



Volunteer Orientation Packet

Welcome!

In following God's call to come to Gulu, Uganda, you've started what will be an amazing journey. It will be full of excitement, joy, fulfillment, and probably some shock, sadness, and disappointment as well. The most important thing to remember is that God has called you and to bring your emotions before Him and ask Him what He wants to teach you.

When I first came to Gulu in 2006 I thought I had come to serve, but I quickly realized I had come to learn. Often, things are not as you thought they would be, so it takes a lot of flexibility to adapt to the changes in your expectations. But the good news is that our loving Father is along on the ride with you and through this experience of volunteering you will never be the same. We are excited you are coming to join us and can't wait to see how God will use your gifts and talents. Even if you think you aren't sure what you have to give, God has placed learning experiences and teachings inside of you through your relationship with Him that we need for you to impart to us. Our hope is that you can find a way to serve here that fits perfectly with your gifts and passions, and if you can't find something, perhaps you are the right person to create something new.

We want you to feel at home and to know what to expect, so we're sending this information packet. Please read it carefully and, if you have any questions, feel free to ask by email or phone. Whether you are a first-timer or seasoned traveler, expect to learn something new from God and the people you meet here in Uganda. We want you to have a blessed, positive experience with us and that is most likely to happen if communication is good. So, read on... and let's talk!

Sarita Hartz Hendricksen
Executive Director
Zion Project



Ways for you to serve

So you've decided to serve us in Gulu, but maybe you don't know exactly how you can help us. Here are a list of ways you can help that maybe you haven't thought of. We really try to place people into areas where they are gifted or have a passion so please let us know before you come what your interests are and we will do our best to honor that. However, it is always great to come with a servant's heart that is willing to give in an area in which we might really need your help. Currently we are running a children's home for young girls who have been victims of gender based violence and doing outreach to their mothers (sex-workers.) Our child mothers (formerly abducted girls) have graduated from our rehabilitation home and are out on their own now starting their own businesses. We are in a transition time as we seek God for our next steps, but this may include doing counseling outreaches to child mothers who are returning to their villages. The IDP camps are breaking down and people are going home. Young people are on the rise in Gulu town as some don't want to go back to villages they have never been to or seen to do farming, which they have never done before. Here are some ways you can serve:

- **Children's Home**—You can stay at or visit our children's home as a volunteer and love on them and disciple them. These are girls who are the daughters of Congolese commercial sex workers who got into prostitution for survival. Many of our girls have been sexually abused. Most of them have never been to school and started for the first time in January 2010, so **tutoring and helping with homework will be much appreciated.** We recommend you bring materials for kids—like art supplies, bible studies for children, children's songs and develop your own teaching material with them based on their needs. Our hope is to raise them up knowing their value in the Kingdom so teachings on self-esteem, what it means to be a child of God, sonship, the holy spirit, healing the sick, and intimacy/friendship with Jesus are very welcome.
- **Community Outreach**---We are trying to develop good relationships with our children's mothers and the Congolese community to help these women who are engaged in prostitution, get out of that life. You are welcome to do a Bible study, or visit these women to encourage them. Maybe you want to host a film showing or small crusade. Maybe you want to go to a local brothel and befriend some of the young girls there. We are also trying to develop skills training for them which will help them sustain themselves in a different way, so if you have a skill you can teach that is most welcome (things like jewelry making, tie-dye, baking/catering, business, salon, health/hygiene) Maybe you want to go to a village and teach child mothers, or visit the graduates of our rehabilitation program and encourage them. You could also go to a hospital and pray for the sick, or go to prison to preach with some of the ministries we partner with. **If you are a TEAM you can help us host a pastor's conference or a conference of teaching for women.**
- **Missionary/Staff Care**- come just to pour into our staff and missionaries. They work hard and deal with the many stressors day in and day out. Think of fun things you can do to bless them and care for them. Come to counsel them (if you are trained in Spiritual Counseling, SOZO, Theophostic, we welcome it!) Pray and prophesy over them words of encouragement. Come to host a retreat for them. Come to do training and development with them. Come to give them a breather!
- **Counseling Center**—Where we run our counseling seminars, and where our Imani women



work. For psychology students or professionals, you can help us out here occasionally with training our staff, helping with staff and missionary care, counseling women, training, teaching, and just being available as a listening ear to the women who come there. You can also help lead worship and devotions every morning!

- **Nursery School-** We have a nursery school for the toddlers/children of our mothers who work. You can teach them English, basic math, writing, coloring, and Bible stories. Almost like a vacation bible school :) IF you are creative, artistic, love kids, and have patience this is the job for you!
- **Teaching**—Many times we don't realize how much teaching we get to receive in the West which we could impart here to people. You could host a women's conference or a pastor's conference to teach what God has given to you throughout the years. You could teach Adult Literacy to some of our women's groups or Parenting. Teachings on the Kingdom of God, prophecy, worship, the Father heart of God, intimacy/friendship with God, prayer/intercession, and trauma counseling are most welcome. (**Please let us know before you come, as these things take planning and you would need to raise the money to host a conference) (Please bring teaching/bible study materials with you when you come)
- **Administrative Help**—You could assist Sarita with the constant odd jobs that come up which take up a lot of the time she'd rather be spending counseling or being with the kids. It doesn't sound like a fancy job, but it could end up being the most helpful. Things like doing needs assessments, writing grants, doing errands, research, organizing, reporting. You might be surprised all the things that come up :)
- **Income Generating Activities* Position Open* Imani**—Maybe you are good at business or really creative. The women in our program hand-craft beautiful beaded necklaces. We are looking for a person to help run this program or help us develop more programs that include vocational training or skills training for vulnerable women. Amongst the sex workers that we work with, often a great barrier to their leaving is money, so we need to help them find a way to sustain themselves besides selling their bodies. Maybe that will be a craft project or a skill that you can help us find and train them in. This position is open so please let us know if you think you are the person to fill it.
- **Develop a project**—There are constant ideas and projects we dream about and long to do but don't have the time or man-power to do it. If you are volunteering for an extended time you could be in charge of starting something we've been hoping to do and helping us raise the funds for it. Please talk to us for more ideas. (You could build a playground for our kids, a library, a classroom, an art center, a prayer room, a dance/musical/drama program, an ESOL program for mom's of our kids, etc)
- **Have ownership of a project**—You could help us develop our bead-making to have more quality, be more efficient, or help develop markets in the West. You could design educational materials for our children's home. Or a mentoring program. You could start a pen pal program or build up our child sponsorship. Your creativity could enhance things which we are already doing that we hope to make better.
- **Give of your gifts**—You have skills that are needed here whether you know it or not. What we consider in the West as “layman's skills” are very valuable here as most people earn a living that way. The following are some areas where you can help both here in Uganda and in the US:
 - Administration



- Finance
- Business
- Entrepreneurship
- Marketing
- Website
- Graphic design
- Carpentry
- Music/dance/art/writing
- Sewing
- Photography
- Counseling
- Teaching/tutoring
- Mentoring/Discipleship
- Health/Nursing/Medical/HIV Aids prevention
- Agriculture
- Jewelry designing/craft making
- ESOL/Teaching Adult Literacy
- Leadership & Staff-development
- Writing grants or informational material
- Prayer/Intercession/Worship
- Baking/Cooking
- Craft-making, Tye-dye
- Video making & editing
- Graphic design
- Developing educational/teaching materials

For Teams:

- Hold an Outreach—pray for sick, etc; go to brothels
- Host a Conference (pastoral teaching, Relationships, etc)
- Provide Medial treatment
- Discipleship training for staff/women/kids
- Counseling training for staff
- Staff Retreat
- Take kids to the Ziwa Rhino Sanctuary (raise money to host this)
- Do evangelism (can rent a screen/generator to show films, etc)
- Do Vacation Bible school with kids at Center or Girls in the Rescue Home/love on them!
- Arts/Crafts--teaching

The list goes on.....

What We've Learned..... (and what we'd love you to remember)

Be love

- The most important thing you can bring is a heart that is ready to love. You may feel like you don't know what else you can give or exactly what you have to bring, but you can love someone, smile at them, give a hug, pray for them, even if you feel there is nothing else you can do. Heidi Baker has a



saying: "Stop for the one." And we encourage you to stop for the one in front of you who you can love so that they can see Jesus in you. If you see someone who is dirty or sick, or "crazy" don't be afraid to shake their hand and show them love. Be compassionate as Christ is compassionate.

Be led by the spirit

- Throughout this journey we ask you to constantly try and see from Heaven's perspective and to be led by the Spirit. Oftentimes it can be hard to see the realities of the ravages of war and poverty, but we believe that God has a promise for the people of Gulu and He wants to reveal that to you. You may feel promptings to do something, or to pray for a sick person, and we encourage you to let the Holy Spirit be your guide. We also encourage you not to be led by the "needs" that you see, because they will be everywhere and you won't be able to fill them all, but rather to spend time in prayer about what is the role God wants you to play in your time here.

Be flexible

- There is a saying, "TIA" "This is Africa," which usually means that nothing goes as planned here. You may have thought you were coming to do one thing, but will quickly see God may have other plans, or you may be needed elsewhere. You may feel that "control-freak" side of you rearing its head when things don't go the way you had wanted, but we encourage you to realize this is a different culture and to try and adjust to the changes in scheduling or not knowing exactly what you are supposed to do. Try to take those feeling to Jesus instead of becoming "needy" or overly dependant. Also changes in food, and the fact that there are power outages and the fact that you may be taking cold showers pretty often, should be expected. Believe me, God will use you if you let go and "go with the flow."

Be self-motivated

We are a grass-roots organization so much of the time, Sarita is busy managing projects and people and we don't have a lot of staff. What we love are people who can be given a project and can run with it and do the best with it they can, be creative, and be problem solvers. If you are independent and can think creatively to address issues, that is ideal!

Be filled

- When you have only a short amount of time sometimes you think you just want to get as much done as possible, to make an impact, but we cannot stress enough the importance of getting away with the Father to let Him fill you up with His love. We cannot give away what we do not have, so spend time in the secret place with Him so that He can give you new strength for each day and give you insight into why He has brought you here. Many times your own issues will come up when you are in ministry, so its important as you are dealing with a lot of thoughts and emotions that you process with God. We encourage you to set aside your own personal time apart from "team" time for prayer, worship and journaling. You are here to help us, but don't let that get in the way of your time with God. Let that be your first priority.

Be kind

- It can be easy to see the negative in the organizations we come to serve with and in the people on our team, or others around us. Please remember that no ministry or person is perfect and there are holes that need to be filled. We are all in a constant growth process, so be kind to your neighbor and to those who have come to help and have grace where it is needed. Try not to judge, but to pray where you see areas that need change. And remember that as much as this trip is about you serving



our ministry here, it is also about what God longs to do in your own heart, so you may find He is dealing with you on certain areas He wants you to grow. But please come and speak to us if you are struggling with something or someone. We have an open door policy :)

Be proactive

- Sometimes when you volunteer it may not be clear what you are supposed to do, but take the first few days to become acquainted with needs and how those align with your gifts and passions. The best kind of volunteer is someone who is willing to do anything, can take initiative, and can work independently once given a task. If you see an area where you think you can design a project, or be of help, please approach us and let us know. We need every part of the body to complete the work God has called us to, so don't be shy with what you are good at—it might be something as small as you are a great baker---but the skills you have are most often going to be very useful here and just need the right person to run with a great idea. Please also understand that Sarita has a very busy schedule and you have come to help her do what God has called her to do. Any way you can make her job easier is appreciated.

Build relationships

- We encourage you to know our staff and our children, as well as interact with the local community. Learning a few words and phrases in Luo and Swahili will go a long way. Sometimes one person can change the course of your life, so we hope that you take time to build relationships on your own and pour into people here. It is the relationships with people that will tie you to this place and bring you back. At first it may be hard, but we recommend not being shy, but just stepping out and engaging with the people---especially in song and dance. They love to see you participate. So let loose! :) If you are staying with our children, try to key into all the children. It's ok to develop a closer relationship with one, but try to keep from having "favorites" as this can cause hurt feelings and jealousy. Try to be free with your love to all the kids, even those who seem more "difficult" as sometimes these are the kids that need the most love and guidance.

- Note of caution: If you are a young person be cautious of "friendships" with the opposite sex or being alone without a group, because they may interpret your general care for them as "dating" interest. Also, we recommend asking us about a particular person and what we know about them before you become too close to someone or get involved in any kind of "project" with them as not everyone has your best interests at heart. Zion Project prohibits the dating of other staff or volunteers during your time of service.

***Note: If you are coming Long-Term (3 months to 1 year) you will meet with Sarita regularly to discuss, debrief, and evaluate if this is a good fit for both parties.**

BEFORE YOU COME....

- Make sure you've submitted your application, all waiver forms and have read through this packet carefully!
- Please note if you are applying as a LONG TERMER (3 months to 1 year) you will need to arrange a **phone interview** with someone from our team in addition to your application (email sarita@zionproject.org for more info)
- Make sure your passport is valid for travel!
- If you are coming for longer than 3 months make sure you have a **CRIMINAL BACKGROUND** check from your local police station in order to obtain your work permit. Work permits cost



around \$200-\$500. Budget accordingly.

- Register with the US embassy online at: <https://travelregistration.state.gov/ibrs/ui/>
- Make and bring 3 copies of your passport, extra passport photos as well as your yellow fever card.
- For pre-travel health preparations for Uganda, check the Center for Disease Control website: <http://wwwnc.cdc.gov/travel/destinations/uganda.aspx>
- Visit the doctor/travel clinic and get all the vaccinations you need for Uganda/East Africa region, as well as a prescription for a Malaria Prophylaxis (anti-malaria medication).
 - Yellow fever – required, must verify for entry/reentry into the country
 - Typhoid
 - Hepatitis A & B (These are done in a series so start EARLY)
- Research & purchase travel medical insurance and **emergency evacuation** insurance
 - (IAA; IMG; Seven Corners Medical etc):
<http://www.travelassistnetwork.com/?gclid=CNLE0ffxhaICFQcx3wodV2VKVA>
- Get a prescription for a malaria prophylaxis (anti-malaria medication):
 - Example: doxycycline (cheap) or malarone (more effective, but more expensive)
- Withdraw the cash you need in **new \$100 bills** if possible, or at least **the year 2002 or higher**.
 - Newer, larger bills will receive a better exchange rate once here.
- Alert your home bank that you will be traveling outside of the country to avoid credit/debit card cancellation. . (You can withdraw money from ATM's here with your debit card. Bank of America has no fees if you withdraw from Barclay's bank here)
- Ensure that your credit/debit cards will not expire while over here. It is extremely difficult to obtain a new card if yours expires or is cancelled.
- Buy an unlocked tri or quad band GSM phone (or buy one when you get here for around \$20-\$50 USD) – SIM cards can be purchased here as well.
- Pack foods you can't do without (like granola bars and peanut butter :) (See packing list)
- Have copies of important documents prepared to give to the Executive Director upon arrival in Gulu (See "Emergency Preparation")

Recommended Reading/Watching before coming:

- *Experiencing the Father's Embrace* by Jack Frost
- *Always Enough* by Heidi Baker
- *Culture of Honor* by Danny Silk
- *African Friends & Money Matters** - A must read!
- *Loving our Kids on Purpose* by Danny Silk (for children's home)
- *When Heaven Invades Earth* by Bill Johnson
- *When Helping Hurts* by Steve Corbett
- *Half the Sky* by Nicholas Krisoff
- *Love Has A Face* by Michelle Perry



- *Stolen Angels* by Kathy Cook
- *Girl Soldier* by Grace Akallo
- Sarita's blog: www.saritahartz.com
- Zion Project website: www.zionproject.org
- Resolve Uganda website: www.resolveuganda.org
- Watch War/Dance by Shine Global
- Long-term vs short term missions: <http://livesayhaiti.blogspot.com/2011/03/thinking-through-stm.html>
- How to Care for Missionaries/Self care: <http://www.missionarycare.com/ebook.htm>
- Watch Nefarious film

Fundraising

We recommend sending out your support letters early to your friends/family and hosting several events to raise money for your trip. There are lots of resources out there on the internet for ways to do this. You can use pictures from the Zion Project website or facebook page by downloading them, you can enlarge them, etc. You should mention Zion Project, what we do, and include our website in your letters. An example of Zion Project's mission and vision is as follows:

To provide love, inner healing, and holistic transformation to the sexually exploited, human trafficked, and enslaved women and children in war-torn regions of Africa.

Unfortunately due to the number of volunteers coming through Zion Project and the accounting involved, we cannot accept donations on your behalf. We recommend speaking with your local church or organizations to see if you can raise tax deductible donations through them.

Getting to Gulu

Flying to Uganda

Airport: Entebbe International Airport (EBB)

Mission Travel is a great organization for booking your travel. <http://www.missiontravel.org/>

***Note- If you book on a British Airways flight through a missions travel agent you can get a 3rd piece of luggage free. Please email Sarita@zionproject.org to see what items you might be able to bring over for us!**



Raptim International Travel, discount airfare for short-term missions, allows for a third piece of luggage (ONLY upon request ahead of time) for missionary travelers when traveling British Airways, and does not charge/penalize for schedule changes – go to www.raptimusa.com or call 1-877-584-3262.

Discount fares may be available at www.airfareplanet.org or www.fly.com

If you are flying through London and need budget accommodation, we suggest Yotel at Terminal 4 or the Oakwood Lodge Guesthouse near Heathrow Airport. For booking, go to <http://www.oakwood121.co.uk/>



VISA/Entry:

Less than 3 Months: For individuals or teams who will be in Uganda less than 3 months total you will obtain a traveler's visa when landing at Entebbe International Airport about 45 minutes outside of the Ugandan capital city, Kampala. When you land, go to the Visitors' Entry Line where you can **get a 3-month entry visa for \$50.00 USD**. You want to say you are a "tourist" or "visiting friends".

DO NOT say you are volunteering or working here. As innocent as this may sound, they will consider it "work" and work permits are not easy to get.

More than 3 Months: You will need a work permit.

Please bring a **CRIMINAL BACKGROUND CHECK** from your local police station or other service. **THIS IS VERY IMPORTANT!** If this is your plan contact us and we can discuss extended or work entry visas. More info: <http://zionproject.pbworks.com/w/page/22045990/Volunteering%20Uganda>

Use this as your "In-Country Contact Address": **Plot 4 Philip Acaye Rd. Gulu, Uganda**

From the Airport:

Gulu is an approximate 4-6 hour (depending on the roads) bumpy drive from Entebbe. Entebbe is about a 30-40 minute drive from Kampala, the capital city. Most likely you will land, spend the night in Entebbe or Kampala (depending on how late you land) and then drive to Gulu the following day. We can arrange accommodation and airport pick up for you if you let us know your preferences in advance!

- Earnest is a driver we trust to pick you up from either the Entebbe airport or your hotel in Entebbe if you stay overnight. He will then transport you to Kampala the capital city.

(Call ahead; or we can call for you if you need—but please let us know!)

+256 (0) for when in Uganda 0772644014 no (0) when calling from USA

Prepare to pay at least 60,000 UGX (around \$30 USD) to get to Kampala.

And to get to Post Bus from Kampala around 20,000sh

Staying in Entebbe overnight:

For late night arrivals, this will be your best/most comfortable option. Plan on spending at least \$30 USD for a single person for one night (most accommodations include breakfast as well as a free pick-up shuttle from the airport). We recommend the following locations (book in advance):

- Airport Guesthouse – (+256) 0414370932 or email at: postmaster@gorillatours.com
website: <http://www.traveluganda.co.ug/entebbeairportguesthouse/index.html>



(\$30-50 per person per night) Food is around \$15-20 and is great. Ask for the “missionary discount”

- Central Inn Entebbe – or email at: reservations@centralinn.co.ug
website: <http://www.centralinn.co.ug/>

Driving to GULU!:

If you are a **team**, we will need you to rent a van which we will use to pick you up in Entebbe and transport you to Gulu. (See budget below.)

If you are in **individual** we will try to pick you up if we know your dates. Please understand this is not always possible, because it takes 2 days out of our schedule and around \$100-\$150 to do this. Please plan to budget **150,000sh in fuel each way** for us to transport you. (For latest exchange rates, look up conversion from shillings to dollars on google) or if we are unavailable you can call a “special hire” or taxi.

If we are unable to pick you up, Earnest can drive you so you can take the Post Bus out of the Kampala Post office on Kampala Road every day **except Sunday** at about 8:00am. **Make sure to arrive at least 45 minutes early to get tickets and seat.** Seats are 18,000 UGX. Bags may cost between 2,000 -5,000 UGX. We recommend bringing your own food and peeing before you go. Keep hand baggage close. It takes about 5-6 hrs. You will arrive in Gulu by around 2:00pm and we can pick you up here (call Sarita: (+256) 0773875545)

You can also have Earnest drive you directly from the airport or Kampala up to Gulu for 400,000sh one way. (About \$150-\$175)

And lastly you can actually **FLY** from Entebbe to Gulu using Eagle Air. Tel: +256 (0) 41 4320601. We can also arrange for you if you give us your incoming flight times and enough notice. This helps us a lot with not having to take time out of our schedule to pick you up. Around \$200 each way.

Please be prepared to pay these costs when you arrive. And notify us of your option choice before coming so we can make arrangements for you!

Staying in Kampala (for late flights): We can book for you if notified!

Budget accommodation:

- City Annex - 0414254132
- Backpackers Hostel (in Mengo) – (+256) 772430587 or (+256) 41274767,
website: <http://www.backpackers.co.ug/>



- **Red Chili** (in Bugolobi) – (+256) 0772509150, website: www.redchillihideaway.com

If you need something with a little R&R we recommend:

- Speke Hotel, in the heart of the Kampala – (+256) 0414235332
(\$120 per night for a double)
- Metropole hotel –

Money Exchange in Kampala

You will need to convert money into local currency (shillings) soon after arriving in Uganda (some hotels will accept credit cards, but shopping centers, etc. DO NOT). **YOU CAN DO THIS AT THE AIRPORT WHEN YOU ARRIVE!**

Bring cash in large denominations (**50 or 100 dollar bills** get the best exchange rate) **dated with the year 2002 or newer!** There are ATMS, but virtually no vendors in Uganda accept credit cards.

Barclays is compatible with Bank of America and some other US and UK banks but **please call your bank** before you leave your home country to notify them you will be using it in Uganda and the dates, or they will cut-off your funds or close your card.

Exchange rate fluctuates between 1,900 – 2,200 Ugandan shillings (UGX) to every \$1.00(USD)
(Check www.newvision.co.ug for updated exchange rates)

You can exchange money in the airport at ForEx Bureau, however the best exchange rates will come from Kampala town center. You may also want to pick up a SIM card to put in your phone or buy a phone. These errands can be done in Kampala town shopping centers:

- Nakumaat Shopping Center – groceries (there are others stores, banks, ForEx, etc. You can purchase MTN portable internet, phones, and exchange money here.
- Garden City – a shopping mall with everything, including an actual movie theater ☺
- Game – a sort of Walmart type store with appliances, food, clothing, etc.
- Shoprite – groceries

Helping you budget – Major Expenses

Note: While we would love to let you fundraise through Zion Project, right now we are not able to offer that to our volunteers due to the high number of people we have coming through and the difficulty in tracking & accounting. If your donors need tax-deductions we recommend contacting your church to see if you can raise funds through them or another missions organization. We find that most people



who will support you on this trip will believe in you and your mission here and will write checks directly to you which you can then use to pay for your expenses. We recommend writing a detailed support letter in which you can use our name and website to let your supporters know more about who you are volunteering with. If you need more information from us, please contact us before you write your letter.

1. Plane tickets will usually run between \$1,500 and \$2,200 USD roundtrip. Be careful when choosing a ticket and keep in mind that the less expensive tickets generally have restrictions or conditions such as:

- Charging fees for checked baggage
- Blackout return dates
- Charging fees for changing return ticket dates

If you book your ticket through British Airways and register as a missionary (before purchase) you can have an extra piece of checked luggage for free as well as free return date modifications (see "Flying to Uganda").

2. Entry Visas for "tourists" or "visitors" (in other words, individuals staying for less than 3 months) are \$50 USD. For individuals wishing to stay long term, you will need to purchase a work or volunteer visa – *please contact the Uganda Embassy in Washington, DC or Sarita to find out more about this.*

3. **FOR SHORT TERMERS** (2 weeks to 2 months) Room and board at the Zion Project Volunteer Guest House (connected to our Counseling Center) (2-4 people): approximately \$30 per person per day or \$200 a month. Unless you are filling a specific staff position.

4. **For LONG TERMERS (Staff)** (3 months to 1 year) \$100 per month which helps us pay for the building, the security guards, lunch at the office during the week, and the costs for setting up a comfortable home for you)
(other volunteers and families check with Sarita on prices)

***If you are coming to fill a specific internship for Zion Project/Imani accommodation at the Guest House will be provided. However, many long termers like to rent their own housing. If so plan to spend between 400-800,000shillings per month.**

5. ***All long-termers should bring a motorcycle helmet with them for safety while riding boda boda's. Please budget accordingly!**

6. (Note: if you are staying at the children's home there is no charge for board. We do not recommend this option for those staying longer than 3 months because you will not have your own room or privacy. We don't want you to burn out :)

Counseling---Please also budget for a Transformation of the Heart Week in Jinja, Uganda. **We recommend this course for all of our volunteers coming for 3 months or longer** towards the beginning of your stay with us. Visit the website to check dates and prices: <http://www.mto-moyoni.org/site/content/view/25/43/>
It is around 260,000sh for missionaries.



7. Hired Van for ministry teams: Renting vehicles and fuel is expensive in Uganda and will be a large part of your budget. If you are an individual you can take boda boda's (motorcycle drivers) or special hires (taxis) or get a ride from us. If staying long term, please plan to make a monthly contribution towards fuel costs for our vehicle--(\$10 a month)

- Gulu – Kampala: 400,000sh (\$200) for transport to Gulu (Gulu is about 5-6 hours drive away from the airport where you will be landing) (Note: if you are an individual, we can come pick you up for \$50)
- In Gulu: \$70 per day while you are here, + fuel costs (around \$100) around town but more if you want to go to a village or IDP camp

(Note: Flights from Entebbe to Gulu on a small plane are also available for those who have back problems, etc for around \$200: www.flyeagleuganda.com/)

3. For short-termers/**TEAMS**: Gulu hotels: Visit www.wajoli.com to book online (Sarita's husband Tyson's website) with reasonable hotels which we recommend. Each day in a single room will cost around \$12-\$15 (includes breakfast) This helps us out! :)

4. Food: Around \$10-20 per day (depending on how much you eat and where you eat :)
Eating at our children's home: \$20-40 per meal for a team (depending on how many people)

Note: If you are an individual eating at our children's home (mainly local food—like rice and beans, cabbage and greens) for most meals, we will not charge you, however donations are welcome)

5. Transport from airport Entebbe, to Kampala each way: \$30/person in private hire taxi; \$50 small group in van.

6. Personal spending (souvenirs) and church offerings: Totally up to you. Most people will easily spend \$100 on souvenirs. Church offerings: \$3./service/person.

7. Phones with compatible simcards can be purchased in Kampala (recommend buying yours here vs. Gulu) for \$20-\$50 USD. Airtime is loaded in 1,000 – 20,000 UGX increments. A one minute call to the United States is 600 shillings (about \$.30).

8. Health Insurance can easily range from \$30 USD per month

9. IAA emergency evacuation insurance can range from \$75 USD to \$300 USD.

10. Vaccines depending on your US health insurance international travel vaccines can exceed \$250 easily.

11. Malaria prophylaxis will vary depending on the type you purchase and how much you buy in advance of your travel date. Please see your healthcare provider.

If you are doing any project that requires materials, (i.e. building bookshelves, or playground, etc for our Children's Home) please plan to bring enough money to buy your materials here (we can give you an estimate of the costs on request). It will help the economy and is much easier and cheaper than



transporting material from another country. (FYI: This goes for donations of materials, such as clothing, as well. For example, if you believe the LORD is asking you to donate clothing for Zion children it is much more beneficial and cost effective to donate the money, rather than to ship clothing.

Please check with Zion Project management before shipping any materials. Zion Project will give you a full accounting of how the money is spent.

In Gulu....

Calling

All phones in Uganda operate as pre-paid cell phones and airtime is purchased and loaded. We recommend purchasing a **MTN SIM card**. MTN is a fairly reliable cell phone network and airtime is easily available throughout Uganda, and some neighboring countries.

To call "home" (USA) first dial 000 (or +) 1 then the number
For them to call you from USA dial 011 (or +) 256 _____

We recommend you have family members set up Skype to Go accounts which will enable them to call you from landlines and deduct online Skype minutes rather than billing their phone providers or using a calling card. Visit: <http://www.skype.com/intl/en/features/allfeatures/skype-to-go-number/> for instructions.

Internet

Several cafes and restaurants around town offer free wireless internet (available if power "is there"). You can buy your own modem from Orange (the best internet here) for \$100 and then pay \$40-\$70 a month depending on your plan.

- **Coffee Hut** next to Country bakery offers wireless internet in the only air conditioned public space in Gulu. In addition, the food and drinks are fantastic, the atmosphere is as western as it gets, and in the event of power outages, a generator will always be running.
- Cafe Larem next to Jo Jo's palace offers great milkshakes and snacks and free wireless internet (must have own computer).
- BJZ restaurant in Senior Quarters has ok food, drinks, and wireless internet (not as dependable – availability and price depend on power, the weather, and mood of staff members ☺)
- Sankofa Café – best pizza in town
- The Acholi Inn offers wireless internet for 2,000 (UGX) per 30 minutes. Acholi Inn also has a full offering of drinks, food, and a cool indoor space. They will also usually turn on a generator in the event of a power outage.
- If you don't have a computer, you can go to Luxury computers just up the street across from Kakanyero hotel (big white one) or Nile Computers.

Portable internet USB modems can be purchased through MTN or other carriers. (Sarita may also have one you can borrow) The start-up cost is between \$100-150 USD for the modem and approximately \$45-60 USD per month depending on the plan you choose.



Food

- Coffee Hut – beside Country Bakery – western style coffee shop – totally legit... don't get lost ☺
- Cafe Larem – next to JoJo's Palace Hotel – sandwiches, yogurt, ice cream, and wireless!
- Sankofa Cafe – Kampala Road near Stanbic Bank – life changing pizza, sandwiches, milkshakes and pastries. Sankofa also offers wireless, take-away, and delivery.
- Abyssinia Gardens – behind and to the left of Pece Stadium, near the Invisible Children complex. This is the “Ethiopian” restaurant in town. It is phenomenal. Great for a night out with friends.
- Anna's Indian food- opposite Mega shoppers

- The Boma and Acholi Inn Hotels have full restaurants, a bit pricey, nice for a night out or a change of pace.
- Prince and Gulu Supermarkets –water, soda, best bet for western import items. All shopping needs aside from fresh produce. Prince is on the corner of town as you head to Pece, Gulu Supermarket is up the street from Kakanyero Hotel.
- Country Bakery and Sweetie Bakers offer all baked goods.



Transport

For individuals around town, we mainly rely on walking or boda boda's which are motorcycle taxis. And they're fun! :) The term *boda* comes from motorcycle taxis that used to transfer individuals over country borders.

Please understand that riding on bodas is not an entirely safe venture and if you choose to use them you ride at your own risk. We recommend that you purchase a helmet once in town (can be found for approximately 30,000 UGX (\$15 USD), and only ride on a bodas while wearing a helmet.

A boda ride will range from 500 UGX to 1,500 UGX and will depend on distance, fuel availability, and time of day.

If you don't feel comfortable doing that you can try calling Sarita for a ride and she will pick you if she is available (+256) 0773875545. Please be courteous of her time. Especially at night be cautious – never accept a ride from a driver who has been drinking or if you feel uncomfortable. It is best to travel in pairs at night.

What about your “stuff”

What to Wear

With the equator running through it, Uganda has a climate that is quite warm and often humid or extremely dry (depending on the season). Light cotton clothing, sandals, head coverings and a hand-held fan will help you be more comfortable. Because the terrain is uneven and often very rough we suggest bring 1-2 good pairs of strap on sandals with good arch supports (Merrell, Teva, etc.).

It does get cool most evening, however, so be prepared with a few light sweater or jacket, and for the rainy season a rain jacket.

Women:

Modesty is important in African culture. Ladies should plan to wear loose-fitting skirts, below the knee, dresses or capri pants past the knee. (Skirts are cooler than trousers) while at church, ministering or in the camps for any reason. Shirts with sleeves are preferred but wide-band tank tops are ok when you are not in the village or in church. Long sleeves are helpful in the evening to avoid mosquito bites. Trousers are acceptable for women while walking around Gulu, but not short shorts or revealing clothing. For church services and other times of ministry, the nationals wear their best. It is disrespectful for visitors to show-up in "grubbies." Also be aware that Gulu is at any given time a large ex-pat community (which means there are a lot of white people). You will not be in the bush, so don't go overboard with the khaki or safari wear. Cute but modest is the name of the game.

LONG-TERMER's- you will want to bring some clothes that make you feel “normal” and not like a missionary for your time's off or when you travel to Kampala. Think mascara, cute top, jeans, and some high heels. ☺

Men:

Men are requested to wear “nice” church clothes when preaching or teaching in churches or crusades



(suit jackets and ties are not necessary). Light pants and button down shirts (short sleeves are fine). Men can wear casual summer clothes when not ministering. Sandals are fine, and all shoes should allow for heavy dust, rain/mud.

Keep in mind that the people you will be ministering to are very poor. And, while Gulu district is much safer than it has been for many years, there are still a few bandits around. You should keep jewelry to a minimum and not carry large sums of money. Don't walk around by yourself at night, but walking with groups in town should be fine.

Other clothing-related items could include:

The climate is warm and humid at around 25-30°C during the day, but it can get cooler in the evenings and during the rainy seasons. Be ready with a light sweater or jacket.

Bring a raincoat and/or collapsible umbrella, as it sometimes rains in the afternoons even in dry season and anytime during the rainy season (March-May and Oct-Nov). Even when it is not raining, the umbrella may be used to protect you from the hot African sun!

Assume no laundry service. Bring enough shirts to change each day and, due to dust and mud, and enough skirts and/or trousers to change every two days. If you want to travel light, you can ask the House mama for someone who can help you wash and you can pay them something small, but be prepared to wash your own underwear ☺

What to Bring

Important Items to Bring:

- Passport, with expiration date well past the date of your return to your home country.
- Make 5 photo-copies of your passport: bring 3 with you stored in separate locations, and leave one at home, and one with the ministry in Uganda. We suggest you leave a photocopy of all credit cards, ID's, and any other important documents at home, and on your person separate from the cards themselves (but still secure).
- Copies of Medical Insurance Documents for Zion Project
- Emergency Contact for Zion Project
 - Important phone numbers – keep them handy at all times
- Your own pair of Sheets (twin or full size)
- Pillow
- Swahili dictionary
- THIS ORIENTATION PACKET (can be helpful in answering questions once you are here :)

WHAT TO PACK:

Toiletries

You probably won't find your specific toiletries here and if you do they are generally expensive. Especially in the beginning, try to bring enough of your specialty items for several months.

Girls



- Shampoo
- Conditioner – can be found here, but expensive, and most are for African Hair
- Hair gels, sprays, etc.
- Hair bands, headbands, etc. – remember your hair will grow and the style will change so bring a variety of things to pull it back with ☺
- q-tips
- cotton-balls
- face wash/scrub – if you are prone to breakouts stock up on your favorite acne prevention washes – there are none here
- Clearasil, etc
- Face lotion
- Contacts/glasses/solutions – bring several pairs as the air can be extremely dry and dusty you will find that you use more contacts than usual
- Toothbrushes/paste/floss
- Lip gloss/balms – it's hot here, for daytime get stuff that won't melt all over your bag
- Sunscreen for body and face
- Body lotions
- Deodorants – bring several tubes, stick deodorant is really hard (if not impossible) to find
- Baby/body powder – helps prevent rashes in the heat
- Body sprays/perfumes – it's nice to smell like yourself ☺
- Make-up – if you usually use make up, bring it. There are a lot of westerners here, just because it's Africa doesn't mean you have to look like a savage
- If you paint your nails, bring color and polish remover – nail trimmers
- Bar soap/body wash
- loofa/puff/washcloths
- Pads/tampons – hard to find
- For hand washing underwear, if you prefer western smelling laundry soap try these:
<http://www.purex.com/purex-3-in-1> they're light to pack, last a long time, useful for washing delicates by hand, and smell great!
- Razors – Ugandan women DO NOT shave. So female razors are almost non-existent here
- Tweezers – always essential

Boys

- Bar soap/body wash
- Shampoo/conditioner
- Body spray/Ax – you don't want to smell like a bum
- Razors/gel – you're not going to be in the bush so yes, you have to shave
- Deodorant
- Nail trimmers
- Clearasil if you use it
- Lip balm – don't be stupid, everybody's lips chap even guys
- Sunscreen
- Glasses/contacts/solution

Here are some of the many other things you could bring:

- Sleeping aid for plane or in the beginning of your stay – consult your doctor



- Ear plugs
- Good walking shoes (very important) flip flops often don't offer enough support\
- Good sandals (Tevaz, Merrells, etc)
- First Aid items – Neosporin is non-existent here, as are good band-aids and they are VERY useful
- Medications from home such as:
 - Tums/zantac etc. – bring these as you're not sure what your stomach will do in the beginning
 - Tylenol/Ibuprofen
 - Ask your doctor for a prescription and instructions for a good antibiotic such as amoxycilan and/or ciproflaxin, and azythromycin (you can get them here, but it's always good to have a just in case).
 - Cold medicine
 - Allergy medication – Claritin
 - Benadryl – for bug bites/possible reactions
 - Hydrocortisone cream – anti itch cream
 - Vitamins – chewable is best
- Ipod/CD player/charger – wall chargers are good
- DVD player – or use the one on your laptop
- Laptop/case
- DVDs – very comforting, bring a few favorites, you can buy movies around here also – cheap but not so great quality
- Bible/devotional materials
- Bible study ideas for kids
- Memory stick – these are extremely useful
- CDs (music for kids) & teaching cd's are great to leave behind
- Movies (some for kids would be great)
- Books (for yourself & kids)
- Camera & video camera
- Art supplies; small toys
- Notebooks and pens
- Pictures of yourself to leave behind with kids
- Bring the strongest sunscreen you can get, if you're sensitive to the sun – can't get it here, but don't bring 12 liters either. You won't be in direct sunlight 24/7. Prepare as though you were going to be living/working in GA in July.
- Mosquito repellant with DEET. Remember, you can't bring aerosols in your luggage, so bring non-aerosol spray, towelettes or creams. – Don't bring a ton, we have some here.
- A pocket Knife or small multi-tool may be useful (NOT in your hand luggage on the plane as it will be confiscated by security staff).
- Shower shoes if you're squeamish
- Hangers
- Portable face mirror.
- Travel Kleenex packets are great
- In your purse or daily carrying bag, always carry toilet paper, drinking water and antibacterial hand wipes or gel (one that evaporates on the hands without water).
- You are free to bring sweets/candy for kids, but bring lots of it... or none at all. Be sure to ask



your Ugandan leader about appropriate distribution times and places.

- Zip-lock bags are convenient for a number of uses in packing, and while traveling.
- A hat to wear in the sun
- Wet-wipes to carry with you at all times – you never know when you'll need it
- If you take any meds, make sure they're on your carry-on so you don't risk being without. Take some pain-killers with you. This is another very nice gift to leave with someone.
- Backup battery and memory storage for your digital camera, laptop, or other electronics.
- Instruments
- It's very fun to take items that you don't mind leaving behind with others, when you return to the USA. They will appreciate the smallest of gifts.
 - Pillow – pillows here are horrible – friends don't let friends sleep on Ugandan pillows ☺
 - Bedding – (optional but these are expensive for us to purchase. It can help if you are staying at our children's home) (pillow, sheets (twin or double for married couples) & a blanket) – ask Sarita first.
 - Flashlight/headlamp – they seem stupid but a good headlamp is invaluable during frequent power outages. Other good investments are wind up or chargeable flashlights that don't require batteries.
 - batteries (rechargeable ones are good to have; be sure to bring a battery charger which can be used with 220 volts)
 - large trash bags (they are hard to get here)
 - If you like coffee we request you bring a French press coffee plunger (Bodum) (pretty cheap from target)
 - Power is 220 V and a two-pin round plug. Bring a converter (220- 110 volt) and several adaptor plugs if you have electronic items (such as a cellphone, digital camera, battery charger, etc.) Please note...the voltage consistency is very poor when electricity is on. Your laptop or camera AC transformer may not be enough to protect them against power surges.
 - Sermons/Worship Music—things for encouragement
- **FOOD!! –A MUST HAVE!**
 - Crystal light packets
 - Splenda/sweet and low
 - Peanut butter
 - Cliff bars/granola bars/luna bars
 - Spices, Taco Seasoning and Ranch Packets
 - Muffin mix (the just add water kind is great)/brownie mixes
 - Mac n' cheese
 - Rice mixes or Lipton Noodles
 - Cereal
 - Oreos
 - Candy snack or comfort foods
- *If you are coming long-term its nice to ask the missionaries in Uganda what you can bring them b/c there are a lot of foods we miss. Email Sarita@zionproject.org

Most international travelers are allowed two checked pieces of luggage (check with your air carrier to



be sure). Many believers, when going on a mission trip, take one large suitcase for themselves and a large plastic tub full of supplies that are useful to the host ministry. This is a huge blessing to all concerned. If you and/or your team are interested in doing this, please contact our office for further instructions. (We often have pieces of luggage in the USA that need a 'carrier' – let us know if you would like to help in this way. Many missions travel agencies (see details in section Traveling to Uganda), allows for a third piece of luggage for missionary travelers when traveling British Airways.

Note: You will have a mosquito net at the guest house and its easy to buy them here.



Here's to your health...

Traveler's Insurance:

Zion Project requires that all volunteers come with emergency evacuation insurance, which will cover the cost of air-lifting individuals to safe areas or needed medical attention in the event of an emergency. You will need to pay the premiums and be sure you have enough money available to cover the deductible amount. Most domestic insurance plans do not cover foreign travel, so check with your plan administrator to verify coverage. If you need additional coverage, you can talk to your travel agent, or contact Specialty Risk International, Inc. (SRI) at www.specialtyrisk.com. International travelers are now able to obtain free, no obligation, online quotations, and you can purchase coverage immediately through SRI's secure server and receive a Virtual ID Card immediately. Other options include Brotherhood Mutual Insurance Company at www.brotherhoodmutual.com and **Seven Corners Medical**.

Zion Project also requires that you show verification of updated immunizations including: Typhoid, tetanus, and yellow fever. We also recommend that you receive all other vaccinations recommended by the CDC: <http://wwwnc.cdc.gov/travel/destinations/uganda.aspx> such as meningococcal, and Hepatitis A and B.

It is also wise to visit a travel clinic and fill a prescription for "in-case" antibiotics such as Ciproflaxin and amoxicillin. These drugs can be used for bacterial infections in the stomach and chest. We don't expect you to have these problems, but if you do it is nice to have planned ahead.

In addition, it is HIGHLY recommended that all volunteers maintain a malaria prophylaxis regiment as prescribed your travel physician.

All the beds at the Zion Project house, and most hotels and guest houses, have treated mosquito nets – which is the single most effect (non-medicinal) method for preventing malaria.

Finally only drink bottled water or properly treated water (boiled or treated) or soft drinks and don't use ice cubes unless they have been made with bottled water. In restaurants, only drink bottled water or soda. Use bottled water for mouth hygiene, as well.

REMEMBER, TAP WATER IS NOT SAFE FOR CONSUMPTION BY WESTERNERS.

We recommend buying water while you are here.

As for food, if you can't peel it, wash it or cook it, don't eat it. That means no raw vegetables unless you have cleaned/prepared them yourself or are in a good restaurant or hotel.

Tips on Food and Drink...

Ugandan people are very hospitable and will give you a feast, even if they have very little. There is a Ugandan saying that all visitors must leave your home full, so that they will come back again. Because visitors are very important and hosting them is an honor, it will bring great shame on them as your hosts if you do not share their food. So please use tact and try to eat up even if you are not sure



what it is ☺ (with a few exceptions – as in a risk to one's health).

Note: If you are staying in our children's home you can ask for “small food” like Mama Sarita because they normally serve large portions that might be hard for you to finish.

You can expect to eat beans, cassava, sweet potatoes, Irish potatoes, rice, stewed beef or goat and posho/ ugali (stiff mush made of maize or millet). Sweet bananas, watermelon, mango and pineapple are frequent desserts. We advise you to try to keep away from salads/greens like bo. Carry some kind of antibacterial wipe or liquid with you because you will shake many hands and may then have to eat African style (with your fingers).

Drink only bottled water that you have personally broken the seal, or water that has been properly boiled or treated. (Bring some with you wherever you go. Most Africans expect western visitors to drink their own water.) Try to drink at least 3 liters of water in a day. Sodas, tea & coffee are OK to drink, but only in addition to water.

Be wary of eating meat – especially from the market or off of the street. A common health risk is digestive worms. Eat only thoroughly cooked foods. You can deworm every 3 months by buying deworming tablets from a local pharmacy.

Remember when you first arrive especially that a Westerner's digestive system does not operate like a Ugandan's. Be conscious of the fact that your immune system will not be familiar with a lot of exposures at first; in addition your stomach may have difficulty acclimating to the local foods right away. We suggest you take it slow, be aware of what you are eating, and make use of many of the new western style cafes in town. Drink lots of water!!

In an Emergency...

Teams:

Ensure that your team's leader has each member's travel insurance details and information regarding any serious allergies or other medical conditions, a list of any medication you are taking and who to contact back home in an emergency. The team leader should make photocopies of this information and give the copies to the ZP Executive Director in case of emergencies. Be assured however, that nothing is expected except God's protection.

Individuals:

Have prepared to give the Zion Project Executive Director:

- Copy of your passport
- Copy of your visa
- 2 copies of your passport photo
- insurance information
- vaccination details
- Completed Medical History Form
- Completed Emergency Contact Form



Important: Zion Project **DOES NOT** guarantee your safety, health, or comfort. We are serving in an underdeveloped country, in unpredictable conditions. You will be joining us in trusting God as provider and protector. You will not have the full attention of any missionaries, staff or translators, except where specifically planned. Please plan on being as self-reliant as possible. We see again and again that God does amazing work in each visitor. Be open to what God may do with you here! He is good!

Safety

Gulu is a relatively safe place and Ugandans are friendly people. We don't usually have problems with safety, but it is still good to take precautions. Please reassure your parents and loved ones that there is peace here in Northern Uganda now so they have no need to worry. In fact Kampala and Gulu are safer than other cities like Nairobi or Johannesburg.

Safety is a personal responsibility however and you must take special precautions with your property and person. Do not accompany anyone anywhere unless a Zion Project staff person has cleared it. Don't leave your property unattended, even in a church or Christian gathering. Keep money, passport, air ticket and any other valuable items with you in a "pick-pocket safe" place when traveling.

Concealed money belts are very handy.

While staying long term in Gulu, please leave your passport and credit cards locked in a safe place at home unless you have specific need of them that day. Carry copies of these items with you. Keep only small monies on you at all times.

Register yourself or your team with the U.S. Embassy, BEFORE leaving the USA. It is important that the embassy knows that you are in Uganda in case of emergency:

<https://travelregistration.state.gov/ibrs/>

Be aware that you will likely receive email warnings from the embassy about the dangers of traveling to northern Uganda, but these are just warnings. The LRA has not been active in Gulu for some time.

Picture this...

Photographs have different meaning in different cultures. To a westerner they offer sentiment, memory and possibly a prompting to pray. To African Christians, photographs mean much more. If you are given a photograph, it means that person wants you to pray for them and also write to them. In the same way, giving your photograph to an individual will suggest similar, unspoken expectations of support. Therefore, in order to avoid misunderstanding and disappointment, taking and giving group photos is best. (If someone wants you to take his/her photo, ask others to be part of the photo.) Remember that wherever you are in the world, strangers do not always want a photograph taken of them or their property. Muslims in particular are very sensitive, so if you see a woman or man in an Islamic-like head covering, refrain taking a photo unless you have had personal interaction with them. Please seek consent before taking photographs on any occasion. Don't be surprised if the person you wish to photograph asks for payment. This excludes the children in our Rescue Home.

Keep your camera completely out of sight when not in use, especially at any roadblock or bridge structure because photographing these is considered to be a breach of national security.



Making contact....

Although individuals will ask for your email address we **suggest that you do not give your private address to anyone.** For contact between yourself and Zion Project staff after you have left, you can send emails ATTN: (insert name of ZP staff member), to info@zionproject.org or to Sarita at Sarita@zionproject.org. The messages will then be printed out and passed on. Zion Project staff members have been asked not to exchange personal addresses.

For snail mail, we recommend that the team leader supplies you with a central address to use, like your home church. Letters for individuals here can be sent through the Zion Project box (**PO Box 350 Gulu, Uganda**). If someone wants to contact you, ask for their contact details and say you will try to get in touch with them. Do this with discretion and only with people you are acquainted with, never strangers. Please be aware, if you accept someone's address they will expect a letter from you. If you are given a letter during your ministry requesting financial assistance of any kind, please give it to the Zion Project administrator or Executive Director who will reply to the letter with an appropriate response.

There are certainly exceptions to all rules, and when in doubt please ask Sarita **FIRST**.

Communication Home

For teams especially, please be prepared for limited phone and internet access throughout your stay. If you have a laptop with you, you can access one of the internet cafes around town, however busy schedules may prevent this.

The following information is for emergency contact only:

Sarita Hartz Hendricksen--Director's phone: (when phoning from USA): 011-256-773875545 or 650-488-5159

Tanya Torp- namasteseeeker@gmail.com (For phone interviews)

Christine Oyite (Zion Project Administrator): 0772543902

Individual's volunteering in Uganda may use these and other numbers in the ZP contact list to phone staff once they are in Gulu.

Zion Project's Director Email: sarita@zionproject.org

Culture...another world

In less than two days you have crossed over two worlds from the First into the Third...You are now in an environment experienced by two thirds of the world's population. Now a days the more appropriate term to use is "developing world" because the countries in this world are in the process of developing in many areas. There is still a long way to go, but we are here to help. What a privileged and challenging position we are in! The King of the universe has sent us to help bring His Kingdom into this part of the world!



To minimize “culture shock”, let’s talk about what you will see and who you will meet.

- ~ Over 50% of the people you will meet are living in poverty and at least thirty-eight percent below “abject poverty” levels, as determined by the United Nations.
- ~ The average income in the areas in which you will be ministering is less than \$15, or £10, per month per family.
- ~ Over 80% of families will be subsistence farmers (growing their own food to eat and to barter).
- ~ You will see happy kids everywhere and not so many older people. Over 50% of the population of the developing world is under the age of 15. And over 60% of those will be illiterate.
- ~ Polygamy is commonplace with its complications.
- ~ A family can include up to ten children with a single mother.
- ~ The life expectancy is just over forty years (compared to late seventies in the West).
- ~ About one in every twelve adults you meet will be HIV positive.

There is no way that your imagination can prepare you for what you will see. It will be a shock if you have never been in the developing world before. However, remember: God has blessed you to be a blessing and you are doing that by coming here. Start praying now, and continue praying throughout your trip, that the LORD will give you discernment to differentiate between your emotions and the part He wishes you to play in helping this ministry be a blessing to the people of northern Uganda. He will do it!

Responding to the Poor...

Many people, both adults and children, may ask you for help while you are here. They may ask you for school fees, or for money to go to the hospital. Many are legitimately needy and many are not. Seeing so much poverty may cause emotions to overrule wisdom. As followers of Jesus, we want to alleviate suffering wherever possible. But if we do it according to our human wisdom we are likely to cause more harm than good. It is better to seek His leading, as a team.

Gulu is also a town that has been flooded with AID from the West because of the many years living in war and IDP camps, so when they see a “white” person they may literally say “muno, you give me my money,” or yells “mzungu,” at you which means “foreigner or white person.” For this reason, it is very important that you do not hand out money or gifts directly to the people you are working with, or others that you meet while you are with Zion Project.

Gulu is also a place where there is a great spirit of poverty, even among believers and pastors. You may see a lot of things that you did not expect from people that are supposed to be men and women “of God.” This is because there is a great need for intimacy with the Father and for discipleship. Instead of judging, really try to communicate with people when you see something wrong and let your speech be seasoned with truth, but also with grace.

Our hope is to be Jesus to people here and like Paul, when asked for money say, “I don’t have money, but what I do have I will give to you.” And what we have is Jesus. Perhaps you can offer to pray for that person right there on the street or listen to them, but we cannot stress enough that if you give money you will only further the harmful stereotypes that those of us who live here are trying to break. There are ways that we help people here which involve money, but they are done with proper prayer and planning. We ask you to please respect our work here and if you really feel led to help someone to



come to us and we can guide you on the best way to do that or if there is a better way to help. Please understand that while we long to help everyone it is impossible, so as a ministry we try and remain focused on what God has called us to do here and while you are with us, we ask that you try to do the same. We also welcome fresh ideas, so please come to us if you have a great one.

We suggest that the most effective way a team can alleviate suffering is by pooling individual gifts towards an agreed project which aligns with Zion Project's mission. We sincerely ask that you take advantage of our understanding of the culture and our close working relationship with the local leadership and allow us to mediate all gifts on your behalf.

Remember, if you make any commitments to help someone without first talking with Zion Project leadership and getting agreement from them, we can not help you fulfill those obligations and it could hurt our relationships with the local community.

Gift giving to children

Please be aware that Zion children have their own schedule during the week, with school and activities. We welcome you to do tutoring, teaching, devotionals with them during these scheduled times and playing and other fun things when they are not studying.

We respectfully ask that you please do not make any promises to the children or give gifts directly to the children.

Giving money, food, clothing or any items to any Zion child, youth or village child or youth is strongly discouraged. We are trying to encourage relationships that can't be bought or measured by "things". Instead, take time and talk with the youth, play with the kids, learn their language and teach them yours. Zion children have all they need (no matter what they may say). If, at the end of your time, you feel led to bless someone you've established a bond with, talk to the Director about leaving something to bless the child with on their birthday, or Christmas. It would be great to bless all the children with a gift as we try to promote fairness and not cause rivalry amongst the children. The idea of "fairness" is very important here and we don't want to create jealousies by favoring one child over another.

If you brought gifts or want to do any special activities, we welcome that but ask you to speak to the Director first so we can plan accordingly.

If someone from our children's home or one of our staff asks you for money or something, please let us know right away because we will need to speak with them as we try to teach our children and staff to be grateful for what God has given us.

Language

Learning a few greetings will go a long way in endearing you to the people. It will show them that you care enough to learn their language. Luo, which is the language of the Acholi people, is a language that has often a question and then an answer.

When you greet people they will want to shake your hand. As a sign of respect for someone (especially an older person) you can touch your left hand to the inside of your right elbow as you



shake their hand.

Luo (used with the Acholi people)

Greetings:

Question: Itye maber (pronounced "itimabe")--How are you or are you fine?

Response: Atye maber (pronounced "atimabe")--I'm fine

Kopango – How are you?

Kope— I'm fine

Afoyo neni – Good seeing you

Afoyo mateck— Thank you very much

Afoyo ba-- Thank you but with respect like to an older person—can be used as a greeting as well

Nyingi a nga----(pronounced "ning-ing-na") What is your name?

Nga "nna"-- My name is_____

Ico maber? (pronounced "ee-cho maber") Is the morning good? Or Good morning

Aco maber (pronounced "a-cho maber") Yes, the morning is good

Lubanga Ometigum –God bless you

Wacire (wa-chair-oh) – let's go (often used on a boda boda (motorcycle for hire you can use for getting around)

Nomorach? --What's wrong?

Sorry—is just "sorry" they say it for everything here, like if you stub your toe

Bin— Come here

Ling ngo (pronounced "ling no") --be quiet (often used with children :)

Latini (baby) Leng (beautiful) --- "your baby is beautiful" --a real hit with the mama's

Amari—I love you

Swahili --(spoken to the Congolese)

Habari—How are you?



Misuri-- I'm fine

Asante Sana-- Thank you

Mapenda-- I love you

When in Ministry...

Often, when we think of ministry we think of the obvious: preachers, teachers, evangelists, etc. But we must remember that those behind the scenes are just as important to the Body of Christ and its ministry. The gifts and ministries of teacher, or evangelist, or pastor are not to be more honored than the gifts and ministries of helps, or giving, or mercy. In fact, the Word says we are to give more honor to the "ordinary vessels" than to the "extraordinary". (See 1 Corinthians 12) Therefore, please know and understand that, no matter why you have come to Zion Project and no matter what ministry you engage in while you are here, you are loved and appreciated beyond telling. Thank you from the bottom of our hearts. You will make a difference!

Whatever you do, bathe it in prayer before, during and after your time with us...and do whatever He tells you to do "heartily, as unto the LORD".

Info for those involved in ministry to groups of nationals, such as preaching, teaching, evangelism....

Church services and other Christian events are often quite long and quite warm. Prepare yourself with a bottle of water, hand fan and hankie. Praise and worship is lively and people here tend to be free in their devotional expression. Relax in "the glorious freedom of the Children of God" and enjoy worshiping Him however the Spirit leads. When songs are in the vernacular, make up your own word in your heart language. No one will notice. As special guests, your hosts will do everything possible to show that they are honored by your presence with them. You may be asked to sit at the front of the room on comfortable chairs, while others sit on benches.

This may feel awkward to you but accept the honor out of courtesy to your hosts. They may have prepared food to honor you after the event in which you are participating and they will give you the best that they have. It is a great honor to share the food of the poor, so receive it as from the LORD. (see "Tips on Food and Drink" below)

As special guests in church or a Christian event, the congregation may be invited forward for you to pray with them at the end of the service. Many will respond, and the team will be expected to pray for each one. This will take time, but don't worry; it will greatly bless them and you. Feel free to double-up

with another team member or a Zion Project staff member, who can act as interpreter. Praying on your own without interpretation is OK, too – God knows all.

Communication & Your Audience...

(The following is given to improve communication and understanding and is not intended to be condescending.)

Language and Understanding...



English spoken with an accent other than your own can be a real challenge!

Uganda's first official language is English, but the accent is different than elsewhere in the world. Also, meanings and spellings of words will reflect British English rather than American English. (I.e. An American biscuit is a scone in Uganda and a Ugandan biscuit is an American cookie.) For most of your Ugandan friends, their mother tongue is a tribal language. You will find that it helps to speak a little more slowly and clearly. And feel free to ask your Ugandan friends to do the same if you do not understand them.

Some tips for speaking with an interpreter....

Between 25-50% of the people living in towns will have a reasonable grasp of English. This percentage reduces quickly as you go deeper into the rural areas. Because of this, your public speaking must be translated into the predominant vernacular language. (In Gulu district that is the Acholi language) Any speaking opportunities for preaching and teaching are usually about 45 minutes in length, but remember that everything you say has to be interpreted; so prepare to actually speak for half that time....about 25 minutes. Your public communication is dependent upon good interpretation. If you have not been interpreted before, try to observe an experienced person first, at least once.

The following guidelines should help:

- Speak a full sentence or two and pause.
- Use the brief time of interpretation to think of your next statement.
- Wait for the interpreter to finish before beginning speaking again; but jump in right away to avoid long pauses, unless you desire a pause for effect.
- Speak in complete sentences or meaningful phrases (the translated language has grammar that sometimes puts words at the end of the sentence which English places at the beginning).
- Once your interpreter understands what you are driving at, he/she sometimes illustrates your point with locally understood ideas. This is very good, but it occasionally makes the interpretation time longer.
- Remember that a good interpreter is one in spirit with you and equally ministering the Word of God.

STYLE & PRESENTATION...

African communication is more about story than structure. If you are teaching, simply using Bible stories, parables and miracles is very effective. Using personal testimony to illustrate what you are teaching is also powerful. The main style of preaching and teaching in Africa is strongly inspirational and focuses much on faith. This is hardly surprising where people have little hope in their circumstances and great hope in the supernatural interventions of God. You need to have a clear, uncomplicated structure and re-affirm your main points (go over a point more than once in different ways). Intersperse education with inspiration to keep the attention of your audience.

You can also use drama and role-play if it's familiar to you and you are conveying universal truths. However, be careful to remember that everything spoken has to be interpreted, so it would be a good idea to give the interpreter a script and rehearse it with him/her ahead of time. And keep your language simple and everyday, even when quoting or reading Scripture. Quoting/reading the old King James language is difficult to understand and to translate.

Acronyms (a word formed from the initials of other words) do not interpret well and require much explanation to your audience. (For example, GRACE: God's Riches At Christ's Expense.) The local language will not have the same dynamic equivalent. Illustrations should be universal or relevant to the area. If possible, talk about what you plan to say with a new



Ugandan friend and ask for illustrations that your audience can relate to. For example, when teaching on faith and trusting the LORD, most rural Ugandans could not relate to placing trust in the medical establishment rather than trusting the LORD. But all could relate to trusting the powers of the witchdoctor rather than trusting the LORD. Knowledge of international current affairs in rural areas is limited to major headlines. Football (soccer) and the English Premier League are very popular everywhere, especially Manchester United and Arsenal.

Teaching/preaching aids should be kept simple. A flip-chart or whiteboard can be arranged. Due to the undependability of electricity, do not plan on using overhead projectors, video projectors or PowerPoint presentations. If you want to use music, bring it in a portable machine with a battery-operated player. (i.e. Nano with player)

Social graces and interpersonal relationships in Uganda...

Certain things, which are considered normal in Western culture, are not considered acceptable in African culture. The consumption of alcohol, going to nightclubs, and smoking are deemed unholy, by the African church. We are not against these things in moderation as Christians, but we only ask that while you are with us and around African brothers and sisters, we try to respect the culture that we are in.

Please understand that we are not being judgmental but want your team's ministry to sustain the greatest positive impact possible, within an African Christian sub-culture. African culture generally looks on cross-gender relationships very carefully. Please note that dating is primarily a Western concept which is introducing itself into urban Africa. Normally, African Christian friendships occur in groups where men and women get to know one another. A good African Christian does not try out different relationships before deciding which one may be right for him or her. A single man and woman who spend any length of time alone together are considered to be serious about marriage.

Married men and women rarely display public affection. However, friends of the same gender often walk hand-in-hand or arm-in-arm. This behavior does not have any Western meaning attached.

Boundaries for Relationships

Please use caution with the opposite sex unless you are married. This includes holding hands, hugging, and entering houses of the opposite sex as that portrays a very different view in the Ugandan culture than it does in the West.

While you are with Zion Project we ask that you do not pursue a relationship with any of our staff. If one of our staff (night guards, etc) begins to express romantic interest in you please notify me right away as this is against our rules. While you are here, we want you to be focusing on the Lord. Also often Ugandan men do not pursue white women with the right intentions or purity of heart. We want to know if you take an interest in someone while you are in Uganda and we would like to pray through it with you.

We ask that you always stay in groups and don't go anywhere paired as one male and one female, unless you are a married couple. This applies to your relationships with westerners and Ugandans.



So, "whether you eat or drink, or whatever you do, do all to the glory of God...Give no offense...but please all...seeking the good of many so that they may be saved." (1 Corinthians 10:31-33)

Use wisdom in all that you do. We are not against affection and loving on the people here, but only want to protect you and them from any misinterpretation.

Bathing your ministry in prayer...

Jesus said that, apart from Him, we can do nothing...NOTHING! (John 15:5) As Christians, we are saved so that we can become like Jesus (Romans 8:29) and do the work that He did...and even greater works! (John 14:10) We want to produce fruit that will last into eternity! (John 15:16) The only way we can do this is to know what our LORD is asking us to do and what is His strategy is for accomplishing it. Make prayer the foundation and the "engine room" of your ministry, as individuals and as a team. Ask the LORD to give you, and us, ears to hear His voice directing every step of our ministry together. By faith, receive from Him "everything needed", in the in the natural and in the spiritual, to accomplish your mission. (Philippians 2:13)

Pray that your team, the Zion Project team and the national believers we will work with will flow together in unity, like water into water...Living Water! (John 17:21 and 7:38) Remember...we serve a BIG GOD! As the song says, "Think big!" Pray that His Kingdom will come and His will be done in a greater way than ever before... in our hearts and in northern Uganda. What that will look like, only the LORD knows. So be flexible and leave your human expectations behind. Expect that the Living God will take you on the greatest adventure of your life and will use you, in some small way, as He transforms northern Uganda!

We ask that you form PRAYER TEAM of 3 or more individuals from home who will commit to soaking you and your time here regularly in prayer. This is VERY important as you will most likely experience spiritual warfare.

Afterglow.... (A final word to the team leader)

It's very good to do a thorough debriefing on the last day of the trip. Simply get the team in a comfortable room with no time constraints and with no external interruptions (not a public place). This works better in the evening when people are more reflective and relaxed.

During the first phase, each member reflects on his/her experiences during the trip...laughter, tears, frustrations, joys; finishing with the one event/experience that affected his/her life most. (If you lead a large team, you might want to limit each person to about 10 minutes.) As each individual speaks nobody else is allowed to interrupt or comment on what the speaker is saying. Be sure every member has an opportunity to speak, but none is forced to speak.

During the second phase, you put each team member in the "hot seat" and every other team member gets an opportunity to say something positive about that team member. No negative words are allowed. They can start saying, "What I saw in Fred ..."

Thirdly, focus on the mechanics of the trip as a whole in order to improve your team's (or other teams from your organization or church) next mission trip...what worked, what didn't work. Stay focused on processes, and avoid laying blame. (For example, if there was confusion regarding transport back to the house after a large crusade, you might say something like, "There was confusion about which bus



to take back to the mission house. Next time let's designate one person to check with someone in authority from Zion Project when confusion arises and everybody will follow our designated person's instructions", rather than, "I almost got taken all the way to Lira because Mary told me to get on the wrong bus!" !)

Finally, praise and worship and pray together as a team. The spiritual atmosphere after a mission trip is often charged with the energy of the Holy Spirit and He has done amazing things in and through His weary, but willing servants at such times. Expectation allows faith to operate. Seek the LORD with your whole hearts and expect Him to reveal Himself to you...perhaps in an amazing way! Team leader, take notes throughout this debriefing and give each member a typed copy of his/her comments, and the comments about him/her, after you return home. That can be a real encouragement to your team members, as well as a reminder to continue to pray about specific points. Also, type up the process improvement suggestions and share them with other leaders in your church (and with us if applicable), as the LORD directs. They could be very useful in helping to make future missions more effective and satisfying.

Whew! This is a lot of information but we want your time to be well-spent and profitable... for you and for the Kingdom. Again, please call or write our US operations manager with any questions you might have. We look forward to serving together here in Gulu! And remember....relax, and enjoy the ride! :)

with much love and excitement,

The Zion Project Team

Things to Remember:

While volunteering with Zion Project/Imani you are under the leadership and authority of our ministry and team. This includes Ugandan nationals who are in positions of Management. Please always ask if you are unsure we would give permission for you to do something.

If for some reason you are not a good fit for the organization, break our policies, are insubordinate in any way, or for some reason are not completing satisfactory service, Zion Project reserves the right to send you home at your own expense before your time of service is up. You will not be able to volunteer with any of Zion Project's partners.

Please also understand that Zion Project has been working in Uganda for 6 years and has a reputation and relationships, which have been built and formed through love and grace and time. If you are introduced to a beneficiary or partner through us please keep in mind that there is a history to those relationships and please respect them and the time we have put into building them. Please get permission before beginning anything, criticizing, paying school fees, or making a decision which might impact us long-term. Please also understand that often short-term missions can have harmful effects if not done in the right heart and can lead to dependencies if not handled carefully. Please always ask if you are unsure about something or see something which gives you pause.



And NEVER give money, loans, etc to Zion Project employees, beneficiaries, or children.

Seek to be a servant in whatever way is needed and a learner in all you do. Remember that while you may feel you know the place and the people, it takes many years to fully understand another culture and all its dynamics. Please lean upon the understanding of our team to guide you in all decision-making. Rather than trying to be the one who “knows it all,” take time to ask questions, be trained, and be taught.

Please understand that our team is often very busy and may not have time to accommodate your needs. Please try to be understanding if some things fall through the cracks. Part of the reason you are here is to help fill on those cracks! ☺

We do not have a Volunteer Coordinator or Hospitality Dept as of yet (perhaps that’s something you can build) so your visit falls upon the long-termers and nationals who already have a mountain of things on their list. We’re so glad to have you visit or volunteer, but understand that it also puts added pressure on us. Our team gives of themselves day in and day out long before and after you leave. Seek to care for them and build them up. Seek to build relationships but don’t be hurt if we cannot always give you one-on-one attention. Seek to be a self-starter and motivator and gladly jump in where needed. Seek to go to Father God when you find yourself feeling needy, sad or depressed. If you find that you need more support than we can offer you right now, please speak to our Director about this.

If you find something unsatisfactory or troubling during your time with Zion Project please bring it up to the Executive Director, Sarita Hendricksen as we always seek to honor each other and understand one another. We believe in healthy conflict resolution and do not want things harbored.

And remember when you go back home you are often our biggest cheerleaders and ambassadors. We need you to spread the message of what we’re doing for God’s Kingdom around the world! So look for ways you can volunteer back home or ways you can give to keep the work moving forward. We are always in need of long-term missionaries so think of your friends who might be perfect! ☺

Your signature ensures you understand and agree to the afore-mentioned:
