



# Volunteer Information Booklet

## Table of Contents

1. Vision and Mission .....	2
2. Our History .....	2
3. Areas to serve .....	4
4. Budget.....	8
5. Protocols .....	9
6. Next Step: Application process.....	11

## Hi!

We are so happy that you are interested in coming to volunteer with the Zambia Project. Volunteers bring energy to the team and often help us to get to complete tasks and projects that we don't get around to. Ideally people volunteer with us for 3-6 months so that they have enough time to build relationships and make a meaningful contribution in terms of work (in exceptional cases we can accommodate a shorter time frame).

This booklet will give you: 1) the vision and mission of the project; 2) the history of the organisation; 3) a brief explanation of our different areas of work and how one could serve in each area; 4) what to expect in terms of budgeting and living arrangements, 5) the protocols that we ask our volunteers to agree to and 6) the next steps for the application process. If you still have questions after reading this, please don't hesitate to reach out. You can email Tanya, the volunteer co-ordinator, at [tanya@thezambiaproject.org](mailto:tanya@thezambiaproject.org).

## 1. Vision and Mission

We are primarily a Church Planting Organization with a **VISION** to establish a life-giving church within walking distance of every person in Western Zambia (*we need to plant about 6000 churches to establish this vision*).

Our **MISSION** is to take the Gospel to where it has not been heard in Western Zambia and uplift communities through various projects. We accomplished our MISSION through Hope Church and our projects include:

- HOPE FM. Part of our church planting strategy is broadcasting the message of Jesus across Western Zambia through our radio station.
- BIBLE TRANSLATION. We're translating the Bible into 5 previously unwritten languages to help plant & disciple our village churches more effectively.
- WATER WELLS. We establish water wells in areas where people do not have access to safe drinking water.
- VILLAGE OF HOPE. We care for children in need through our children's homes, our school, our clinic, our Save a Life Centre for malnourishment children and our Champions Club for children with special needs.
- HOPE ART. We uplift impoverished women by helping them earn an income from their beautiful handmade products.

**We exist, 'so others may live.'**

## 2. Our History

In 2003 Paul and Marinette van Collier moved to Mongu in obedience to the burden that God had placed on their heart for unreached people in Western Zambia, and the Zambia Project was established. In 2008 we started Hope Church Mongu. God showed us that we needed a missional church in Mongu that could set an example for what a healthy church looks like, that teach accurate, biblical theology, that models Christlike leadership and that raises up Christian leaders who are burdened with spreading the gospel and having a positive impact on their community. The church started with 5 people at a nearby lodge. Today we have around 1300 members. Our organisation's leaders, staff and local church planting team are the fruit of Hope Church Mongu and work alongside our missionary team to accomplish our vision. To date we have planted just under 200 churches in rural villages all over western Zambia.

Initially the project focused only on planting churches in villages. However, we soon realised that God wanted us to not only tell people about salvation through faith in Jesus, but that God also wanted us to play a role in alleviating the suffering that many people found themselves in. We had to respond to the spiritual as well as the temporal needs around us. One such need was for a sanitary water. Children were drinking

contaminated water and dying from diarrhoea and parasites in the water. In response we started installing water wells in villages. To this day we have installed 156 water wells.

Around 2009 we started getting requests from our village churches for the Bible in their language. Often in villages, men understand Silozi but woman and children don't. Five languages were identified which would enable 200 000 – 300 000 people to access the Bible in their language. Shortly after we started our Bible translation workshops to start writing down and translating the Bible into these 5 languages. In 2023 we finished 100% of the first draft of the New Testament.

Another need was for high quality, Christian education. Paul and Marinette's children, Seth and Nathan, were being home schooled on our base and a few children from the community started joining the classes. This was the start of the VOH School. We now have 800 students from Preschool to Grade 12. We pray that our school is equipping Zambia's next generation of Christ-honouring leaders.

God also opened our eyes to become aware of the 100 000 orphaned children in Western Zambia. We collaborated with VOH Africa to start VOH Mongu in 2010. We now have 6 children's homes with nearly 50 children.

Hope Art was started in July 2009 with the purpose of generate funds for VOH while providing a source of income for women. They started by creating beautiful, hand-made paper beads. Hope Art has grown and expanded beyond paper beads to fashion bags and stuffed animals hand stitched from socks. In August 2016, Hope Art launched a second location in South Africa. Most of the Hope Art artists are the sole providers for their families. To date, Hope Art has been able to invest over four million Rand into VOH.

Lihana, (one of our missionaries and a trained nurse) was doing medical outreaches and patients started coming to our base to see her. In 2010 a mother arrived with triplets who were malnourished. We soon realised the need to help malnourished children and started the Save-A-Life program. To date, with God's help, we have saved 920 lives.

From the feeding program we became aware of children with disabilities in Mongu. God enabled us to provide occupational therapy services for such children. In 2022 we partnered with the Champion's Club Foundation to start a ministry for children with special needs. We work with their families to support the children in fulfilling the destiny that God has for their life.

In 2022 God enabled us to launch a radio station, Hope FM. The radio station aims to provide high quality Christian teachings across the province. This will enable us to train and disciple the pastors with churches in very rural areas.

We are humbled to reflect on how God has established His work throughout the years. What a privilege to partner with Him!

### 3. Areas to serve

From our history, I'm sure you can see that our organization is diverse with many areas to serve in. Our missionary team (which our volunteers are part of), is encouraged to approach our work with the idea of "build away from yourself". This means that we work very closely with our Zambian staff, and we are constantly raising up leaders and building teams that love Jesus and that carry the organisation's biblical values. To a large extent our volunteers will support our local leaders and work alongside our local teams.

Here is general overview of our areas of work with some examples of how one could serve in those areas. People are different and this list could never be comprehensive. You know your skills and talents best. We are VERY open to discussing how you can serve and use your skills in ways that we perhaps did not think about.

Our work days are Monday to Friday from 8:00 – 17:00 with an hour lunch. As a volunteer you will have freedom in managing week (i.e. you can serve in multiple areas) and we will expect of you to pro-actively find ways to fill your weekly schedule. Additional church programs that we will ask you to attend include weekly small groups, a weekly prayer meeting as well as our Sunday church services.

#### Village of Hope

Village of Hope aims to *bring hope to children in need*. We do this through various projects:

##### VOH School

VOH school is a preschool, primary and secondary school with 800 children.

Ways to Serve	Explanation	Useful Skills/Qualifications
Literacy and learning support	Helping with reading lessons and extra school lessons	Any background in teaching/tutoring is useful but not critical. Anyone can serve in this capacity
Sports (in season)	January - March is athletics season. April- July is ball sports (netball, football and volleyball)	An enthusiasm for and background with these sports.
Early childhood development	Assisting at our preschool and Grade R by doing regular age-appropriate crafts/games	Any background in early childhood development is useful but not critical. Anyone can serve in this capacity

## **Discipleship**

This is how we disciple the children in our school to learn to love and obey Jesus. We also encourage them to develop their God-given talents.

Ways to Serve	Explanation	Useful Skills/Qualifications
Discipleship clubs	We have a drama and singing discipleship club that uses creativity to explore God's word,	An interest on drama, singing or other forms of creative expression. You will work alongside the person currently leading the club.
Craft, drawing, sewing, music, singing lessons or any other lessons that our children with benefit from.	You could possibly start a group that meets together once a week and learns a certain skill	A reasonable level of skill and any craft that you are willing to teach.

## **Champions Club Program / Therapy**

This is our ministry to children with special needs.

Ways to Serve	Explanation	Useful Skills/Qualifications
Forming part of our volunteer team	You would be working alongside our employed staff and assisting in executing the program.	Any background with special needs is useful but not critical. Anyone can serve in this capacity.
Providing therapy services.	You would be working alongside our current occupational therapist.	A medical qualification is crucial (medicine / nursing/ dentistry). You will need to register with HPCZ if you will be practicing independently.

## **Clinic**

We see school children and children from the surrounding community.

Ways to Serve	Explanation	Useful Skills/Qualifications
Providing medical services.	You would be working alongside our employed staff.	A medical qualification is crucial (e.g. medicine / nursing/ dentistry). You will need to register with HPCZ if you will be practicing independently.

## **Save-a-Life Feeding Program**

This is a six month program for children with malnutrition that runs throughout the year. About 80 children are admitted to this program annually.

Ways to Serve	Explanation	Useful Skills/Qualifications
Providing medical services – especially related to child nutrition.	You would be working alongside our employed staff.	A medical qualification is crucial (e.g. medicine / nursing/ nutrition). You will need to register with HPCZ if you will be practicing independently.

## **General Service around the base**

### **Base maintenance and improvement**

Our base is quite large and includes the school, children's homes, clinic, office buildings, the feeding program building, missionary homes, guest accommodation and a campsite. Needless to say, a lot of work is required to keep it in a good condition. We also have a vehicle workshop which takes care of all car maintenance.

Ways to Serve	Explanation	Useful Skills/Qualifications
Fixing and maintenance	You will work with our maintenance team to address any maintenance needs	Any engineering qualification or a background in electrics, plumbing, carpentry, building, landscaping, etc is very beneficial for some of the larger projects. For minor projects a willingness to serve and learn is all that is needed.
Base Improvement Projects	Minor to major projects that will improve the base. You might need to assist with buying some items for this (e.g. paint)	Any handiwork skills are beneficial for larger projects. For minor projects a willingness to serve and learn is all that is needed.
Vehicle Workshop	Work with our mechanical team to keep the project's cars in good, working condition	Any mechanical skills.

## **Hospitality**

May – August is team season. We constantly have people coming and going.

Ways to Serve	Explanation	Useful Skills/Qualifications
Helping prepare meals	It is a HUGE blessing to have someone willing to help prepare meals and do shopping for visiting teams when people arrive.	A willingness to serve is most important. Ability to cook any simple dish is beneficial.
Assist with hosting	We offer accommodation that some of the teams might use. You can be a big blessing by helping our hospitality team prepare and clean these units	A willingness to serve.

## **Hope Church**

### **Serving on a Sunday**

We will be asking you to serve at church on a Sunday. It's a great way to become part of our church community.

Ways to Serve	Explanation	Useful Skills/Qualifications
Kids Church	Initially you will take on a supporting and observing role. You will be with the children and support the teacher in making the lesson a success	Experience in kids church would be great, but a love for children and a willingness to serve is all that we need.
Youth	The youth meet on Sunday afternoons. If you are younger than 25 years it will be good for you to attend. Initially you will take on a supporting and observing role.	Experience in youth ministry is great, but passion for youth and a willingness to serve is all that we need.
Tuck shop	The profits from the church tuck shop goes towards buying food for the elderly in our community. A very helpful way to serve is by baking cupcakes every week / every second week.	Know how to bake cupcakes or willing to learn. Otherwise you can help prepare the food that we sell on a Sunday
Ushering	Greeting people	Friendliness.



## Outreach with church planting team

Our church planting team is constantly going out to the villages. It is not guaranteed but there could be an opportunity for you to join in.

Ways to Serve	Explanation	Useful Skills/Qualifications
Outreach	You will take on a supporting and observing role on an outreach. Our church planting team is very experienced.	Willingness to camp in rural conditions and to serve.

## 4. Budget

This budget will vary greatly due to personal interests and needs but you can use it as a guideline. :

### *One Time expenses*

Item	Rands	Dollars
Return Flight Tickets to Livingstone/ Lusaka	Varies depending on where you fly from	
Entry Visa (non-SADC countries):		50
Transportation in Lusaka/Livingstone if you fly in	1000	80
Return Bus fare to Mongu	800	45
3-month Temporary Work Permit (required after 30 days):	7250	425
Travel Accommodation	600pp/night	35pp/night
HPCZ registration (Health Care Professionals) – Doctors	15 000	850
Allied Health / Nurses	10 000	550

### *Monthly expenses*

Item	Rands	Dollars
Accommodation (per person)	2100	150
Groceries one adult	4000	300
Groceries two adults	6000	400
WiFi Internet	800	50
Private taxi's to get around in Mongu	800	50
Cell phone data and airtime	150	10
Other personal needs	600	40
Ministry Cost (A budget for generosity, hosting or buying things that you need to work in your area of service)	1500	100

## 5. Protocols

Before applying, please take note of the following protocols. You will be asked to sign form where you agree to abide by them before you come. It is only fair that you are aware of what we will be expecting of you before you apply.

### Volunteer protocol:

It goes without saying that you need to continue growing in your love for God, people and yourself. A serving and volunteering spirit are vital for the success of your time in Zambia. We need passionate people who are devoted to seeing our vision of “Having a church within walking distance of every person in the Western Province of Zambia” fulfilled.

Please remember that these protocols were created within the best interests of both the project and yourself. Additionally we are working cross-culturally. It is important to respect the different culture we have chosen to work with, so that we may win as many to Christ as possible.

“When I am with the Jews, I become one of them so that I can bring them to Christ. When I am with those who follow the Jewish laws, I do the same, even though I am not subject to the law, so that I can bring them to Christ. When I am with the Gentiles who do not have the Jewish law, I fit in with them as much as I can. In this way, I gain their confidence and bring them to Christ..... Yes, I try to find common ground with anyone so that I might bring them to Christ. I do all this to spread the Good News.....” 1 Cor.9 v 20-23 (NLT)

1. Please be aware that your work with the Zambia Project commences from the time you leave your home until such time as you return home. All travel time is considered part of your serving term and therefore all protocols must be adhered to during this time.
2. Drivers and passengers must wear safety belts at all times. Drivers, please note that you may only transport as many people as there are working seat belts in your vehicle. We cannot risk injury as many of the areas we work in have poor or non-existent medical facilities. It is imperative that all precautions are taken to protect yourself, the team and the people we minister to.
3. No drinking of alcohol or smoking is allowed on the base, while in the field or traveling to and from abroad. In this culture the people do not believe that a person who is a Christian could consume any alcohol or smoke.
4. Please never go off on your own without informing your direct leader. After dark, you should ONLY make use of public transport to ensure your safety. During the day you can walk along the main roads to church and back. We strongly recommend you do this with someone. Do not walk on backroads as many robberies take place there.

5. Please never promise things that you may not be able to fulfill. In the Lozi culture, promises are highly regarded and a person will likely expect you to keep the promise. Examples of promises include promises to visit again, write to them, or send a photo.
6. Although we encourage generosity, we do not hand out things without carefully thinking through the consequences - we guard against developing a hand-out mentality. Check with the Zambia Project's leadership first before giving items, or money away.
7. Dress code: Please ensure at all times that your dress will not offend the people, no matter how hot or uncomfortable you may be. In Mongu, women are allowed to wear dresses and trousers (including jeans) that aren't too tight fitting and no shorter than knee length. Local women, living in the more rural areas of Zambia, only wear dresses. Wearing trousers/pants in more rural areas associated as negative sexual behaviour. You may wear strapless tops, but please cover your midriff at all times. All areas from the waist down to the knee are viewed as sexual.
8. You are not allowed to pursue a relationship whilst in the field. This is to protect you and the reputation of the project as a focus on God's work needs to be maintained. You are free to pursue a relationship once you have returned to your home. If you are already in a relationship before coming to serve with us, we need to be aware of it. If you are dating another missionary, we ask that you refrain from physical affection. In the Lozi culture only people in sexual relationships show public affection so local people may assume that you are having a sexual relationship outside of marriage. This will jeopardise you and the Projects integrity.
9. You will not be allowed to keep any animals, or pets, without the project leadership's approval. Please don't feed animals such as the squirrels or the feral cats. If you feed any animal (e.g. the cats) you are domesticating them making them your pet. We will expect you to decide to for the continued care of the animal We are unable to continue caring for any pets when you leave Zambia.
10. Please be aware of the following medical precautions which need be taken:
  - It is imperative that you are on a Malaria prophylaxis for your first 3 months in the field and that you begin the medication within the stipulated time frame before you enter the malaria area. You must finish the course of medication as instructed by your doctor. The only exception is if your doctor states in writing that you cannot due to a medical condition. This letter must be attached to your medical form.
  - You need to take all precautions to prevent malaria at all times. This includes sleeping under a net and using mosquito repellent when necessary.
  - It is your responsibility to bring your own personal medication.
11. You are required to attend any team meetings which may be scheduled.

12. We try to be outward focused and thereby we encourage you to build wholesome, godly friendships with locals as a means of discipleship (both ways). Proverbs 27:17 “As iron sharpens iron, so one person sharpens another”
  
13. It utmost importance is to build and maintaining your personal relationship with God. Use this time in Mongu to seek Him, to learn about God’s missional heart and to discover the plans that He has for your future.

The highest priority is to portray the correct image of Jesus Christ and to maintain the long term integrity of the Zambia Project at all times.

## *6. Next Step: Application process*

At this point you should prayerfully consider if God is leading you to come volunteer with us. If you feel lead please fill in an application form and send it to [tanya@thezambiaproject.co.za](mailto:tanya@thezambiaproject.co.za) with a recommendation letter from the pastor of your sending church (if you don’t have one you can email to ask for one). Once we receive your application and reference letter, we will schedule a video call with you. From there we in turn will prayerfully consider your application and let you know the next steps.