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info@tist.org February 2012 Hmm

TIST TANZANIA

Small Group Members For Kisokwe village



**MSIMU UMEWADIA NA MVUA ZINANYESHA ZAKUTOSHA TUIPANDE MITI
YETU KWA KUBORESHA MAZINGIRA**



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Greetings to all TIST Small Groups

We hope that the month of January was successful with lots of transplanting and weeding. Thank you for your continued work.

Small Group payments

As is our agreement, this month was the time to pay all Small Groups that have met TIST criteria for payment.

We are glad to announce that once again TIST has kept this promise and has paid all eligible groups. We congratulate all groups that have received payment this month and would like to encourage you to continue with this good job of planting trees and keeping them alive. We promise that we will continue to keep our promises to you including this one of paying all eligible groups. We want to encourage Small Groups that have not met TIST criteria for payment to work hard this season so that you may qualify next time.



Small Group Members for Lupeta Village

We were particularly happy to see how excited all of you were when you received your vouchers in the photos above.

Finally, we as your servants here in Morogoro office and those in the US, would like to encourage you to continue planting new trees, recruiting new groups and keeping alive the already planted trees.

Designed by Bernard Mkufya

Salam kwa vikundi vyote vya TIST. Tunaamini kwamba mwezi wa kwanza umefanikiwa kwa kupanda miche mingi na kupalilia. Tunashukuru kwa kuendelea kufanya kazi.

Malipo ya vocha kwa vikundi vya Tist

Kama ilivyo kawaida na kama iliyo katika ahadi na makubaliaano yetu mwezi huu umekuwa wa kuwaliapa wanavikundi wote walio timiza vigezo vya kulipwa.

Tunafuraha kuwatangazia wanavikundi wote kuwa kwa mara nyingine TIST imetimiza ahadi yake ya kuwalipa wanavikundi wote walio timiza vigezo vya kulipwa. Tunawapongeza sana wanavikundi wote walio lipwa na tunawatia moyo kuendelea na kazi hiyo nzuri na sisi kwa upande wetu tutaendelea kutimiza ahadi yetu ya kuwalipa wanavikundi. Tungependa ktumia nafasi hii pia kuwatia moyo wale wanavikundi ambao hawakutimiza masharti nao kujitahidi msimu huu kupanda miti zaidi ili nao waweze kupata malipo kama wengine



Wanavikundi wa Kijiji cha Tambi

Tulifurahi sana kuwaona mlivyokuwa na furaha baada ya kupokea vocha zenu kama picha zinavyo onyesha.

Sisi kama wawezeshaji wenu na wengine wote wanaowatumikia hapa Morogoro na Marekani tunatiwa moyo sana na kazi yenu na tungependa kuwahimiza kuendelea kupanda miti mingi zaidi na kuitunza ile ambayo imepandwa tayari. Pia tunapenda kuwa ahidi kuwa tutaendelea kuwa tumikia na kutimiza ahadi zetu zote kwenu.



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The importance of HMM

HMM is one of the ways we share Best Practices and also pass training material on various areas of our program. So we are writing this short message to encourage you to make sure that each member of a Small Group gets a chance to read it. Copies of this newsletter are distributed at your cluster meetings, so make sure it is shared with each member to read and benefit from the information. Please do not miss any of the newsletters or you will miss the information, which is so important to you and the TIST program as a whole.

The importance of Kujengana:

- ❖ We often hear more criticism than praise. It is good to train ourselves to look for the good in people. Because each person needs to say a different encouragement people are forced to look for more than one good thing.
- ❖ Often we think we are not good enough and do not let people point out our strengths. It is encouraging to know what we have done well, and then we can make sure we do more of the same in the future.
- ❖ When people give Kujengana to the leader it becomes clear what leadership characteristics people value. This means the leader next month will know what the group thinks are important in a leader. The quality of the leadership should improve week by week as people learn what makes a good leader.
- ❖ Kujengana helps there to be a positive energy in the group. Members will be more motivated when they give and receive Kujengana.
- ❖ At the end of each Cluster meeting, every member of the group makes one **positive** statement to the leader about his or her leadership of the meeting.

Mgawanyo wa HMM

.Tunaandika kukutarifu umuhimu wa kugawanya HMM; Mgawanyo kwenye Klasta zetu ,na katika vikundi. Tunaandika jarida hili kwaajili ya wana Tist wote ili waweze kusoma.Na kama hawatalisoma wote basi Tist kwa ujumla inapoteza taarifa. Ikiwa kama HMM huwasilisha njia bora,tunataka wana Tist wote kunufaika.Kama HMM ikigawanywa, basi wana Tist wote wataweza kulisoma jarida hilo. Kwa mara ya kwanza, ninakuarifuni ninyi nyote umuhimu wa kuhakikisha kuwa kila mwanakikundi anapata nafasi ya kulisoma jarida hilo.Kama ukiwa ulisoma matoleo ya majarida yaliyopita hakikisha kuwa wanakikundi wenzio pia wanapata fursa ya kusoma majarida hayo.

Umuhimu wa kujengana:

- ❖ Kila mara tunasikia kukosoa kuliko kusifia,ni vizuri kujifunza wenyewe kuangalia mazuri kwa watu, kwa sababu kila mtu anahitaji kusema kitu tofauti kumpa moyo mtu na inamlazimu kuangalia mambo mazuri zaidi ya pamoja.
- ❖ Kila mara tunajiona sisi ni bora sana na hatuwapi nafasi watu kuonesha uwezo wetu.Inatupa moyo sana kujua tuliyoifanya vizuri,na tena tutahakikisha tutafanya vizuri zaidi baadae.
- ❖ Wakati watu wanajengana inakuwa rahisi kwa mwezeshaji kujua tabia zipi za uongozi watu wanakuwa nazo. Hii inamaanisha mwezeshaji wa mwezi ujao atajua mambo gani kikundi kinaona ni muhimu kwa uongozi. Ubora wa mwezeshaji utaongezeka wiki hadi wiki jinsi watu wanavyojifunza nini kinafanya mwezeshaji bora.
- ❖ Kujengana kunasaidia kuwa na nguvu inayokubalika kwenye kikundi.Wanakikundi wanapata moyo wanapotoa na kupata kujengana.
- ❖ Mwisho wa kila mkutano wa Klasta,kila aliyehudhuria atatoa sentensi moja ya kitu kimoja kizuri alichokiona kwa mwezeshaji wakati akiongoza mkutano



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- ❖ Instead of making a general statement, like "You did well," it should be a **specific** statement about an observable behavior of the leader such as, "You came to greet me and I felt welcome." or "I really liked how you encouraged us to speak, but also kept the discussion moving."
- ❖ Some groups also choose to include the co-leader in Kujengana.
- ❖ Each group member's Kujengana must be **different** than what has been said by other group members.
- ❖ Encourage the leader to do more of the things that were good.
- ❖ Tell the leader when you think he or she has a special gift.
- ❖ If you are receiving Kujengana, just say 'thank you' after each comment. You don't have to question it or discuss it, just accept it!
- ❖ Badala ya kusema kwa ujumla ,kama "Ulifanya vizuri" lazima uwe muwazi kwenye sentensi kuhusu muonekano wa tabia ya mwezeshaji kwa mfano,"nilijisikia kukaribishwa ulivyokuja kunisalimia" au "Nilipenda kweli jinsi ulivyotupa moyo kuongea,na pia kufanya mjadala uendelee".
- ❖ Kwa vikundi vingine chagua mwezeshaji mwenza kujumuisha kujengana
- ❖ Kila wanakikundi wakijengana lazima wawe tofauti sana na vilivyosemwa na wanavikundi wengine.
- ❖ Mpe moyo kiongozi kufanya vitu vingiambavyo vilikuwa ni vizuri.
- ❖ Mwambie kiongozi kama unafikiri kuwa mume au mke ana kipawa maalum.
- ❖ Kama utajengwa sema 'asante'kila baada ya neno.hautakiwi kujiuliza au kulijadili, likubali tu!

WHAT YOU NEED TO DO TO BE A TIST GROUP:

1. Have at least 1000 trees per group, per year.
2. One acre of conservation farming per group member
3. Transfer the GHG sequestration rights to UMET for the payment received.
4. Use small group best practices and work together to develop and share with other groups in all areas of your lives.

MAMBO UNAYOTAKIWA KUFANYA ILI KUWA KWENYE MRADI WA TIST

1. Kuwa na angalau miti 1000 ya kikundi kila mwaka,
2. Kila mwanakikundi awe na ekari moja ya kilimo hai.
3. Kujaza mikatabab ya kuhamishia haki za usafishaji wa hewa kwa malipo mliyokwisha lipwa.
4. Kutumia njia bora za vikundi vidogo kwa kufanya kazi pamoja kuziendeleza na kushirikishana na vikundi ingine katika maeneo yenu mnayoishi.