry land farming during the months of November to March a very precarious occupation. In the year 1968 a professor from Germany with long experience in Turkey visited the Gwembe Valley and advised the Government to make an experiment at Syatwinda in irrigated farming which would enable people there to have first a sure and certain supply of their staple food irrespective of a good or bad rainfall, and secondly to produce a cash crop with sufficient return to cover the running costs of the scheme and give the people a small cash income.

At the same time Gossner Mission of Berlin offered to send some technicians at their own expense to assist the people of the Gwembe in their development programme. The Gwembe Valley Syatwinda irrigation project is an experiment in cooperation between Government Ministries in Lusaka, Government agents in the Gwembe Valley, The Rural Council, Chief Mwemba, the Gossner Service Team and the people of the Syatwinda area to develop the resources of the Valley for their mutual benefit. Until such time as an authoritative coordinating body is set up in the Gwembe valley to develop the scheme, the Technical Planning Committee of Land Use Services of the Ministry of Rural Development is responsible for the budgetting of government funds and advice to the Gossner Service Team.

Item Nov. 70/5 The question was raised as to the difference between the irrigation scheme being planned at Buleya Malima and that at Syatwinda. The Secretary of the Land Settlement Board explained that both schemes had been planned in the Ministry of Rural Development. The Buleya Malima scheme which is sited on very good soils is being run by the Projects Division of the Ministry and is intended partly as a research project to find out what crops can be grown on a commercial scale for the increase of the cash income of the Gwembe people. When it has been established which crops grow best for the maximum financial returns it is hoped that other land in the vicinity will be brought under irrigation and local people be encouraged to settle round the original scheme which will become a kind of nucleus estate.

The Syatwinda scheme is also partly considered to be a research project, or pilot scheme but it is situated on marginal soil in a typical mopani area. The purpose of it is not to produce maximum cash income for the irrigators, but to provide subsistence employment for the production of a basic food crop with the hope of some cash surplus. If the first pilot scheme at Syatwinda proves to be feasible it is hoped to extend this kind of project to other places of similar soil conditions along the lake shore. The Buleya Malima scheme will expand if it proves viable in the Buleya Malima area.

Item Nov. 70/6

The members of the committee were taken on a conducted tour of the irrigation site by Mr. George Van Keulen who explained where the main reservoir would be constructed and where the irrigation channels would run. If all goes well another site will be cleared during 1971 which is also commanded by the same reservoir. It is hoped to plant a green crop on the new site during this rainy season.

Item Nov. 70/7

The date of the next sub committee will be arranged at the next full meeting of the Gwembe District Development Committee. A full agenda for the next meeting will be sent out when the notice of the meeting is given.

Signed:-

Chairman

date:-

(5x)

Ames Seite 3
bte abschreiben

Eingegangen

27. OKT. 1970

Erledigt:

27.10.70

MINUTES OF A GWEMBE DISTRICT DEVELOPMENT COMMITTEE MEETING WHICH WAS HELD IN THE DISTRICT GOVERNOR'S OFFICE ON THE 15TH SEPTEMBER, 1970.

Present: Mr. S.M. Siameja-District Governor-Chairman,
" F.R. Mulauzi-District Secretary, Gwembe,
" C.M. Mukwamataba-Assistant District Secretary, Siavonga.
" C. Stoodle-Officer In-Charge, Roads Branch Choma.
" B.C. Iyambulula-Zambia Police, Station Inspector, Gwembe.
" R.M. Siamasamu-Box 19, Chisekesi, Regional Secretary-Gwembe.
" M.C. Jere-Regional Manager, N.A.M.B. Southern Province, Monze.
" G.C. Chisapi-District Information Officer, Gwembe.
" E. Kangwa-Assistant Registrar, National Registration, Gwembe.
" M. Gondwe-Registrar, National Registration, Sinazongwe.
" B.H. Moonga, District Resettlement Officer, Sinazongwe.
" L.S. Iyapa-Livestock Officer-Monze.
" J.K.C. Halupepe, Livestock Officer-Gwembe.
" W. Mwamba, Tsetse Control Supervisor Gwembe.
" F. Gven Keulen, Gossner Service Team.
" D. KoeHocke, Gossner Service Team.
" H.G. Simachela, Administrative Assistant, G.R.C.-Sinazongwe.
" S.D.K. Malundu, D.M.O. Mazabuka, Box 244,
" L.S. Phiri, Gwembe Forestry Renger, Forestry Department.
" J. Hughes, Wildlife Renger, Box 12, Monze.
" P. Clay, C/o Box 12, Monze.
" J.H. Chizyuka-Assistant Community Development Officer-Gwembe.
" M.M. Temple, Lands Resettlement-Lusaka.
" Soko-Chairman National Coal Board of Zambia, Lusaka.
" Sikatali-Training Officer-Fisheries-Sinazongwe.
" S.A. Ngulunga, Health Assistant-Siavonga.
" G. Mapani, Gwembe Rural Council-Munyumbwe.
" Mweetwa, Senior Assistant Public Works Officer-G.R.C. Munyumbwe.
Doctor Mitra, Gwembe District Hospital.
Mr. Kabwe, Public Works Department (Building) Gwembe.
" Musopelo, Public Works Department " Monze.
" D.N. Mbelebele-District Agriculture Officer-Gwembe.
— Senior Chief Mweembe-Gwembe District.

Absent with apologies:-

Mr. Ndonya-Zambia Police, Sinazongwe.
" Mwanamwalya, Immigration, Officer-Sinazongwe.
Mrs. Simakala-Woman. Regional Secretary-Gwembe Region.
" Nyemba-Manager of Schools-Siavonga.
" G. Maipose-Senior Health Assistant-Gwembe.
" J.R. Nkolola-Manager of Schools-Sinazongwe.
" E.L. Phiri-Education Officer-Box 150, Livingstone.
" G.K. Madyenkuku-C.O.Z. Sinazongwe.
" M.R. Shah-Water Engineering Assistant-Monze.

Absent without apologies:-

Mr. M.P. Banda-Labour Officer-Choma.
" Sindoi-Labour Officer-Mazabuka.
" I.C. Chimungu.
" J.K. Changano-Health Department-Choma.
" L. Mulenga-Fish Ranger-Kariba-Sinazongwe.
" G. Chilokota-Education Building Officer-x 144, Mazabuka.
" N.M. Jere- Officer In-Charge, Zambia Police-Chirundu.
" G.M. Sifaya-Collector of Customs-Chirundu.
" A.M. Kasote-Senior Immigration Officer-Chirundu.
" W.K. Mumba-Immigration Officer-Chirundu.
" H.B. Mayombo, Junior Technical Officer, Agric-Box 70 S/vonga.
" G.A. Hunter-Health Inspector, Box 60-Mazabuka.

In attendance:-

Mr. T.N. Tembo-Secretary.

At 10.25 a.m. the Chairman opened the meeting and welcomed the members with conferring posthumously over the late Messrs. Mukupa of Monze and Shiwanda of Mazabuka who died in a Car accident.

Confirmation of Previous Minutes.

Minutes of the last meeting were confirmed as a correct record.

Matters arising:-

Item 3/70- Sinazongwe Rural Health Centre:

The District Secretary told the Committee that no progress had been made on the Sinazongwe Rural Health Centre since the date of the last District Development Committee meeting. He further informed the meeting that otherwise the Ministry of Health will take legal action against the Contractor who is retarding the progress of the Centre.

As the Sinazongwe people need to be served from the Centre immediately so the Committee

Conclusion (1)

Agreed:

- (a) that the District Development Committee Chairman looks into the matter and
- (b) that he pursues it with the Ministry concerned as soon as possible.

Item 7/70- Goat Marketing Scheme:

Up to the date of this meeting the Committee learnt that the K800 for the Scheme had not yet been released.

Conclusion (2)

It was agreed:

that the Office of the District Governor contacts the Cold Storage Board so that they can explain why they cannot release the funds in order to enable the Sale of Goats to take place in the District.

New members:

The Lands Resettlement Officer Mr. Temple introduced the Administrator and Team Leader of the Gossner Service Team, Mr. S.Kriebel, who introduced the rest of the team as follows:-

Mr. G. Van Keulen-Land Use Planer.

" D. Kohpoke-Civil Engineer and Builder.

" F. Krawolitzki-Social Worker.

In addition the Chairman wished the Committee to recognize the following people as members of the Gwembe District Development Committee:-

Mr. Mukwamataba-Assistant District Secretary-Siavonga.

" Monga, Resettlement Officer-Sinazongwe.

" Gondwe, Registrar, National Registration Department.

" Sikatali, Training Officer, Fisheries Department-Sinazongwe.

" Mukubu, Roads Foreman, Monze.

" Phiri, Forest Ranger, Gwembe.

" Kabwe, took over from Mr. Musopelo, Officer In-Charge P.W.D. Gwembe.

Departmental Progress Reports:-

The following are the views of the District Development Committee on some of the reports which were submitted to it and which are attached as annexures to these minutes:-

Public Works Department ware House-Gwembe.

The Officer In-Charge on the M.S.B. building at Gwembe Boma reported that walls have been built to window level and that they were waiting for window

frames and steel door frames which they had ordered from Lusaka.

As window panes had also become a problem to get locally, the Committee therefore

Conclusion (3)

Agreed:

- (a) that Analds be contacted in Lusaka by the District Secretary so that they can send an agent to the district at once.
- (b) that no loop holes to be found by the Company on the geographical position of the district because he can even be stationed at Monze.

Education:

As there are a number of Schools for example, Chisanga School, as contained on the report which have not had some of their Classrooms completed the Committee in discussion

Conclusion (4)

Agreed

that a letter be written by the District Development Committee Secretary to the Manager of Schools, Gwembe North, so that he can press for the early completion of these School Classrooms.

Veterinary House at Gwembe.

On the above house Mr. Halupepe reported that an exception of electricity the house has been completed. Within the week of this meeting the electricity would be installed in the Veterinary accommodation.

Siatwiinda Irrigation:

It was reported that action taken as shown on the attached annexure.

Departmental Reports:

Conclusion (5)

It was agreed

that acknowledgements of the reports be made by the Office of the District Governor.

Reports on Buleya Malima Irrigation Scheme:

Supported by Mr. Soko Rev. Temple expressed his disappointment over the reports which reach Lusaka from the Ministry of Rural Development, in exaggeration. He wished the Agricultural Officials to be made conscious of such reports.

Conclusion (6)

It was agreed

that arising from the discussions in the Committee the Chairman write the Permanent Secretary, Ministry of Rural Development and explains the position.

TseTse Contro:

In discussion the Committee

Conclusion (7)

It was agreed:

- (i) that the recording of registration numbers for Vehicles be resumed because it is even very significant for security reasons (!!)
- (ii) that the Officer-in-Charge, TseTse Control, immediately informs his fly-Picket orderlies about the Committees dication.

Bush Fires:

The Committee was told by the Tsetse Control Officer-in-Charge that all precautions to Control bush fires are taken by his department when his employees are in the process of exterminating the flies.

Marketing Department:

Before the meeting consider transport difficulties which the Officer reported the District Governor, expressed his willingness over the use of Roma transport in order to enable the department to carry out its duties in the district.

Agriculture:

The headache could have been over the Technical Assistant house at Maamba but even though the subject ended up in thin air.

National Coal Board of Zambia:

Mention was made of the Kanzinza Water of which the Chairman of the Board had suggested that it be done away with.

Lands and Resettlement-Sinazongwe:

Since the Officer responsible was not aware of the K2,000,000 which was brought to his attention for use on resettlement Schemes he promised that on the water problem concerning the squatters at Maamba he would consult his Ministry Headquarters.

In addition, Mr. Soko emphasized that something be done to move the squatters from the Maamba Township before the rain season otherwise the loafing bulldozers can find their way there without any one of the squatters who can claim for compensation because the National Coal Board of Zambia had acquired the piece of land of the Gwembe Rural Council.

Conclusion (8)

It was agreed:

- (i) that the Officer responsible for the resettlement of those people at Maamba submits their names to his Ministry Headquarters in Lusaka without any further delay.
- (ii) that he reports on the progress which will be made to the District Development Committee at its next meeting.

Provincial and Local Government-Siavonga:

Conclusion (9)

It was agreed:

that the Assistant District Secretary Siavonga reports to the Chairman on the proposed aerodrome there.

<u>National Registration</u>	Nil
<u>Information</u>	Nil
<u>Fisheries</u>	Nil
<u>Forestry</u>	Nil
<u>U.N.I.P</u>	Nil

The Governor directed that the above departments be contacted so that they can submit their reports to his Office with minimum delay. That is including U.N.I.P.. He stressed that in future it will be needless to re-iterate such a directive to departments which will not compile their reports for the District Development Committee meetings.

Health (Siavonga)

5/.....

Health (Siavonga)
Report attached

In addition to his report the Health Assistant said that he was very concerned with Bilhazia at Siavonga. As such he requested the Rural Council to assist him with the provision of drugs to Health Centres in the Sub-district which is a tourist Centre.

Mr. Soko also told the meeting that there was a doctor at the Maamba Mine who would even be of assistance to the people at Sinazongwe. (+ in road accident 11.10.1970 !!)

Games Nil-until next meeting.

National Agricultural Marketing Board:

Mr. Jere revealed that during the year 550112 bags have been placed on record and that the figure for last year was 1,599536 of white maize produced in the Province.

The Southern Province can provide seed maize to other parts of the country and his suggestion on the building of Cold rooms is that they be at Mazabuka and Monze. This report will be confirmed in writing.

All precautionary measures are being taken against possible frauds in the sales of fertilizers which will be brought into the district in the near future.

New Business:

Item 1/70-Establishment of an Agriculture Finance Company:

The District Agricultural Officer, Gwembe wished the Committee to realise that since the Credit Organisation of Zambia had been liquidated there were no attempts which were made to have its replacement for the benefit of the people in the district. So after urging the members to do something about they

Conclusion (10)

It was agreed:

that an Office for the Agriculture Finance Company be found at the Gwembe Boma without procrastination.

Item 2/70: Establishment of Agricultural Depots:

Mr. Mbelebele said that it was difficult for the people to find farming implements because there were no depots for the National Agriculture Marketing Board where they could get them.

The Officer-in-Charge, National Agricultural Marketing Board pointed out that such implements are stocked both at Monze and at Choma. As such he promised that he would try to arrange everything in consultation with Mr. Chibyolya who is the Officer responsible for Rural Division.

Conclusion (11)

It was agreed:

that the Office of the District Governor presses on the Officer-in-Charge, National Agricultural Marketing Board, Monze so that progress can be made on farming implements even though there are no depots.

Item 3/70F Application for funds from the Provincial Block Vote for Community Development:

After Mr. Chizyuka had read the relevant correspondence regarding his proposals for the establishment of Community Development staff in the district, the Committee was convinced that:

Conclusion (12)

It was agreed:

- (i) that the Officer-in-Charge, Community Development, Gwembe submits his requirements to the District Secretary
- (ii) that the District Secretary takes up the matter with the Permanent Secretary, Livingstone.

Any other Business:

Item 4/70: Formation of a sub-Committee for the District Development delegated with the powers of processing Trade Licence Applications:

With the support of the District Secretary the District Governor informed the Committee that he had decided that a sub-Committee for the District Development Committee be formed so that it could process Trade Licence Applications after the Rural Council has approved them because there are illegible people who have been given licences in the past.

Conclusion (13)

It was agreed:

- (i) that the idea had the full support of the Committee and
- (ii) that the following able-bodied men be the members of the Committee

Mr. Mbelebele-District Agricultural Officer, Gwembe,
" Mapani-Acting Secretary, Gwembe Rural Council,
" Mwamba-Officer-in-Charge, TseTse Control, Gwembe,
" Soko-Chairman, National Coal Board of Zambia, Lusaka
" Siamasamu, Regional Secretary, Gwembe Region.
" Chizyuka, Assistant Community Development Officer, Gwembe,
Senior Chief Mweemba, Sinazongwe,
Mr. Mukwamataba, Assistant District Secretary, -In-Charge, S/vonga,
" Simachela, Administrative Assistant, Sinazongwe,
The Chairman, Gwembe District Development Committee.
The District Secretary, Gwembe.

Item 5/70: Establishment of a lock-up at Siavonga:

The Committee learnt that it could cost the government less money by avoiding the transportation of suspected persons from Siavonga to Chirundu which is a long way to go. For every accused person the Siavonga Police have to drive to Chirundu where there is a Cell. This therefore means that more expenses are incurred on Petrol and on the depreciation of the Government Vehicles.

Conclusion (14)

It was agreed:

- (a) that a lock-up for suspected persons be built at Siavonga Sub-Boma
- (b) that the Office of the District Governor contacts the Ministry of Home Affairs so that it can look into the matter.

Item 6/70: Health Centres in Siavonga Sub-Boma: which are under the Mazabuka District:

As the Assistant District Secretary In-Charge saw no point why some of the Health Centres in his sub-District should fall under the Mazabuka District, conferring with his idea the meeting therefore

Conclusion (15)

Agreed in principle:

- (a) that all the Health Centres in the District fall under the Gwembe District Hospital because if this can be done it can be convenient for administrative reasons.

(b) that the Chairman of the District Development Committee pursues the Ministry of Health to deal with the situation.

In his closing speech the Chairman re-iterated that in future departmental reports be received by his Office from all the Government departments and then he expressed his gratitude for the members who were present at the meeting.

Date and time of next meeting:

Eventhough it may be subject to postponement other than procrastination, the Chairman said that the date and time of the next meeting will be 9.30.a.m. on Thursday, November, the 5th, 1970.

As the meeting had nothing else to chew and to digest, it closed at 2.20 P.M.

SECRETARY.

CHAIRMAN.

I wish to confirm my verbal address to your Committee Meeting held on above date, I also wish to regret your Honourable sir, that though I attended this meeting, did not get an invitation so that I would have prepared my Progress report before hand.

Secondly, I, also wish to thank you most heatidly that this was the most enjoyable meeting I have attended so far this year, indeed it was a very successful.

CROP (MAINLY MAIZE)

Owing to early rains dersesting us, the crop has been indeed very poor this year, and you may agree with me that our last rain was on the 10th of February by then the crop was in process of improvement, as most of it had reached the stage of developing grain pips. And this was the important time we needed some, say about twelve inches of rains to mature these pips I am talking about. As a result of poor rains this is a defeat we have suffered so far, this year.

In short, the present stocks position is, of course covering the whole entire province stands at 550112 bags of white maize comparing to last year's intake of 1,599536 Bags the main feeding depotto this area has in s stock for local consumption a Total of only 64,372 bags making shortful of 85,628 bags to meet our demand, but however provisions have already been made to allocate this shortful by means of importing maize to out side this country.

VEGETABLE SURVEY:

The Management has, or is still consulting this excise to as certain which centres suitable to erect cold rroms, for purpose of purchasing, and helping our vegetable growers to be served on their respective farming n places to meet what I would term a bottleneck. In marketing services, and deliver the surplus to big consumption areas, namely central and copperbelt Provinces.

FERTILIZER:

I should imagine that we had enough carry over Stocks of last of last season, and new consignment is now at large to meet our Producers at very angle of this young republic so there is to me no question of Problemes in making allocation of this.

SEED MAIZE

It is with much as pride as one can be that, Southern Province alone, has produced enough seed to meet the Country's regucirements and we still have on hand a very good average carry overs of this stocks from our last season to suit every farmer or every Zambian we have acknowledged the following packages thus 200lbs, 100 lbs and 20 lbs ranges.

The above commodities can be found in the following depots, thus Pemba, Monze and Mazabuka. Farming implements are allocated to as follows, Choma, Monze and Mazabuka depots.

SERVICES TO GWEMBE VALLEY:

I am happy to report to this meeting sir, that we visit all these areas in a form of Mobil Unit and the following areas are covered by commade B.R. Chiboola, thus from Lusitu to Maamba Mines, from Monze east, west including Pemba areas up to Mapangazia, Nega-Nega is all covered by our Rural Depot spear headed by the above mentioned block. I feel that our people in all these areas are served to the best of our ability.

Yours faithfully,
Sgd?

M.C. JERE

DISTRICT MANAGER(SOUTH).

NATIONAL AGRICULTURE MARKETING BOARD/2.

DISTRICT DEVELOPMENT COMMITTEE MEETING PROGRESS REPORT

AGRICULTURAL DEPARTMENT

- (1) Staff:- 3 C.D. Qualified for Z.C.A.
3 New C.D. arrived.
- (2) Housing:- 1 x 3 AA about to be completed - Siamwinga.
1 X 4 AA started Lusitu Bridge.
1 x 3 AA Not started- Maamba.
Malima Farm Centre final stages. New Contractor has undertaken the work. More than 200 farmers have attended courses.
- (3) Crops:- (i) Cotton 240,000 lbs. sold.
111,224 " Manyumbwe area.
69,668 " Lusitu area
59,574 " Sinazongwe area.
- (4) Zambezi Irrigation Farm opened and is under production.
(ii) 18 Pupils under training.
- (5) Horticulture: K2000.00 has been set aside for boosting vegetable growing in the district.
(iii) 16 farmers have applied for this money, waiting approval¹
(iv) Banana plantation:- more than 60 tons have been sold to Lusaka Market.
- (6) Loans:- 146 application forms have been used in Manyumbwe area none in Sinazongwe. In Lusitu Forms were collected from Mazabuka and are now being dishd to farmers.
(v) The District is divided into 3 sections; Manyumbwe and Chipeco old are under Monze A.F.E., Sinadambwe, Sikoongo, New Chipeco and Simaamba are under Mazabuka. Senior Chief Mweemba and Sinazongwe are under Choma, according to A.F.E. Agent.

D.N. Mbelebele
DISTRICT AGRICULTURE OFFICER.
GWEMBE.

EDUCATION DEPARTMENT - SINAZONGWE

BUILDING PROGRESS REPORT 15/9/70.

Below is a brief report on building projects Gwembe South.

SINAZONGWE GOVERNMENT SCHOOL:-

- (a) 1 x 1 Classroom block-completed.
- (b) 1 Staff house -completed.

SIAMEJA GOVERNMENT SCHOOL:-

- (a) Staff house-contractor has not started the Work yet.

MAKONKOTO GIRLS SCHOOL : 1968 CARRY-OVER:-

- (a) 1 x 2 Classroom Block-completed.
- (b) 2 Staff houses-minor decorations are being worked on, otherwise the work has been completed.
- (c) 4 Dormatories, 2 old classroom blocks, 4 old staff houses and 1 x 2 Domestic Science Block all have been renovated satisfactorily.

3/.....

Except for electrification, the mysterious LAF Veterinary House at Gwembe Boma has at last been completed by Matanda constructors of Monze, after the issue of an L.P.O. last May.

The completion of this house, which created much controversy at each D.D.C. Meeting for almost a year now, makes this a real progress report to this third Gwembe District Development Committee Meeting for 1970.

Occupation of this house will, therefore be a matter of weeks now, rather than months as it were, and electricity will have been installed by then.

SIATWINDA IRRIGATION PROJECT:-
LANDS RESETTLEMENT.

The Gossner Service Team arrived from West Germany on June 16th. The Team consists of:-

Mr. S. Kriebel	Administrator and Team Leader
Mr. G. Van Keulen	Land Use Planner
Mr. D. Kohpcke	Civil Engineer and Builder
Mr. F. Krawolitzki	Social worker.

The Team Leader and the Social Worker with Mrs. Kriebel, Mrs. Van Keulen and Mrs. Kohpcke are presently taking a four month language training course in Chitonga at Chikuni. Mr. Van Keulen and Mr. Kohpcke are organising the developments at Siatwinda.

2. Approximately 60 acres of land at Siatwinda has been cleared. The design work for the scheme has been completed and the machine of the Conservation Working Unit is expected to arrive at Siatwinda during September to start the land preparation.
3. Compensation has been agreed for the people who will need to rebuild their houses outside the irrigation area and the work of rebuilding has started.
4. An agreement is being worked out between the Gov and Chief Mweemba's people on the following basis:-
 - (a) Government to pay for land clearing at the rate of K.30 per acre. All stumping to be done by hand.
 - (b) All technical planning to be carried out by the Gossner Service team in close co-operation with Government departments of Water Affairs and Land Use Planning. Land preparation to be done by machine and paid for by Government. All pumps and piping to be installed by Government on advice from Department of Water Affairs.
 - (c) Seed and fertilizer for the first crop to be supplied of seed and fertilizer to be paid for by plot holders.
 - (d) Land to be allocated by Government in agreement with Chief Mweemba at the rate of $1\frac{1}{2}$ (one and a half) acres per family. First allocation to be made to those families of Siatwinda's village whose cultivation rights are affected by the irrigation project.
 - (e) Conditions for the use of the $1\frac{1}{2}$ acre irrigated plots will be drawn up in detail prior to any families starting work on the land. These conditions will include
 - (i) the obligation of plot holders to follow the crop rotations and agricultural practices recommended by the project management.
 - (ii) the obligation of plot holders to pay for water used at the rate laid down by Government. Payment to be made after the sale of each crop and before the planting of the next.
 - (iii) the obligation of cultivators to make provision from the proceeds of sale of each crop for the purchase of seed, fertilizers, and insecticides for the following crop.

2
(iv) All labour involved in seed bed preparation, watering, planting weeding, spraying and harvesting to be carried out under supervision of the management. No payment to be made for this but net profit to be handed over to the head of each family after the sale of the crop.

(v) The standards of cultivation of each crop will be agreed between the management and the plot holders before the planting of each crop, and if on any plot the standard is not maintained, the family may be required to forfeit the use of the plot to the next family on the waiting list for the use of land in the irrigated area.

(vi) The maintenance of roads, canals and fences in the irrigation area shall be the responsibility of the plot holders themselves who will be required to carry out these tasks to the satisfaction of the management.

(vii) The cost of running and maintaining the pumps and pipes will be the sole responsibility of the management and the cost recovered from the Water rate charged to each plot holder.

5. Owing to the Local Elections and the uncertainties surrounding the settlement of the Gossner Service Team in the Gwembe Valley no meeting of the Sub-Committee of the DDC called in the month of AUGUST.

6. A letter has been sent by the Secretary of the Land Settlement Board to the Central Electricity Corporation asking for consideration to be given to the possibility of supplying electrical power to the Siatwinda and the Buleya Malima areas. No reply has yet been received.

EDUCATION - GWEMBE CENTRAL

1. SINANJOLA SCHOOL G. 5:

(a) A 1 x 3 classroom block had been in filled by the Community and the inside walls were also completed with plastering. The floors are not yet cemented and glass panes are not yet fitted in the window frames. There are no doors and locks available. People are co-operative in the activities of the school.

(b) One staff house at Sinanjola has been started and the work is at foundation level. The contractor assures to complete this building before the end of October, 1970.

2. SINADAMBWE SCHOOL G. 25:

(a) The work on the damaged roof of classroom block at Sinadambwe School has not been started yet. The Building Officer has not been able to transport materials to the school due to lack of transport. All of the Boma lorries we depend upon are at the Mechanical Work shop for repairs.

3. SIANYUKA SCHOOL G. 6:

A 1 x 3 classroom block had been in filled by the Community, but the plastering on the in and out side walls has not yet started. There are no cement floors in the classrooms and the glass panes have not been fitted in the frames. The people have not been able to collect money with which to buy glass panes. The work is at a dead stand still.

4. CHISANGA SCHOOL G. 47.

There has been no progress on this project since my last report. There is not much remaining apart from plastering, glass panes, doors and cement floors. The people have completely failed to collect money towards completion of this project.

SYAMPANDE SCHOOL (5)

5. SYAMPANDE SCHOOL G. 59:

Work on a 1 x 2 classroom block has been on a stand still since my last report. The people have not yet able to collect enough money towards the completion of the long standing project.

6. SINAFALA SCHOOL G. 3.

A set of one class room still frame had been delivered to the Site in 1966, but up to now these frames have not yet been erected. This was brought to the attention of the Building Officer, Mr. Munjita. The people made bricks and are ready to in fill the class room as it is erected. The Headman Sinafala saw me on different occasions and expressed his disappointment over this intolerable delay and further indicated that he was going to use the bricks for something else he had in mind; if this delay will continue.

EDUCATION & GWEMBE SOUTH

BUILDING REPORT SCHEDULE RETAINED.

PROVINCIAL AND LOCAL GOVERNMENT DIVISION:
SIYONGA.

1. (a) PROV. AND LOCAL GOVT.

8 x 3 AA - completed and occupied.

3 x 4 AC - plastering in progress and fitting of window-panes - houses in final stages.

(b) POOL HOUSES (40000)

4 x AD) Work to be started by PW D in about six weeks time
6 x 3AA)
1 x 2AA)

2. Electrification of Siavonga Township (K26000)

The electric poles have been brought on site and work is expected to commence soon.

3. Education (Gwembe North).

(a) Pambazona School 1 x 2 classroom block (HDP carry over) completed.

(b) Chikanzaya School (K4,000)

1 x teachers house at foundation level the other teachers house has not been started yet.

(c) Chilindi and Siamwing Schools

Emergency repairs on the above Schools have been completed.

DEPARTMENT OF MARKETING

THE IMPLEMENTATION OF IMPORT SUBSTITUTION.

The local farmers are doing well in the implementation of the theory into practice. There are all chances of producing a surplus if at all farmers could be provided with essential services.

MARKET. Currently there is a low priced Market in Livingstone. This low price is due to the fact that supply exceeds demand, but is subject to fluctuation.

Market for eggs - the Chicken De Luxe's contract has been revived, and the company was requested to review the old payment system.

The Market for broilers is under way.

...../6.

TRANSPORT

This is a major bottle neck. The farmers should be assisted in getting their commodities to the market.

COMMUNITY DEVELOPMENT GWEMBE DISTRICT DISTRICT DEVELOPMENT COMMITTEE REPORT

(a) GROUP HOUSING SCHEME:

(i) SINAZEZE DEVELOPMENT CENTRE: -

Out of ten members grant aided this year,

- (1) 9 houses have been started and are reaching Window level.
- (2) 1 house is at foundation level and bricks are already made.
- (3) Group Housing members work as a team thus working on one house to-day and on another one to-morrow and so on. They are all appearing to be enjoying working together like this.
- (4) Building materials have already been delivered to members except:-

10 Mottice Locks.
10 Window Sties
10 Handles

which are still to come from the Provincial Development Centre.

(ii) KANCHINDU DEVELOPMENT CENTRE:-

The six-men group housing scheme at Siabaswi which is a carry-over Project from 1969 stands as follows:-

- (1) 3 houses have been completed.
- (2) 1 house has remained with two courses to be completed.
- (3) 1 member is moulding bricks.
- (4) 1 member has not yet started moulding bricks.

The members still await their Doors from the District Centre which are ready for delivery.

(iii) MUNYUMBWE DEVELOPMENT CENTRE.

Because some members did not build last year, their building materials were collected from them, and redistributed to interested group at Munyumbwe.

The position is as follows:-

A Five man Group in group Housing Scheme:-

(NEW).

- (1) 1 house is already completed.
- (2) 3 houses are at Foundation level.
- (3) The fifth member is just completing making bricks.

ONE MAJOR PROBLEM:

Lack of skilled bricklayer. However, the group is recruiting one from another village to come and build their houses. The Community Development Assistant there is also helping them a great deal as he has some skill in brickwork materials given to each member.

5 Packets Cement
1 Door frame
3 Window-frames.

This method of re-distributing building materials to interested groups may also apply at Sinamalima where a group of 9 members have already finished making bricks entirely on their own. You will be told of the progress as we go on.

(iv) SINAMALIMA DEVELOPMENT CENTRE:

(1) The Chiyabi Rural Health Centre has been roofed, except two iron sheets still remaining.

(2) I hope the Health Centre will be finished by the use of K122-00 diverted to it from Maamba Hall.

..... \$7.

MINISTRY OF POWER, TRANSPORT AND WORKS - ROADS BRANCH

D498 PROGRESS REPORT: ROADS BRANCH : CHOMA.

D498 Road Construction is now completed to end as required (Kanchindu to Siampondo).

N 3 Unit has now been shifted from Siameja to D499 Chipeco Sinafala area where it will operate from the opposite side helping K3 Unit which has been there since the beginning of last year. The idea of putting these two units together is to try and have this road finished as quickly as possible.

MOVING OF MACHINES From Siameja to D499 is delayed but a report has been submitted submitted to our Headquarters in Livingstone asking them to send us a low loader truck in order to have Bulldozer shifted to D499.

CAUSEWAY CONSTRUCTION A gang building causeways on river and streams has been left behind at D498 to finish all the jobs which is not completed, but I am afraid this job will not be completed before the on set of rains due to delays of cement from Chilanga.

GWEMBE RURAL COUNCIL

1966-68 CAPITAL SCHEMES

ITEM 019 WATER SUPPLY

- (a) Chipeco Borehole has been completed and people are getting water.
- (b) Kafwambila Borehole has not been started due to the contractor who was withdrawn to under take Government Boreholes.

ITEM 021 ROADS

The work has been completed on gravelling Gwena and Mundundulu Roads.

ITEM 022 BRIDGES

The construction of splashes on both Gwena and Mundulundulu has been completed.

1966-70 CAPITAL SCHEMES

ITEM 025

All the four staff houses at Lusitu Sub-Centre have been completed

ITEM 026 BOREHOLES

Nkandabwe and Dengeza Borehole were both drilled fittings ordered ready for fitting.

ITEM 027 WELLS

Ebwemunyama and Siangwemu work on progress, Kanyama well has been dug and completed by water affairs Department, the fourth well Muchenenge not started.

ITEM 028 BUS SHELTERS.

Six bus shelters have been completed these are:-

- (a) Gwembe Boma
- (b) Munyumbwe
- (c) Sinazeze
- (d) Sinazongwe
- (e) Kanchindu
- (f) Lusitu Co-operative

The one at Kariba store work has delayed because the site where it was allocated has been condemned by the Road superintendent and a new site has been chosen work in progress.

REPORT ON PROPOSED SIYONGA AERODROME

REPORT ON PROPOSED SIYONGA AERODROME

Construction of the proposed Siavonga aerodrome is a National Project, and as a result most of the details relating to it such as (a) Size, (b) time to start or finish construction etc. are not known

LOCALITY

The area involved is $4\frac{1}{2}$ mls. away, west of Chief Simamba's headquarters and the affected villages are Kangwenda, and Syamuzya villages.

POPULATION

Kangwenda has a population of 144 while Syamuzya has only 56 people.

GARDENS

There are about 23 gardens within the proposed aerodrome area. These will be destroyed at the time of clearing and villagers have been advised of it.

WATER SUPPLY

The dam in which they are drawing water from, at the moment will also be covered-up when clearing starts.

There are two bore-holes at a distance of $\frac{3}{4}$ of a mile from one another and at the place where these people are to be moved to, but this is not enough for them and their animals.

GENERAL

The people have built houses at the new site and they only require vehicles to move some of their heavy goods to the new village.

RESETTLEMENT DEPT.

MAAMBA COAL MINE SQUATTERS - GW EMBE

SQUATTER CENSUS - 15th APRIL, 1970

Census of squatters in Maamba Coal Mine was conducted and the summary of the population is as follows:-

<u>ADULTS</u>	<u>CHILDREN</u>	<u>HOUSES</u>
11,961	1,809	1,212
<u>GRAND TOTAL OF POPULATION</u>		<u>GRAND TOTAL OF HOUSES</u>
3,870		1,212

As a result of daily increase of squatters in the townships, on 15th of July, 1970, the meeting was held and in attendance were, the commissioner of Lands, the Chairman and the Secretary of the National Coal Board of Zambia the Chief Immigration Officer, the District Governor, Gwembe Boma, Senior Chief Mweemba, the District Secretary, Sinazongwe Sub-Boma and the leading businessmen within Maamba.

The motive of the meeting was to find ways and means of getting rid of Squatters in the area. In particular those who came after the establishment of the Mine. After all was done, it was agreed upon that the ground or place be found for them outside the Mine. Senior Chief Mweemba led the team to the place he knew would be suitable to establish a settlement.

Water is not available at this place, otherwise people could have already moved to the site.

The three villages were left in the hands of Senior Chief Mweemba.

Office accommodation is now available within the Offices of the National Coal Board of Zambia.

A C T I O N S H E E T

GWEMBE DISTRICT DEVELOPMENT COMMITTEE

15TH SEPTEMBER, 1970.

ITEM NO.	SUBJECT	ACTION REQUIRED	BY WHOM	NOTES
Item 3/70 on Pg. 2.	Sinazongwe Rural Health Centre.	(a) that the District Development Committee Chairman looks into the matter. (b) that he pursues it with the Ministry concerned as soon as possible.	District Governor	-
Item 7/70 on Pg. 2.	Goat Marketing Scheme	that the Office of the District Governor contacts the Cold Storage Board so that they can explain why they cannot release the funds in order to enable the sale of Goats to take place in the District.	District Secretary	-
Public Works Dept. Ware House - Gwembe on Pg. 2.	Shortage of Marterials	that Analds be contacted in Lusaka by the district Secretary so that they can send an agent to the district at once.	District Secretary	-
Deartmental Reports	Receipt	that acknowledgements of receipt of the reports be made by the Office of the District Governor.	D. D. C. Secretary	To be done in future.
Education on Page 3.	Completion of School blocks	that a letter be written by the District Development Committee Secretary to the Manager of Schools, Gwembe North, so that he can press for the early completion of these school class rooms.	D. D. C. Secretary	-
Buleya-Malina Irrigation Scheme on Page 3.	Exaggerated Reports.	that arising from the discussions in the Committee the Chairman writes the Permanent Secretary, Ministry of Rural Development and explains the position.	District Governor	To be written u.f.s. the Provincial Agriculture Officer and the District Agriculture Officer.
Tsetse Control on Page 3.	Registration of Vehicle numbers.	that the recording of registration numbers for vehicles be resumed because it is even very significant for security reasons.	Officer-in-Charge Tsetse Control	-
Lands and Resettle- ment- Sinazongwe on Page 4.	Squatter Problem at Maamba.	that the Officer responsible for the resettlement of those people at Maamba submits their names to his Ministry Headquarters in Lusaka without any further delay.	Mr. Moonga, the District Resettle- ment Officer, Zongve	Immediately. /2

15TH SEPTEMBER, 1970

ITEM NO.	SUBJECT	ACTION REQUIRED	BY WHOM	NOTES
Prov. & Local Govt- Siavonga on Pg. 4.	Aerodrome	that the Assistant District Secretary, Siavonga reports to the Chairman on the proposed aerodrome there.	Assistant District Secretary - Siavonga.	Report Received and attached.
Item 1/70 on Page 5.	Establishment of an Agriculture Finance Company.	that an office for the Agriculture Finance Company be found at the Gwembe Boma without procrastination.	District Development Committee Chairman.	P. D. C. resolution.
Item 2/70 on Page 5.	Establishment of Agricultural Depots.	that the Office of the District Governor presses on the Officer-in-Charge, National Agriculture Marketing Board, Monze so that progress can be made on farming implements even though there are no depots.	District Secretary	-
Item 3/70 on Page 5.	Application for funds from the Provincial Block Vote for Community Development.	that the Officer-in-Charge, Community Development submits requirements to the District Secretary.	his District Secretary.	P. D. C. Resolution. Requirements submitted already.
Item 5/70 on Page 6.	Establishment of a lock-up at Siavonga.	(a) that a lock-up for suspected persons be built at Siavonga Sub-Boma. (b) that the Office of the District Governor contacts the Ministry of Home Affairs so that it can look into the matter.	District Secretary	P.D.C. Resolutions.
Item 6/70 on Page 6.	Health Centres in the S Siavonga Sub-Boma which are under the Mazabuka District.	that all the Health Centres in the District fall under the Gwembe District Hospital because if this can be done it can be convenient for administrative reasons.	D.D.C. Chairman.	P.D.C. Resolution.

SIATWINDA IRRIGATION PROJECT :
LANDS RESETTLEMENT

1. The Gossner Service Team arrived from West Germany on June 16th. The Team consists of:

Mr. S. Kriebel	Administrator and Team Leader
Mr. G. van Keulen	Land Use Planner
Mr. D. Koehpcke	Civil Engineer and Builder
Mr. F. Krawolitzki	Social Worker.

The Team Leader and the Social Worker with Mrs. Kriebel, Mrs. van Keulen and Mrs. Koehpcke are presently taking a four months language training course in Chitonga at Chikuni. Mr. van Keulen and Mr. Koehpcke are organising the developments at Siatwinda.

2. Approximately 60 acres of land at Siatwinda has been cleared. The design work for the scheme has been completed and the machine of the Conservation Working Unit is expected to arrive at Siatwinda during September to start the land preparation.

3. Compensation has been agreed for the people who will need to rebuild their houses outside the irrigation area, and the work of rebuilding has started.

4. An agreement is being worked out between the Gov. and Chief Mweemba's people on the following basis:

(a) Government to pay for land clearing at the rate of K.30 per acre. All stumping to be done by hand.

(b) All technical planning to be carried out by the Gossner Service Team in close co-operation with Government Departments of Water Affairs and Land Use Planning. Land preparation to be done by machine and paid for by Government. All pumps and piping to be installed by Government on advice from Department of Water Affairs.

(c) Seed and fertilizer for the first crop to be supplied of seed and fertilizer to be paid for by plot holders.

(d) Land to be allocated by Government in agreement with Chief Mweemba at the rate of 1 1/2 (one and a half) acres per family. First allocation to be made to those families of Siatwinda's village whose cultivation rights are affected by the irrigation project.

(e) Conditions for the use of the 1 1/2 acre irrigated plots will be drawn up in detail prior to any families starting work on the land. These conditions will include

(i) the obligation of plot holders to follow the crop rotations and agricultural practices recommended by the project management.

- (ii) the obligation of plot holders to pay for water used at the rate laid down by Government. Payment to be made after the sale of each crop and before the planting of the next.
- (iii) the obligation of cultivators to make provision from the proceeds of sale of each crop for the purchase of seed, fertilizers, and insecticides for the following crop.
- (iv) all labour involved in seed bed preparation, watering, planting weeding, spraying and harvesting to be carried out under supervision of the management. No payment to be made for this but net profit to be handed over to the head of each family after the sale of the crop.
- (v) The standards of cultivation of each crop will be agreed between the management and the plot holders before the planting of each crop, and if on any plot the standard is not maintained, the family may be required to forfeit the use of the plot to the next family on the waiting list for the use of land in the irrigated area.
- (vi) The maintenance of roads, canals and fences in the irrigation area shall be the responsibility of the plot holders themselves who will be required to carry out these tasks to the satisfaction of the management.
- (vii) The cost of running and maintaining the pumps and pipes will be the sole responsibility of the management and the cost recovered from the Water rate charged to each plot holder.

5. Owing to the Local Elections and the uncertainties surrounding the set settlement of the Gossner Service Team in the Gwembe Valley no meeting of the Sub-Committee of the DDC called in the month of AUGUST.

6. A letter has been sent by the Secretary of the Land Settlement Board to the Central Electricity Corporation asking for consideration to be given to the possibility of supplying electrical power to the Siatwinda and the Buleya Malima areas. No reply has yet been received.