



# Theological Education by Extension in Zambia

*An Ecumenical Program of Several Churches*



**Innovation | Transition | Transformation**

**Annual Report 2021**

Shaping the future of Theological Education by Extension through Church & Community Service

To equip Christians with relevant theological and social development tools and knowledge through non-residential theological and community development trainings for effective participation and service for a vibrant, healthy church and society.

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## Letter from the Chair

Fraternal greetings

It is with great joy to write to you our Church leaders and all TEEZ Member Churches at the time we are celebrating the newly born Jesus Christ in the manger. His birth signifies an attitude of humility.

As Chair of the TEEZ Executive Committee, it brings me joy to see how far the Lord has brought us even amid COVID-19 that has ravaged families, communities and nations. We however are comforted by the fact that nothing shall separate us from the love of God.

This year, TEEZ has continued to record significant progress in its Ecumenical work within and outside Zambia. Even amid COVID-19, we managed to hold 2 Executive Committee meetings and 2 Board of Directors meetings at Providence TEEZ Lodge.

Through these meetings, the Board of TEEZ and Providence TEEZ Lodge are constantly updated of the operations of our institutions.

I want to thank the staff at Secretariat under the leadership of the Executive Director and Chief Executive Director for setting a high benchmark at TEEZ. This has put TEEZ at higher level and we need to maintain the higher standards that have been set.



We have set a high benchmark and standard for TEEZ

We went into office not to reinvent the wheel but to build on the foundation of others who have gone before us

All this took teamwork and dedication to be attained.

TEEZ can now boast of a new lease of life that will continue for many years to come.

During the period under review, the TEEZ Executive Committee made significant strides in improving the institution's policy direction.

The first milestone was the approval of the formation of a Company to be named as TEAC (Theological Enterprise & Agribusiness Corporation). This is going to operate as the Business Conglomerate of TEEZ. We want to thank the Office of the Executive Director for developing this business model which will eventually become the financial sustainability investment of TEEZ.

The second milestone was the development of the TEEZ Transport Policy that will contribute to the good stewardship of motor vehicles of TEEZ.

The third milestone was the revision of the TEEZ Conditions of Service and Employment. Through this document, we have significantly improved the conditions of our staff so that they feel protected and motivated to continue taking TEEZ to another level.

All this was achieved through our good working relationship between the Executive Committee and TEEZ Secretariat (our employees).

As Chair, this gives me great joy and pleasure that we have contributed to the transformation of the institution; something we promised when we took office in December 2019 that we were not going to reinvent the wheel but build on what the previous Executive Committee had set.

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One sad moment during the year was the passing on of Mrs. Selina Lungu Zulu, the wife of our Trustee, Rev Prof Edwin Zulu. She died in a road traffic accident on 17 October 2021 in Petauke in the Eastern Province. We are thankful to the TEEZ Secretariat and members of the Executive Committee and the Board for coming to mourn with Prof. Zulu in Lusaka till the day of burial at Mutumbi Cemetery. May her Soul Continue to Rest in Eternal Peace.

As many of you have seen, TEEZ has embraced a lot of innovations in the recent past. But this can only be sustained if we all work together.

We have seen lack of commitment by most TEEZ Member Churches through non-remittance of Annual Membership subscriptions and also the TEEZ Sunday offerings despite all the efforts made by the leadership at our Secretariat.

This calls for a change of mindset so that we begin to show ownership of the institution as that is a constitutional mandate and obligation.

It is my hope and prayer that in 2022 we will be able to see serious financial commitment towards the work of TEEZ.

I wish you all a fruitful 2022.  
Together In Ecumenical Service,

Rev Moses L Mwale

Chairperson  
TEEZ Executive Committee



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## Letter from the Chief Executive Officer & Executive Director

Dear church leaders, partners, supporters and all our stakeholders locally and globally, I bring you greetings from the secretariat of the theological education by extension in Zambia (TEEZ). It is with great pleasure that we share with you the operations of this great institution.

The year 2021 has come to the end with both successes and challenges. All these are emanating from the current COVID-19 pandemic which has affected most of the activities. Despite these challenges, we still maintained our tagline of innovation, transition and transformation to reach out to the grassroots churches and communities.

With our tagline and our strategic plan theme of 'reshaping the future of TEE through church and community service', the institution continues to record visible impact of its work among churches and local communities.

One thing we are proud of as an institution is a strong resource mobilisation strategy. Our fundraising strategies are very strategic in the sense that TEEZ as an institution does not stop marketing itself even in the midst of plenty.



During the year, we recorded some new insights into how TEE work can remain relevant to the needs of the church and individuals.

Notable among some innovations already making impacts in people's lives is the BETTER church & society program brand which is receiving a lot of interest and support from the clergy and spouses. More details about the BETTER church and society are highlighted under activities in the field.

Our ecumenical involvement has also improved greatly as can be seen from a number of activities we have attended in at least 50% of the TEEZ member churches this year.

This is giving TEEZ a visibility that it exists and still carrying on its vision of 'preparing all god's people for works of service'.

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We believe in the dream of Joseph's story about the 7 lean years and 7 years of plenty. But one thing we can be proud of is that our resource base has increased from a mere K958,300 in 2017 to K4.6 million in 2020; registering a 500% increase in funding.

Despite COVID-19 in 2021 TEEZ has managed to raise up to K3.3 million. This increase has been as a result of collective efforts, team work and also selflessness among TEEZ staff.

In the year under review, TEEZ has developed new partnerships namely the Resonate Global Mission and African Leadership Transformation Foundation. Both partnerships are bringing on board huge gifts in ministry and experience. We look forward to nurturing these relationships well in the next 3-5 years.

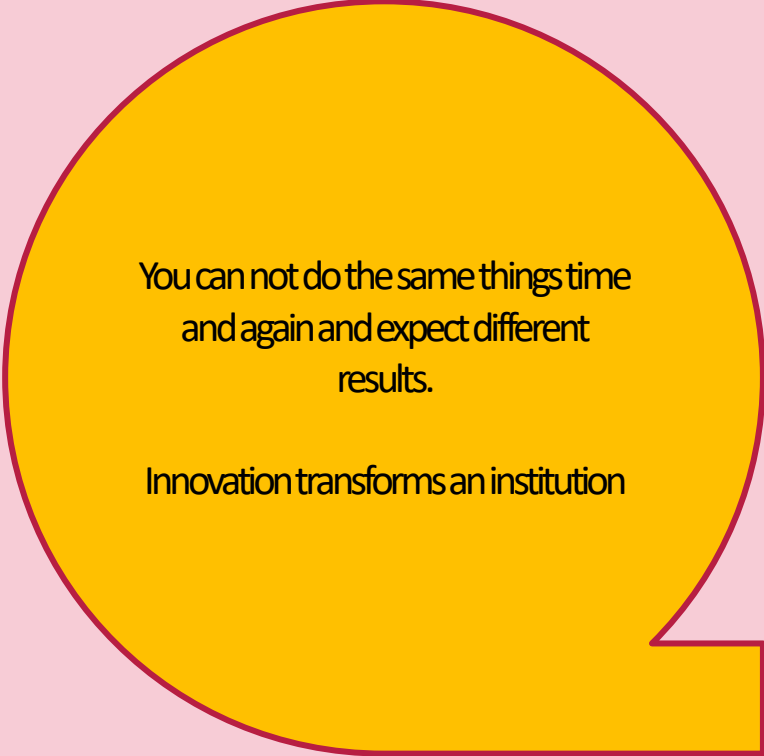
I am also excited about the dream of making TEEZ sustainable. What started as a dream in 2017 in my three-year vision at the taking over of the leadership at TEEZ has now become a reality following the approval process by the executive committee.

The approval process has brought the realisation of the formation of the business conglomerate company of TEEZ to be called 'Theological Enterprise & Agribusiness Corporation' whose acronym is 'TEAC'. I am grateful to God that my office has finalised the development of the business concept whose project is valued at US\$1.35 million (equivalency of K22.353 million) to run from 2022 to 2026. This is an ambitious undertaking and we are confident of realising our dream. A good number of our staff have had their contracts coming to an end by 31 December 2021. As part of our staff approach to quality assurance and control system, there has been a lot of transformation and change of mindset among them. This has been enhanced by our annual performance appraisal system. Using this system has helped our staff to make positive adjustments in relationship to improvements at places of work.



Teamwork, Team Building  
are very critical in any  
successful organisation





You can not do the same things time  
and again and expect different  
results.

Innovation transforms an institution

I am excited to mention that all our staff whose contracts were coming to an end have been renewed for period ranging from 2 to 4 years.

Our staff have proven that change is possible when there is a clear vision for an institution. They have bought into the institution's vision and are individually put in their best to make things happen.

We want to assure you that there is a lot planned for the year 2022. Our training and development department is working around the clock to make sure our implementation strategy leaves a lifelong mark in the lives of those impacted by our ecumenical ministry.

We look forward to interacting, walking together and enjoying our fellowship through our various platforms of doing god's mission.

In ecumenical ministry,

**The Revd Canon Dennis Milanzi**

Executive Director & Chief Executive, TEEZ

# Introduction

Theological Education by Extension in Zambia (TEEZ) was founded in 1979 by 2 Churches.

From a membership of 2 denominations, TEEZ currently has 9 Member Churches

The Organisation was founded in 1979 and it's officially registered under the laws of Zambia as a faith-based Non-Governmental Organisation through the Office of the Registrar of Societies.

The organisation is also registered under the USA Federal as a Ministry Partner of the Global Ministry (501)3 in the State of Indianapolis. This makes it easy for the institution to receive donations under the USA charitable status.

Theological Education by Extension in Zambia (TEEZ) ministry and work is aimed at providing based theological and community development training to Church leaders, pastors and ordinary Church members in order to 'prepare all God's people for the work of Christian service' (Ephesians 4:12).

The institution's mandate is bringing courses, trainings, and capacity building programs by extension. Our trainings are taken to the grassroots where students. This makes our courses and training affordable and within their context.

TEEZ is an important tool to support the growth of Churches in Zambia so as to bridge up the gap that existed due to limited trained and ordained Pastors/Reverends/Priest.



TEEZ takes the school to where people live and serve within their context.



# Vision

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



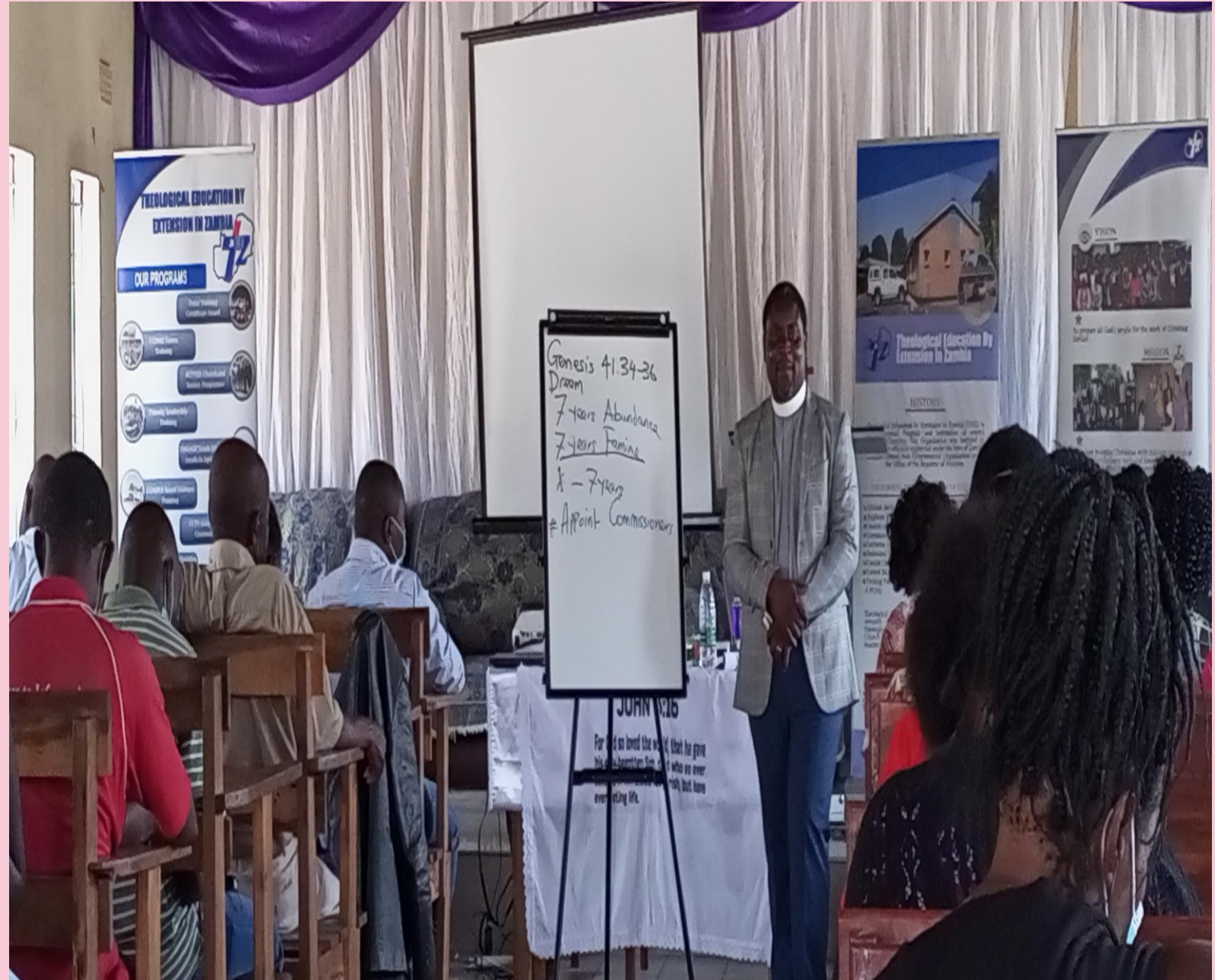


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# Mission



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





## Core Values

We have also developed the four Core Values under the acronyms of ACTS.

These are meant to meet the aspirations of our stakeholders and partners.

TEEZ's core values are:

- Accountability
- Creativity
- Transparency
- Sustainability

Our core values make us **ACT** differently

**ACTS** with Integrity

Our **ACTS** translate into our Actions

Our Actions brings **Stories of Change**

# Objectives and Activities

Theological Education by Extension in Zambia (TEEZ) aim and mission are 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 fulfill 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 fulfill 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 fulfill 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.

## Our Team

TEEZ Secretariat manages the day to day affairs of the institution. They provide the direction of what is happening and gives feedback to its stakeholders and partners through the different departments and sections of the institutions.

## Personnel

TEEZ's current staff establishment is as follows:

1. Rev Canon Dennis Milanzi Executive Director (ED)/CEO
2. Rev Michael D Kalito Training & Capacity Dev Manager
3. Yvonne Chanda Sakala Finance & Admin Officer
4. Clara W Sakala Business Lodge Manager
5. Esther Chishala Registrar & Education Officer
6. Edina Mbewe Executive Assistant to ED
7. Marvellous I Zunda Office Assistant
8. Charles Chalwe Support Staff Driver

# Our Staff Team



Rev Canon Dennis Milanzi  
Executive Director/CEO



Rev Michael D Kalito  
Training & Cap Dev Manager



Yvonne Chanda Sakala  
Finance Admin Officer



Clara Walya Sakala  
Business Lodge Manager



Esther Chishala –  
Registrar | Education Officer



Edina Mbewe  
Executive Assistant to CEO



Marvellous I Zunda  
Office Assistant/Printing Officer



# 17 Our Executive Board/Committee

The following are the current Executive Committee members of TEEZ:

- |     |                               |  |
|-----|-------------------------------|--|
| 1.  | Rev Prof Edwin Zulu           | Trustee                                    |
| 2.  | Mr Fresher Maphiri            | Trustee                                    |
| 3.  | Rev Moses Mwale               | Chairperson                                |
| 4.  | Rev Moses Chilembo            | Vice Chair                                 |
| 5.  | Mrs Idah Makashini            | Minute Recorder                            |
| 6.  | Deaconess Chileshe Kambikambi | Vice Minute Recorder                       |
| 7.  | Rev Donory Chileshe           | Treasurer                                  |
| 8.  | Mrs Rhoda Manda Mtande        | Vice Treasurer                             |
| 9.  | Rev Canon Dennis Milanzi      | Executive Director                         |
| 10. | Rev Michael D Kalito          | Training & Capacity Development<br>Manager |



## Implementation/Strategic Report

TEEZ has been working on structural improvement and capacity development of the Churches and their members. This strategy has led to the development of a threefold integrated approach which forms our theory of change.

The threefold integrated approach in our theory of change is achieved through the following:

1. Our work at TEEZ focuses on empowering Churches to ensure they receive quality services and engage in effective Christian services.
2. We build on a supportive enabling environment in which all stakeholders (Partners, Member Churches and Individuals) are aware of their roles and responsibilities in promoting team work, accountability as a way of fulfilling the mission of the Church.
3. We ensure that affordable and cost effective sustainable TEE programs are in place and actualized by all people and communities in TEEZ Member churches domain.

## Implementation Strategy

TEEZ has been working on structural improvement and capacity development of the Churches and their members. This strategy has led to the development of a threefold integrated approach which forms our theory of change. The threefold integrated approach in our theory of change is achieved through the following:



TEEZ implementation is driven by its tagline of innovation, transition and transformation. This is further cemented by our approach of designing 'stories of change'.

In all that TEEZ does, the end result should be able to transition into a story of change of our work

## Our Focus In 2021

Theological Education by Extension in Zambia (TEEZ) focus for the year 2021 was in its three tier implementation system namely:

Christian  
Education  
Programs

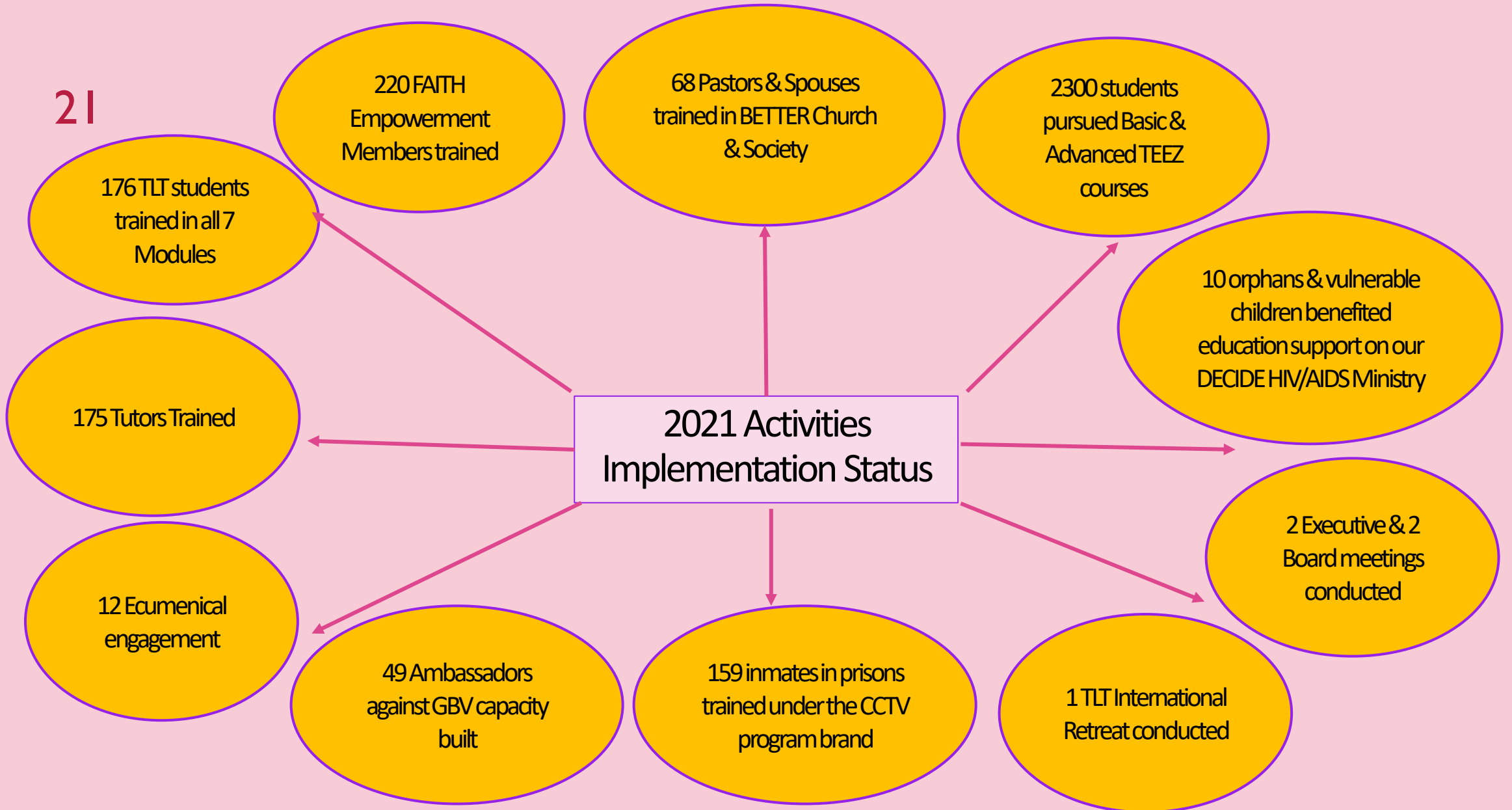
Church Social  
& Community  
Programs

Business  
Enterprise  
Development  
(BED)

All these three key areas were  
linked to the fulfilment of the  
ministry of TEEZ to the Churches  
and Communities.



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## Our Program Brands

From 2020 Theological Education by Extension in Zambia has been implementing its activities through program brands.

The following are the current existing program brands:

- CCDMZ
- CCTV Prison Ministry
- FAITH Empowerment
- WISE Green Church Initiative
- Langham Preaching
- Timothy Leadership Training
- Business Enterprise Development (BED)
- BETTER Church & Society
- ENGAGE Ministry
- Good Couples' Campaign against GBV
- DECIDE HIV/AIDS Ministry

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## CCDMZ (Church Capacity Development for Missions in Zambia)

- CCDMZ encompassed all our Tutors' Course.
- CCDMZ was implemented in the districts of Kalabo, Chirundu, Mpika, Chinsali, Isoka, Nakonde, Kitwe and Mpongwe.
- 175 Tutors Trained and certified



# CCTV (Church Community Transformation Ventures) in Prison Ministry

This program is meant to bring behavioral change among inmates in correctional facilities by providing training programs which will help inmates easily and purposely be integrated into the community with something they can offer to society upon completion of their sentences.

2021 saw the program implemented in three correctional facilities on the Copperbelt Province.

These were Kamfinsa Correctional Facility (Kitwe District), Kansenshi Correctional Facility (Ndola District) and Chingola Correctional Facility (Chingola District). All the inmates and Chaplains/Correctional Officer were trained in the Tutors Course.

CCTV Prisons facilitates inmates' behaviour change and spiritual development as a conduit for community reintegration





# FAITH (Financing Appropriate Innovation Through Household) Economic Empowerment

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- FAITH Empowerment is the TEEZ's Church Community Social Outreach Program.
- The focus of the program is financial inclusion for Churches.
- FAITH continues to transform Church based savings groups.
- In 2021 FAITH trainings were conducted in Mpongwe, Sesheke, Mumbwa, Ndola and Chirundu districts.
- TEEZ empowerment congregation based savings groups with a FAITH Microfinance Revolving Fund amounting to K60,000.
- 6 FAITH Saving Groups received K10, 000 each as Empowerment Funds to help members boost their businesses and improve their financial capacity.
- The Empowerment Fund was paid back to TEEZ with a 10% interest over a period of three months in three equal instalments of K3, 666.00 per month.
- All Six FAITH Savings Groups have complied fully with the terms and references of the Empowerment fund and have since repaid the loan.
- Our 16 FAITH Saving Groups are undergoing a capacity building and mentoring process across the country.
- The 16 FAITH Saving Groups have a total monetary value of more than K1,000,000.00.



FAITH Empowerment has created opportunities at congregation levels.

Beneficiaries of the FAITH call it a Congregational Financial Game Changer. FAITH is the driver of local financial inclusion for empowerment.

Member's purchasing power, implementation of personal projects, starting and restarting of small household businesses have increased.

## FAITH (Financing Appropriate Innovation Through Household) Economic Empowerment

Sn	Name	Denomination	Amount
1.	St James Anglican Community Banking	St James Anglican Church – Buchi, Kitwe	K10,000.00
2.	Pamodzi Faith Empowerment Saving Group	UCZ Bethlehem Congregation - Kafue	K10,000.00
3.	M'kaddash Saving Group	African Methodist Episcopal Church, Bethel Circuit - Chipata	K10,000.00
4.	Mphangwe Mission SILC Group	RCZ Mphangwe Congregation	K10,000.00
5.	Kondanani Saving Group	St Barnabas Anglican Church - Chipata	K10,000.00
6.	Shalom Saving Group	RCZ Luanshya Town Centre Congregation.	K10,000.00

TEEZ staff have also benefited from the Microcredit Fund.

In 2021, TEEZ set aside K50,000 which staff accessed and paid back at a 10% interest rate.

By December 2021, the Microcredit Fund had increased from K50,000 to K198,000.

Our TEEZ have failed to access bank loans hence setting the TEEZ Microcredit Fund.

Through this fund, our staff have acquired land, building houses and developing some enterprise as the fund is specifically meant to empower staff for their lives after leaving employment at TEEZ.

FAITH Empowerment  
Revolving Fund is transforming  
households with accessibility to  
Microfinance Fund under TEEZ

## FAITH (Financing Appropriate Innovation Through Household) Economic Empowerment

SN	NAME OF GROUP	DENOMINATION	TOTAL MEMBERS	1 <sup>ST</sup> CYCLE	CURRENT CYCLE
1	UCZ St Matthews	UCZ St Matthews Congregation, Chililabombwe	60	-	286,045.50
2	God Is Able Saving Group	RCZ Chimwemwe Congregation, Kitwe	23	-	151,742.40
3	Pamodzi Saving Group	UCZ Bethlehem Congregation, Kafue	27	58,720.00	53,361.00
4	Mphangwe Mission	RCZ Mphangwe Congregation, Katete	20	121,909.00	12,120.00
5	Katete Anglican Parish	Katete Anglican Parish, Katete	60	-	77,850.00
6	Kondanani Saving Group	Chipata North Parish, Chipata	10	27,540.00	16,500.00
7	Shalom	RCZ Luanshya Town Centre Congregation	13	46,969.00	5,478.00
8	M'kaddash Saving Group	AMEC Bethel Congregation, Chipata	31	82,897.00	107,911.00
9	Mwaiseni Saving Group	Anglican Church of Resurrection, Kasama	12	4,200.00	5,465.00
10	Arise Saving Group	St Michaels Anglican Church	52		300,000.00
11	UCZ Riverside Congregation	Riverside Village Banking Group	60	88,651.00	182,630.00
12	Central Saving Group	RCZ Chipata Congregation, Chipata			
13	Ebenezer 2 Saving Group	UCZ Ndeke Main Congregation, Kitwe			
14	St James Anglican Church	St James Community Banking, Kitwe (2 <sup>nd</sup> & 3 <sup>rd</sup> )	63	44,581.00	192,359.00
15	Overcomers Saving Group	St Stephen Anglican Church - Kabwe			



The WISE Green Church is a project brand which started in 2017.

It is based on an ecumenical focus aimed at creating awareness among the 9 TEEZ Member Churches on the care of creation and the sustainable use of resources for economic livelihood. Through the WISE Green Church Agroforestry program, TEEZ devised the objective to engage faith communities in practicing environmental stewardship to reduce the high rate of deforestation in the selected areas. The second objective of the project was to encourage participants to create new actions for improving environmental stewardship in their communities.

### CHIPULUKUSU WISE GREEN CHURCH PROJECT

The WISE Green Church Project was rollout in the Ndola District of the Copperbelt Province in a low affluent compound of Chipulukusu by one of our WISE Environment ambassador. Different trees and seedlings were distributed to four groups as follows: Chipulukusu Community of Christ Church, Tulina Yesu Saving Group, Bombesheni Saving Group and ZAMTAN Community of Christ Church.

The quantities of the trees were as follows:

- 120 Lemon Trees
- 105 Jatropha
- 60 Umbrella Trees
- 60 Peas
- 50 Pine Trees
- 40 Moringa Trees
- 40 Pawpaw
- 40 Shade Flowers
- 36 Guava Trees
- 28 Twin Palms
- 15 Cashew Nuts
- 10 Cotton Trees
- 10 Avocado Trees
- 7 Katuka
- 5 Bananas

# 29 Timothy Leadership Training

In 2017 TEEZ partnered with Timothy Leadership Training Institute in Grand Rapids, USA to promote this practical theology program.

TLT is a global program under the auspices of the Christian Reformed Church in North America. The 7 modules are Caring for God's People, Christian Stewardship, From Harm to Harmony, Biblical Preaching, Teaching the Christian Faith, Praising God in Work and Worship and God's Plan for Sustainable Development

In 2021 we had 19 students graduating as Advanced Trainers/Facilitators in Ndola. Currently TEEZ has more than 500 church leaders and members attending TLT in various modules.



# Business Enterprise Development (BED)

This is a new model for TEEZ in promoting the Business Enterprise of Providence TEEZ Lodge.

The concept has now given birth to the long-term TEEZ Business Corporation under the Conglomerate of TEAC (Theological Enterprise & Agribusiness Corporation).

The formation of TEAC was approved by the Executive Committee and became effective this year in June 2021.



**Theological**  
Enterprise & Agribusiness Corporation  
INNOVATION WITH EXCELLENCE

TEAC is a US\$1.350 Million Business Proposal set to be launched in 2022

We have set a 5 year target for this game changer.

'I am excited about it'  
Rev Canon Dennis Milanzi

TEAC will have 6 subsidiary companies covering a diverse business models.

This is a very ambitious business concept for a faith-based organisation





# BETTER Church and Society Project

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- ❑ Building Excellent Transformation Theological Education Resilience in Church & Society (BETTER Church & Society) is the newest program brand of TEEZ.
- ❑ It was initiated to address the financial challenges that Reverends/Clergy/Ministers and their Spouses faced with the reality of COVID 19.
- ❑ This reality saw a drastic drop in congregation offerings and tithes (incomes).
- ❑ This drop has equally affected the clergy source of income for the salary (stipend).
- ❑ TEEZ provided capacity development designed to create platform for engagement to come up with innovation of ministry amid COVID-19.
- ❑ External facilitators in the fields of Business Enterprises, Banking and Finance were engaged to help ministers and their spouses understand business and financial etiquettes.
- ❑ In 2021 TEEZ conducted 2 trainings; with the first one in Kitwe (Providence TEEZ Lodge) and the second one in Livingstone (Woodlands Lodge).

COVID-19 has taught Churches lessons to diversify its sources of incomes than entirely depending on tithes and offerings because the Church lost members during the pandemic who contributed financially to its work of ministry



## Good Couples' Campaign against GBV

Women and girls make up 51% of the national population and the gross inequalities and inhuman conditions that they endure both as a result of multiple factors such as teenage pregnancies, child marriages, gender-based violence and other harmful cultural traditional practices continue to suppress their freedoms and economic transformation. This has resulted in women suffering worst forms of neglect, abuse and gender inequality at household and community levels.

In some sections of society, girls are regarded as forms of prestige and wealth as they are destined for marriage so that the father benefits from some of form of wealth or livestock (cattle) as payment for the girl child's dowry.

In some areas according to the Zambia Police, an average of 50 people a day experience sexual gender based violence (SGBV). It is widely believed that many cases go unreported and the numbers keep going up.

The Good Couples Campaign is one of our Social Program which was first held in Ndola in 2018 has continued to impact families, churches and communities through awareness and training of GBV Combat Ambassadors.

TEEZ conducted the Good Couples Campaign against Gender Based Violence in Mongu in the Western Province.

With the help of personnel from the Zambia Police, the capacity building focused on Gender Violence and Child Protection.

It is becoming a common occurrence and every day thing to experience violence against women and girls. Every day a report of violence against women case either in rural or urban areas is mentioned.

The Good Couples Campaign against Gender Based Violence is a TEEZ program brand that is meant to contribute to the breaking of the silence on any forms of violence perpetrated in faith communities

## Good Couples' Campaign against GBV



It is becoming a common occurrence and every day thing to experience violence against women and girls. Every day a report of violence against women case either in rural or urban areas is mentioned.



## DECIDE HIV/AIDS Ministry

Discerning Exceptional Community Initiatives & Development for Empowerment in HIV/AIDS Ministry

This is a TEEZ HIV/AIDS initiative.

The brand focuses on behavior change communication strategies, care and support and capacity building for faith leaders and communities.

Under this program we supported 10 orphans and vulnerable children (OVCs) school going children between grades 8-10.

The support included school requisites (a pair of shoes, school bag, books and uniform).

Additionally TEEZ provided school fees for the whole year for the benefiting children of Almslow Community in Kitwe.



OVCs at Almslow Community receiving their education and financial support

# Timothy Leadership Training International Retreat

TEEZ staff and TLT Advanced Facilitators had the privilege to attend an international retreat organized by Timothy Leadership Training in collaboration with Resonate Global Mission through Eastern and Southern Africa Ministries.

The retreat which was hosted at the Samfya Waterfront Lodge by the beach of Lake Bangweulu in Samfya had two sets of activities.

The first mode of the retreat was the virtual meetings and presentations focusing on Team Building and Team Work as part of the need to improve service delivery.

The second one was an in-country retreat, social recreation and bible sharing.

The program attracted participants from Ethiopia, South Africa, Malawi, Uganda, Kenya, USA and Zambia.

We are grateful to our partner Resonate Global Mission for financing this program.



The Zambian Team at the Retreat in Samfya



# Resource Mobilisation

Resource Mobilisation is a continuous process for Theological Education by Extension in Zambia. The institution believes in harnessing and nurturing the existing partners and donors while at the same time seeking new grants opportunities.

The resource mobilisation strategies for TEEZ are categorized into three sections namely:

## 1. Local incomes

Under this component, the staff in the various sections and departments set targets of what resources need to be brought into the common pool.

This strategy is spearheaded by the Training & Capacity Development Manager.

Additionally, other personnel such as the Business Lodge Manager are incorporated so that TEEZ tap into the resources raised from Providence TEEZ Lodge. This is done to enhance our local sustainability strategy.

## 2. Existing Partnership

TEEZ has had long standing partnerships with organisations and churches globally. These continue to provide resources to support the ministry of TEEZ.

These partnership have continued to hold TEEZ in high esteem because of the innovations and creativity that the institution has put in place which has proven effective in the current trends of doing TEE.

## 3. New Proposal Development Initiatives

One of the key factors that has enabled TEEZ to record a significant increase in its funding threshold and annual budget is the third component. This is a new component that has transformed the way of doing TEE. Through this process and the creation of packed program brands, we continue to attract funding from old and new partners.

## Team Work

Section 2 (Existing Partnerships) and 3 (New Proposal Development Initiatives) are spearheaded by the Chief Executive and Executive Director of TEEZ.

Each year as a team, we work towards meeting our set targets and this is intertwined to staff annual performance appraisals as all TEEZ staff now work on performance based contracts.

An Effective Resource Mobilisation and Fundraising strategy is all it takes to transform TEEZ. Creativity has paid in the work of TEEZ



## Resource Mobilisation/ Financial Status for 2021

In 2021 Theological Education by Extension in Zambia (TEEZ) unveiled a K3,271,500.00 budget. Of this budget, TEEZ managed to raise K3,352,344.27, showing that we exceeded the budget by ZMK 80,844.27. This has motivated the staff to do more as signs shows that it is possible for TEEZ to continue tapping into both local and external support.

This can however be achieved when there is fiscal discipline in the utilization of resources.

In the period 2010-2016 TEEZ raised up to K 7,613,420.00

In the period 2017-2023 we have raised up to K19,029,129.08

SN	Description	Budgeted in ZMK	Actual Amount Raised in ZMK
1	Local Incomes (course fees and other activities)	900,000.00	740,767.51
2	Business Investment Grant Support-Lodge	564,000.00	202,679.00
3	Microcredit Revolving Fund	90,500.00	168,733.72
4	Existing Partnership Support	1,435,500.00	1,620,420.39
5	New Initiatives and Proposal Development	277,000.00	619,722.71
	<b>Total</b>	<b>3,267,000.0</b>	<b>3,352,323.33</b>

2010	2011	2012	2013	2014	2015	2016
1,006,000.00	1,003,155.00	1,017,817.00	985,300.00	1,111,362.00	1,387,052.00	1,102,734.00

2017	2018	2019	2020	2021	2022	2023
1,512,739	2,539,309	2,398,939	4,656,527	3,297,615.08	2,721,000	1,903,000

Theological Education by Extension in Zambia (TEEZ) continues to make strides in raising funds for its operations and activities.

From a K958,300 in 2017 as annual income to K3,352,323.33 is an increase funding of about 400%.

One contributing factor to this increase is the innovative introduction of new TEEZ Program Brands. This has helped to improve the packaging of our activities into Christian Education and Social Programs.

## Stories of Change – Our Strategy for Impact of TEEZ Ministry

Stories of change is a TEEZ innovative way of capturing the impact of its programs in Churches and communities. By the grace of God, we are able to see the transforming power of this ministry among the grassroots. From the reports received in the field, we can confidently say our tagline of innovation, transition and transformation is being realized. More hidden human potential is unleashed

### Stories of Change in Prison Ministry of CCTV

In one of our correctional facility, the Tutors training of CCDMZ incorporated into CCTV has seen significant behaviour change among inmates.

One of our prison sites has managed to produce a musical album which has also been supported by TEEZ to enable the inmates successfully launch it in 2020.

The inmates are experiencing the transformational power of the gospel through their involvement in the TEEZ Tutors' Training.



Prison Chaplain being conferred with a Tutors' badge at the Tutors graduation ceremony



# Stories of Change – Our Strategy for Impact of TEEZ Ministry

## Stories of Change in WISE Green Church Initiative

The WISE Green Church Initiative has contributed to the Churches' role in implementing adaptation and mitigation strategies aimed at promoting environmental and climate justice campaign.

The growing of fruit trees has boosted household nutrition in Ndola where individuals and churches participating are seeing the benefits of implementing the WISE Green Church Initiative.





# Stories of Change – Our Strategy for Impact of TEEZ Ministry

## Stories of Change in BETTER Church & Society

After training Pastors and their spouses in the BETTER Church and Society in September 2021, we formed two cohorts of BETTER Church Groups. Each cohort was drawn from different districts and provinces which included Chirundu, Lusaka, Ndola, Mpongwe, Kitwe, Mansa in Cohort 1 (Kitwe Training) and Sesheke, Mwandia, Livingstone, Kalomo, Choma, Mazabuka in Cohort 2 (Livingstone Training).

Following these trainings, the Livingstone Clergy & Spouses FAITH Saving Groups launched their group with an initial saving of K11,000 in October 2021.

In the second saving, they contributed about K20,000.

The group went to make the third saving.

At the end of December 2021 the Livingstone TEEZ Clergy & Spouses BETTER Church Saving Group managed to share their money to empower each other amid COVID-19.

The sharing was necessitated so that they start a new saving cycle that will run from January to December 2022.



Livingstone TEEZ Micro Banking Clergy & Spouses sharing out their savings

# Stories of Change – Our Strategy for Impact of TEEZ Ministry

The Churches are using Timothy Leadership Training (TLT) to show that God has given us power and that He desires that we use the power to bring transformation in our families, churches and community was one key highlight that participants appreciated.

Rev Paul Shimunza of the AMEC and Mr. Timothy Chishimba of UCZ, Bauleni Congregation in Lusaka are among those who have implemented their action plan

They implemented Lesson 2 (The Person Who Cares) of Module 1 of the Timothy Leadership Training Manual. They paid four visits to Bauleni Police Post in which they encouraged those under police custody and provided them with some food humpers in order to show them God's love despite the charges and cases they might have had.

Our TLT Alumni, Mr James Mwila continues to use Christian Stewardship manual to promote good use of the land.

At first he donated fresh maize to TEEZ staff in 2020 and in 2021 brought tomatoes from his garden

## Stories of Change in TLT Program

Rev Paul Shimunza delivering food hampers for inmates to Police Officers at Bauleni Police Post

In the first visits they reached out to 12 prisoners (1 female and 10 male), in the second they reached out to 10 male prisoners, in the third visit, they reached out to 14 male prisoners and on the final fourth visit 16 male prisoners were visited.



Mr James Mwila in a tshirt delivering tomatoes



2021 Third TLT Graduation at the Anglican Cathedral in Ndola



## Stories of Change – Our Strategy for Impact of TEEZ Ministry

Providence TEEZ Lodge is a financial sustainability arm of TEEZ. The property was acquired with the view to raise local financial resources to help the ministry of TEEZ through its monthly grants to TEEZ. Over the years Providence Lodge started going down and its infrastructure falling apart and becoming more dilapidated. The other structure that was started stalled for about 9 years. By 2021 the story had changed and the place looks more attractive to the clients

### Stories of Change in our Providence TEEZ Lodge

In 2021 Providence TEEZ Lodge recorded an annual turnover of 1,104,032.00 against the annual incomes of between K500,000 and K680,000 in the period 2016-2019. In 2020 we changed staff leadership at the lodge and this recorded a positive impact of income increase to K728,000

In 2021 we have recorded significant increase of about 70% income.

With the engagement of the right staff and increased investment into Providence TEEZ Lodge has recorded good incomes.

Furthermore, the Lodge has managed to disburse a total of K 214,804.00 to TEEZ as part of the grant support to the operations of TEEZ's ministry. The Board of Directors of the Lodge also meet regularly to provide oversight and receive feedback on the performance of the lodge.



Providence House Old Building in 2020 and also in 2021



TEEZ House New Building in 2019 and TEEZ House in 2021





## Looking to the future

Theological Education by Extension in Zambia (TEEZ) continues to grow and expand its horizon in the way it does its ecumenical ministry work. As we look to the future with hope and determination, we are grateful to all our partners, individual friends of TEEZ, supporters/donors and Churches that continue to partner with us in carrying forward the transformation agenda of TEEZ.

We are what we are today because of your support.

We will always endeavor to create value for money in whatever form of donors and grants we receive hence our strong belief in our core values of ACTS

Our main plans for the future are in the following areas:

1. Growing our Business Concept of TEAC (Theological Enterprise & Agribusiness Corporation), a five year plan (2022-2026) valued at US\$1.3 million, that is US\$270,000 per year.

2. Construction of Providence TEEZ Lodge Garden Bar valued at US\$38,000

3. Construction of 2 TEEZ Housing Units valued at US\$72,000

4. Construction of New TEEZ Office Complex at the cost of US\$195,000 for office and commercial use

5. Construction of the Providence TEEZ Lodge Conference Hall at the cost of US\$100,000



**Theological**  
Enterprise & Agribusiness Corporation  
INNOVATION WITH EXCELLENCE



## Appreciation

We are grateful to our partners, supporters and Member Churches for the unwavering support.

We look forward to a fruitful engagement with you all in the year 2022.

TEEZ will continue to support initiatives among its Member Churches that foster the development of vibrant, healthy and effective families, Churches and Communities.

As our vision say, we are here 'To prepare all God's people for works of Christian Service', Ephesians 4:11-12

## Member Churches

The current TEEZ member churches are:

1. African Methodist Episcopal Church
2. Anglican Church/Zambia Anglican Council
3. Church of Central Africa Presbyterian
4. Community of Christ
5. Lutheran Evangelical Church in Africa
6. Reformed Church in Zambia
7. United Church of Zambia
8. United Methodist Church
9. Uniting Presbyterian Church of Southern Africa

## Partner Organisations

1. Kerk in Actie
2. Church of Scotland
3. Methodist Church in Great Britain
4. African Leadership Transformation Foundation
5. Global Ministries
6. Resonate Global Mission
7. Cornerstone Trust
8. Cliff College, UK
9. South African Theological Seminary (SATS)
10. TEE Congo Democratic Republic
11. Council of Churches in Zambia
12. WILD USA/Zambia Country Program

## Friends/Partners in Ministry

These are individuals both locally and internationally who have become TEEZ Partners in Ministry.

They give out of their own personal conviction an individual donation monthly, quarterly, biannually and annually towards this ecumenical ministry of several churches.

We also some of our former Madison Avenue Presbyterian Church Fellows who worked at TEEZ between 2008-2018 for their support in their individual capacity in appreciation their involvement as Mission Workers at Theological Education by Extension in Zambia.



# Conclusion

We have ended the year with two milestones recorded of the Memorandum of Understanding signed with Resonate Global Mission and African Leadership Transformation Foundation. This is a step in the right direction and we want to assure our partners both existing and new ones of a favorable environment for partnership development.

TEEZ will continue to support initiatives among its Member Churches that foster the development of vibrant, healthy and effective families, Churches and communities in Zambia and beyond.

We want to appeal to other inactive TEEZ Member Churches to come on board so that together we can do more for the sake of God's Kingdom in our Ecumenical Family.

### Give with Confidence

TEEZ is accredited under the USA Charity status (501 (3)) as a Ministry Partner of the Global Ministries. This gives you the confidence of utmost care in the stewardship of donor and partner funding.

We strive to put your contributions to good use and the sharing of TEEZ Annual Report gives you an opportunity to see how your support has been used.

**Theological Education by Extension in Zambia is an outreach of Global Ministries, a 501(c)(3) in Indianapolis, EIN 35-1981381.**

### Ways to Support TEEZ

1. Donate to TEEZ directly or through our USA Partner- Global Ministries
2. Become a monthly donor and provide regular funds to maintain our work and programs. Will you consider that in 2022? Contact TEEZ office.
3. Make a pledge to schedule a larger donation to TEEZ over the year.
4. Set up an Endowment Fund for any of Our Program Brands so that you support us over a longer period of time.
5. Give to our program through TEEZ Ministry Sunday on the last Sunday of June every year.

### Promote TEEZ in your congregation, consistory, parish, presbytery, diocese or community.

You can devise a system of fundraising, TEEZ talks in Churches, Annual TEEZ Sunday, online Fundraising, booking our Providence TEEZ Lodge for your accommodation whenever in Kitwe ([www.facebook.com/providenceteelodge](http://www.facebook.com/providenceteelodge))

Participate in our District TEEZ works through the TEEZ District Area Coordinating Teams (ACT).

### Share Our Stories and Your Stories

Stay on top of the news about TEEZ!

- Follow us on our website at [www.tee-zambia.org](http://www.tee-zambia.org)
- Like us on Facebook at [www.facebook.com/teezambia](http://www.facebook.com/teezambia)
- Read our annual reports by contacting us to be included on the mailing list.
- Join our Social Media Platforms on WhatsApp in all the 10 Provinces of Zambia

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# UNITED CHURCH OF ZAMBIA



SESHEKE CONSISTORY  
SESHEKE MAIN CONGREGATION



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