



Vuasu Review February 2015 **Narrative report** **Grace Murungi and Linda Mayoux**



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Introduction

The Coffee Partnership for Tanzania is a programme co-funded by Bill and Melinda Gates Foundation (around \$8 million) and three sub-grantees: Ecom Agro-industrial Corporation Ltd, Armajaro and Hanns Neumann Stiftung, managed by grantee DEG. The total costs of the programme is \$ 25,7 million. The programme started 1 September 2012 and will continue until 31 August 2016.

The goal of the programme is to empower male and female farmers to take full advantage of the opportunities arising from the production of coffee and other products. The programme aims to double the coffee production yield and to increase net income, alleviate poverty and improve livelihoods of smallholder coffee farmers in Tanzania. The four main objectives of the initiative are:

- Increasing productivity of coffee production in an economically, environmentally and socially sustainable way
- Strengthening links of coffee farmers to strong reliable markets, especially enabling them to profit from premiums paid for specialty and certified coffee
- Contribute to improved production of other crops and products and enhancing the sustainability of the overall project through social and environmental measures
- Managing the project and engaging stakeholders effectively to realize the project's objectives

The outreach of the programme will be 85.000 smallholder farmers. The outreach of ECOM was originally 35.000 smallholders and Armajaro is 25.000, totaling 70.000 smallholder farmers. Currently the figures for ECOM are 25.000, Armajaro is 15.000 meanwhile other partners are Hanns R NuemannStiftung is 25.000, DAE 10.000, Olam 5.000 and Tembo 10.000. Solidaridad and Hivos also participate in the programme, with own funding. One of the Hivos components, is the gender component working with TutunzeKahawa Ltd (a subsidiary of ECOM), and CMS (partly owned by Armajaro). The output expected under gender component is 20 “champions” and 300 farmers (in the first three months) and 4-6 field staff trained in gender tools and system for scaling up in place.

Gender Action Learning System methodology in VUASU/TutunzeKahawa Limited

The GALS process has been implemented by Vuasu champions, supported by a series of Hivos workshops and reviews by Linda Mayoux and Grace Murungi:

- Catalyst workshop 21st -26th October 2013 for 20 champions from 5 Primary Cooperatives, facilitated by Dr Linda Mayoux and Ms Grace Murungi with expert GALS champions from Bukonzo Joint Cooperative Union in Western Uganda.
- Review by Linda Mayoux and Grace Murungi 7th - 16th February 2014 and international workshop for other Hivos partners.
- Livelihoods and leadership strengthening workshop 1st – 7th July 2014

These have been documented elsewhere. Immediately following the July 2014 workshop the GALS implementing private sector partner: TutunzeKahawa Limited closed commercial operations in the North of Tanzania.

This Report is of a Follow Up Review by Linda Mayoux and Grace Murungi in February 2015 ie 8 months after the end of TKL support.

By February 2015 in VUASU (ie 15 months since the initial training of 20 champions in 5 cooperatives in October 2013):

1531 people have been trained in GALS, (806 men and 725 female)

- **Chome AMCOS, total of 367 trained, 60 are in the process of change.**
- **Bwambo AMCOS, total of 290 trained, 47 people are in the process of change.**
- **Gandu AMCOS: 262 people trained, 37 are in the process to change.**
- **Vuchama AMCOS 150 people (103 male and 47 female)**
- **Raa AMCOS 8 people (3 male and 5 female)**

The report discusses the achievements of the champions in the 3 cooperatives where the methodology has been most sustainable: Bwambo, Chome and Gandu. The other two cooperatives Raa and Vuchama invited to the initial October 2013 training were expanding less quickly because there was only 1 initial champion from each and both of these were very overburdened by responsibilities in the cooperative. In Raa the champion, Ms Sakina, had been elected to the Board as a result of the GALS process, but then had not time to train. In Vuchama the champion was the cooperative treasurer and had not been able to attend the first trainings.

NOTE: This Review had been carefully timed for the dry season because all the cooperatives are only accessible along very long and narrow mountainous roads that are impassable during the rains. Despite our attempts at good timing, it rained very heavily during our visit to Chome. This limited the time we were able to spend in the community and also our ability to plan meetings. It is to the great credit of the champions and AMCOS members that they were able to be so flexible and meet with us, even when many of them had to walk very long distances in uncertain weather to do so – and without payment or refreshments paid from the project.

Gandu AMCOS Visit 13th February 2015

Gandu AMCOS covers 4 subvillages:

- a) *Ngarito sub village (approximately 980 people.)*
- b) *Gavao sub village (approximately 1,800 people.)*
- c) *Gundu sub village*
- d) *Rindini sub village*

Presently Gandu AMCOS has 200 members who bring coffee to the cooperative. It was noted that before GALS trainings about 80% men took coffee to the cooperative society however after the training even women and children can take coffee. In terms of member ship 28 women were members presently there are 36 women. Out of 200 Gandu AMCOS members, 12 women have paid their shares in full.

In Gandu AMCOS, total of 262 people have been reported to be trained in GALS, 37 of them are in the process to change.

All the original champions continued to be active or had handed over to relatives who were now active champions.

Champion Name	M/F	Sub-village	Outreach
Abraham Nicolas(Sub-village chairman)	M	Ngarito	27 were well taught and had changes. 35 are on the way to change. Main method was through the church, school and government officer.
PrayGod Goodness	F	Rindini	PrayGod travels 8-10km weekly. 124 reached. 70 were well taught.12 are sure for training others. Her easiest method was through Village Community banks (VICOBA). After VICOBA she presents GALS. She had made networks. One of her networks, lady invited her to train in other group. Her plan is to keep chicken and bees. She was planning to train 22 more.
Ahadi	M	Rindinii	Ahadi being HIV/AIDS positive and on ARVs, he has not managed to reach may people. He has trained 4 people who are his family members however he has changed tremendously. He has plastered his house and taking his 6 children to school. His example is important for establishing the ethics of the process.
YonaEliphazi	M	Gundu	Yona has taught 40 people. 10 have understood well and are training others. One of the trained has joined Police Academy, where Yona expects him to train GALS.
Nindiwe(Daughter of Sifaeli 1 st champion)	F	Gavao	NA



Day one: Meeting with the Board and the champions

About 38 farmers had come for the meeting. Prior to the visit the champions had asked a kind of training they wanted from Linda, and their preparations were about the cooperative organisational structure, they had made their organizational vision of what they want to achieve till 2025.

Champions had also prepared the challenge action tree for increasing coffee incomes that was introduced as part of follow up plan in November 2014.

The challenge action tree for increasing coffee incomes had already been discussed and drawn by farmers. Linda suggested that because of lack of time, the discussion should focus on the middle (gender) root. The main discussion was on the middle line on gender relations, challenges and solutions were discussed calling on one participant after the other to present.

Major challenges farmers faced before GALS included men selling coffee on other people's names hiding from their wives. Also some mentioned lack of cooperation in households between men and women, women complained of men not sharing money from coffee and leaving household costs to women yet women get limited incomes from other produce but they are the caretakers of the homes.

Through planning with the vision journey some farmers have planted coffee seedlings about 2%. Sprouted on its own, many farmers said they did not know where to source seedlings from

Outcomes of the discussions on gender root were as follows

1. One lady noted that Coffee is a crop for men they have decisions over the money from the crop and since they are married into those families the land is for men. Now realised they can be members of rural cooperative society and share benefits. They think they should have a right. But don't know about law.

2. Owners of land do not have titles. So women cannot demand to the share on the land by law
3. Some women buy land together with their husbands but since there is no proof of a title they cannot be sure they own the land, farmer noted that there is always recognition from the community and churches as well they believed that on relative would chase a woman from her home.
4. It was also noted that older children can ask mother to come back, if the man chases their mother.
5. Also Government help women depending on their investment and if have church marriages or other recognised forms of marriages.
6. Men in Gandugive first priority children school fees compete on building house better than neighbours and provide food for their families.
7. Before GALS they discussed household issues in relation to incomes. Now knows exact amounts as they plan together.
8. Elena one of the lady champions had made a decision that assets should be in husband's name, she said some women like to leave everything in the husband's name by showing respect but after GALS she realised she need to have shared property with her husband so that she does not get in problems in case her husband dies

Day two: Rindiini visit to Pray God and Ahadi

The visit was to individual champions and in communities around them, the visit started at PrayGod's home where other champions she had trained had gathered to explain about their changes and outreach, discussions were on gender changes, ownership of assets and planning together in households, she trained more in VICOBA(Village community banks) where is a member of 5 different VICOBA.

PrayGod's father has no problems of women's registration. He wants her to register at the cooperatives on her name, He has given land, but not signed, so would have to pay 2000 membership, 22000 share. Presently she takes coffee in his father's name.

Another group of champions were waiting for us at Mzava(champions) home, the group had learn from VICOBA, they are in one, also gender issues were discussed before GALS men we planning on their own about after GALS they plan with their wives and saving together. Different visions were shown; visions included increasing coffee production, quality of Coffee, beekeeping and building better houses.



An example of Mzava: Her father died long ago. All children were left to their mother. Their Mother took care of them including coffee. She is last born. Now brothers are in town with bigger business. She is here and coffee farm is under her. But wishes to build a tourist hotel in Gandu in the beautiful Pare Mountains but if she does so the brothers will take the hotel because it will built on their land. The land belongs to the brother, discussions started around how Mzava can buy her own land and fulfil her dream, to increase her savings through VICOBA and plan using the Vision journey.

Another example: Elena formed a group from VICOBA of 50 women and she has trained on GALS, they meet once a week and are now seeing improved relationships in their marriages and are saving with their husbands.

The visit ended at Ahadi's home(first champion), he is still taking ARV's and his health is improving remarkably, children are going to school and his vision house is halfway built he is continuing with construction, he was happy that he was considered to be visited among many champions to show his achievements after GALS.

Champions also made efforts to convince a female farmer who had learnt GALS to be elected a board member, she resisted because it is voluntary work and she is busy. She is a good farmer. Women find board membership time consuming, yet men are willing because they have a lot of time and it was also noted that men can easily be corrupted than women.

Day Three

The meeting was set for Gandu board members to discuss and train on organisational development, the board had drawn their vision, though the vision seemed superficial, Linda explained the organisational planning for the cooperative and took them through their visions to simplify the planning.



- Women's membership was discussed, at least the cooperatives to have interesting incentives that will attract women membership.
- Women do a lot of work on farms and yet don't attend trainings on GAPS how would coffee productivity increase.
- VUASU to set a budget a side to assist champions to get transport through the mountains to train on GALS since they see the benefit of GALS. Gandu Cooperative to discuss with VUASU union to check for the percentage they deduct for trainings.
- Gandu cooperative to revive their SACCOS so that women can save at the cooperative now that they bring the coffee sometimes so that the money is saved.

Same day there was a meeting with government sub-village officers, and the village executive (Lady) discussion were on the following:

- The local government to support champions to be part of public meeting and share GALS with other people.
- The local sub-village leadership to discuss with district leadership to develop a plan to pay the champions who are good GALS trainers and who have trained many people with remarkable changes in their lives and have been certified as GALS trainers.
- The local government to commemorate important women's days like the international women's day and 16 days against domestic violence against women all these are done at the district level and few elite women attend it never reaches the local women in villages.
- GALS champions to be part of those days to give their experiences and best practices
- The ideas were welcomed by the local sub-villages leaders and the village lady executive.
- The village Lady executive informed us of how many programs at the village level are taken care of with importance, e.g she was rushing to attend the meeting on Child leaving under hard conditions in the village where the district is giving support to such children (watoto waioishi kwenye mazingira hatarishi)

The village meetings concluded GanduVisit and advise was that the discussions be taken to VUASU union and the also share at the DC(District commissioner's visit).

Chome AMCOS Visit 18th – 20th February 2015

Chome is one of the cooperatives under VUASU union initially working with Tutunze Kahawa Limited, champions during the first catalyst workshop were 5 and have all been active, 2 attended the livelihoods and leadership trainings, over all trained farmers in GALS are 367 people since the catalyst workshop, this is a very great achievement.

Chome village has 4 Sub villages and overall population about 600 households with about 2,000 adults and over 15 years. Many residents of Chome are engaged in VICOBA (Village cooperative banks) and that is where GALS has progressed more. About 70 - 80% adults are involved in VICOBA. This has helped GALS to spread to many farmers in other sub-villages.

In Chome AMCOS, total of 367 have been reported to be trained about GALS, out of those 60 are in the process of change.

The chairman of Chome AMCOS Mr.Tumaini Kitaa, Hawa Arcland, Lilian, Mberesero (all champions) had prepared for meetings and trainings and gathered at Malieli Village ready at for the training and profiling the next days – see Champion profiles below.

Leadership Training (Leadership Diamond)

Most of the Chome champions were already trained in the livelihood tools. Their main interest in training in this visit was the leadership tools. The board members (5 male and 1 female - where by 1 is a champion) also requested to have the board trained in Leadership tool and organisational development. The training was done for about 38 people who included 2 board members and the chairman of the cooperative who is also a GALS champion. 30 farmers were from Hawa's VICOBA, and these had requested for the training in leadership skills Leadership song was taught and sung by participants, dancing in circle. Because of limited time, unseasonal heavy rain and farmers being busy in the mornings, the only tool used in the large meeting was the Leadership Diamond.

The leadership diamond tool was introduces to participants, the leadership diamond too was drawn on the flipchart, every participants was given 6 cards each of different colours for the good leader and bad leader, they were given time to discuss qualities of a good leader and qualities of a bad leader, women were given a different colour from men in order to see what women would suggest in all qualities, likewise qualities of good members and qualities of bad members were discussed to drawn on card, women still having their own colour.



Chome AMCOS female board member and TKL female promoter farmer places her card on the diamond.

Conclusions on good and bad leadership

Qualities of good leaders

- i. A good leader should be faithful and not corrupt
- ii. A good leader should be cooperative and loves people
- iii. A good leader should be hard-working
- iv. A good leader should be confident and presentable
- v. A good leader should be exemplary
- vi. A good leader should not be a drunkard or with any drug addiction
- vii. A good leader should be a good listener
- viii. A good leader should be an adviser
- ix. A good leader should be misuse public property
- x. A good leader should stay in power for long and is will to let others succeed him

Qualities of a bad leader

- i. A bad leader is disrespectful and demeaning to people he leads
- ii. A bad leader is not accountable and blaming his mistakes to other people
- iii. A bad leader is corrupt and who embezzles public funds
- iv. A bad leader is a lazy and does not advise the people
- v. A bad is a crook and cheats people
- vi. A bad leader does not advise his people
- vii. A bad leader does not look for projects for development for his community
- viii. A bad leader cooperative
- ix. A bad leader is not honest
- x. A bad leader is un trustworthy

Qualities of good members /citizens

- i. Good members should be law abiding
- ii. Good members should be hard working
- iii. Good members respect their leaders and others
- iv. Good members responds to call for meetings and development projects e.g. Road construction
- v. Good members don't fear their leaders
- vi. Good members should ask their leader for accountability
- vii. Good members attend social activities
- viii. Good members are honest
- ix. Good members do not give bribes to their leaders

Qualities of bad members/citizens

- i. Bad members is stubborn and uncooperative
- ii. Bad members gives bribes in case they are in the wrong
- iii. Bad members dodge developmental work in their community
- iv. Bad members are selfish
- v. Bad members are bullies to fellow people
- vi. Bad members are drunkards and lazy
- vii. Bad members don't take their children to school
- viii. Bad members disrespect their leaders and community members

Bwambo AMCOS Visit

The last visit was to Bwambo AMCOS. Owing to delays with the rains there was only time for one short meeting with the members. Followed by visits to champions houses in the morning of the following day. Three of the first champions were present,

- i. Ann Eluize
- ii. Lickson Eliapenda Samuel
- iii. Dinna Chedieli

2 of the first champions never continued with GALS. But new champions had become very active in their place. Some of these champions have been trained on livelihood and leadership tools by Linda these include Mpole Elinazi Eliapenda and Rachel Samuel.

In Bwambo AMCOS, total of 290 people were reported to be trained in GALS and 47 people are in the process of change.



Ann Eluize Mwita and Lickson Eliapenda Samuel showing their GALS achievements

Meeting with cooperative members

The meeting was done at the offices of the cooperative with those members who had been able to come in spite of the rain. After some songs, the following information was collected rapidly through a pairwise discussion. This does not include information on Lickson and Ann who are the lead champions. Further information, profiles and photos from the household visits can be found on GALS Coffee Network Blog: <http://galsnetworkblog.net/same-vuasu/>.

Name	Who did they learned from	When	Changes vision	Changes gender	How many taught	Where	How many are practising	How many have they taught
Dinna Chediel	1st champion	2013 April	She bought chickens but they died in cold season. Has got new 4 hens and 20 chicks.	She is now working with her children. They want to buy her a plot in Dar es salaam	3	2 her sons and 1 her sister	People say they know better than her. Her son won primary election. Has solar panel.	Nil
Yunus Elfarij	Anne Eliuze	2013 ?	She and the husband have renovated their house with new iron sheets, they keep cows, have a fishpond, 5 beehives, she grows vegetables. Has started a maize plot. She has installed a Solar panel. Her achievement is because of GALS	She is now working with husband. They are doing VICOBA together. Buying clothes for the family. She grows vegetables. For now she has her own land though no tittle deed. She grows bananas for commercial business. Land belongs to both.	30 people (men 10, 20 women)	15 in VICOBA 15 In church	20 are practising.	She does not know
Nampenda Ebenezero	Lickson and Anne	2013 Dec	Educate her children to diploma level, has improved her coffee farm, she plans with husband to build a better house, she has chickens, and solar panel	Working with husband to educate children, grow coffee, 1 child has diploma	12	5 men 7 women	All have started business activities.	They have taught 6

Fatuma Gerard	Lickson	2014 Jan	She is planning to build a house, she has a banana plot and a plot of maize and beans, she has 18 chicken and has bought 6 iron sheets	She works with her husband on all activities	13		2 have achieved. The others are in process.	They have taught 8
MpoleMweta	Lickson	2014 March	He plans to educate his children to university. Before GALS he had 7 chickens now 67 Chickens. He has a plot of trees 5000 but wants to reach 30,000 by 2018 and coffee from 100 trees to 250 by end of 2015. He has 2 cows. He says he would not achieve this without GALS.	Before he kept coffee money. Now he puts on the table and discuss and prioritize needs for the family. Land is owned together. His planning to make a will with wife's name.	10		All changed.	About 30.
Anna George	Anna Eliuze	2014 April	She has bought a Solar panel, they (with husband) have a plot for timber, they are planning to build a house (now have stones and blocks) she has 15 beehive. All achieved.	Before was not cooperating with husband. Now she has a plan to get land agreement at the village level.	21 (10 men 11 women)	VICOBA and church		They are teaching others, 5.

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Ingia Samuel	MpoleEliapenda	2014 Oct	She is educating her children. She has improved her coffee farm.	They work together with her husband, They share all income together even from coffee	8	4 men 4 women	In her family all have changes.	Maybe each has taught 5. She was not sure
Dina Mousa	Anna and Lickson	2014 Nov	She improved on coffee farm she has planted 70 seedlings. She has 7 chickens. 2 acres of beans and maize. She expects to harvest 10 bags of maize	Cooperates with her husband	15	15 people (9 male 6 female)in VICOBA	Changing sending children to school. 1 is in college.	They have taught 7
Monica Michael	Lickson	2014 Nov	She has a sewing machine and she is a tailor. She also owns a shop and now she sell more clothes. She has learned tailoring. And has expanded her capital for her shop,	Now has taught her family and they are working together.	8	5 men 3 women	3 are working towards vision.	Doesnot know
Elen Samuel	Mpole	2014?	She was to study to the university. She is now in Form 4		17 (8 men 9 women)	5 have changed. Others in progress.		Have started.
Witness Gladson	Lickson	2014 Dec	She has improved her coffee and banana plot she is keeping chickens now, she has	Family was not planning together before. Now they control land together.	4	Children and Husband		Nil

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			improved house with a solar panel. All this is because of GALS planning.					
Nanzia	Anna and Lickson.	2014 Dec	She has been elected on the cooperative board She has 8 chicken and shares and with the husband, they have 2 acres of land (coffee and bananas)	Working together. Control land together. Controls and make decisions. Before everyone was doing their own thing.	6			Not sure
Pamenas Joel	Anna George	This week	To educate children, one is in Dodoma university. Others are in secondary school.	Before worked on own. Now working with wife.	Has taught his wife vision journey		they are planning together and share responsibilities now	Nil
Stephan Pray God(Village chairman)	Friend of Mpole and will learn.							
Robert Ismail (Chome village executive Officer)	Just learning today							

Same District Commission Visit

The last activity was a visit to the Same District Commission's office by Grace Murungi and Linda Mayoux with 3 Champions Ann Eluize Mwita (Bwambo AMCOS), Lickson Samuel Eliapenda (Bwambo AMCOS) and Mustafa Msuya (Vuchama AMCOS). The appointment was made to meet with the District Commissioner (DC) and the assistant DED (District Executive Director) and the social welfare officer. The meeting had been arranged with the assistance of the manager of the Elephant Hotel after earlier short informal meetings.

The champions explained how GALS has helped people in the five cooperatives. Champions explained their changes and how GALS had been trained to other farmers and how it has improved the livelihoods of other coffee farmers.

It was agreed that a short report would be written to the DC office highlighting all champions' changes, outreach and plans of the next GALS progress in VUASU.

Another issue discussed was how can the district include GALS in its programs and public meetings so as to reach many people, the DC agreed to include GALS in their programs if the programmes are sent early to the district through the DED's office.

The DC requested VUASU through its partners to train GALS to all agricultural extension officers.

Annex 1: Chome Champions profiles

For more champions and more updated detail see GALs Coffee Network Blog.

Hawa Arckland

She is a mother of 3 children (Daughter 17, son 12, Daughter 6) she is 35 years old. Hawa went to school up to P.7; the parents didn't have money to send her to secondary school

She got married. She farmed with her husband on his land. They started with a grass hut, and from their earnings and savings they built a 3 room house with kitchen iron roofed. They were happy and worked together growing (both were digging) beans cassava maize and kept chickens and 3 cows, 2 pigs.

In 2011 her husband became addicted to drugs and went mad, he was smoking Bangi (marijuana) which is common in the area with many dealers. "My husband also was a dealer. So we separated. He burned my clothes and those of my children and he sold our cow and never brought money home. He also sold household items, beans, maize. He stayed with the house and land as it was in his name. He is now married to someone else, and is still taking drugs."

Afterwards Hawa went back to live with her mother who was living with her two other twin sons who she had been educating. She had to take care of all the three children. She started working as a casual labourer earning 3000 shillings a half day. (Not same for men. Men can get 5000 breaking stones etc).

Hawa had to work every day except Sunday. She was also working in someone else's restaurant earning 60,000 a month on a 6 hour shift. She reduced on hours of work when it was season for farming/planting

In the afternoons she would grow onions, green vegetables, potatoes, cabbages and selling in market. In a year she would earn about Tsh: 300,000. Costs were 100,000. Tsh: 50,000 clothes for the family. Tsh: 50,000 school fees. Other social contributions such as Funeral contributions, church would cost about Tsh: 80,000. She was also helping her mother and brothers who were still in school. She had 3 brothers and 1 sister in town who also contributed towards the upkeep of the family. She became a member of a VICOBA saving Tsh 3,500 a week. "In November 2013 I went to a GALs training in Same. I had a vision of building a house; send children to school, to increase savings through VICOBA to 5,500."

On gender balance tree she drew herself with her children and identified many other things. She learned how to plan and how the children could help her with household chores. She has taught them the gender balance tree. Daughter would sweep and wash dishes. The others were young; the son would not have helped without GALs. Still there was some resistance her children and younger siblings thought household work should be done by grownups. As a single family it is their role to help her.

They have started their own vegetable gardens for consumption and surplus for sell and they keep the money to buy their own things. While cooking the boy helps cutting onions,

carrots etc. he will learn cooking later because it is gender balance. She does not want him to marry and make his wife suffer. She did not know that before GALS.

Hawa's daughter wants to be a policewoman she likes smartness and discipline and does not want to be treated like her mother she says she will not be beaten, the son wants to be doctor and younger daughter wants to be a teacher.

On her leadership empowerment map she planned to train 42 ie; 5 neighbours, 7 from the church, 12 from her restaurant, 3 children and 15 from her VICOBA.

About Hawa's neighbours she has trained 5 (2 female and 3 male) 1 female has started poultry keeping, 1 female and 1 male (couple) have added 2 rooms in their house. 1 male is increasing onion growing and opened grocery business for his wife. The wife was doing GALS but she pulled out. 1 male was growing onions with his mother now has his own farm and his vision is to build a house.

The church is far from where she leaves so did not follow up closely, she just met 7 friends after church they did not have notebooks. She has been meeting after service. But they say drawing is hard.

She thinks that learning GALS she has gained knowledge to understand how to plan and develop her life. She started learning how to vision on the vision journey. She could be able to feed her children, take them to school, and save money. She made bricks and got iron sheets. She now has 1000 bricks 3 iron sheets.

Now she has much bigger visions because of GALS knowledge and has also helped other people. She trained GALS house to house. Sometime she comes to the cooperative to give assistance the chairman Mr KitaaTumaini she has taught 6 people at the AMCOS

They know how to plan with the vision journey well, but she did not train other tools. She taught them depending on their time usually in the evenings and after work. She was enthusiastic and enjoyed it. If she asked them to come in one place in the moment, they would ask for payment. She considers GALS a self-reliance methodology and not asking for money.

She was asked to go to Morogoro for the National Coffee Conference (2014) to present what she learned about GALS. She talked about benefits of planning and visioning. She presented her vision journey but time was short. And she did not enough time to express herself. But later people from different areas in the coffee sector praised her. They said GALS contributes to development of different groups and it is beneficial for household planning and budgeting.

She was also asked to go to Kenya (Embu - SMS process) to train coffee farmers for 10 days. "We trained, we drew, we sang. We visited coffee cooperatives and individual Kenyan champions. We danced together and they were happy about GALS." When she came back to Tanzania she shared with farmers what she learnt in Kenya. Now she is continuing to train on GALS and her plan to finish in her village and move to other villages.

Reverend Julius Will John

Formerly he was a seventh day Adventist but he got a calling through the assemblies of God ministry and started a church, Reverend Julius vision is to be a bishop. However in his vision he draws himself bigger than the Church!! He was taught by Hawa.

He has taught Philemon Wilfred, his wife and other two group members.

On gender balance his wife is happy and she says they share most of the responsibilities.

They own assets together including land they have a temporally land title signed by the village chairman indicating all assets belong to the family, he explains that even if he would die the village office recognises the wife as the heir

He and the wife attended trainings from Adra Tanzania with Ministry of Health. The trainings were conducted from house to house advising people on many issues including food security, education, HIV/AIDS and Land rights

Wife also is a preacher. As wife of reverend her role is to support and conduct counselling sessions to women. All women should know responsibilities in house like children need to go to school, women should clean house, should have rights to ownership of property and earn money together. They plan for school fees and other household issues together. The wife was interested to learn livelihood tools.

Amani Mberuseru

He has taught 80 people they meet in 2 to 3 times a week and he has trained in 4 months. Many of his class are youth who were interested in entrepreneurship however some are older. They were happy to learn GALS especially the vision journey.

He achieved his 2014 vision for coffee he planned to increase production he has increased to 30 bags of coffee season 2014/2015 and he was still taking some coffee to the cooperative, he says he has the best coffee farm in Chome and all is because of planning through the vision journey.

On Gender balance, He has no land agreement but they own land together and he thinks no one can mistreat his wife in case he dies, he also works together with his wife, and He also helps on livestock keeping in the household.

Lilian Mtaita

Lilian was among the first champion, she taught her mother only because after the training she went back to school her vision was to study nursing and become a good nurse, her mother Evalina Julius has learnt more tools together with other 30 people trained in VICOPA

She (mother) has learnt good farming practices and livestock keeping thought her Vision journey Lilian explained to her mother the Gender Balance Tree. Together they did the Leadership empowerment map.

Lilian and her mother are now keeping exotic cows, which her mother planned through Vision Journey. The family is in the process of writing land at village office, the mother has trained other 12 people, and she has gained more knowledge on planning and this due to GALS.

People have introduced on other crops etc.

On GBT if work together on one thing they can increase income. She used to use axe to get firewood for household now man does. He also helps with cooking eg as she is here now.

Elisa Samuel

Elisa Samuel was taught by Hawa Arcland. She also taught 20 others 15 have understood properly and have drawings in the notebooks of the GALS basic tools 5 are waiting to see achievements.

Chambua Coleman

He was taught by Hawa, He is a trained extension officer. He gets trainings from the government and other NGOs and sometimes TaCRI (Tanzania Coffee Research Institute) and train voluntarily for the government on extension. Not paid. Get costs for trainings. Motivation is to get certificates. He suggests that obtaining Certificates as GALS trainers would help both to show for further GALS expansion to other villages and other cooperatives as well as for jobs.

Has only taught 1 person, he thinks he still needs to understand properly. He has been very busy organising agricultural fairs for the government in the village. He suggested that in the next fairs he will organise trainers to talk about GALS. About 500 people turn up for the fair while the fair is going on normally other crop producers like cabbage growers turn up and he suggested that one GALS trainer could cover one crop producers and share while the fair is going on.

John Coleman

He learnt GALS from Hawa, He has taught 6 people 5 have understood properly and have clear plans on their vision journey 1 is still not understanding. He finds it a challenge to draw and he wants to see Coleman achievement so he can learn from him. Coleman is committed to do more on GALS.

Philemon Wilfred

He is VICOBA leader where Hawa and Lilian are members, He learned from Rev Julius Willjohn and Hawa. He has ensured that all members attend GALS trainings, the group has learnt all the tools and were now expecting to learn Leadership tools, Philemon has not taught any other but he thought ensuring the group to learn GALS is an achievement on his side, many of the groups have achieved their plans and others are on the way, my are working with their wives and sharing coffee incomes due to GALS

His has added 6 pigs from previously 3. He is now planting with his wife and he is in charge of terracing. Now has opened a chicken business for wife in order to increase income at household.

Mwalimu Tawieli Kihara

Mwalimu has taught 10 people in his area. As a teacher he is planning to extend to others. Among 10 he taught 2 were still discussing how they could start. He also noted the challenge of people not bringing pencils and not books when they are called for GALS training.