



Theological Education by Extension in Zambia

An Ecumenical Program of Several Churches



INSTITUTION PROFILE

A. Organisation Details

Name	Theological Education by Extension in Zambia- TEEZ
Established Date	1979
Registration Details	ORS102/26/551 Registered with the Office of the Registrar of Societies in the Ministry of Home Affairs as an NGO
Telephone:	+260 977 79 8912/+260 212 216 615
Email:	veryrevdennis@gmail.com
Website:	www.tee-zambia.org
Facebook Page:	www.facebook.com/teezambia

B. Organization Basics

1. History

Founded in 1979, Theological Education by Extension in Zambia (TEEZ) is an ecumenical program of 9 Churches aimed at providing extension based theological training to Church leaders and ordinary church members in order “to prepare all God’s people for the work of Christian service” (Ephesians 4:12).

The current TEEZ Member Churches include the following:

- African Methodist Episcopal Church
- Anglican Church
- Church of Central African Presbyterian
- Community of Christ
- Lutheran Evangelical Church in Africa
- Reformed Church in Zambia
- United Church of Zambia
- United Methodist Church
- Uniting Presbyterian Church in Southern Africa

TEEZ provides training aimed at equipping churches to address Church Mission and Community needs.

TEEZ courses are by extension, which means the school goes to the students in their local setting instead of the students leaving their locality to go to the school. This makes the training cheaper and time effective because students don’t have to travel every day or look for accommodation. The training is also contextual because the students learn within their environment and context and can therefore apply what they are learning to their situation.

Each year TEEZ registers over 3,000 students spread all over the 10 Provinces of Zambia, including the most remote areas.

Once students meet these training needs, they are certified to be able to train others as a way of building capacity at grassroots.

Since its inception, Theological Education by Extension in Zambia has been committed to ecumenism and stands as a monument to Church cooperation.

i. Vision

To prepare all God's people for the work of Christian Service

ii. Mission

TEEZ exist to equip Christians with relevant theological and social development tools and knowledge through non-residential theological and community development training for effective participation and service for a vibrant, healthy Church and Society.

iii. Organization's Core Values

Accountable

We believe that TEEZ exists because of the goodwill of our Churches, Partners and Supporters. The resources TEEZ uses are public funds and as such, there is a need to promote confidence in the funders, partners and supporters so that they continue to support our work.

Creative

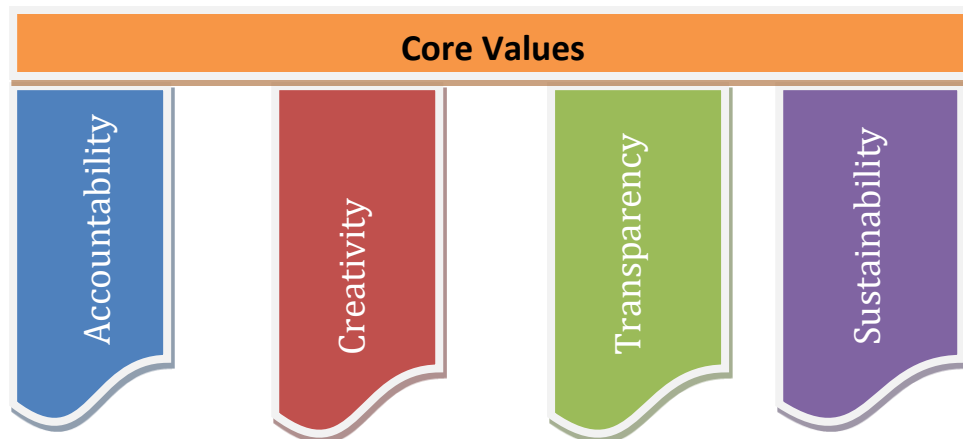
We believe in the creativity of our work and ministry to all God's people for Christian Service. We also understand that TEEZ work requires creativity to have a greater impact on our programs. Together we can make a difference through creativity.

Transparent

We bring on board our principle of being transparent in our dealings locally and internationally. By doing so, we will promote openness in what we do and instil good corporate governance in our work.

Sustainable

Our work is based on long term vision and impact for the future. We aim for structural changes and diversification while maintaining our identity. We use an effective integration programmatic approach of Mission, Community and Enterprise Development to increase local ownership.



2. Aims & Objectives

Theological Education by Extension in Zambia (TEEZ) aims and mission is based on equipping Christians as part of its capacity development mandate in strengthening effective Church and community service.

This is done through relevant, contextual non-residential theological and community development training.

To fulfil this vision and mission TEEZ pursues the following aims and objectives:

1. To develop and produce relevant theological and community development course materials.
2. To train and encourage TEEZ Tutors to fulfil the vision and mission of TEEZ.
3. To encourage the formation of local TEEZ Study Groups and Area Coordinating Teams in Districts.
4. To work with member Churches to fulfil the vision and mission of TEEZ.
5. To encourage other Churches to become members of TEEZ.
6. To carry out other Church and Community Services that will enhance the mission and/or vision of TEEZ.

3. TEEZ Theory of Change

To realize the structural improvement and capacity development of the Churches and Communities, Theological Education by Extension in Zambia (TEEZ) has developed a threefold, integrated approach-Our Theory of Change.

- In the first place, our work as TEEZ focuses on empowering Churches to ensure that they demand quality services and engage in effective work of Christian services. This is to ensure that we have empowered individuals, Churches and communities.
- Secondly, we build on a supportive enabling environment (Partners, Individuals and Member Churches) in which all stakeholders are aware of their roles and responsibilities, work together and can be held accountable for their responsibility of fulfilling the mission of the Church.
- And thirdly and finally, we ensure that affordable and cost-effective sustainable TEE programs are in place and utilized by all people in TEEZ Member Churches and communities.

Thus, our Theory of Change helps us to realize this structural change.

Pillar 1: Empowered Churches and Communities including individuals

TEEZ empowers local Churches through setting up and training Church leaders and groups. This includes for example raising awareness of the different pieces of training and programs that are theologically and community-based through different Church structures as a way of enhancing organizational skills.

Increasing the capacity of individuals and church groups leads to a better understanding and monitoring of Christian Education and teachings in their Churches.

The trained Tutors and other TEEZ students play a key role in engaging the whole Church and community. People become aware of their needs for training and a better understanding of the Church's mission, the importance of capacity building and behaviour change that is necessary to prevent falsehood and ignorance. Thus, people's demand for quality TEE programs and services is expressed.

Empowering Churches and Communities means making sure that the 'Voice of the Churches and Communities' is being heard and the interests of all Member Churches, irrespective of their strength and power are being represented.

What is the outcome?

Empowered Churches and Communities of Faith can analyze their own training needs; they know what is best for them and can articulate their needs and urge those whose duty is to fulfil their needs. People know how to engage in capacity development problems. They act accordingly, for example by participating in TEEZ training programs or demanding quality and effective skills by those in leadership.

Finally, our TEE empowerment work stimulates communities and Churches to partner with us and other stakeholders in demanding adequate and sustainable services in the field of Theological Education.

Pillar 2: Supportive enabling environment (Partners, Individuals and Member Churches)

A supportive, enabling environment means that stakeholders, such as Churches, Donors and Communities on all levels, as well as individuals are actively involved Theological Education by Extension work and situation.

All stakeholders work in line with their roles; they act according to laws and policies, rules and regulations, and are accountable to their responsibilities. Moreover, they work together to align their interests and efforts to improve the work of Christian Service.

TEEZ involves these stakeholders and strengthens their capacity. The focus of our work in this area is on training church leaders and workers and community development providers and making them aware of the laws and regulations.

Another priority is involving donors and other private sector partners. An instance of this is training local churches and stakeholders to invest in long term strategies that will enhance the integrated work of the Churches and supporting TEEZ member Churches meet the demands at grassroots.

Advocacy is a crucial factor in increasing the impact of our approach as TEEZ. We ensure that local evidence and information from the grassroots/churches and partners we work with is heard and used by influential (inter)national stakeholders. This contributes to the development of an enabling environment with good policies in place and sufficient budgetary allocation for TEE and Community programs in areas we work.

What is the outcome?

Creating an enabling environment leads to more responsible and accountable stakeholders-stakeholders who know it is their responsibility to give reliable and committed students and learners to deliver quality theological education in line with the needs of the local Churches and for TEEZ as a key Institution in delivery of quality theological and community development training to be transparent about its budgets, policies and management. At the same time, strengthening the capacity of ecumenism among the stakeholders leads to platforms on which transparent dialogue, networking and collaboration between the Churches, TEEZ and donors can take place. For example, these platforms enable stakeholders to engage in a meaningful discussion concerning matters such as local and outside support to Theological Education by Extension in Zambia (TEEZ) and the presence of skilled and committed personnel that are linked to TEE work.

In the long run, an enabling environment encourages and enables healthy behaviour at the grassroots level and increases high quality and sustainable theological education by extension services and programs.

Pillar 3: Utilization of sustainable Theological Education by Extension Programs and Services

Access to qualitative and affordable TEE programs and services is needed to improve the life of the Church and build healthy Churches and Communities. These programs and services should meet the local TEEZ Member Churches needs and be set up according to the five sustainability principles of FIETS: financial, institutional, environmental, technical and social sustainability.

To this end, we will train Tutors and other Christian Educators in Church and Community Capacity Development providers, among others in organizational, financial management and resource mobilization. More specifically, we will ensure that our Tutors and Christian Educators attain capacity about information systems, data analysis and training methods and setting up action plans in close collaboration with other stakeholders such as elders, clergy and other leaders.

What is the outcome?

The main consequence of increased capacity of TEE programs and service providers is that the sustainability, quality, affordability and availability of these programs and services improve. This in turn causes a significant growth in the effective and sustainable use of TEEZ programs and services.

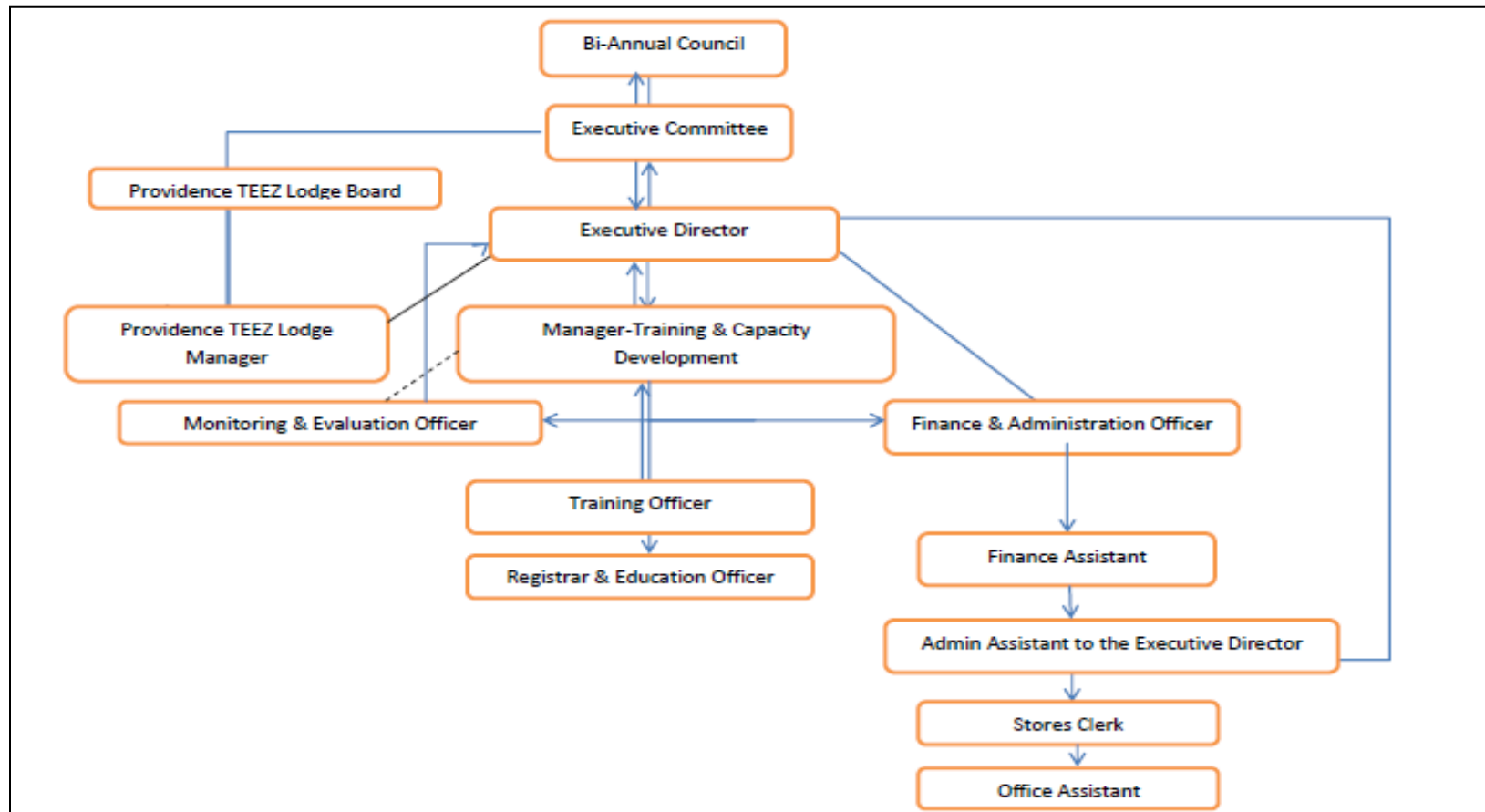
TEEZ's Added Value

This threefold integrated approach with TEEZ's experience and expertise and networking as input leads to structural improvement of basic theological and community development services for hard to reach areas and those along the line of rail in the urban setups in all the 10 provinces of Zambia.

TEEZ's added value lies in:

- TEE Experience
- TEE Expertise
- Sustainability
- Church & Community Based Approach
- Project & Programme Management
- Networks & Partnerships

4. Organisation Structures



i. Management Structure

Theological Education by Extension in Zambia has the following structures in its governance system:

- ❖ Biennial General Meeting
 - ❖ Management Committee
 - ❖ Executive Committee
 - ❖ Secretariat
- **The Biennial General Meeting:**
The Biennial General Meeting is the highest decision-making body of TEEZ.

- a) It is responsible for policy formulation
- b) Review of TEEZ work;
- c) Accept and approve budgets;
- d) Study audit reports, appointing or reappointing external auditors,
- e) Studying other annual reports and taking decisions on any matter related to the work.

The Biennial General Meeting elects the officials to conduct the affairs of TEEZ between General Meetings.

These are

- (a) Chairperson
- (b) Minute Recorder
- (c) Treasurer and their deputies
- (d) Trustees.

These elected positions constitute the Executive Committee.

- **The Management Committee**

The Management Committee acts in between General Meetings as provided as for in the constitution.

- (a) The Management Committee subject to the direction of the Biennial General Meeting have absolute control over all the affairs and property of TEEZ and shall exercise all such powers of TEEZ as they deem fit and just.
- (b) Management Committee engages all such officers and staff as they may consider necessary and shall regulate their duties and Conditions of Employment.
- (c) The Management Committee has the powers to appoint members to fill vacancies until the next Biennial General Meeting.
- (d) The Management Committee shall have the right to co-opt persons not officially representing Member Organizations for consultancy.

- **The Executive Committee**

The Executive Committee is the board of TEEZ responsible for:

- (a) Implementing the decisions of the Biennial General Meeting and the Management Committee
- (b) Appointed sub-committees to perform certain duties
- (c) Making decisions on behalf of the General Meetings and the Management Committee on urgent matters that may arise in between the Meetings of the two bodies subject to ratification by the General Meeting and/or the Management Committee.
- (d) The Executive Committee meets at least three times a year.

Executive Committee

No	Name	Gender	Designation
1	Rev. Moses Mwale	Male	Chair
2	Rev. Moses Chilembo	Male	Vice-Chair
3	Mrs Idah Makashini	Female	Minute Recorder
4	Deaconess Chileshe Kambikambi Kangwa	Female	Vice Minute Recorder

5	Rev. Donory Chileshe	Male	Treasurer
6	Mrs Rhoda Manda Mtande	Female	Vice Treasurer
7	Rev. Canon Dennis Milanzi	Male	Executive Director/Chief Executive Office
8	Rev. Michael Kalito	Male	Training & Capacity Development Manager



The current Executive Committee & Trustees of TEEZ

TEEZ Trustees

No	Name	Gender	Designation
1	Mr Fresher Maphiri	Male	Life Trustee
2	Rev. Prof Edwin Zulu	Male	Life Trustee



Rev Prof. Edwin Zulu



Mr Fresher Maphiri

- **TEEZ Secretariat**

Theological Education by Extension in Zambia (TEEZ) has its Secretariat based on Mindolo Ecumenical Foundation Campus in Kitwe. The Secretariat is headed by the Executive Director who is the Chief Executive Officer of the organization. The Board delegates its powers to the Chief Executive Officer (CEO) who is responsible for the day to day running of the organization. His condition of employment is tied to a term that runs for five years renewable twice.

As Head of the Institution, he is the Principal Officer who presides over the entire workforce of the organisation. The CEO is assisted by different staff personnel; some of who are in charge of different departments namely:

(1) Training & Development

The Training & Development Department (T&D) is headed by the Manager-Training & Capacity Development (TCDM) who is responsible for developing field-based activities and training countrywide and internationally.

He is assisted by other staff in the department.

(2) Finance Department

This is one of the critical departments that provide technical advice in Financial Management of the organisation. It is headed by the Finance & Administrative Officer.

(3) Business Enterprise

The Business Enterprise is a financial sustainability wing of Theological Education by Extension in Zambia (TEEZ). This Business Enterprise is registered legally under the Company Brand of Providence TEEZ Lodge Limited.

It is headed by the Business Development Manager who is designated as Lodge Manager.

The Manager is responsible for the day to day operations of the business and reports to the CEO of TEEZ.

The Business Enterprise has a total number of 9 staff who are both full time and part-time.

The current TEEZ Secretariat is as follows:

No	Name	Designation	Gender	Qualification	Year of Experience	Number of Years in Organization
1	Revd Canon Dennis Milanzi	Executive Director & Chief Executive Officer	M	Certificate-Management Development Diploma-Theological Studies Diploma-Religious Studies Bachelor of Theology & Biblical Religions Bachelor of Theology with Education Master of Education Master of Theology	23	4
2	Rev. Michael D Kalito	Training & Capacity Development Manager	M	Cert-Agricultural Marketing Bachelor of Theology Masters of Theology PhD Theology (candidate)	14	3
3	Yvonne Chanda	Finance & Administrative Officer	F	ZICA Technician ZICA Licentiate	8	6
4	Clara Walya Sakala	Business Manager-Lodge	F	Diploma Business Admin BSc Marketing	10	1
5	Esther Chishala	Registrar	F	Certificate Secretarial Studies	39	30

6	Edina Mbewe	Executive Assistant to Executive Director	F	Cert-Office Management Diploma in Primary Teachers' Education	25	25
7	Marvellous I Zunda	Office Assistant	M	School Certificate	9	9



Executive Director/CEO



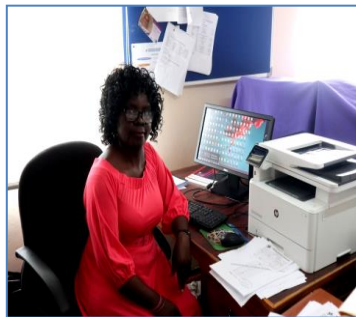
Manager-Training & Capacity Development



Finance & Admin Officer



Business Manager
-Providence Lodge



Registrar/Education Officer



Executive Assistant to the CEO



Office Assistant

5. Track Record of Experience

A. Focus Area

1. Programs & Projects

Since its formation in 1979 Theological Education by Extension in Zambia (TEEZ) has trained many Church leaders and members; some of whom have gone to serve in Church, Public and Private Sectors while others have taken up political office.

More than 300,000 people have been trained by TEEZ in different programs and courses since its inception.

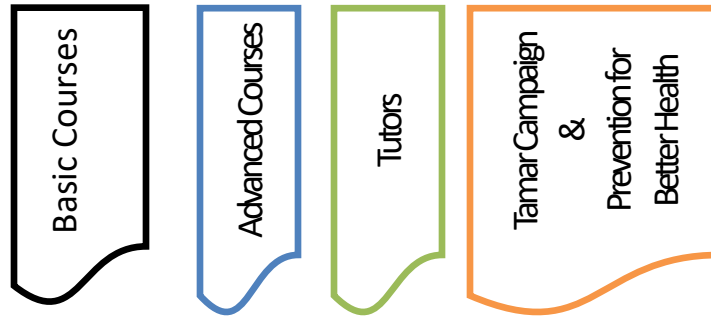
From 2014 to 2016, the institution experienced a massive departure of senior staff. During the period 2014-2016, TEEZ saw three Executive Directors occupying office and leaving. The staff turnover was alarming.

By end of 2016, TEEZ had an Acting Executive Director in office.

In February 2017 TEEZ Executive Committee recruited the new Executive Director. In the same year under the new leadership of the Executive Director, a new strategy and change of systems and standards were developed and adopted for the effective running of programs and projects.

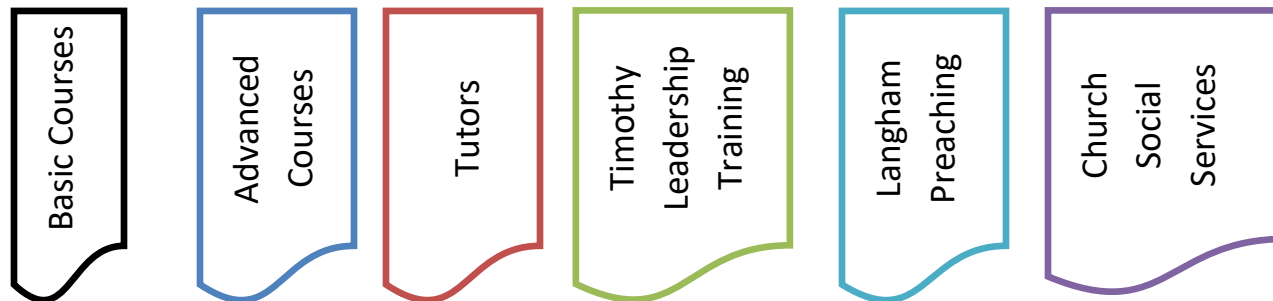
Programs & Projects

Our Activities for TEEZ from 1979 to 2016 were as follows:



The focus of Theological Education by Extension in Zambia activities was primarily in Christian Education. With the changing dynamics of work, the institution has diversified its approach into an integrated model of capacity development.

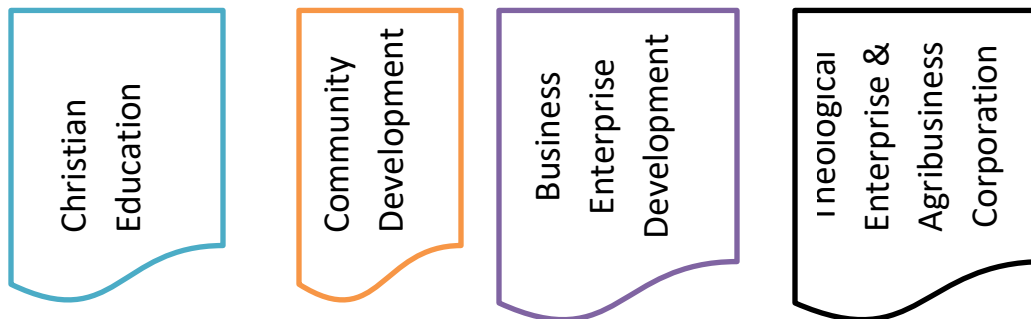
This can be seen in activities that have been running from 2017 to date.



Our Activities from 2017 to 2020 were packaged into Program Brands representing in Church & Community services. As a result of this new development, the following program brands were introduced as part of an effective tool for TEEZ work in Zambia and beyond.



Our Activities from 2021 have been grouped into four program branding



B. Organisation Track Record

Innovation. Transition & Transformation

In 2017 following recruitment of the New Executive Director & Chief Executive Officer, TEEZ developed new strategies which saw old and new programs and projects record massive achievements. This new strategy created a special tagline for TEEZ which was

#INNOVATIONTRANSITIONANDTRANSFORMATION

This tagline brought about compliance and quality control in our capacity development and program/project implementation.

Special Programs & Projects

Church Capacity Development for Missions in Zambia (CCDMZ)

CCDMZ is a program brand that has incorporated all the TEE courses that TEEZ has been offering since 1979. These include Tutors Training, Basic and Advanced Courses and other new courses that have been introduced in the same area of course implementation.

Tutors Training

TEEZ Tutor Training is one of the oldest training programs in the organisation. The training is offered to students who have completed Basic Certificate Training.

Others complete both Basic and Advanced Certificate in Ministry. Those who complete such pieces of training are trained as Tutors to go and open classes at grassroots in their Churches. The focus of TEEZ Tutors Training is about Group Dynamics in Leadership.

According to evidence, TEEZ has conducted several annual training in many parts of Zambia and each year the maximum number of Tutors trained would about 220. This scenario has since changed following the value for money concept. We maximised resources very well. In 2017 for example we trained 223 students as Tutors.

In 2018 under a new Training and Capacity Development Manager, the number of students increased to 856 students trained and certified. This showed a remarkable increase in training by 400% in just a year between 2017 and 2018. In total, we trained 1,079 students as Tutors beating the original target of 500 Tutors that were to be trained in 2 years.



Timothy Leadership Training

This is one of the new programs that TEEZ introduced in 2017 after a Memorandum of Agreement was signed with the Timothy Leadership Training Institute in the USA. Through the TLT, we have recorded massive achievements and being rated as one of the best Global Ministry Partner by Timothy Leadership Training Institute in the USA.

We have now trained 538 students as Basic Trainers in Kitwe, Kabwe, Ndola and Kasama, Lusaka and 72 students graduated as Advanced Trainers in 2019 and 2020 respectively.

TLT is a 7-module training that is spread over 3 years to complete the training package and be accredited as the Advanced Trainer. We have so far covered all the 7 modules for cohort1, 4 modules for cohort 3 and 2 modules for cohort 1.



2019 Graduation



2020 TLT Graduation

Church Community Transformation Venture in Prison Ministry-CCTV

TEEZ has a CCTV in Prison Ministry as a special brand addressing the needs of inmates. From 2017 to 2020 TEEZ has trained 468 inmates as Tutors and as students in basic courses. Again, this was attained through the introduction of other courses. Furthermore, we trained and certified 120 prisoners in new prison training in Lusaka. We have also developed tailor-made training for inmates which are aimed at providing sustainable development initiatives to them when they leave prisons.

Our current CCTV programs are being implemented in Kitwe, Chingola, Mufulira and soon new classes will be opened in Chipata, Mansa and Katete districts.



WISE Green Church

WISE are acronyms for Wise In Stewardship of Environment for a Green Church. This is an initiative that addresses climate change program for Churches under the WISE Green Church. We conducted training in 2018 in Kitwe and Kasama and trained 186 participants as Climate Change

Ambassadors. We have so far recorded great success as 8,200 tree species have been planted in Kasama, Ndola and Kitwe by local Church to help in adaptation and mitigation of climate effects at the grassroots level.



Good Couples Campaign against Gender-Based Violence-GBV

TEEZ started the Good Couples Campaign as a Gender-Based Violence capacity development program in 2018. This was to respond to the silence by Churches in matters of gender-based violence, child marriages and child defilement. We have so far trained for 690 participants as Master Trainers in Kitwe, Katete, Chipata, Sesheke, Kalomo, Samfya, Chingola and Ndola. Faith Communities can speak about these vices that dehumanize human dignity in the Church and communities.



Ending Violence against Women and Children



FAITH Empowerment

FAITH is acronym for Financing Appropriate Innovation through Household Empowerment.

This is a TEEZ's Financial Inclusion program aimed at building the capacity of individuals in Churches and Communities to address matter economic empowerment.

The FAITH Training Module addresses the greatest needs of local communities to attain a social and economic status at the household and community level. Through FAITH individuals in Churches and Communities can form SAVING GROUPS where they practice the Saving Internal Lending Communities.

TEEZ currently has 48 FAITH Saving Groups with a total income of more than K1 million that has been shared and in circulation countrywide. Our current saving groups are spread in Eastern, Central, Lusaka, Western, Copperbelt, and Northern Provinces.



FAITH Saving Groups are recording significant impact at household and Community levels as members own assets and increased incomes



Institution Highlight

ENGAGE/Financial Enterprise for Sustainable Development

TEEZ owns a Business Enterprise in the name of Providence TEEZ Lodge. The Business Enterprise which started operating from 2004 operated without formal business systems and license as required under PACRA.

In 2017, it was registered with the Companies Act of the laws of the Republic of Zambia. A new Board of Directors was instituted and operational. A business proposal and strategy developed to effectively run the investment which included restructuring. In 2020 TEEZ integrated the business into an Expanded New Grounds and Groups' Enterprise (ENGAGE) project which gave birth to the program brand of Business Enterprise Development (BED) to be a sustainability tool for the institution and improve its local revenue. We use this facility also to host our donors and partners when they come for partnership visits. Currently, the room occupancy has increased from 7 rooms in 2017 to 17 rooms as of 31 December 2020.



Current State of Providence TEEZ Lodge after undergoing infrastructure improvement and additional buildings

Theological Education in Africa (TEA) Conference

We participated in an international conference of more than 600 delegates in Arusha, Tanzania in August 2017. For the first time, TEEZ facilitated the participation of 28 delegates to the conference, making it the first time that TEEZ has sent such a big number of attendances to International events. The training focuses on Theological Education by Extension, Community Development and Media Program.



TEA Conference at Tumaini Makumira University, USA, Arusha-Tanzania

AATEEA Conferences

TEEZ participated in 3 All Africa Theological Education by Extension Association (AATEEA) programs in Mozambique, Swaziland and Kenya. In the Kenyan program, TEEZ showcased its prison ministry program among the 20 countries present and came out on the top two best implementing TEE's in Africa together with the Presbyterian Church of Eastern Africa University. TEEZ has also been regarded as one of the most innovation TEEs in Africa because of its integrated approach to Missions and Development.



Showcasing the work of TEEZ in Nairobi, Kenya at the AATEEA Conference

TEEZ Interactive Indaba

One of the gaps that TEEZ had was its engagement with the grassroots. To address this gap, TEEZ introduced the concept of 'INDABAS' (roundtable platforms). This was meant to create a platform for TEEZ to showcase the works achieved, implemented. This was to bridge the gap of misinformation and lack of feedback by TEEZ to its stakeholders.

We conducted 8 TEEZ interactive indaba round table meetings in Northern, Southern, Lusaka, Western, Central, Eastern and Copperbelt provinces. This resulted in 70% of TEEZ Member churches participating in TEEZ work countrywide. Previously only about 25% of TEEZ member Churches were involved. The picture has since changed, and more members are considering becoming TEEZ member Churches because of these success stories.



TEEZ Indaba Stakeholders Engagement Indaba at Urban Bliss Hotel, Kabwe

6. Achievements

Institution Transport

In 2017 TEEZ only had one motor-vehicle bought on the lease as the only mode of transport. In 2018 we successfully repaired the old Hilux which was discarded on the institution's fleet of vehicles.

In 2018 from the funds saved from local incomes, we managed to acquire a 15-seater Toyota Hiace minibus from South Africa.

In 2020, the fleet of vehicles increased to 4 after a new field vehicle was purchased to improve mobility in the countryside that requires a 4 wheel drive motor-vehicle for the Training Department.



TEEZ transport status from 1 in 2017 to 4 in 2020

Resource Mobilisation

Theological Education by Extension in Zambia (TEEZ) experienced the worst funding decline in 2014-2017. We have since developed a resource mobilisation strategy which in 2018 saw our funding increase for that financial year by 200%. This process has continued to increase as our current incomes have continued to increase steadily from 2018-2020. This change in incomes has been made possible through our regular feedback to donors and partners; a thing which had been neglected for some time in the institution.

Strategic Plan (2019-2023)

TEEZ successfully launched the new strategic plan in October 2018. The theme of the 2019-2023 Strategic Plan is “Reshaping the future of TEE through Church & Community Service”. The organisation operated without a strategic plan from 2008 to 2017.

The document is available and accessed by members countrywide. We will keep reprinting and publishing so that many stakeholders can keep track of what TEEZ is doing in the next five years.

Under the new Strategic Plan, TEEZ plans to raise US\$1.4 million



At the TEEZ Management Meeting launching the TEEZ 2019-2023 Strategic Plan

Theological Education by Extension Congo Formation

In 2017, TEEZ was invited in Congo DR to help the three Churches; Anglican Church, Reformed Church in Congo DR and United Methodist to develop a Theological Education by Extension Country program.

In December 2018 TEEZ Staff visited Lubumbashi and helped set the formation of TEE Congo DR. ETE Congo DR has since started operating with personnel appointed to the office. TEEZ will provide the mentorship process to Congo DR till 2025. Currently, TEE Congo DR has adopted the literature for TEEZ which has been translated into Swahili and French. TEEZ and ETE Congo DR have a working Memorandum of Understanding in which both parties will implement joint projects in Zambia and Congo DR.



TEEZ Outreach Capacity Building & Outreach Mentorship Programs with TEE Congo DR

Testimonies and Success Stories

1. FAITH Savings Group members now own vehicles and run small business enterprises



2. Our Good Couples Campaign against Gender-Based Violence has gained momentum and recognition as our faith communities' network with Government's Law Enforcement.



3. Through the WISE Green Church Initiative, TEEZ is building a network of Climate Change Ambassadors who are making a difference in their communities.



4. Our Timothy Leadership Training Program is now incorporating mental Health Support System into Faith Communities



5. TEEZ Interactive Indabas in different provinces of Zambia are proving to be the best platform for showcasing our countrywide and regional activities



TEEZ Indaba at Eastern Comfort Lodge in Chipata

6. TEEZ ENGAGE Scholarship Awarded to 20 Youths from different provinces pursuing studies in General Agriculture & Hospitality in Chisamba and Kitwe Districts



7. ENGAGE and FESD Program Brands have created Business Enterprise Transformation for our Business Wing of the Providence TEEZ Lodge



8. Our Timothy Leadership Training (TLT) Module 2 (Christian Stewardship) has given birth to creative innovations among individuals and communities of Kitwe and beyond in Sustainable Agriculture and Climate Change and Sustainable local forest management initiatives in Churches.



Faith Communities promoting conservation agriculture and agroforestry practices in Kitwe using the TLT Module 2

Theological Enterprise & Agribusiness Corporation

TEEZ ENGAGE and Financial Enterprise for Sustainable Development is a program brand that gave birth to the Business Enterprise Development Company called Theological Enterprise & Agribusiness Corporation (TEAC).

TEAC is a Business Enterprise Conglomerate Corporation of Theological Education by Extension in Zambia.

The focus of the Company will be on the following services:

- ✚ Real Estates
- ✚ Agribusiness Value Chain & Marketing
- ✚ Enterprise Development
- ✚ Construction
- ✚ Hospitality
- ✚ Transport



Theological

Enterprise & Agribusiness Corporation

INNOVATION WITH EXCELLENCE

Theological Enterprise & Agribusiness Corporation (TEAC) is a TEEZ Financial Enterprise for Sustainable Development Concept that will give birth to Business Enterprise Conglomerate Corporation of Theological Education by Extension in Zambia (TEEZ). The Corporation will focus on Real Estates, Agribusiness Value Chain and Marketing, Enterprise Development, Construction, Hospitality and Transport.

The TEEZ Business Concept of the Conglomerate Corporation

9. Financials

Our incomes from the period 2014 to 2020 is as follows

Year	2013	2014	2015	2016	2017	2018	2019	2020
Amount	1,246,299	818,569	1,509,531	1,091,734	1,512,739	2,070,196	1,682,550	4,491,064.07
Totals	K4,666,133.00				K9,756,549.07			

During the period 2017 to 2020 TEEZ programs and projects were supported by the following partners and donors

1. Kerk in Actie/ICCO Cooperation
2. Global Ministries
3. The Methodist Church in Britain
4. Church of Scotland
5. Verre Naasten
6. Madison Avenue Presbyterian Church (PCUSA)
7. Otto per Mille
8. Anonymous Donor through TrustBridge

9. EA Metterdaad
10. TEEZ Member Churches
11. Individual Sponsors and Partners in Ministry

C. Procedures & Policies

Theological Education by Extension in Zambia has the following procedures and policies in place:

1. Conditions of Employment and Services
2. Financial Procedure Manual
3. Transport Policy
4. Gender Policy
5. HIV/AIDS Work Place
6. Child Protection Policy (Work in Progress)

Contact Us

Any possible partnership and support can be directed to:

The Executive Director/Chief Executive Officer
Theological Education by Extension in Zambia
Mindolo Ecumenical Foundation Campus
Along Kitwe-Chingola Road
PO Box 23054
Kitwe-Zambia

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