

# Mazingira Bora

**tist** Growing Trees  
Growing Leaders

Newsletter February 2025

English Version

1. We are Honest
2. We are Accurate
3. We are Transparent
4. We are Servant to each other
5. We are Mutually Accountable to each other

*TIST is an innovative, time - tested, afforestation program led by the participants.*

www.tist.org



**Njuthine TIST Cluster meeting held on 13/01/2025. Next Cluster meeting will be held on 10/02/2025.**

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## TIST: New Small Group Payment Approach.

**T**IST leadership continue to recognize our farmers not just as participants or members but importantly as **Partners**. We are in partnership of doing things together in order to improve our results.

We believe all of us care so much about getting **HIGH RESULTS** while maintaining our costs low. Our collective goal is to make sure each and every Small Group continue to reap maximum benefits while in TIST program.

We are currently working on 2024 Profit Share Payments. So far, we have done some pilot payments with a few Clusters among them Muriru, Kaguma, Gakirwe, Machaku, Njukiine, Kirubia, Igurune, Kiamathaga, Miathene, Ntumburi, Kanjuu, Kitheo, Luuria, Limauro and Kawiru MCK. These payments were done from December 31, 2024 – January 10, 2025.

We wanted to learn a new payment approach where a Small Group receives a Payment Receipt (Voucher) and get paid instantly at the Cluster Meeting. The process involves checking

the minimum payment eligibility criteria also known as Minimum Evidence (ME). When a Small Group meets all ME requirements, and ALL members are present to sign Payment Receipts, their payments were done right there at the Cluster Meeting. This worked so well. All of us as Partners were excited and called these payments “Christmas and New Year Miracle Payments!”

We want to improve this payment approach by making efforts not just to pay 2024 Profit Share payments but include all prior year’s unpaid profit share payments — all at one go!

In order to successfully accomplish this, we need everybody action and efforts. Where a Small Group doesn’t meet Minimum Evidence requirements, you should work with your Cluster Servants or Cluster Leaders to study things that are missing and work together to fix them.

The illustration below shows the process of working together as partners.



**TIST PARTINERS: 2024 PROFIT-SHARE PAYMENTS.**

TIST leadership is working hard to pay small groups with accurate information to assure accurate payments.Thanks to all as we work to make partners profit-share 2024 (PPS-24) a success!



**OVERVIEW.**

As a farmer, you are requested to help in the effort. In the spirit of partnership, we all have a duty to make sure we get payment soon by ensuring we have accurate and recent information provided, which is in line with TIST values.



**CHECK DATA.**

Every group is requested to check their group status at coordinator login ([www.tist.org](http://www.tist.org)).

Username: guest

Password: -guest

Key in your group number.



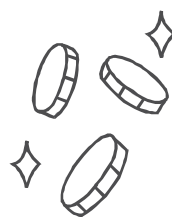
**REVIEW THE FOLLOWING:**

- All groves are quantified in last 18 months.
- All members with groves are the same on green house contract.
- All baseline information is updated.
- All tracks are accurately taken.
- Payment history.
- Tree history-count and tones.



**CALL TO ACTION.**

If you have complete, accurate, and recent information, request your cluster servant for receipt/voucher.If some information is missing, work with your cluster servant to fix it.



**RECEIPTS:**

**The receipt will be split into three:**

1. First one to be primarily shared for number of trees.
2. Second one to be shared on co-benefits.
3. Third one for catch up years or any amount owed for 2024.



## TIST: Leadership and Governance in your Cluster.

**T**oday, TIST has more than 400 Clusters. In each Cluster, Servant Leaders support our success and share their strengths. Each Cluster has governance and leadership as follows:

### **Elected Cluster Leadership:-**

- Cluster Leader.
- Cluster Co-leader.
- Cluster Accountability Person.

Cluster Leaders, Co-leaders, and Accountability Person serve in each position for a period of four months. After four months of service, the Cluster Leader rotates out. The Co-leader becomes the Leader, while the Accountability person becomes the Co-leader.

Women and men alternate in the elections. If the Accountability Person is a man, the next one elected will be a woman. Your Cluster should democratically elect a new Accountability Person. Cluster elections are important and mandatory for all TIST Clusters.

### **Role of Cluster Leadership.**

#### **Role of a Leader.**

- 1) Should be a servant to the whole Cluster and exemplify TIST Values.
- 2) Leads/facilitates Cluster activities: coordinates Cluster meeting, quantification, and training schedules with other servant leaders.
- 3) Motivates groups to achieve big results, especially planting trees, using TIST Best Practices like CF.

- 4) Helps the Cluster to remain strong and united.
- 5) Helps plan for well-organized Cluster meetings with other servant leaders and making sure the meetings are properly led and trained.
- 6) Works with Accountability Person to ensure that Cluster Meeting and Accounting records are kept properly.
- 7) Works with Accountability Person and Cluster Servant to ensure monthly Cluster reports and Account reports are accurate and sent.
- 8) Helps recruit and train more Small Groups to be registered.
- 9) Helps Small Groups have their Greenhouse Gas contracts signed, scanned, and uploaded, if necessary.
- 10) Welcomes and introduces any new visitor who might attend the meeting.
- 11) For payments, they get vouchers and other materials ready before Cluster meetings. Works with Accountability Person to make sure the proper payment process is followed, and communicates any questions or problems to TIST leaders and Cluster Servants. They remind Small Group members of the next meeting.

#### **Role of an Accountability Person.**

- 1) Receives Cluster Budget and announces amount received and spent at each Cluster meeting.
- 2) Works with the Cluster to plan how to use the Cluster Budget to achieve big results.



- 3) Keeps and maintains Cluster records in an organized Cluster record book, accurately and in proper condition.
- 4) Allows inspection of Cluster records by Cluster members and TIST leaders.
- 5) Organizes with Cluster Servant to send both Monthly Cluster meeting and Accounting reports every month.
- 6) Trains the next accountability person.
- 7) Helps and supports other servants to serve the Small Groups.
- 8) During payments, they hand out vouchers to groups with at least two members present, review vouchers, communicate with payment support coordinators, and follow the payment process accurately and honestly.
- 9) Evaluates Quality of Cluster Trainings and reports to GOCC.
- 10) Attend GOCC meetings as Cluster Council Representative.

**Role of a Co-leader**

- 1) Takes over when the Leader is not there, while the Co-leader is to serve both the Cluster members and the Cluster leader.
- 2) Helps keep time during Cluster meetings.
- 3) Takes records during the Cluster meetings.
- 4) Read the previous minutes to the meeting and keep record of the minutes and discussion held in the Cluster.
- 5) Helps train newly elected Accountability People.

- 6) Evaluate quality of Cluster Trainings and report to GOCC.
- 7) Attend GOCC meetings as Cluster Council Representative.

**Role of Group of Clusters Council Representatives.**

- 1) Discover and share Best Practices from Clusters.
- 2) Assure high quality training for the Clusters following TIST Values.
- 3) Assure high quality quantification following TIST Values.
- 4) Maintain working equipment for training and quantification.
- 5) Report concerns and make recommendations for policies to the Leadership Council.
- 6) Expand TIST through present Clusters.
- 7) Hold Administrative Hearings if a Cluster Servant is suspended, to investigate facts and make recommendations on suspension.
- 8) Hold Administrative Hearings if a Cluster Leader is not following TIST Values.
- 9) Recommend people from the Group of Clusters for additional TIST responsibilities such as Auditor, TSE, or Master Trainer and other responsibilities.
- 10) Receive Quality of Training Evaluation reports and send them to the Leadership Council.



## TIST: Small Group Techniques: Group interaction.

**a) What is the best way to arrange people during a Small Group meeting?**

A small circle is the best. Don't have a table because it creates barriers between people. Don't have a chair and a large seat for the most important person. In TIST, we all sit the same way. We either all sit on the ground, or we all sit on chairs.

**b) What do you do if more than twelve people want to join your group?**

If there are more than twelve people interested in joining your group, it is best to form a new group. The group can multiply with two, or three or four members of the original group forming the core of the new group. This is better than one member trying to start a group alone. Remember to start using rotating leadership straight away.

**c) What techniques can you use if the group energy is low?**

Split up the group into pairs and get each pair to talk about the task. Dramas also help.

Sometimes stopping and each person saying something good that their group is doing can also motivate people again. Also remember to keep the meeting from becoming too long. By having a Co-leader who is keeping time, you can focus the group's energy on making sure the work gets done in the agreed upon time period.

### Meeting Schedule:

To manage time well, a Small Group should have a well-organized meeting schedule. This is important because it will help you keep focus on your agenda and the most important activities. It is also important because in TIST, we commit to work together for the long-term to improve our farms and grow and maintain our trees for the carbon market. We need to know our fellow Small Group members well, since each person's actions impact our whole group and all of TIST.

It is important, too, for your Small Group to have regular meetings, preferably once a week or once in two weeks. This will give all members in your group an opportunity to strengthen your group and share and learn new ideas.

During your meeting, it is necessary to focus on important issues. Many TIST Small Groups have found the process below as a Best Practice for successful meetings:

**Step I. Greetings and introductions for any new members (5 – 15 minutes):**

Make sure everyone feels welcomed. Make it brief but let each person introduce him or herself.

**Step II. Opening prayer (2 minutes):**

A short word of prayer can help the group unite.

**Step III. Songs (5 minutes):**

These could be songs written by your group, or songs that encourage people such as religious songs.

**Step IV. Agreement on task and time (5 minutes):**

The meeting's leader explains what was planned for the meeting and the group members discuss and then agree on what the agenda should be. The time spent on each task or discussion should be agreed so that the co-leader can help keep the meeting on time.

**Step V. Group work on tasks (1 hour):**

Ideally, tasks should have been discussed at the end of the last meeting. Tasks might include sharing what each person has done to help TIST activities, sharing Best Practices, training on some subject of interest, and any other important issue that will help your Small Group to prosper.

**Step VI. Kujengana (5 minutes):**

Each group member makes one positive, specific statement to that week's leader about his or her observable leadership of the meeting. In addition, anyone may identify a gift seen in the leader.

**Step VII. Closing prayer (2 minutes)**

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Not for sale

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**Kimereu Version**

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**Njuthine TIST Cluster wakiwa kwa mkutano wao uliofanyika tarehe 13/01/2025.  
Mkutano wa Cluster ujao utafanyika tarehe 10/02/2025.**

- Inside:**
- ✓ **TIST: Njira injeru ya kuriha ikundi inini. Page 2**
  - ✓ **Utongeria na mwathanire ndene ya Cluster. Page 4**
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## TIST: Njira injeru ya kuriha ikundi inini.

**U**tongeria bwa TIST nijuitite mbere ja amwe a muradi na ti ja **amemba aki**. Turi kiri ngwataniro ya gwita ngugi amwe nikenda tukiiria mpumi cietu.

Twitikitie twinthe ati twendaga o kwona mpumi inene na tugitumagira matumiri ja makai. Mworonto jwetu ju munene ni gutigiira ikundi inini ni ikugwata baita inene kuuma kiri muradi jwa TIST.

Nandi nitukuritira marihi ja 2024 ngugi. Nkinya nandi, nituthithitie marihi jamwe kiri clasta imwe ja Muriru, Kaguma, Gakirwe, Machaku, Njukiini, Kirubia, Igurune, Kiamathaga, Miathene, Ntumburi, Kanjuu, Kitheo, Limauru na Kawiru MCK Marihi jaja jathithikire kuuma 31 Decemba 2024 - 10 January 2025.

Twendaga kuthoma njira injeru ya kuriha ikundi aria gakundi kanini kagwataga ricitu ya marihi (vocha) na gakagwata marihi o rimwe bari ndeene ya mucanio jwa clasta. Njira iji ya marihi yari utigiire mantu jonthe jaria jendekaga gakundi gakiriwa ni jaingitue

na nijo Minimum Evidence (ME). Riria gakundi kaingia mantu jaja na amemba bonthe ba gakundi kwithirwa bari mucemano gucaina ricitu ya marihi, ni boombaga kugwata marihi bari ndeene ya mucemano jwa clasta. Ngugi iji ni ya ritikire bweega. Batwi twinthe turi kiri ngwataniro nitwagiirw na kugworua ku nene na tugiita marihi jaja “Marihi ja kiama ja Krisimaci na Mwaka mweru!”

Nitukwenda gwikiira inya njira iji ya marihi na kwiritaniria kiri marihi ja mwaka wa 2024 na nkinya marihi jangi ja miaka iria ikurukite kiri ikundi iria itariwa na njira ya o rimwe!

Nikenda tuumba gukinyaniria mantu jaja nonkinya muntu wonthe aciritanirie. Aria gakundi kanini gatiumbite kuingithia mantu jothe ja Minimum Evidence, nonkinya baitanie ngugi na atongeria ba clasta amwe na clasta servant gutegeera jaria jatiingite na kuanjiria kujangia.

Mbica iji ni ya kwonania uria tugaita ngugi ja Partners.





## **PARTNERS AT TIST: MARIHI JA BAITA YA 2024.**

Atongeria a TIST Leadership nibakwiritaniria kuriha ikundi inini iria ili na miti itari bweega nikenda boomba kugwata marihi jongwa. Ibwega bwinthe tukirita ngugi ya marihi ja baita ya 2024 turi amwe (PPS-24) na tukagwata uhotani



### **UTEGI NGUGI KWA NJIRA YA UNINI.**

Ja murimi, nitugukuromba utetherie kiri ngugi iji. Kiri muoyo jwa ngwataniro, turi na ngugi ya gutigiiri ikundi ni ikugwata marihi na mpui na njira ya gutigiira turi na data ya uuma na injeru iria igwitania na TIST values.



### **TEGEERA DATA YAKU.**

Ikundi bionthe nonkinya itegeere status cia kiri kiri coordinator login ([www.tist.org](http://www.tist.org))

Username: guest

Password: guest

Ikira namba yaku ya gakundi.



### **TEGEERA MANTU JAJA:**

- Miunda yonthe ni itariri miti ndeene ya kagita ka mieri 18.
- Amemba baria batariri miti nibo bari kiri fomu ya contract ya GHG.
- Mantu jonthe jegiee baseline nijo juritue.
- Mbica cia miunda nicijukitue bweega.
- Rugano rwa marihi.
- Rugano rwa miti iria itari na tonne.



### **MUGAMBO JWA NGUGI IRIA UKARITA.**

Kethira ngugi yaku ni iriti yonthe, na njira ya uuma, na ngugi injeru, roomba clasta servant waku rciti/vocha. Kethira kuri na mantu jamwe jatiingite rita ngugi amwe na clasta servant kujaingia.



### **RICITI.**

#### **Riciti ikagaukanua maita jathatu:**

1. Riciti ya mbere ni ya kugaana kuringana na namba ya miti
2. Riciti ya keeri ikagaukanwa kulingana na co benefits.
3. Riciti ya kathatu ni ya gukinyira marihi jaria jatigi ja 2024.



## Utongeria na mwathanire ndene ya Cluster.

**N**arua iji, TIST iri na nkuriki ya clasta 400. Kiri clasta cionthe, atongeria ba kwiritira nibatethagiiria kiri witi na mbere wa clasta na nkuruki bakoonania inya yao. O kiri clasta iri na atongeria na mwathanire ja uju:

### Atongeria baria bathuuri:-

- Mutongeria wa clasta.
- Munini wa mutongeria.
- Mwiki mathabu wa clasta.

Mutongeria wa clasta, munini wa mutongeria na nkinya mwiki mathabu baritaga ngugi gwa kagita ga mieri 4. Nyuma ya kurita ngugi mieri 4, mutongeria wa clasta niwe utigaga utongeria agatuika mumemba. Munini wa mutongeria nawe agatuika mutongeria wa clasta, nawe mwiki mathabu wa clasta agatuika munini wa mutongeria.

Akuru na ekuru nibo bathuragwo kiri ithurano. Kethira mwiki mathabu ni mukuru, munini wa mutongeria nawe ethire ari mwekuru. Clasta nonkinya na njira kwigujanira bathuure mwiki mathabu ungi. Ithurano cia clasta ni cia gitumi muno na nonkinya ithithike ndeene ya clasta cionthe.

### Ngugi ya Atongeria ba clasta.

#### Ngugi ya mutongeria.

1) Nonkinya ethire ari mutungati wa clasta yonthe na onanie TIST Values.

- 2) Atongeria ngugi cia clasta; gwitithia micemanio ya clasta, utari bwa miti, na kubangania ithomo ndeene ya clasta bari ya atongeria bangi.
- 3) Gwikira gikundi inya boomba kugwata mpumi inene, ja kuanda miti ba nkinya kuthithia urimi bubwega CF.
- 4) Gutetheria clasta kugwatanira na kugwata inya.
- 5) Gutetheria kubanga micemanio ya clasta amwe na atongeria bangi na gutigiira ati micemanio ni itongeretue bwega na kuthoma bwega.
- 6) Kuritania ngugi amwe na mwiki mathabu gutigiira micemanio na mathabu nijagwikwa bweega.
- 7) Kuritania ngugi na mwiki mathabu na clasta servant gutigiira ripoti cia micemanio na cia mathabu ni uuma na ni itumitue.
- 8) Gutetheria kwandikithia ikundi ingi na kuithomithia nkinya ikaiandikithia.
- 9) Gutethia ikundi kugwata fomu (GhG) ya gucaina, igatuika (scanned) na igatuika (uploaded), aria ikwendeka.
- 10) Kugwata ageni ugeni na kubamenyithia mantu jegie micemanio.
- 11) Kiri marihi, Bagwataga vocha na into cionthe ikwendeka mbere ya mucemanio jwanjiria. Kurita ngugi na mwiki mathabu gutigiira marihi nijagwita na njira injega na kumenyithia atongeria ba TIST na clasta servant aria kuri na kiuria kana kwina thina. Kuririkania amemba ba ikundi ntuku ya mucemanio jou jungi.

**Ngugi ya mwiki mathabu.**

- 1) Kugwata clasta budget na kuuga ni mbeba ing'ana agwatite na uria itumiri o kiri o mucemano.
- 2) Kurita ngugi na clasta kubanga uria budget igatumirika kugwata mpumi inene.
- 3) Gwika na kumenyeera rekodi cia clasta na njira injega na ya uumabkiri mauku ja clasta.
- 4) Kuejana kaanya ka gutega mauku ja clasta ni amemba ba clasta na nkinya atongerira ba TIST.
- 5) Kubangania na clasta servant kiri gutuma ripoti cia micemano na cia mathabu o mweri.
- 6) Kuritana mwiki mathabu ou ungi akeja.
- 7) Gutethia atongerira bangi kiri gutungatira ikundi inini.
- 8) Kagita ka marihi, Kunenkeri vocha ikundi iria iri na nkuruki ya amemba bairi, gutegeera vocha, kwaraniria na atethereria ba marihi na kuthingatiira njira ya marihi bweega na njirabya uuma bungwa.
- 9) Gutiga ngugi ya uthomithania ndeene ya clasta na gwikia ripoti kiri GOCC.
- 10) Gwita micemano ya GOCC ja arungamiri a clasta.

**Ngugi ya munini wa mutongerira.**

- 1) Kujukia kaanya ka mutongerira riria atiku, na ngugi yawe ni gutungata clasta na mutongerira wa clasta.
- 2) Gutethia kuthingatiira mathaa kagita ka mucemano
- 3) Gwika rekodi kagita ka mucemano

- 4) Kuthoma rekodi ya mucemano mwituku na gwika rekodi cia mucemano na mantu jaria jarirua.
- 5) Gutethia kuthomia mwiki mathabu ungi uria wathuurua.
- 6) Gutegeera uthomithania wa clasta na gwikia ripoti kiri GOCC.
- 7) Gwita mucemano wa GOCC ja murungamiiri wa clasta.

**Ngugi ya arungamiri a GOCC.**

- 1) Kuona na kumenyithania njira injega cia gwita ngugi kuuma kiri clasta ingi.
- 2) Kuona ati ithomo ndeene ya clasta ni ikuthithua bweega na ikathingatiira TIST values
- 3) Kuona utari wa miti ni ugwitithua bweega na ukathingatiira TIST values.
- 4) Gutigiira into cia gwita ngugi kiri kuthomithia na nkinya gutara miti ni imenyeretwe bweega.
- 5) Kuejana ripoti ya mantu jaria beenda kwona ugaruruku kiri council ya utongerira.
- 6) Gutambia muradi jwa TIST gukurukira clasta
- 7) Kuthikiria igamba riria utongerira riria clasta servant arungiki ngugi, nikenda uuma bumenyeka na kuejana murungamo jwao jwegie clasta servant uria arungiki ngugi.
- 8) Kuthikiira ja atongerira riria mutongerira wa clasta atikuthingatiira TIST values.
- 9) Kuejana ripoti injega jiegie atongerira a GOCC boo. ba kugwata ngugi ingi nkuruki ndeene ya TIST ja Auditor, TSE kana Muritani (master trainer) kana ngugi ingi.
- 10) Kugwata ripoti jiegie uritani ndeene ya clasta na gutuma kiri Leadership council.



## TIST: Njira cia kwaraniria cia ikundi inini.

### a) *Ni njira iriku iri injega buru ya kubangania antu mucemanione jwa gikundi gikinini?*

Kithiururi gikinini ni njira iria njega buru. Gukethirwa kurina metha niuntu nitumaga gukagia kigitaria gati gati ka antu. Gukethirwa kurina giti kana giti gikinene kia muntu uria urina gitio kiria kinene buru. Ndene ya TIST, twinthe tukaraga nthi na njira imwe. Twinthe tukaraga nthi muthetune kana tugakarira iti

### b) *Niatia buumba kuthithia kethira antu nkuruki ya ikumi na bairi ibakwenda gutonya gikundine kienu?*

Kethira kurina antu nkuruki ya ikumi na bairi baria bakwenda gutonya gikundine kienu, ni bwega nkuruki kwambiria gikundi gikieru. Gikundi nokigaane jairi, kana amemba bathatu kana banna ba gikundi kiu gikuru baambie gikundi gikieru. Iji ni njira injega nkuruki ya mumemba umwe kugeria kwambiria gikundi wenka. Ririkana kwambiria utongereria bwa kithiuruko orio.

### c) *Ni njira iriku umba gutumira kethira inya ya gikundi iri nthiguru?*

Gaana gikundi kie antu bairi bairi na antu bau bairi baririe ngugi iria irio. Matinda kinya jo nijatethagia. Rimwe na rimwe kurungamithia na kuuria o muntu auge gintu kimwe gikiega kiria gikundi kienu gikuthithia o gutethia gwekira antu motisha ingi. Ririkana kinya kumenyeera ati mucemano jutarea mono. Na njira ya kwithirwa kurina muthetheria wa mutongereria wa gwika mathaa, bukomba kwerekeria inya ya gikundi kiri kumenyeera ati ngugi ikathithika ndene ya mathaa jaria ibangiri.

### **Mubango jwa mucemano.**

Kenda mathaa jatumika bwega, gikundi gikinini nikibati kwithirwa kiri na mubango jubangi bwega jwa gwitithia mucemano. Bubu burina bata niuntu bugatetheria kumenyeera ati mathuganio nijerekerete mantu jaria jabangiri na mantu jaria jarina bata nkuruki. Kinya burina bata niuntu ndene ya TIST, nituciritahira gwitaniria ngugi amwe kenda igitene riraja tukura na twika miti yetu bwega niuntu bwa thoko ya ruugo. Nitugwitia kumenya amemba ba gikundi gietu gikinini bwega niuntu mathithio ja o muntu nijathithagia mwanya kiri gikundi na TIST yonthe.

Kairi burina bata gikundi giaku kinini gwita micemano ya igita nyuma ya igita, mono o kiumia kana rimwe ndene ya biomia biiri. Bubu bukaa

amemba bonthe ndene ya gikundi giaku kanya ga gwikira gikundi inya na kugaana na kuthoma mantu jameru.

Mucemanione, kurina bata kwerekeria mathuganio mantune jaria jarina bata nkuruki. Ikundi bibinini bibingi bia TIST nibionete njira iji iri mwitire juria mwega buru kiri kuthithia micemano ya bata:

**Itagaria ria mbele. Gukethania na gucimenyanithia kwa amemba baaberu (Dagika ithano gwita ikumi na ithano):** Menyeera ati muntu wonthe nakwigua ang'anirite. Dagika inkai itumirwe indi umenye ati o muntu nakwimenyithania wengwa.

**Itagaria ria jairi. Iromba ria kwambiria (Dagika ijiri):** Iromba ririkui noritethia kureta gikundi amwe.

**Itagaria ria jathatu. Ndwimbo (Dagika ithano):** Iji nociithirwe ciandiki ni gikundi kienu kana ndwimbo cia gwikira antu inya ta ndwimbo cia kidini.

**Itagaria ria janna. Gwitikaniria ngugi na mathaa (Dagika ithano):** Mutongereria naugaga jaria jakathithua mucemanione na amemba ba gikundi bagetikaniria kurita ngugi iu. Mathaa jaria jagatumika kuthithia o ngugi kana kwaraniria nijabati gwitikanirua nikenda mutetheria wa mutongereria agatetheria gwika mathaa ja mucemano.

**Itagaria ria jatano. Gikundi gikarita ngugi iria irio (Ithaa rimwe):** Kiri njira iria bwega buru, ngugi nicibati kwithirwa cjaariritue mucemano jugikinya muthia. Ngugi nociithirwe ciri amwe na kugaana jaria o muntu athithitie gutethia mantu ja TIST, kugaana mitire iria miega buru, kuritana kwegie mantu jaria antu bakwenda na gintu kingi kiria kirina bata na kiria gigatethia gikundi giaku gwita na mbele.

**Itagaria ria jatantatu. Gwakana (Dagika ithano):** O mumemba wa gikundi auge gintu kimwe gikiega kiri mutongereria wa kiumia kiu kwegie utongereria buria bwonekete ndene ya mucemano. Kwongera, muntu omba kuuga kiewa kiria oonete ndene ya mutongereria ou.

**Itagaria ria mugwanja. Iromba ria kuthiria (Dagika ijiri):**

# Mazingira Bora

Not for sale

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Newsletter February 2025

**Kikuyu Version**

*TIST is an innovative, time - tested, afforestation program led by the participants.*



**Njuthine TIST Cluster mari mucemano-ini wao uria wari mweri 13/01/2025.  
Mucemano wa Cluster ucio ungi ugakorwo mweri 10/02/2025.**

- Inside:**
- ✓ **TIST: Marihi ngurubu-ini njeru gukuhiriria. Page 2**
  - ✓ **Utongoria na wathani thiini wa Cluster. Page 4**
  - ✓ **TIST: Maundu ma ikundi: Uikarania wa ikundi. Page 6**



## TIST: Marihi ngurubu-ini njeru gukuhiriria.

**U**tongoria wa TIST guthii na mbere gukurana arimi aitu ti ta arumiriri kana amemba no ta **anyiti itemi**.

Ni turanyitanira gwika maundu hamwe niguo tuongerere maumirira maitu.

Ni turetikia ithui othe ati kugia na MAUMIRIRA MEGA no kunyihia thogora. Wendi witu ni ati oro mundu na ngurubu nini ni guthii na mbere na kugia na magetha ma iguru thiini wa mubango wa TIST.

Riu turaruta wira wa marihi ma share ma mwaka wa 2024. Gukinyiria riu, ni tuheanite marihi ma njoherera thiini wa clastas imwe ta Muriru, Kaguma, Gakirwe, Machaku, Njukiine, Kirubia, Igurune, Kiamathaga, Miathene, Ntumburi, Kinjuu, Kitheo, Luuria, Limauru na Kawiru MCK. Marihi maya maheanirwo weri na December 31, 2024 nginyagia January 10, 2025.

Turenda guthoma njira njeru ya marihi kuria ngurubu nini mariamukagira rithiti ya marihi (Voucher) na kwamukira marihi hau hau mucemano-ini wa clasta. Mubango uyu ni

kubara marihi maria manini maria no metagwo Minimum Evidence (ME). Riria ngurubu nini ciacemania ME irabatariania, amemba OTHE gukorwo mari ho niguro masaini rithiti ya marihi, marihi mao makaheanwo hau mucemano-ini wa clasta. Undu uyu urekika wega muno. Ithui othe ta anyitaniri ni twamakire muno na tugira mubango uyu ta “Christmas na mwaka mweru wa ciana cia marihi!”

Turenda gutweritha mubango uyu na mbere to kuriha marihi ma mwaka wa 2024 no gutukanira na marihi ma mwaka maria matarihitwo – oro ihinda rimwe!

Niguro gukinyaniria undu uyu, turenda mundu oro wothe gwika giko na wirutiri. Kuria ngurubu nini itarakinyaniria mabataro mao, rutithaniai wira na muruti wira wa clasta kana utongoria wa clasta niguo kumenya maundu maria marahitana na guthondeka.

Mandiko maria mararumiria maronania uria mubango uyu uraruta wira ta anyitaniri.



## **ANYITANIRI A TIST: MARIHI MA BAINDA CIA SHARE MWAKA WA 2024.**

Utongoria wa TIST ni iraruta wira na hinya kuriha ngurubu nini ciri nginyaniru niguu kugia na marihi makinyaniru. Thengiu kuri inyui othe niundu wa kunyitanira na aruna aitu kuriha baina cia share cia 2024 (PPS-24) gukinyanira!



## **GUIKIA MAITHO KABERE.**

Ta murimi, ni urorio guteithia na kwirutira. O mukinyitanagira, ithui othe turi na wira wa gutuma tugie na marihi thutha wa kuheana riboti nginyaniru, ta uria TIST values iroiga.



## **RORA DATA.**

Ngurubu ciothe ni cirorio kurora ngurubu ciao thiini wa ([www.tist.org](http://www.tist.org)).

Ritwa ria muhuthiri: mugeni

Ritwa ria thiri: rigeni

Ikira namba ya gikundi kianyu.



## **THURIMA MAUNDU MAYA:**

- Mititu yothe iria ihitukitio handu-ini ha mieri 18 mihituku.
- Amemba othe mari na migunda ni maiganaine thiini wa green house contract.
- Uhoro wothe ukaigananio.
- Urumiriri wothe ni wagwitikirika.
- History ya marihi.  
History ya gutarwo kwa miti na tones.



## **KUOYA IKINYA.**

Angikorwo ni urikitie, ugakinyanira, na riboti ya ica ikuhi, uria mutongira wa clasta akuhe rithiti/ voucher. Angikorwo kuri na riboti itari ho, rutithania wira na mutongoria wa clasta na muthondeke.



## **RITHITI:**

### **Rithiti ino ikugayanio maita matatu:**

1. Ya mbere igayanio na namba ya miti.
2. Ya keru igayanio kuri aria maragunika.
3. Ya gatatu ni ya gukinyaniria kana kuriha maria matarihirwo mwaka wa 2024.



## Utongoria na wathani thiini wa Cluster.

**U**muthi, TIST iri na makiria ma cluster 400 thiini wa o cluster; atungata nimateithagiriria na magekirana hinya. O cluster iri na wathani na utongoria ta uu.

### Aria mathuraguo ni;

- Mutongoria wa Cluster
- munini wa mutongoria.
- Muigi mabathu.

Mutongoria, munini wake na muigi mathabu matungataga mieri 4 o giti na magathiururukana. Munini wa mutongoria agatuika mutongoria na ke muigi mathabu agatuika munini wa mutongoria. Athuri na atumia nimacenjanagia hari utongoria-angikorwo muigi mathabu ni muthuri, uria ungi uguthurwo thutha wake agukorwo ari mutumia. Clustyer yanyu yagiriirwo gukorwo na githurano kiri na utheri na uigananu riria murathura atongoria. Ithurano cia cluster nicia bata na cia muhak kuri cluster ciothe.

### Mawira ma utongoria wa cluster.

#### Mawira ma mutongoria wa cluster.

- 1) Agiriirwo gukorwo ari ndungata kuri cluster yothe na akorwo na values cia TIST.
- 2) Gutongoria mawira ma cluster: kubanga micemanio ya cluster, utari wa miti na ithomo na atongoria aria angi.

- 3) Gwikira ikundi hinya niguu cigie namaciario mingi hamwe na uhandi wa miti na Kilimo Hai. Guteithiriria cluster kunyitanan na kugia hinya.
- 4) Guteithiriria mibango ya micemanio ya cluster hmwe na atongoria angi na gutigirira micemanio niyathii n-mbere wega.
- 5) Kurutithania wira na muigi mathabu gutigirira ripoti cia mathabu ninginyaniru na niciatumwo.
- 6) Guteithiriria kwandikithia ikundi njeru.
- 7) Guteithiriria ikundu kugia na uiguithanio wa Green Gas Contract, gwikira kirore na gutumwo.
- 8) Kwamukira na kumenyithania geni aria mangikorwo mari mucemanio-ini.
- 9) Hari marihi: kuoya vouchers na indo ingi nbere ya micemanio. Kurutithania wira na muigi mathabu gutigirira marihi nimarihwo na gukinyi ciuria kana mathina kuri atongoria a TIST na cluster
- 10) Kuririkania ikundi muthenya wa mucemanio.

### Mawira ma muigi mathabu.

- 1) Kwamukira budget ya cluster na kumenyithnia muigana na uria cihuthiritwo o mucemanio.
- 2) Kurutithania wira na cluster kubanga uria budget ikuhuthirwo niguu kuongerera maciario.





- 3) Kuiga nma kumenyerera rekodi cia cluster na njira njega ya nabuku.
- 4) Gwitikiria uthuthuria wa rekodi cia cluster kuri memba a cluster na atongoria a TIST.
- 5) Gutuma ripoti cia micemanio namathabu ma cluster o mweri.
- 6) Guthomithia muigi mathabu uria ukumucoka.
- 7) Guteithiriria atungati angi gutungatira ikundi.
- 8) Mahinda ma marihi: kuheana voucher kuri ikundi riri kuri na amemba 2 kana makiri, kurora vouchers, kwaraniria na atabariri a marihi na kurumirira mitaratara yothe na njira ya utheri na nginyaniru.
- 9) Gwikira githimi kia ithomo hindi ya micemanio ya Cluster na kuheana ripti kuuri GOCC
- 10) Guthii micemanio ya GOCC ta Cluster Council Representative

**Mawira ma munini wa mutongoria.**

- 1) Kunyitirira riria mutongoria atari kuo. Agiriirwo ni gutungata ari mumemba hamwe na mutongoria.
- 2) Guteithiriria kuiga mathaa micemanio-ini.
- 3) Kuoya rekoti thiini wa micemanio.
- 4) Guthoma minutes cia mucemanio ucio ungi.
- 5) Kuiga mathaa maria mahuthirwo mucemanio-ini.

- 6) Guthomithia muingi mathabu mweru.
- 7) Gwikira githimi kia ithomo hindi ya micemanio ya Cluster na kuheana ripti kuuri GOCC.
- 8) Guthii micemanio ya GOCC ta Cluster Council Representative.

**Mawira ma GOCC.**

- 1) Guthundura na kurumirira mitaratra ya cluster.
- 2) Gutigirira githomo kia iguru nikiaheanwo kuri cikirumirira values cia TIST.
- 3) gutigira utari wa miti muega kuringana na values cia TIST.
- 4) kumenyerera indo cia wira cia uthomithania na utari wa miti.
- 5) kumenyithania mathina na kuheana utaari kuri OLC.
- 6) gutheremia TIST kuhitukira cluster;
- 7) gutabania ciira wa kurugamio kwa atungati niundu wa ungumania.
- 8) gutabania ciira angikorwo mutongoria ndararumirira values cia TIST.
- 9) kuheana andu makiria kuma kuri GOC kuri mawira ta Auditor, TSE kana athomithania anenena mangi maingi.
- 10) Kwamukira ripoti kuuma GOCC na gutuma kuri Leadership Council.



## TIST: Maundu ma ikundi: Uikarania wa ikundi.

**a) Ni njira iriku njega ya kubanga andu mucemano-ini wa ikundi?**

Githiururi kinini nikio kiega. Mutigakorwo na metha tondu niikoraga mikira andu-ini.

Mutigakorwo na giti kinene kuri iria ingi kia mutongoria. Thiini wa TIST, ithuothe tuikaraga andu umwe. Tuikaraga thi kana tugaikarira iti.

**b) Twikaga atia riria andu makiria ma 12 magia na wendi wa kuingira gikundi?**

Riria kwagia na andu makiria ma 12 marena kuingira gikundi, niwega guthondeka gikundi kingi. Gikundi giki nokigayano maita 2 kana 3 ona kana 4 na niwega andu a tene gikundu mambiririe icio ingi mari o. njira ino ni njega gukira amemba eru makigeria guthondeka gikundi kieru mari oiki. Ririkanai guthiururukia utongoria.

**c) Ungika atia riria hinya wagikundi wathii thi?**

Gayania amemba eri eri na umere mariririe uhoro ucio. Geriai guthaka mithako ya ngerekano tondu niiteithagia.

Maita maingi riria mundu umwe arugama kuga maundu maria mega muhotete gwika niguteithagia muno na gugekira hinya ringi. Na ningi ririkana ndukareke micemano inenehe muno. Riria muri na muteithia wa mutongoria uria uraiga mathaa, nouhote kuhuthira mucemano wega na mukaiguithaniria.

### **Mutaratara wa mucemano.**

Niguo kuhuthira mathaa wega, ikundi ciagiriirwo nigukorwo na micemano mibang wega. Njira ino niya bata tondu niigutuma murumirire mutaratara na muhote kwaririria maundu maria ma bata. Nangingi niyabata tondu thiini wa TIST nitukoragwo twiheanite gukiria na gutungata miti gwa kahinda kanene niundu wa thoko ya carbon. Nitwagiriirwo nikumenya arimi othe a ikundi wega, tondu ciico cia I mundu nicia bata kuri gikundi.

Niundu wa bata, na makiria kuri gikundi gukorwo na micemano ya o hindi na mungihota o wiki. Uu niukuhe amemba thiini wa gikundi kamweke ga gwikira gikundi hinya.

Riria muri na micemano, niwega mureore maundu maria ma bata. Ikundi nyingi niconete mutaratara uyu ukimateithia muno.

### **Ikinya ria I: Kugeithania na kumenyithania amemba eru(Ndagika 5-15):**

Tigirira o mundu niaigua amukiritwo wega. Mutikoe kahinda kanene no utigirire andu nimemenyithania.

### **Ikinya ria II. Mahoya ma kuhingura (Ndagika 2):**

Mahoya manini nimateithagia kunyitithania giundi.

### **Ikinya ria III Ruimbo(Ndagika 5):**

Ici nocikorwo iri nyimbo citungitwo ni gikundi kana ciagwikira andu hinya na cia kugooca Ngai.

### **Ikinya ria IV. Kuiguithania kiria gikwariririo na mathaa (Ndagika 5):**

Mutoingoria agatariria maundu maria makwariririo nao amemba magetikaniria. Mahida m a r i a makuhuthirwo kwaririria makaiguithanirio niguo muteithia wa mutongoria akahota kuiga mathaa.

### **Ikinya ria V. Kwaririria maundu (ithaa I):**

Niwega maundu maria makwariririo makoragwo mathondeketwo mucemano-ini urcio ungi. Maundu maya nita uria andu mahotete gukuria TIST, guthomithania maundu na mitaratara bata iria iguteithia gikundi gukura wega.

### **Ikinya ria VI. Kujengana (ndagika 5):**

O memba wa gikundi niaheanaga kaundu kega ka wiki iyo na akauga uria onete utongoria thiini wa mucemano. Na makiria, mundu o wothe akauga kiheo kiria onete hari mutongoria.

### **Ikinya ria VII. Mahoya ma kuhinga (Ndagika 2):**

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**Kiswahili Version**

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**Njuthine TIST Cluster wakiwa kwa mkutano wao uliofanyika tarehe 13/01/2025.  
Mkutano wa Cluster ujao utafanyika tarehe 10/02/2025.**

- Ndani  
ya  
Gazetti:**
- ✓ **TIST: Mbinu mpya ya malipo ya kikundi kidogo. Uku. 2**
  - ✓ **Uongozi na Utawala katika Cluster yako. Uku. 4**
  - ✓ **TIST: Mbinu za vikundi vidogo: Mwingiliano wa kikundi. Uku. 6**



## TIST: Mbinu mpya ya malipo ya kikundi kidogo.

**U**ongozi wa TIST unaendelea kutambua wakulima wetu si tu kama washiriki au wanachama bali muhimu kama **Washirika**. Tuko katika ushirikiano wa kufanya mambo pamoja ili kuboresha matokeo yetu.

Tunaamini kuwa sote tunajali sana kupata MATOKEO YA JUU huku tukidumisha gharama zetu kuwa chini. Lengo letu la pamoja ni kuhakikisha kila Kikundi Kidogo kinaendelea kupata manufaa ya juu zaidi kikiwa katika mpango wa TIST.

Kwa sasa tunashughulikia Malipo ya Hisa ya Faida ya 2024. Kufikia sasa, tumefanya malipo ya majaribio na Cluster chache kati ya hizo Muriru, Kaguma, Gakirwe, Machaku, Njukiine, Kirubia, Igurune, Kiamathaga, Miathene, Ntumburi, Kanjuu, Kitheo, Luuria, Limauru na Kawiru MCK. Malipo haya yalifanywa kuanzia tarehe 31 Desemba 2024 - Januari 10, 2025.

Tulitaka kujifunza mbinu mpya ya malipo ambapo Kikundi Kidogo hupokea Stakabadhi ya Malipo (Vocho) na kulipwa papo hapo kwenye Mkutano wa Nguzo. Mchakato huo unahusisha kuangalia

vigezo vya chini kabisa vya ustahiki wa malipo vinavyojulikana pia kama Ushahidi wa Kiwango cha Chini (ME). Kikundi Kidogo kinapokidhi mahitaji yote ya MIMI, na wanachama WOTE wawepo ili kutia sahihi Stakabadhi za Malipo, malipo yao yalifanyika pale pale kwenye Mkutano wa Nguzo. Hii ilifanya kazi vizuri sana. Sisi sote kama Washirika tulifurahishwa na kuyaita malipo haya “Malipo ya Miujiza ya Krismasi na Mwaka Mpya!”

Tunataka kuboresha mbinu hii ya malipo kwa kufanya juhudi si kulipa tu malipo ya Hisa ya Faida ya 2024 bali kujumuisha malipo yote ya hisa ambayo hayakulipwa ya mwaka uliopita — yote kwa wakati mmoja!

Ili kufanikisha hili kwa mafanikio, tunahitaji kila mtu hatua na juhudi. Pale ambapo Kikundi Kidogo hakitimizi mahitaji ya Chini ya Ushahidi, unapaswa kufanya kazi na Watumishi wako wa Nguzo au Viongozi wa Nguzo ili kujifunza mambo ambayo hayapo na kufanya kazi pamoja kuyarekebisha.

Mchoro hapa chini unaonyesha mchakato wa kufanya kazi pamoja kama washirika.



## **WASHIRIKA WA TIST: MALIPO YA KUSHIRIKI FAIDA YA 2024.**

Uongozi wa TIST unafanya kazi kwa bidii kulipa vikundi vidogo vyenye taarifa sahihi ili kuhakikisha malipo sahihi. Asante kwa wote tunapojitahidi kufanya washirika kupata faida katika 2024 (PPS-24)!



### **MUHTASARI.**

Kama mkulima, unaombwa kusaidia katika juhudi. Kwa ari ya ushirikiano, sote tuna wajibu wa kuhakikisha tunapata malipo hivi karibuni kwa kuhakikisha kuwa tuna taarifa sahihi na za hivi majuzi zinazotolewa, ambazo zinalingana na thamani za TIST.



### **ANGALIA DATA.**

Kila kikundi kinaombwa kuangalia hali ya kikundi chao kwa kuingia kwa mratibu ([www.tist.org](http://www.tist.org)).

Jina la mtumiaji: mgeni

Neno la siri: -geni

Weka nambari ya kikundi chako.



### **KAGUAYAFUATAYO:**

- Misitu yote imehesabiwa katika miezi 18 iliyopita.
- Wanachama wote walio na mashamba ni sawa kwenye mkataba wa green house.
- Taarifa zote za msingi zinasasishwa.
- Nyimbo zote zimechukuliwa kwa usahihi.
- Historia ya malipo.
- Idadi ya historia ya miti na sauti.



### **WITO WA KUCHUKUA**

#### **HATUA.**

Iwapo una taarifa kamili, sahihi na ya hivi majuzi, omba mtumishi wako wa nguzo akupatie risiti/vocha. Ikiwa baadhi ya taarifa haipo, fanya kazi na mtumishi wa nguzo yako ili kurekebisha.



### **RISITI:**

#### **Risiti itagawanywa katika sehemu tatu:**

1. Ya kwanza kugawanywa kimsingi kwa idadi ya miti.
2. Ya pili kugawanywa kwenye faida za pamoja.
3. Tatu kwa miaka mingi au kiasi chochote kinachodaiwa 2024.



## Uongozi na Utawala katika Cluster yako.

**T**IST ina zaidi ya cluster mia nne Katika kila Cluster, viongozi watumishi husaidia katika mafanikio yetu na hugawana nguvu zao nasi. Kila cluster inaa utawala na uongozi kama ifuatavyo:

### Viongozi wa cluster waliochaguliwa,

- Kiongozi wa cluster.
- Msaidizi wa kiongozi katika cluster.
- Mwajibikaji wa cluster.

Uchaguzi wa Cluster inafaa na nilazima kwa TIST Clusters. Kiongozi, msaidizi wake na mwajibikaji wa cluster hutumika katika kila nafasi kwa muda wa miezi mine. Baada ya miezi mine ya kutumika, kiongozi wa cluster hutoka uongozini. Msaidizi wake huingia kuwa kiongozi naye Mwajibikaji huwa msaidizi wa kiongozi. Wanawake na wanaume huzungukana katika uchaguzi- kama mwajibikaji ni mwanamume, huyo mwingine atakuwa mwanamke. Cluster yako yafaa kuchagua mwajibikaji mpya kwa njia ya kidemokrasia. Uchaguzi wa cluster ni muhimuna wa lazima kwa cluster zote za TIST.

### Majukumu ya viongozi wa cluster.

#### Majukumu ya kiongozi.

- 1) Anafaa kuwa mtumishi wa cluster yote na kuonyesha maadili ya TIST.
- 2) Huongoza katika shughuli za cluster; huratibu mikutano ya cluster, uhesabu miti na ratiba ya mafunzo pamoja na viongozi wengine.

- 3) Huvipa motisha vikundi kufikia matokeo makubwa, pamoja na kupanda miti na kilimo hai. Husaidi cluster kubaki na nguvu na umoja.
- 4) Husaidia kupanga mikutano ya cluster iliyopangwa vizuri pamoja na viongozi wengine na kuhakikisha mikutano inaongozwa na kufunzwa vizuri.
- 5) Hufanya kazi na Mwajibikaji kuhakikisha kuwa rekodi za mkutano wa cluster na za uwajibikaji zimetunzwa vizuri.
- 6) Husaidia kuingiza vikundi vidogo vingine.
- 7) Husaidia kuhakikisha kuwa kadarasi za GhG za vikundi vidogo zimetwa saini, kuwekwa katika computa na kuingizwa mtandaoni ikitakikana.
- 8) Hukaribisha na kujulisha mgeni yeyote ambaye amehudhuria mkutano.
- 9) Katika malipo: Huleta vocha na vitu vingine kabla ya mkutano. Hushirikiana na mwajibikaji kuhakikisha mchakato wote wa ulipaji umezingatiwa na kufikisha maswali au shida zozote kwa viongozi wa TIST na watumishi wa cluster.
- 10) Huwakumbusha wanavikundi vidogo kuhusu mkutano unaofuata.

### Majukumu ya Mwajibikaji.

- 1) Hufikiwa na bajeti na kutangaza kiasi kilichofika na kutumika katika kila mkutano wa cluster.
- 2) Hushirikiana na cluster kupanga jinsi ya kutumia bajeti ya cluster kufikia matokeo makubwa.



- 3) Huweka na kutunza rekodi za cluster katika kitabu cha rekodi kilichopangwa vizuri cha cluster, kama ilivyo na kwa hali nzuri.
- 4) Huruhusu kuangaliwa kwa rekodi za cluster kwa wanacluster na viongozi wa TIST.
- 5) Hutuma ripoti ya kila mwezi ya mkutano wa cluster na ya uwajibikaji kila mwezi.
- 6) Hufunza mwajibikaji anayemfuata.
- 7) Husaidia watumishi wengine kutumikia vikundi vidogo.
- 8) Wakati wa malipo: hupeana vocha kwa vikundi vyenye memba wawili mkutanoni, hupitia vocha, huwasiliana na ratibu wa kusaidia katika malipo na hufuata mchakato wa malipo umefuatwa kwa usahihi na ukweli.
- 9) Hutathmini ubora wa mafunzo ya cluster na ripoti za GOCC.
- 10) Huhudhuria mikutano ya GOCC kama mwakilishi wa baraza la cluster.

**Majukumu ya msaidizi wa kiongozi.**

- 1) Hushika usukani kiongozi asipokuwa. Msaidizi wa kiongozi anatumikia memba wa cluster na kiongozi wa cluster.
- 2) Husaidia wakati wa mkutano kuweka masaa.
- 3) Huchukua rekodi wakati wa mkutano wa cluster.
- 4) Husoma yaliyoandikwa katika mkutano uliopiata.
- 5) Huandika masaa na majadiliano yaliyo katika cluster.

- 6) Husaidia kufunza mwajibikaji mpya aliyechaguliwa.
- 7) Hutathmini ubora wa mafunzo ya cluster na ripoti za GOCC.
- 8) Huhudhuria mikutano ya GOCC kama mwakilishi wa baraza la cluster.

**Majukumu ya wawakilishi katika GOCC.**

- 1) Kugundua na kugawana njia bora za kufanya mambo kutoka kwa cluster.
- 2) Uhakikikisha mafunzo ya hali yaa juu katika cluster yakifuatilia maadili ya TIST.
- 3) Uhakikisha uhesabu miti wa hali ya juu unaofuatilia maadili ya TIST.
- 4) Hutunza vyombo vya kazi vya ufunzaji na uhesabu miti.
- 5) Huripoti wasiwasi zilizopo na kutoa mapendekezo katika baraza la uongozi.
- 6) Hueneza TIST kupitia cluster zilizopo.
- 7) Huita mikutano ya utawala iwapo mtumishi amesimamishwa kazi ili kuangalia mambo yaliyokuwa na kutoa mapendekezo kuhusu kusimamishwa kwake.
- 8) Huita mikutano ya utawala iwapo kiongozi wa cluster hafuatilii maadili ya TIST;
- 9) Hupendekeza watu katika GOCC watakaongezwa majukumu zaidi kwa mfano mkaguzi, TSE, ama mkufunzi mkuu na kazi zingine.
- 10) Hupata mafunzo mwafaka kuhusu balaza la uongozi.



# TIST: Mbinu za vikundi vidogo: Mwingiliano wa kikundi.

## a) *Ni njia gani bora zaidi ya kuwapanga watu wakati wa mkutano wa Kikundi kidogo?*

Msiwe na meza kwa sababu inajenga viziwi kati ya watu. Msiwe na kiti cha kukaliwa na mtu aliyehimwa zaidi kati yenu. Katika TIST, sote twaketi kwa njia iliyofanana. Sote hukaa chini udongoni au sote kukalia viti.

## b) *Mtafanyaje kukiwa na watu zaidi ya kumi na wawili wanaotaka kujiunga na kikundi chenu?*

Kama kuna zaidi ya watu kumi na wawili wanaotaka kujiunga na kikundi chenu ni vizuri zaidi kuanzisha kikundi kipya. Kikundi chaweza kujigawanya na kuwa vikundi viwili, ama wanakikundi asili watatu au wanne wawe msingi wa kikundi kipya. Hii ni vizuri kuliko mwanakikundi mmoja kujaribu kuanzisha kikundi peke yake. Kumbuka kuanza uongozi wa mzunguko kutoka mwanzo.

## c) *Ni mbinu zipi mwaweza kutumia ikiwa nishati ya kikundi iko chini?*

Gawanya kikundi kiwe wawili wawili na uulize kila jozi kujadiliana kuhusu kazi iliyopo. Michezo ya kuigiza husaidia pia. Mara kwa mara kuwasimamisha na kila mtu kusema kitu kizuri ambacho kikundi chao kinafanya husaidia kuwapa watu motisha nyingine. Pia kumbuka kuuachisha mkutano usiwe mrefu. Kwa njia ya kuwa na msaidizi wa kiongozi anayesaidia kuweka masaa, unaweza kuelekeza nishati ya kikundi kuhakikisha kazi inafanyika katika muda uliopangiwa.

## **Ratiba ya mkutano.**

Kutumia muda vizuri, kikundi kidogo chapaswa kuwa na ratiba ya mkutano iliyopangika vizuri. Hii ni muhimu kwa sababu itakusaidia kuzingatia yaliyo katika ajenda na mambo yaliyo muhimu zaidi. Ni muhimu pia kwa sababu katika TIST, tunajitolea kufanya kazi pamoja kwa muda mrefu ili kukua na kudumisha miti yetu katika soko la hewa. Tunahitaji kujua wanakikundi wenzetu vizuri, kwa sababu matendo ya kila mtu hushikilia kikundi chote na TIST yote.

Ni muhimu pia, kwa kikundi chako kidogo kuwa na mikutano ya mara kwa mara, ikiwezekana mara moja kila wiki au mara moja kila wiki mbili. Hili litawapa wanakikundi chenu nafasi ya kuimarisha kikundi na

kugawana na kujifunza mafunzo mapya.

Wakati wa mkutano, ni muhimu kuzingatia mambo yaliyo muhimu. Vikundi vingi vya TIST vimeona utaratibu unaofuata ukiwa mwenendo bora zaidi ili kuwa na mikutano ya kufanikiwa:

**Hatua ya kwanza. Salamu na kujijulisha kwa wanakikundi wapya (dakika tano kufika kumi na tano):** Hakikisha kila mtu anajisikia nyumbani. Hakikisha ni fupi lakini muache kila mtu ajijulishe.

**Hatua ya pili. Maombi ya kuanza (Dakika mbili):**

Ombi fupi laweza kusaidia kuunganisha kikundi.

**Hatua ya tatu. Nyimbo (Dakika tano):**

Hizi zaweza kuwa zilizoandikwa na kikundi chako, au nyimbo zinazowatia watu nguvu kama nyimbo za kidini.

**Hatua ya nne. Kuitikiana kuhusu kazi na masaa (Dakika tano):**

Kiongozi anaeleza yatakayofanyika mkutanoni na wanakikundi waitikie kufanya kazi hiyo. Masaa yatakayotumika kwa kazi hiyo au mjadala yakubalianwe ili msaidizi wa kiongozi aweze kuweka masaa ya mkutano.

**Hatua ya tano. Kazi ya vikundi (saa moja):**

Ili kufanya vizuri zaidi, kazi yapaswa kujadiliana mkutano wa mwisho ukiisha. Kazi zaweza kuwa pamoja na kugawana ni nini kila mtu amefanya ili kusaidia kazi za TIST, kugawana mienendo bora zaidi ya kufanya mambo tofauti, kufunza kuhusu vitu fulani na jambo lingine lolote la maana litakalosaidia kikundi chenu kukua .

**Hatua ya sita. Kujengana (Dakika tano):**

Kila mwana kikundi anasema jambo moja nzuri kwa kiongozi wa wiki hiyo kuhusu uongozi wake ulioonekana katika mkutano. Kuongezea, mtu yeyote aweza kusema ni zawadi gani katika uongozi ameona katika kiongozi huyo.

**Hatua ya saba. Ombi la kufunga (Dakika mbili):**



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Mkutano wa Cluster ujao utafanyika tarehe 10/02/2025.**

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  - ✓ **Utongoi na uungamii wa ngwatanio yaku. Page 4**
  - ✓ **TIST: Nzia ila itumiawa ni tukundi tunini: Ta kulikangana na kukwatangana. Page 6**



## TIST: Nzia ya Ndivi kwa ikundi nzau.

**U**tongoi wa TIST niuendee na kumanya aimi tita aimi tu indi ta ene / amwe kati ka **ngwatanio** ino ya TIST. Twina ngwatanio ya kwika maundu vamwe nikana kwailya mwolooto witu.

Tukiia kana kila umwe niwendeeaw'a ni ukwata usungio wi yiulu na kwikalya utumiku winthi. Usungio na mwolooto wa kila umwe ni kuikiithya kila umwe na tukundi tunini nitwaendee ukwata vaita munene nthini wa walany'o wa TIST.

Kwayu tuendee na uthukuma kwailya ndivi ya vaita wa kuaana wa mwaka wa 2024. Kwayu nitwikite ndivi ya kwambiia twone undu maundu mekwikala vala ngwatanio sya TIST ila inakwatie ndivi ya vaita wa kuaana nita Muriru, Kaguma, Gakirwe, Machaku, Njukiine, Kirubia, Igurune, Kiamathaga, Miathene, Ntumburi, Kanjuu, Kitheo, Luuria, Limauru na Kawiru MCK. Ndivi ino yeekiwe katikati wa matuku 31/12/2024 na 10/01/2025.

Tunendaa usisya nzia nzau ya kuivana vala tukundi tunini tuukwata ithangu ya ndivi (voucher) na kukwata ndivi vau kwa vau nthini wa wumbano wa ngwatanio wa kila mwai. Nzia

ino yiatia kusisya kana nimuvikiie maundu ala manini mendekaa mbee wa kuivwa ila ni (Minimum Evidence (ME)). Yila kakundi keethiwa kena mundu aa maniini (ME) ala mendekaa, na ethiwa amemba mako onthe mevo kwikia sai ithangu ya ndivi , Ndivi yoo manengawe vau kwa vau nthini wa wumbano usu wa ngwatanio. Nzia ino niyathukumie nesa. Ithyothe ta twi ene ma ngwatanio ino nitwatanie na tweeka ndivi isu “Ndivi ya Kyama kya kilisimasi na mwaka mweu”“(Christmas and New Year Miracle Payment!)”

Nitukwenda kwailya ndivi ti ya mwaka wa 2024 w'oka indi vamwe na ndivi sya vaita wa kuaana wa myaka ila ivitite itendive — yoothe kwa savali umwe.

Nikana kuvikia ngolu ino, nitukwenda kwiyumya kwa kila umwe kwa meko na kithito. Vala kakundi katavikiie mawendekethyo ala maniini, Nimwaile uthukuwa kwa vakuvi na muthukumi wenyu wa ngwatanio vamwe na mutongoi wenyu kumanya niva wia wenyu wina nthina nikana muthinikie kwa vamwe.

Vaa itheo vena nzia ya kuthukuma vamwe ta andu makwatanite.



## **ENE NGWATANIOYATIST: 2024 NDIWI YA VAITA WA KUAANA.**

Utongoi wa TIST nuendee na uthukuma kwakithito kuiva tukundi tunini na uvoo waw’o nikana ndivi syithwe ila mbailu. Nimuvea kwa ene TIST kutonyethya ndivi ya kuaana ya 2024 (PPS-24) kwaila!



### **KUSYAIISYA.**

Tamuimi, niuukulwa uteetheesye na kithito na kwakukwatana, ithyothe twina wia wa kuikiithya ndivi nisyavika kwa mituki na kuikiithya utheu na w’o wasyo kuatania na uvoo ula unanenganitwe ivinda yiteiasa, ula uatianie na mawalanio ma TIST.



### **KUSISYA UVOO.**

Kila kikundi kikulw’a kulika nthini wa website na kuisya vala maungamile ([www.tist.org](http://www.tist.org))

Username: guest

Password: guest

Key in your group number.



### **SISYA KANA UVOO UU NIWUSUITW’E NESA.**

- Miti yoonthe kana nimivitukithye myai 18 mivitu.
- Amemba oothe mena miti ni undu umwe nthini wa wiw’ano wa Green House.
- Miti ya mwambiio kana nimitaliku na uvoo wayo ukaandikwa nesa.
- Nzia syoothe nisusuitw’e nesa.
- Uvoo wa undu mwithiitwe muikwata ndivi.
- Ngewa ya miti undu italikite na tani syayo.



### **WITANO WA MEKO.**

Ethiwa wina uvoo uu w’onth, niwaw’o na uvoo wa mituki kulya muthukumi wenyu wa ngwatanio amunenge ithangu ya ndivi. Ethiwa ve uvoo umwe utekwoneka, thukuma na muthukumi wa ngwatanio yenyu kuwailya.



### **LISITI / ITHANGUYA NDIVI.**

#### **Lisiti ino nikuaanwa kundu kutatu.**

1. Kilungu kya mbee kuaanwa kwa namba ya miti.
2. Kilungu kya keli kuaiwa kwianana na utandithyo.
3. Kilungu kya katatu ni kya myaka mivitu ila yithwa ite ndive na kila kitaitwe kya 2024.



## Utongoi na uungamii wa ngwatanio yaku.

**U**imuthi TIST yina ngwatanio mbee wa ngwatanio 400. Nthini wa kila ngwatanio vena mutongoi ula ula ukwete mbau kuendee kwitu na kwithiwa naitu nthini wa mawonzu na molumu maitu. kila ngwatanio yina utongo na uungamii uilyi uu:

### Atongoi anyuve ma ngwatanio.

- Mutongoi wa ngwatanio.
- Munini wake.
- Mwii wa kinandu / mwiki wa masavu.

Utongoi uyu wa ngwatanio niwaile uthukuma vandu va myai ina naindi uthi kithyululu vala munini wa mutongoi utwikaa mutongai na mwiki wak masavu aitwika munini wake na vaiyuvwa mundu ungi wa uthukuma ta mwiii wa kinandu kyumanisyo ethiwa mwii wa kiandu ula unaivo ni mundu muka ula usakuawa kumuatiia ethiawa e munduume. ngwatanio yenyu niyo yaile usakua ula ukutwika mwii wa kinandu itina wa kila myai ina. uyu ni undu wa lasima kwa kila ngwatanio ya TIST.

### Mawia ma utongoi wa ngwatanio.

#### Mawia ma mutongoi.

- 1) Aile ithiwa e muthukumi kwa ngwatanio yonthe na engelekany'o kwa maundu na walany'o wa TIST.
- 2) Nutongoasya maunduni ma ngwatanio, kuungamia mbumbano sya kila mwai, uvitukithya, umanyisya ena atongoi ala angi.
- 3) Kuthuthya ikundi kuvikia mosyao manene ta kuvanda miti, nima ya kusuvia (CF), kutetheesya ngwatanio kwikala yi numu na yina uumwe.

- 4) Nuthukumaa vamwe na mwii wa kinandu na atongoi ala angi kuikiithya livoti na mathangu ma mbumbano sya ngwatanio nimaie nesa nakuikiithya yila kwina umanyisya na mbumbano nisyeeekwa nesa na kwa nzia ila yaile.
- 5) Nuthukumaa vakuvi na mwii wa kinandu kuikiithya kana livoti sya mbumbano na masavu nimaw'o ma kila mwai na niwatunga livoti isu syi nzeo na ite nzelee.
- 6) Nutetheesya kumanyisya tukundi tunini undu tutonya ulika ngwatanioni na kutuandikithya.
- 7) Nutetheesya tukundi tunini kwona contract syoo na Green House Gas nisyeeekiwa saii, syeeekwa scan nasya likwa kwa internet ethiwa vena vata.
- 8) Nuthokasya na kumanyithany'a mueni ula wavika mbumbanoni syoo.
- 9) Kwa ndivi: Nulatasya mathangu ma ndivi (voucher) na kila kingi kikwendeka mbee wa mbumbano. Nuthukumaa na mwii wa kinandu kuikiithya nzia ila yaile ya ndivi niyaatiiwa, na kuneenany'a ethiwa ve ikulyo kana thina kwi atongoi ma TIST na athukumi ma ngwatanio.
- 10) Kulilkan'ya tukundi iulu wa wumbano ula ungi yila ukethiwa.

### Wia wa mwii wa kinandu.

- 1) Nukwataa mbesa sya mbungyeti ya ngwataniona kutangaasa ni mbesa nziana ukwatie na undu itumikie kila wumbanoni wa ngwatanio.



- 2) Nuthukumaa na ngwatanio kwia mivango ya undu meutumia mbesa ithi sya mbandyete kuvikia usyao munene.
- 3) Niwaaa na lekoti na mavuku mangwatanio na kuikiithya mena uw'ona na nimaandikitwe nesa.
- 4) Nunengae ene ngwatanio na atongoi ma TIST mwanya wa kunikila mavuku aya na lekoti.
- 5) Nutumaa livoti sya kila mwai itina wa mbumbano sya ngwatanio.
- 6) Numanyiasya mwii wa kinandu ula ungi wasakuwa.
- 7) Nutetheeasya athukumi ala angi kuthukuma tukundi tunini.
- 8) Ivindani ya ndivi: nunenganae mathangu ma ndivi (vouchers) kwa ikundi ve ene ikundi eli kuma kila kikundini, nunenanasya na ala maivaa na kukwata mbau wia uu na kuatii kwona ndivi yeekwa kwa w'ona na kwa nzia ila yaile.
- 9) Kukunikila wailu wa umanyisya wa ngwatanio sya TIST na livoti sya GOCC.
- 10) Kuvika umbanoni wa GOCC ta umwe wa kanzu.

**Wia wa munini wa muttongoi.**

- 1) Ni ukwatiiaa mawia ma mutongoi yila mutongoi utevo na kuthukuma ene ngwatanio vamwe na mutongoi.
- 2) Nutetheeasya yila kwina mbumbano kwa kusyaiisya masaa.
- 3) Ni uandikaa na kwia lekoti na kuandika kila kyaneenwa yila kwina mbumbano.
- 4) Nusomaa kila kyaneenaniw'e yila kwai na wumbano muvituku.

- 5) Niwaaa lekoti sya uneenanya ula weethiwa nthini wa ngwatanio.
- 6) Nutetheeasya kumanyisya mmwii wa kinandu ula wasakuwa.
- 7) Kukwata wailu wa umanyisya na kitinga livoti kwa utongoi wa kanzu. Ula withiawa kanzuni ya ikundi vandu va ngwatanio yake (Cluster representative to the group of Custer Council).

**Mawia ma ula withiawa kilioni kya kanzu ino ya ikundi (GOCC).**

- 1) Kumatha nzia nzau sya uthukumi kwa ngwatanio
- 2) Kuikiithya umanyisya museo na wa yiulu maatii mawalany'ona na myamulo ya TIST.
- 3) Kuikiithya kuvitukithya kwa kila kiseo vaatiiwe mawalany'ona ma TIST.
- 4) Kwikalya miio ya uvundisya na uvitukithya ithukuma nesa.
- 5) Kutunga livoti na kunengane woni nthini wa Utongoi wa Kanzu.
- 6) Kuthathsya TISTS maatii ngwatanio ila syivo.
- 7) Kwithiwa na syikalo sya kwithukiisya na kwika ukunikili ethiwa muthukumi wa ngwatanio nimuungamye wiani na kunengane wani iulu wa kuungamw'a kuu.
- 8) Kwithiwa na syikalo sya kwithukiisya ethiwa mutongoi waa ngwatanio nde kuatia mawalany'ona ma TIST.
- 9) Kumya woni iulu wa ikundi kuma ngwatanioni kwongelwa wia ni TIST ta Auditor, TSE, Master Trainer na mawia angi.
- 10) Hupata mafunzo mwafaka kuhusu balaza la uongozi.



# TIST: Nzia ila itumiawa ni tukundi tunini: Ta kulikangana na kukwatangana.

a) **Ni nzia yiva nzeo ya kuvanga andu tukundi yila mwi mbumbanoni?**

Kilinge kinini nikiseo muno. vaikethiwe na mesa kati nundu noithukume ta ukuta kati wa andu vaikethiwe uvanthukanu wa kila kikwikalilwa ethiwa ni kivila ateo kwa mundu munengete ndaia mbee. Ingi nthini wa TIST ithyoo the twikalaa nthi undumwe ethiwa ni muthangani kana ivilani kwa kila umwe.

b. **Nata mutonye kwika ethiwa andu mbee wa 12 nimekwenda kulika kakundini kenyu?**

Ethiwa ve andu aingi mekwenda ulikana nenyu nikavaa kuseuvya kakundi kangi kana tungi twili vena mainyiva ene ana kana atatu kuma kakundini kala kambee (amemba ala akuu). Uu ni useo mbee kwi mundu umwe kwenda kwambiia kakundi eweka. Lilikanai kwambiia utonoi na kusumia nzia ya utongoi wa kithyululu.

c. **Ni nzia myau utonya utumnia ethiwa vinya wa kakundi winthi?**

Aanai withie ni andu eli eli na kila umwe ayosa undu uu ta muio wake. Ingi mathau ma malimano na nthekany'a ni matetheeasya kwongela ngwatanio vinya na uthangaau. Ingi kunee niea wia wenyu museo kwakwiyonany'a mwi mbee nikutumaa angi makwata vinya na thambuu. Lilikanai yila mwoombana kulea kuselewa na kumina mbumbano tene. Kwithiwa na munini wa muungamii imusyaisya wa masaa nokutume kila umwe ekia vitii na kuthangaa kwona wia ula walanitw'e niwathela masaani ala maile.

## Walany'o wa kukomana.

Nikana musuvie ivinda tukundi tunini nitwaile kwia walany'o museo wa mbumbano. uu ni useo nundu nukumwia mwina mwolooto wa kila angyendani ya muthenya usu na mawia ala maile kwianiw'a muthenya usu. Ingi ni useo nundu nthini wa TIST nitweeyumisye kuthukuma vamwe kwa ivinda yiasa kuvanda na kuea miti yiane kuvikia soko wa nzave itavisaa. Nitukwenda kumanya tukundu tunini twitu na ena mwatw'o na kwona ni itambya yiva tutonya kwosa kuikiithya ithyotho na TIST nitweethiwa na kivathukany'o.

Ni undu wavata kumanya kakundi kaku kanini nikaile kumbana kaingi ona ethiwa ni keli kwa mwai. Kii nokiete kwosa vinya kwa kikundi kyenyu kwa kuthuthany'a na kila umwe kunenga ula ungi utao

na undu wikite kwake omithenya ila mutela onana na kila kinakivathukany'o na kitonya uete ualyuku museo kwa kila umwe vamwe na uu mawoni meu.

Yila mwoombana niuseo kwia mbee maundu ala mavata. Tukundi tunini twingi nitwoonie kuatia nzia ithi syi vaa nthi kwi kwavata nthini wa mbumbano, na matambya asu ni:

## Itambya 1. Ngethi na kwimanyithany'a kwondu wa andu ala eu kikundini (ndatika 5-15):

Ikiithyayi kila umwe niweew'a e muthokye, kila umwe etavany'a kwa mituki.

## Itambya 2. Mboya sya kwambiia (ndatika ili (2))

Mboya nini nguvi noitethye kwa kwongela ngwatanio.

## Itambya 3. Wathi (ndatika itano 5)

Uyu no withiwe wi wathi usevitw'e ni kikundi kyenyu kana wathi wa Ngai wina uthuthio kwa kila umwe.

## Itambya 4. Kwiw'ana undu mukwika na mwitumia ivinda yiana ata (Ndatika itano(5))

Mutongoesya akaeleany'a kila kikwikwa wumbanoni na ene kikundi mayitikila kwika. Masaa ala meutumika kwa kila undu nonginya mambe uneenewa na munini wa mutongoesya no ethiwe emusyaisya wa masaa.

## Itambya 5. Wia wa kikundi (Isaa yimwe 1)

Nonginya muimina kila wumbano nimwithiwa muneene wia ula mukoka uthukuma wumbanoni ula ungi. Ngelekany'o ethiwa no kila umwe kutunga livooti ya undu wikite kutetheesya TIST na mawalany'o na uthukumi wayo museo. Kumanyiany'a nzia nzau na maundu angi mavata ala matonya utuma kakundi kenyu keana na kwaila.

## Itambya 6. Kwakana (ndatika itano (5))

Kila mumemba kunengane ondeto imwe ya kwakana onaethiwa ni yiulu wa utongoi. Ingi kinengo kila kikivathukany'o kyonekete kwa mutongoi nikiyaile uwetwa ethiwa kivo.

## Itambya 7. Mboya ya kumina/ kvinga wumbano (ndatika ili (2))

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- Inside:**
- ✓ **TIST: Oret ne leel nekiliponchin katuiyosiek che mengechen. Page 2**
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## TIST: Oret ne leel nekiliponchin katuiyosiek che mengechen.

**K**andoinatetab TIST ko tesetai kogeere temikiok ko mo biik che kimi tugul kityo anan ko membaek kopateen nebo komonutiet ko biik che **Kimii Tugul En Kibagenge**. Kimii tugul en kibagenge en tuguk che kiyoe tugul asikotesak walutikiok.

Kiyonii kele echeek tugul ketintoi magetab kenyorun WALUTIK CHEMII BARAK angetesetai ak karamet ne mi ng'wony. Magenyon tugul ko kegeer kele kanyorchigee Katuiyet ne Ming'in agetugul ko tesetai konyorchingee melekweek chemii barak missing' en Tetutietab TIST.

En nguni ketesetai ketete Lipanosiekab Pjeutikab Melekweek chebo kenyitab 2024. Akoi nguni, ko kikelipan che tutikin che kikegereen angot ko boisie lipanosiechoton en Isasamosiek che tutikin che alak en choton ko Muriru, Kaguma, Gakirwe, Machaku, Njukiine, Kirubia, Igurune, Kiamathaga, Miathene, Ntumburi, Kanjuu, Kitheo, Luuria, Limauro and Kawiru MCK. Lipanosiechu ko kikiyai kong'eteen Arawetab Kipsundet ne Tai (Taman ak Oeng') tarikit 31 kenyitab 2024 akoi Arawetab Mulgul (Arawet ne Tai) tarikit 10, 2025.

Kikimoche kinetgee oret ne leel ne

kiliponchin Katuiyet ne Ming'in en Rist nebo Lipanet (Vochait) ak keliponchi en sainoton en Tuiyetab Isasamet. Orani kechigili magutik che mi ng'ony che kimoche ne kora kegureen Baornatosiek chemi Ng'wony - Minimum Evidence (ME). Kasarta ne koityi Katuiyet ne Ming'in magutikab ME, ako mi membaek TUGUL asikonde siyet Ristit nebo Lipanosiek, ko kikiliponchi pjeutikab melekweek en yoton en Tuiyetab Isasamet. Inoni ko kiyai boisiet komie. Echeek tugul ko Kibagenge ko kikiboiboenchi missing' ak kegureen lipanosiekchoton "Lipansoeikab Krismas ak Kenyit ne Leel nebo Boiboiyet".

Kimoche ketes orani leel nebo lipanet en oret ne kiliponi Pjeutikab Melekweek kobotoon chebo kenyisiek alak che kitomo kelipan pjeutikab melekweek - tugul en kasarta agenge!

Asi kimuch kisulten komie en niton, kemokyinigee boisietab chi tugul ak kokiletabgee. Olon monyorchigee katuiyet ne Ming'in Baornatosiek che Mengechen, ko nypli oboisie ak Kiboitinikab Isasamet ana ko Kandoikab Isasamet konetgee konai tuguk che betiotik ak kobois tugul asi kolitiit choton.

Choranet ne mi legem yu o arosu ole kiboisioito ak bik che mi en kibagenge.





## TIST PARTINERS: LIPANOSIEKAB PJEUTIKAB MELEKWEEK.

Kandoinatetab TIST ko yoe boisiet missing' kogeer kole kakiplipan katuiyosiek che mengechen en oret nemii logoiwek chebo iman asikomuch kolipan rabisiek che choton. Kongoi missing' en tugul olon kitesetai keliponi pjeutikab melekweekab kenyitab 2024 en oret neisultoo (PPS – 24).



### KREET NE TUGUL.

Koi temindet, kesomin itoret en oret ne kiyomtoi. En tomirmiriet agenge nebo kibagenge, ketindoi tugul kegeer kele kakitou oret ne kinyoruneen lipanosiek en chokinet ak en oret nebo iman en logoiwek che kikigoite, che choton komii en oret nebo Tuguk che Kimoche chebo TIST.



### CHIGIL LOGOIWEK.

Kisome katuiyet age tugul ko chigil telelab katuiyenyuan en oretab internet ([www.tist.org](http://www.tist.org)).

Username (kinet): guest

Password: guest

Inde nambaitab katuiyenyuon'.



### CHIGIL CHISIBU.

- Timwek tugul ko kigechigil en arawek 18 che kokosirto.
- Membaek tugul che tindoo timwek ko kegree en seei nebo green house contract.
- Logoiwek tugul chemii ng'wony che kimoche ko mi komie.
- Kiwotosiek tugul komii komie
- Ole kikeyaita lipanosiek.
- Payment history.
- Olekikiitito ketik ak tansiek



### KURSEET KEYAI BOISIET.

Angot intindoi logoiwek che lelach, che tugul ako che lelaach, itebeen kiboitiotab isasamet kogonin risit ana ko vochait. Angot komii logoiwek che betiotik, oboisie ak kiboitiotab isasamet konde noton oret nemii komie.



### RISIT.

#### Kipjee risit koyob komoswek somoku:

1. netai kepjee kotingee koiteba ketik.
2. Nebo oeng kepjee kotiengee kelchinoik che kikenyorchigee.
3. Nebo somok ko tiengge kenyisiek che kikoba anan ko rabisiek che kiyochi en kenyitan 2024.



## Kandoinatet ak ngatutik en Kilasta.

**E**n iguni kotinye TIST kilataisiek 400 kilasta agetugul kiboistinikab kilasta kotoreti ak boisionik kiyok ak

kobchee kotinye ngotutik ak kandoinatet kouni:

### **Kondoik chelewenotin:**

- Kondoitetab kilasta.
- Rubeiyot.
- Chemotogo.

En kibotnik chetonkotinye boronodo nebo orowek angwa koboisie yeibata komanda kondaitetab kilasta konyon konomchi rubeiyot koik kondoitet neo, konyo akine chemotogo koik rubeiyot en let kelewen chemotogon ne lelel. Tinye boroindo kwonyik agichek koik kondoik. Bogomunet niton kayai lewenisiet en TIST kilasta tugul.

### **Boisietab kondoikab kilasta.**

#### **Boisietab kondoitet.**

- 1) Koik kiboitiotab kilasta tugul ak kobor totochikab TIST.

- 2) Kondoik chetolonchin boisionikab kilasta, koitikab ketik kotet konetulik ak kiboititik alak.

- 3) Konet kurubisiek konyor melekwek chechang, kobo komin ketik, koyai (CF) ak kotoret kilasta kotuiya asi kogimit.

- 4) Kotet agobo tuyosekab kilasta ak kiboititik alak.

- 5) Kobois ak chemotogo agoger kole kogerib sirutik komobetiyo, ak kiyoto rebotisiek tugul

- 6) Kotach kurubisiek che lelach.

- 7) Kotoret kiyoto (koyososiekab kurubisiek chelelach).

- 8) Kotoch toek ak konet yon kabwa tuiyet.

- 9) Koger kole konyor kurubisiek vochaisiek yon miten kotomo kinan tuiyet. Ak kosib kon ole nyoluncho.

- 10) Kobwotik biik agobo tuiyet nrnyone.

#### **Boisietab chemotogo.**

- 1) Kotoch che kochut legut ak komwochi biik ak chegagiboisien en betutab tuiyet.



- 2) Kotet ak tuiyet ole kiboisionto asi kenyor melekto neo.
- 3) Korib ak kosir wolutik en kitabu en oret neiyat ak kogonor komie.
- 4) Koyonchi kondoikab TIST kosuwa ak chebo kilasta.
- 5) Koyoto rebotisiek tugul chebo kilasta.
- 6) Konet chemotogo ne isibu inendet.
- 7) Kotoret ak konet kiboitinikab kurubit.
- 8) Kotoret kogoito vochaisiek en kastab libanet en kurubit nemiten biik oeng kawekta vochait ak kongalal ak chito ne tonouchi libanet.

**Boisietab rubeiyot**

- 1) Kotonchi tuiyet yon momiten kondointet ak. kotoret membaek and kondochi yuiyetab kilasta.
- 2) Koribchi tuiyet saisek.
- 3) Kosir walutik en tuiyet.
- 4) Kosomochi tuiyet wolulikab arawet ne gosirto.

- 5) Korir walutik ak kit neganga lalen tuiyet.
- 6) Konet chemotogo lelel.

**Boisietab kondoikab council.**

- 1) Konger agobchei boisionik chemiten kilasta
- 2) Konger kole koitik konetisiosiek kilasta ak tolochikab TIST.
- 3) Kotononchi masinisiek chekiboisien ak koitetab ketik.
- 4) Koyoto reboisiek kon olenyolu koba tuiyetab (OLC).
- 5) Kotech kilasta koet.
- 6) Kotononchi kiboitinikab kilasta.
- 7) Kotononchi kondointetab kilasta ak kogas ingoboisie ago isibi tolochikab TIST.
- 8) Kongolonchi biik agobo tesetabtain agobo TIST.
- 9) Kotonchin agobo koitosiekab ketik ngosibi tolochigab TIST kou chigilisiet tse ak kibotiniik tugul.



# TIST: Mitindoishék chepo groupishek che meng'echen: Kotuyet tap ke en Groupishek.

**a) Ne oret ne kimuche kepanganen pik en tuyoshek chepo groupit?**

Oret ne kararan ko kechop circle. Matonde mezoshek amun iku koimutyet. Matochop ngecherok che echen anan ko ngecherok alak tugul chebo pik che bo maana. En TIST, ketibotosi tukul kokerkeit. Kimuche ke toboten tugul en ng'echerok anan ketobote en ng'weny.

**b) Nen ne iyoe yon moche kochut pik che ite taman ak oeng' groupit?**

Angot komi pik che sire taman ak oeng' che moche kochut groupit kokararan inda kichope groupit ake. Imuch kebchei groupit koyop oengu, anan konget membaek somok anan ko angwan chebo groupit neta kochop core nebo groupit ne kitou. Inoni ko kaikai kosir koto membayat ageng'e. Obwat oboishen zungganet ab kandoinatet kobore konam.

**c) NE oret ne omuche oboishe yon kiten inguvut nebo groupit,?**

Bchei groupit korop pairishek. Toreti kora drama. Saaishek alak ketononi, ak kekaskomwa chi tugul ki ne ibwate agobo groupit. Obwat kora orib saaishek asimakoit tuyet. Yomeke kecheng' netoreti kondoindet en ripet 'ab saaishek, Imuche igeshi nguvushek chepo groupit iger ile kakai kasit nekokitokchinke.

**Ole kiyoi tuyet.**

Asi kerip sait komye, Groupit ne kiten koyoche kotinye schedule nebo tuyet. Inoniton koba maana angamun kere kole kotar agendas chebo maana koron. Kora koba maan en TIST angamun, kikekonu ke en boishet nebo minet 'ab ketik, kemin ak kerip ketik chebo carbon markets. Yoche kora kenai membaekchok en groupishek che meng'echen komye, angamun chitukul kotinye jukumu en groupit ak en TIST kotugul.

Bo maana kora koyai groupishek tuyoshek kila mara, sana sana en kila wikit anan ko oeng' en wikishek oeng'. Inoniton kokochin membaek

koneteke en grouitit ak kotech groupit ko mugul ak konai tuguj che imbya.

En tuyoshek chuton, k obo maana keker tuguk che bo maana. Groupishek che chang' en TIST kokoker kole boishe mtindo ne isubu en tuyoshek.

**Stepit neta; Kokotiet ak Tachet 'ab membaek che imbya(5 – 15 minutes):**

Hakikishan ile kokas chitugul komi komye. Ingonwakit lakini bokokchin chitugul komwa ge.

**Stepit nebo oeng;. Saet ne kiyoten tuyet (2 minutes):**

Saet yon kinome tuyet kotoreti groupit koik kibageng'e.

**Stepit nebo aomok; Tyenwokik (5 minutes):**

Imuche koik tyenwokik che kisire membaek, anan ko tyenwokik che ituitos pik kou chepo kanisa.

**Stepit nebo angwan; kiyonchindos sait ak boishonik(5 minutes):**

Ororu kondoindet boishonik che kiyoe en groupit ak koyon chin membaek koyai kasishek choton. Kasarta neki boishen en kasit ake tugul koyoche kiyonchin asi kong'et co-leader kotoret korip saishhek en tuyet.

**Stepit nebo mut. Kasishek ab groupit (1 hour):**

Yoche kokidiscussen boishonik en tuyet ne kikobata. Boishonik komuch koik tuguk che kikotoret chitugul groupit groupit anan ko TIST, training en tuguk che bo maana, ak ki ake tugul ne imuch kotoret groupit kota kwo taa kosir ole mi.

**Stepit nebo lo. Tachet 'ab ke (5 minutes):**

Kila membayat koyoi teset en TIST. En teset komuche kobor chei kit ne talenta en kondoindet.

**Stepit nebo tisab. Saaet ne kikeran tuyet (2 minutes):**