



Theological Education by Extension in Zambia

An Ecumenical Program of Several Churches



Annual Report
2022

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

Table of Contents



Letter from the CEO	4
Our Vision, Mission	8
Core Values	10
Chapter One	
Our Programme	11
Strategy and Policy	12
Chapter Two	
The Dynamics of Our Work in the Field	16
Our Impact and Outcomes	19

Table of Contents

Chapter Three	
Accountability, Learning & Innovating	37
Chapter Four	
Looking Forward	40
Chapter Five	
Report of Our Supervisory Board	44
Secretarial Staff	52
Chapter Six	
Resource Mobilisation	56
Annual Accounts	58
Conclusion	59



Foreword



DEAR Partners, Member Churches, Supporters and Friends

It is again an excellent moment to communicate with all of you, our partners, TEEZ Member Churches, Individual Supporters and Friends.

I bring you greetings from the National Secretariat of Theological Education by Extension in Zambia (TEEZ) at Mindolo Ecumenical Foundation Campus, Kitwe, Zambia.

We bring you greetings with our love and goodwill to you all.

Another year has ended, and we are grateful for all the work and messages of hope and assurance we received during 2022.

We have experienced moments of joy and great storms caused by many factors. But along the way, we look back with deep appreciation and humility on the greater strength of our work locally and internationally.

At TEEZ, we take a serious interest in our tagline of 'Innovation, Transition and Transformation'. Each year that passes, we aim to be innovative and make sure that we run away from the culture of the routine.

That is why our tagline's second word, 'Transition', plays a key role. We endeavour to transition to programming that fosters creativity.

Each year comes with its uniqueness, and so is 2022. It had its good and challenges.

We look back with deep appreciation and humility on the greater strength of our work locally and internationally.

We provide our annual reports because our stakeholders and beneficiaries of our services should see and feel the impact of Transformation.

As seen in this annual report, TEEZ continues to diversify its implementation strategies to meet the aspirations of our partners, stakeholders and students.

We implemented activities within Zambia, Congo DR, Kenya, Botswana and Cameroon during the year. All this was done to promote the institution's visibility locally and globally.

In all we do, we have come to realise that it is people who watch and follow us and those who implement the TEE activities that can share their stories of change. These stories of change speak for the Ministry of TEEZ as an institution that transforms to create healthy and vibrant families, Churches and Society. We hosted the TEEZ Biennial General Meeting from 5-6 August 2022 at our Providence TEEZ Lodge in Kitwe.

This was the first time our Lodge was hosting a meeting of this magnitude that brought together Leaders of TEEZ Member Churches drawn from 9 denominations. This general meeting will remain remarkable as it became a landmark for the TEEZ Constitution reforms and an opportunity for our leaders to have first-hand information on how TEEZ and its Business Enterprise were operating.

The Biennial General Meeting also ushered in the new Executive Committee, the Executive Board of TEEZ, to preside over the organisation's affairs for the next four years. The Board Chair in this report will highlight a little more information.

Hosting the Management & Biennial General meetings at Providence TEEZ Lodge was a great milestone for TEEZ

Several partnership opportunities were explored locally and internationally.

Locally, TEEZ admitted the 10th Member Church to the organisation, namely the CMML-Open. This is the Evangelical wing of CMML. Their membership application was endorsed at the General Meeting.

We also developed the first joint tripartite partnership cause, 'Faith Changemakers Leadership Course,' integrated with the 'Map of Meaning' from Map International of New Zealand.

This tripartite partnership involves Lake Malawi Anglican University (LMAU) in Lilongwe, Malawi, African Leadership Transformation Foundation (ALT Foundation) in Johannesburg, South Africa and Theological Education by Extension in Zambia (TEEZ) headquartered in Kitwe, Zambia.

These training were conducted virtually and attracted participants from Southern, Eastern and West African regions.

We also developed another successful partnership with the Presbyterian Church of Cameroon (PCC) through their Presbyterian Theological Seminary (PTS) in Kumba, Cameroon. Collaboration and reciprocal visits were conducted during the year.

TEEZ will offer its expertise to PTS using the TEE materials and experience working with local congregations to promote the lay ministry. In addition, Presbyterian Theological Seminary will support TEEZ in enhancing staff development and local TEEZ member churches' opportunities to pursue further studies with PTS and its affiliate.

This arrangement has already started bearing fruit as TEEZ partnered with PTS and The Shepherds Academy (TSA) under the Oxford Center for Religion and Public Life (OCRPL). Through this arrangement, we have 13 students pursuing an online Bachelor's degree in Theology at a highly subsidised cost. This affordable theological training is made possible through the financial support of the Barnabas Trust.

This online training aims to make Pastors and Lay Ministers acquire knowledge and skills as they pastor the local congregations.

Additionally, PTS has opened an extension opportunity through TEEZ to allow clergy to undertake Postgraduate Studies (Master of Theology and Doctor of Philosophy degree accredited by the Protestant University of Central Africa (PUCA), Yaoundé, Cameroon.

All these opportunities are meant to fulfil our vision of 'Preparing all God's people for works of Christian service'.

We also had partnership visits from the Dean of Presbyterian Theological Seminary, Rev Prof Mbengu David Nyawiung, Mirjam Boswijk and Mr. Peijn Trapman from Kerk in Actie of the Protestant Churches in the Netherlands.

Another partnership meeting was conducted with Margaret Kimosop McKenzie from Comerstone Trust, Revd Dr Andrew Ashdown of the Methodist Church in Britain and Sandra Golding, the CEO of Feed The Minds, UK.

In my conclusion, I would like to thank you, our Member Churches, Partners, Donors, Supporters and all persons of goodwill for walking along with us this year.

It is your partnership that made things possible, and together we transformed lives and ministries to create a vibrant family, Church and society.

We look forward to partnering with you again in the following year.

To my colleagues at Secretariat, you are a fantastic team that strived to make things happen by seeing that report deadlines complied.

We look to the future with HOPE that he who started the good work in us will see it being accomplished.

Merry Christmas and Happy 2023.

In Ecumenical Ministry

The Revd Canon Dennis Milanzi

Executive Director & CEO, TEEZ



*We are building the next
generation of the WISE
Green Church
Ambassadors*



Vision

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

Mission

TEEZ exists 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.



Core Values

The acronym of ACTS is what identifies our core values as TEEZ

- Accountability
- Creativity
- Transparency
- Sustainability

Chapter 1

Our Programme

Strategy and Policy



For TEEZ, 2019 marked the beginning of Innovation, transition and transformation. This meant that TEEZ began a process of organisational reflection, learning and planning. As a result, we revised our strategies and developed our Theory of Change.

We, therefore, share with you some of the case studies of this new of doing TEE.



Strategy and Policy

Since its formation in 1979, TEEZ has evolved, a sign that the organisation can adapt to change. During the peak of COVID-19, the organisation experienced its dark side of implementation. But thankfully, the adaptation process helped the organisation to record more incredible strides even amid the pandemic. Our resource envelope was highest in 2020 when COVID-19 broke. This was achieved by our willingness to transform and meet the aspirations of the Church today.

We are mindful that TEEZ was born to help bridge the challenge of inadequately trained pastors by training the laity. This remains our passion and drive.

It is, however, essential to note that ministry has evolved and been affected by many social challenges which need to be addressed through capacity building, awareness raising and empowerment hence the creation of church social programs.

Strategy, Policy & Transition

Together with Member Churches/denominations, Supporters and Partners/Donors, TEEZ initiates connections with people and institutions locally and globally, fulfilling our Ecumenical Institution role.

TEEZ ministry is congregational, and community project based and so embraces three key aspects:

☐ SUSTAINABLY CHANGING CHURCHES

In all its work, TEEZ primarily addresses the capacity development needs of local churches to make them more effective, transformative and adaptive to the prevailing trends of championing Christian Education at the grassroots.

☐ STRENGTHENING COMMUNITY SOCIAL SYSTEMS

TEEZ understand that members of the congregations are drawn from the community. This is where they spend of their time. Any social system that disadvantages them affect the life of the church. For example, the Churches on the Copperbelt of Zambia have been economically and socially affected because of the economic stagnation involving the two mining giants of Konkola Copper Mines and Mopani Copper Mines.

Similarly, in rural communities, poor farming system affects their harvest, which in turn cripples the financial and material support of their Churches.

TEEZ supports community social intervention that transforms the socioeconomic status of its beneficiaries. All this is meant to give life and life in its fullness (John 10:10b)

☐ INTEGRATING BUSINESS OPPORTUNITIES

TEEZ has, for a long time, been heavily dependent on handouts and grants from partners. Local churches have also supported its work, but with the economic challenges of Church members, this has seen a reduction in local financial support. It is against this that TEEZ envisions a business enterprise model as an alternative to increasing local financing. TEEZ is engaging possible partners to join hands in realising the dream of the first-ever TEAC/ Business Company.

Strategy, Policy & Transition

A fundamental change in focus was the introduction of the Church's Social Programs. These are programs that aligned themselves with the Diakonia Ministry of the Church. Additionally, TEEZ had to align its TEE programs to the social gospel of the Church in contemporary times.

We decided to enhance local sustainability by taking a bold decision to establish the Business Corporation of TEEZ. This saw the birth of Theological Enterprise & Agribusiness Corporation (TEAC).

It was further decided to integrate into TEE issues of economic strengthening, environment and climate change, gender-based violence, women and girls, climate-smart agriculture, financial inclusion, lobby and advocacy, water and sanitation, HIV/AIDS, unreached populations, youths and entrepreneurship.

We also reflected on taking an active role in equipping clergy and their spouses about life during and after active ministry. This was to assist clergy and their spouses in strategising for their livelihood when they leave active service in the Church.

As part of this transition, TEEZ introduced two systems of training; paid-for opportunities and others where the participants can make a minimum financial contribution to promoting local ownership. This was done to enhance specific added value as a local Faith-Based Organisation whose aim is to have an implementation approach different from similar organisations and actors we collaborate with.

Chapter 2

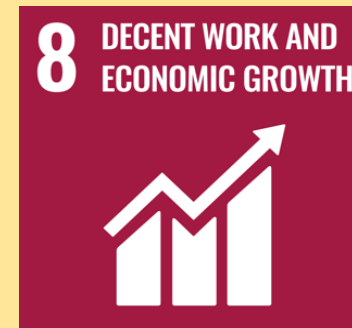
Dynamics of Our Work in TEEZ

The Dynamics of Our Work in the Field

Our work in the field contributed to the local churches' life through congregation-based training implemented in different parts of Zambia.

Our work, especially in the area of Diakonia Ministry and Church Social Programs, contributed to the realisation of several Sustainable Development Goals (SDGs) as set by the UNGA (United Nations General Assembly), thereby assisting the UN agencies to recognise the critical role of Faith-Based Actors among the grassroots.

Sustainable Development Goals Attained



Highlights of Our Work in the Field

TEEZ implemented congregation, community-based and business enterprise development programs and projects in the field. These activities were conducted in different parts and provinces of Zambia.

The field activities were aligned with one of the following thematic areas.

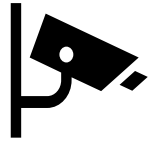
Christian Education

Church Social Programs/
Diakonia Ministry

Business Enterprise
Development



1,210
Basic
students
certified



51
CCTV
Inmates/
prisoners
trained as
Tutors



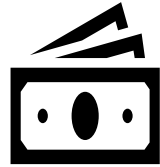
44
FAITH
Empowerment
Members trained
in Financial
Inclusion



27
Faith
Changemakers
Leaders
trained and
certified



51
CCTV Inmates/
prisoners
trained as
Tutors



103
BETTER Clergy &
Spouses trained in
financial
empowerment
skills



168
Tutors trained
and certified



132
WISE Green
Church
Ambassadors
trained



23
DECIDE OVCs
Ministry
children
received
psychosocial
support



29
Advanced
students
certified



57
Clergy/Church
leaders trained in
Langham
Preaching in
Congo DR



262
Timothy
Leadership
Training students

The Impact of TEEZ Work

Results Programme



Our Creative Model -Stories of Change

Building Hope; Changing lives; Transforming Communities

We have changed the lives of the differently able-bodied and transformed the financial empowerment status of families, churches and communities

- Our TEE addresses the changing paradigm of doing ministry in the 21st century*

Tutors Training Courses

Districts reached: Lusaka, Kalulushi, and Mpulungu

Number Trained: 168

- ❑ The Tutors Course aims at equipping prospective tutors with essential facilitation and teaching methodologies as they instill theological knowledge in students who pursue TEEZ Basic and Advanced Courses

- The CCDMZ programs for 2022 focused on congregation-based training. Notable among them is the Tutors' training, the Basic and Advanced Courses.
- There has been some significant improvement by new Tutors opening classes in their respective Churches.
- The most notable TEEZ Churches currently running classes are:
 1. United Church of Zambia (UCZ)
 2. The Anglican Church
 3. Reformed Church in Zambia (RCZ)
 4. Church of Central Africa Presbyterian (CCAP)

The other denominations are yet to start their classes.



FAITH Empowerment

Districts reached: Mufulira

Number Trained: 44

- ❑ FAITH Empowerment Training aims to bring financial inclusion training to members of different TEEZ member churches and communities.
- ❑ The focus is to promote congregational based Financial Saving Groups/Village Banking Groups.

Impact of the Project:

- ❑ Increased household incomes, investment and nutrition among FAITH Saving Groups
- ❑ Reduced poverty and cases of gender-based violence in homes
- ❑ Currently, there are more than 40 FAITH Groups with a total investment of K6 million in circulation



St John's Anglican FAITH Saving Group, Chingola



St Matthews UCZ FAITH Saving Group, Chililabombwe

BETTER Church & Society Project

Building Excellent Transformational Theological Education Resilience Church & Society

Districts reached: Mongu, Mansa & Solwezi

Number Trained: 103

❑ The Financial Empowerment of Men and Women of God has been on the TEEZ Agenda since the negative impacts of COVID-19 as over-dependence on tithes and offerings as a source of income and livelihood. The training focuses on the personal economic development of pastors and their spouses through different economic ventures, which include community banking.

- ❑ In 2022, the Livingstone District BETTER Church Group was given K15,000.00 Empowerment Fund.
- ❑ The BETTER Church Fund followed the training conducted in Livingstone in September 2021.
- ❑ Livingstone BETTER implemented a profitable saving activity over 6-7 months.
- ❑ The Group has since paid back the empowerment fund with a 10% interest
- ❑ The group savings for Livingstone currently stand at more than K200,000.00

Impact of the Project:

- ❑ Increased household incomes and investment among clergy and spouses
- ❑ Clergy/Spouses investing in real estate projects
- ❑ The culture of saving among clergy enhanced



Livingstone Clergy BETTER Church received a revolving fund support of K15,000 from TEEZ

BETTER Church & Society Project

Building Excellent Transformational Theological Education Resilience Church & Society



*BETTER is meant to better
the lives of clergy &
spouses
BETTER Church members
are now owning land, have
disposable incomes*

*Our philosophy is
BETTER Church
capacity building is
Think Big!
Start Small!
Start Now!*



Church Community Transformation Venture (CCTV) – Prison Ministry

Building the capacity of inmates as part of the unreached communities with Christian Education Training

Districts reached: Mansa Correctional Facility.

Number Trained: 51

- ❑ Rolling out the Basic and Advanced TEEZ Courses in Correctional Facilities across the country is one of the longings of TEEZ.
- ❑ The Church Community Transformation Venture was implemented in the Mansa Correction Facility with the hope that the trained inmates and officers would help roll out the TEEZ courses.
- ❑ Both Correctional Facility Officers and Inmates were trained in November 2022

Impact of the Project:

- ❑ Spiritual and Moral Behaviour Change recorded among inmates

Reaching out to inmates through TEE courses is an essential ministry of TEEZ to the unreached populations.



Timothy Leadership Training Program

Districts reached: Lusaka, Kafue, Ndola, Luanshya, Kitwe, Mufulira, Chingola & Chililabombwe.

Number Trained: 262

- ❑ Timothy Leadership Training (TLT) is a Global Ministry between Timothy Institute (USA) and TEEZ (Zambia).
- ❑ The program covers the following courses:
 1. Caring for God's People
 2. Christian Stewardship
 3. From Harm to Harmony
 4. Biblical Preaching
 5. Teaching the Christian Faith
 6. Praising God through Work and Worship
 7. God's Plan for Sustainable Development

Impact of the Project:

- ❑ Students providing care and support through the pastoral care module
- ❑ Finances in local churches increase between 35-80% through giving and tithes
- ❑ Care of the environment enhanced at the household and community level

The program involves intensive training coupled with designing action plans and implementing a 3-4 months performance of activities.



Faith Changemakers Leadership Course

This program is a partnership developed by three institutions, namely:

1. Africa Leadership Transformation (ALT) Foundation
2. Lake Malawi Anglican University (LAMAU) and
3. Theological Education by Extension in Zambia (TEEZ).

The partnership successfully managed to develop the Faith Changemakers Leadership Course curriculum that would influence the role of faith leaders in addressing the crisis of integrity, decision-making, creating a created future that will have justice, and designing a map of meaning.

The first training attracted 27 trainers from Zambia and 13 others from other countries.

The training was designed by virtual and involved Facilitators drawn from New Zealand, South Africa, Kenya and the USA.

The certification was done jointly by LAMAU, ALT Foundation and TEEZ.

The inaugural ceremony for this partnership was graced by Bishop Francis Kaulanda, the Anglican Bishop of Lake Malawi who is also LAMAU Chancellor, Rev Chipasha Musaba, the General Secretary of the United Church of Zambia (UCZ)

From the FCLC, it was observed that most institutions face challenges because Leaders need more integrity. This observation affected both secular and religious/faith-based institutions. Institutions still need to grow because leadership must distinguish ethical morality and decision-making in the call of duty.

As such, TEEZ plans to roll out this course within its Ecumenical Ministry and beyond in other partner countries such as Congo DR, Cameroon, Ghana and Zimbabwe once funding is secured.



ALT African Leadership Transformation (ALT) Foundation

Certificate in Leadership & Faith Changemaking

Introduction to Faith Changemaking Fri 17 February 2023	Why Leaders Must Take a Stand in Life Fri 3 March 2023
Introduction to Map of Meaning Sat 18 February 2023	Creating a Created Future Sat 4 March 2023
The Foundational Factors of Leadership Sat 25 February 2023	Forgiveness and Changemaking Sun 5 March 2023
Sharing Event Sun 12 March 2023	

In collaboration with



Langham Preaching Course

Districts reached: Pweto, Congo DR

Number Trained: 57

- ❑ The program is implemented through the support of the Langham Preaching Course Zambia Office
 - ❑ Level 1 of the Langham Preaching Course was implemented in the Democratic Republic of Congo (DRC) Pweto Territory in the Haut-Katanga Province.
 - ❑ This was done in conjunction with the Office of the Anglican Bishop for Katanga Province (Bishop Bertin Subi Mwale).
- ❑ The training manual was translated into French with the help of Rev. Kitenge Mande.
 - ❑ Rev Mande is the National Director of TEE Congo (ETE RDC).
 - ❑ ETE RDC was established under the Mentorship of TEEZ.
 - ❑ The training was well attended, with 57 participants from the Roman Catholic Church, Anglican Church, Pentecostal Churches, Lutheran Church, and several other denominations.

Impact of the Project:

- ❑ Clergy and Lay Ministers are improving their Expository Preaching skills.
- ❑ More denominations demand more training in Congo DR as few people have formal theological training



DECIDE HIV/AIDS Ministry

- ❑ This is an HIV/AIDS program brand of TEEZ.
- ❑ It focuses on capacity building, education, care and support interventions in HIV/AIDS and Mental Health
- ❑ In 2022, TEEZ received funding for capacity and support to ten secondary school orphans and vulnerable children.
- ❑ The support also identified 20 people to be trained in HIV care management and psychosocial counselling skills

Currently, 1.2 million orphans and vulnerable children live in Zambia and don't have the support or family structure they need to thrive. Many live in granny, or child-headed households, scraping by on less than US\$.1.75 a day. Without access to school, they face a lifetime of poverty.

Discerning Exception Church Initiatives' Development for Empowerment (DECIDE) in HIV Ministry



Church And Community Transformation Process

On the invitation of the Tearfund Zambia Office, the Training and Capacity Development Manager attended the CCMP Working Workshop at St Paul's University in Limuru, Kenya, from 1st – 10th September 2022. The workshop was attended by participants from eight (8) countries from institutions that offer theological training.

CCMP was developed to empower people holistically transform their situations using their God-given local resources.

The process first envisions a church to integral mission theology and then empowers church members to live out their faith holistically, responding to the needs in their community.

The process also helps the church to build relationships within the community and to mobilise local resources to meet the community's needs. As such, CCMP helps break the dependency on outside organisations bringing aid to a community.

The workshop aimed to encourage theological and theological education by extension institutions to incorporate CCMP in their curriculum or training programs to promote finding real-life solutions to Africa's problems without seeking donor help.

Plans are underway that TEEZ will receive funding from the Tearfund Africa Office to help begin the envisioning process of CCMP with different target groups from the TEEZ member churches in 2023.



WISE Green Church Initiative

This is a TEEZ program brand on Climate Change, Environment Justice and Conservation Agriculture. WISE stands for Wealth Investment in Stewardship Environment.

The care for the environment by the Christian Community is one of the agendas TEEZ has embarked on in its most recent training programs through the WISE Green Church.

In 2022, TEEZ received financing from Verre Naasten to implement a project called 'Empowering Communities through Sustainable Livelihood and Natural Resources'.

Through this grant, TEEZ conducted three pieces of training in Kitwe, Ndola and Chililabombwe.

Additionally, TEEZ provided the first set of 1,400 trees, primarily woodlots and fruit trees, to beneficiaries in Kitwe and Chililabombwe.

During the 2022/2023 farming season, TEEZ has given out seed packs for soya beans and sunflowers to 40 smallholder farmers to promote farmers involved in climate-smart agriculture.

Under the guidance of the Forestry Department in Ndola in the Ministry of Green Economy, TEEZ developed tree nurseries for 20,000 trees of different nitrogen-fixing varieties. These have since been distributed to Ndola-based TEEZ Member Churches and smallholder farmers to improve soil fertility using conservation agriculture and agroforestry initiatives. This project will continue for another year in 2023.

TEEZ celebrated World Environment Day on 5 June 2022 through the Ministry of Children. This was done at the Anglican Cathedral of St Michael & All Angels in Kitwe. TEEZ believes in nurturing the care of the creation and environment through Sunday Schools.

On 5 June, children recited scriptures, poems, and prayers about environmental stewardship.



Church Capacity Development for Missions in Zambia

Case Study of the Anglican Cathedral of the Holy Cross, Lusaka, on the TEEZ Basic & Advanced Courses in Christian Ministries

Standing on the premise that TEEZ aims to prepare all God's people for the work of Christian service, we at the Cathedral of the Holy Cross ensured that the five introductory courses run throughout the year. The whole congregation was encouraged to sign up for the courses. There was an encouraging response to the invitation as young adults, women and men of varying ages signed up for the classes.

OUTCOMES/RESULTS

TEEZ Students can share reflections and deliver sermons during the main Sunday and weekly services.

The laity has become more knowledgeable and clearly understands how a Church as an organisation operates.

Students have identified their gifts/talents and are using them in the Church and the Cell groups.

The TEEZ program has been a confidence builder in the lives of persons who have done the TEEZ courses. Some have testified that they have learnt from TEEZ and are applying it in their places of work to help build better working relationships with their colleagues.

Beyond gaining knowledge from the scriptures, TEEZ has helped build relationships among the students, resulting in a more cohesive congregation.

Having the TEEZ program at the Cathedral has resulted in the representation of the Anglican Church in the TEEZ Regional Committee.

Having the TEEZ program at the Cathedral has produced five TEEZ Tutors.



Partnership Engagement & Development

This year TEEZ had several engagements locally and internationally.

Notable among that partnership engagements are:

1. TEEZ Member Churches visits
2. Feed The Minds
3. Kerk in Actie
4. Presbyterian Theological Seminary, Kumba, Cameroon
5. Synod Meetings—UCZ, AMEC, RCZ, UMC, CCAP and Anglican Diocese of Northern Zambia
6. USPG, Gaborone, Botswana
7. Tearfund, Nairobi, Kenya

TEEZ Chair and Executive Director had a fruit engagement with National Secretariats of TEEZ Member Churches.

Those visited included the following:

1. UCZ Synod Headquarters, Lusaka
2. ZAC/Anglican Church National Headquarters, Lusaka
3. UPCS Synod Office, Lusaka
4. RCZ Synod Headquarters, Lusaka
5. CCAP Synod Office, Lusaka
6. AMEC, Bishop Administrative Assistant, Lusaka
7. UMC National Office, Kitwe

These meetings were meant to facilitate effective stakeholder engagement.



UCZ



ZAC



UPCSA



CCAP



AMEC

Partnership Engagement & Development –PTS/TSA

The TEEZ partnership with the Presbyterian Theological Seminary is one success story of the Africa We want by the 2063 championed by the African Union (AU).

In May/June, 2022 the South to South partnership arrangement started with the Presbyterian Church of Cameroon (PCC) through the collaboration of Kerk in Actie .

Kerk in Actie is a Mission Partner for both TEEZ and Presbyterian Theological Seminary.

TEEZ was brought on board to showcase its Gender-Based Violence intervention strategies. Additionally, TEEZ was involved in the partnership to share best practices of lay ministry training among the laity at local congregation.

The CEO of TEEZ was invited for a partnership visit as one of the Facilitators at the Ending Gender-Based Violence Workshop that was organised for Pastors in early years of ministry and the Faculty Member of the Presbyterian Theological Seminary.

The Government of Cameroon was involved to provide policy guidelines through the Social Welfare Department in the city of Kumba, South West Region.

Outcome of this TEEZ/PTS Partnership
As a result of this partnership initiative, Presbyterian Theological Seminary has brought on board the following opportunities:

1. Collaboration of the Online Bachelor of Theology degree (The Shepherd Academy/Oxford Center for Religion & Public Life)
2. Access to PTS Master 's degree programs
3. Access to PhD programs by prospective candidates from Zambia
4. Staff Development Learning Initiative



Partnership Engagement & Development

We engaged in partnership development with the new Chief Executive Officer of Feed The Minds, the UK, in May 2022. This engagement will result in FTM funding TEEZ for the period 2023-2025.



We also had a partnership visit from Kerk in Actie in the Netherlands. This was the first visit since the start of the COVID-19 pandemic. Our two visitors were impressed with the developments that had taken place during three years of not visiting TEEZ.



TEEZ hosted the Dean of the Presbyterian Theological Seminary, Rev Prof Mbengu David Nyawiung in September/October 2022. His visit strengthened our partnership as he also engaged with the local clergy and laity at the TEEZ organised Theological Education Engagement Forum. This was held at Providence TEEZ Lodge, Kitwe.



Partnership Engagement & Development - USPG

Theological Education continues to pose greater challenge and thoughts because of the diverse approach that seminary and other theological universities use.

These changing models have had their own contextual challenges especially when graduates are posted in the congregation and parishes.

Because of the nature of curricular that has not changed for a long time, clergy find it difficult to adapt to some of the places due to high levels of poverty. As a result most pastors prefer to work in the urban congregations

This is because rural congregations often times lack the financial capacity to meet the needs of the Pastors.

In brainstorming these practical realities, the United Societies Partner in the Gospel (USPG) organised an International Summit in Gaborone, Botswana from 8-12 November, 2022. The aim was to draw lessons from different stakeholders and theological institutions on the future of Theological Education in Africa.

USPG is an International Anglican Agency with headquarters in the UK. The organizers brought Church leaders (Archbishops, Bishops, Scholars, Theologians and Christian Education to share different models of theological engagement.

The Executive Director of TEEZ, Revd Canon Dennis Milanzi had an opportunity to be invited at the summit where he also facilitated on the Future of Theological Education with emphasis on the role of TEE's

The participants and delegates were drawn from Africa, UK and Asia.



Chapter 3



Accountability, Learning and Innovation

Accountability, Learning & Innovating

In 2019, staff from TEEZ, led by the Executive Director and Chief Executive Officer, The Revd Canon Dennis Milanzi, started working on strategies for a new policy direction. This was done to realise the dream embedded in the 2019-2023 TEEZ Strategic Plan. This new focus focused on accountability, learning and innovation. The new focus of our policy was based on three thematic areas: *Enhancing Christian Education in contemporary society, Transforming Church social programs/Diakonia ministry and Attaining Financial Sustainability.*

In 2019, the focus was on strengthening accountability by ensuring adequate feedback to partners, churches and supporters. This was inaugurated by consistently providing regular updates of our narrative and financial reports to track where we are coming from, where we are and where we plan to be. This was a challenging route because we were doing it for the very first time. This accountability also meant enhancing transparency in what we do. The second part of our policy was the introduction of approaches that link our work to evaluation and learning.

This was developed through the stories of change and impact reporting to ascertain the impact of the resources invested into the ministry of TEEZ. Thus, effective in 2019, the TEEZ reporting system integrated stories of change as a bedrock of our work. This was in line with the mandate and theme of our five-year strategic plan of 'Shaping the future of Theological Education by Extension through Church and Community service'. Our innovative approach to TEEZ work was based on changing approach to doing ecumenical work. For a long time, TEEZ focused only on congregation-based ministry.

This, however, was shifted to a three-tier design that brought on board Christian Education, Communication Social Development and Financial Business Enterprise Development. This innovation and integration proved a practical model as we saw increased resource mapping for the organisation. With an increase in our resource base by 75% to 400% over the past 6 years, TEEZ needed to ensure that it enhances accountability and constitutional reforms. The constitution reform process was started in 2021, and we are grateful that by August 2022, the new constitution of TEEZ was adopted, considering the critical areas of reforms. We are grateful to the TEEZ Constitutional Reforms Team headed by Rev Professor Edwin Zulu and advised our Legal Trustees, Ms Maria Nzala. Today, we are proud that all issues that have remained unresolved since 2017 have been aligned with the amended 2022 TEEZ constitution.

Chapter 4

Looking Forward:
2022 and beyond

Looking Forward: 2022 and beyond

Theological Education by Extension in Zambia (TEEZ) has been building clergy and laity capacity since 1979. In all these years, we have remained versatile, constantly adapting our strategies and methods to suit the changing landscape of theological education and meeting the needs of local churches and their members.

The past few years have been very disruptive due to reduced incomes and the prevalence of the COVID-19 pandemic. This has forced TEEZ to champion flexibility and innovation. Yet, at the same time, the institution needed to critically reflect on what added value it could bring to the Ecumenical work among its constituencies and beyond.

This has prompted us to engage in system change, financial compliance and improving our visibility to our supporters, churches and partners/donors. Additionally, we have had to adapt to a new method of doing TEEZ in contemporary times and societies to champion healthy, vibrant families, churches and communities.

This we achieved by embracing new TEEZ program brands that have ignited interest and motivated members' participation in the work and services of TEEZ.

We further broke the traditional way of looking at income-generating activities by incorporating the formation of TEAC as the official Conglomerate Company of TEEZ.

From 2020 TEEZ, put up much effort into repositioning its implementation strategies. We embraced our vision with economic development, healthy living, environment and climate change and foundations for climate-smart agriculture initiatives. We further incorporated young people and youths in enhancing education and employment creation through our life skills development agenda for vulnerable children from TEEZ member churches. We have also promoted education for all initiatives for children in primary and secondary schools to embrace the Global Partnership for Education agenda.

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Providence TEEZ Lodge



Theological
Enterprise & Agribusiness Corporation
INNOVATION WITH EXCELLENCE

Theological Enterprise & Agribusiness Corporation (TEAC) is financial sustainability for TEEZ that has come to upgrade the Providence TEEZ Lodge into a Company Conglomerate.

Following the successful rebranding of the lodge and relaunch, we have now moved to the next stage of establishing TEAC as a Business Investment Company for TEEZ to promote local financial sustainability.



With the success story of the transformed Providence TEEZ Lodge, the new dream of TEAC has been born. This is a project US\$1.350 million Company Proposal.

A Conglomerate Investment Company Plan for TEEZ was born out of the Providence TEEZ Lodge transformation impact

Providence TEEZ Lodge



- ❑ Providence TEEZ Lodge continues to make significant improvements after undergoing rehabilitation and upgrading the room capacity from 7 in 2017 to 17 rooms (18-bed spaces) by Mid 2020.
- ❑ This was attained after we sourced funding to the tune of K2 million to make the business viable again.
- ❑ Today, we can proudly see the benefits of this significant milestone and achievement.

HOUSE	2017	2018	2019	2020	2021	2022	TOTAL
Providence House	799,216.00	786,330.00	615,533.00	634,670.80	884,228.00	1,267,578.92	4,987,556.72
TEEZ House	0.00	0.00	0.00	38,000.00	219,804.00	437,520.00	695,324.00
TOTAL	799,216.00	786,330.00	615,533.00	672,670.80	1,104,032.00	1,705,098.92	5,682,880.72



Theological

Enterprise & Agribusiness Corporation
INNOVATION WITH EXCELLENCE

TEAC, as a Business Investment Company for TEEZ, will incorporate the following Business Subsidiaries:

1. Providence TEEZ Lodge Limited (Hospitality & Tourism)
2. TEEZ Real Estates Development Investment (Properties)
3. TEAC Bus & Trucking Tours (Transport)
4. TEAC Ecumenical Agricultural & Training Farms (Agribusiness)
5. FAITH Microcredit Fund Enterprise Limited (Finance)
6. TEEZ Construction Company Limited (Construction)

This project is valued at US\$1.350 Million for the period 2023 to 2027. A Business proposal is available.

- A Conglomerate Investment Company Plan for Theological Education by Extension in Zambia
- Theological Enterprise & Agribusiness Corporation (TEAC) once registered with PACRA will become the official Business Company of TEEZ

With a decline in financial giving from TEEZ Member Churches, Business Enterprise becomes the alternative solution to bridging the financial deficit

SN	Name of Business Unit	2023	2024	2025	2026	2027	Total
1	Providence TEEZ Lodge	35,000.00	20,000.00	25,000.00	10,000.00	10,000.00	100,000.00
2	Real Estates Dev Co.	40,000.00	30,000.00	40,000.00	20,000.00	20,000.00	150,000.00
3	TEAC Bus & Trucking Co.	40,000.00	40,000.00	20,000.00	20,000.00	20,000.00	140,000.00
4	Agric. Farm Training	100,000.00	100,000.00	100,000.00	100,000.00	50,000.00	450,000.00
5	TEEZ Fund FAITH Ent. Co.	55,000.00	75,000.00	50,000.00	30,000.00	25,000.00	235,000.00
6	TEEZ Construction Co.	75,000.00	50,000.00	50,000.00	50,000.00	50,000.00	275,000.00
	Total	345,000.00	315,000.00	285,000.00	230,000.00	175,000.00	1,350,000.00

Chapter 5

Report of our Supervisory Board



Report of our Supervisory Board



Dear Partners, Leaders and TEEZ Member Churches,

Fraternal greetings from the Executive Committee, Management Committee and Secretarial staff of Theological Education by Extension in Zambia (TEEZ).

We are so glad to you all for walking with us in our quest to make TEEZ a vibrant ecumenical institution.

This message is essential because it gives us a chance to take stock of what we have done in the year. It also provides space to interact with you and highlight the organisation's functionality, providing policy guidelines consistent with the changing times

Brothers and sisters, Partners, Prospective Partners and Supporters, I was first elected to office as Executive Committee Chair in December 2019 at the Biennial Conference held at the Charles Fisher Hall of the Miindolo Ecumenical Foundation. We understood that our role was to oversee the work of TEEZ on behalf of the member churches.

We further indicated then that we were not going to rewind the wheel but continue building on the firm foundation our Predecessors had laid from whom we took over the mantle of leadership. We did our very best to keep the momentum going.

I must admit, however, that it was not an easy task, but grateful for the commitment and resilience of my team; today, we can confidently say that the Lord has led us this far. Despite the challenges, the responsibility brought with it also for the joys of serving HIM in this manner.

Your Team working hand in hand with the Management Committee tried to the best of their ability to ensure that the work of the TEEZ, the implementation of policies and prudent management of resources were prioritised.

The last two years at TEEZ have been challenging yet productive for us. Challenging in that we saw and experienced a global pandemic of covid-19, which took so many lives and paralysed the world economic order. We lost many family members and members in our churches, some of whom were our students and graduates.

On the economic front, the pandemic brought about significant economic challenges to TEEZ, which made us stretch our limited resources and called us to think outside the box to survive.

I want to sincerely appreciate that our Secretariat Team worked their lungs out to raise resources to keep the organisation afloat and meet almost all our financial obligations.

Our accounts have had regular and consistent audits over the year. This was attested by the presence of our External Auditors who were able to present the audits of TEEZ to the Biennial General Meeting in August, 2022.

Constitution review process

In 2019, the Biennial Conference resolved and instructed that there should be a constitutional review process of the supreme law of TEEZ. This instruction has been carried out, and the constitution was presented in this year's Biennial meeting for consideration. I am happy to mention that the constitution was validated by the 6th of November 2022 after a 90-day probational period.

We also welcomed in this year our newest Trustee, Ms Maria Nzala. She is a Lawyer by profession and has rendered legal services and expert advice to TEEZ and Providence TEEZ Lodge since 2018. The General Meeting finally elected her in August this year.

TEEZ Financial Stability

TEEZ has continued to make progress on the efforts started in the past to attain increasing levels of self-sustainability.

We have seen the completion of the **TEEZ Providence Lodge**, an incredible breakthrough toward our quest for self-sustainability. Thank you, our partners, for supporting this vision.

Due to this significant milestone, we could host the Biennial Meeting in our facility with several delegates accommodated within.

We still have two critical projects to accomplish, which include the construction of the Conference and Garden bar to broaden service delivery to our guests and other clients.

Visitation to Member Churches

During this period under review, the Executive Committee decided to send a delegation to visit member churches in their Head Offices. This was done first and foremost to move away from the old practice of engaging Member Churches through emails and only once in two years during Biennial General Meetings like this one. We thought a continued engagement with stakeholders through such visits would improve the relationship between TEEZ Secretariat and affiliate Churches.

Seven (7) out of the nine (9) Member Churches were visited, while the other two were unavailable.

I want to express our deepest gratitude for the warm hospitality we received from all the Churches we visited. We recommend that this becomes part of the functions of every Executive whenever elected.

Conclusion

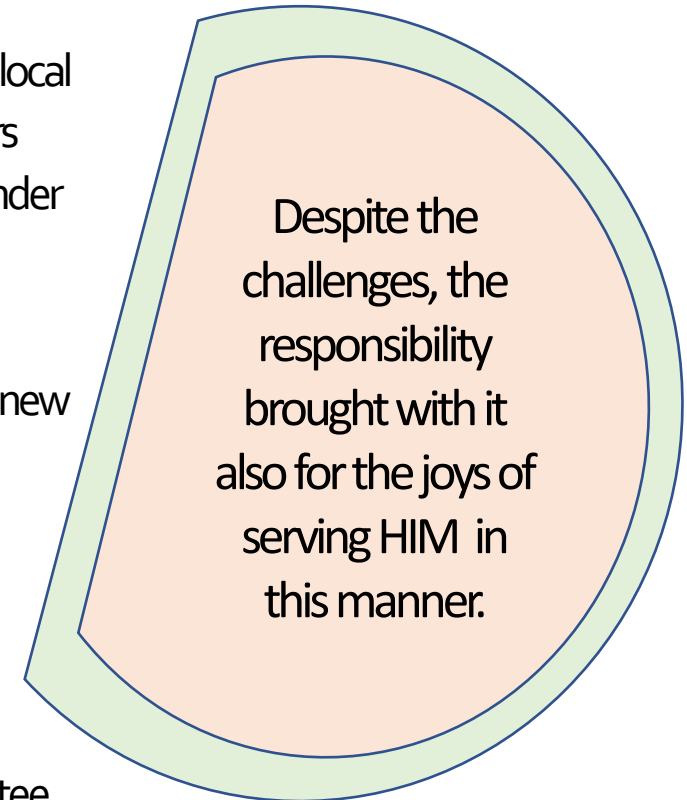
I want to thank the Biennial General Meeting for re-electing me and some of our former Executive Committee back into the office for a new tenure of office that will run for four years.

This is a sign of confidence that the TEEZ Member Churches have placed upon our leadership. We also appreciate the support rendered to TEEZ by our local and International Partners throughout the period under review.

We look forward to your continued support in the new year.

Rev. Moses Mwale

Chair, Executive Committee,
TEEZ



Composition of the TEEZ Supervisory Board (Executive Committee) & Trustees

During the 2022 Biennial General Meeting, the delegates held elections for the new office bearers who will preside over the affairs of TEEZ for the next four years.

The new Executive Committee is as follows:

- | | | |
|----|--------------------------|-----------------|
| 1. | Rev Moses Mwale | Chair |
| 2. | Rev Moses Chilembo | Vice Chair |
| 3. | Rev Canon Dennis Milanzi | Board Secretary |
| 4. | Rev Michael Kalito | Minute Recorder |
| 5. | Mr. Rodgers Ng'ambi | Treasurer |
| 6. | Ms Rhoda Manda Mtande | Vice Treasurer |

The current TEEZ Trustees are:

1. Mr. Fresher Maphiri Trustee
2. Rev. Prof Edwin Zulu Trustee
3. Ms. Maria Nzala Trustee

TEEZ Executive Committee 2022-2026



Rev Moses Mwale, RCZ
Chairperson



Rev Moses B Chilembo, CCAP
Vice Chairperson



Mr Rodgers Ng'ambi, UCZ
Treasurer



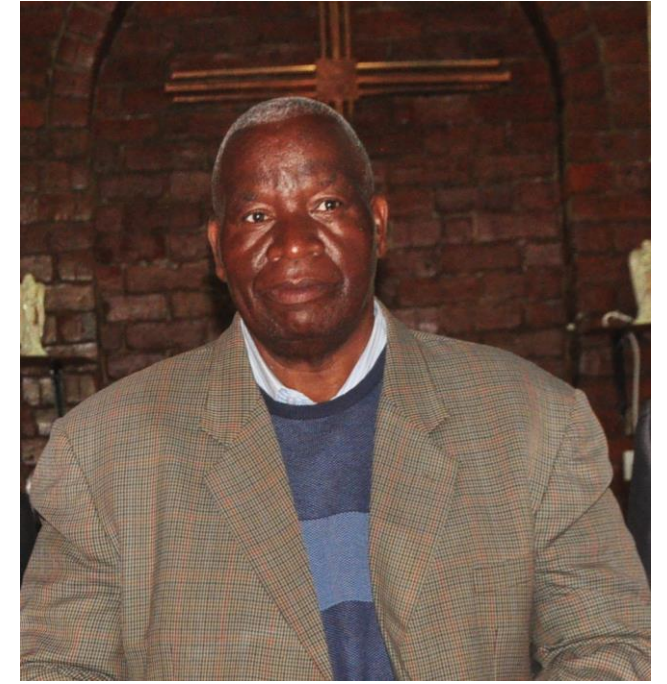
Mrs Rhoda Manda Mtande, UPCS
Vice Treasurer



Rev Prof. Edwin Zulu



Ms Maria Nzala



Mr Fresher Maphiri

TEEZ Trustees

Meet Our New Trustee

- ❑ Ms Maria comes to TEEZ with a wealth of knowledge in the legal system.
- ❑ She works in the Ministry of Justice under the Legal Aid Board and is currently stationed in Kitwe.
- ❑ She brings on board her legal profession with a passion for the Christian faith.
- ❑ We wish her well in her role in the organisation as a Trustee



TEEZ Secretariat Staff

- The current staff of TEEZ are as follows:

1. Rev'd Canon Dennis Milanzi Executive Director/CEO
2. Rev Michael D Kalito Training & Capacity Development Manager (TCDM)
3. Mrs. Yvonne Sakala Chanda Finance & Administration Officer
4. Ms Clara Walya Sakala Business Manager-Lodge
5. Ms Esther Chishala Registrar/Education Officer
6. Ms Edina Mbewe Executive Assistant to Executive Director
7. Mr. Marvelous Zunda Office Assistant/Printing Officer
8. Mr. Charles Chalwe Driver

Ms Edina Mbewe, the Executive Assistant to the Executive Director, left in September 2022 after working for TEEZ for 26 years. We wish her well in her future endeavors.



TEEZ Staff

Staff Development

TEEZ believes in the improvement of its personnel. This is done through different forms of trainings locally and globally.

TEEZ expects staff who are able to adapt to the changing approaches of doing missions and community development activities.

The TEEZ Training and Capacity Development Manager (TCDM) and Registrar and Education Officer (REO) undertook staff development training with Verre Naasten and All Nations Christian College. As a result, the online course Principles for Planning and Managing Transformational Ministry commenced on 20th April and ended on 26th October 2022.

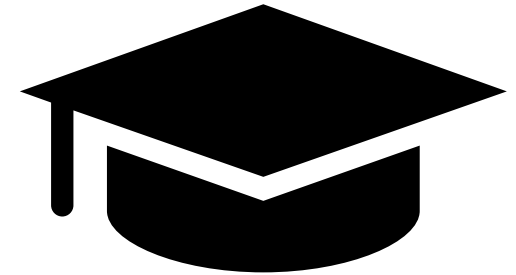
Online sessions	Week / Date
Test session to explain and test Zoom technology and Jam board; speed course for facilitation of small groups; Introductions	16 (April 20)
Lecture 1: Principles and practice of integral Mission 1	17 (April 27)
Lecture 2: Principles and practice of integral Mission 2	18 (May 4)
Lecture 3: Key players and current issues, FBO	19 (May 11)
Lecture 4: The rhetoric and reality of partnership	21 (May 25)
Lecture 5: Project Cycle Management (PCM) – introduction	22 (June 1)
Practical 1: Project identification	23 (June 8)
Lecture 6: PCM step 1-4	24 (June 15)
Practical 2: Issue and stakeholder assessment	26 (June 29)
Drop-in session	28 (July 8)
Lecture 7: PCM programme design (log frames and theory of change)	33 (August 17)
Practical 3: Theory of change	35 (August 31)
Drop-in session	36 (Sept 7)
Lecture 8: Monitoring and evaluation	38 (Sept 21)
Practical 4: Formulation of indicators	39 (Sept 28)
Lecture 9: Organizational sustainability and integrity	41 (Oct 12)
Lecture 10: Optional, to be decided by the group	42 (Oct 19)
Drop-in session	44, 46, 48

Staff Development

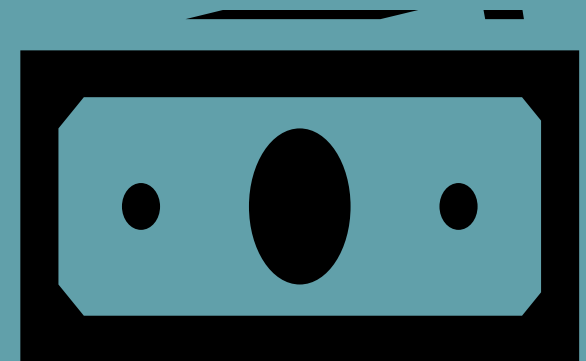
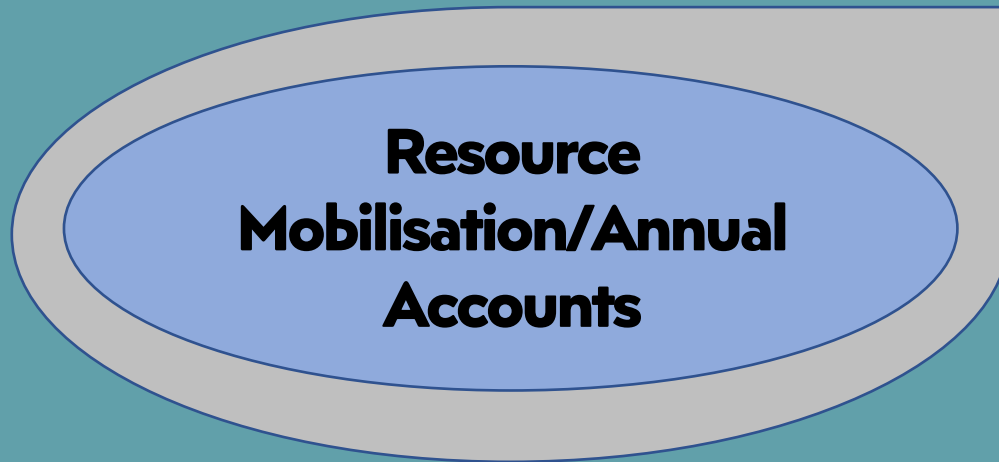
TEEZ continues to value education. Hence, the need for staff to promote further education.

Currently, the following staff are pursuing studies:

- Rev Michael Kalito (TCDM) is pursuing his PhD studies with the University of Frees States and completing by December 2023.
- Mrs. Yvonne Chanda Sakala is furthering her Accountancy studies. She is now undertaking Accountancy Diploma 2.
- Marvelous Zunda has upgraded his school certificate with the view of pursuing an online Bachelor's degree in Theology through The Shepherd Academy/PTS/Oxford Center for Religion & Public Life.
- Rev Kalito and Ms Esther Chishala pursued an online 6 months course in Project Management through Verre Naasten Netherlands and All Nations College for Missions, the UK, for six months
- Revd Canon Dennis Milanzi is pursuing his second Master's degree in Theology through Presbyterian Theological Seminary (PTS) and completing by April 2023.
- Our Business Manager-Lodge, Ms Clara Sakala pursuing a Bachelor of Science in Marketing at the Copperbelt University



Chapter 6



Resource Mobilisation

- Resource Mobilisation is an ongoing strategy for our work.
- A sharp increase in external fundraising has contributed to our annual turnover by close to 400%.
- In the past few months, we have submitted several project proposals

The financial trends for TEEZ over the past 13 years (2011-2022) are as follows:

2011	2012	2013	2014	2015	2016	Total
1,067,307.00	1,390,970.00	1,609,442.00	1,111,362.00	1,387,052.00	1,102,734.00	7,668,867.00

2017	2018	2019	2020	2021	2022	Total
1,512,739.00	2,539,309.00	2,396,939.00	4,656,527.00	3,297,615.08	3,242,341.87	17,645,470.95

2023
1,903,000.00

- 2017-2022, TEEZ has significantly transformed, giving it a new sense of life.
- Funding has increased between 200% and 400%.
- Our TEEZ Strategic Plan (2019-2023) is targeted to raise K13.06 Million. We have, as of now, reached K14.975 Million from 2019 to 2022. This means that we exceeded the target almost two years before the end of the strategy.

Annual Accounts

❑ In 2022, Theological Education by Extension in Zambia (TEEZ) received income from three different sources.

❑ These sources are:

1. Local Incomes
2. Business Enterprise
3. Donors/Partners (External Resource Mobilisation)

TEEZ has a vibrant resource mobilisation strategy where fundraising is an ongoing activity, despite adequate funding.

Our planned budget for 2022 was **K2,948,400.00**. Our funding exceeded this budget because of the activity-based budget approach that saw new partners approving additional funding. **(See income & expenditure)**

Some proposals for 2022 were not funded, while others had the funding approved at the end of the year for the fiscal year 2023. In 2023 our project budget is K 4,662,400.00

INCOME

SN	Funding Description	Amount in ZMW
1	Local Incomes (Courses, Subscriptions)	684,241.86
2	TEEZ Sunday (All TEEZ Member Churches)	146,092.00
3	Business Grant- Providence TEEZ Lodge	311,810.00
4	Partners/Donors/Proposal Developments	2,100,198.01
	Total Income	3,242,341.87

EXPENDITURE

SN	Description	Amount in ZMW
1	Projects	1,056,463.50
2	Personnel Emoluments/Other costs	985,009.12
3	Administration	907,603.16
	Total Expenditure	2,949,075.78
	Income/(Deficit)	293,266.09

Conclusion:

Come Along and Join this Growing TEEZ 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 sharing the TEEZ Annual Report allows you 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.
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/providenceteezlodge)

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
- Like us on Facebook at 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

Contact Us:

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