



Theological Education by Extension in Zambia

An Ecumenical Program of Several Churches

2019 Annual Report

Reshaping the future of TEE through Church &
Community Service



Chairperson's Address

Executive Director & Chief Executive Officer

Introduction

Personnel

History

Vision

Mission

Core Values

Contents

Contents

- Program Implementation
- Capacity Development For Staff
- Financial Status/Resource Mobilisation
- Enterprise Development
- Achievements & Challenges
- Plans for the Future
- Appreciation
- Conclusion

Chair's Address



- Greetings from the Theological Education by Extension in Zambia.
- I share with you my greatest pleasure of this Ecumenical Ministry as the newly elected Executive Committee Chair of TEEZ.
- I just took over the mantle of leadership from Rev Prof Edwin Zulu at the Biennial General Council held in Kitwe from 10-11 December 2019 at Mindolo Ecumenical Foundation's Charles Fisher Hall.
- I have taken over at the time TEEZ has grown through radical transformation that has seen the full potential and life of this institution.

Chair's Address

- Thankful to the electorate for the confidence and trust accorded to me and my leadership.
- I believe working with the current leadership and team at TEEZ Secretariat, a lot more will be achieved to the glory of God.
- We promise to continue the legacy left behind by the immediate past Executive Committee so as not to reinvent the wheel.
- Wishing you all our TEEZ member Churches and Partners a fruitful 2020.
- In Christ's Service
- **Rev Moses Mwale**
- TEEZ Executive Committee Chairperson



Executive Director & CEO



Dear Friends, Partners and Supporters,

- What a great and wonderful opportunity it is to work and serve with you in the Lord's vineyard through the ecumenical ministry of TEEZ.
- I am delighted to bring you greetings at such a time of the year when we celebrate the joy of Christmas and the coming of the awaited Messiah and Saviour Jesus Christ.
- Theological Education by Extension in Zambia (TEEZ) is always indebted to your unwavering support and partnership in this ministry of 'Preparing all God's people for works of Christian Service'.
- As the Chief Executive Officer of the Institution, I want to bring to your attention the numerous achievements we have recorded together in this institution.
- We have done several programs and projects in different parts of Zambia and beyond to which we are grateful to God.



Executive Director & CEO

- 2019 has seen greater success stories and testimonies of what the Lord is doing through our local Churches in many parts of Zambia.
 - We have recorded achievements in the area of Theological/Christian Education, Environment and Climate Justice, Elimination of Violence against Women and Girls, Mental Health Care and Support, Financial Inclusion, Caring for God's People and Care and Support in Education for Vulnerable Households.
-
- All these attest to the fact that TEEZ is alive and vibrant again.
 - In 2019 we celebrated our 40th anniversary (1979-2019).
 - We are grateful to God that TEEZ has been able to work with Churches in its Ecumenical Ministry to build the capacity of local Churches.

Executive Director & CEO

- This year visited districts and provinces that have not been reached by TEEZ for many years; some of them more than a decade.
- It was a great moment of joy to train Church leaders and other members in such places and to assure them that TEEZ is ready to carry on this mission with them.
- We thank God for the partnership development and Memorandum of Agreement signed at the end of this year with Wise Intentional Leadership Development (WILD), under the Zambian Chapter.
- This partnership will enhance our collaboration in strengthening capacity development for the Churches' youth ministry.
- We ended the year with the election of the new TEEZ Executive Committee that will run the policy direction of the institution for a two year term (2020-2021).
- We are grateful to the 8 TEEZ Member Churches that attended the Management and Biennial General Meetings.

Executive Director & CEO

- We want to pay special tribute to the immediate past Executive Committee for leading the way in the transformation process of this institution.
- During their second tenure of office, the institution grew much more stronger than their first term.
- They left office with a legacy that everyone is able to see.
- We also want to congratulate Rev Prof Edwin Zulu, the immediate past Chair of the Executive Committee for being elected and ratified as the new TEEZ Trustee.

- He is well vested in the organisation and a well respected and distinguished Church leader who is currently the Synod Moderator of the Reformed Church in Zambia (RCZ).
- This annual report highlights a number of activities that have taken place in TEEZ and create a platform for information sharing with the wider audience and readers within and outside.

- I pray that the Lord will continue to strengthen our fellowship and partnership as we serve Him through Theological Education by Extension in Zambia.
- I hope this annual report will add value to the readers and create opportunities for further collaborations.
- Using our newly launched TEEZ 2019-2021 Strategic Plan, our focus under this document is to implement integrated programs and projects that will reshape theological education by extension through Church and Community Service in order to enhance a wholistic ministry in the Church of God.

~~May the Good Lord bless you as you serve Him diligently.~~

Your Servant in Ecumenical Ministry

The Revd Canon Dennis Milanzi

Executive Director & Chief Executive Officer, TEEZ

Executive Director & CEO



INTRODUCTION

- Theological Education by Extension in Zambia (TEEZ) has continued to record massive achievement in the area of Church and Social Teachings during the period under review. This annual report highlights some of the activities that have been implemented over the past 12 months of 2019.
- The report covers a number of activities which include among others trainings, field activities, staffing, resource mobilisation and achievements and challenges that have been experienced over the year.
- It also highlights future plans and projections for 2020.
- It must be noted that the annual report is being implemented under the guidance of the newly launched strategic plan in which TEEZ plans to raise US\$1.2 million in the next five years.

INTRODUCTION

- In 2019, the institution was on course as it met its annual target for the year .
- Our target in 2019 was US\$200,800 and this was reached.
- More details to be shared under the resource mobilisation.
- From the indicators seen, TEEZ can do much more better in service delivery to its constituency.
- Our annual report for 2019 shows that TEEZ now reaches out to more than 70% of its membership and there is still room for those inactive members to come on board for the good of growing the kingdom of God on earth.
- Our greatest opportunity for engagement is the use of the TEEZ interactive indaba where we hear the different stories of TEEZ ministry in many parts of Zambia and beyond.

We hope and trust you will enjoy reading this report and that it will also be a source of encouragement to stir commitment by individuals and institution to support the work of TEEZ

STAFFING

The current staffing levels are as follows:

- | | | |
|----|--------------------------------|----------------------------|
| 1. | The Revd Canon Dennis Milanzi | Executive Director |
| 2. | Rev Michael D Kalito | Training & Cap Dev Manager |
| 3. | Mrs. Yvonne Chanda Sakala | Finance & Admin Officer |
| 4. | Ms. Esther Chishala | Registrar |
| 5. | Ms. Edina Mbewe | Executive Assistant to ED |
| 6. | Mr. Marvellous I Zunda | Office Assistant |
| 7. | Outsourced: Mr Charles Chalwe, | Driver |

At the beginning of 2018, Rev Hopkins Changwe left the institution after serving a one-three -year term contract. His position was filled in by Rev Michael Kalito. The position has since changed from Training Manager to Training & Capacity Development Manager (TCDM)

Personnel/Staffing



Executive Director



Training & Capacity
Development Manager



Finance & Admin Officer



Registrar



Office Assistant



Executive
Assistant to
ED

HIGHLIGHTS OF EXECUTIVE COMMITTEE & INTERACTIONS



The immediate Past Executive Committee at different events during the 2018-2019 period

HISTORY



Theological Education by Extension in Zambia (TEEZ) was founded in 1979 and this year marks 40 years of its existence. It currently has a membership of 9 denominations and 2 associated member organisations.



VISION

The Vision is still derived from Ephesians 4:12
'To prepare all God's people for the work of Christian Service'

Mission



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.

TEEZ's core values are easily identified by the acronyms of **ACTS**
They have been developed to meet the aspirations of our Stakeholders and Partners.

Our
Core
Values

Accountable

Creative

Transparent

Sustainable

Our implementation is directed by the theme of “Reshaping the future of TEE through Church & Community Service”

INSTITUTIONAL OUTLOOK 2017-2019

Program
implementation
redesigned to
undertake
Integral Mission

TEEZ
Member
Churches
involvement
increased by
50%

Institutional
Overall funding
increased
between 75%-
300%

Financial
Sustainability
Enterprise
Initiative
Growing

TEEZ
Mentorship
Programs in
Congo DR

Institutional Outlook in 2019

136 inmates doing TEEZ courses

3 staff sent on international engagement

2,528 certified in Basic Courses

16 Proposals submitted and 9 approved

62 Certified Advanced Courses

6 TEEZ Member Churches visited

2 TEEZ Indabas conducted

618 Tutors Trained: and 604 certified

3 Partnership visits to TEEZ

2 Partnership MoUs signed

127 Ambassadors against GBV Commissioned

202 TLT Students being trained

30 students doing Langham Preaching

10 Girls Received Education Sponsorship

215 Church Members trained in Financial Empowerment

Programme Implementation

- In 2017 TEEZ went through a complete overhaul in implementation of its activities.
- Wider consultations showed that the institution was slowly losing its grip on Christian Education approach as it had slipped into business as usual.
- To address this challenge, training budgets and expenditure had to be realigned to targets in the field.

Programme Implementation

To promote good stewards of the resources, TEEZ in 2018 effected a compliance and quality assurance strategy that brought about the following:

- (a) Minimum thresholds for trainings in each district
- (b) Continuous trainings in each region visited instead of randomized ones
- (c) 40-60 recouping of trainings between TEEZ & its Partners
- (d) Early publicity of annual work plans for TEEZ to all TEEZ Member Churches
- (e) Developing other new training packages to strengthen the already existing old training packages.

TEEZ Program as at 2016

By 2016 TEEZ had three streams of programs as seen hereunder

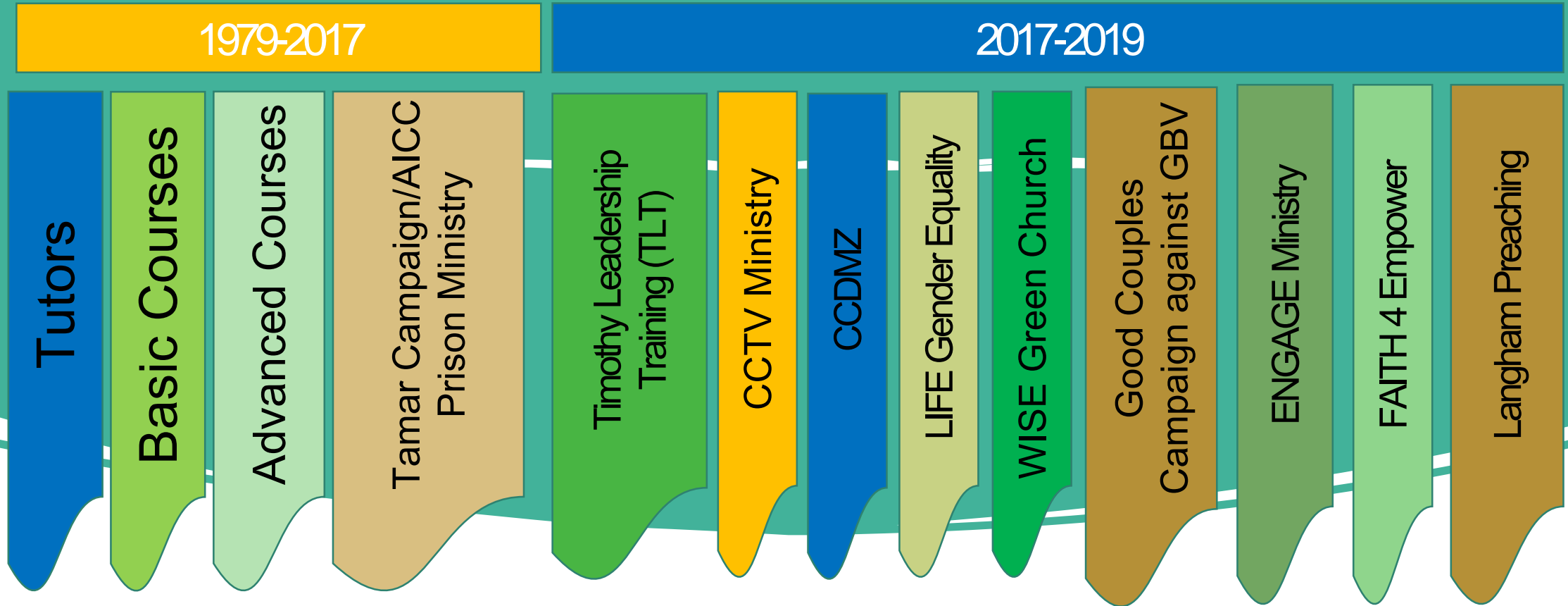
Tutors

Basic
Courses

Advanced
Courses

TEEZ Program in 2017-2019

TEEZ in 2018 rebranded its programs into an integrated approach which are now classified into Church & Community Services



TEEZ Programs beyond 2019

From 2020 TEEZ is introducing additional program packages for the future in line with the needs of the Church & Society

Having reached 40 years of existence, the institution plans to include the following brands to the existing

Education Care

Discover Your
Bible

SATS Degrees

Globethics /Ethical
Investment & Trainings

Financing Enterprise for
Sustainable Development
(FESD)

Real Estates
Development &
Investment

Tutors Training Course-Country Programs



In 2019 we conducted Tutors trainings in different provinces and districts of Zambia and reached out to 750 students



Timothy Leadership Training



- A 7 Module training offered in partnership with Timothy Institute, USA and takes 3 years to complete.
- In November 2019 TEEZ celebrated the graduation of 56 students who completed their three year training to become Global Trainers in the Timothy Leadership Training program.
- This event was held at the Anglican Cathedral of St. Michael's & All Angels, Kitwe.
- Currently we have more than 200 students doing studies at different module (1-7) in Kitwe, Ndola and Kasama.
- We hope to roll out to other provinces in 2020.



Programme Implementation

Financial Inclusion for Churches Training

TEEZ has introduced the Financing Appropriate Innovation Through Household Financial Empowerment. This TEEZ Financial Inclusion Training Model for Churches & Groups helps them to develop local Church Community Banking Groups for economic empowerment. This has seen increased household incomes among individual Church members who are able to support their Churches, Currently we have 126 members in 5 FAITH Empowerment Saving Groups in Anglican and UCZ in Kitwe.



Programme Implementation

CCTV- Church Community Transformation Ventures for Prison Ministry

The program addresses the needs of inmates and Chaplains in Correctional Facilities in Zambia. We currently have active groups in Chingola, Mufulira and Kamfinsa conducting basic courses in Church Ministry . We have trained 140 inmates in 2019 from Kitwe, Chingola and Mufulira



Programme Implementation

WISE (Wealth In Stewardship of the Environment) Green Church

This is an Environment & Climate Justice Program for TEEZ & Churches. In 2019 more than 5,000 trees were planted by our Climate Change Ambassadors.



Good Couples Campaign against Gender Based Violence

TEEZ developed the Gender Based Violence Training model to create an awareness on the faith communities in addressing ways of eliminating violence against women and girls. We developed a training manual which was first tested in Samfya, Kalomo and Livingstone where more than 200 Church leaders were trained as the Good Couples Campaign Ambassadors against Gender Based Violence. More than 250 church leaders have been trained as Ambassadors against GBV



Programme Implementation

Expanding New Grounds and Groups Excellence Ministry

ENGAGE Ministry is a new program Package for Young People & Other unreached populations in Churches & Communities to develop their hidden potential through social and economic empowerment.

In 2019 TEEZ implemented the ENGAGE Ministry by supporting 10 orphans and vulnerable children with education.

Our partner Churches also conducted two trainings for young people to under the dangers of drugs and alcohol abuse among young people in Kitwe.

We are extending the ENGAGE Ministry to 20 youths (15 to be trained in General Agriculture and 5 in Hospitality).



Educational Training, Care and Support Model to Faith Communities in Kitwe

Programme Implementation



Partnership Development

TEEZ entered partnership with South African Theological Seminary (SATS) to provide opportunities for those intending to pursue Undergraduate, and Postgraduate Studies (Honours, Masters and PhD studies)



Congo DR Mentorship & Formation of TEE Congo DR

TEEZ started the mentorship program in the Congo DR which led to the formation of TEE Congo DR



Programme Implementation

Revd Canon Dennis Milanzi had a partnership meeting in Lusaka with Rev David Mansfield, the Director of Anglican Aid, Australia to share hints for possible partnership.

Partnership Development

The Executive Director of TEEZ had a partnership meeting with Dr. from the Methodist Church in Great Britain to share the ministry of TEEZ and how it has been transformed in the past two years since her last visit. The meeting was held in Lusaka in the month of August 2019.

The results were amazing and impressive.

The Methodist Church Great Britain were impressed with the radical transformation that had taken place in less than two years since their last visit to TEEZ in September 2017.

Partnership Development

TEEZ hosted the Director of RISE Up Global (Sam Joyce Huizenga); a consortium of three Christian Reformed Church in North America namely Timothy Leadership Training, Coffee Break & Educational Care on a partnership visit to see the work of TEEZ as their Global Ministry Partner.



TEEZ Management & Biennial General Meetings 2019

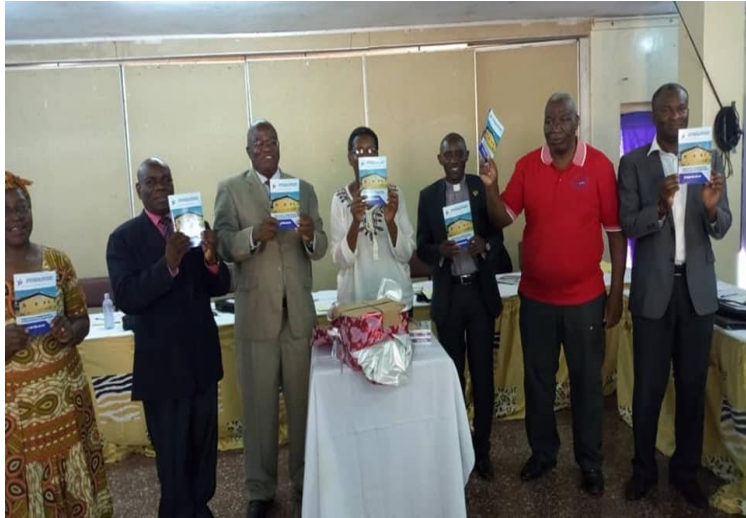
TEEZ Secretariat successfully hosted the TEEZ Executive, Management and Biennial General meetings held in Kitwe at Mindolo Ecumenical Foundation from 10-11 December 2019.



Strategic Plan Implementation

Following the launch of the TEEZ 2019-2023 Strategic Plan at the Management Council, we started implementing the activities and budget targets according to the strategic plan.

This implementation was inaugurated under the theme of 'Reshaping the future of Theological Education by Extension through Church and Community Service'



TEEZ Capacity Building & Exposure Opportunities for Staff locally & Internationally

Our Training & Capacity Manager attended programs in Malawi and South Africa



TEEZ Capacity Building & Exposure Opportunities for Staff locally & Internationally

Registrar Ms. Esther attended trainings in Bangalore, India



TEEZ Capacity Building & Exposure Opportunities for Staff locally & Internationally

Our Office Assistant Marvellous Zunda attended a Langham Preaching Course in Johannesburg, South Africa





TEEZ Capacity Building & Exposure Opportunities for Staff locally & Internationally

TEEZ Executive Assistant Ms. Edina Mbewe participated on the Professional Secretaries annual celebrations held in Luanshya



TEEZ Capacity Building & Exposure Opportunities for Staff locally & Internationally

- Finance & Administration Officer- Mrs. Yvonne Chanda-Sakala participated in the African Church Asset Program training in Lusaka organized by Globethics of Switzerland



TEEZ Capacity Building & Exposure Opportunities for Staff locally & Internationally



Executive Director participated in the African Church Asset Program training in Lusaka organized by Globethics of Switzerland and attended a graduation in Blantyre Malawi organized by a Partner Organisation

Partnership Development with WILD

- Theological Education by Extension in Zambia (TEEZ) has signed a Memorandum of Agreement with Wise Intentional Leadership Development (WILD) under the Zambian program to work as partners in building the capacity of young people.
- WILD will further become an associate member of TEEZ.
- The signing ceremony took at the Mutenda Retreat Centre in Chingola.





Partnership Development
with WILD



Partnership Development with WILD

In March 2003 TEEZ acquired property from Techpro Limited and turned it into a Guest House named as Providence. For 14 years Providence Guest House operated outside the Business Act legal framework.

On 23 September 2017 we formalized the operations and registered it with PACRA as Providence TEEZ Lodge, a Limited Company by Guarantee as the Business Enterprise of Theological Education by Extension in Zambia.

The Board of Directors is in place and several meetings have been conducted

Following this registration, the restructuring process started to improve efficiency

ENGAGE/Enterprise Development- Providence TEEZ Lodge

ENGAGE/Enterprise Development-Providence TEEZ Lodge

In 2017 we submitted a proposal to a back donor and the work resumed
In 2019 a donor who decided to remain anonymous financed the next stage to
continue the project. Currently the works are at 85%

I am proud to report that we have secured funding to continue on the 10 suites and
start to construct a Multipurpose /Conference Hall.

The works will be completed by December 2020

ENGAGE/Enterprise Development- Providence TEEZ Lodge

The greatest challenge on the lodge is that it has accrued a total debt of K850,000. Out of K850,000 we have managed to pay K223,000 thereby remaining with a balance of K626,700.

The construction of the 10 suites were done without approval from the Council and we have been charged for that.

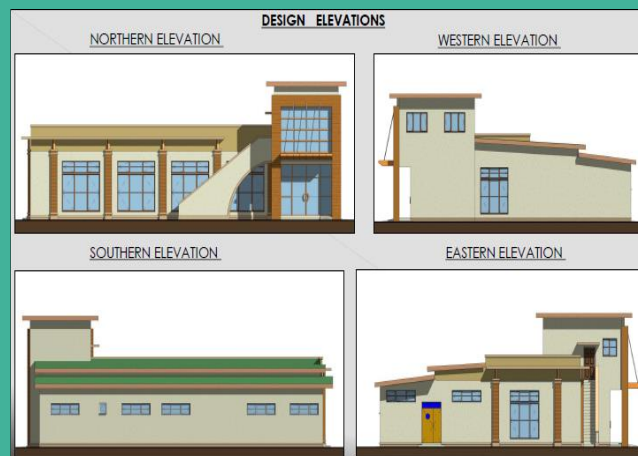
Under the PACRA registration, the Company will diversify into other Business Enterprise such as Real Estates and Agribusiness Development.

The Business Enterprise will now fall under our TEEZ Program Brand of Financing Enterprise for Sustainable Development (FESD) where TEEZ will own 60% investment portfolio while Providence TEEZ Lodge will have a 40% for recapitalization and growing the Business. We have also restructured our staffing as the Lodge was overstaffed and all incomes went into staff emoluments and nothing at TEEZ. Professionalism at the lodge is still a challenge and so we hope once the infrastructure is improved, even personnel will be recruited on merit.

We are in the process of improving the lodge and upgrading infrastructure for our Business Enterprise and increasing our local resource envelope by December 2020



ENGAGE/Enterprise Development & Sustainability Plans



ENGAGE/Enterprise Development-Providence TEEZ Lodge

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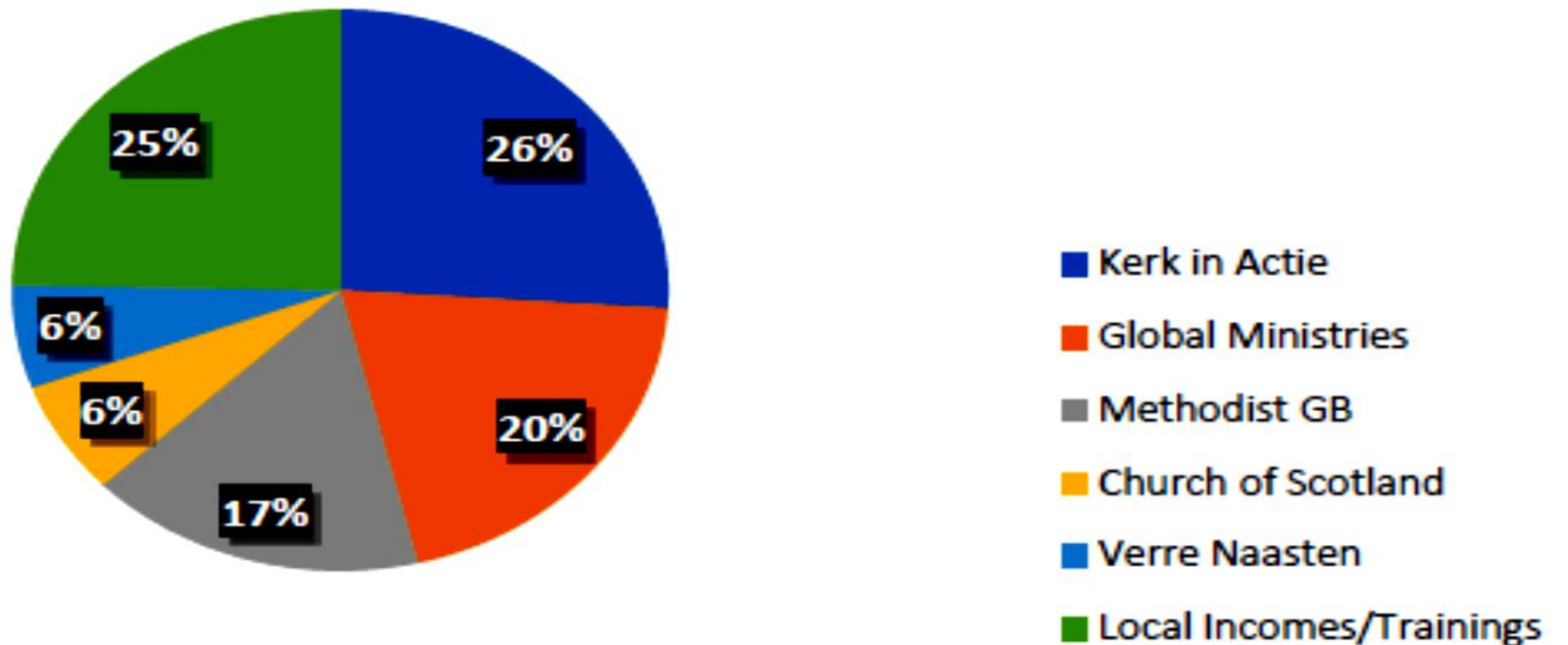
TEEZ Office: Resource Mobilisation & Financial Status (2019)

- At the time of taking over TEEZ as Executive Director in 2017 TEEZ financial status was at its lowest point.
- Personnel were owed salaries in 4 months arrears carried forward from 2016.
- Our total debt at TEEZ was about K1.5 million.
- The incomes for 2017 even with new donors brought on board was K958,300.
- The way forward was to change our resource mobilisation strategy if we were to remain relevant and competitive on the market.
- The first step made by the Executive Committee of TEEZ was to offer performance-based contracts to the new Executive Director and move away from business as usual.

TEEZ Resource Mobilisation & Financial Status (2017-2019)

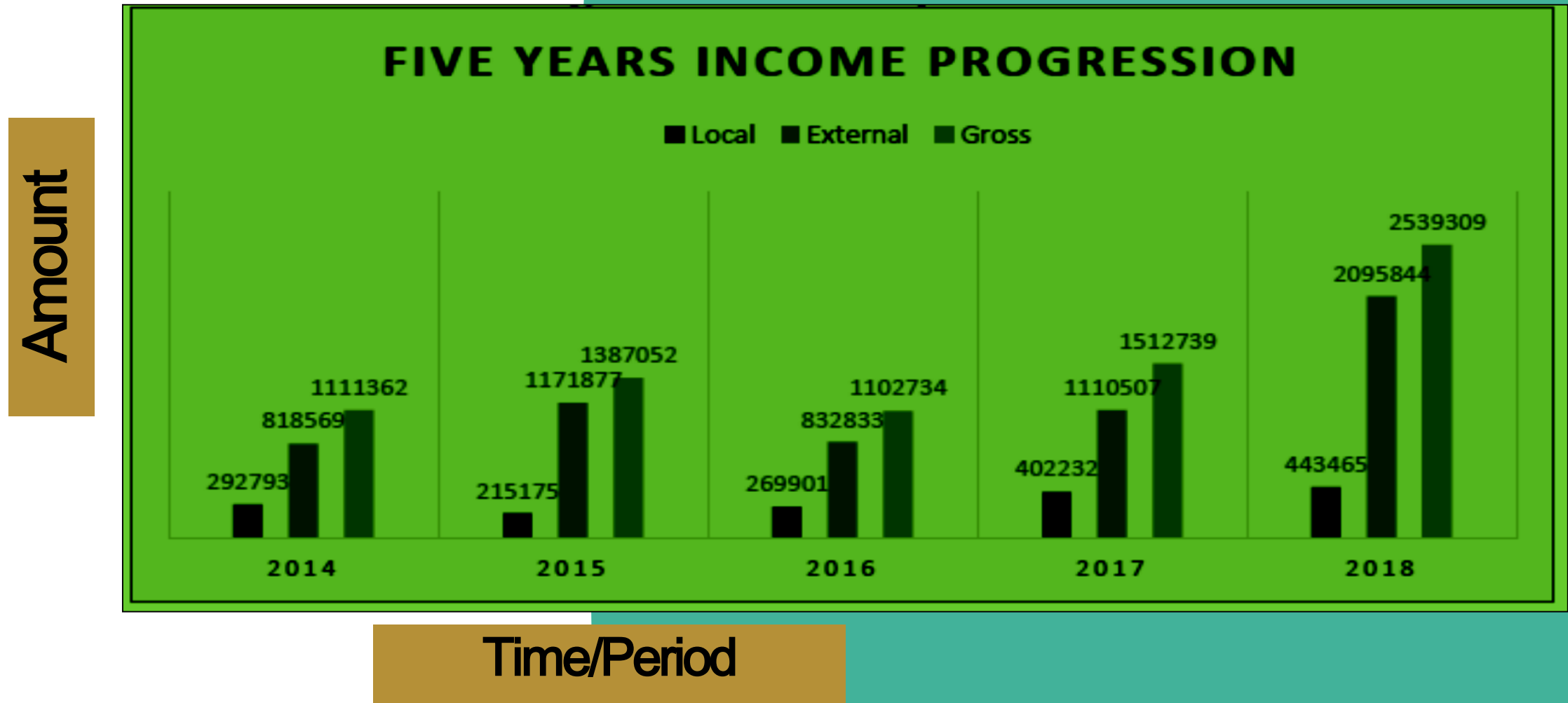
Our current funding threshold for the period 2017 to 2020 has seen a steady increase in resources and projects

Grants %



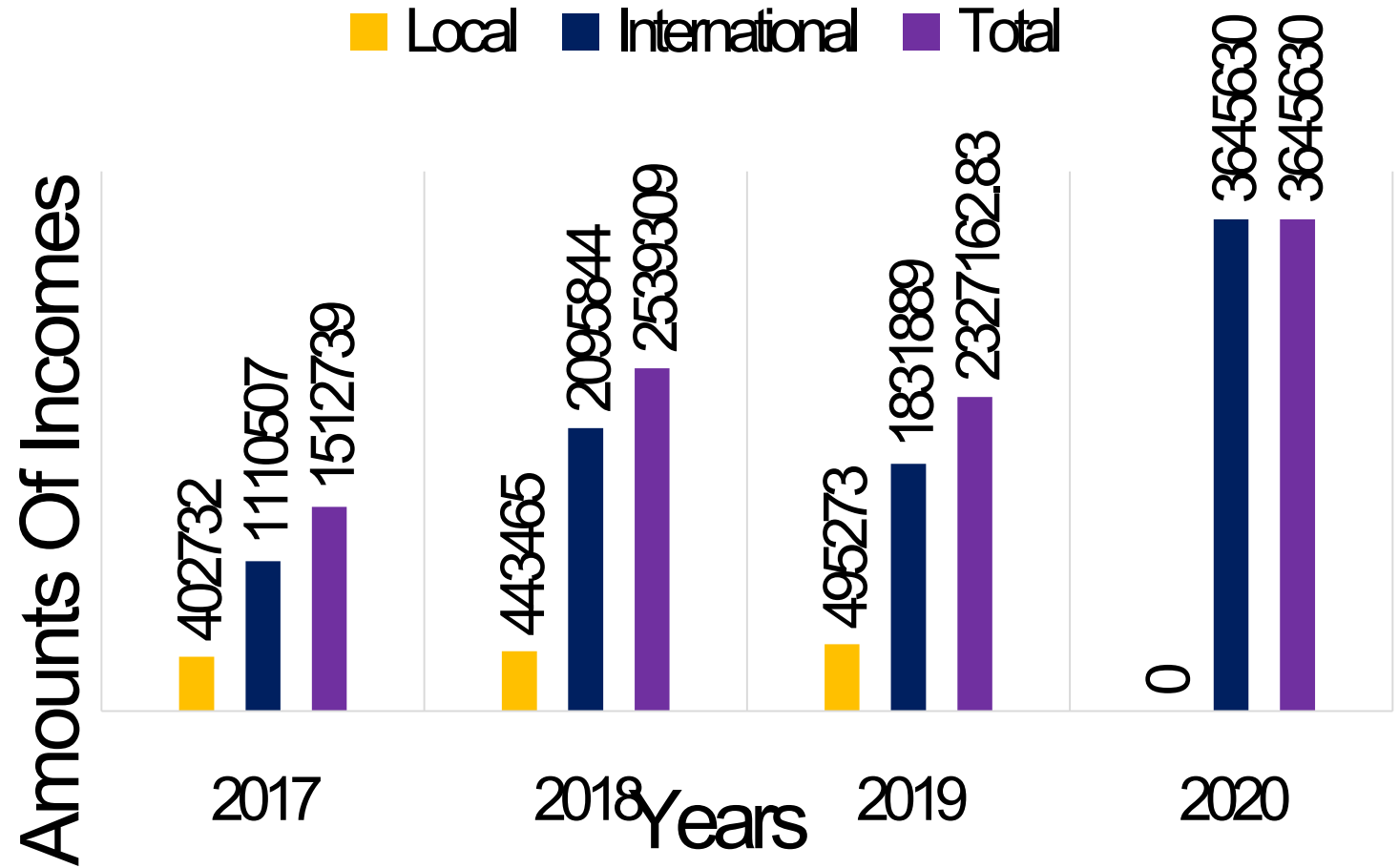
TEEZ Resource Mobilisation & Financial Status (2019)

TEEZ funding trends for the period 2014 to 2018 has been as follows:



TEEZ Resource Mobilisation & Financial Status (2017-2020)

- Funding Trends from 2017-2020 has steady increase in our resource mobilisation strategy as can be from the graph



TEEZ Resource Mobilisation & Financial Status (2020)

International Resource Mobilization Strategies For 2020

By the end of 2019 our resource mobilisation strategy has worked big success as we have managed to resources that will support both our Church and Community service programs and projects. The projects below have been funded for the 2020 financial year.

SN	Name of Project	Year of Implementation
1	ENGAGE Project	2020
2	The WISE Green Church Initiative	2020
3	Financial Empowerment for Sustainable Development	2020
4	Empowering Churches for Missions in Zambia	2020
5	General Annual Support	2020
6	Church Capacity Development for Missions in Zambia	2020

TEEZ Resource Mobilisation & Financial Status (2017-2019)

At the beginning of 2017 our debt situation was around K1.4 million.
By December 2019, we have reduced the debt burden to K467,777.33.
It is hoped that by the end of 2020 the debt would have be completely offset

No	Details	Amount Owed	Amount Paid	Balance
	Total	1,362,046.13	894,268.80	467,777.33

We recorded a slight increase in funding from K2,070,196 in 2018 to K2,327,162.83.

The local incomes also recorded a slight increment from K443,465 in 2018 to K518,300 in 2019.

No	Description	2017	2018	2019
	Incomes from local and external sources	1,512,739.00	2,070,196.00	2,327,162.83

Achievements

During the period under review we recorded the following achievements :

- Staff emoluments are up to date
- NAPSA (14 years debt) arrears reduced
- Staff gratuity (backdated 2008) reduced
- Reduction in over expenditure in training programs
- Continuous sensitization of TEEZ work to all TEEZ Member Churches
- At least 60% of TEEZ member Churches actively participating in programs countrywide
- Printing Department resumed for course books.
- Staff development enhanced and inhouse capacity development promoted

Achievements

- TEEZ Strategic Plan developed and launched for the period 2019-2023
- Investment into the Business of TEEZ Providence Lodge resumed and enhanced
- TEEZ members and students exposed to local and international activities (Langham in Johannesburg, South Africa, ACTLI in Blantyre, Malawi)
- Payment of house rental arrears cleared and up to date with the current house rentals for TCDM
- Fleet of motor-vehicles increased from 1 to 3
- Office premises, Director's house and Providence Lodge rehabilitated and refurbished
- Staff office furniture and equipment procured and in use

Achievements

- Staff gratuity Fund opened with Madison Asset Management Company
- Water borehole project phase 1 completed
- Transfer of Title process of Providence Lodge from Techpro Mining Limited to TEEZ started and underway.
- Reduction of debts both for TEEZ (K1.5 million) and Providence (K840,000) started and on-going
- Increase in funding over the past three years attained and in line with the current 2019-2023 strategic plan.
- Program diversity developed and implemented
- Meetings of the Executive Committee implemented and on-going
- More non-TEEZ Member Churches (Pentecostal Holiness, Bread of Life, etc) taking part
- New programs developed
- Partnership for Degree Programs signed with SATS
- TEE Congo DR formed and under three-year mentorship

Achievements

- Registered Providence with PACRA as a Limited Company by Guarantee and a Board of Directors put in place
- Successfully hosted the TLT graduation at a colourful ceremony
- Empowered some of TEEZ Member Churches and Communities for financial empowerment
- Brought on board new partners and funders to strengthen the work of TEEZ throughout Zambia.
- Carried out sensitization campaigns through Radio programs in Eastern, Luapula and Northern Provinces



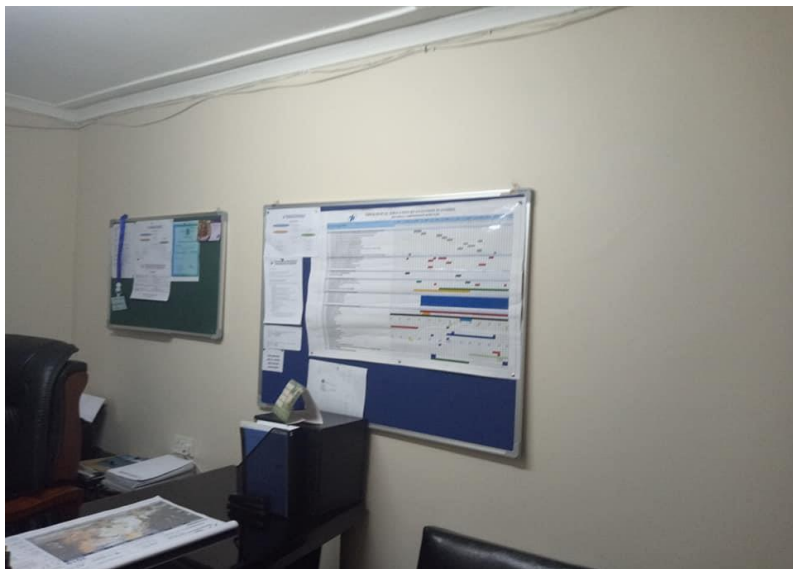
Radio Programs at Radio Explorer in Petauke
and Radio Mano in Kasama



Achievements

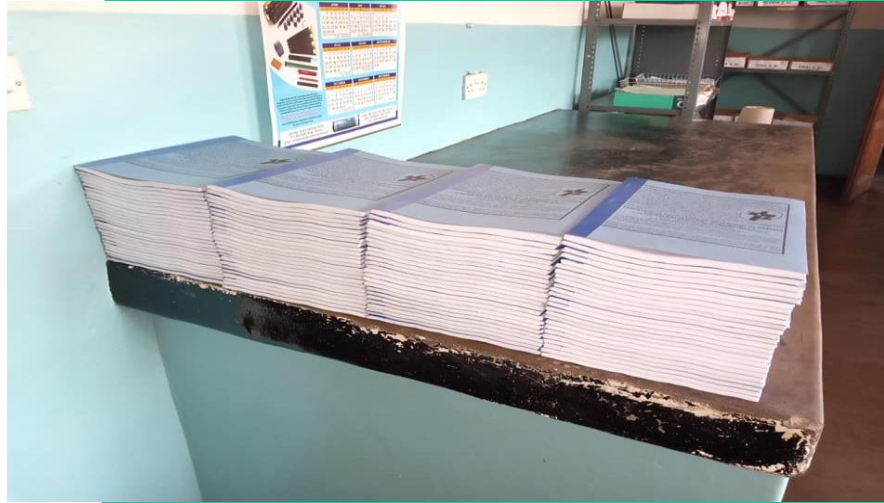
From 1 vehicle in 2017, TEEZ now has 3 vehicles as at 2019

Achievements



Water borehole drilled, office and house rehabilitated

Achievements



Printing of course books resumed, income generating activities started and office equipment for staff provided



Challenges

- Despite the achievements recorded we have experienced the following challenges:
- Non-remittance of TEEZ Membership Subscription by more than half of members
- Non-remittance of Motor Vehicle Fund (2014-2016) despite many reminders
- Non-remittance of TEEZ Sunday funds by most Churches
- Servicing of huge debts (Total of K2.3 million from both institutions)
- Negative attitude by some Ministers/Reverends/Pastors/Elders in the fields during our trainings.
- Communication breakdown on the dissemination of TEEZ information to the grassroots by most Churches even after TEEZ office has circulated information in advance
- Unpaid staff gratuity backdated 2008
- Non-approval of Providence Lodge new structure by the Kitwe City Council which has now attracted a penalty of more than K30,000 for non-compliance
- Undocumented claims for extra gratuity by some former TEEZ staff even after collecting the money.

Challenges- TEEZ Member Churches TEEZ Sunday (2017-2019)

SN	Denomination	2017	2018	2019
1	AMEC	729.00	203.00	100.00
2	Anglican Church	1,149.50	9,317.00	9,497.50
3	CCAP	0.00	0.00	515.00
4	Community Of Christ	0.00	191.00	0.00
5	LECA	0.00	0.00	0.00
6	RCZ	6,843.00	1,663.00	3,210.75
7	UCZ	56,258.58	57,280.00	32,850.00
8	United Methodist	0.00	0.00	0.00
9	UPCSA	1,470.00	1,107.00	980.00
10	Unnamed Churches TEEZ Sunday	0.00	3,911.00	29,899.00
	Grand Totals	66,450.35	73,672.00	77,052.25

Future Plans

Theological Education by Extension in Zambia (TEEZ) has developed a five year strategic plan in which some of its future plans are integrated.

Some of the key plans for the future are:

- Construction of the Staff House for Training & Capacity Development Manager
- Construction of the Providence TEEZ Lodge Conference Centre
- Purchase of motor-vehicle for the training department to easy mobilisation and monitoring of field activities
- Construction of the Modern TEEZ Office Complex
- Expansion of the Printing Press Department
- Development of the new Missionary Volunteer's Placement
- Establishment of the TEEZ Ecumenical & Lay Training Centre
- Translation of all the Training Course materials into 7 major local languages
- Expansion of the current Business Enterprise into Agribusiness, Microfinance and Entrepreneurship Limited Company
- Acquisition of more land for real estates and properties for local sustainability
- Improvement of staff emoluments and other conditions of service.
- Increasing the membership of Churches from the current 9 to 14 by 2025

Appreciation

- We would like to thank God for seeing us through at TEEZ since taking over office.
- Special gratitude to the current Executive Committee under the leadership of Rev Prof. Edwin Zulu for appointing me as Executive Director of TEEZ at a very critical time.
- I believe it was the hand of God that prevailed over their selection process.
- I also want to appreciate the Executive Committee for giving me space with my Team to operate freely in line with the policy direction of the institution. This is highly commendable. Their support has made it possible for us to reach this far.
- I would also want to thank the General Secretaries of TEEZ member Churches and the National Church Leaders especially those who have been able to buy into the new vision and strategic direction of TEEZ. We value your support. We believe with more TEEZ Member Churches coming on board, we shall reach greater heights.
- To the TEEZ Member Churches who hosted and all those who participated in our field programs in the 9 Provinces of Zambia reached out so far.

Appreciation

I would like to assure you that TEEZ under its new tag line of 'Transition, Transformation and Innovation' is ready to embrace all TEEZ Member Churches

I want to pay special tribute to the following TEEZ Churches and Institutions who were able to invite us as staff to attend their various synods , ordinations , fundraising, anniversaries and inductions

1. AMEC
2. Zambia Anglican Council/other dioceses
3. CCAP
4. RCZ
5. UCZ
6. UPCSA
7. Council of Churches in Zambia
8. World Evangelical Alliance
9. Tearfund
10. Christian Reformed World Missions
11. Pentecostal Holiness Church

I pray others will avail us an opportunity to be visited and create a strong partnership in Ecumenism

We are grateful to our overseas partners such as Global Ministries, Kerk in Actie, TrustBridge, Anonymous, Verre Naasten, Church of Scotland, Methodist Church Great Britain and other individuals
Through the support of both local and international partners and supporters we have been able to do greater things together.

With more of your support, TEEZ is poised for a bigger achievement

Conclusion

In conclusion I would like to assure you that by the time we shall hold the next Management and Biennial Meetings, TEEZ as your institution would have attained greater achievement and success.

We implore you our supporters, partners and member Churches to continue working with us so that we attain the levels of growing healthy families, Churches and Communities.

May God bless you all as We look to the future of TEEZ with Hope and Determination.

Thank you for your support
We hope you will continue to support this ministry
For any further information contact us on the address below

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