

APPENDIX: I

Training Program for Aange Serian:

Course Title	-	Basic Business Management
Duration	-	3 half days (9.00am - 1.00 pm)
Participants	-	Small Scale Business dealers for 30 participants
Language	-	Swahili and English

Details of the Program

1. Course Contents:

- 2 hrs - Basic features of economically growing and sustainable Business - (Income generating activity)
- 1 1/2 hrs - Strategic approach for identifying and planning a new business (activity)
- 2 hrs - Market planning, penetration and promotion
- 1 1/2 hrs - Business record keeping and reporting
- 2 hrs - Financial Management
- 1 1/2 hrs - Tea Break in total, which is, distributed 1/2 hrs per day.
- 1 hr. - Evaluation, Issuing certificates and closing

2. Human Resources:

1. Coordinator
2. Facilitators

3. Financial Resources:

Revenue Income

30 participants @ 60,000 1,800,000/=

- The fees are budgeted to cover the following costs:
 - Tuition fees
 - Tea/coffee and bites at 10:30 break-time
 - Handouts
 - Stationeries for both participants and facilitators
 - Venue hire charges
 - And the closing mini-function.

PROGRAMME FOR THE IMPLEMENTATION OF THE PROJECT.

DATE	ACTIVITIES	PLACE	RESPONSIBLE PERSON	METHODOLOGY	EXPECTED OUTPUT
November	Preparation for assignment identify NGO	OUT/SNHU	Laicer	Look up in the web site of ANGONET	Identify NGO/CBO
- do -	Visit aange Serian Group Office A	Aange Serian Office	Laicer	Visit physically	Meet officials to know the location
December 1 st	Write a letter and send	Angreserian office	Laicer	Sent letter physically	They also got to know about my CED program
2 week of December			Laicer	Using Computer/ internet	Getting background history of the group
1 st January	Visited Aange Serian Office collect letter	Aange Serian Office	Aange Serian Officials A. Wambura M. Mkopoe T. Kweka		Officially accepted by the group
10 th February	Attend CED Session	OUT/SNHU	Laicer	Discussion and assignments	

DATE	ACTIVITIES	PLACE	RESPONSIBLE PERSON	METHODOLOGY	EXPECTED OUTPUT
1 st week March	Collect information from Aange Serian	Aange Serian Office	Laicer	Reading their constitution and brochures	Getting more information about NGO
April	Organize appointment with leadership of NGO	Aange Serian office	Laicer and Aange Serian Officials	discussion on my work and introduction	their background history and the CED program
1 st week May	Attend meeting with all group members	Aange Serian office	Laicer and Aange Serian members	Discussion & pretest questionnaires	Assessed their needs through discussions/questionnaire and observations
12 th May	Meeting with Aange Serian officials	Aange Serian office	Laicer and Aange Serian officials	Discussion	Priority needs
17 th May	Presentation of my project assignment	OUT/SNHU	Laicer	Review CED documents class discussions	-
June	Design and preparation of the project	Aange Serian	Laicer Aange Serian officials	Questionnaires interviews	Development of the project

DATE	ACTIVITIES	PLACE	RESPONSIBLE PERSON	METHODOLOGY	EXPECTED OUTPUT
June 8 th	Meet ASPV officials	Aange Serian office	A. Wambura Mosses Kilinga John Kweka Miriam Z. Laizer	Interviews and get more information about their activities	Got more information about them
June	Meet Supervisor	OUT office Dsm.	Mr. H.S. Shungu Z. Laicer	Discussion on my first report	Aange Serian's objectives and activities, needs to be redefined
July	Attend CED session	Arusha Centre	Michael Adjibodon, CED participants	Class session	Use of SPSS
August 3 rd	Meet Aange Serian officials	Aange Serian office	A. Wambura Eddie Pius John Kweka A. Dinoh Z. Laicer	Discussion/Brain storming	Priority need strategic planning

DATE	ACTIVITIES	PLACE	RESPONSIBLE PERSON	METHODOLOGY	EXPECTED OUTPUT
August 13 th	Members meeting	Arusha Museum Building	Aange Serian members Z. Laicer	Participatory approach	Change & correction of their new constitution, objectives, elect signatories for Bank Account
August 27 th	Opening bank account at CRDB Arusha Branch	CRDB Arusha branch	Ole Lesikar Irine Richard Antony Wambura Bank Manager Z. Laicer	Education on how to open and operate an account	Opened bank account
September 20 th	Attend CED session	Arusha Centre	Michel Adjibodon CED participants	Class session discussions	Discussions on projects, improvements and get more guidelines

DATE	ACTIVITIES	PLACE	RESPONSIBLE PERSON	METHODOLOGY	EXPECTED OUTPUT
October 1 st	Meeting with Aange Serian Officials	Aange Serian office	A. Wambura G.C. Rutta G. Enolengila J. Kweka P. Shayo Lesikar Ole Ngila E. Pius I. Nyambo	Discussion with Focus Group	Change objectives, to address issues of poverty reduction HIV/AIDS, Gender, Globalization Culture & Environment
October 9 th - 13 th	Travel to DSM supervisor & submit my Project Report 11	OUT offices	Mr. Shungu Z. Laicer	Discussion	Discuss my project 11 report
October 6 th	Meet Aange Serian officials	Aange Serian office	John Kweka E. Pius I. Nyambo	Discussion	Follow up on New constitution met donor friends from U.S.A.
October 28 th	Meet Aange Serian officials	ASPV office	E. Pius	Discussion	-

DATE	ACTIVITIES	PLACE	RESPONSIBLE PERSON	METHODOLOGY	EXPECTED OUTPUT
Nov. 22 nd	Attend CED session	Arusha Centre	Mutasa CED participants	Class session	Understanding Statistics
Dec. 11 th	Workshop	Arusha Museum hall	All members Joshua Mkuhili (external)	SWOT Analysis	History, Vision, Formation of Teams & Tasks
Jan. 3 rd	Workshop	Arusha Museum Hall	All ASPV members	Review working teams report	Proposed Org. Structure formation of project teams
Jan. 17 th	Attend CED session	Arusha Centre	CED participants	Project presentation	Winding up CED program

Frequencies

APPENDIX III

Statistics

Occupation

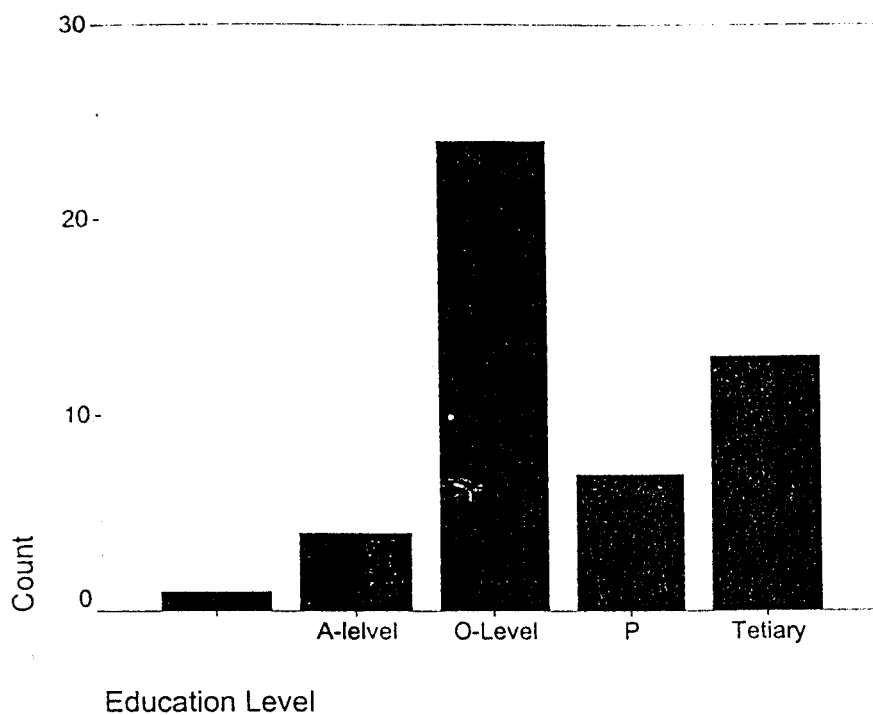
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	Missing	0

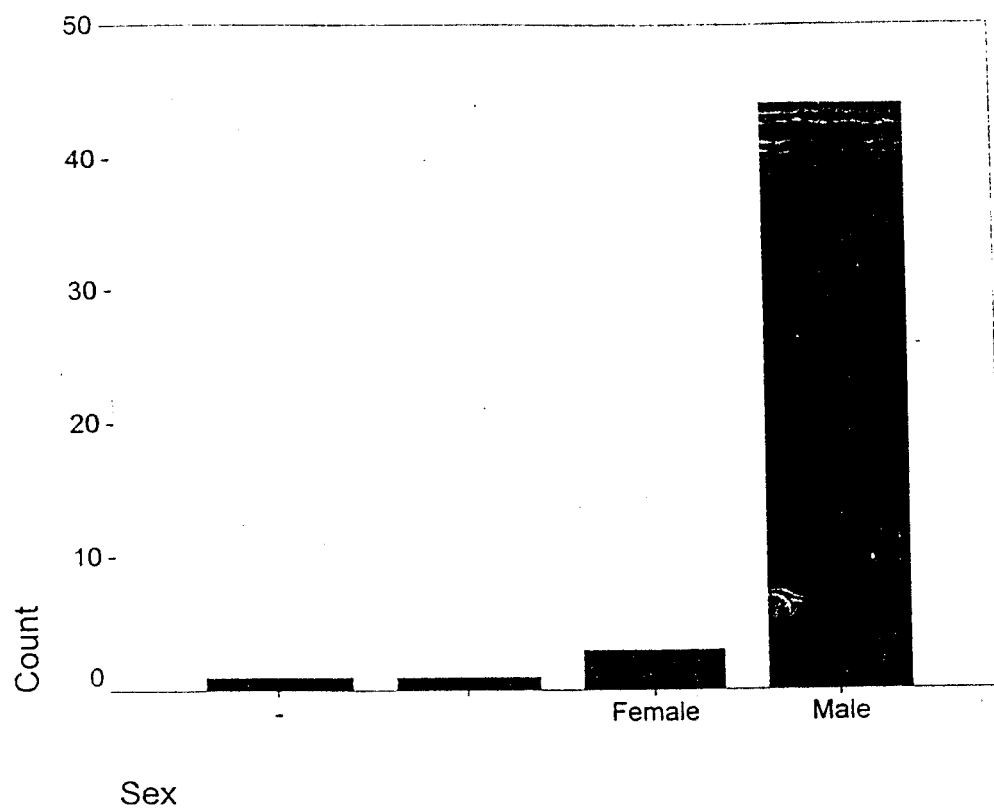
Occupation

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid -	2	4.1	4.1	4.1
	2	4.1	4.1	8.2
Army	1	2.0	2.0	10.2
Artist	15	30.6	30.6	40.8
Business	1	2.0	2.0	42.9
Caddymaster	1	2.0	2.0	44.9
ComputerTechn	1	2.0	2.0	46.9
Hotelier	1	2.0	2.0	49.0
ITteccnician	1	2.0	2.0	51.0
journalist	1	2.0	2.0	53.1
Marketing	1	2.0	2.0	55.1
Pastrolist	2	4.1	4.1	59.2
ProjectOfficer	1	2.0	2.0	61.2
RadioPres	1	2.0	2.0	63.3
RadioPresenter	1	2.0	2.0	65.3
Secretary	1	2.0	2.0	67.3
Student	11	22.4	22.4	89.8
TaxDriver	1	2.0	2.0	91.8
Taxidriver	1	2.0	2.0	93.9
Teacher	1	2.0	2.0	95.9
Volunteer	2	4.1	4.1	100.0
Total	49	100.0	100.0	

Graph

APPENDIX IV





APPENDIX VII

Idina Code No.

Tarehe

2) Mwaka wa kuzaliwa

3) Mwanamke/Mwanaume

4) Unaishi wapi ?

5) Umeoa/hujaoa?.....

6) Elimu uliyonayo

ELIMU YA MSINGI	ELIMU YA SEKONDARI	CHUO

7) Kazi unayofanya sasa:

8) Mlijiunga lini katika kikundi hiki cha Aangeserian:

(Mwaka)

9) Toka umejiunga umepata mafanikio gani ?

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10) Unafikiri maeneo gani katika shughuli zenu za hiki kikundi kipaumbele yapewe ?

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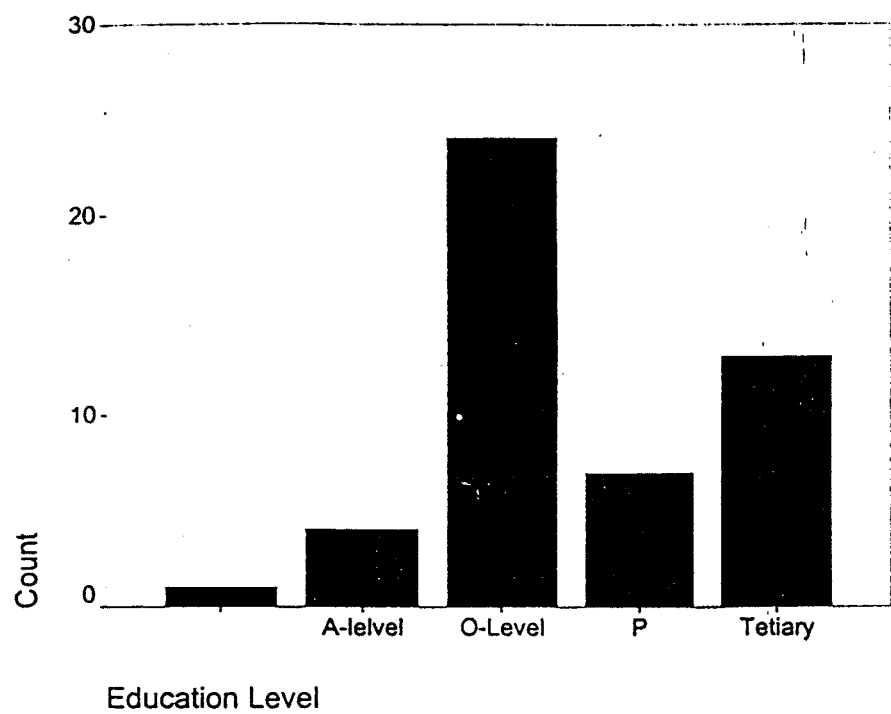
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Ahsante sana kwa kujibu maswali.



Aange Serian Members attending one of the workshops

Graph



KIKAO CHA WANACHAMA NA VIONGOZI WA ASPV

TAREHE 1st/5/2004

MAHURURIO:

1. ANTHONY WAMBURA	M/KITI
2. EDMUND PIUS	KATIBU
3. JOHN RICHARD	ASASATI MJUMBE
4. ANWARY-K. NJECHI	MWANACHAMA.
5. MWIRE MWAZEMBE	MJUMBE
6. NELSON SIWESTA	MJUMBE
7. ROBERT KEPHAS	MJUMBE/MWANACHAMA
8. CHEDDY NALU	MWANACHAMA
9. Edgendimono	Mwanachama
10. Emmanuel P. Njoroge	Mjumu
11. SAMUEL OMAR	Mjumu
12. Humphrey Kinyanjui	Mwanachama
13. MOSSES KILSINGA	Mjumu.
14. JAMILAH HARDLIN	Mjumu
15. EMMANUEL LAIZOR	Mjumu
16. PROSPER P SHAYO	Kiongozi wa kamati ya Muziki
17. WENG WILSON ROBERT MAULA	MWANACHAMA
18. GONFREY CALVIN	MWANACHAMA
19. JOHN F. K. CHARALITO	MWANACHAMA
19. John F. K. Charalito	Representative
20. OMARI H. KIAGHANU	MJUMBE.
21. ASHRAF SHAH	Mjumu
22. ATO ROBERTS	Ata Roberts.
23. G-Son Rutla	Representative
24. Supen Ele Kasikasi	Representative
25. FREBY TITOMAX	Kamati manzo)
26. Huruma Alfred	Mjumu
27. William BYEKWASO	Mjumu
30. Robert Ezban	Mjumu

KIKAO CHA VIONGOZI CHA TAR- 12/5/2004

AGENDA:

1. KUFUNGUA KIKAO
2. UTAMBULISHO KWA MGENI (MAMA LAIZER)
3. MAELEZO KUHUDU CHAMA KWA UJUMLA
4. KUFUNGA KIKAO

1) KUFUNGUA KIKAO

Kikao kilifunguliwa na Mwenyekiti saa 4.00 asubuhi na kuwataka wajumbe wawe wasikivu.

2. UTAMBULISHO WA MGENI:

Mwenyekiti alimtambulisha mgeni kwa viongozi na kisha kumuomba yeye mwenyewe kujitambulisha. Alijitambulisha na kusema kwa sasa hivi yeye ni mwanafunzi kutoka Southern New Hampshire University.

Kazi ambazo anatakiwa kuzifanya sasa hivi ni kusaidia NGO ambazo hasa ni za vijana hadi kufikia kuisaidia jamii kwa kiwango kikubwa. Hivyo kama kuna matatizo ndani ya NGO tuisite kumueleza ili yeye ajaribu kwa uwezo wake kutusaidia kutatua matatizo hayo, ili kwa pamoja tuweze kufikia malengo.

Mwenyekiti alianza kuelezea kwa undani chama chetu kilivyo na muda kiliyoanzishwa.. Alieleza matatizo mbalimbali katika chama pamoja na mafanikio mpaka hapa tulipo. Safari hii ilionekana ilikuwa ni milima na mabonde lakini mwenyezi Mungu amesaidia mpaka sasa bado tunajikongoja.

Baada ya kusikiliza kwa makini mgeni alikubali kutusaidia chama kwa hali na mali.

Mgeni:

Mgeni aliuliza kama chama kina benki akaunti.

Mwenyekiti alijibu hakuna na tunapopata pesa huwa tunatunza wenyewe. Na akaunti iliyopo ni ya binafsi lakini inatunza pesa za chama.

Mgeni:

Aliuliza kuhusu katiba.

Mwenyekiti:

Mwenyekiti alijibu kuwa katiba ipo ile ya zamani na baada ya viongozi kuiangalia kwa makini waliamua kwa pamoja na wanachama ifanyiwe marekebisho kwani ilionekana kuwa inapunguwa mengi na hasa kutokana na mabadiliko ya mara kwa mara ya sheria. Hivyo ipo pia katiba iliyofanyiwa marekebisho lakini haijapelekwa Dar ili ilipishwe na ipo kwenye hatua za mwisho.

Chuo cha jamii: (Community College)

Mwenyekiti alieleza pia tunayo shule Monduli (Eluwai) amabayo inajengwa kwa ufadhili wa watu kutoka nje. Ambayo tumepanga kuwa sekondari na chuo kwa ajili ya darasa la mila na desturi.

Mgeni :

Mgeni alieleza kwamba kwa jinsi alivyoangalia kusikiliza kwa makini kwa kuwa tuna darasa la mila na desturi alishauri ni vizuri tungeandaa Training menu, ili kuwa katika mfumo mzuri wa darasa letu.

Wajumbe wote waliona ni swala zuri kufuatilia na itasaidia hata kuonyesha kwa University kadhaa ili wapate picha halisi ya mfumo wetu wa darasa.

Uongozi ASPV

Mgeni alishauri kufanya uchaguzi mpya kwani ilionekana utaratibu wa uchaguzi si mzuri na hasa kwa chama kama hiki na kwa kuwa tangu chama kianzishwe hapakuwahi kufanyika uchaguzi wa aina yeyote wa kikatiba na wakisheria na alishauri chama kifikirie kuwapata viongozi wa muda ambao wataongoza mpaka kufikia uchaguzi kwani kufanya kazi kwa kulingana wote hatutaweza kupangiana majukumu na kuyatekeleza.

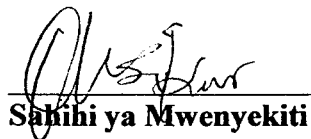
Mwenyekiti na wajumbe walimshukuru mgeni (mama Laizer) na kumuomba awe karibu sana na chama ili tuweze kuubadilisha mfumo wa zamani na kuwa na mfumo mpya ambao utatusaidia kuongoza chama.

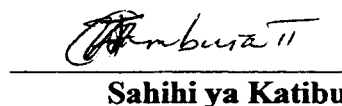
Mgeni alikubali na kuahidi kuwa pamoja na sisi mpaka hapo atakapo malizia mkataba wake.



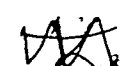


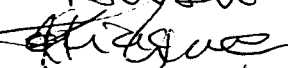
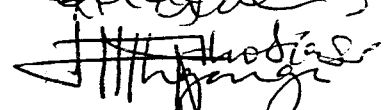
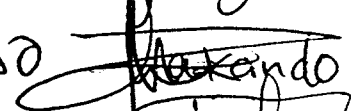





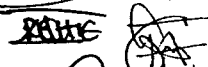
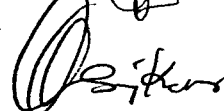
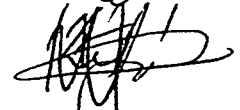
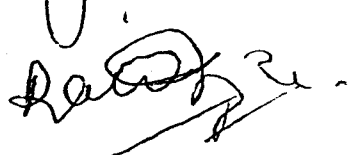
3) KUFUNGA KIKAO

Mwenyekiti alifunga kikao saa 8.00 mchana na kuwashukuru wajumbe pamoja na mgeni kwa mchango wao wa mawazo ambao ndiyo msaada wa chama katika kuleka maendeleo.

Mjumbe mmoja alimaliza kwa kufunga kwa sala kama ilivyo desturi ya chama.


Sahihi ya Mwenyekiti


Sahihi ya Katibu

1. SHABANI AHLY-SITI	—	WARANGI	—	
2. FABIAN SILVIA	—	MBUSU	—	
3. MOSSES KILYINGA	—	MNYIRAMBA	—	
4. Raymond KESSIRI	—	Mchaga	—	
5. NELSON SILVESTA	—	msukuma	—	
6. OMARI - H. KIAGHANA	—	mpare	—	
7. FRED T. Nganga	—	mbondei	—	
8. EMMAUEL F. MACKANDO	—	MACKANDO	—	
9. MWAZEMBE M. MNYAKUSA	—	MNYAKUSA	—	
10. Alfred Omari	—	Mmakusa	—	
11. GODFREY CALVIN	—	MMakusa	—	
12. MARIAM BYEKWATO	—	Myakusa	—	
13. Saitoti Mollé	—	Maasai	—	
14. IRENE RICHARD	—	MCHAGA	—	
15. Edmund FOS	—	Mkunguzi	—	
16. Hesikar Ole Ngila	—	Kiku Yu	—	
17. Humphrey M. Kuyeghi	—	MSAMBAA	—	
18. RAMADHANI JUMA				
19. Zainab Laicer				

KIKAO CHA WANACHAMA WOTE TAR- 13 /8 /2004

AGENDA:

- (a) KUFUNGUA KIKAO
- (b) MAREKEBISHO YA KATIBA (ASPV)
- (c) KUFUNGUA BANK ACCOUNT
- (d) KUFUNGA KIKAO

1) KUFUNGUA KIKAO

Mwenyekiti alifungua kiako saa 5.25 asubuhi na kuwataka wajumbe wawe wasikivu kwani hii ni nafasi yao ya pekee ya kutoa maamuzi amabayo ni muhimu katika chama.

2) MAREKEBISHO YA KATIBA (ASPV)

(a) Katibu aliisoma Katiba na wajumbe walisikiliza kwa makini. Kisha wajumbe walianza kurekebisha kama ifuatavyo:

Article 8: Membership kiongezwe kipengele cha umri kuwa awe ni mtu yeyote mwenye umri kuanzia miaka 18 na kuendelea. Na wajumbe waliendelea kusikiliza kuhusu kwamba chama kizingatie kuwa na wanachama wa jinsia zote.

(b) Kuhusu waweka sahihi : (Signatories) watakuwa watatu na haitaruhusiwa kwa signatory mmoja peke yake kwenda kuchukua pesa bank ni mpaka wawe wawili au watatu wote. Wajumbe waliomba kipengele hiki kiongezwe kwenye katiba kwani sasa hivi tunategemea kufungua account yetu ya chama.

(c) WAKURUGENZI

Wajumbe waliomba Mkurugenzi abaki mmoja tu na siyo watatu kama walivyo kuwa mwanzo na wawili watakaobaki wapewe majukumu mengine.

3. KUFUNGUA BENKI AKAUNTI YA (ASPV)

(a) Mwenyekiti alitoa maelezo mafupi kuhusu kufungua benki akaunti. na kueleza sababu ambazo zimesababisha kufanya hivyo.

Wajumbe walilipoka swala hili kwa shangwe na kupiga makofi. Na kisha walimuomba mgeni rasmi kutoa maelezo ya kina kuhusu benki akaunti na umuhimu wake katika chama.

(b) Mgeni rasmi mama Laiza alianza kwa kusema ni kosa kubwa kwa chama kuendesha shughuli zake bila akaunti kwani si sheria kutunza pesa za chama ofisini au mifukoni. Kwa kuwa chama kilipoanzishwa hakikuwa na mapato ya kutosha kama mlivyonielezea. Lakini sasa ni muhimu kwasababu mnamtumiya na kubakisha walau kidogo cha kuweka benki. Pia mtakuwa mnajiongezea uaminifu mkubwa kwa wale ambao wanataka kuwasaidia bila hivyo watu

hawatawaamini hata kidogo. Hii pia inaleta hali ya kuaminiwa na serikali yenu ambayo mnaifanya kazi chini yake, ili kuisaidia jamii.

- (b) **Uchaguzi:** Wanachama walipiga kura ili kuchagua watu watatu ili wawe wa weka sahihi (Signatories) kwa muda mpaka uchaguzi utakapofanyika baada ya katiba kubadilishwa na imependekezwa wanachama kuwa kunaweza kukawa na mabadiliko yeyote ya hao waweka sahihi kama chama au wanachama wakiona inabidi hata kabla ya uchaguzi Mkuu wa viongozi.

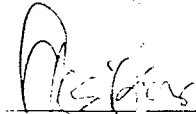
Nao ni :

- (c) Leskar Olengila
- (d) Anthony Wambura
- (e) Irene Richard

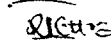
4) KUFUNGA KIKAO

Mwenyekiti alifunga kikao saa 8.00 mchana. Na kuwashukuru wanachama wote kwa utulivu wao kuanzia mwanzo mpaka mwisho wa kikao. Na alimshukuru mgeni rasmi mama Laizer kwa mchango wake mkubwa wa mawazo ambayo yanasababisha chama kuonekana kinatolewa katika giza na kuwekwa kwenye mwanga, ambao unasababisha chama kuanza kuonekana kinarudisha matumaini. Na kuonekana kinarudisha matumaini ambayo yalikuwa yameanza kupotea. Mwenyekiti aliahidi kuwa atashirikiana na viongozi wenzake kuhakikisha chama kinafikia malengo yake.

Na mwisho mwenyekiti alimuomba mwanachama mmoja amalizie kwa sala, na Baadaye kutakiana heri na baraka na kuagana.



Sahihi ya Mwenyekiti



Sahihi ya Katiba

MINUTES ZA WORK SHOP TAREHE 4/12/2004

- Wanachama wa walioudhuria walikuwa 29.
- Work shop hii iliandaliwa na Mama Laizer akishirikiana na professor (Joshua Mkululi.)

Miradi iliyo pendekezwa na Wanachama baada ya kueleza taaluma zao ni kama ifuatavyo (Brain Storming)

1. Music
2. Film Making
3. Education
4. Shop fair trade
5. Health (Afya)
6. Computer
7. Tourism
8. Building and Construction
9. Agriculture

- Baada ya hapo professor aliwapa nafasi wanachama kupendekeza kati ya miradi iliyotajwa hapo juu ni mradi upi upewe kipaumbele, na upi ni muhimu zaidi.

- Baada ya hapo Miradi iliyo pendekezwa ni kama ifuatayo:

1. Music
2. Film
3. Education
4. Shop
5. Health
6. Computer
7. Tourism
8. Building Construction

Wanachama waliendelea kutoa kipaumbele kwa baadhi ya project/ Miradi waliyo ipa umuhimu.

1. Music – Kipaumbele (First Priority)
2. Film - “
3. Education- “

4. Shop- "
5. Computer - "
6. Tourism - "

- Baadaye professoraliirisha work shop kuwaambia wale wote walioudhuria kwamba tukutane tena siku ya jumamosi tarehe 11/12/2004, saa 4:00 Asubuhi

- Wanachama wote waliafiki

- Pia alisisitiza kwamba kila Committee katika miradi hii lazima iwe na Secretary na mwenyekiti wao ambaye atawakilisha kila walicho kijadili kwenye kamati husika

- Baada ya hapo watu wote walitawanyike

TAREHE 11 / 12 / 2004

SIKU ILIYOFUATA YA WORK SHOP.

- Idadi ya walioudhuria walikuwa 39 – (idadi ya watu iliongezeka baada ya kubandika matangazo)
- Tulianza kwa kujadili tulichokijadili kwenye Work shop ya awali.
- Baada ya hapo proffesor alipendekeza watu 5 kujitolea kwenye kamati ya usimamizi (Secretaries Crew)

Majina ya walioafiki ni kama ifuatavyo:

1. Eddy Pius
2. Wambura Authony
3. John Kweka
4. Shaban Ally
5. Prosper Shayo

-Ilifuatiwa na karatasi zilizokuwa zimeandikwa Miradi/ project walizozipa kipaumbele,ili kila mwenye intrest na miradi husika basi anaweza kuandika jina lake kwenye karatasi hizo, pia waliruhusiwa kujiandikisha kwenye mradi zaidi ya mmoja itategemea na ujuzi wa mtu / Intrest yake.

Idadi ya Wanachama katika kila mradi ilikuwa:

- 1.) Muziki –12
- 2.) Duka – 2
- 3.) Utalii (Tourism) – 6
- 4.) Elimu – 6
- 5.) Computer – 5
- 6.) Filamu - 12

Baada ya kupatikana makundi hayo tulitawanyishwa kwenye makundi 3 ambayo tulipewa kazi ya kujadili (Group Work) Na maswali yaliyotolewa ya kujadiliwa ni kama ifuavyo:

1. Unaufahamu vipi muundo wa Aangseriani (Organization Structure) (Mtindo wa Uongozi – Style of leadership).
2. Je kwenye chama chetu kuna Motisha (Motivation)
3. Controlling System iko vipi?
4. Tamaduni ya chama (ASPV) iko Vipipi?
5. Je kuna Morali?
6. Je chama kina thamini (values)

Majibu yaliyotolewa na vikundi hivyo ni kama ifuatavyo:

KUNDI NO 1.

1. Leadership (Uongozi) – Sio mzuri
2. Muundo mzima – Hauieleweki
3. Motisha – iko juu (Highly)
4. Controlling – Hakuna Controlling

NDANI

- Morali – Ilikuwa juu (was highly)
- Tamaduni – “ “
- Thamani- “ “

KUNDI NO 2.

1. Uongozi – Dhaifu
2. Muundo – Hauieleweki
3. Motisha- Hiko juu
4. Thamani- Wastani
5. Thamani- Hipo juu

6. Control- Hakuna

KUNDI NO 3.

Uongozi – Dhaifu

Muundo – Hautambuliki

Motisha – Hiko juu

Moral – Ilikwa juu

Tamaduni- ilikwa juu

Thaman – Hipo.

Baada ya zoezi hilo, tulipanga siku ambazo kamati hizo 5 zitakutana na kujadili yote ambayo wanadhani watahitaji kuyafanya, na baadaye wachague viongozi wao mwenyekiti na katibu kabla ya mkutano wa wanachama wote ambao walikubaliana ufanyike January tarehe 8th 2005 mahali ambapo wataelekezwa na uongozi wa ASPV.

- Professor pia alipendekeza kwamba ni vizuri kama kamati hizi zikutane mara 2 au 3 kwa wiki au vinginevyo kabla ya kuja kuwalikisha mipango yao ifikapo tarehe 8th January 2005.

-Baada ya hapo watu waliaafiki kutawanyika.



AANG SERIAN PEACE VILLAGE
P.O BOX 13732, ARUSHA, TANZANIA.

E-mail aang_Serian@hotmail.com

Web: www.aangserian.org.uk

Ref: ASPV/KK/001/2004

5TH JAN, 2004

MRS, ZAINAB LAICER,
P.O BOX 14124,
ARUSHA.

Dear Madam,

RE: PROPOSAL OF ASSISTANCE TO AANG SERIAN PEACE VILLAGE

Thank you for your letter dated 1st December, 2003. We would be delighted to accept your proposal of assistance to the Aang Serian Peace Village.

Many of the areas outlined in your letter are aspects which are covered within our projects. During your time with us we would like you to carry out certain activities such as: -

- Designing and Implementing Projects to do with Wahadzabe people -
- ➔ Writing Proposals -
- Designing financial packages and implementing them with the office. -
- Conducting field based research.

Please can you return to our office in Mollel House on the morning of Thursday 8th January, 04 so that we can further discuss these projects if there is a problem with this time then please let us know via E-mail aang_Serian@hotmail.com or call 0744 318548.

We look forward to seeing you and exchanging ideas.

Many thanks,

Aang Serian Peace Village
P. O. Box 2113
Arusha, Tanzania

MANAGING DIRECTOR

AANG SERIAN PEACE VILLAGE

Mrs. Zainab Laicer
P.O. Box 14124,
ARUSHA

1st December, 2003

THE DIRECTOR
AANG SERIAN PEACE VILLAGE
ARUSHA

**RE: STUDENT OF MASTERS OF SCIENCE DEGREE
OPEN UNIVERSITY OF TANZANIA
COMMUNITY ECONOMIC DEVELOPMENT**

I am a student of Open University of Tanzania taking Masters of Science Degree in International Community Economic Development. As a participant of the programme I am required to acquire practical skills for managing and designing community based development projects. I visited your office and I am interested to use my skills in your center during the duration of my programme which is 18 months.

As a participant of this programme I am expected to learn and understand conducting field based research, design and implement projects, write proposals, build, manage social and economic development programs, provide technical assistance to community based organizations, create financial packages, understand basic accounting systems.

I have work experience of many years as a Human Resources Officer in Air Tanzania Corporation, National Development Corporation and National Bank of Commerce. Currently I am a Board member of CRDB bank, Arusha Branch.

My services will be free; there will not be any salaries involved. Please contact me by using this cell phone number 0744461585 or my e-mail address.
zainablaicer@hotmail.com.

I hope my application will be considered.



Mrs. Zainab Laicer.

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Aang Serian (the name means 'House of Peace' in Ma language) is an independent, non-profit organisation founded in March 1999 by young people in Arusha, N Tanzania.

It is officially registered with the National Arts Council of Tanzania (BASATA) as an organisation for the promotion of arts and culture.

Aang Serian is now establishing itself as a global NGO dedicated to preserving traditions and knowledge, and promoting inter-cultural dialogue across the world.

Aang Serian is not funded by donor agencies, or linked to any specific political group. We are a diverse group of people, working with schools, colleges and community groups in Tanzania and elsewhere, daring to do that:

- By refusing to be labelled 'underdeveloped', we can build our self-esteem.
- By rediscovering our traditions, we can build our identity.
- By using the skills and knowledge of our ancestors, we can build our future.
- By promoting dialogues between ethnic groups, we can build a peaceful society.

To learn more about the Aang Serian vision please [click here](#).

Get involved!

Sponsor a student for US\$10 per month Community College

Take part in our 2004 International Summer School

Visit rural communities in Tanzania Educational Journeys

Join our Network for Indigenous Education World Assembly

Volunteer as a Teaching Assistant Volunteer Programme

Become a Country Co-ordinator

Buy CDs and fair trade products Fair Trade

Make a donation

[Click here for vision statement](#)

Latest News

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Community College

Aang Serian's Community College opened in May 2001, in a small rented office at Mollel House, overlooking the Arusha minibus stand.

The Arusha branch now has around 40 students, between the ages of 16 and 30. Some are Maasai night-watchmen who attend classes after their shifts; the rest a mixture of unemployed and self-employed women and men, from a variety of ethnic groups, living in Arusha town.

Fees are kept to a minimum, and those unable to pay cash are permitted to contribute in kind or to assist with work instead. The students are encouraged to wear their traditional dress wherever possible, and to bring examples of their artwork and handicrafts to decorate the classroom. Yet the main way in which our Community College is unique in Tanzania is our search for a balance between 'traditional' and 'Western' knowledge, skills and teaching methods.

Our new Certificate Course in **Indigenous Knowledge and Globalisation** has been provisionally approved for accreditation by the University of East London, UK. Click on the link below for more details of this and other subjects on the curriculum.

Subjects on the curriculum

International Knowledge Teacher's Handbook

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Can you help?

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Journeys of Discovery

Slowly, as globalisation creeps into the daily lives of the Tanzanian villagers, customs are forgotten, medicines are left behind, and history found in oral tradition is lost. Learn about relationships between the elders and youth, traditional medicine, dancing, drumming, the migration and the evolution of Tanzanian peoples. Listen to their stories told in song. Visit their lands, learn methods of living that have sustained people for hundreds of years without mechanisation, and open your eyes and broaden your mind to new perspectives. Challenge yourself.

Our Journeys of Discovery, usually lasting from 3-7 days with flexible start and end dates, are led by experienced English-speaking guides who've grown up in the villages in question.

Some options are:

WaChagga Programme

Discover traditional dances, historic caves and churches, vanishing crafts, and the flora and fauna of Kilimanjaro's foothills

WaMaasai Programme

Learn how to milk goats, make the famous bead jewellery, and identify medicinal plants

WaRangi Programme

Travel in a donkey cart, study ancient cave paintings, visit elders & learn the art of bird trapping

For more details or to make a provisional booking, please contact

Aang Serian

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WaChagga Programme

Part of history

The controversy over the Nile originating from Mount Kilimanjaro spurred African exploration and European imperialism. German explorers and missionaries arrived to 'discover' the truth and to attempt to convert the natives to Christianity. Eventually, treaties were formed with the Wachagga and the German Carl Juhlke. The British also formed treaties with locals to the north, in Taveta, which will later result in the current border between Kenya and Tanzania. The Wachagga is a new tribe, only establishing itself within the last hundred years.

Where do they live?

The Wachagga can be found in northern Tanzania in the Kilimanjaro region. They live on the slopes of Mount Kilimanjaro, where banana groves flourish to provide the people with their main staple. Specifically, you will be visiting the village of Machame Uduru in the Hai district, about 20 km from Moshi town. Uduru, also known as Kiduru in Kimachame, means "an elevated area or top of a hill." Similarly, before being globally known as Kilimanjaro, it was named Kelemakyo by the Wachagga, meaning "a high mountain and the mountain of God."

How is the weather?

As a result of the altitude, the climate is cooler and moisture is more abundant than the lower lands. In fact, as the elevation increases, the temperatures drop gradually while animal and plant growth also changes. Kilimanjaro's highest peak can be seen sporting a white crown of snow.

Who are the Wachagga?

The residents of the Kilimanjaro region are the Wachagga and Wapare tribesmen. The Wapare live in an area called Upare, but the dominant ethnic group is Wachagga. Being one of the earliest communities influenced by Roman Catholic and Lutheran missionaries, western education, and cash cropping through cooperative farming, they have impacted the fabric of Tanzanian life in the medical, educational, and business realms. They are also famous for their versatility in utilizing bananas in food and drink, including in the production of the famed banana wine.

What can you learn?

- Traditional custom of sacrifice
- Life of the Wachagga through the voice of the youth
- Songs and Dances
- Traditional medicine and the trees used for special rituals
- Wachagga method of raising livestock and trapping animals
- Truths behind Wachagga relationships, life-styles, politics, and the struggle to maintain culture
- Stories of Chinese merchants, German and British explorers settling Tanzania, and the first church in Kilimanjaro that is now 108 years old

What can you do and see?

- The Water spring known through ancient and modern times as the source of life.
- Hike the slopes of Kilimanjaro while learning about local flora and fauna, and a man-made canal.
- The water source was found by observing ant trails.
- See Mount Kilimanjaro, with its tallest peak, called Kibo, at 5,885 meters.
- Rain forests line the upper and cooler regions of Mt. Kilimanjaro with trees of different species, including Kigelia
- Africana, Tamarindus Indica, Acacias, Ficus Sur, Ficus Thoningii, also known to the Wachagga as mfumu.
- See various types of monkeys, such as the blue monkey, vervet monkey, baboon, red monkey, tota, monkey, and the ndoro, also known as the black and white colobus monkey. Buffalo, antelopes, elephants, giraffes, and other migratory animals are also indigenous to the mountain.
- Attempt to see all 400 species of birds in the region
- Visit the Machame caves, the sight of KEA wars between the Wamaasai and Wakibosho
- Observe traditional homes called Mbii and burial grounds known as Nkumbo
- Visit the first church built in Kilimanjaro
- Taste traditional Chagga food

Prices (3 nights)

- 1 person: £145
- 2 people: £100
- 3 people: £95
- 4 people: £85
- 5 people: £80

Longer programmes and larger groups by special arrangement. All prices are in £ sterling: £1 is approximately US\$1.40, but check current exchange rates!

The prices include food, accommodation, local transport, fair payments for guides, a contribution to the village development fund, and a donation to Aang Serian. You will have to bring your own drinking water, sleeping bag, insect repellent, etc!!

For more details or to make a provisional booking, please contact Aang Serian

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Journeys of Discovery

WaMaasai Programme

Where do they live?

Northeastward from the fertile lands of the coastal areas rises the Maasai Steppe. It encompasses 51,800 square kilometers of vast grassland sustaining three million head of game in the Serengeti. The village you will be visiting is eluwai. The Maasai are also the main inhabitants of Ngorogoro Conservation area.

How is the weather?

The maasai steppe is Semi-desert and is covered by red oat grass during the rainy season.

Who are the Wamaasai?

Their ancestors are the Nilotic people from the north, which may be traced to Egypt. They are a warlike people who, by the 17th century, reached Dodoma. They are pastoralists that are continually on the move to find grass and water for cattle, goats, sheep, and donkeys. Men who still wear traditional maasai clothes can be distinguished by their blue/red checkered cloth draped across their bodies along with their ochre braided hair. Women, on the other hand, wear blue clothing decorated with metals and beads.

What can you learn?

- Learn about the daily activities of maasai men and women while learning the roles and relationships between the genders
- Ask elders about customs and traditions
- Drawing water and fetching firewood
- Beadworking
- Witness ceremonies that introduce the people to different stages of life, including manhood/womanhood, adulthood, to becoming an elder.
- Learn how to prepare traditional medicine
- Learn about the Wamaasai herding techniques
- Know the Truths behind wamaasai lifestyles, politics, and the struggle to maintain their nomadic customs
- Experience maasai song and dance as they produce distinctive patterns of rhythms, melodies, and harmonies

What can you do and see?

- Live in traditional maasai homes, round structures with one main living area where all can share accommodations.
- Hike the same paths of maasai men and women across the grasslands of eluay
- Observe plants and animals used as medicines
- Visit the orpul, a recovering ground for the wamaasai. It is a sacred space where many ceremonies take place.
- Teach and learn at the new rural branch of aang serian community college.

Prices (4 nights)

- 1 person: £175
- 2 people: £115
- 3 people: £105
- 4 people: £95
- 5 people: £90

Longer programmes and larger groups by special arrangement. all prices are in £ sterling: £1 is approximately US\$1.40, but check current exchange rates!

The prices include food, accommodation, local transport, fair payments for guides, a contribution to the village development fund, and a donation to Aang Serian. You will have to bring your own drinking water, sleeping bag, insect repellent, etc!!

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WaRangi Programme

Where do they live?

The Warangi live within the district of Kondoa, one of the largest Districts in Tanzania. It is found in the central part of the country Within the Region of Dodoma. There are approximately 70,000 people distributed in the area. The warangi share this vast land with the Wagogo, Wasandame, waburunge, wamaasai, and wabargaigi.

How is the weather?

Kondoa district is Semi-desert and receives less than 500mm of rain per year. Rainy season is from mid-march to may and November through January. In this semi-arid environment you can find mornings and evenings chilly enough to wear sweaters, yet find that the air warms quickly during the day.

Who are the Warangi?

The Warangi are believed to originate from the north and are cousins to the Maasai.

What can you learn?

- Tradition and culture
- Link between oral tradition, song, and history
- Making bird traps
- Trapping birds using traditionally made traps, which is only practiced in kelema balai
- Dancing
- Drumming
- Traditional medicine
- Balancing jugs on your head
- Cave paintings

What can you see?

Kelema balai village in southern kondoa. Pass through Lake manyara, the great rift valley, and various mountain ranges. see the landscape and climate change right before your eyes from the greenery and dusty roads of Arusha, to dry flat plains, bumpy roads, through to old sisal plantations, red-soiled roads and to lands riddled with the sacred baobabs and acacias until you reach the sandy avenues of kelema balai.

Feast your eyes on the sunflower farms, the people, their dress, ancient paintings and the vastness of unpaved land, and trek the top of ntomoko mountain to the water spring that nourishes 11 villages.

Sample itinerary

Day1: Leave Arusha on the first bus going to Kondoa town. Once in kondoa, a land rover will transport you to Kelema village, where you will be welcomed by the village and its government officials. You have become, not just a student or a tourist, but a guest of the village. Traditional warangi dinner and dancing ensues with accommodations in a 'modern house.'

Day 2: A tour of the village along with a visit to the hospital and school using donkey transport comes next. You can learn daily tasks, such as grinding millet the traditional warangi way and making bird traps out of dry grasses. You can choose to sleep in a traditional house made of clay and soil called a tembe house.

Day 3: Today, you can learn to trap birds while watching the sunrise across the countryside and above the river. You may even find signs of other animals of the wild in the area. After trapping, learn how the warangi prepare a meal with them.

Day 4: Take a hike to Ntomoko Mountain where two elders can recount ancient legends and beliefs of the warangi. See the ancient water spring and visit the waterfall while gazing upon the breath-taking view atop the mount. You may even get a glance of a large snake which the warangi call Chatu, "protector of the water spring."

Day 5: Visit one of the oldest rock paintings in Kolo village. The warangi believe that this is the origin of the first warangi man and woman.

Day 6: Back to Arusha

Prices (5 nights)

1 person: £195

2 people: £130

3 people: £115

4 people: £105

5 people: £100

Longer programmes and larger groups by special arrangement. all prices are in £ sterling: £1 is approximately US\$1.40, but check current exchange rates!

The prices include food, accommodation, local transport, fair payments for guides, a contribution to the village development fund, and a donation to Aang Serian. You will have to bring your own drinking water, sleeping bag, insect repellent, etc!!

For more details or to make a provisional booking, please contact Aang Serian

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AANG SERIAN SUMMER SCHOOL 2004

The Aang Serian Summer School offers a unique opportunity to learn anthropology and ethnobotany directly from local people - Maasai pastoralists, Arusha agropastoralists, Chagga farmers and Hadzabe hunter-gatherers - in their home environments.

In addition to three field trips to rural communities, the three-week program includes lectures given by expatriate researchers, Swahili classes, drum and dance workshops, reading groups, and a visit to the National Herbarium.

Aang Serian is a non-profit cultural organisation registered with the National Arts Council of Tanzania. The Summer School program coordinator has a Masters degree in Environmental Anthropology from the University of Kent, UK.

The Summer School is aimed at: (a) current university students and recent graduates in anthropology, environmental sciences, development studies, health studies and similar subjects; (b) high school/sixth form leavers hoping to begin university studies (degree or diploma) in any of the above subjects in the academic year 2004-05. Other interested students, including mature students, are welcome to apply. All applicants should have a good command of English.

There will be two programs in 2004:

(1) 19 July - 7 August, (2) 16 August - 4 September 2004. Each program is strictly limited to a maximum of 8 students, so please apply early.

The program fee is GBP 750.00 per person (US\$1,275 at current exchange rates), which includes all meals, accommodation, lecturer fees, community development fees (charged by the village governments) and local transport, but excludes airfare.

Profits will be donated to the Aang Serian Community School, Eluai. The fee paid by each summer school student will cover the salary of one professional teacher for six months.

Optional excursions to Ngorongoro Crater, Serengeti, Olduvai Gorge, Mount Kilimanjaro and Zanzibar are available at additional cost for students wishing to stay on after the end of their program.

To apply, please send a one-page CV detailing your educational achievements and current academic status, together with a covering letter stating whether you are applying for the July/August or August/September program, to: Gemma Enolengila, International Liaison, Aang Serian: enolengila@yahoo.co.uk.

Please click [here](#) for more information.

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Teach and learn in Tanzania

Volunteers are able to work for various lengths of time (up to 12 weeks) at the Aang Serian Community College. Programmes are as follows:

1. Teach and Learn Programme

Teacher training and curriculum development, as well as English conversation classes for intermediate and advanced students.

2. Building for the Future Programme

Construction activities, eg bricklaying, carpentry and general manual work, in the Maasai village of Eluay.

Because of Aang Serian's focus on 'two-way dialogues' between Africa and the West, the volunteer work is always combined with a mixture of formal and informal learning activities. These can include anthropology, music, ecology, botany and social history (depending on your specific interests) as well as Kiswahili and general survival skills! All participants, even those working mainly in Arusha town, are invited to join our Journeys of Discovery Programme for a few days to experience rural African life at first hand.

Placements can start at any time of the year and can be of flexible duration. There will be ample opportunity for personal travel in the country after the programme. The need for volunteers is greatest in Eluay, where the lifestyle is basic, but every day brings a new experience. You can choose to sleep in a traditional Maasai hut near the school, or a more modern house overlooking the marketplace (with easy access to running water, public transport and small shops) a 35-minute bike ride away.

If village life isn't for you, don't panic - you can join the Arusha branch of Aang Serian Community College instead. In addition to classes, you can be involved with one or more of our ongoing projects: recording indigenous music, marketing bead jewellery, and editing local literature.

Participants make a financial contribution to the projects - normally £420 for 6 weeks, £585 for 9 weeks and £720 for 12 weeks (Teach and Learn) or a one-off contribution of £180 followed by a weekly payment of £30 for accommodation and food (Building for the Future). This should come from sponsors and supporters rather than the volunteers themselves! Fees include local transport; language tuition and other classes; and a direct donation of £150 to the Community College. This is enough to sponsor a part-time teacher in Eluay for a full year, or to cover the rent for one of the Arusha classrooms for four and a half months.

Applicants should be aged at least 18, emotionally mature, flexible and able to work on their own initiative (those aged over 16 but under 18 may be considered in exceptional cases). If you are interested, please email Gemma Enole Ngila stating the approximate length of time you are available for and when you are likely to be able to come. References will be required once the details of the project are confirmed.



Yunus Rafiki