

TIST

HABARI MOTO MOTO ©

Tel. 026-2322246, P.O.BOX 53 MPWAPWA

E-Mail tist@twiga.com

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TIST IS CONTINUING

The changes from 'TIST' to 'JITUME' – Bishop Simon Chiwanga

Introduction

The main guide of the faith for Christians, and foundation of the church in the Diocese, is the servant. This is especially true for the pastors and priests of the Parishes. It is important for servants to understand changes and important plans in their Diocese so that they can fulfill their ministry to people. Sometimes changes and plans are confusing. The main reason for this article is to explain the changes happening in the TIST program in this Diocese. First let us review the history of "TIST".

What was "TIST" Originally?

TIST is the name of the program started by Mpwapwa Diocese in 1999 in order to serve the small groups. This effort to strengthen the small groups spiritually and economically started in 1998, by improving Njia Bora and the strength and survival of the groups.

A seminar in the middle of 1998, which included representatives from each Parish, included the exercise of putting down visions for the Diocese. One idea was this: The church in Mpwapwa Diocese should grow spiritually by means of small groups which are now spread all over the Diocese, and also people should, through self-reliance, reduce famine and poverty and improve education.

What was liquidated?

TIST, the legal business corporation, is being liquidated. This does not mean that everything related to TIST is now finished. Some people may have been confused by the word "liquidator," in Swahili "mufilisi," and thought that the liquidator would wrap up everything to do with TIST. What changed here is only the name and kind of organization that will take part of running the activities: from TIST to JITUME.

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TIST BADO INAENDELEA NA SHUGHULI ZAKE

Mabadiliko ya kutoka 'TIST' kwenda 'JITUME' – Askofu Simon Chiwanga

Utangulizi

Mlinzi mkubwa wa Imani, Maadili na Misingi ya Kanisa katika Dayosisi ni Muhudumu, na hasa Kasisi wa Parish. Ni wajibu wa Wahudumu kuelewa mabadiliko na mipango muhimu katika Dayosisi ili watimize uongozi wao bora wa kuonyesha njia. Vinginevyo, ufafanuzi wa mabadiliko muhimu unaweza kuangukia vinywani mwa "Walimu-Jioni," ambao mara nyingi ama ni wagumu wa kuelewa au ni wachafuzi tu kwa maslahi yao wenyewe. Madhumuni ya toleo hili la Mhudumu ni kuwapa misingi na madhumuni ya Dayosisi kuhusu mabadiliko yaliyotokea kwa chombo chetu cha TIST. Nitaanza kwa kuwakumbusha kwa ufupi tu historia ya "TIST."

"TIST" ilikuwa nini?

"TIST" ni jina la Mpango wa Dayosisi ulioanzishwa mwaka 1999 kuhudumia Vikundi Vidogo Vidogo. Mkazo maalum wa kuimarisha Vikundi Vidogo Vidogo kwa madhumuni ya kukua kiroho na kiuchumi ulianza rasmi mwaka 1998, kwa kuongezea njia bora za kuimarisha uhai wa Vikundi.

Katikati ya mwaka 1999, wakati wa Semina iliyohudhuriwa na wawakilishi kutoka kila Parish, zoezi la kuweka mafunuo ya Dayosisi lilifanywa. Mafunuo yalikuwa: Kanisa katika Dayosisi ya Mpwapwa linalokua kiroho kwa njia ya Vikundi Vidogo vilivyoenea kila Parish, na watu waliojikomboa katika umasikini, ujinga na maradhi.

Ni nini hasa kilicho vunjwa?

Sheria ya kuifanya TIST kuwa Kampuni ya Biashara ndiyo inayovunjwa. Wala haina maana kwamba TIST imevunjwa kw a sababu imefilisika, kama wachache walivyosikika wakitafsiri neno 'Mufilisi,' lenye maana ya Mfungaji wa Kampuni na siyo Mnyonyaji. Kinachobadilika ni jina na aina ya chombo cha kuuhudumia Mpango huo, kutoka TIST na kuwa JITUME au TIST.

Mabadiliko ya aina hii ni ya kawaida kabisa ulimwenguni kwa chombo kinachokua kwa kuzingatia mazingira ya mahali kilipo. Nimefurahishwa kuona kwamba siyo w engi waliobabaika walipoona au kusikia katika magazeti tangazo la uvunjaji wa Kampuni.

Inaendelea ukurasa wa 2

Changes like this are common all over the world, for organizations which grow and adapt to local situations and environments. I am very glad that not many people get confused after they read or hear about company liquidations in the newspapers.

The small group program, which aims to help them economically and spiritually, has not been liquidated. This is the most important part of the ministry of the Church.

Our friends Clean Air Action Corporation (led by Ben and Vanessa), Dow Chemical, with other new friends, are still joining us in JITUME. They are feeling very strongly called by God. They are helping very much in the liquidation of TIST and ensuring JITUME starts strongly and in a good position.

Our friends are continuing to look for new sources of money. They are very encouraged when they see the Diocese is articulating their visions and goals. This is the main goal of our friends: that the Diocese be self-reliant.

Has JITUME started work or not?

JITUME started working soon after receiving the authority from the meeting of Diocesan Council held on 3-4 December, 2001. The first general meeting of JITUME was held on 5 December, 2001. The JITUME Board of Trustees also met on 5 January 2001, to learn more from the experience of TIST and make more plans of how to work with our friends outside the country in order to serve the groups.

The first work for JITUME in the Parishes will be to register and monitor the groups which have qualified to receive the payments of 4/= per tree / seedling four times a year.

The loan repayment procedure now is under the supervision of the Bishop and all the Deans. Only the Deans will receive the loan repayment from groups, by following the procedures.

The Deans will make sure that all the loans are repaid back before August 2002. All the Ministers in the Diocese need to pass the information to groups that they need to repay their loans back before the follow up starts. This is a very important chance for them to show their support and humanity. A smart person only falls down or makes a mistake once; if he/she does it twice then he/she is not being smart, but only proud and selfish.

Growing Seedlings

Preparing a soil mix for seedlings

The required mixed soil for the growth of seedlings in a seedbeds and seedling bags contains:

Mpango wa Vikundi Vidogo Vidogo wa kujikomboa kiuchumi na kujikuzi kiroho, hauvunjwi. Ni sehemu ya lazima ya Utume wa Kanisa.

Marafiki zetu vile Clean Air Action Corporation, Dow Chemical (wakiongozwa na Ben na Vanessa), pamoja na Marafiki wengine wanya, wanaendelea kushirikiana nasi kupitia JITUME, kwa nia moja na kwa moyo mkuu wa kusikia wito wa Mungu hasa, wala siyo wa kubabaika. Wanatoa msaada na ushirikiano mkubw a katika kutimiza taratibu zote za kisheria za kuivunja Kampuni ya TIST, na kuliwezesha Shirika la JITUME lianze kwa nguvu na kwa utaratibu mzuri.

Juhudi yao ya kutafuta Mitaji zaidi inaongezeka siku hadi siku. Inawafurahisha sana kuona Dayosisi inaweka wazi kabisa mafunuo, wito na malengo yake. Hilo ndilo lengo kuu la Marafiki zetu: Kujitegemea kwa Dayosisi.

Shirika la JITUME limekwisha kuanza au bado?

Shirika la JITUME lilianza kazi yake mara tu baada ya kukabidhiwa wajibu wake na Halmashauri ya Dayosisi katika Kikao chake cha tarehe 3-4 Desemba, 2001. Mkutano Mkuu wa Kwanza ulifanyika tarehe 5 Desemba, 2001. Bodi ya Wadhamini ilikutana tarehe 5 Januari, 2001, zaidi kujielimisha juu ya uzoefu wa awamu ya TIST na kuweka taratibu za kushirikiana na Marafiki wa nje katika kuhudumia Vikundi.

Kazi ya kwanza ya Shirika la JITUME katika Maparishi itakuwa kuvisajili na kusimamia malipo kwa Vikundi vyote vilivyokubali bei ya wanunuzi wa hewa-taka ya Sh. 4/= kwa mti, mara nne kwa mwaka.

Usimamizi wa kurejesha mikopo hii sasa umo chini ya Askofu na Makasisi Viongozi. Ni Makasisi Viongozi tu watakaopokea Malipo ya Mikopo hii kutoka kwa Vikundi, kwa Utaratibu watakaouweka.

Tutahakikisha kwamba mikopo yote halali inarejeshwa kabla ya mwisho wa Agosti 2002. Wahudumu wavihimize Vikundi vyote vinavyohusika kurejesha mikopo yao mapema kwa hiari yao, badala ya kungojea kashi-kashi za kufuatiliwa. Hii ni nafasi yetu kubwa ya kuonyesha uungwana wetu. Muungwana huteleza mara moja tu, akiudia tena haonyeshi uungwana bali dharau na ubinafsi.

Ukuzaji wa miche

Kuandaa mchanganyiko wa udongo kwa ajili ya miche

Mchanganyiko wa udongo unaofaa kukuzia miche katika viriba ni:

- Samadi iliyooza
- Mchanga laini
- Udongo wa tabaka la juu la msituni (mboji)

- Manure
- Soft soil
- The top most soil from the forest

The better soil is that coming from the upper - most soil from the heavy forest of the mountains or beside the river. If that is not available, the common soil of the upper surface of the earth in the bushes is fine to use. All three things needed be filtered first in order to remove any sand, stones and rubbish at the same time. Then they should be mixed in the ratio of 1:2:4 by volume. If the mixture is dried, then the little water may be applied and stirred effectively.

You can either plant your seedlings directly into bags or first in a seedling bed and then into bags. When you are preparing bags, it is better for the mixture to be light but mixed well so that will not fall down during lifting the bags, used containers, nylon bags and banana's leaf or mianzi (a local bag) may be used to make seedling bags. These should have a diameter of 6 cm (or be 10 cm by 4 cm wide) and have a depth of 14cm. The material may be black or white. The bags need to be filled with the soil mix above. If the bags are filled at once then there will be pore spaces in side.

How to transplant seedlings into bags

If you planted seedlings first in a seedling bed, when the seedlings are still young and they are just producing their first leaves remove them from the nursery bed and put in the bags as it is explained here: make a small hole in the bags which is longer than the length of roots of the seedlings. Use the thin stick to make that hole in order to prevent the roots moving upwards. The holes also need to be wide enough, otherwise the roots may bend upward when you put the seedling in the hole. The seedlings need to be held by the top leaves and not by its stem. It is possible to reduce the roots to only 4 cm long.

Each seedling needs to be transplanted more deeply than the normal way it grew when it was in the seed bed. When the seedling is in the hole fill in the hole around the roots. The bags need to be placed vertically in a prepared 'shed frame'. (You can also use bricks or stones to build the a wall to protect the seedlings from the sun and to stop them falling over.

Some times seeds are planted directly in the bags. Seeds that are suitable for this method are those which are big and can germinate easily (more than 80%). Like *bridelia micrantha* (mkarati), *Croton megalocarpus* (msenefu), *Tamarindus Indica* (Mkwaju), *Trichilia emetica* (mafura), *Khaya anthotheca* (mkangazi), *Azadirachata indica* (muarobaini), etc. One or two seeds are put at the middle of the bags filled with soil and covered by the soil in the bag to a depth of 1cm.

Udongo mzuri ni ule utokao katika tabaka la juu katika msitu mnene wa mlimani au kandokando ya mto. Huu usipopatikana udongo wa kawaida wa tabaka la juu katika kichaka au mboji itokanayo na marejea inaweza kutumika.

Vitu vyote vitatu vinavyohusika vichekechwe kwanza ili kuondoa mabonge na mawe pamoja na takataka. Kisha vichanganywe katika uwiano wa 1:2:4 kwa ujazo. Kama mchanganyiko umekauka, unyunyuzie maji kidogo na kukorogwa sawasawa.

Unaweza ukapandikiza miche yako moja kwa moja kwenye viriba au kwenye jaruba na baadaye kuhamishia kwenye viriba. Unapoandaa viriba, mchanganyiko yafaa uwe mwepesi lakini ushikamane kwa kiasi tu ili usichomoke wakati wa kuinua viriba. makopo, mifuko ya nailoni, majani ya mgomba au mianzi (viriba vya kienyeji) vinaweza kutumika kutengeneza viriba kwa ajili ya miche. Viriba hivi vinatakiwa kuwa na kipenyo cha sm 6 (au viwe na upana wa wa sm 10 kwa sm 4) na kuwa na kimo cha sm 14. Viriba vinaweza kutengenezwa na manailoni (Malighafi) ya rangi ya nyeupe au nyeusi. Viriba vinatakiwa vijazwe na udongo ushindiliwe katika kila hatua. Viriba vikijazwa kwa mara moja nafasi ya hewa inatokea ndani.

Kupandikiza miche kwenye viriba

Kama tulipandikiza miche kwenye jaruba kwanza, wakati miche michanga imeanza kuota majani ya kwanza, ing'olewe kwenye kitalu ipandikizwe kwenye viriba kama ifuatavyo: kishimo kirefu zaidi kuliko mizizi ya miche kichimbwe kwa kijiti ili mizizi isije ikapandisha juu. Pia kishimo kiwe na upana wa kutosha, vinginevyo mizizi ya pembeni itashika ukingoni na kupinda juu wakati mche ukiingizwa. Wakati wa kupandikiza, miche ishikwe tu kwenye ghala zake za chakula (cotyledons) na sio kwenye shina. Mizizi michanga inaweza kukatwa kama ikibidi ibakie sm 4 za urefu. Kila mche upandikizwe katika kila kiriba kwa kina kirefu kidogo kuzidi ilivyokuwa kwenye kitalu na udongo ushindiliwe vyema kandokando ya mizizi. Viriba visimamishwe wima ndani ya fremu (kuta za matofali au mawe pia zafaa) zilizotengenezwa kama zile za kitalu ili kuzuia visianguke au kuchomwa na jua kwenye upande wa ubavuni.

Wakati mwingine mbegu hupandwa moja kwa moja katika viriba. Mbegu zinazofaa kwa njia hii ni zile ambazo ni kubwa na utoaji wake ni mkubwa (zaidi ya 80%). Kwa mfano *bridelia micrantha*(mkarati), *Croton megalocarpus* (msenefu),

Tamarindus indica (mkwaju), *Trichilia emetica* (mafura), *Khaya anthotheca* (mkangazi), *Azadirachata indica* (muarobaini), n.k. Mbegu moja au mbili ziwekwe katikati ya kiriba kilichojazwa

How to care for the trees in the nursery

The seedlings should be put in the shade, by covering the frame over them. This so that they have some light, but are not scorched by the sun. They should be watered every morning and evening. As the time of transplanting approaches the shade must be removed very slowly either by reducing the grass over the frame or removing the frame everyday for longer periods until until the seedlings are able to cope with direct sunlight. The seedlings should also be watered less to prepare them for transplantation.

The seedling bags should removed often to remove the roots that will grow under the soil surface too deeply. The roots can be cut using sharp knife. The bags can be weeded by using a sharp stick or by hand. Insect damage can be prevented by applying pesticides called Didmac (1% malathio) or Basudin 600C. The normal size of the seedlings ready to plant is about 25-30 cm. Seedlings take 4 to 10 months to reach this size depending on the species.

Seed Collection

The collection of seeds can be done throughout the year, depending on the availability of the seeds and methods for keeping those seeds. This means that there are some types of the seeds that can be obtained at certain periods of the year and others need special utensils / containers to store them, depending on how well they keep.

There are difference means / methods of used to collect seeds for trees. Some of those methods are as follows:

- To collect those seeds that have fallen down / dropped down from the trees.
- To stand on something that will support your weight to pick the seeds when they are on the trees.
- To climbed on the trees and pick the seeds.
- To use a special tools to collect the seeds.

Which seeds are collected will determine what is grown in the nursery. The seedlings and trees you grow will have different uses:

- Trees can be used for firewood, timber, as windbreakers, to prevent soil erosion, improve soil fertility, for medicine and decoration. These include:
 - Mikaratusi
 - Mellea
 - Mirobaini
 - Mijohoro
 - Mikrismas
 - Milusina
 - Mikombekombe (Parki nsonia sp).

udongo na kisha kifunikwe na udongo wa aina ileile inayotumika kujazia kiriba kwa kina cha sm.1.



Kitalu cha miche ya miti kilichoandaliwa kitaalam

Kutunza miche katika bustani

Miche inapaswa kuwekwa kwenye kivuli, kwa kuweka kingo/ kitu chochote kinachoweza kuikinga miche juu yao. Inafanywa hivi ili kwamba inapata mwanga, lakini sio kusongwa na jua. Kunyweshea kufanyike kwa chombo chenye matundu madogomadogo kila asubuhi na jioni .Kadiri muda wa kupanda shambani unapo karibia ,kivuli kiondolewe polepole aidha kwa kupunguza majani kwenye kibanda au kwa kuondoa kibanda kwa muda mrefu zaidi kila siku mpaka miche itakapo weza kustahimili jua la moja kw a moja. Upunguzaji wa kunyweshea, dhidi ya mahitaji ya miche vitumike ili kukomaza” Miche, tayali kwa kupanda shambani. Viriba visogezwe mara kwa mara ili mizizi inayojitokeza chini ikatike. Njia nyingine ni kuinua viriba na kukata mizizi inayojitokeza chini kwa kutumia kisu kikali. Viriba vinaweza kupaliliwa kwa kutumia kijiti chenye ncha kali au kutumia mkono. Wadudu wahalibifu wanaweza kuzuilwa kwa kunyunyiziwa dawa ya Didmac (1% malathio) au Basudin 600C. kimo cha kawaida cha miche inayofaa kwa kupanda shambani ni kiasi cha sentimita 25-30. Miche hiyo huchukua miezi minne hadi kumi kuikuza hadi siku ya kuipandikiza, kutegemeana na miti inayohusika.

Kukusanya mbegu za miti

Ukusanyaji wa mbegu unaweza ukafanyika kipindi chote cha mwaka kwa kutegemea upatikanaji wa mbegu na vifaa vya kuhifadhia mbegu. Hii ikiwa na maana kuwa kuna baadhi ya mbegu zinazopatikana kwa kipindi fulani cha mwaka na baadhi ya mbegu zinazohitaji vifaa maalumu vya kuhifadhia kutokana na uwezekano wake wa kuharibika/kufa mapema.

Kuna njia mbalimbali zitumikazo kukusanya mbegu za miti.Baadhi ya njia hizo ni kama ifuatavyo:

- Kukusanya mbegu zilizoanguka chini ya mti.
- Kusimama juu ya kitu na kuchuma mbegu juu ya mti.
- Kupanda juu ya mti na kuchuma mbegu.
- Kwa kutumia kifaa maalum kukusanya mbegu.

- Building and poles for building, including:
 - Mikaratusi
 - Grevilea
 - Mitiki
 - Mkora
- Growing fruit, including:
 - Papaw
 - Mapera
 - Oranges
 - Lemon
 - Mafenesi
- Trees help to conserve water sources
- Trees provide shade, including:
 - Mikombekombe
 - Mikrismasi
 - Mijoholo
 - Miarobaaini
 - Mellea

Small groups

A Christian Small group is a community of 6 to 10 but not more than 12 people who are willingly gathering for specific purposes.

The purposes of a small group

A place...

...of being loved and to be comforted.

...of trust between each other.

...where you can worship God within the body of Christ.

...where the people can develop and show their gifts and talents that are given by God

...to use those gifts to build up the Body of Christ.

...where you are supposed to help each other.

...where you can rest.

...where a person can grow up spiritually

...where the group can discern God's will.

...where you can be honest and speak the truth in love

...where you can reach out and extend the Kingdom of God to others

Types of the small groups

The groups could gather for various purpose, for example:

Mbegu zinazokusanywa ndizo zitakazoweza kutambulisha kuwa ni zipi zinastahili kuoteshwa kwenye kitalu. Miche na miti inazootesha zitakuwa na matumizi tofauti tofauti.

- Miti inaweza kutumika kwa kuni, mbao, kama makinga upepo, kuzuia mmomonyoko wa udongo, kurutubisha udongo, kwa dawa na mapambo.

Miongoni mwa miti hiyo ni :

- Mikaratusi
- Mmolea
- Miarobaini
- Mijohoro
- Mikrismasi
- Milusina
- Mikombekombe (Parkinsonia sp).
- Miti ya kujengea na kwa ajili ya nguzo za kujengea, ni pamoja na:
 - Mikaratusi
 - Grevilea
 - Mitiki
 - Mkora
- Kukuza miti kwa ajili ya matundaa, miongoni mwa miti hiyo ni :-
 - Mipapai
 - Mapera
 - Michungwa
 - Milimao
 - Mafenesi
- Miti husaidia kutunza vyanzo vya maji.
- Miti hutoa vivuli, hii ni pamoja na:
 - Mikombekombe
 - Mikrismasi
 - Mijoholo
 - Miarobaaini
 - Mimelea

Vikundi vidogo vidogo

Vikundi vidogo vidogo vya Kikristo ni jumuiya au umoja wa watu 6 hadi 10 na si zaidi ya watu kumi na mbili ambao wapo tayari kukutana kwa madhumuni maalum.

Madhumuni ya vikundi vidogo vidogo

... Ni kuwa mahali pa kupendwa na kufarijiwa.

... Kuwa mahali pa kujisikia nyumbani na kupokelewa.

... Mahali pa kuaminiana.

... Mahali watu watakapoweza kumwona Mungu ndani ya mwili wa kristo.

... Mahali watu wanapoendeleza na kuonyesha vipawa walivyopewa na Mungu.

... Kutumia vipawa hivyo kuujenga mwili wa Kristo.

... Mahali ambapo mnapaswa kusaidiana.

... Mahali pa kupumua.

... Mahali mtu anapokuwa kiroho.

... Mahali ambapo kikundi kinaweza kutambua/kuyaona mapenzi ya Mungu.

... Mahali ambapo unaweza kuthaminiwa na kuongea kweli

- Projects, Building, etc.
- Support Groups like those for widows, motherless children, old people, etc.
- Prayer
- Bible Study
- Fellowship
- a business or economic development project

Steps to do Bible study

- The lesson is about? Or what does the Scripture say?
- What was its meaning then?
- What does it mean to us today?

Characteristics of Servant Leader (Mark 10:42)

- Should love others;
- Is a servant, not a boss or a chairman or the teacher
- Should be a good listener
- Should be loyal to others, humble, patient, accepting, transparent, honest
- Supports other people's talents
- Should not answer questions, but instead lets the group members give the answers. Remember the Small Group Leader's Song: Good Question, I don't know, What do you think, what do you feel?
- Should always look for ways to serve the group
- A person who discovers new things every day
- Who understands his group members.
- Who is keen to learn new things

Holy Spirit

Holy Spirit is the truth teacher in the group. The leaders are like instruments that are used by him. (Matthew 18:3.) The word of God says that, if two or three people come together I am with them. Therefore the group members they are supposed to depend on Holy Spirit.

Rotating leadership

...There should be a leader and a co-leader for every meeting.
...The leader and co-leader should rotate at each meeting so the whole group can benefit by the God-given gifts of each person. (1Cor 12:4-7)

Co-leader

...helps the leader
...keeps time for the schedule of the meeting so the leader can concentrate on the group
...prays silently for group members and God's will for the group during the meeting

katika upendo.

.... Mahali ambapo unaw eza kupata fursa ya kutengaza ufalme wa Mungu sehemu nyingine.

Aina ya vikundi vidogo Vidogo

Vikundi vinaweza kukutana kwa madhumu mbalimbali, kw a mfano:

- Miradi, ujenzi n.k.
- Vikundi vya huduma kama vile Wajane, Watoto yatima, Wazee, n.k
- Maombezi
- Mitaala ya Biblia.
- Faragha
- Biashara au mradi wa kujiendeleza kiuchumi.

Hatua za kujisomea Biblia – Mtaala wa Biblia

- Somo hili linahusu nini? Au kifungu kinasema nini?
- Lilikuwa na maana gani wakati huo?
- Lina maana kwetu sisi kwa maisha ya sasa.

Sifa za Mwezesaji (Marko 10:42)

- Anapaswa kuwapenda wenzake.
- Yeye ni mtumishi, si bwana au mwenyekiti au mwalimu.
- Anapaswa kuwa msikilizaji mzuri.
- Anapaswa kuwa mwaminifu kwa wenzake, mnyenyekevu, mvumilivu, mwenye kukubalika, muwazi, mwenye kuhesimu.
- Anayejali vipawa vya wengine
- Asiwe mwenye kujibu maswali, na badala yake aw aache wanakikundi watoe majibu. Kumbuka wimbo wa mwezesaji wa kikundi:
- Swali zuri, Mimi sijuwi, Je wewe unafikirije, Unaonaje ?
- Siku zote atafute njia za kusaidia kikundi
- Awe ni mtu ambaye ni mbunifu
- Awaelewe wanakikundi
- Anayependa kujifunza vitu vipya.

Roho Mtakatifu

Roho Mtakatifu ndiye mwalimu katika vikundi. Wawezeshaji ni vyombo tu vinavyotumia naye. (Mat 18:3). Neno la Mungu linasema kuwa wakusanyikapo watu wawili au watatu mimi ni pamoja nao. Hivyo wanakikundi wanapaswa kumtegemea Roho Mtakatifu.

Uongozi wa mzunguko

...Kunatakiwa kuwe na mwezesaji na mwezesaji mwenza kwa kila kikao au mnapokutana.
...Uw ezesaji na uwezesaji wenza unapaswa kuwa wa mzunguko kw a kila kikao ili kwamba kikundi chote kiweze kunufaika kwa kila mmoja kulinagana na kipawa alichopewa na Mungu. (1 Wakorontho 12:4 – 7)

Mwezesaji mwenza.

...Humsaidia mwezesaji
... Hutunza muda kutoka na ratibu waliyojipangia kw enye kikao ili kwamba mwezesaji ajishughulishe na kuongea na wanakikundi
...Omba kimya kimya kwa ajili wanakikundi na mapenzi ya Mungu yatatimia wakati wa kikao.

Kujengana

As in Eph 4:15,16, we are to build each other up into the fullness of Christ. The aims of the small groups are let the group members to use their talents. In order to let those talents be seen and be used Kujengana is used to help. Kujengana is to encourage each other on the good things that each person did in the meeting or the talents the person showed. Before the closing prayer, every person in the group should say one specific, positive thing that the leader did at that meeting. For example, smiling, keeping to time, good plans, encouraging all group members to speak etc. Each member says something different. If, in addition, someone sees a gift shown by the leader, the group member can also say that. Kujengana is the way we learn to look for positive things about people and then say them. The whole group also learns what that group thinks is important in a leader. The next leaders will benefit from what they have heard in kujengana about previous leaders. It is common for the person to be happy when he or she is told the good things he or she did. He is then likely to do the same good things again. Kujengana helps the speaker / leader on that day to recognize his talents and keep on using them. In the group people are supposed to feel they are friends and are open to others.

Schedule

It is important to have a schedule. Groups members should:

- gather
- pray
- sing
- agree on the task that is to be done (it may be Bible study, or planning, or committee work, etc.)
- do the task
- have prayer requests
- kujengana
- closing prayer

People may want to sing more afterwards too. The co-leader helps the group with the schedule.

Covenant

Every small group should agree on a set of group values, expectations and behaviors that group members think are important. This creates trust and openness and safety within the group. It is based on love and loyalty and everyone in the group needs to seek to live by the covenant. It is a good idea to write it on paper and have all the group members sign it.

Using Pairs and Quads

- You can divide into pairs, and this is very important for the group members when they are introduced. If group members are becoming tired, pairs are a good way to build energy again. Both people in the pair can share very quickly about something, or answer a quick question. This takes about 5 minutes. Then the group comes back together again to work on the task. Everyone feels better.
- Also you can divide into a group of four to do short tasks and report to the whole group, to pray for each other, and to get lots of new ideas ready to tell the rest of the group.

Kujengana

Kama ilivyoandikwa katika kitabu cha Waefeso 4:15, 16 tujengane kila mmoja katika Kristo. Lengo la mpango wa vikundi vidogo ni kutoa nafasi kwa watu kitumia vipawa. Na ili vipawa hivyo vionekane na kutumiawa basi ni muhimu watu wajengane. Kabla ya kufunga kwa maombi, kila mmoja katika kikundi anapaswa kusema kitu kimoja maalum kilichomfurahisha alichokifanya mwezes haji wakati wa kikao. Kwa mfano, tabasamu, kutunza muda, mipango mizuri, kuwatia moyo wanakikundi wote waongee, n.k. Kila mwanakikundi anasema kitu tofauti na kila kilichokwisha kusemwa na mtu mwingine. Kama, kwa nyongeza mtu ameona kipawa kilichoonyeshwa na mwezes haji, wanakikundi pia wanaweza kukisema. Kujengana ni njia ambayo tunajifunza kwa kuangalia mambo mazuri juu ya watu na kuyasema. Kikundi chote pia hujifunza kwamba mambo kinafikiri ni muhimu kwa mwezes haji. Mwezes haji atakayefuata atanufaika kutokana na kutokana na jinsi walivyomjenga muwezes haji wa kikao kilichopita. Kwa kawaida mtu anapoambiwa mambo mazuri aliyoyafanya hufurahi. Hupenda kutenda hayo yaliyo mazuri tena. Zaidi ya yote kujengana humsaidia mhusika kujigundua kuwa anavyo vipawa vingi anavyoweza kviendeleza.

Katika kikundi ni muhimu watu wajisikie marafiki na kujifumua kila mmoja kwa mwenzake.

Ratiba

Ni muhimu kuwa na ratiba. Wanakikundi wanapaswa:

- Kukutana
- Kuomba/kusali
- Kuimba
- Kukubalina na shughuli ambayo inatakiwa kufanywa
- Inawez a kuwa kusoma biblia, au kujadili mipango ya baadaye, au kazi ya kamati, n.k.
- Kufanya kazi
- Kuwa na mapendekezo juu ya maombezi
- Kujengana
- Kufunga kwa sala
- Watu wanaweza wakihitaji kuimba baada ya kikao.
- Mwezes haji mwenza husaidia kikundi juu ya ratiba.

Fomu ya makubaliano.

Kila kikundi ni lazima kikubaliane na katiba ya kikundi chao, matarajio na tabia ambazo wanakikundi wanafikiri ni muhimu. Hii inajenga uwepo wa ukweli na uwazi na usalama ndani ya kikundi. Hujihusisha zaidi juu ya upendo na uaminifu na kila mmoja katika kikundi anahitaji kuwa mwanachama hai kwa kufuata katiba ya kikundi. Ni wazo zuri kuandika katiba yenu kwenye karatasi na kusainiwa na wanakikundi wote.

Kuwa wawili wawili na wanne wanne.

. Mnaweza kujigawa wawili wawili katika kikundi, na hii ni muhimu sana kwa wanakikundi wanapojitambulishana. Kama wanakikundi wamechoka kuwa wawili wawili ni njia nzuri ya kurejeshea nguvu mpya. Wote wawili katika pair wanaweza kubadilishana mawazo juu kitu fulani kwa haraka haraka, au kujibu maswali ya har aka haraka. Hii inaweza kuchukua kama dakika 5. Na baadaye wanakutana tena kama kikundi kizima kuendelea na kazi. Kila mmoja hujisikia safi.

To listen as a Christian

- As Christians, the listeners must be good listeners and not speakers.
- When you listen, you have to listen without any recommendation.
- Listen and pray for strength and patience. Remember, God is at work in each person's life.
- When you listen, you shall not judge the speaker, otherwise he will not tell the truth.
- Try your level best to apply God's love to the one who is talking.

My fellows, working in small groups needs love, peace, encouragement, truth and to selflessness. Therefore I want tell you that nothing impossible for God. Consult God every day both in your groups and individually

. Pia kujigawa wanne wanne kufanya kazi ndogo ndogo na kutoa taarifa kwenye kikundi kizima, kuombeana kila mmoja, na kupata mawazo mapya ili kuwa tayari kuwaambia wengine katika kikundi.

Kusikiliza kama mkristo

- Kama wakristo lazima tuwe wasikilizaji wazuri na siyo wasemaji
- Unaposikiliza usikilize bila masharti yoyote Kusikiliza na kuomba kwa nguvu na kwa bidii . Kumbuka kwamba, Mungu hushughulika na maisha ya kila mtu.
- Unaposikiliza usihukumu anayezungumza ama siyoyo hata kuambia ukweli
- Usikilize na kumtia moyo mzungumzaji
- Jitahidi kuangalia mapenzi ya Mungu kwa anayezungumza.

Wapendwa, kazi ya vikundi inahitaji upendo, amani, kutiana moyo, kuambizana ukweli na kujitoa mwenyewe. Kwa hiyo nataka kuwaambia kuwa hakuna lisilowezekana katika mapenzi ya Mungu. Mshilikishe Mungu kazi zenu za kikundi au hata za kwako peke yako.

Seventeen more groups formed in Morogoro

Many different countries are very interested in what the TIST program has been doing here in Tanzania in the Diocese of Mpwapwa, countries like South Africa, India, Kenya and Uganda. Here in Tanzania some of the regions are very excited with what had been going on and they would like to get involved, these regions are Tanga, Kigoma and Morogoro.

Our neighbouring regions have seen the achievements we have had with this project i.e. TIST. They like it, because TIST lets the people be friends, grow spiritually, and get fresh air from the trees planted, meanwhile avoiding poverty etc.

So Morogoro region has decided to form their own groups in order to achieve the same benefits as those in Mpwapwa do. At the moment Morogoro has seventeen groups which are allocated in Kilosa District – Gairo, in the villages of Majawanga and Lubeho.

It was June this year when Doug Fountain of CAAC (Clean Air Action Cooperation) - USA, Gayo and Erasto from TIST office in Mpwapwa Diocese met at Morogoro with the Bishop and his staff. The next day they visited Gairo where Majawanga and Lubeho are. We gave them a seminar, for example we told them why you form the groups, how, etc. When we left there we had almost seventeen groups have already formed in Morogoro.

Is our hope that this exercise of forming the groups will not end in Morogoro and Mpwapwa, but it continues due to the project achievements in places where it already exists.

Vikundi kumi na saba zaidi vyaundwa Morogoro

Kutokana na kile ambacho mradi wa TIST hapa Tanzania umekuwa ukifanya katika Dayosisi ya Mpwapwa, matokeo yake yameonekana kuwa kivutio kwa sehemu nyingine mbalimbali hapa Tanzania na kwa nchi zingine. Kwa mfano, Afrika Kusini, India, Kenya na Uganda. Hapa Tanzania baadhi ya mikoa pia nao wamevutiwa sana na kile ambacho TIST imekuwa ikifanya na wangependa sana kufanya hivyo, Mikoa hiyo ni Tanga, Kigoma na Morogoro.

Mikoa yetu yote, imeona mafanikio tuliyoyapata kutokana na mradi huu. Hii ina maana TIST. Wanaupenda mradi kwa sababu, TIST inawafanya watu kuwa marafiki, Kuku kiroho, na kupata hewa safi itokanayo na mti waliyoipanda wenyewe na wakati huohuo kuepokana na umasikini n.k.

Kwa hiyo Mkoa Morogoro umeamua kuunda vikundi vyao wenyewe ili kupata faida kama hizo. Mpaka hivi sasa Mkoa wa Morogoro unavikundi kumi na saba ambavyo vipo wilaya ya Kilosa – Gairo, vijiji vya Majawanga na Lubeho.

Ilikuwa ni mwezi Juni mwaka huu ambapo Doug Fountain wa CAAC (Clean Air Action Cooperation) - Marekani, Gayo na Erasto kutoka ofisi ya TIST, Dayosisi ya Mpwapwa walikutana Morogoro na walikuwa na kikao na askofu wa Dayosisi ya Morogoro na wafanyakazi wake. Siku ilifuata walikwenda Gairo kwenye vijiji vya Majawanga na Lubeho. Walitoa semina, kwa mfano waliwaambia kwanini kikundi kinaundwa? Jinsi gani kikundi kinaundwa? n.k. Hadi walipokuwa wanaondoka pale Morogoro kulikuwa na vikundi karibuni kumi na saba vilikwisha kuundwa.

Ni matumaini yetu kuwa zoezi hili la kuundwa kwa vikundi halitaishiia Morogoro na Mpwapwa peke yake, bali litaendelea kutokana na mafanikio ya mradi pale ambapo tayari mradi umekwisha anza.