As part of Zimbabwe’s National Tree Planting Day, SEED enabled 259 trees to be planted in four rural communities to the east of Harare.

SEED workers Robert and Nyasha teamed up with local farmer and tree specialist Mr Sithole to educate the communities of Dudzu, Murehwa, Rusike and Mwanza on the importance of trees and together to plant a variety of tree seedlings.

The trees planted will help soil quality, improve the environment, create shade, and provide fruit, firewood and/or building materials.

The tree-planting events were attended by about 320 people, and received full backing from local chiefs and village elders. The tree seedlings were grown to about 30cm in height by Mr Sithole, and then purchased by SEED to be donated to members of the community, including Chiefs, headmen and parents of children attending the two Goromonzi pre-schools that SEED helped to set up.

Robert comments, “It was a well attended occasion and made great impact as we addressed the community elders. We received overwhelming support for our ecological programme... The Chief ordered his head men to encourage everyone to plant trees. After this occasion I was invited for tea with the Chief to discuss environmental and other challenges affecting His area...I look forward to this.”

Farmers had started to over-harvest the local trees for firewood and building. Tobacco, which has become a popular cash crop for small farmers, requires a lot of firewood for curing. As do cooking and keeping warm in winter. The communities now understand the importance of replenishing trees that have been cut down, and of keeping seed or making grafts.

Varieties planted included gum and the indigenous Munyii tree, Zimbabwe’s tree of the year, which has drought resistant, fruit-bearing and medicinal properties. A gum tree can be harvested without damaging the ‘mother’ root, which will sprout a new shoot and continue to grow – truly sustainable! Within 1-3 years most of the trees will reach maturity, meaning they can be used for fruit, firewood and seed for planting more trees.

This exciting initiative was all made possible by the congregation of St Paul’s Church, Cambridge. Members enthusiastically sponsored individual trees, priced between £2 (gum trees) and £5 (fruit and indigenous Munyii trees) and together raised around £700. Thank you St Paul’s!
Gardeners strike out as carpenters

If you’ve been following SEED’s story you’ll know that we’ve been supporting gardeners from Harare’s low-density suburbs to develop new skills to break themselves out of poverty.

A group of 30 men have now completed their training in how to make furniture. From chairs to beds, the men have mastered welding and carpentry skills, as well as the basics of running a business.

Ten of them have formed a consortium and taken out a microfinance loan with SEED to help them start out: purchasing tools and initial raw materials. They have already secured a contract with a local school and have made their first loan repayment ahead of schedule!

“At first I wasn’t that serious, but I later realised without doubt that this was my glorious opportunity and grabbed it. I’m proud of my achievements – courtesy of SEED. I have now graduated to become a complete man,” remarks a delighted Mr Chimwayi.

Meet Nyasha Migioni

Nyasha is the newest, and first female, member of Zimbabwean SEED staff. She has been in post as Community Development Worker for over a year now, learning the ropes from Senior Worker Robert Kazunga.

Nyasha Migioni has a passion for empowerment and development. Married with two children, Nyasha grew up, and has spent most of her life, in Zimbabwe. She is currently pursuing a BA in Human and Social Studies, with specialisation in Community Development, with the University of South Africa.

“I find joy being in and with communities,” remarks Nyasha. “We might not be able to do everything but we can change and develop the world one person at a time.”

Nyasha has been involved in everything from health and education to agriculture and administration in her first year at SEED. “It has been an exciting year since I joined SEED; a worthwhile and fulfilling experience.” She adds, “I am continually grateful for the opportunity to work for such an organisation that allows me to put my passions to good use.”

Maids develop new skills

SEED has been working with gardeners (who are always male) in Harare suburbs for some years now. Their wives, and maids (who are always female) in the same areas started to see the benefits and to ask; ‘what about us?’ Understandably, they wanted some skills training too. Until we had a female member of staff, we were sadly unable to respond (due to cultural gender restrictions). Now we have Nyasha we are delighted to have started a cooking project with the women, thanks to funding from Cambridge University’s Trinity Hall Southern African Fund for Education (SAFE).

The project started well in September, with 10 women learning both savoury and sweet dishes that they can sell after starting their own catering business. As elections approach in Zimbabwe the atmosphere is tense and there is great suspicion of any gatherings. We pray that this does not hamper their progress.

We have a sewing course planned after the cooking one; both topics chosen by the women themselves following market research.
Toes dipped in microfinance

Microfinance – providing small loans – is something that we at SEED have wanted to get into for some time now. Back in 2008 a research consultant volunteered to do a feasibility study for us. Her findings helped us to realise that it was just too complicated for a small novice organisation to start offering loans in an economy experiencing hyperinflation. However, since the abolition of the Zimbabwe dollar and introduction of the US dollar (and frankly any other foreign currency!) as legal tender in Zimbabwe, inflation has stabilised, so we have looked at microfinance again.

We were approached by a group of young teachers, already known to us, wanting to set up their own secondary school (see article below). They had already proved themselves by getting a long way on their own, and we were convinced by their trustworthiness, passion and planning. It seemed the perfect time to try out microfinance on a very small scale. We lent them the money to complete their official registration, and they repaid it faithfully as agreed. This, and our involvement in their business planning, gave us confidence to make them a larger loan the second time around, which they have also fully repaid.

We have dipped our toes in, but the water hasn't always been warm! We made a loan to the pre-school teachers in Goromonzi to start a hairdressing business, but their main asset (clippers) was stolen. This severely damaged their business prospects and ability to repay, and taught us the importance of working with borrowers to make contingency plans. We are applying this learning with our most recent loan, to the gardeners, and so far it seems to be going well.

We will persevere, as microfinance is such an ideal empowerment tool, following on perfectly from the skills development projects we are running. We hope to be able to take groups all the way from learning a new skill to running a successful business by enabling them to gain both the practical and the business skills required, as well as the finances to get started.

Victorious Learning Institute

Last year we made a small loan towards helping local teachers open a new secondary school in high-density Harare suburb Mufakose (which, translated, means ‘death everywhere’. The government schools were not able to provide enough funds to pay teachers or to purchase resources (and yet continued to take fees from students who would attend empty classrooms), but there was still an insatiable demand for learning.

This group of young teachers took the initiative to found the Victorious Learning Institute, using the local church building divided into classrooms with hanging sheets. They now have over 230 students and an impressive first clutch of O and A level results, allowing many students the opportunity to continue their studies at tertiary level. We have supported the teachers through advice and loans, and are impressed with their progress.

Taurai’s story

This inspiring story needs to be told in Robert and Nyasha’s words...

“We met Taurai Katiyo some time ago while doing our projects in Goromonzi. He came from an impoverished and polygamous family. Due to the father having many children he was not able to proceed to ‘O’ Level because there just was no money to do so. This is when he decided to take matters into his own hands and educate himself. This is where his extraordinary story begins!

"Instead of sitting and lamenting my situation, better I do something about getting myself educated."

Instead of sitting and lamenting my situation, better I do something about getting myself educated."

He then began to ask some of the local children in his neighbourhood for the notes and text books they were given in school and began to study by himself. Taurai’s determination yielded wonderful results when he eventually sat down for his ‘O’ Levels: he managed to pass 7 subjects! He actually performed much better than some of the pupils he borrowed notes from!

(continued on pg 4....)
“So during our usual visits to Goromonzi, Taurai gathered the guts to tell us his story and that he desperately wanted to go for A’ Level and proceed with his education. Our investigations proved beyond any reasonable doubt that this young man was capable of excelling if given the opportunity to do so. We told him we would help him the best way we could. We knew this would be a bit difficult as we (SEED) do more sustainable projects, rather than just pay for school fees for people. We did pray for wisdom on how to handle the situation as he seemed so determined and was eager, and each time we would come to Goromonzi he would ask how far we had gone in finding him help and each time we would say we are trying to find a way to help him.

“On one visit to Goromonzi for a business skills workshop, not surprisingly, he was part of the group there to learn! After the training session he asked for a ride into town as he wanted to go and visit his father. We asked casually where his father stayed, and he said Mufakose... this was a like a light bulb moment! We then explained briefly to him that SEED supported a school in Mufakose, and this could be the opportunity we were looking for all along! So we told him to go quickly to see the guys in Mufakose and see what Form 5 subject combinations they could help him set up since he has a passion in Human Resources. At this point we still were not sure how far we could go with helping him, but had faith that something would work out.

“Lo and behold he was there the very next morning, to talk to Prince Ben (the main guy we deal with at Mufakose). Prince told us he had seen Taurai and they had agreed on a subject combination and he was ready to start. The Form 5s had started just a week earlier, so Taurai really was just in time to start. Not only that but the Mufakose guys gave us the biggest shock of all...THEY WERE GOING TO FOOT TAURAI’S BILL UNTIL HE FINISHED HIS A’LEVELS!

“They said to us that SEED had stood with them through so much and they felt they also needed to ‘sow a seed’ into somebody’s life; to them it was a way of saying thank you to SEED. This left us speechless, and with tears in our eyes, we couldn’t believe what we were hearing!

“It was our greatest privilege and joy to hear the young man choke on his tears when we finally called him and told him the good news that at last he was going back to school.

“Taurai is now staying with his 91 year old father just 100 metres away from Victorious Learning Institute. The feedback from the teachers is that he is doing well and has blendsed in with the rest of the guys, despite being older (Taurai is 21). We’re told by his teachers that he is an intelligent, well disciplined, hard working guy who is bound to excel in all his subjects without any doubt. Taurai is doing Management of Business, Geography and Divinity and dreams of being in HR.

“With the challenges he had been through in his academic life, Taurai says he will take this opportunity and use it to the best of his knowledge and conscience. We are so glad we managed to have some divine connections and networks that assisted Taurai. We have faith in him; he will do well. This brings so much joy and satisfaction in the job we do, we can almost touch the difference we as SEED have.”

From composition to welding and business skills

Richard Moore visited Zimbabwe in February, spending a week at the SEED-supported secondary school in Mufakose, Harare. Some extracts from his report follow:

“My time spent teaching and helping out at the Victorious Learning Institute provided me with fresh challenges, allowed me to meet some great people (students and teachers) and gave me first-hand exposure to the power of the forward-looking, action-taking, indomitable Zimbabwean spirit.

“After a warm welcome on Monday morning, I was shown into the main hall, where the six forms were divided up into different ‘classrooms’ through the strategic use of bedsheets and wooden boards. The thin dividing material separating the classes meant that achieving the correct volume when delivering a lesson became something of an art form: too quiet and you lost half the pupils, too loud and the whole hall became your audience!

“On Wednesday, I collected 65 two-page efforts in tackling the question: ‘Describe an imaginary day spent with your hero / heroine.’ The stories were entertaining, ranging from the hugely articulate and delicately crafted to the pieces that really struggled with clarity of expression. The heroes and heroines came from near (mothers, uncles, friends) and far (American rappers, Columbian singers, Portuguese footballers), ranging across professions from politicians to superheroes and much in between!

“It gave me first-hand exposure to the power of the forward-looking, action-taking, indomitable Zimbabwean spirit.”

(continued on pg 5...)
“One day after class – while worrying about whether I was making the impact I craved – I was approached by a student asking very politely if we could please have an extra class to help with composition writing. Delighted, I wondered who else was interested; suddenly there were 10-15 students expressing their enthusiasm. As the Church Hall was now being used for other activities, we gathered under a large, shade-providing tree and used the edge of the pick-up truck SEED had lent me to rest notebooks. For an hour we talked about creating narrative suspense, the importance of structure and brainstormed fresh, diverse vocabulary, which revealed one of my students to be a veritable thesaurus! Standing outside under that tree was just one of the many greatly rewarding times during my week in Mufakose.

“With the Form 5s, I participated in the Accounting and Management of Business lessons, trying to help enliven the topics with relevant examples from both my time working in Finance in London and their own frames of reference. As the full time teacher, Mr Zengeya, was a part-time motivational speaker, my role in this class was somewhat second fiddle, but I helped to give a bit more flavour on certain topics!

“On my last day I was asked to give an inspirational talk to the amassed gathering at the weekly assembly. My talk focused on the inspiration that the pupils had been to me during my short time at the school and encouraged them to stick tight to their studies in order to allow them more choices later in life. As I sat down, I realised how infectious the enthusiasm of the pupils had been and how I would miss them when I left Mufakose.

“The SEED Project gave me a great chance to make an impact and help some young people in Zimbabwe to progress their education. I am hugely grateful as this allowed me to have one of the most educational weeks of my life; I may have been the teacher, but I was learning new things the whole time.”

In addition to his time at the school, Richard visited other SEED projects and found more ways to volunteer his time and talents. He helped to repair the Rusike (Goromonzi) preschool playground, which had become dangerous. This included welding, painting and adding a few more special touches. It was fulfilling to see the happiness on the children’s faces as they tried out the equipment. We also asked Richard to deliver a training session for the community in the simple business skills needed when setting up small income generating projects. Lastly, Richard was able to show the Mufakose school teachers more efficient ways of tracking their income and chasing fees by transferring their accounts to Excel spreadsheets.

New area: Murehwa

In November 2010 we began work in a new community, where we had no connections. This was Cross Village, in Murehwa; 70km north-east of Harare. Up until this point, we had always worked in communities where we had some connection (with the exception of the health education campaign) and therefore had never had the opportunity to introduce ourselves with no preconceptions and apply our community development model.

The first stage of our model is needs assessment, so we began with getting to know the headman and soliciting his support. He helped us to select a focus group of fifteen people, whom we could get to know and work with to determine the needs facing the community. This process revealed a variety of agricultural, educational, health, social and financial needs.

We then worked with the focus group to select a sustainable project of a manageable size for our first joint effort. We concluded that growing vegetables (for sale) on small plots of land was just the project! Before we set to work we drew up a contract to manage expectations on both sides, and to give a timescale to the project.

(continued on pg 6...)
The community felt limited, both in terms of knowledge and of resources, in their ability to realise a meaningful income from their land. This is where SEED came in!

We included the community in the National Tree Planting initiative [see page 1] and then embarked on some specific training as well as inputs of seeds (e.g. bean, onion, tomato, cabbage, rape) and fertiliser. Each focus group member tended their own plot, and they also worked together to tend a communal plot.

After a short time we reviewed progress, discussing challenges such as too much rain and desire to expand, and revising actions as required. We visited six of the plots and, in Robert’s words, “We were so happy to see what they had done with the little they had got!

“We also got the opportunity to see how the trees we had donated were doing, and if they were looking after them well. This too was such a wonder to see as they had really taken all we taught them to heart and had put it into practise. One man had even added plenty of other fruit and Jacaranda trees around his garden. We were so impressed by what the group has done and it also gave us confidence that what we are trying to do in this community is not in vain.”

72,993 families safer from disease

This year saw the culmination of our health education campaign, which began in March 2009 as a response to the cholera outbreak in Zimbabwe.

We worked in 24 communities and trained 280 peer education volunteers. We covered all the densely populated suburbs of Zimbabwe’s capital, Harare, where municipal services such as water, electricity, sewage, refuse collection are erratic at best and non-existent at worst. Hence, the spread of diseases such as cholera, typhoid and dysentery was high.

In each community, our two community development workers trained 10-15 local women – market traders - in basic messages about hygiene, healthy living, disease prevention, and what to do if you or a family member gets sick. These women then passed the message on to everyone they met - an average of 260 families each. (Working at the market stalls where the whole community comes to buy groceries they do meet representatives of every family, and because they know the people they can ensure that nobody misses out).

The volunteers reached representatives of 72,993 households, so (given an average household size of ten), we estimate the message reached 730,000 people!

‘This health education campaign is really helping: everyone I talk to is very eager to tell the next person.’ SEED health campaign volunteer

The volunteers were given sturdy water containers to keep clean water clean, and a basket of soap and groceries as a ‘thank you’ for their efforts. These added to the preventative measures in place, enabling improved cleanliness and healthy diets.

The impact of our health campaign was very positive:

- 9 out of 10 people reached now know how diseases such as cholera & dysentery are spread, and what can be done to prevent them
- Cholera has disappeared, and prevalence of other diseases greatly reduced, in the areas where we have worked
- 95% of people reached know how to assist victims without endangering themselves
- Ratio of people feeling stigmatised for having various diseases has reduced from three in every five to just one in every five, thanks to greater understanding
- A variety of ministries, police, and other NGOs support our work, and one described our approach as ‘the best model’ they have seen

Funding from the SAFEs of both Jesus and St John’s Colleges (Cambridge University) enabled us to work in the final six high-density suburbs of Harare, thus completing the programme.

One lady in Norton, who almost lost her daughter to cholera, said ‘Knowledge is power’. She now boasts vast knowledge to deal with such diseases in future.
Tensions mount as elections loom

We’re not going to lie to you: working in Zimbabwe is tough. The bureaucracy, ageing infrastructure and ‘come back tomorrow’ attitude are one thing. But it’s the political situation that affects SEED’s work the most. In years past the biggest obstacle was shortages of fuel and pretty much everything else. And crazy hyperinflation that warranted the invention of new words for numbers with so many zeros we hadn’t previously envisaged ever needing them. Those problems are largely in the past now. But elections may be next year and we have observed a gradual cranking up of the old pre-electoral behaviour that was so damaging.

First there was the reinstatement of the POSA: a law requiring any gathering to get permission from the police in advance. It seems that some people were breaking this law just by sleeping in their home (large households) at night! SEED had to get permission for its health education campaign meetings, even just to train groups of 10-15 women. This caused frustrating delays, but generally permission was granted and officials were helpful. The Ministry of Health and Child Welfare was quite happy with our campaign.

“In a country where you cannot rely on the police or the legal system nothing is certain but the love of God.”

Next we were informed that we were required to re-register SEED as a trust, with the Social Welfare department. We had already gone through this process, and now had to start from scratch, amending documents and getting layer upon layer of approvals and official stamps. This was seriously time-consuming and pressed the pause button on our operations in Murehwa for quite some time.

Then there’s the more sinister stuff. Being required to purchase official portraits of the man himself for the office wall and flags for the car. And most recently rumours of a planned raid on our office and being summoned to interrogation meetings. Some women afraid to attend their skills development workshop due to intimidation. So far, by the grace of God, staff and communities alike have remained safe. We pray that may long continue. In a country where you cannot rely on the police or the legal system nothing is certain but the love of God.

More reliable set of wheels

Thanks to a large anonymous donation made in early 2010 we have been able to purchase a newer - and hopefully more reliable - vehicle! Now Robert and Nyasha can access isolated communities, transport equipment such as the water containers for the health education campaign or the wood for the carpentry training, and ferry people to training sessions or occasionally to the nearest clinic in an emergency with a lot more confidence in their wheels.

In the last newsletter we wrote about the difficulties of getting around in SEED’s old banger of a truck. The frequency with which it used to break down was a source of frustration matched only by the ingenuity and perseverance the team and any willing passers by employed to get it back on the road. Not to mention the safety concerns.
Studies pay off

SEED places great importance on the continuing professional development of its staff. Both Robert and Nyasha are studying for a BA in Human and Social Studies, with specialisation in Community Development, supported by SEED. SEED pays for 60% of the cost and allows study leave around exam time, whilst offering a soft loan for the other 40%. This year Nyasha passed 4 more modules in subjects such as HIV care and counselling and Sociocultural solutions to problems of human adaptation, and is now half way to achieving her degree. Robert (who started earlier) passed 5 modules, including Sustainable development: policy, practice and environment and Contemporary development debates and issues. He is now one module away from an Honours degree and is thinking about pursuing a Masters next. Well done both!

Trustees visit Zimbabwe

SEED Trustee Michael Beckett, who is Vicar of St Paul’s Church, Cambridge, visited Zimbabwe for the first time last summer. He comments, “I experienced remarkable hospitality, warmth and acceptance as well as witnessing real community development work and the birthing of hope in people’s lives. As well as this my faith was challenged to ‘see’ myself as a brother to a people whose experience and expectation of God is so radically different to mine.”

Michael visited with founding trustees Jackson and Marie Nazombe and their children. It was a great opportunity for Michael to experience SEED’s work first hand, and for all three trustees to encourage, train and plan with the Zimbabwean staff, for whom it can be challenging, isolating and discouraging to be working in such a difficult country. There was also the much valued opportunity for an international trustees meeting with the Zimbabwean trustees, and for the UK trustees and (then newly employed) Nyasha to meet one another.

“I experienced remarkable hospitality, warmth and acceptance as well as witnessing real community development work and the birthing of hope in people’s lives.”

Skip for Skills

SEED co-founder Marie Nazombe completed 69,130 skips in aid of SEED’s skills development projects last year, raising over £2100. Why that strange number? Because there are 691,300 illiterate adults in Zimbabwe.

“It was quite an adventure,” remembers Marie, “including skipping on Christmas Day in a foot of snow in the Cotswolds, up freezing mountains in the Lake District and Scotland in February, outside Buckingham Palace and on a Cornish beach.

“There were less glamorous locations too: the balcony of the local swimming pool whilst my kids had their lesson, my front drive (where my postman saw and sponsored me!) and the secure judges’ car park whilst on jury service, deliberating our verdict! Little did I know there were CCTV cameras so the security staff all commented – and then sponsored me – when I left that day!

“The reason I chose skipping was it was something I could do in short bursts, scattered throughout the day whenever I had a few minutes. It didn’t need much space and the rope was easy to carry around.”

The money raised from 61 sponsors will enable 20 people in Zimbabwe, like the gardeners and maids mentioned in this newsletter, to gain new skills.

(continued on pg 9...)
Doesn't all this make you want to join in?

You can! Here's the big idea; SEED’s latest FUNdraising initiative…

Target: 250,000 skips, for skills for 50 Zimbabweans ‘stuck in the rut’ of poverty.

Everyone works together to reach the target. Instead of being sponsored… donate to participate! £1 per 50 skips. It’s fun, you get fit, and it’s for an excellent cause. It’s a great project for schools, individuals, community groups, companies, churches… the list is endless.

There’s even an extreme skipping competition, where we look for the most unusual skipping location, best skipping photo, most people skipping at once and so on. Stories and photos are shared online.

‘But I can’t skip!’ That’s no excuse! You can purchase the skips, and pass them on! Nominate someone to do them for you; a grandchild perhaps? Or you could ‘sell’ skips, like raffle ticket, using our CerSKIPicates!

Visit www.seed-project.org and click on ‘SKIP FOR SKILLS’ to join in or find out more.

—if you’d rather climb a mountain, run a marathon or shave off your moustache, then that’s great too! You can use Justgiving to set up your own sponsorship page at http://www.justgiving.com/theseedproject/raisemoney

Regular giving is gold dust!

SEED was founded on regular donations from individuals, and they remain vital to our ongoing community development work in Zimbabwe. Regular donations really help us to plan, and save on administration costs. As SEED has grown, our income from regular donors has grown too, but not proportionally. We’ve filled the gap with a few grants from small trusts, events and community fundraising. But nothing really matches up to regular donations from individuals.

We’re looking for new donors! Costs of our work in Zimbabwe have gone up, and the need remains as acute. We’re making a real difference in a very difficult situation, and need your help to continue to develop our support for those disempowered communities.

We also need to invest in the quality of life and professional development of our staff. To that end, we’ve recently increased their salaries by £166 per month (we just couldn’t wait any longer) in faith that the regular income will come in soon for us to maintain them longer-term. If it doesn’t, we’re going to have to think seriously about reducing our support for communities – which we REALLY don’t want to have to do.

To set up a regular donation (or to make a one-off gift) please visit www.seed-project.org/?page=donate or (if you have a hard copy of this newsletter), complete the form enclosed. Thank you!

[260 people receive this newsletter, of which 27 are regular donors; around 10%! We’d love it if another 20% signed up to £20 a month. That would be another £1040 a month (or £12,480 per year), which would be excellent! Not forgetting to add 25% to each Gift Aided donation…]

Please turn the page to see how your monthly donations will be spent.
We would like to thank…

Since the last newsletter we have received generous support from the following, for which we are truly grateful and without which all that you’ve read about in this newsletter would not have been possible. May God richly bless you all for your kindness.

Individuals and churches

- Our wonderful regular donors
- One-off donations from various individuals and church groups
- 61 sponsors of Marie Nazombe’s skip for skills (£2387)
- Sponsored run (£313)
- Anonymous donations via St Paul’s Church, Cambridge (£5000)
- Congregation of St Paul’s Church, Cambridge (sponsoring trees) (£691)
- St Eustachius’ Church, Tavistock; Mission of the Month (£348)
- Emmanuel URC Cambridge Charity of the Month (£159)

Grant-making trusts

- Jesus Southern African Fund for Education (SAFE) (£2666)
- St John’s SAFE (£444)
- Trinity Hall SAFE (£1756)
- The Burden Trust (£5000)
- Aidan Trust (£2500)

Volunteers giving time and skills

- Volunteers Rebecca Bazeley, Abbie Bonner, Emily Bradfield, Cherie Chapman, Dan Launchbury, Peter Miller, Richard Moore
- Trustees in Zimbabwe: Cuan Alcock, Sarah Kachingwe, Jonathan Kafesu, Emilia Mubaiwa
- Trustees in UK: Michael Beckett, Jon Canessa, Aysha Madha, Jackson Nazombe, Marie Nazombe, Lesley Perkins