



TIST HABARI MOTOMOTO AUGUST 2024

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In this newsletter, we are going to have two articles;

- (i) Seed Collection Questions and Answers
- (ii) Encouraging God-Centered Small Groups

(I) Seed Collection Questions and Answers

1. Which tree species should we grow in our area?

The best ones are those growing naturally in the area. TIST particularly encourages fruit and indigenous trees, and others that will remain in the ground for 30 years or more.

2. Are all trees good?

Not necessarily! Some may be difficult to control, be poisonous to your animals or use too much water. Choose ones you know will benefit your area. TIST discourages eucalyptus, for example, because planting these trees can reduce the water table.

3. Do trees produce seeds every year?

Most trees do, but observe your local trees to be sure. Some may only produce good quality seeds every 2-3 years.

4. Which is a good mother tree to collect seeds from?

- Collect seeds from healthy trees that are good seed producers.
- Avoid isolated trees - in this case the seed is likely to have been self-pollinated which leads to poorer quality seeds.
- Avoid unproductive trees and ones with a bad shape.
- It is better to choose a tree in the middle of a healthy group of trees of the same species. Seeds will be higher quality from trees with flowers that are spread out rather than packed closely together.
- Collect the seed from different places in the crown of the mother tree to ensure more genetic variation. It is a good idea to collect seeds from at least 30 trees of the same species. This helps ensure there is sufficient genetic diversity. Seed trees should be 50m-100m apart to help get more genetic variation.
- The exact type of tree depends on what you want to use the tree for.

- ✓ For example, good trees for timber are straight, few branches, fast growing, above average height and diameter, resistant to pests.
- ✓ Good trees for fodder should be fast-growing, many branches with multiple stems, and fast growing leaves with the ability to recover after being pruned.
- ✓ Good fruit trees should obviously have good quantities of healthy fruit, a uniform crown with low branches, fast growing.
- Try to choose seeds from a tree growing at the same altitude, climate and soil type as where you want to plant.
- Choose a mature tree, not a young one. Mature trees tend to have more seeds and younger trees may produce poorer quality seed.

5. When do we collect the seeds?

- Learn the time of the year when the seeds are ripe.
- Ask other local people or observe the tree yourself.
- Sometimes seeds are ripe when the fruit or pods change color, become dry, or break easily from the branch. Sometimes cones are ready when they change from green to brown.
- Most seeds are ready for collection when they fall from the tree naturally.
- Remember to ensure you have permission to collect the seeds from the tree owners!
- When you collect the seeds remember to label your bags and containers with the species name, date of collection and location.

6. How do we collect the seeds?

- It is helpful to clear the area around the bottom of the tree first. Many seeds can be collected from the ground. However, wait for the more mature seeds to fall. Seeds left too long on the ground may perish. Inspect the seeds for insect damage. Seed of *Tectona grandis* (teak) are commonly collected by this method.
- The tree can be climbed to collect the seeds, but take care!
- Some fruit dry open and disperse their seeds without falling to the ground. These are hard to collect if the seeds are small. Collect the fruit or pods after they are ripe but before they have split or fallen to the ground. Then dry the fruit or pod in a clean, sheltered place to obtain the seeds.
- Some seeds can be knocked from the tree with a long stick.
- Try putting a sheet under the tree and gently shaking the tree.
- For tall trees a simple tool can be made by attaching one end of a pair of shears to a long, strong stick. The other handle can be attached to a rope.
- Note that some seed species cannot be collected from the ground and have to be collected as wildlings. These are newly germinated seedlings found growing under mature trees. These can be transplanted to pots in your nursery. This is often the best method for trees that are hard to grow in a nursery or whose seeds are hard to collect.

7. How can we tell if the seed is good?

- Firstly look at the seed and discard ones that are smaller, lighter or a different color than the others. Insects may have damaged some of the seeds.
- Take a sample of seeds to cut into and inspect the inside for maturity and pest damage.

- For some hard-coated species floating in water is a good test. Normally the good seed sinks and the bad seed floats (since dead embryos and insect damage causes air pockets).
- With some seeds you can separate by blowing/ winnowing/sieving to remove the lighter ones.
- You can do a simple germination test. Take a small counted number of seeds (20-100). Do any pre-treatment needed. Put the seeds on a damp cloth in a bowl. Cover with another fold of the cloth, moisten it thoroughly and put in a warm (not hot) place. Check the seeds daily for signs of germination and keep the cloth moist. When germination begins keep a record of the day and number. The test usually lasts about two weeks depending on the species. Germination of over 50% means you have good seed. Small-seeded species having only 5% germination are still worth keeping.

8. Do we plant or store the seeds?

- Some seeds do not store well and should be planted straight away (especially soft, fleshy seeds, fruit tree seeds or seeds with high oil content). For seeds with harder coats, the basic rule is to keep the seed clean, dry and cool.
- Seeds should be removed from the fruit/cone and dried thoroughly. To dry the seeds put them in the sun for 2-3 days.
- Storing in a paper bag or metal container out of the sun is good (avoid plastic bags as this makes the seed sweat and rot). Make sure the container is clean and airtight.

- Label the container with the name of the seeds and the collection date and location.
- Remember that the germination ability of the seeds will decrease with time. If seeds have been stored for too long they may expire.

9. Do all seeds germinate?

- The percentage of seeds, which germinate, varies greatly between species. Some seeds require some form of pre-treatment. When you are collecting seeds remember that some die in storage, some die in the nursery, and some die when transplanted. So factor this into your planning when considering the number of seeds your group needs to collect.

10. How do we plant the seeds?

- Some seeds that germinate readily can be sown directly into the field or into pots. Species that require special conditions to germinate are sown into a seedbed first.
- The time taken for germination depends on the seed type, the temperature, the amount of water available and the age of the seed.
- Generally sowing is done just before the rainy season starts.
- As a general guide for direct sowing, seeds should be planted at a depth of two to three times their diameter and should be covered firmly with soil. The soil should then be kept moist.

11. Do seedlings grow only from seeds?

- Some tree species produce root suckers (young plants growing from the mother plant's roots). These can be cut and transplanted.

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- Cuttings can be taken off a young tree branch with at least three nodes or buds. Choose a long, healthy branch and make a clean, angled cut. Strip off the leaves. Plant the cutting into soil at least two nodal lengths deep, with at least one exposed. Keep it watered until sprouting occurs. Seedlings grown in this way will have the same characteristics as the parent tree and can be useful for making sure a productive fruit tree is grown.

Cluster Meeting Exercise

At your Cluster Meeting, split the participants into groups. Ask each group to pick a tree species that is good for TIST - long-term and beneficial to the environment.

The task is to get the following information for each tree species:

- Name of tree
- Description of seeds
- A good local place to find the seeds
- Method of collecting the seeds
- Method of storage
- Method of pretreatment
- Method of sowing

Give people ten minutes to do the task, and then ask

Cluster Name						
Tree Name	Seed Description	Local collection point	Collection method	Storage method	Pre-treatment method	Sowing method

(II) Encouraging God-Centered Small Groups

Servant Leadership

"So Jesus called them and said to them, 'You know that among the Gentiles those whom they recognize as their ruler's lord it over them and their great ones are tyrants over them. But it is not so among you; but whoever wishes to become great among you must be your servant, and whoever wishes to be first among you must be slave of all (Mark 10:42-44)'"

A servant leader is expected to model an attitude of humility, acceptance, patience, transparency, and honesty. In short, the Group leader must adopt Christ's example of Servant Leadership:

(1) A servant leader loves unconditionally– He or she will seek to manifest Christ's love to each person in the Group. To love unconditionally is to accept each member, regardless of what he or she says or does inside or outside the Group.

"I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another. By this everyone will know that you are my disciples, if you have love for one another (Jn.13:34-35)"

Best Practices

-Say to yourself frequently during the Group meeting: "I really love the people that the Lord has brought to this Group."

-Always be looking for ways to serve the people in your Group.

Wait for God to reveal the gift that each person brings to the Group. Point it out when you see it.

Pray for strength and patience. Remember, God is at work in each person's life.

(2) A servant leader is "actively quiet"– This is one of the most difficult tasks a servant leader must embrace. It will actually require "strength under control." Rather than just being passively quiet, a servant leader is constantly looking for ways to serve the Group, to encourage its members, to draw them out and to affirm them. But in order to do this, a leader must abandon the notion that he or she is in charge of the Group – even if for only this session!

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Groups usually become quiet when the leader speaks. The more the leader talks, the more the Group will look to him or her for all the answers. Although the leader convenes and facilitates the Group, main goal is to make everyone feel welcome and safe in the Group.

Leaders should allow plenty of time for responses to questions. Most of us feel uncomfortable with long periods of silence, but silence is not a bad thing. Unlike many extroverts, who tend to process questions and answers out loud, sometimes introverts in the Group need a time of silence to think through the question and come up with an answer before speaking out loud.

"You must understand this, my beloved, let everyone be quick to listen, and slow to anger (James 1:19)"

Session Leader Best Practices

-When you hear yourself talking, remember you should be listening.

-If you ask a question, wait! Someone will usually jump in with an answer or comment long before even a minute is up.

-If you find it difficult to wait for answers, try taking your pulse unobtrusively by placing your fingers on your wrist and counting to 30. Repeat if necessary. Instead of coming up with the answer, pretend you are a Teflon pan and let the question slide back out into the Group.

To be continued in September issue

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TIST Values

As TIST Family we have our Values which most of TIST Small Groups know and practice. We always reflect on these Values and to ensure that we all are truly living by them. The success of TIST is based on the integrity and effort of individual members within TIST. What we can achieve depends on each of us following these Values;

- (i) *We are Honest*
- (ii) *We are Accurate*
- (iii) *We are Transparent*
- (iv) *We are Servants to each other*
- (v) *We are Mutually Accountable to Each Other and*
- (vi) *We create Low Budget/ cost, yet we achieve Big Results.*

INTRODUCTION OF CLUSTER SERVANT

In the pictures is a **Cluster Servant AMOS MAILE** from Gairo district. He is a Farmer from TUMAYAGA Group (Tunza Mazingira Yakutunze Gairo) with TIST number 2023TZ25. He joined TIST in the year 2002.

Amos serves five (5) Clusters: Gairo town, Majawanga, Ibuti, Rubeho and Ikwamba Clusters. Experienced in quantification (tree counting), recruitment of new Small Groups, data entry into Pendragon and Conservation Farming. Also he provides TIST seminars to the Small Groups across the whole TIST Program in Tanzania.

If you have any questions, or you need help on how to join the TIST Program, you may contact him through; 0658186620 or 0623585051



Photo 3: Amos Maile, a Cluster Servant from Gairo district.



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Katika jarida hili, tutakuwa na makala mbili:

- (i) Maswali Na Majibu Ya Ukusanyaji Mbegu
- (ii) Kuhimiza Vikundi Vidogo Vinavyomzingatia Mungu

(I) Maswali Na Majibu Ya Ukusanyaji Mbegu

1. Je, ni aina gani ya miti tunapaswa kupanda kwenye maeneo yetu?

TIST inahimiza kupanda miti ya matunda, miti ya asili, na mingine itakayodumu kwa miaka 30 au zaidi. Miti bora zaidi ni ile inazokua vizuri katika eneo hilo.

2. Je, miti yote ni mizuri?

Hapana! Baadhi ya miti ni vigumu kuidhibiti kwa sababu mingine inaweza kuwa na sumu kwa wanyama na mingine inatumia maji mengi zaidi. Mfano ukipanda Mikaratusi inaweza kupunguza kiwango cha maji kwenye ardhi yako. Chagua miti unayoijua vizuri itakayokuwa na faida kwenye eneo lako,

3. Je, miti hutoa mbegu kila mwaka?

Miti mingi hufanya hivyo, lakini angalia miti ya eneo lako ili kuwa na uhakika. Baadhi ya miti inaweza kutoa mbegu bora kila baada ya miaka 2-3.

4. Je, mti mama mzuri wa kukusanya mbegu ni upi?

- Kusanya mbegu kutoka kwenye miti yenye afya ambayo imezalisha mbegu bora.
- Epuka miti iliyojitenga - kwa sababu mti unaweza kuwa umechavusha mbegu wenyewe ambao itasababisha mbegu kuwa dhaifu.
- Epuka miti isiyozaa na yenye sura mbaya.

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- Ni bora kuchagua mti katikati ya miti yenye afya ya aina moja. Mbegu zitakuwa na ubora zaidi kutokana na maua ambayo yameenea kwa kuunganishwa kwa karibu.
- Kusanya mbegu kutoka sehemu mbalimbali juu ya mti ili kuhakikisha kuwa hakuna mabadiliko zaidi ya maumbile. Ni vyema kukusanya mbegu kutoka angalau miti 30 ya aina moja, hii itasaidia kuhakikisha kuna utofauti wa kimaumbile wa kutosha. Miti ya mbegu inapaswa kuwa na umbali wa 50m-100m ili kusaidia kupata tofauti zaidi za kimaumbile.
- Aina halisi ya mti inategemea unataka kuutumia mti kwa kitu gani.
- ✓ Kwa mfano, miti mizuri ya mbao ni ile iliyonyooka, yenye matawi machache, inayokua haraka, urefu wa wastani na kipenyo, inayostahimili wadudu.
- ✓ Miti mizuri kwa ajili ya malisho inapaswa kukua haraka, yenye matawi na mashina mengi, na majani yanayokua haraka na yenye uwezo wa kuchipua baada ya kukatwa.
- ✓ Miti mizuri ya matunda inapaswa iwe inayokua kwa haraka, iwe na kiasi kikubwa cha matunda yenye afya.
- Jaribu kuchagua mbegu kutoka kwenye mti unaokua kwa urefu, chagua miti inayoendana na hali ya hewa na aina ya udongo wa mahali unapotaka kupanda.
- Chagua mti uliokomaa. Miti iliyokomaa huwa na mbegu nyingi zilizo bora tofauti na miti ambayo hajjakomaa hutoa mbegu zenye ubora mdogo.

5. Je, tunapaswa kukusanya mbegu kipindi gani?

- Jifunze kujua ni wakati gani wa mwaka ambao mbegu zinakuwa zimekomaa.
- Waulize watu wengine wa eneo hilo au uangalie mti mwenyewe.
- Wakati mwingine mbegu hukomaa wakati matunda au maganda yanapobadilika rangi, kukauka au kukatika kwa urahisi kutoka kwenye tawi. Wakati mwingine mbegu huwa tayari wakati zinabadilika kutoka kijani hadi kahawia.
- Mbegu nyingi huwa tayari kukusanywa zinapoanguka kutoka kwenye mti.
- Kumbuka na hakikisha una kibali cha kukusanya mbegu kutoka kwa wamiliki wa miti!
- Unapokusanya mbegu kumbuka kuweka lebo kwenye mifuko na makontena yako kwa jina la mti, tarehe ya kukusanywa na eneo.

6. Je, tunakusanyaje mbegu?

- Safisha eneo la chini ya mti kwanza. Mbegu nyingi zinaweza kukusanywa kutoka ardhini baada ya kuanguka. Hata hivyo, subiri mbegu zilizokomaa zaidi kuanguka. Mbegu zilizoachwa kwa muda mrefu sana kwenye ardhi zinaweza kuharibika. Kagua mbegu kama zimeharibiwa na wadudu. Mbegu za Mitiki (teak), mikungugu hukusanywa kwa njia hii.

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- Unaweza kukusanya mbegu kwa kupanda juu ya mti, lakini uwe mwangalifu!
- Baadhi ya matunda hukauka na kutawanya mbegu zake chini, hivyo ni ngumu kukusanya kama mbegu zake ni ndogo. Kusanya matunda au maganda baada ya kukomaa kabla hayajagawanyika au kuanguka chini. Kisha kausha tunda au ganda kwenye sehemu safi, iliyohifadhiwa ili kupata mbegu.
- Baadhi ya mbegu zinaweza kuvunwa kutoka kwenye mti kwa kutumia fimbo ndefu.
- Jaribu kuweka turubai/mkeka chini ya mti na utikise mti taratibu.
- Kwa miti mirefu unaweza kutengeneza fimbo ndefu na kufunga chombo kwenye ncha ya fimbo, hakikisha fimbo yako iwe imara.
- Kumbuka kwamba baadhi ya aina za mbegu haziwezi kukusanywa kwa kuziokota ardhini, bali mbegu hizi unaweza kuzipata kwenye miche mipya iliyoota inayopatikana chini ya miti iliyokomaa. Hizi zinaweza kupandikizwa kwenye makopo au viriba katika kitalu chako. Mara nyingi hii ndiyo njia bora kwa miti ambayo ni ngumu kukua kwenye kitalu au ambayo mbegu zake ni ngumu kukusanya.
- Mbegu zote lazima ziondolewe kwenye matunda au maganda yake. Hii inaweza kufanywa kwa mkono, au kwa kuweka tunda/ganda kwenye jua na kusubiri likauke na kupasuliwa.
- Chukua sampuli ya mbegu ili kukata na kukagua ndani kujua kama imekomaa au imeharibiwa na wadudu.
- Kwa kawaida mbegu nzuri huzama na mbegu mbaya huelea (kwani viini vilivyokufa na uharibifu wa wadudu husababisha hewa kuingia).
- Kwa baadhi ya mbegu unaweza kutenganisha kwa kupuliza au kupepeta ili kuondoa zile nyepesi.
- Unaweza kufanya jaribio rahisi la kuotesha mbegu. Chukua kiasi kidogo cha mbegu kama punje (20-100). Zifanyie matibabu yoyote ya awali yanayohitajika (mbinu za uoteshaji). Weka mbegu kwenye kitambaa kibichi katika bakuli. Funika na kitambaa kingine na uweke mahali pa joto (sio moto). Kagua mbegu kila siku kuona kama zina dalili ya kuota. Hakikisha kitambaa kiwe na unyevu. Wakati wa kuota anza kuweka rekodi ya siku na idadi ya mbegu zilizoota. Jaribio kawaida huchukua muda wa wiki mbili kulingana na aina ya mbegu. Kama mbegu zimeota kwa zaidi ya 50% inamaanisha kuwa una mbegu nzuri. Aina ya miti zenye mbegu ndogo kama zimeota kwa asilimia 5 pekee bado zinafaa kutunzwa.

7. Tunawezaje kujua kuwa mbegu ni nzuri

- Chagua mbegu kubwa, nzito na zenye rangi nzuri kisha utupe zile ambazo ni ndogo, nyepesi au zenye rangi tofauti na nyingine na zile zilizoharibiwa na wadudu.

8. Je, tunapanda au kuhifadhi mbegu?

- Baadhi ya mbegu hazihifadhiki vizuri na zinapaswa kupandwa mara moja (hasa mbegu laini, zenye nyama, mbegu za miti ya matunda au mbegu

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Kwa mbegu zilizo na makoti magumu, kanuni ya msingi ni kuweka mbegu zikiwa safi, kavu na baridi.

- Mbegu zitolewe kwenye tunda/koni na zikaushwe vizuri. Ili kukausha mbegu ziweke kwenye jua kwa siku 2-3.
- Hifadhi kwenye mfuko wa karatasi au chombo cha chuma na ziweke sehemu yenye jua (epuka kuweka kwenye mifuko ya plastiki kwani hii huifanya mbegu kupata unyevu na kuoza). Hakikisha chombo ni safi na kisichopitisha hewa.
- Weka alama kwenye chombo kwa jina la mbegu na tarehe ya kukusanywa na eneo.
- Kumbuka kwamba uwezo wa kuota kwa mbegu utapungua kadri muda unavyopita. Ikiwa mbegu zimehifadhiwa kwa muda mrefu sana zinaweza kuisha.

9. Je, mbegu zote huota?

- Mara nyingi aina ya mbegu, ambayo huota, inatofautiana sana kati ya aina. Baadhi ya mbegu zinahitaji aina fulani ya matibabu ya awali. Unapokusanya mbegu kumbuka kwamba baadhi hufa wakati wa kuhifadhi, nyingine hufa kwenye kitalu, na nyingine hufa wakati wa kupandwa. Kwa hivyo zingatia hili katika upangaji wako unapozingatia idadi ya mbegu ambazo kikundi chako kinahitaji kukusanya.

10. Tunapandaje mbegu?

- Baadhi ya mbegu zinazoota kwa urahisi zinaweza kupandwa moja kwa moja shambani au kwenye makopo na viriba. Aina zinazohitaji hali maalum ili kuota hupandwa kwenye kitalu cha mbegu kwanza.
- Muda unaochukuliwa kwa ajili ya kuota hutegemea aina ya mbegu, halijoto, kiasi cha maji kinachopatikana na umri wa mbegu.
- Kwa ujumla zoezi la kupanda hufanyika kabla ya msimu wa mvua kuanza.
- Kama mwongozo wa jumla wa kupanda moja kwa moja, mbegu zinapaswa kupandwa kwa kina cha mara mbili hadi tatu za kipenyo chake na zifunikwe kwa udongo. Kisha udongo unapaswa kuwekwa unyevu.

11. Je, miche hukua kutokana na mbegu pekee?

- Aina fulani ya miti hutoa viotea vya mizizi (mimea michanga inayokua kutoka kwenye mizizi ya mmea mama). Hizi zinaweza kukatwa na kupandikizwa.
- Vipandikizi vinaweza kuondolewa kwenye tawi la mti mchanga lenye angalau vifundo vitatu. Chagua tawi refu, lenye afya na tengeneza kata safi, yenye pembe. Ondoa majani, panda kipande kwenye udongo angalau urefu wa mita mbili kwa kina, na angalau mita moja wazi. Weka maji hadi hadi ianze kuchipua. Miche iliyopandwa kwa njia hii itakuwa na sifa sawa na mti mama.

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Zoezi la kufanya kwenye Mkutano wa Klasta

Kwenye Mkutano wa KLasta, wagawanye washiriki katika vikundi. Uliza kila kikundi kuchagua aina ya miti ambayo ni mizuri kwa TIST iwe inayochukua muda mrefu na yenye manufaa kwa mazingira.

Tupate habari zifuatazo kwa kila aina ya mti:

- ✓ Jina la mti
- ✓ Maelezo ya mbegu
- ✓ Mahali pazuri pa kupata mbegu
- ✓ Njia ya kukusanya mbegu
- ✓ Njia ya kuhifadhi
- ✓ Mbinu ya matibabu
- ✓ Njia ya kupanda

Wape watu dakika kumi kufanya kazi, na kisha waambie kila kikundi kuripoti.

Tafadhali andika taarifa kwenye kitabu chako cha mazoezi na ulete kwenye kikao kinachofuata.

JINA LA KLASTA						
Maelezo ya mbegu	Mahali pazuri pa kupata mbegu	Njia ya kukusanya mbegu	Njia ya kukusanya mbegu	Njia ya kuhifadhi	Mbinu ya matibabu	Njia ya kupanda

(II) Kuhimiza Vikundi Vidogo Vinavyomzingatia Mungu

Uongozi wa kiutumishi

"Basi Yesu akawaita, akawaambia, Mwajua ya kuwa wale wanaowahesabiwa kuwa wakuu wa Mataifa huwatawala kwa nguvu, na wakubwa wao huwatumikisha. Lakini haitakuwa hivyo kwenu; bali mtu anayetaka kuwa mkubwa kwenu atakuwa mtumishi wenu, na mtu anayetaka kuwa wa kwanza wenu, atakuwa mtumwa wa wote. (Marko 10:42-44)"

Kiongozi mtumishi anatakiwa kuwa na tabia ya unyenyekevu, kukubalika, subira, uwazi, na uaminifu. Kwa ufupi, kiongozi wa Kikundi lazima afuate mfano wa Kristo wa Uongozi wa Utumishi:

(1) Kiongozi mtumishi anapenda bila masharti- Atatafuta kudhihirisha upendo wa Kristo kwa kila mtu katika Kikundi. Kupenda bila masharti ni kumkubali kila mwanachama, bila kujali anachosema au kufanya ndani au nje ya Kikundi.

"Amri mpya nawapa, Mpendane. Kama vile nilivyowapenda ninyi, nanyi mpendane vivyo. Hivyo. Hivyo watu wote watatambua ya kuwa ninyi nimekuwa wanafunzi wangu, mkiwa na upendo ninyi kwa ninyi. (Yohana.13:34-35)"

Mbinu Bora

- Jiambie mara kwa mara wakati wa mkutano wa Kikundi: "Ninawapenda sana watu ambao Bwana amewaleta kwenye Kikundi hiki."
- Kila mara tafuta njia za kuwahudumia watu katika Kikundi chako.
- Subiri hadi Mungu afunue karama ambayo kila mtu analeta kwenye Kikundi. Unapoiona hiyo karama kwa mtu, ionyeshe.
- Ombea nguvu na subira. Kumbuka, Mungu anafanya kazi katika maisha ya kila mtu.

(2) Kiongozi mtumishi ni "mkimya"– Hii ni kazi ngumu sana ambayo kiongozi mtumishi lazima azingatie. Inahitaji "nguvu na udhibiti." Badala ya kukaa kimya tu, kiongozi mtumishi inabidi atafute njia mbalimbali za kuhudumia Kikundi, kuwatia moyo Kikundi chake, kuwaweka karibu na kuwathibitisha. Ili kiongozi afanye haya ni lazima aachane na dhana kwamba yeye ndiye msimamizi wa Kikundi. Kikundi huwa kimya wakati kiongozi anazungumza. Kadiri kiongozi anavyozungumza, ndivyo Kikundi kitakavyomtazama zaidi kwa majibu yote. Ingawa kiongozi huwakutanisha na kuwaweka pamoja kwa lengo la kumfanya kila mtu ajisikie yuko huru kuchangia mada na yuko salama kwenye Kikundi.

Viongozi wanapaswa kuruhusu muda mwingi wa majibu ya maswali. Wengi wetu huhisi tutoridhika na ukimya wa muda mrefu, lakini kukaa kimya sio jambo baya. Tofauti na wadadisi wengi, ambao huwa na tabia ya kuuliza maswali na majibu kwa sauti kubwa, wakati mwingine watu wenye aibu kwenye Kikundi wanahitaji kuwa kimya ili kutafakari swali na kupata jibu kabla ya kuzungumza kwa sauti.

"Hayo mnajua, ndugu zangu wapenzi. Basi kila mtu na awe mwepesi wa kusikia, bali si mwepesi wa kusema; wala kukasirika. (Yakobo 1:19)"

Mbinu Bora kwa Kiongozi wa Kikao

- Unapojisikia kuongea, kumbuka unapaswa kusikiliza.
- Ukiuliza swali, subiri! Kwa kawaida mtu anaweza kutoa majibu au maoni kwa muda mrefu au mfupi, inaweza kuchukua dakika moja au chini ya dakika moja.
- Iwapo unaona vigumu kusubiri majibu, jaribu kufanya zoezi hili bila kusababisha usumbufu kwa wengine; weka vidole vyako kwenye kifundo cha mkono na kuhesabu hadi 30. Ikibidi rudia zoezi badala ya kujibu wewe, saba swali kibiwa kwenye Kikundi.

MAADILI YA TIST

Kama Familia ya TIST tuna Maadili yetu ambayo wengi wa Wanavikundi Vidogo vya TIST wanayajua na kuyatekeleza. Daima tunatafakari juu ya Maadili haya na kuhakikisha kwamba sote tunaishi kulingana nayo. Mafanikio ya TIST yanatokana na uadilifu na juhudi za wanachama binafsi ndani ya TIST. Tunachoweza kufikia inategemea kila mmoja wetu kufuata Maadili haya;

- 1) Sisi ni Waaminifu
- 2) Sisi Tunatoa Taarifa Sahihi
- 3) Sisi ni Wawazi
- 4) Sisi Tunatumikiana
- 5) Sisi ni Wawajibikaji
- 6) Bajeti Ndogo, Matokeo Makubwa

UTAMBULISHO WA MTUMISHI WA KLASTA (CLUSTER SERVANT)

Katika picha ni **Mtumishi wa Klasta** kutoka Gairo. Ni Mkulima kutoka Kikundi cha TUMAYAGA (Tunza Mazingira Yakutunze Gairo) chenye namba ya TIST 2023TZ25. Alijiunga na TIST mwaka 2002.

Amos anatumikia Klasta tano (5): Gairo mjini, Majawanga, Ibuti, Rubeho na Ikwamba. Ana Uzoefu wa kuhesabu miti (Quantification) na kuingiza takwimu kwenye Pendragon. Anatoa mafunzo kwenye Vikundi na kwenye mikutano mbalimbali ya kijamii. Pia anaviunga Vikundi Vidogo Vidogo kwenye Mpango mzima wa TIST nchini Tanzania.

Ikiwa una maswali yoyote, au unahitaji usaidizi jinsi ya kujiunga na Mpango wa TIST, unaweza kuwasiliana naye kupitia 0658186620 au 0623585051



***Picha 1: Mtumishi wa Klasta Amosi Maile
Kutoka wilaya ya Gairo***