

Mazingira Bora

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ENGLISH

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TIST
The International Small
Group & Tree Planting
Program

KIKUYU

Maria mari gathiti-ini ino

- Gikundi kiega kinini kia Muguna Disabled, A kugachiira ona mena mathina ngurani.
- Gikundi kinini kiega kia Lower Nkuriga gutongoria ikundi iria ingi nini hari ugachiru.
- Gikundi kinini gia Bejollulafrigeo guthomithia ikundi nini iria ingi maundu ma kugachira.
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- Wabichi ya Lamuria : Kugachiria muingi hari uthii wa na mbere.
- Wabichi ya Kinyaritha : Guthereimia wira ichigo-ini njeru.
- Umoja A Mworoga: Bata wa miti.
- TIST: Kugachiria utongoria hari utongoria wa muthiururukano na utungata.



TIST

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Muguna Disabled A, a Best Small Groups Achieving much despite the odds.

Our group is comprised of physically challenged members. We are based in Laikipia East Constituency in Laikipia District. We are under Lamuria Field Office.

As a Best Small Group, we have embraced the responsibility of educating other small groups and communities on the benefits of TIST program. So far, as a result of these efforts, we have recruited and registered 15 new groups into the program.

Besides recruiting and registering new groups, we do train them on conservation farming, nursery management and tree planting and TIST best practices.

In our group, all members have practiced conservation farming. The results of this newly introduced agriculture practice are amazing. The current crop is promising higher yields. Indeed, we have come from famine to surplus. We are encouraging others small groups to try this practice.

Gikundi kiega kinini kia Muguna Disabled, A kugachira ona mena mathina mithemba.

Gikundi giitu gikorago kiri kia andu aria makoragwo na mawathe. Tukoragwo mwena wa Laikipia ya itherero. Tukoragwo turi rungu rwa wabichi ya Lamuria.

Turi gikundi kinini kiega, nitukoretwo tuyete kamweke ga guthomithia ikundi iria ingi nini hamwe na muingi wega na bata wa mubango ya TIST. Nginyagia riu, nitwandikithitie ikundi 15 thiinii wa TIST.

Makiria ya kwandikithia ikundi icio, no tukoretwo tugichithomithia uhoro wigii urimi mwega, uhariria mwega wa nathari ya miti, uhandi mwega wa miti o hamwe na maundu ma bata ma mubango wa TIST.

Hari gikundi gitu, amemba othe nimakoretwo makirima na njira ya urimi mwega. Maciaro maria tuonete nimamagenania. Irio iria iri mugunda gwa kahinda gaka ni ironeka ni igukorwo na magetha maingi. Nitumite handu ha ng'aragu tugathii buthi-ini. Nituraringiriria ikundi iria ingi igerie urimi uyu.



ENGLISH

A demonstration on Conservation Farming: Members of small groups being shown how conservation farming is done.

KIKUYU

Amemba a ikundi nini makionererio njira ya urimi mwega.



We have also continued to sensitize communities on peril of HIV/Aids scourge. Importantly, we cater for children orphaned by HIV/Aids and also provide helpful information on home based care to infected persons and affected families and especially to caregivers.

We have established income generating activities within our groups. We have embarked on intensive tree nurseries establishment, where we sell surplus seedlings (those remain after planting in our shambas) to communities and in the local markets. We also have a revolving merry go- round fund, where we support amongst ourselves financially.

We have welcomed this year with a resolve to continue working hard and recruiting more small groups. We are certain to achieve this objective.

Bejollulafrigeo Best Small Group, a Training others Small Groups on Best practices.

Currently, in our Ntugi office, we are among the four best groups. Others are, Umoja A, Lower Nkuriga and Wendo Nturiga

We joined the TIST program in year 2004, the same year the program was introduced in Kenya. We were recruited by Muchui Women Group, one of the small groups in our Ntugi office.

Initially, our group which we formed in year 2003, was dealing in microfinance activities. In addition, we were also engaged in nursery management and by the time we were registered, we had 6,000 seedlings in our nurseries.

Nitukoretwo tugithomithia muingi uhoro wigie murimu wa muingo. Ona kuri ouguo, tugakorwo tugiteithia ciana cia ndigwa na tugathomithia andu uria magiriirwo ni guikarania na muruaru wa murimu wa muingo.

Nitukoretwo tukiruta mawira maguturehera mbeca hari gikundi-ini giti. Nitukomagiriria miti kwa wuingi iria tukoretwo tukienderia andu iria ya tigara thutha wa kuhanda migunda-ini iitu. No tukoragwo na gitati gia guteithania na mbeca.

Nitwamukirite mwaka uyu na kwirutira kuruta wira na hinya na kwandikithia ikundi njeru. Twina umiriruru wira uyu ni tugutoria.

Gikundi kininin gia Bejollulafrigeo guthomithia ikundi nini iria ingi maundu ma kugachira.

Gwa kahinda gaka, thi-inii wa wabichi ya Ntugi tukoragwo turi gikundi kinini kimwe kia iria njega inya. Ikundi icio ingi ni Umoja A, Lower Nkuriga na wendo nkuriga.

Twaingirire TIST mwaka wa 2004. twandikithirio ni gikundi kia Muchui women group aria maingirite hau kabere. Mwaka ucio noguo TIST yokire guku Kenya.

Gikundi giti twambiriirie mwaka-ini wa 2003. Mworoto wari guteithia andu kimbeca. Hamwe na uguo, nitwari na nathari cia miti iria twari na miti ngiri ithathatu.



We have focused our activities towards recruiting and training new small groups. So far, we have registered 40 new small groups into the program. We have trained these groups on TIST values, which are core pillars of the program, the dangers of HIV/Aids, tree planting and nursery management, conservation farming, fuel –efficient jikos/ stoves, and tree grafting.

We lead by example. All our members have also practiced all practices highlighted above.

We have incorporated other activities in our group. We have a poultry keeping project. So far, though at initial stages, we have 28 chickens. We are committed to make this project a success. We also carry out merry –go – round activities as a means of financial support to our members.

Last year, we were privileged to host TIST US team led by Mr. and Mrs. Ben Henneke. The team visited our fields where they were impressed by conservation farming practices, and tree grooves which are doing very well.

We are keen on recruiting, registering and training more groups. As stated above, we are going to lead by example.

Lower Nkuriga Best Small Group: Quantification exercise was successful.

We are one among the four best small groups in Ntugi office.

In mid December 2006, we had a very successful quantification exercise in our areas. We helped the TIST Quantifiers in visiting small groups and also in identifying the grooves. The quantifiers were Naaman Karani and Emelda Kiget. Mary Mathani and Stephen Mburung'a led the quantifiers to the small groups.

Nitukoretwo tukiandikithia ikundi hamwe na guchithomithia. Nginyagia riu, nitwandikithitie ikundi nini 40. Nitukoragwo tugithomia maundu ma bata maria gikundi kiagiriirwo ni kurumirira, uhandi wa miti na guciarithania, waki wa mariko mega, urimi mwega na uhoro wigie murimu wa mukingo.

Tutongoragia na ciiko. Amemba othe a gikundi gitu nimahingagia maundu ma urutani ucio mugwete hau iguru.

No tukorwetwo tukiruta mawira maingi gikundi-ini gitu. Nitukoretwo tukiriithia nguku. Gwa kahinda gaka twina nguku 28. Twina wendi munene gutigirira nitwagachira. No tukoretwo na ngumbacho hari guteithiriria amemba aitu kimbeca.

Mwaka muthiru, nitwari na ageni kuuma wabichi ya TIST America matongoretio ni Mr. and Mrs. Ben Henneke. Nimakenirio ni wira mwega turutite hari uhandi wa miti na urimi mwega.

Tuguthii na mbere na kwandikithia na guthomithia ikundi. Tugutongoria na ciiko.

Lower Nkuriga Best Small Group: Utari wa miti wari na uhotani.

Turi amwe a ikundi iria njega wabichi-ini ya Ntugi.

Kuri mweri wa Dithemba mwaka muthiru, ni twari na utari wa miti ikundi-ini uria wagachirire muno. Ni twateithiriirie Atari a miti hari gukinyira ikundi na kumenya kuria miti ihanditwo. Atari a miti acio mari Naaman Karani mena Emelda Kiget. Mary Mathani na Stephen Mburung'a nimateithiriirie muno.

This Quantification exercise involved taking the baselines, counting seedlings in the nurseries, quantifying conservation farming and tree groves. The quantifiers also took tract acreage recording and global positioning. The later two fascinated small groups' members who were very impressed by the technology. Among the groups quantified include Kaithe Nkuriga and Mountain View small groups. The two groups have large tracts of land and it took the quantifiers a lot of time and effort.

Nkuriga area has registered a lot of interest in the program. We want to recruit more small groups. We have observed that this area has a lot of potential. People and communities in this region have large tracts of land. And they are ready to plant trees and make the area green. They acknowledge the importance of trees to the environment and ultimately to people's lives.

Utari wa miti wakonii gutara miti iria yari nathari-ini, gutara miti iria yari mugunda hamwe na urimi mwega. Atari nimacokire magitumira mutabo wao wa komputa ya guoko hari guthima muigana wa mugunda uria miti ihanditwo, hamwe na guthima hari mugunda ucio uri. Ikundi iria ciatariirwo ni Kaithe Nkuriga na Mountain View. Ikundi ici cieri ni ikoragwo na mugunda munene muno na koguo Atari nimahuthirire kahinda kanene magikarikia.

Itura ria Nkuriga rina wendi munene hari wira wa mubango wa TIST. Mubango witu ni guteithia aikari a itura riri riria tuoneneke mena mieke miega ya kugachiria wira. Nimamenyete bata wa miti na makona uguni wayo hari muturire wa andu.

ENGLISH: A TIST Quantifier doing quantification of trees using a modern technology.

KIKUYU: Mutari wa miti wa TIST agitara miti agitumira njira njeru cia uthii wa na mbere.



Small groups have embraced conservation farming fully. And they have appreciated the good returns from the practice. Now farmers are assured of good crop harvest this year. Initially, farmers were skeptical of this farming practice, but today, they spread the 'gospel' to other people who have not practiced it.

We appreciate the local trainings being organized by field offices and the TIST administrative office. We are requesting the two offices to hold trainings in our areas in order to boost our training efforts. Our special focus is Kirua, Maitei and Muruguma sub-locations.

Umoja A Mworoga: The Usefulness of Trees.

1. Trees are very important,
Without trees we cannot live well,
Because God our heavenly Father,
Decided that the earth should have trees,
Of different species and types
Read Genesis 1:11;
Plant trees of different types and species.
2. When I sit back and ponder
I see God Loves us
And knows our desires,
We cannot live without it,
Fresh Air,
That comes from the trees,
Plant trees of different types & species.
3. We people,
We lacked know-how,
Cut down all the trees,
That were of great help,
Spoilt our environment,
Brought our selves trouble;
Lack of rain, fresh air,
Food from trees,
Human health,
Plant trees of different types & species.

IKundi nini riu ni makoretwo magitumira njira ya urimi mwega hari urimi wao. Nimonete maciaro mega kumanagia na njira ino. Hau kabere, mari na nganja no riu makenetio muno ni maciaro na makahunjiria andu aria angi matahuthirite njira ino.

Ni tukenetio ni urutani wa themina iria iraharirio ni wabichi itu naya TIST Kenya matura-ini. Nitukuria wabichi icio ciere maturehere githomo ota kiu matura-ini ta Kirua, Maitei na Muruguma.

Umoja A Mworoga: Bata wa miti.

1. Miti ni ya bata muno,
gutari miti tutingihota gutura wega,
Tondungai, ithe witu uri iguru,
No onire wega thi igie miti,
Miti ya mithemaba na mihira,
Thoma kiambiriria 1:11;
Handa miti ya mithemba yoothe na mhiraga yothe.
2. Riria ndaikara thi na gichiria
nyinaga uria Ngai atwendete
na akamenya mabataro maitu,
tutingihota gutura tutari,
riera riega
riera riumaga miti-ini.,
Handa miti ya mithemba yoothe na mhiraga yothe.
3. Ithui andu,
nitwagite umenyo,
tugatema miti yoothe,
iria iri uteithio hari ithui,
tugathukia miikarire itu,
tukerehera thina;
tukaga mbura na riera riega,
irio kuma miti-ini,
ugima mwega wa mwiri,
Handa miti ya mithemba yoothe na mhiraga yothe.



4. TIST groups are moving on,
They are ahead with ideas,
Having the know how that trees give
oxygen.
Form a group of 6 to 12 members,
Register your group with CAAC,
And join the Carbon business
Plant trees of different types and
species.

From Agnes Kathiiri Kithinji

Chugu Office: Local Trainings Making Impact at Grassroot level.

In December 2006, we, Chugu Office partnering with TIST Kenya office, conducted two successful in-house trainings. Both trainings were two-day events.

The impacts of the above trainings are huge. At Nyweri, one of the venues, participants learnt new best ideas from the program. They also shared their own best ideas.

We taught them TIST values and Best practices, carried out a demonstration on conservation farming, educated them on green house gas contract and business and informed them TIST benefits. In response, the participants acknowledged to have benefited from the program in the following ways;



4. Ikundi nini cia TIST niirathii
na mbere,
membere na meciria mega,
umenyo ati miti nituhega riera riega.
Magathondeka ikundi cia andu 6-12,
Makeyandikithia na CAAC,
Makaingira wonjorithia wa riera
Handa miti ya mithemba yoothe na
mhiraga yothe.

From Agnes Kathiiri Kithinji

Wabichi ya Chugu: Themini cia ichigo-ini kunyita thing'a matura-ini.

Kuri mweri wa Dithemba mwaka muthiru, ithui, wabichi ya chugu nitwari na morutani meri ma matura-ini maria magachirire muno.

Kuria mwena wa Nyweri, andu aria mari kuo nimathomire maundu mageni na makihota onao gwithomithia maundu mageni.

Nitwamarutire mithingi mirumu ya TIST na utongoria mwega, tukimoneriria njira ya urimi mwega, tukimathomithia uhoro ukonii biashara ya riera na kandarathi yayo, na tukimathomithia mabata na uguni wa mubango wa TIST. Nimatwirire ati ni magunikite muno nagukorwo TIST na njira ici;



- a) They have received cash incentives. They are encouraged and motivated to plant more trees. Though carbon business was alien to them initially, they have now embraced it fully and ready to participate.
- b) A section of participants who have been taught conservation farming, reported to have experienced a significant increase in yields compared to traditional farming method.
- c) They have learnt new ideas especially the rotational leadership.
- d) They are impressed by TIST monthly newsletter which offers them a forum to learn more ideas.

In a heavily packed venue, participants shared their own best ideas. Specifically, members of PAA A best small group shared and taught on modern ways of getting flour from locally available crops such as cassava, banana, arrowroots, yams and sweet potatoes. They outlined the nutritional benefits of these foods saying that they help in making the body strong and guarding against diseases. The flour can be used to prepare chapatis or in making uji (porridge).

In addition, they also manufacture soaps, dyes and other detergents. They also decorate garments thought tie and dye techniques. All these activities have earn them good income. They say, they have become self-reliant out these 'humble' initiatives.

Participants requested more information on energy saving jikos. They said they are eager to learn and also develop them in their homes. They appreciated that these jikos will reduce the strain on wood fuel consumption thus, be in a position to raise more trees and earn more income from green house gas business.

- a) Nimakoretwo makiamukira mbeba na makagia na wendi na hinya wa guthii na mbere na kuhanda miti. Hau kabere matiamenyaga wega biashara ya riera no riu nimamimenyete wega.
- b) Andu aria marutitwo urimi mwega hau kabere ni monete maciarwo mega.
- c) Ni mathomete njira njega ya utongoria.
- d) Ni makenetio ni ngathiti ya Mazingira Bora iria imahete kamweke ga kwiruta maundu meru mega ma uthii wa na mbere.

Hari githomo kiu kiria kiari na andu aingi muno, andu ni mathomire maundu mwanya mwanya nginyagia na kuuma kurio ene. Kwa ngerekano, gikudi gia PAA A nigithomithirie andu njira cia guthondeka mutu kuma mianga, marigu, nduma, ikwa na ngwachi. Nimatariirie andu wega wa irio icio hari ugima wa mwiri hari kugiriria mirimu na kuhe mwiri hinya. Mutu ucio no uhuthirwo kuruga migate kana ucuru.

Makiria ya uguo, nimathondekaga thabuni hamwe na kugemia njora. Mawira maya nimamarehagira mbeba.

Andu ni makenirio ni githomo kia mariko na makiuria mathomithio makiria njira ya gwaka nigetha mahotage gutumira ngu nini na makiria ya uguo matikanakinye handu mateme miti iria mahandite ya biashara ya riera.



They also acknowledge and thanked us for timely payments of tree incentives. Further, they requested for more such trainings.

Lamuria office: Empowering Communities.

Our offices is spreading its wings to the service of Laikipia District residents. We have joined hands with small groups in spreading the program in our expansive Laikipia district.

We have continued to teach our small groups on tree planting, tree groves management and conservation farming. Importantly, our area being semi –arid, we also teach on water harvesting techniques such as construction of dams and trenches. Water that is collected is later used during the dry seasons to irrigate trees and other crops in the fields.

Nimakenetio ni marihi maria makoretwo makiamukira na magachokia ngatho. Maturirie tumarehagire ithomo ta icio.

Wabichi ya Lamuria : Kugachiria muingi hari uthii wa na mbere.

Wabichi iitu nirageria gukinyira na gutungata aikari a district ya Laikipia. Nitukoretwo tukinyitanira na ikundi nini hari gutheremia mubango wa TIST thiinii wa Laikipia.

Nitukoretwo tugithomithia ikundi nini njira njega cia uhandi wa miti na umenyereeri, na urimi mwega. No tukoragwo tukimathomithia njira cia kugetha maai ta kwenja demu na mikaro. Maai macio nimacokaga kuhuthirwo hindi ya riuu hari guitiria miti na irio iria ingi mugunda maai.



ENGLISH: In house training: Participants attending a local seminar at Matanya area during the month of January.

KIKUYU: Gitomo kia maturainin kiria kiari itura ria Matanya mweri muthiru.



In an effort to empower communities, groups in Miguna area have donated 1,000 trees seedlings to public institutions including schools and dispensaries during the last short rains season. Further, 2,000 were given to individual farmers. This gesture was warmly appreciated and the communities have come to realize the important role TIST is playing in nurturing our environment.

Further, we have trained small groups on conservation farming. Farmers who practiced this agricultural practice last season are 'smiling all the way to granary.' They are now harvesting higher yields.

We remain focused to recruit more small groups. We want to change Laikipia to become a district in the forest!

Kinyaritha Office: On The Move To New Areas.

We are on the move. We have captured new areas. Recently, we have spread the program to Ankamia and Ametho areas in Mikinduri, Kiandiu and Kitheo in Miathene, Mituntu in Nkomo area.

As a result of this effort, we have so far registered 515 small groups.

Besides, we have continued consolidating the already registered groups by empowering them through training and payment of incentives.

During the last quarter disbursement of payments to the small groups, a significant number of groups were paid. This has motivated such groups and many others have registered as a result.

Hari njira ya kugachiria muingi, ikundi iria iri thiinii wa Miguna ni ciaheanire miti ya kuhanda ngiri imwe macukuru-ini na mathibitari-ini. Arimi nimaheirwo miti ngiri igiri. Andu nimakenirio ni utana ucio na makiona bata uria TIST irateithiriria hari gutungata maundu maria maturigichiirie.

Makiria ya uguo, ni tuthomithagia ikundi nini urimi mwega na aria makoretwo na urimi uyu mena gikeno ni magetha maria menamo.

Nituguthii na mbere na kwandikithia ikundi. Laikipia no nginya icenje na ituike bururi mururu.

Wabichi ya Kinyaritha : Gutheremia wira ichigo-ini njeru.

Ithui wabichi ya Kinyaritha nituthiite na mbere na gutheremia TIST ichigo-ini njeru. Riu tukinyite nginya matura ta Ankamia na Ametho kuria Mikinduri, Kiandiu na Kitheo kuria Miathene, Mituntu kuria Nkomo area.

Kumanagia na wira ucio, nitwandikithitie ikundi 515 nginyagia riu.

Makiria ya uguo ni turathii na mbere na guthomithia ikundi iria nyandikithie na guchihe hinya kwa njira ya marihi.

Hindi ya marihi maria meriga, ikundi nini nyingi niciamukirire mbecha na njira ino ni imahete hinya na ingi nyingi ikenda kwiyandikithia.



Farmers especially from small groups have now adhered to our trainings against planting of eucalyptus trees. They have observed the environmental damage that is being caused by eucalyptus trees especially in drying up the streams and other catchments areas. Further, those who have planted them in their shambas have witnessed how they affect other crops. We are now encouraging them to plant indigenous trees.

A number of small groups have benefited from the in-house trainings. Many groups have been refreshed on TIST components. The trainings focused on both sustainable development and carbon credit business. The impact of these trainings has been enormous. Members of the small groups are now fully in-the – know about the greenhouse gas business and the requirements for this business. They have taken a keen interest in the greenhouse gas contract. On sustainable development, participants have been equipped with practical information especially on conservation farming. In every training, participants are taught on this farming method through demonstrations.

Other topics that have featured in all trainings include; tree planting and nursery management, TIST values and Best practices with emphasis in rotational and servant leadership and regular meetings. HIV/ Aids and energy saving jikos are also covered.

Members of small groups are particularly keen to learn about energy saving jikos. They have been impressed by the information provided on the benefits of this jiko especially in the side of wood fuel consumption and also in reducing smoke around the cooking place.

Arimi kuma ikundi nini riu nimetikirite githomo giiru kigii kagwa kuhand miti ya mibau. Nimonete uria miti iyo ikoretwo ikingaria njui na kuria maai makunukaga. Aria mahandite kwao moigunda nimonete uria ikoretwo ikihinyaria tiri.. riu turamathomithia makorwo makihanda miti ya kiunduire.

Ikundi nyingi riu ni iteithikite kumanagia na themina cia maturai-ini. Nimakoretwo makiririkanio mubango wa TIST muno mwena wigie wonjorithia wa riera na uthii wa na mbere wa gutura. Koguo riu, ikundi nyingi ni iramenya wega maundu maria magiriirwo ni kuhingia nigetha makorwo makionjorithia riera. Mwena wigie uthii wa na mbere wa gutura, andu nimakoretwo magithomithio wega urimi mwega na makonererio mugunda-ini.

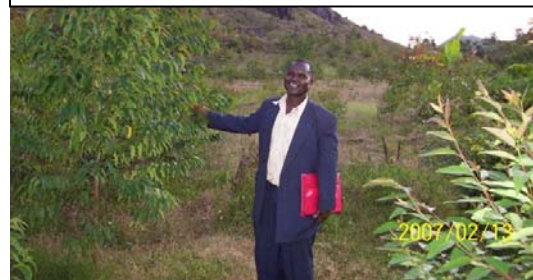
Mathomo maingi makoretwo makirutanwo thiinii wa themina ici ni uhandi wa miti na kuhariria nathari, mithingi (values) ya TIST na utongoria mwega na utungata na uhoro wigie murimu wa muingo na uthondeki wa mariko.

Amemba a iundi icio nimakenetio muno ni urutani wa mariko na muno mwena wigii uhuthiri wa ngu munini na kunyihia ndogo riko-ini.

No turathii na mbere. Kwa icha ikuhi ni tugukinya Igembe .

ENGLISH: Kinyaritha field office trainer inspecting a tree grove.

KIKUYU: Murutani wa wabichi ya Kinyaritha akirora miti.



We are on the move. Very soon we are going to capture Igembe areas.

TIST: Building Leadership Capacity Through Rotational Leadership.

What is rotational leadership?

Rotational leadership is where each group member takes it in turn to lead and co-lead the group meeting. There is no one single leader. The responsibility is equally shared amongst all group members.

Why rotational leadership?

Each person has different ways of leading, and each person has different gifts. Rotating the leadership means group members can all learn from each other about leadership.

If everyone is supportive and encouraging, even shy group members will have the chance to grow in confidence and leadership abilities. We are able to learn something from everyone.

Rotating leadership also reduces the stress of one person being responsible all the time. Because the responsibility is equally shared, no one person should be overly burdened or tired by the job.

Rotating the leadership means there will be fewer problems if one person likes to dominate the conversations and be in charge all the time. Each person will have his / her own chance to lead the meeting.

What you should do when practicing rotational leadership?

➤ Begin rotating leadership as soon as possible.

TIST: Kugachiria utongoria hari njira ya utongoria wa muthiururukano na utungata.

Utongoria wa guthiururukana nikii?

Utongoria uyu ni riria o mumemba wa gukundi akorogwo na kamweke ga gutongoria gikundi kana gukorwo ari munini wa mutongoria wa gikundi hindi ya gucamania. Utongoria ukorawo uri wa amemba othe a gikundi no ti mundu umwe.

Utungori uyu ni mwega nakii?

O mundu o mundu akorogwo aheto kiheo giake ni Ngai gia gutongoria. Riria utongoria ugithii ugechenjanagio, andu ni mathiaga makiuhigaga kumanagia na utongoria wa mundu o mundu riria aratongoria.

Riria andu maguthii na mbere na kuheana hinya, nginya andu aria mangikorwo magitigira nimagiaga na umiriru wa gutongoria.

Utongoria uyu ni uteithagia hari andu gukorwo makinyitanira na murigo wa gutongoria hari mundu o umwe ugakorwo weheretio.

Utongoria uyu ni uteithagia andu othe magakorwo na kamweke ga kuaria na kuhean meciria mao na mucamania ndungikorwo uri wa mundu umwe. Rotating the leadership means there will be fewer problems if one person likes to dominate the conversations and be in charge all the time. Koguo o mumemba niagiriirwo ni kuheo kamweke ga gutongoria.

Niatia mwagiriirwo ni gwika riria uratongoria?

➤ Wagiriirwo ni kwambiria utongoria uyu ona na ihenya uria kungihoteka.



- At the end of each meeting decide who will be a leader and co-leader next time.
- Everyone should get a chance to lead and co-lead.
- If a group member does not want to lead, or is shy, the group can let him or her watch others lead first. Then they can co-lead before leading next time.
- Pass any teaching materials on to the next leader.
- Remember to wait for people to speak after asking a question.

What makes a good servant leader?

- The leader should be humble, patient, accepting and honest.
- The leader should show the same acceptance and respect for every group member, regardless of what they do outside the group.
- The leader should speak very little. He or she should encourage all members to share ideas and have the chance to speak.
- Leaders should make sure they properly listen to the group members. Encourage people when they have made a contribution.
- Don't pretend you know all the answers!
- Even if you do know the answer, it is better to let the group discuss the question themselves. If someone asks a question, offer it to the rest of the group to discuss.
- Try to recognize the gifts that each person has, and to encourage them in the things they do well.
- Accept people and statements without criticism or judgment.
- Acknowledge and demonstrate respect for the person with whom you may not agree.

- Thutha wa mucemano, mwagiriwo niguthura uria ugatongoria mucemano ucio ungi na uria ukamuteithiria.
- O mumemba niagiriirwo ni kuheo kamweke ga gutongoria.
- Riria mumemba wa gikundi atakwenda gutongoria kana agakorwo agichonoka, nimwagiriirwo ni kumurekera nigetha oone aria angi magitongoria. No atuike muteithiria wa mutongoria nigetha agatongoria mucemano ucio ungi.
- Mabuku ma gikundi magiriirwo ni kunengerwo mutongoria wa mucemano ucio ungi.
- Niwagiriirwo ni gwiterera andu mambe marie thutha wa kuria kiuri.

Mutongoria wa gutungata agiriirwo ni gukorwo ahana atia?

- Agiriirwo ni gukorwo aria mwinyihia, mukiriria, wagwitikira maoni ma andu aria angi na mwihokeku.
- Agiriirwo ni gukorwo aria akihe gitio andu aria angi atakurora maundu maria mangikorwo magika na kuo nja ya gikundi.
- Agiriirwo ni kuhe andu aria angi kamweke ga kuaria na kuheana meciria mao
- Agiriirwo ni guthikiriria wega andu aria angi na akamahe hinya riria mekuaria.
- Ndagiriirwo nikwiyonania ati nowe wiki wina umenyo wa maundu moothe.
- Angikorwo niwui, he andu aria angi kamweke ona mahene meciria mao
- Geria kuona kiheo kia o mundu o mundu na ukamera mena kiheo kiu na ukamahe hinya hari maundu maria meka wega.
- Itikiraga meciria ma andu ariia angi ota kumatuira cira kana kumamenereria.



- Don't debate! Acknowledge even the most unusual statement with: "That's an interesting view. Does anyone else have any thoughts on that?" Throw it back to the group so others may contribute.
- Remember to share your own stories, strength and weaknesses with the group. An honest leader makes others feel comfortable to share themselves.
- Onania gitio hari o mundu o wothe onaangikorwo meciria manyu ti mamwe..
- Itikira meciria ma mundu o wothe na guchokeria amemba othe nigetha mariririe wega..
- Henana karugano gaku ka maundu maria wanagacira kana wanaremwo kwa njira ya ma nigetha andu aria angi ona makorwo na umiriru wa kuaria.

ENGLISH: The TIST Kenya director inspecting trees.

KIKUYU: director wa TIST Kenya akirora miti iria ihanditwo ni amemba.

