

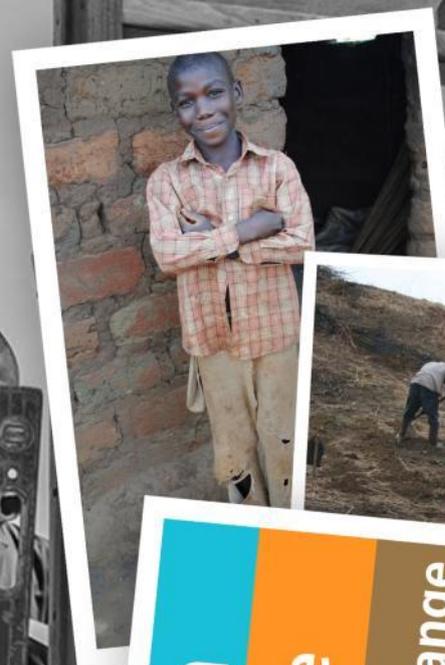


ANNUAL REPORT 2016

GIVE THE CHILDREN OF MPONGWE A FUTURE (GCMF)
PLOT 5,6,13 MACHIYA ROAD – PO BOX 14 – MPONGWE – ZAMBIA
RNGO 101/0395/14

CONTENT

1	Introduction	3
1.1	Focus areas	3
1.2	Board of trustees	3
1.3	Steering committee and management	4
1.4	GCMF and the millennium goals	4
1.5	Organogram	5
1.6	Projects	5
2	OVC Program	6
2.1	Vision	6
2.2	Mission	6
2.3	Social value	6
2.4	Resources	6
2.5	Organisation and activities	7
2.6	Results in 2016	7
2.7	Impact	7
2.8	Evaluation and future	8
3	GCMF Guesthouse	9
3.1	Vision	9
3.2	Mission	9
3.3	Social value	9
3.4	Resources	10
3.5	Organisation and activities	10
3.6	Results in 2016	11
3.7	Impact	11
3.8	Evaluation and future	12
4	GKVTC	13
4.1	Vision	13
4.2	Mission	13
4.3	Social value	13
4.4	Resources	14
4.5	Organisation and activities	15
4.6	Results in 2016	15
4.7	Impact	16
4.8	Evaluation and future	16
5	IBALA Organic Farming Program	18
5.1	Vision	18
5.2	Mission	18
5.3	Social value	18
5.4	Resources	18
5.5	Organisation and activities	19
5.6	Results in 2016	20
5.7	Impact	20
5.8	Evaluation and future	21



1 INTRODUCTION

Our NGO Give the Children of Mpongwe a Future (GCMF) is the Zambian counterpart of the Dutch GKMT foundation. GCMF was established in 2005 when registered under the societies act. The foundation has a fifteen headed board of registered trustees.

- Registration: In Registrar of Societies Zambia in November 2005 (ORS/102/96/12) under the name Give the Children of Mpongwe a Future and as an NGO in December 2014 (RNGO 101/0395/14).
- Physical address: Plot nr. 5, 6 and 13, Machiya road, Mpongwe, Copperbelt, Zambia
- Postal address: P.O. Box 14, Mpongwe, Copperbelt, Zambia.
- Email address: gcmfmpongwe@yahoo.com
- Bank details: Standard Chartered Bank, Branch: Luanshya, Account number: 01 504 362 703 00

1.1 FOCUS AREAS

Through its activities the foundation strives to contribute towards poverty reduction, sustainable development and the creation of job opportunities in Mpongwe district. The focus lies on three main areas:

1. *Education*, through supporting orphans and vulnerable children in their primary and secondary school careers, through courses in organic farming for local small scale farmers and through the construction of the first vocational training college in the district.
2. *Healthcare*, through renovations of the local hospital and water and sanitation projects in rural areas of Mpongwe.
3. *Knowledge exchange*, through students exchange programs, internships and building groups.
4. *Labour and income*, through stimulation and the setting up of income generating projects, especially for women and youths, through setting up business units and through the vocational training college with an emphasis on entrepreneurship.

1.2 BOARD OF TRUSTEES

GCMF has a board of registered trustees that consist of fifteen appointed members:

Chairman: Anthony James Kalima

- Head Britonester Pre- and Primary Private School.
- Retired, former head Mpongwe Basic School.
- Contact person Caritas for Mpongwe District.
- Multiple counselling functions in Mpongwe.

Vice Chairperson: Fridah James Musukuma

- Planner Katete District Development Coordinating Committee.
- Did a two year course in Project Management on expense of the foundation.

Secretary: Patrice Mutakela

- Project coordinator *Mpongwe Baptist Association*.
- Graduated in accountancy in Chingola.

Treasurer: Stephen Kangwa

- Agricultural advisor.
- Allied to FTC and the Ministry of Agriculture.

Ordinary member: Elizabeth Kaluluka Namakau

- Business lady.
- Contact person Non-governmental Organization Coordinating Committee for Mpongwe District.
- Program coordinator of the women group Nchemwe Twesheko.

Ordinary member: Justina Ngoma

- Retired, former Community Development Officer.
- Social Worker.

Ordinary member: Robiness Mali

- Advisor to chieftainess Lesa.

Ordinary member: Vackson Mwenda

- Former head Mpongwe Basic School.
- Current head St. Theresa Basic School Ibenga.
- Chairman District Aids Task Force.

Ordinary member: Rosemary Bweendo Munkombwe

- Former sister in charge Mpongwe Mission Hospital.
- Currently working for District Health Management Team Mpongwe.

Ordinary member: Patrick Chanda Mushipi

- Former council secretary Mpongwe district.

Ordinary member: Joseph Jere

- Retired, former district manager ZESCO.

Ordinary member: Victor Kwalombota Mwiya

- Entrepreneur.
- Former banker for Barclays.

Ordinary member: Clifford Bwalya Kasapo

- Social welfare officer Mpongwe district.
- Former police officer.

Ordinary member: Scotch Mvula

- Branch manager Natsave Mpongwe.

Ordinary member: Dryson Daka

- Retired, former officer in charge for the office of the president.

1.3 STEERING COMMITTEE AND MANAGEMENT

Within the board of trustees there is a six headed Steering Committee for the daily execution of the projects. Steering Committee members are chosen for a period of two years. Ad-hoc committees can be formed within the Steering Committee when a situation demands for it. The Steering Committee members are: Mr. Mushipi (Chairman), Mr. Mwiya (Vice Chairman), Mr. Kasapo (Secretary), Mr. Kangwa, Mr. Jere and Mr. Mwenda. The Steering Committee sits every month. Their responsibilities are:

- Monitoring the execution of projects.
- Counselling and supporting the project managers.
- Monitoring financial and narrative reports of projects.
- Informing the board of trustees about the progress of projects.

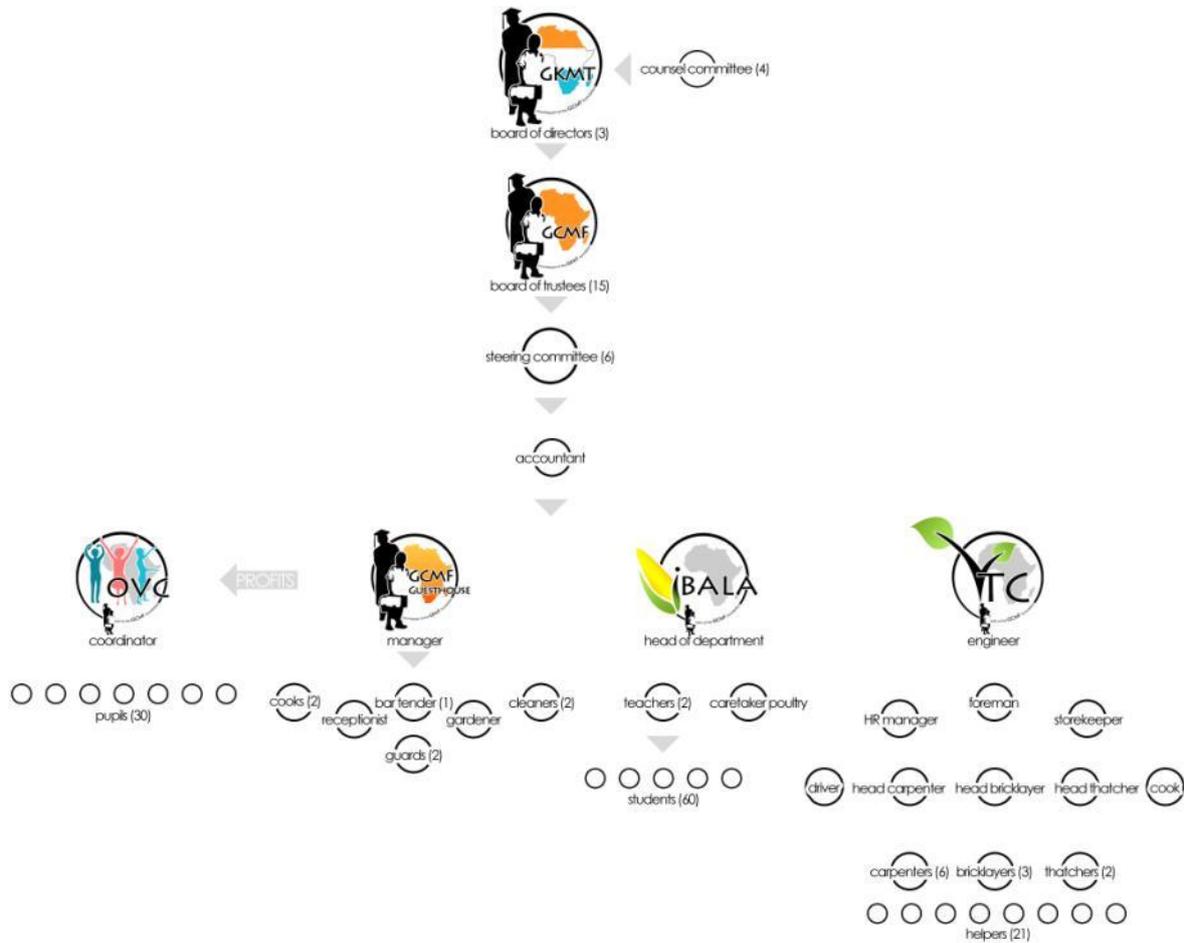
Local management

All projects are headed by a project manager. Every month, the managers report verbally or in written to the Steering Committee and in written to the board of GKMT in the Netherlands. All project managers are administratively supported by the GCMF accountant.

1.4 GCMF AND THE MILLENNIUM GOALS

With its focus on education, healthcare and labour & income the foundation tightly connects to the Millennium Development Goals that were undersigned by its member states in 2002.

1.5 ORGANOGRAM



1.6 PROJECTS

GCMF is growing. In the past our focus has been on the OVC program combined with small scale ad-hoc projects. Nowadays GCMF focuses on four big projects knowingly: The OVC-program; the GCMF guesthouse; the IBALA organic farming program and the construction of George Korsten Vocational Training College (GKVTC).

These four programs demanded for a growing employee base with a professionalized management and require complicated logistics and lots of funds. As a consequence, GCMF has stopped ad-hoc projects, has closed the Youths in Progress program and handed over the community hall to the Nchembwe Twesheko women’s group.



2 OVC PROGRAM

The Orphans and Vulnerable Children (OVC) program is GCMF's longest running program. Since 15 years the foundation assists vulnerable children from all over Mpongwe district with school fees and other requirements to successfully attend school.

2.1 VISION

A future wherein no child from Mpongwe is excluded from primary and secondary education.

2.2 MISSION

Give the children of Mpongwe a future through a donor independent motivational and financial education program for the most vulnerable children in the district.

2.3 SOCIAL VALUE

The Zambian government is putting a lot of emphasis on facilitating access to education through the construction of rural schools and social welfare programs. Despite these efforts there are still plenty of children in the district that are not going to school. Sometimes these children are orphans and no one sends them to school but frequently it is found that parents or guardians simply don't have the financial resources to acquire basic necessities like a uniform or shoes. In some cases a tiny contribution can make a lifelong difference.

When –after a thorough assessment– a child is included in our OVC program, it is not a guarantee that the child completes his or her education. The child, but also the guardian and the school, must show their commitment. Unfortunately, also within the OVC program dropouts occur from time to time. Depending on the reason (sickness, pregnancy, etc.) a child can be re-included.

Children that show commitment and intellectual capacity are given the change to continue their educational career within our OVC program on tertiary level. Because of the higher costs of professional education, the GCMF Board has decided that a maximum of five students per generation are eligible. In the context of loyalty, the children that graduate from higher education sign a bonding contract in which they promise to pay back ten percent of their income during two years in favour of the next generation of OVC's.

2.4 RESOURCES

Our OVC program is funded by three sources of income. Firstly, there are donor moneys from the Netherlands and Belgium. Every year sympathizers of GCMF transfer funds to our bank account on behalf of the OVC program. It might be after organising a benefit performance, but also lots of private persons donate. Secondly, there is the above mentioned bonding system of graduated OVC's. The third and most important source of income for the OVC program is the GCMF guesthouse. The guesthouse was built to create an income generating project to fully finance the OVC program and eventually make the program completely donor independent.

Students from the Netherlands and Belgium that visit Zambia for an internship or research at the GCMF foundation often bring utensils for the OVC's like pens, books and schoolbags.

The OVC coordinator holds office at the GCMF guesthouse. Every Friday he has the GCMF car to his disposal for visiting schools and if necessary he can use the GCMF truck for example during the yearly OVC-day.

The OVC coordinator renders account to the GCMF board and is administratively supported by the GCMF accountant.

2.5 ORGANISATION AND ACTIVITIES

Our OVC program is managed by a part-time project coordinator. Every Friday Terry Wamundila is responsible for the OVC's while he works as a receptionist at the GCMF guesthouse during the rest of the week. Terry visits each school—that has enrolled one of our OVC's—three times per year. During these unannounced visits he checks the pupil's attendance, does payments and hands out utensils. If a pupil is absent in all three occasions and no valid reason is presented, the pupil drops out of the program and sponsoring is stopped. This way, not only the pupil but also the school and the guardian are responsible for the child's educational career. The vacancy left by the dropout is filled with a new pupil selected from our applications file. While selecting the new pupil our emphasis is on the most vulnerable child, which is often a single or double orphan.



Yearly GCMF organises an OVC-day at the GCMF guesthouse which is attended by all the current and former OVC children. During this day, the children get to know their companions through game playing and presentations from graduated OVC's. Unfortunately, in 2016 the OVC-day did not take place due to reorganisations of the program and due to finances.

2.6 RESULTS IN 2016

- At the beginning of 2016 the program supported 39 children.
- Ten Children were newly adopted.
- Seven pupils dropped out of the OVC program.
- Two pupils moved from one school to another and hence fell out of the program.
- Two OVC students are at University, one at UNZA and one at Parglory College.
- One student completed her teaching course at Nkana School of Teaching.
- Three pupils passed grade 12.
- Six pupils passed grade 9.
- Two pupils passed grade 7.
- 30 children are spread in 21 different schools.
- 17.67% in Basic School; 65.85% in High School and; 11.48% in Tertiary Education.
- 13% of the pupils are vulnerable (both parents alive), 40% are single orphan and 45% are double orphan.
- Of the 30 pupils, 18 are girls and 12 are boys.

2.7 IMPACT

The list below shows a selection of ones vulnerable children that participated in the OVC program and are currently, as adolescents, finding themselves in the middle of society.

- Bornard Chapotamo did a teaching course in Kitwe. Bornard is currently working as a teacher at a private school in Ibenga and has far advanced plans to start his own primary school in Lukanga, where he was born.
- Miriam Shamfuti studied IT Management in Kitwe and is employed at Mission Baptist Association in Mpongwe. Miriam coordinates an OVC program and has built a house for her mother. When the computer lab at the GKVTC opens its doors, she will be one of the candidates to start IT courses as an entrepreneur/teacher.



- Pious Musokoshi studied Human Resource Management in Lusaka. Pious has been manager of the GCMF guesthouse from 2012 until 2014 and is currently pursuing his dream to become a pastor.
- Yvonne Namfukwe did a teaching course in Kitwe. Yvonne is currently working as a teacher at Britonester Primary School in Mpongwe.
- Teresa Ng'ambi did a teaching course in Kitwe. Teresa started her own preschool in Mpongwe.
- Dickson Kaswilili did a teaching course in Kitwe.
- Jeff Ngoma studied ZICA Accountancy at the NIEC School of Business Management.
- Leo Banda studied Science Laboratory Technology in Lusaka and has since worked as a warehouse assistant clerk at Longman Zambia.
- Esnart Shamfuti studied Business Administration in Kitwe. Esnart currently Works at Bulima Organic Farming in Mpongwe.
- Patricia Chipayeni did a course in Metal Fabrication in Luanshya.

2.8 EVALUATION AND FUTURE

In the 2016 we had some challenges within the program:

- Finding of pupils in school due to time changes in reporting hours.
- Road networks were bad during the rainy season, which made it impossible to access some of the schools.
- Some pupils didn't attend class and had no a proper explanation.
- One pupil did not bring his grade 7 results due to not knowing that once they pass the exam they have to bring their results to the GCMF office for analysis.

Three pupils wrote their grade 7 exams, two of them have been selected to grade 8 and they are already budgeted for in the 2017 budget. We are hoping that the other one will also be selected to go to grade 8 because she had good results at the end of her term tests. The results came out recently in December and not all the children were able to reach the GCMF office to report.

One pupil wrote her grade 9 exams. Unfortunately she did not pass. She was given a second chance and has already been included in the 2017 budget. By end of March we will be able to know the total number of pupils selected for college and the pupils who didn't pass their exams. Three pupils wrote their final exams in grade 12 and the results are not yet out. Two of our college and university students successfully passed and are now in third and fifth year.

Decided by the GCMF board, our OVC program will not continue sponsoring college students due to the high costs that are involved. We will continue with the two students to finish their studies after which the program stops financing tertiary education and will focus solely on primary and secondary education. This way a wider group of vulnerable children can benefit from the OVC program.



Miriam with some of her OVC's



Pious as a manager of the GCMF guesthouse



Teresa in her own pre-school

3 GCMF GUESTHOUSE

Construction works of the GCMF guesthouse started in 2007 and were fully completed in 2013. Our guesthouse offers the guests twelve luxurious rooms of which eight are self-contained, an internet cafe/copy shop, a kitchen/bar/restaurant, catering and the organisation of events. The guesthouse provides fulltime employment for ten local men and women.



3.1 VISION

A guesthouse that creates fulltime employment for local people, that caters for the local community's needs and that generates income to finance a donor independent OVC program in which at least 100 local children are enrolled.

3.2 MISSION

Give the children of Mpongwe a future through a donor independent OVC program financed by an income generating guesthouse that offers a service that will always be ahead of the competition.

3.3 SOCIAL VALUE

Before 1997 Mpongwe was part of the larger district of Masaiti. The offices of the council and the local ministries were located at a distance of 50 kilometres of what we now call Mpongwe Township. Apart from a rural hospital and a lot of small scale farming nothing much was going on in the area by then.

When Mpongwe became its own district in 1997 –and throughout the years a council, local ministries, a post office and a police station were put in place– it developed into a wider and more versatile local society. With it grew the need for a luxurious guesthouse.

While Mpongwe grew into a district and a Township, the OVC program and other activities of the GCMF foundation grew along. As a consequence more people got involved (board members, students and volunteers) and hence the need for our own hostel and offices arose.

GCMF decided to act upon these developments and recognised a possibility for an income generating project in the form of its own guesthouse. Building a guesthouse could –besides generating income– give the foundation a visage, foresee in needs from the local community and solve an internal logistic problem.

Building the guesthouse started in 2007. The first four rooms, the internet cafe and one office facility became operational in October 2008. In February 2009, the entire first phase was completed when the guesthouse catered for eight rooms. Putting emphasis on the relationship between the foundation and the guesthouse it was decided to name it after the Give the Children of Mpongwe a Future Foundation, hence: The GCMF guesthouse.

In 2011 construction works of the restaurant started. When finished in March 2012, the restaurant opened its doors for guests and local clientele.

After a new application was approved by the same donor that financed the first construction phase and additional funds from Progressio/Cordaid were granted, GCMF decided to finish the second and last construction phase of the guesthouse. This phase consisted of four additional self-contained rooms and an office for GCMF management. Midst 2013 the foundation saw one of its dreams become reality: The GCMF guesthouse was entirely completed in accordance with the original design.

In 2014 the guesthouse opened a bar within the restaurant after receiving requests from guests and local customers.



3.4 RESOURCES

The GCMF guesthouse was built with donor funds partly topped up by Wild Geese¹ and partly by Progressio/Cordaid, but has been running independently ever since. Upgrading and maintenance is paid with income generated by the guesthouse and its profits go towards financing the GCMF OVC program.

The guesthouse's main income is coming from renting out rooms to guests, but it also generates income with an internet cafe/copy shop, a bar/restaurant and the organisation of events like New Year celebration and live music. Local people can hire the premises for kitchen parties and weddings and the restaurant frequently receives big groups of people from the local offices for workshops or lunches.

The guesthouse can use the GCMF car or truck for which a kilometre allowance is paid.

The guesthouse doesn't depend on the council when water is concerned since it has its own borehole and water tower. Since 2015 it also has a small generator to solve the problem of power cuts.

3.5 ORGANISATION AND ACTIVITIES

In the first years the guesthouse was managed by volunteers from the Netherlands and Belgium. When Pious Musokoshi² graduated in HR management, GCMF decided to give him the opportunity to become the GCMF guesthouse manager. Pious worked in this capacity from May 2012 until February 2015 after which he announced his wish to continue studying.

GCMF strives towards Zambian ownership of all her projects; hence the decision was made to replace Pious not by new volunteers but by a Zambian manager through nationwide advertisement. After a pre-selection and interviewing five candidates, the GCMF board choose to appoint Gertrude Tiki as the new manager. Gertrude came from Kabwe where she worked as an assistant manager for a much larger guesthouse.

Gertrude is heading a team of nine employees, being: two guards³, two cleaners, two cooks, a bartender, a receptionist and a gardener. She renders account to the Steering Committee and the Dutch board and is administratively supported by the GCMF accountant.

Besides the earlier mentioned social activities that are being organised at the guesthouse, it also plays an active role⁴ during national holidays like World AIDS Day, Women's Day en Youth's Day.



¹ *Wilde Ganzen*, a Dutch organisation that redistributes government budget amongst approved projects throughout the world.

² Pious was one of our OVC's.

³ Day and night guard, the day guard also does maintenance.

⁴ Financial or facilitative.

3.6 RESULTS IN 2016

3.6.1 Room occupancy rate

The average room occupancy rate for 2016 was 50.4%, which is almost 20% lower than the year before. This might be caused by the opening of other guesthouses in Mpongwe Township. Per month there was a high fluctuation in occupancy rate:

- January 37%
- February 55%
- March 49%
- April 46%
- May 52%
- June 79%
- July 60%
- August 48%
- September 41%
- October 35%
- November 55%
- December 48%

3.6.2 Meals and Beverages

While the room occupancy rate went down, meals sold at the restaurant went up from an average of 300 meals per month in 2015 to 408 meals in 2016. The beverages sold at the bar increased from an average of 1700 per month in 2015 to 1980 in 2016.

3.6.3 Internet Cafe

The internet cafe did not perform well in 2016 because an internet connection could not be provided by our National provider Zamtel. They failed to provide not only us but the entire Mpongwe Township. Apart from the internet problems some revenues were made through printing, typing, scanning and computer repairs/update services.

3.6.3 Events

In 2016 the guesthouse organised five workshop, two kitchen parties, a start of the year party and an end of year party. This total of nine events was four less than the year before.

3.6.4 Quality improvement

In 2016:

- The restaurant kitchen interior was renewed and the exterior expanded.
- The restaurant furniture was renovated, new bar chairs were made and a hand washbasin was installed.
- The roof of the restaurant was renovated and new ridges were put.
- A bronze statue of the GCMF logo was put at the entrance of the restaurant. The statue was made by Jos Korenromp, brother of the founder of GCMF.
- The internet cafe was provided with a new roof as was done the year before with the public kitchen building.
- All the eight self-contained rooms got cable television.

3.7 IMPACT

- All children of the guesthouse personnel attend school of which a couple go to private school.
- Three of the ten employees attend school after working hours.
- Maintenance works, like painting and small reparations, are being done by local men.
- Local farmers supply vegetables and chicken to the restaurant.
- Several primary schools send their pupils to the internet cafe for computer lessons.
- Throughout the years, a dozen couples celebrated their matrimony at the guesthouse.
- Mpongwe council hires the guesthouse for lunch during the quarterly DDCC⁵ meetings.

⁵ Mpongwe District Development and Coordinating Commission.



- In 2016, the guesthouse financed all costs for the OVC Emmerson Nkonga, who studies at the University of Zambia.
- In 2016, the guesthouse financed all costs for the OVC Margaret Banda who studies at the Paglory College of Education.
- In 2016, the guesthouse financed the entire OVC program for 33 local vulnerable children.
- Throughout the years the guesthouse offered lodging to over forty Dutch students that came to Mpongwe for an internship or research.

3.8 EVALUATION AND FUTURE

The GCMF guesthouse and its services are constantly being improved on. Also in 2016 improvements were put in place when comparing to the year before. The guesthouse has built a good name and GCMF has proven to be able to uphold this name.

The recent coming of more guesthouses in Mpongwe Township demands a further rising of our quality standards. In 2017 we tend to do this by working on services. The bar/restaurant will offer a wider variety of services (more varied menu, more varied drinks, selling of talk time, etc.). The internet problem shall be solved and the copy shop will offer more products (colour printing, binding, laminating, etc.)

By 2020 the GCMF guesthouse strives towards financing the entire OVC program for 100 vulnerable children.



4 GKVTC

In 2011, targeting problems like the lacking of opportunities for the youths and the lacking of skilled workmanship within the Mpongwe district, the GCMF foundation started their biggest and most challenging project so far: The *George Korsten Vocational Training College* (GKVTC)⁶.

4.1 VISION

A future wherein the Mpongwe district facilitates in their own tertiary vocational education and no longer depends on skilled workers from outside the district.

4.2 MISSION

Give the children of Mpongwe a future by constructing the first vocational training college in the district which during the construction stage makes use of local materials and local labour and ones operational will become entirely self sustainable.

4.3 SOCIAL VALUE

In the past years an increasing number of youths have left Mpongwe district in search of tertiary education. Others who have stayed behind often do not have the finances to do the same and remain home and eventually unemployed.

The Mpongwe District Committee, the executive board of the GCMF foundation and their Dutch counterpart GKMT, believe that initiating the GKVTC is a powerful instrument to offer future perspective to this important group of youths and will highly contribute to the development of the district. By supporting these youths the GKVTC furthermore contributes to the formation of a middle class and development and preservation of local knowledge and skills.

In December 2011, GCMF started the construction of a durable, flexible and expandable vocational training college with accredited courses. The college is an innovative project in which design and teaching methods play central roles.

The college's design is based on principles of the *Open Source House*⁷ and the *MAXergy* concepts of *Hogeschool Zuyd* from the Netherlands. It comprehends that the design is imbedded in the local culture and economy and that it contributes to the employment rate and knowledge development within the local community. In Zambia this is the first time such a project is being implemented.

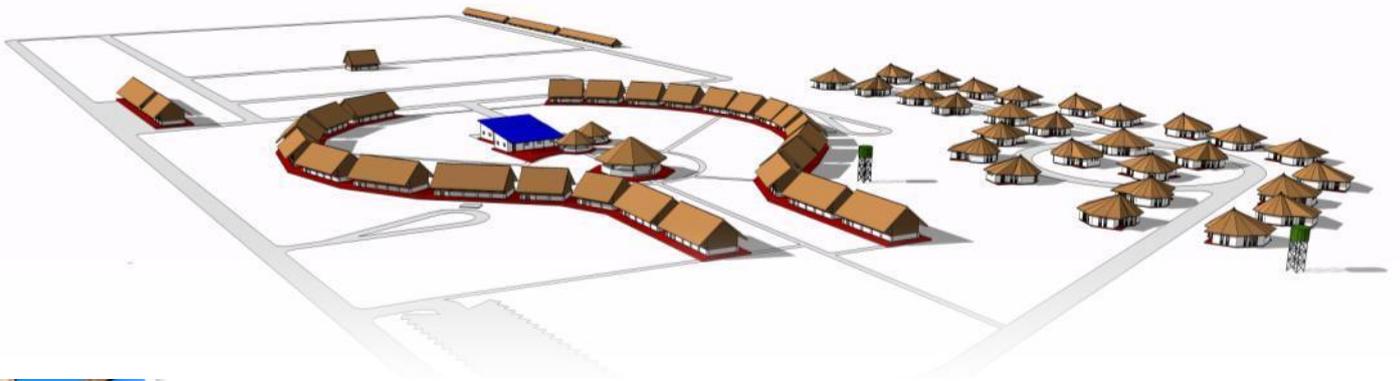
The design tries to make a maximum use of location and climate and is very flexible and demountable. The project is being built as much as possible with 0-materials, 0-installations, 0-energy and 0-water. This means that no extra or at least as little as possible extra materials, installations, energy and water are being used.

Materials used for construction are locally available and will be grown back in nature by the end of the building's lifespan (life cycle). The water consumption for kitchen, sanitary, laundry and irrigation will be drawn from a rainwater harvesting system and will also be re-used as much as possible.

The buildings are placed in a traditional round shape leaving an open area in the middle. In this open area trees and crops will be planted which is giving the project a certain amount of intimacy.

⁶ The GKVTC is the first vocational training institute in Mpongwe district.

⁷ www.os-house.org



From an analysis of the Zambian culture it appeared that cooking and social gathering are central aspects of daily life. Therefore the buildings with public functions, which we consider meeting places, are located within the circle. These are the auditorium, the kitchen, the restaurant and the workshop: 'Make Something out of Nothing'. Waste is a major problem in Mpongwe just like it is in the rest of Zambia. In this workshop waste will be recycled in a creative way and displayed in an exposition room.

The project complies with all the TEVETA⁸ requirements and all the minimum building environment standards in Zambia.

The Ministry of Education is closely involved in the shaping and execution of education at the GKVTC. Education will be given based on the principles of 'action learning' in which practical lessons are the starting point and theory lessons largely reflect on these practical lessons. Besides the qualified teachers also local entrepreneurs play an important role in the vocational training process. Entrepreneurs will guide the students in the production process⁹. Each course will be linked to a business unit either internal or local. The internal business units serve as practical learning facilities and will also generate income for the school¹⁰.

Our concept of durable construction methods are linked to the theory and practical lessons of the students. This way the students receive insight in a durable way of constructing and can carry out this knowledge to future generations. Besides stimulating the knowledge economy it makes the college something of their own, something they can be proud of.

4.4 RESOURCES

The GKVTC project was approved by *Wilde Ganzen* in 2011. They have topped up all our funds with 55% although this has been reduced to 50% in 2016. Changes in the planning are always first discussed with them.

With the primary goal of knowledge exchange, we received one building group from Belgium and two building groups from the Netherlands. The first group taught our local workers to make demountable trussed rafters; the second implemented a revolutionary water supply system in one of the sanitary blocks and the third group instructed on the use of carpentry machines which were donated in 2013. During the visit of the third building group the focus was on safe usage and maintenance of these machines.

The machines in our carpentry workshop are powered by a diesel generator that provides the required 380 Volts. This generator is also powering an electrical pump which supplies the water tower.

GCMF owns a four tonnage truck. During construction periods this truck is continuously used for the provision of timbers, reeds, bamboos, sand and other building materials. During weekends it is being used for away games of our VTC football team transporting players, staff and supporters.

⁸ Technical Education Vocational and Entrepreneurship Training Authority

⁹ Training on the Job

¹⁰ Learning by Doing and Earning



4.5 ORGANISATION AND ACTIVITIES

The initial plan was to build the GKVTC in two phases. In 2014, together with *Wilde Ganzen*, GCMF decided to divide the project in four phases. The objective of this extra division is to get better insight in the needed funding and to start as soon as possible with offering educational programs to the youths of Mpongwe. Now that the new first phase is finished, certified courses can start and electricity can be installed and connected. After finishing phase two the college can be considered fully operational since three practical rooms, two administration buildings, and six teacher houses will be ready for use. Phase three and four can be seen as expansions following the expected need for growth. In 2015 our aim was to finish phase one including furnishing.

Construction is monitored by Albert Bram Sol, a construction engineer from the Nederland. Bram manages a team of averagely forty local workers. The team consists of a foreman, storekeeper, human recourse manager, cook, driver, head carpenter, head bricklayer, head thatcher, carpenters, bricklayers, thatchers and helpers.

4.6 RESULTS IN 2016

In 2016 we started pilot training courses and worked on licenses and certificates.

The following activities where involved:

- A wide range of learning tools was bought for carpentry and for bricklaying courses.
- Three pilot courses started for Carpentry, Bricklaying and Horticulture for a total of 22 students.
- In November the GKVTC became a TEVETA accredited training institution.
- 5 Hectares of soya beans were planted at the GKVTC as a start of giving the IBALA department an income generating aspect.
- The bricklaying practical workshop was roofed.
- Twenty students (small scale farmers) graduated in organic farming after a two year course at the GKVTC.
- Seventeen of our workers (carpenters and bricklayers) were given a change to sit for a hands-on examination at a college in Luanshya to receive a TEVETA trade level three certificate. Although the workers were solely trained on the job, they all passed the test.
- Beacons were placed by the Ministry of Lands and a survey diagram was made.
- The application for title deed was submitted.
- The girls boarding block was provided with 16 mattresses.
- The girls boarding block was provided with solar energy.
- HIV, Gender, Disability and Environment policies were developed.
- 54 Flamboyant trees were planted in a circle around the buildings.



4.7 IMPACT

- Since five years, the project has offered fulltime employment for an average of forty local workers.
- ZNBC¹¹ has broadcasted the project twice on national television during the evening news.
- The GKVTC was published ones in the Sunday Times of Zambia and twice in the Zambia Daily Mail.
- Our curriculum for the organic farming course was developed by GKMT and adapted by TEVETA as the national standard.
- Throughout the years the project was visited by the Minister of Agriculture, Mpongwe District Member of Parliament, Council Chairman, Council Secretary, Mpongwe District Agriculture Coordinator, District Commissioner, and several chiefs.
- In 2015, the GKVTC won the Pan African Award for Entrepreneurship in Education.
- The surrounding area was plotted by Mpongwe Council with high-cost residential and commercial destination. Landowners (mostly small scale farmers) see the value of their land increase tremendously.
- The work permit drawings of the GKVTC are being displayed by the Provincial Planning Office in Ndola during workshops as being the new standard.
- The GKVTC football team became champion of Mpongwe in 2014 and in 2015.
- The GKVTC football team was published ones in the Sunday Times of Zambia.

4.8 EVALUATION AND FUTURE

In 2016 our focus was on initiating three courses (Carpentry & Joinery, Bricklaying & Plastering and Organic Horticulture) and the continuation of Organic Farming. For the first intake we aimed at recruiting twenty students per course of which half of them in boarding.

Three pilot courses took place in 2016 in Carpentry & Joinery, Bricklaying & Plastering and Organic Horticulture. Our aim to recruit twenty students per course was not achieved; we had 21 students in total of which



¹¹ Zambia National Broadcast Channel

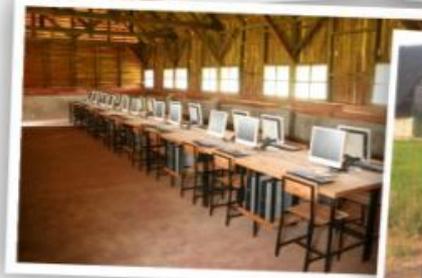
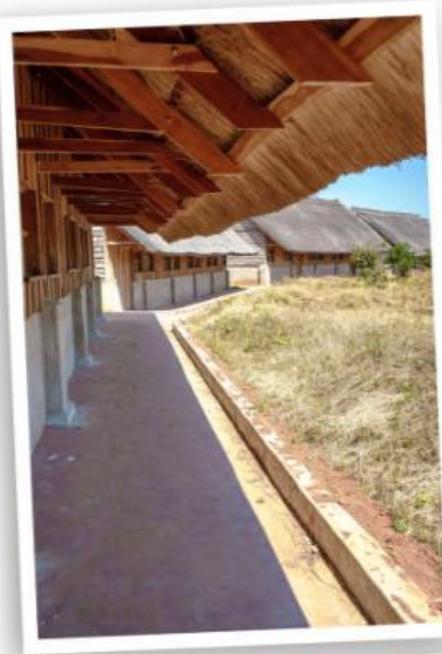
sixteen in boarding. Apart from the difficulties to recruit more students no real challenges were faced.

The Organic Farming course came to an end when all 42 students sat for their practical examination. All students graduated and will receive their certificates during a ceremony which will be held in 2017. The ceremony will be in combination with seventeen construction workers that did a TEVETA trade test level III examination at Luanshya Technical and Business College and 22 students that did a pilot course at the GKVTC in Horticulture, Bricklaying or Carpentry.

Funds allowed very little construction activities in 2016. When the VTC became a TEVETA accredited institution by the end of 2016, one of TEVETA's conditions to approve the College was to provide the bricklaying practical room with a roof. This roof was done in November and was the only construction activity that took place.

In 2017 our aim is to continue with four courses: Carpentry & Joinery, Bricklaying & Plastering, Organic Horticulture and General Agriculture. We wish to extend the amount of TEVETA accredited courses and levels and manage to recruit a minimum of twenty students per course.

When construction is concerned we aim at finishing all the phase two buildings that are under construction and electrify the College.





5 IBALA ORGANIC FARMING PROGRAM

The IBALA project offers training programs to local small scale farmers with the goal to promote sustainable organic agriculture. 42 local farmers followed a three year part-time course led by two Zambian teachers. Since 2013 IBALA is being offered at *Tubombeshe* Skills Training Centre and since 2014 also at the GKVTC in Mpongwe.

5.1 VISION

A healthy and sustainable environment achieved through practical training in organic farming for local small scale farmers.

5.2 MISSION

Give the children of Mpongwe a future through the development, empowerment and training of their parents while focussing on increased food security.

5.3 SOCIAL VALUE

Unemployment rates in Zambia are high especially in rural areas, but this doesn't mean that people don't work. Almost every family in Mpongwe practises small scale farming on pieces of land of different sizes on which mainly maize is being cultivated.

Soil fertility has gone down in Mpongwe because of the conventional farming methods and the limited variety in crops. Farmers depend highly on input like chemical fertilisers. It frequently happens that a family manages to buy seeds and does the planting but later on faces the problem of not having enough finances to buy the chemical fertilisers. As a consequence the yield is poor and hence the family lacks food during the dry season. There is no need for scientific research to know that the performance of school going children is less when they attend school on an empty stomach.

The financial input when farming is done organically is extremely low. Organic farming focuses on soil fertility rebuilding through self-made compost and farmers are being encouraged to plant open pollinated varieties and implement crop rotation. This eventually reduces the financial input to zero. The financial input is replaced by labour and time which are both not scarce.

5.4 RESOURCES

The first three years the IBALA project was subsidized by Cordaid who replenished all the funds that were raised by GKMT in the Netherlands. Besides these donor funds we have worked hard on financial independency within the IBALA project.

One of the income generating venues within the IBALA project is a poultry in Ibenga at IAGA¹². GCMF has constructed a facility for 1.200 layers. The idea is to sell the eggs at the local market while the manure can be used for compost making by the students. We started with 250 birds in 2015 and the poultry was supposed to gradually be housing more chickens. Once the poultry is fully occupied with 1.200 birds, the poultry should cater for the salary of both IBALA teachers and the salary of a daily care taker.

Within the IBALA project we invested in a second income generating venue in 2015. On one hectare of land near the poultry we have planted 450 cashew trees. The land was donated by the local Chiefteness. After about five years these trees should start bearing after which the fruits as well as the nuts can be processed and sold.

¹² *Ibenga Area Gender Association.*



The Level Foundation from the Netherlands has send two guest lecturers to Ibenga in 2015. During a one week course all IBALA students were taught entrepreneurship.

IBALA possesses a small motor bike for monitoring purposes. The student's farms are often found in the bush at places where the car couldn't reach. If necessary IBALA can use the GCMF car or truck for which a kilometre allowance is paid.

5.5 ORGANISATION AND ACTIVITIES

In 2011 a first pilot project started under the name IBALA. After an evaluation of this pilot, GCMF started the first three year course in organic farming following four main principles: On time, following standards, no wastage and with pleasure.

The first course for twenty students started in September 2013 in Ibenga. The following year, also in September, a second group of twenty students joined the first group in Ibenga and an additional twenty students started a course at the GKVTC in Mpongwe. For the latter two groups the duration of the course was reduced to two years.

The first three IBALA courses were given by two local teachers: Joe Nkhoma and Elias Saliyua. When the first three groups of students graduated in 2016 both Joe and Elias stopped working for the foundation and were replaced by Arnold Siakoche. Arnold is teaching a fourth group of students at the GKVTC while in Ibenga preparations are being made to start with a fifth group.

IBALA teachers report to the Steering Committee member that is in charge of the program, who monthly reports to the other steering committee members and quarterly to the full board. GKMT receives a monthly written report about the projects progress. Joe and Elias have been supported administratively by the GCMF accountant.

For student administration purposes one office with computer is available at IAGA, one office with computer at the GCMF guesthouse and an office at the GKVTC. In 2017 all administration will shift to the GKVTC after the projects connection to electricity. All information including the monitoring the student's progress is administered and digitalised.

The first year of the three year part time course is quit intensive: every week one full day of theory and practical at the center and every two weeks the student's home fields are being monitored. The focus of the monitoring is on all aspects of organic farming and on the way students imply the six rolls that are being expected of them: Farmer, communicator, team worker, designer, researcher, and entrepreneur.

The second and third years are less intensive with just half a day of theory per month with lessons about life skills and entrepreneurship: Skills that are important for becoming successful as a farmer. Monitoring of the home fields continues during the second and the third year. .

School Enterprise Challenge

As a consequence of a reward that we received from Pan African Award for Entrepreneurship in Education the GKVTC was invited by the organisation Teach a Man to Fish to participate in the School Enterprise Challenge. During twelve weeks our students and teachers received online guidance. Following ten manuals the students worked out a business idea, a business plan and a financial plan.

The students choose for the production of organic cooking oil. Both students and teachers worked hard on their business proposals and we were excited to see the feedback we received from Teach a Man to Fish:

“Thank you for entering the School Enterprise Challenge, we really enjoyed reading your business plan, you have obviously worked very hard and we hope that you are enjoying participating in the School Enterprise Challenge Competition 2015!

MARKET RESEARCH - We thought that the market research you conducted was fantastic. The way you presented your information was really clear and helped to provide you with lots of useful information, for example, that there is a demand for your product, as well as good ideas for the future that will help you to diversify your range of products.

SWOT ANALYSIS - The SWOT analysis is fantastic, well done! You clearly explained in detail the Strengths and Opportunities that your team has. This section will help your team to take advantage of your unique situation. We were really impressed by all of the skills, talent and knowledge that your team has to offer the business - you sound like a really talented bunch! The weakness and threats section provides an honest and interesting account of potential problems that your business may come across. Having this information will help you to deal with and/or troubleshoot issues outlined in the section.

OPERATIONAL PLAN - It was great to read about your diverse business team. You could further strengthen your operational plan by including a team structure which shows what each member is responsible for. This will help your team work efficiently and effectively when you launch your business.”

5.6 RESULTS IN 2016

- 42 students graduated in 2016. 27 in Ibenga en fifteen in Mpongwe at the GKVTC.
- 10 students followed a full time three months pilot course in Organic Horticulture at the GKVTC in 2016.
- Eighteen students dropped out of the program due to several causes. Besides pregnancies and sickness the extremely low school fees still seemed too high for some.
- Both training centres have half a hectare of land at their disposal for the IBALA demo plots.
- The IBALA training course is registered at TEVETA.
- Two teachers did a course of teaching methodology at the expense of the organisation at TVTC¹³.
- In 2013 and 2014 students have organised a field day in Ibenga during which visitors could see and learns from the student’s demo plots.
- In 2015 the field day was organised at the farm of one of the best students.
- In 2014 all students were taken to Ndola Dawn Trust for an excursion.
- In 2015 all students were taken to Rivendell farm for an excursion.
- In 2015 all students received a course in entrepreneurship offered to them by the Level Foundation from the Netherlands. The course had a duration of one week
- In 2015 all students participated in the School Enterprise Challenge from Teach a Man how to Fish.
- GCMF was formally acknowledged as the best NGO in Mpongwe by the Ministry of Agriculture in 2014. The success of IBALA contributed highly to this reward.
- In 2015 two Dutch students from *HAS Hogeschool* the Netherlands did their internship within the IBALA program.

5.7 IMPACT

- Amos Mubeka, a local farmer that joined the IBALA program in 2014, is now producing organic vegetables which he sells at the local market. He manages to maintain his family this way.
- Jessie Mwale, a retired teacher, graduated from the IBALA program and is now teaching organic farming to her local

¹³ Technical Vocational Teachers College in Luanshya.



community and church.

- Steward Kalaswa has been a farmer for many years but not very successful. The IBALA course has changed his view on agriculture. Neighbouring families see the difference and acknowledge the improvement on his field. They all want to join the program now, says Steward.
- Charles Pintu works as a caretaker in the IBALA poultry, cultivates organic vegetables and keeps goats to make compost with the manure.
- Throughout the years IBALA has planted more than 2.000 trees as a response to deforestation in Zambia.
- The 2014 field day was transmitted by ZNBC on national television.

5.8 EVALUATION AND FUTURE

In contrast with last year's objectives IBALA was scaled down in 2016. Since the graduation of our students from the first three intakes no new course has started at Ibenga yet. The reason for this was that the poultry didn't perform according to our schedule and this was due to the chicken supplier. No new chickens were supplied even though payments were done. The case is still in court. Once the case is solved and the poultry is running again, a new intake of students can be accepted. At the GKVTC in Mpongwe ten students were enrolled for a three months course in organic horticulture and a one year trade level I course in general agriculture has started by the end of 2016 for which eleven students were recruited.

We are still working on having the curriculum for organic farming accredited by TEVETA. Once TEVETA grants us with the accreditation, courses on three different levels in organic agriculture will start.

Despite the downscaling of IBALA in 2016, our future plans for this project are still bright. Reflecting on the entrepreneurship course from the Level Foundation and inspired by the School Enterprise Challenge, students came up with the idea to start a cooperation between IBALA and the students. After students harvest organic crops from their home fields IBALA can buy and process the crops into organic product with the brand name IBALA. Maize could be processed to organic mealy meal, ground nuts into organic peanut butter, soya beans into organic soya milk and the remaining materials into organic feed for livestock. Also the cashew project in Ibenga could be included in the same.

It would mean that IBALA invests in the necessary machinery for processing. With every new intake of students under IBALA the cooperation will grow bigger and processing the crops from former students opens possibilities to start new courses in food processing.

In order to start this cooperation, our teachers and students are convinced that besides training there is need to start developing a local market in Mpongwe. OPPAZ¹⁴ is Zambia's motherboard when organic farming is concerned. In the future IBALA will register as a brand that produces organic products with OPPAZ. This could open the door to the local market. Advantages of becoming an OPPAZ registered institution are: Free access to information about organic farming, a license to deal in organic products, IBALA could enter the export market and students will be invited for workshops.

¹⁴ *Organic Products and Producers Association Zambia.*

