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World Vision

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P.O. Box 6070
Arusha, Tanzania

Phone: 255-27-2504359
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E-mail: Tanzania@wvi.org

The Manager,
KAMAMMA
PO BOX
Arusha,

Sir,

RE: FIELD ATTACHMENT FOR MR ZELOTE LOILANG'AKAKI.

Refer to the above heading,

Mr. Zelote Loilang'akaki is a World Vision Tanzania staff. He is currently undertaking Msc studies in Community Economic Development (CED) offered by **Southern New Hampshire University** in collaboration with Open **University Of Tanzania.**

One of the requirements in his study is to be attached to a Community Base Organization (CBO) for practical learning and offering a technical support to that particular Organization during the whole period of study. In this regard I request you to facilitate him to have attachment at your Organization.

I thank you in advance for your support towards attaining the professional and Organizational goal.

Thanks

Yours faithfully,
WORLD VISION TANZANIA

Elizabeth Mavoa.
CAPACITY BUILDING DIVISION DIRECTOR

KAMAMMA INTEGRATED DEVELOPMENT TRUST FUND (KIDTF)

Within Arusha V. I. C. Buildings
P. O. Box 2371- ARUSHA
TANZANIA
Tel: +255 27– 2508518
Mob: +255 744 –348625 / 744– 687261
E-mail: kamammakidtf@hotmail.com

17th Nov 2005

WORLD VISION TANZANIA
CAPACITY BUILDING DIVISION DIRECTOR,
P. O. Box 6070,
ARUSHA.

Dear Sir/Madam,

RE: YOUR LETTER OF OCTOBER'05 ABOUT STUDY FIELD ATTACHMENT FOR MR. ZELOTE:

We acknowledge to have received the introduction letter for Mr. Zelote Loilang'akaki who showed his interest to work with KAMAMMA a community based organization (CBO) for his practical and professional goal achievement during the time he will be in his Community Economic Development Master program.

KIDTF is willing to accept and give him good cooperation and an opportunity to share experience and learn from each other in practical field in rural development.

Furthermore we anticipate that Mr. Zelote will show respect, committed to the work is going to do and adhere to community members' dignity. It also our expectation that Zelote will collaborate with other staff within KAMAMMA and honor its mission and vision so as to realize tangible developmental changes in KAMAMMA community.

With this remark, I extent a note of thanks to both WVT and Mr. Zelote for choosing KAMAMMA to work with and I am taking this chance to well come Mr. Zelote Loilag'akaki to join us in KAMAMMA programme.

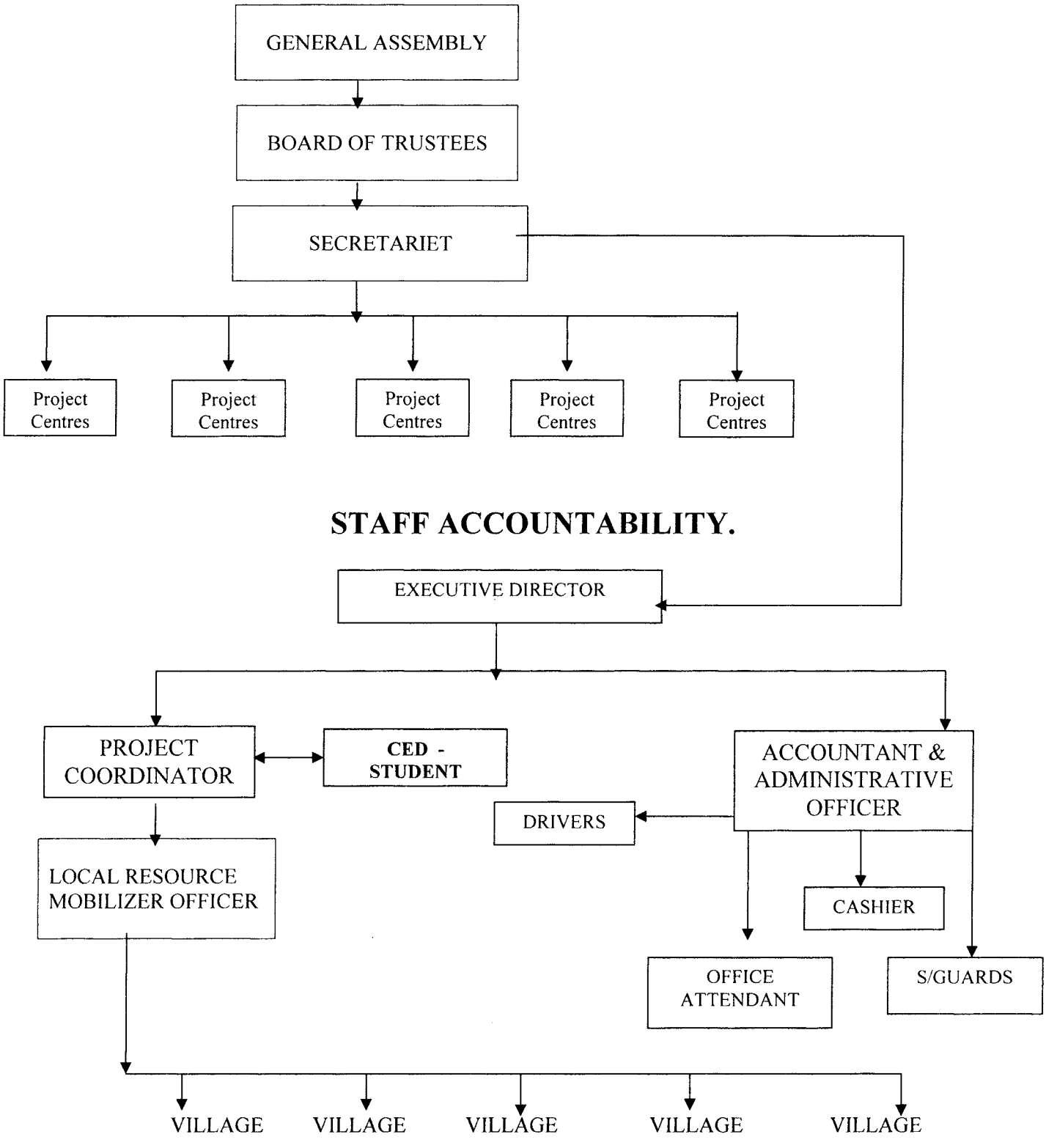
Kind regards

AMANI S. K. LUKUMAY
KIDTF - EXECUTIVE DIRECTOR

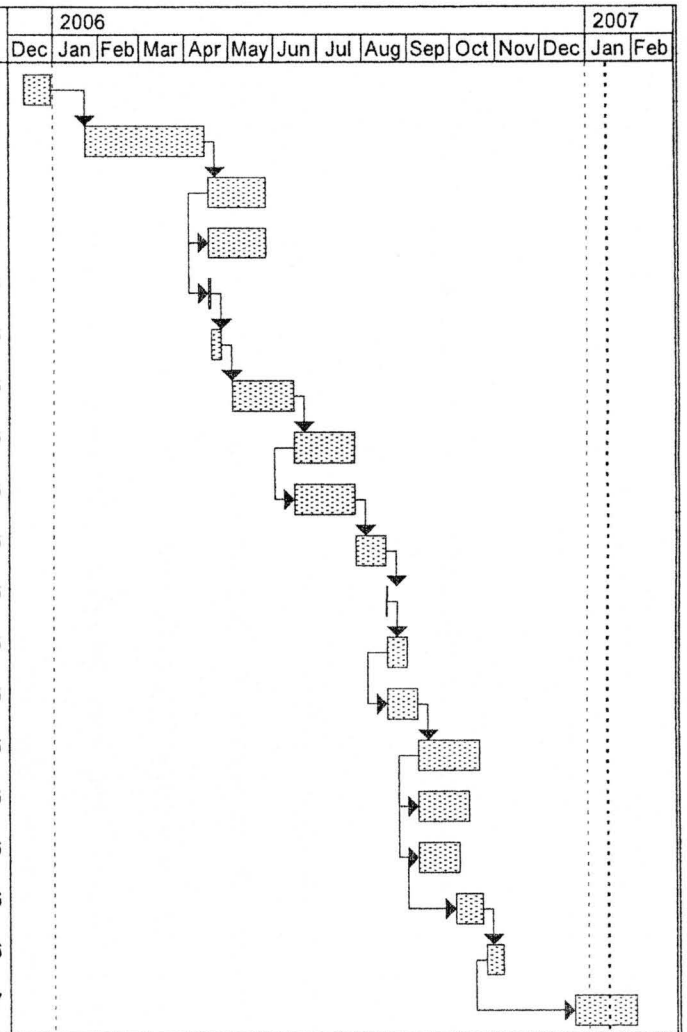
NEED ASSESSMENT

#	Problem identification in community	Expected desire	How to bridge the gape
1	The author conducted interviews with group members among the three groups in Karangai Village. All the interviewed people have indicated the need of capacity building for present and future plans of their undertaken projects.	Competent skills in planning.	Capacity building in Strategic planning
	Lack of management and strategic planning for future investment.	Group management skills	Capacity building on management skills and strategic planning.
2	There are very few primary teachers in KAMAMMA primary schools. (for instance Maweni primary school currently have 7 teachers only) which among other things is caused by lack of teachers houses, poor school infrastructure	To have a good schools infrastructure hence enough quality teachers.	Empower the community members through IGA so that they will be able to contribute towards institutions support.
3	Hunger and famine particularly during drought seasons. People are prone to quick selling of products during harvest period and live without food for the remaining period of the year.	The availability of food throughout the year.	Alternative sources of income at the household level (livestock and small business) to supplement the little food production.
4	There is a prolonged drought season; little emphasis on drought resistant crops and inadequate source of income. Un-utilization of alternative means of income and absence of food storage makes the community subject to famine.	Have enough food and improved income at the household level.	Emphasis on drought resistance crops and introduction of IGA for household income improvement.
5	According to the PRA conducted under PADEP in 2002, the results indicated that, there is a lack of enough water for irrigation, lack of business initiatives, modern agriculture technology and livestock farming.	Modern agricultural and livestock technology.	Introduction of modern farming and livestock as IGA in groups
6	The survey conducted by KIDTF in 2003 at the area showed that there were more than 1000 children involved in child labour at Mererani (mining area) and the majority of them were from KAMAMMA areas of operation.	Improved school environment, enough food and education support	Empower the communities through IGA.

KIDTF - ORGANIZATION CHART



ID		Task Name	Duration	Start	Finish
1		Conduct a needs assessment	15 days	Mon 12/12/05	Fri 30/12/05
2		Attend groups monthly and quartely meetings	60 days	Mon 23/01/06	Fri 14/04/06
3		Train on SP.	30 days	Mon 17/04/06	Fri 26/05/06
4		Supervise SP application in groups.	30 days	Mon 17/04/06	Fri 26/05/06
5		Discussion with leaders on viable IGA	2 days	Mon 17/04/06	Tue 18/04/06
6		Coordinate consensus with group members on viable IGA	5 days	Wed 19/04/06	Tue 25/04/06
7		Mobilize funds to launch the agreed IGAs	30 days	Wed 03/05/06	Tue 13/06/06
8		Coordinate and monitor the IGA projects	30 days	Wed 14/06/06	Tue 25/07/06
9		Conduct capacity building on social and advocacy issues	30 days	Wed 14/06/06	Tue 25/07/06
10		Develop association constitutions	15 days	Wed 26/07/06	Tue 15/08/06
11		Facilitate election of association leaders	1 day	Wed 16/08/06	Wed 16/08/06
12		Facilitate registration of the association	10 days	Thu 17/08/06	Wed 30/08/06
13		Identify New group members	15 days	Thu 17/08/06	Wed 06/09/06
14		Conduct a capacity building training on group management.	30 days	Thu 07/09/06	Wed 18/10/06
15		Facilitate formulation of groups constitution	25 days	Thu 07/09/06	Wed 11/10/06
16		Facilitate replication of the best practices	20 days	Thu 07/09/06	Wed 04/10/06
17		Coordinate mobilization of funds for new IGA groups	15 days	Mon 02/10/06	Fri 20/10/06
18		Coordinate the launching of IGA projects	10 days	Mon 23/10/06	Fri 03/11/06
19		Conduct evaluation	30 days	Fri 22/12/06	Thu 01/02/07



Project: Project1-Zelote.
Date: Sun 14/01/07

Task		Summary		Rolled Up Progress	
Split		Rolled Up Task		External Tasks	
Progress		Rolled Up Split		Project Summary	
Milestone		Rolled Up Milestone			

Staff Job description.

The author's job descriptions are to oversee the project plan and implementations. These include:

- Organize capacity building training sessions to group's leaders and members on IGA in collaboration with KIDTF staff.
- Provide consultant services to the CBO on the group formation and coordination.
- Collaborate with groups' leaders and KIDTF management to conduct monitoring and evaluation of the project. .
- Coordinate meetings with local government and PADEP leaders in collaboration with group leaders.
- To provide technical skills in developing constitution for IGA groups.
- To provide technical skills to groups members on the formation and coordination of IGA groups.
- Together with group leaders, seek expert who will provide training to specific area in poultry, goat keeping and farming.
- To facilitate the groups in linking and networking to other groups and CBO's through group leaders.
- To facilitate the formation and initiation of appropriate IGA groups within the five village of KIDTF operations.
- To facilitate the documentations and replication of best practices among the three existing groups to be used for learning by other groups.
- To coordinate the formation of an association among the three groups.

VALUES. KIDTF believes n equality and equity of all human beings nd importance of commitment ,integrity and shared responsibilities in developr ent struggle. KIDTF also puts emphasis n self initiatives, creativity and ma ority in development and accepting hallenges for change.

THE STRUCTURE O KIDTF:

KIDTF is headed by the dire tor who reports to the Board of Trust es and to the General Assembly.

Reporting to the director are h ads of programs who are in-charge c planning, monitoring and Eval ation of their individual program.

And the finance department is headed by finance cum administrator manager.

SOURCE OF FUNDING: KIDTF receive her funding from overseas partner of A.I.I.K membership

KIDTF LOCATION:

The head office is at Majimoto village off road to Mbuguni [Mererani mining] about 40kms south-east From Arusha towr .

LIASON OFFICE:

At V.I.C [Veterinary Investigation center]- Buildings adjacent to regional immigration office Arusha.

For more information contact:

KIDTF EXECUTIVE DIRECTOR

P.O.BOX.2371 ARUSHA ,

TEL.255 27 2508518,

MOBILE:0744-348625,

E-mail: kamammakidtf@hotmail.com

KAMAMMA INTEGRATED DEVELOPMENT TRUST FUND (KIDTF)

'Development in the Spirit of Solidarity'

MOTTO:

HUMAN DEVELOPMENT IN THE SPIRIT OF SOLIDARITY.

"UMOJA NA MSHIKAMANO KATIKA MAENDELEO"

MOTTO: HUMAN DEVELOPMENT IN THE SPIRIT OF SOLIDARITY.

WHAT IS KIDTF ?

KIDTF stands for Kamamma Integrated Development Trust Fund. And the acronym " KAMAMMA" comes from the founding villages of Karangai, Maweni, Msitu wa mbogo, Marurani and Majimoto., and all villages are in Arumeru District.

KIDTF is a non-governmental organisation, non-profit making either political nor religious concerns, which was established in 1996 and legally registered in Tanzania March 1997.

The aim of KIDTF is to improve the life standard of its communities socially, technically, economically, environmentally and politically.

Coverage; KIDTF is operating in Arumeru district, Arusha Region.

VISION STATEMENT:

KIDTF envisages communities with improved equitable and sustainable livelihood.

MISSION STATEMENT

KIDTF is committed to improve the standard of living to rural grassroots communities by promoting quality education to children and adults, enhancing availability and access to clean and safe water, realization of food security and sustainable environment .

OBJECTIVES

[1] To facilitate provision of quality education at primary level and enhance adult education.

[2] To facilitate the provision of immediate social wants through community capacity building and create developmental environment.

[3] To facilitate economic development processes through participatory methodologies.

[4] To network, collaborate and information sharing with different NGOs , CBOs, institutions and agencies which also facilitate development process

ACTIVITIES

1. Primary schools and community civic education improvement
2. Water availability and management
3. Income generating projects
4. Health improvement
5. Food security through agriculture and pastoral productivity improvements.
6. Support and facilitates IGA activities to groups.
7. Environmental conservation, natural resources management and ownership.
8. Low-cost housing projects
9. Community capacity building
10. Networking, Collaboration and Information sharing with other development stake holders.

Cross-cutting issues. Throughout her interventions KIDTF considers the following as a major cross-cutting issues.

1. Gender sensitivity.
2. Respect, value and learn from each other culture.
3. HIV/AIDS mainstreaming.
4. National Policies demisfy and training the local community to advocacy and lobby for change when necessary.
5. PRS budget monitoring through budget trekking from Ministries to the grassroots.
6. Advocate for children rights at grassroots level through fighting child labor.

PROJECT BUDGET.

No	Particulars	Specific	Sources	Amount Tsh
1	Attending monthly group meetings and quarterly meetings.	Travelling cost.	Author Groups members KDTF volunteers	20,000/=
2	Conduct training on Strategic Planning to 80 memebers of three groups at Karangai.	Meetings and training materials.	Author Group members. Volunteers	100,000/=
3	Coordinate the SP application among the groups.	Visit to groups leaders &members.	Author, Groups leaders.	50,000/=
4	Capacity building on groups dynamic, how to run and manage groups.	Meetings, travelling cost and stationery.	Selected community members. Author.	100,000/=
5	Facilitate the formation of groups constitution	Meeting and travelling cost.	The available and ready community members	150,000/=
6	Discussion with leaders on a viable IGA and make cost analysis.	Meetings	Author & Groups leaders	20,000/=
7	Discussion and make a consensus with groups members	Meetings	Group leaders and members.	-
8	Mobilize funds to launch the agreed two IGAs	Letters, forms, visit stakeholders.	Group members, HPI, Govt under PADEP, KIDTF and the author.	200,000/=
9	Coordinate and monitor the two IGAs projects.	Travelling cost. Meeting with leaders.	Group leaders and members. IGA committee	20,000/=
10	Develop constitutions for social advocacy and economic development association.	Meetings.	Group leaders and members, Author	30,000/=
11	Facilitate the election of the association leaders.	Meetings and travelling cost.	Group leaders and members, Author, KDTF volunteers	20,000/=
12	Facilitate the registration of the association	Consultant fees, travelling cost.	Group leaders and members, Author, KDTF volunteers	50,000/=
13	Facilitate replication of the best practices from Karangai Village to the new/or other groups.	Write reports, conduct meetings.	Formed group members. Authors, KIDTF staff.	50,000/=
14	Evaluation	Meetings Travelling & stationery	Author and KIDTF staff.	50,000/=
	Total Budget.			**860,000/=**

CAPACITY BUILDING ON INCREASE INCOME AT THE HOUSE HOLD LEVEL THROUGH INCOME GENERATING ACTIVITIES (IGAs) AT KAMAMMA INTEGRATED DEVELOPMENT TRUST FUND (KIDTF), CASE STUDY AT KARANGAI VILLAGE IN ARUMERU DISTRICT –ARUSHA REGION.

By Zelote L.LUKUMAY –Jan 2007

1. Introduction

Poverty is the system of entanglement. Different forms of poverty include material poverty, physical weakness, isolation, vulnerability and powerless.

(Robert Chambers 1995, Poverty and livelihood: whose reality counts?)

- KAMAMMA Integrated Development Trust Fund (KIDTF) is a Community Based Organization at Arumeru District in Arusha Region.
- It was established in 1996 and registered in 1997.

- A Community Economic Development (CED) related project was developed based on identified problems through Community Assessment Needs and survey which incorporated focal person questionnaires, focus group discussions, observation and documentary review.

Project goal

To build the capacity of Karangai community members to increase their household income from less than a dollar to at least five dollars through initiation and development of IGAs and advocate for social and economic development issues.

Objectives;

- To build the capacity on strategic planning to 80 members of three agriculture and livestock farming groups by March 06.
- To develop two viable and sustainable IGAs by the end of 2006 among the three groups and stakeholders.

- To facilitate the formation of local association to advocate for social and economic development issues by the end of Aug 2006.

2. Problem Identification

- Prolonged drought seasons,
- Inadequate source of income,
- Inadequate food storage and processing skills
- Lack of business initiatives,
- Inadequate training on IGAs,
- Lack reliable market,

Schools at KAMAMMA community are below the government recommendation of teachers pupils ratio of 1:45.

The study conducted by KIDTF in 2003,showed that there were more than 1000 children involved in child labour at Mererani (mining area).

Lack of clear economic development focus to be achieved within a specific period by group members.

3. Research Methodology

Research methods and tools applied includes;

- Interviews
- Focus Group Discussions
- Observations
- Documentary reviews

Tools include questionnaires and checklists

4. Findings

- There is low income within KAMAMMA community despite of IGAs run at Karangai Village as 80% of surveyed indicated the average income of Tsh 1,000/= per day.
- Continuous capacity building training is inevitable to IGA groups. The survey result revealed that 50 % of livestock keepers and farmers had had access to only one training session on IGA, during the preparatory stage.

- Apart from the agricultural and livestock projects, there is a need of initiation of other IGA within the rural areas as indicated by 22.5% of the surveyed group members.

- There is a need to encourage community members to save fund, borrow and look at other alternatives to launch the IGAs apart from depending on Non Governmental Organisations.

The results show that, 65% of IGA groups were initiated and supported by NGOs.

5. Implementation

Input indicators

- Five consultation meetings were conducted to the group leaders.
- One training on leadership was conducted to group leaders.
- Two trainings on planning and development of a strategic plan were conducted to group members.

Output indicators

- 5 group leaders were enhanced in their role of leading through leadership training.
- 28 groups members of Pendaneni were trained on importance of planning and leadership.
- Pendaneni group members managed to develop their own five years strategic plan.

- A one year Operational Plan (2007), was developed by group members.

- Initial construction of the retail shop for livestock and agriculture products business was undertaken.

Impact indicators

- The strategic plan developed will enable the group to achieve their planned activities hence food security will be ensured as well as the ability to support institution such as schools and hospitals.

6. Monitoring

- Monitoring was conducted regularly to access the project progress inline to planned activities.
- The monitoring was done in collaboration with group leaders, KIDTF project coordinator and two volunteers.

7. Evaluation

- Evaluation was done in reference to efficiency/effectiveness among the agriculture and livestock farming groups after the training.
- Conducted evaluation of a developed strategic plan in line to the progress toward achieving the goal.

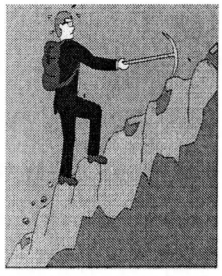
8. Sustainability

- The trained people are the beneficiaries of the project .
- The group members participated and accepted the developed SP.
- KIDTF staff as well as the volunteers will continue with the role of group supervision.

9. Conclusion

Together with capital and continuous appropriate training provision, capacity building on how to access funds from microfinance institutions and through saving is necessary as alternative source of IGAs among the rural communities.

Strategic plan should be given a higher priority for clear direction to groups involving with IGAs.



- Thanks for listening.

THE SURVEY QUESTIONNAIRES ADDRESS AT KAMAMMA COMMUNITY AT KARANGAI VILLAGE IN ARUMERU DISTRICT.

a) Occupation;

i) Farmer ii) Pastoralist iii) Home Father/Mother iv) Business person
v) Worker vi) Farmers and pastoralist vii) Others

b) Do you have a source of income?

Yes....., No.....

c) If the answer is Yes in (A), How many source of income do you have?

i) One ii) Two iii) Three iv) Four v) Others

d) If the answer is No in (A), are you thinking to start the income generating activities? Yes ....., No .....

e) When have you started the income generating activities?

i) One year ago ii) Over Two year iii) Over Three year iv) Over Five year
v) Others

f) Where did you find a capital for your income generating activities?

i) Borrowed ii) Support by NGO iii) Saved funds iv) Others

g) What is your financial position by the time being?

i) Below 1000 per day ii) Above 1000 per day iii) Above 2000 per day iv) Above 500 per day v) Others

h) What are your daily expenses activities at the house hold level?

Below 1000 per day
Above 1000 per day
Above 2000 per day
Above 5000 per day
Others.....

i) Did you have capacity trainings for your income generating activities?

Yes.....

No.....

j) If the answer is yes, where and who sponsored the training?

Where ....

Sponsored by

i) NGO ii) Local Government iii) Personal iv) others

k) How much was the training helpful to your income generating activities?

Very helpful.....

Helpful .....

Not helpful.....

l) What kind of training do you think you need now to improve your income generating activities?

.....

m) What kind of training do you think you need to initiate the income generating activities?

.....

n) Do you have an income generating activities run in collaboration within the group?

Yes....., No.....

o) If the answer is yes in "N" above, Which kind of an Income generating activity are you running as the group?.....

.....

p) If the answer is No in "N" above, Which kind of an Income generating activity you would like to run in collaboration with others?

.....

q) What are your future plans ?

.....

.....

r) What comment do you have concerning the income generating activities?

.....

Frequencies

Statistics

		Occupation	Source of Income	Number of Sources of Income	Starting an IGA	Time frame of starting IGA	Source of Capital for IGA
N	Valid	40	39	31	40	34	40
	Missing	0	1	9	0	6	0

Statistics

		Financial Position	Daily Expenditure	Capacity Training	Sponsor of the Training	Helpful of the training	Type of the Train needed
N	Valid	38	39	40	40	40	40
	Missing	2	1	0	0	0	0

Statistics

		IGA done in Collaboration	Type of IGA done in Collaboration	Type of IGA needed for Collaboration	Future plans	Comments on IGA
N	Valid	40	40	40	40	40
	Missing	0	0	0	0	0

Frequency Table

Occupation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		1	2.5	2.5	2.5
	Farmer	8	20.0	20.0	22.5
	Pastoralist	4	10.0	10.0	32.5
	Home Worker	1	2.5	2.5	35.0
	Business person	3	7.5	7.5	42.5
	Farmer & Pastoralist	23	57.5	57.5	100.0
	Total	40	100.0	100.0	

Source of Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	33	82.5	84.6	84.6
	No	6	15.0	15.4	100.0
	Total	39	97.5	100.0	
Missing	System	1	2.5		
Total		40	100.0		

Number of Sources of Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	One	13	32.5	41.9	41.9
	Two	16	40.0	51.6	93.5
	Three	2	5.0	6.5	100.0
	Total	31	77.5	100.0	
Missing	System	9	22.5		
Total		40	100.0		

Starting an IGA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		34	85.0	85.0	85.0
	Yes	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

Time frame of starting IGA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	One year	8	20.0	23.5	23.5
	Over two year	7	17.5	20.6	44.1
	Over three year	6	15.0	17.6	61.8
	Over five years	12	30.0	35.3	97.1
	Others	1	2.5	2.9	100.0
	Total	34	85.0	100.0	
Missing	System	6	15.0		
Total		40	100.0		

Source of Capital for IGA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		3	7.5	7.5	7.5
	Borrow	1	2.5	2.5	10.0
	Supported by NGO	26	65.0	65.0	75.0
	Saved funds	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

Financial Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 1000	14	35.0	36.8	36.8
	Above 1000	18	45.0	47.4	84.2
	Above 2000	6	15.0	15.8	100.0
	Total	38	95.0	100.0	
Missing	System	2	5.0		
Total		40	100.0		

Daily Expenditure

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 1000	14	35.0	35.9	35.9
	Above 1000	23	57.5	59.0	94.9
	Above 2000	2	5.0	5.1	100.0
	Total	39	97.5	100.0	
Missing	System	1	2.5		
Total		40	100.0		

Capacity Training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		1	2.5	2.5	2.5
	Yes	20	50.0	50.0	52.5
	No	19	47.5	47.5	100.0
	Total	40	100.0	100.0	

Sponsor of the Training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		21	52.5	52.5	52.5
	NGO	19	47.5	47.5	100.0
	Total	40	100.0	100.0	

Helpful of the training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		20	50.0	50.0	50.0
	Very helpful	3	7.5	7.5	57.5
	Helpful	17	42.5	42.5	100.0
	Total	40	100.0	100.0	

Type of the Train needed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		4	10.0	10.0	10.0
	Training on how to run existing IGA	4	10.0	10.0	20.0
	Training on starting and run an IGA	9	22.5	22.5	42.5
	Livestock training	11	27.5	27.5	70.0
	Agriculture training	4	10.0	10.0	80.0
	Business training	5	12.5	12.5	92.5
	Funds management	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

IGA done in Collaboration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		2	5.0	5.0	5.0
	Yes	18	45.0	45.0	50.0
	NO	20	50.0	50.0	100.0
	Total	40	100.0	100.0	

Type of IGA done in Collaboration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		26	65.0	65.0	65.0
	Agriculture production	1	2.5	2.5	67.5
	Business	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

Type of IGA needed for Collaboration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		22	55.0	55.0	55.0
	Livestock keeping	8	20.0	20.0	75.0
	Agriculture Production	1	2.5	2.5	77.5
	Business	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

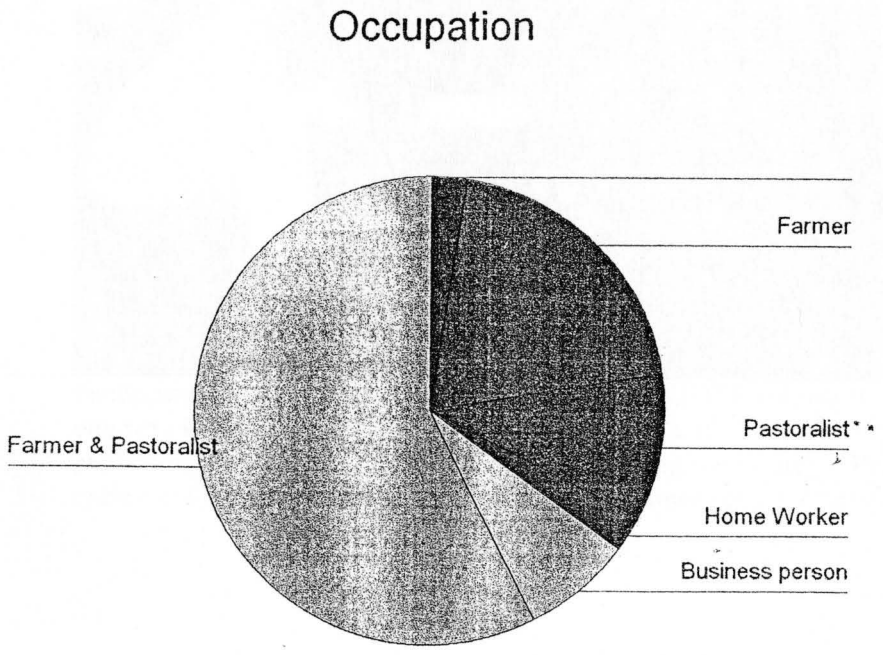
Future plans

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		5	12.5	12.5	12.5
	To initiate an IGA	2	5.0	5.0	17.5
	To expand the existing IGA	6	15.0	15.0	32.5
	To add another IGA.	7	17.5	17.5	50.0
	None	2	5.0	5.0	55.0
	To have a good life	18	45.0	45.0	100.0
	Total	40	100.0	100.0	

Comments on IGA

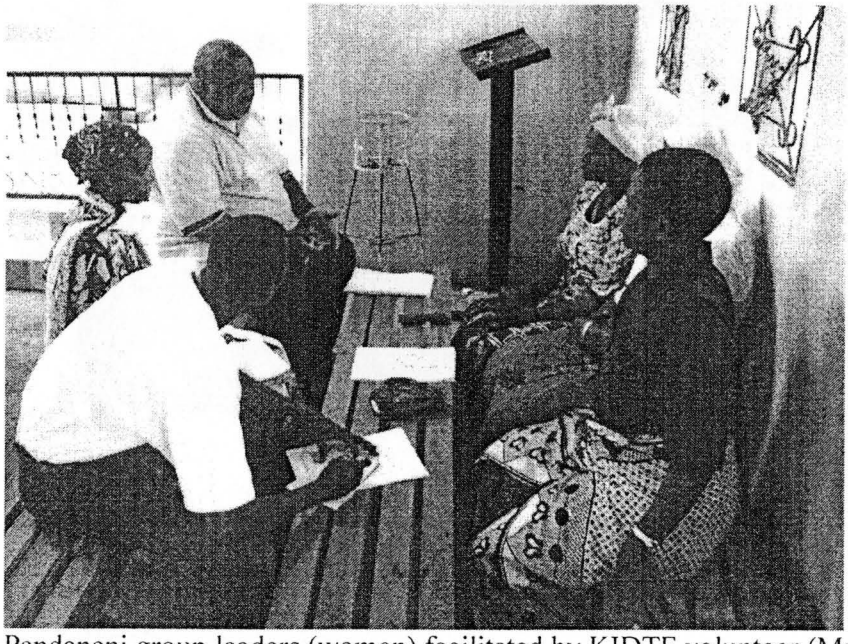
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		3	7.5	7.5	7.5
	Empower groups both financial & with proper training.	30	75.0	75.0	82.5
	IGA are very assential for development.	6	15.0	15.0	97.5
	IGA need monitoring for effective output.	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

Pie Chart



FIELD PHOTOS

Pendaneni group members listening attentively during capacity building training on planning. The training was facilitated by Zelote L (CED Student) at Karangai village.



Pendaneni group leaders (women) facilitated by KIDTF volunteer (Mr. Dickson- the one who is writing) and World Vision technical staff (Mr.F. Mringo-the one who is explaining) to make analysis of their group during the Strategic Plan development exercise. First from right is Mrs. Salome – Pendaneni group Chairperson.

One of the group member leading her colleagues to make analysis of their group during Strategic Plan Development at Karangai village.

Pendaneni group members and facilitators who participated in the Strategic Plan Development at Karangai village
(1st from left is a CED Student – Mr. Zelote L).

MAFUNZO JUU YA KUANDAA NA KUPANGA MIKAKATI KWA WANAKIKUNDI CHA PENDANENI

KIJIJI CHA KARANGAI, KATA YA ARUMERU –ARUSHA. (KIDTF –CBO)

2006

Imeandaliwa na:
Philemon Muringo & Zelote Loilang'akaki

SEMINA YA WAKINA MAMA WA KIKUNDI CHA PENDANENI KIJIJI CHA KARANGAI:

UTANGULIZI

Itakumbukwa kuwa wakinamama wa kijiji cha Karangai walianza shughuli za miradi siku nyingi zilizopita lakini hawakuwahi kuweka kitaalam shughuli zao wanazozifanya. Hii ilipelekea kutokuwepo kwa ufanisi mkubwa na mara nyingi kusitasita kuwa ni hatua zipi za kimaendeleo zichukuliwe kwa wakati upi?. Semina hii imetayarishwa kuwasaidia wakinamama hawa waweze kuelewa na kuweka katika matumizi maana ya "Maono, , Mwelekeo, Malengo, Mipango, Mikakati, na shughuli. Aidha wanasemina watajifunza kwa ufasaha maana ya maneno yafuatayo kama yanavyotumika katika maendeleo.Maneno haya ni Mradi, maono,mwelekeo, walengwa , malengo na mikakati

Mradi

Mradi ni mchakato wa shughuli maalum, unaooanisha malengo, mipango mikakati, na raslimali zitakazotumika ili kuleta mabadiliko yaliyokusudiwa kwa wakati uliopangwa ili kufikia maono ya walengwa.. Mradi mara nyingi huchukua muda mrefu ili mabadiliko yaweze kuonekana . Mara nyingi miradi huchua miaka mitano hadi miaka thelathini. Kuna umuhimu wa pekee kuratibu shughuli za mradi kwa umakini wa aina yake ili kufikia kuitwa mradi.Lazima kuwe na mlingano unaokubalika kati ya watumishi na kazi zilizopo, kati ya kazi na fedha , kati ya mafanikio na muda uliopangwa. Milingano hii inabidi inyambuliwe kwa uadilifu mkubwa ili kuleta ufanisi na maana ya mradi.

Maono

Maono ni sentenso fupi inayotambulisha na kuelezea shughuli za kikundi ua shirika na matarajio yake kwa wakati maalum mbeleni. Maono siku zote ni mambo mazuri yanayowezekana kutokea. Huwezi kuwa na maono ya kuwa raisi wa Marekani wakati wewe ni Mtanzania.

Mwelekeo.

Maelezo mafupi yanayoelezea njia na mbinu muhimu zitakazotumika ili kufikia malengo yaliyowekwa na hatimaye kufikia maono ya kikund ua shirika.
Hueleza maamuzi muhimu kwa mfano ni raslimali zipi zitumike nani azitumie na kwa muda upi.

Walengwa

Hawa ni watu ambao mradi utahusika nao kwa namna moja au nyingine. Walengwa wanaweza kuwa wa ndani na wengine wa nje. Walengwa wanaweza wakawa wengi zaidi kuliko "Watakaofaidika (Beneficiaries) moja kwa moja na mradi.

Muundo wa mradi

Huu ni mchakato unaoeleza "Uongozi ulivyojipanga, kwa maana

- Uchaguzi unavyofanyika (Wawakilishi kwa eneo na kwa Jinsia. Pia kwa kuzingatia kiwango Fulani cha elimu)
- Kuwepo kwa kamati ndogondogo na muundo ulivyo.
- Kazi za kamati zitakuwa zipi.

Kuanzisha Mradi au shirika.

Lazima wahusika wakuu wajiulize kwa nini wanataka kuanzisha mradi huo au shirika. Ikumbukwe kuwa mradi unaonzishwa kwa kulazimisha hautadumu kwa maana mioyo na nia za wahusika hazitakuwa katika utekelezaji. Inafaa sababu za kuanzisha mradi zijihusishwe na

- Mahitaji ya walengwa. Mahitaji haya yanaweza kuwa ya aina tano(Mslows hierarchy of needs)
    - √ Chakula, hewa, maji, makazi na malazi
    - √ Ulinzi na usalama wa mtu, familia, mali, na kazi
    - √ Upendo, Urafiki, Familia na mapenzi
    - √ Ujasiri,Kujithamini, Ushindi, Kujali na Kuheshimiwa
    - √ Kutambuliwa, Kukubalika, Kushirikishwa
      Kufahamika, Ubunifu

UONGOZI

Uongozi ni kiungo muhimu sana ili kuleta maendeleo.

Viongozi wanapokuwa makini na kusimamia kazi kwa kufuata taratibu na kanuni zilizowekwa,wanapowaheshimu waliowachagua na kusilkiliza ushauri wao maendeleo yanapatikana kwa haraka zaidi.

Kwa bahati mbaya sana, katika mashirika madogo madogo yanayoanza, hawazingatii kanuni za kuchagua viongozi wao na matokeo yake vurugu hutokea na mashirika haya hufa.Si vyema viongozi kuchaguliwa kindugu au kwa kufahamiana. Mara zote viongozi wanapochaguliwa kwa namna hii kashifa huingia na mradi kusambaratika. Inapendeza uchaguzi wa viongozi uzingatie misingi ifuatayo:

Kiongozi anaechaguliwa awe na uwezo wa:

- Kuongoza jamii katika nyanja tofauti za maendeleo.
- Kuwaheshimu watu jinsi walivyo bila ubaguzi.
- Kunyambulisha maoni, mahitaji na ushauri wa walengwa.
- Kuwasiliana na wadau na walengwa kwa maandishi na kwa kauli njema.
- Kuandika, Kusoma na kuweka katika mchakato mzuri maswala ya maendeleo.
- Kuhimili mabadiliko ya maendeleo yanavyojitokeza na kutoa maamuzi yanayofaa jamii husika.

- Kuongeza taaluma yake ya uongozi kwa kuhudhuria semina na hata kujisomea wenyewe kwa wakati ufaao kwao.
- Kuaminika na kuaminiwa na jamii husika.
- Kukubalika na awe na utayari wa kushauriwa na walengwa.

MAMBO MUHIMU YA KUFIKIRIA UNAPOTAKA KUANZA MIRADI/SHIRIKA.

Kuanza mradi au shirika sio lelemama. Wajapan wanaesema fikiria mara tatu kabla ya kutenda mara moja.Jiulize maswali yafuatayo kabla hujaanza.

- **Kwa nini unataka kuuanza huo mradi/shirika?**
  Motisha wa kuanza mradi huo ni nini? Ni mahitaji ya jamii, fedha za wafadhili, viongozi wa serikali au wa siasa, shida au majivuno?

- **Mnavyo vyanzo endelevu vya raslimali ndani na nje yamradi**?
  Mradi utahitaji raslimali za kuuendesha shughuli zake. Ni vyema kufahamu kuwa raslimali hizo zipo na zitaendelea kupatikana mradi unavyokua. Katika kuwaza vyanzo vya fedha ni vema wanawasha wafahamu kwamba mradi hukua kama mimea au wanadamu na inahitaji chakula ambacho ni fedha.

- **Je! Mnao wataalaam wa kutosha kuendesha mradi au shirika?**
  Tunao wataalam wa kutosha wa Fedha, Uongozi,Ushirikiano, taaluma na usalama? kwa kuanzia mradi unaweza kuwa hawana wataalam wa kutosha.Itafaa kupata wataalam waaminifu kutoka sehemu nyingine. Wakati mnandaa wataalam wenu. Izingatiwe pia kuwa uandaaji wa wataalam usitawaliwe na undugu, urafiki wala ukabila ila ufanisi na utendaji mzuri.

- **Je mradi /shirika limetilia maanani swala zima la:**
  Utamaduni, mila, desturi, tibia, mike, maadili na imani za walengwa?
  Kwa kila shughuli kuu malengo yake yamepangwa kitaalam?

- **Je ndoto na maono ya walengwa yametiliwa maanani?**
  Walengwa, mmojammoja au kwa pamoja wanayo ndoto ya maendeleo? Kama ndiyo lazima ndoto yao ipewe kipaumbele. Kama hapana walengwa wasaidiwe watengeneze maono kutokana na malengo yao
  .

- **Unayo mipango na mikakati kamili ya utekelezaji?**
  Nani atafanya nini kwa kutumia raslimali zipi na kwa wakati gani kwa kutumia taratibu na kanuni zipi? Pengine walengwa wanaweza kulazimika kutengeneza sheria ndogondogo ilikuwa na ufanisi mzuri katika utendaji.

- **Kuna miundo mbinu ya kutosheleza?**
  Barabara, simu, posta na njia nyingine za mawasiliano ziko je? Walengwa wana urahisi gani wa kusafirisha mazao/vifaa vya kutendea kazi?

- **Kuna mpango maridhawa wa kutathimini mradi?**
  Mpango wa kutathimini
  - √ Mapato na Matumizi ya fedha
  - √ Shughuli za mradi
  - √ Matokeo ya mradi

- **Kuna mpango kamili wa mradi kuwa endelevu?**

KUWEKA MALENGO

Malengo ni nini?

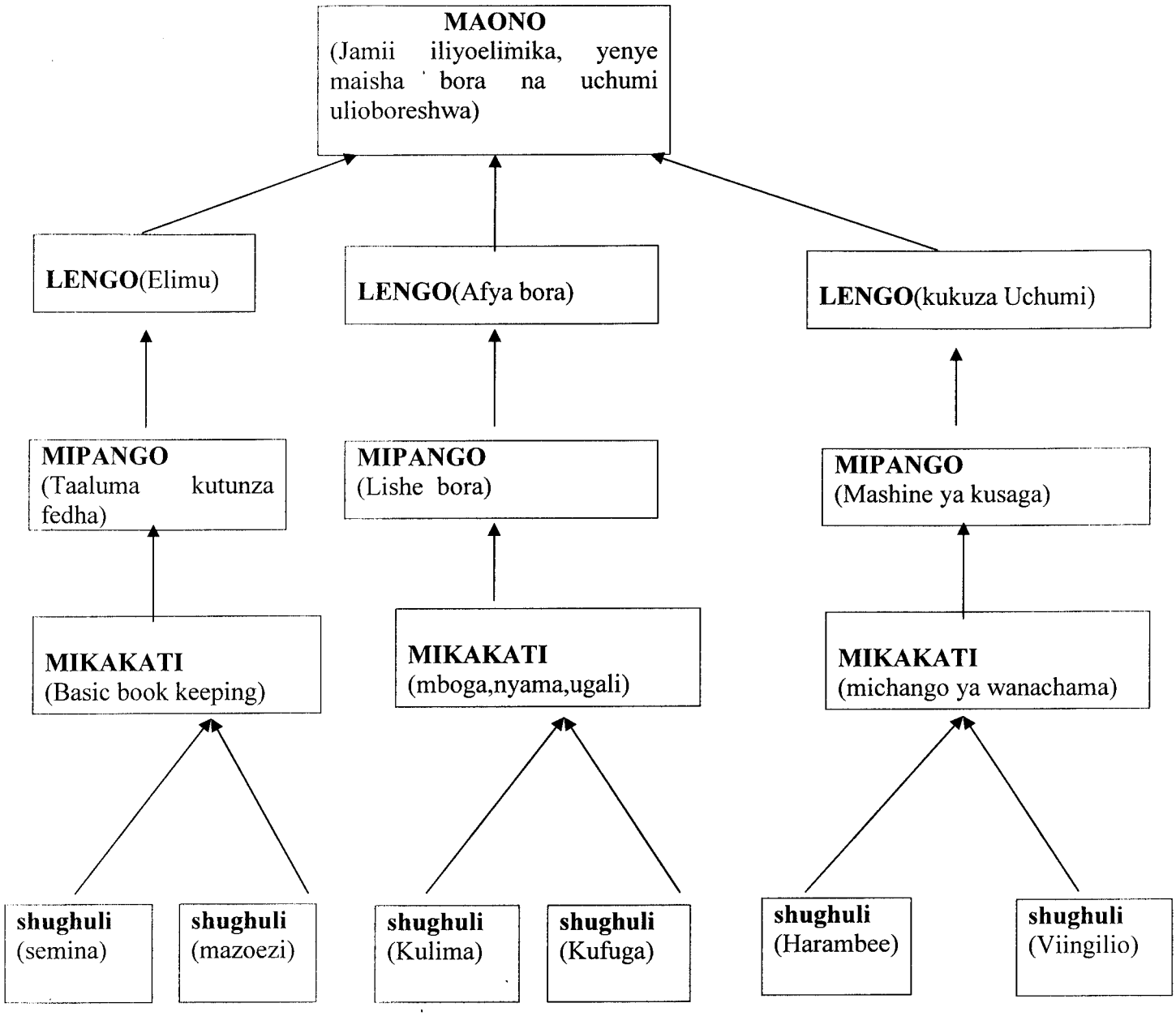
Malengo ni mchakato makini unaoonesha matarajio ya shughuli husika kwa kipindi maalum, jinsi matarajio hayo yatakavyo fikiwa. Malengo yanaweza kuwekwa kwa kuzingatia mahitaji makuu ya jamii husika kama yanavyojitokeza katika Maono yao.

Kama malengo makuu ni Elimu, Afya na kukuza Uchumi basi

Maono yanaweza kuwa

"Jamii ya Karangai yenye afya bora, uchumi ulioboreshwa unaoendeshwa kitaalam"

Kwa maana nyingine, kila lengo kuu lazima lionekane katika maono. Aidha katika utekelezaji shughuli zitakazofanyika ni zile tu ambazo ziko katika mpango wa kazi na fedha zake zimetengwa. Kwa mantiki hii maono ni kioo cha maendeleo ya jamii. Mara kwa mara itabidi jamii ijiulize "Haya tunayotaka kufanya yako katika mipango na maono yetu." Kama hayapo itafaa kazi hiyo isifanyike.


MAONO
(Jamii iliyoelimika, yenye maisha bora na uchumi ulioboreshwa)
LENGO(Elimu)
LENGO(Afya bora)
LENGO(kukuza Uchumi)
MIPANGO
(Taaluma kutunza fedha)
MIPANGO
(Lishe bora)
MIPANGO
(Mashine ya kusaga)
MIKAKATI
(Basic book keeping)
MIKAKATI
(mboga,nyama,ugali)
MIKAKATI
(michango ya wanachama)
shughuli
(semina)
shughuli
(mazoezi)
shughuli
(Kulima)
shughuli
(Kufuga)
shughuli
(Harambee)
shughuli
(Viingilio)

KUWEKA MIKAKATI YA MIPANGO

Ikumbukwe kuwa mikakati ni kiungo kati ya shughuli na mipango. Ili kuwa na mikakati mizuri lazima kuwe na mchakato yakinifu kuanzia kwenye malengo, mwelekeo na mipango yenyewe.

Tumia muuda mzuri unaokubalika (Quality time) na watu wenye uwezo (Thinking Tankers) ili kuweka mipango iliyo maridhawa. Wataalam hawa watatakiwa kunyambulisha na kutathimini hali halisi ya sasa ya walengwa, uwezo walionao kitaaluma, mianya na raslimali zilizopo zitakazopelekea kupatikana kwa maendeleo yaliyokusudiwa. Kwa upande mwingine itabidi wachambue changamoto, pingamizi na vizingiti vinavyoweza kuchelewesha maendeleo husika.

Mipango dhabiti husaidia utendaji kutoyumba (Remains focused) na hasa katika matumizi ya raslimali zilizopo.
Kupanga vizuri kunapelekea kuwajibisha watendaji, kuzingatia kanuni na taratibu zilizowekwa ili kuleta ufanisi wa kazi kwa kusimamia vyema na kuweka uwiano mzuri wa watumishi fedha na muda uliopangwa

Aidha uwekaji wa mipango unaweza kufuata mfumo mwingine kama ulivyooneshwa hapa chini.

1.0 Kuweka Maono.

Wataalam husika, wanakaa na kufikiri kwa makini yamkini maaisha ya jamii husika yatafananaje miaka kumi au shirini ijayo. Kisha **wanaweka mawazo yao katika michoro (Sketch maps).**

2.0 Kuweka mchakato wa hali halisi ilivyo sasa.

Mchakato huu uangalie mambo yafuatayo.

- Raslimali na vitu vingine tulivyo navyo vinavyotupa nguvu kuwa tunaweza kufanya mendeleo husika.(Strengths)
- Bahati/mianya zilizopo zitakazosaidia kuleta maendeleo. Mfano: wataalam, wastaahafu, ardhi yenye rutuba inayoweza kulimika na watu walio na utayari wa kufanya kazi.
- Udhaifu uliokwisha jidhihirisha
  Mifano ni kama. Uongozi usio dhabiti na kutokuwepo wataaalam.
- Vitisho vinavyoweza kutokea nje ya mradi na mnaweza kukabiliana na vitisho hivyo.

  Mfano wa vitisho ni kama
  - √ Magonjwa yanayoambukizwa.
  - √ Kutokea kwa vita
  - √ Kutokea kwa ukame kwa muda mrefu
  - √ Mafuriko

3.0 Kuchanganua raslimali zilizopo zitakazohusika kusaidia kuleta maendeleo.

4.0 Kuchanganua na kupanga mifumo, mbinu, njia na raslimali zitakazotumika kufanya shughuli za maendeleo husika.

NB. Mipango mizuri lazima itiririke. Hii inamaanisha kuwa mpango mmoja unaofanyika lazima uwe na uhusiano wa karibu na ule unaofuatilia. Gedwali linalofuata linajieleza

GEDWALI LAKUPANGA MIKAKATI

Kifanyike nini?	**Kifanyike wapi?**	**Kifanyike lini?**	**Kifanywe na nani?**	**Zitumike raslimali zipi**	**Maoni**
1.Kuchanga fedha za kununua Mashine	Kijiji cha Karangai.	Desemba 2006	Kikundi cha akina mama	Mazao na mifugo	Wanaume wahusishwe
2.Kununua mashine na kuifunga panapohusika	Ifungwe kwenye nyumba ya kinamama	Jan 2007	Kikundi cha kinamama	Fedha taslim au hundi	Mashine ichunguzwe kabla haijanunuliwa

References:

1 Sarone Ole Sena, Prof (1999) Setting Communities Vision in Developing countries

2. Bryant L. Myers (June 2000). Principle and practices of transformation development.

3. Tanvi Nagpal and Camilla Foltz (Sept 1995). Choosing our Future Vision of a Sustainable World.