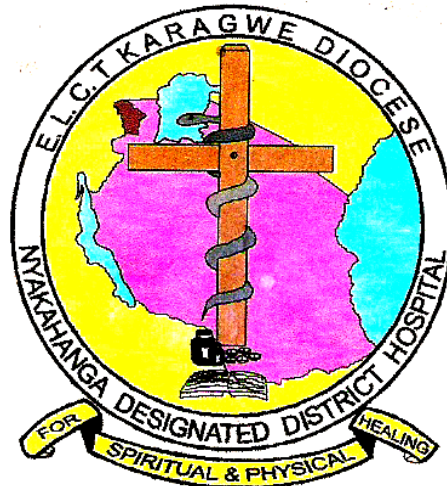


# Partnership Agreement of



ELCT Karagwe Diocese  
Nyakahanga Designated District Hospital

and



A T E G R I S  
DIE KETTE DER DIAKONISCHEN KRANKENHÄUSER



Jesus says:  
"May they be brought to complete unity  
to let the world know  
that you sent me  
and have loved them  
as you have loved me."

John 17,23

## **Preamble**

This partnership between

**ELCT Karagwe Diocese Nyakahanga Designated District Hospital, Tanzania**

and

**ATEGRIS GmbH, Muelheim, Germany**

is based on mutual respect and support.

As members of the body of Christ the partners demonstrate unity and the commitment to serve one another.

The partnership is aiming at the crosscultural enrichment of competence, organizational and personal development of those involved.

Both partners are willing to share skills and spiritual gifts, insights and global responsibilities.

## **I. Objectives of the partnership**

- Support the ELCT Nyakahanga Hospital to achieve its mission and vision through
  - Transfer of knowledge
  - Sharing resources for medical treatment and nursing care
  - Projects
- Enrich employees of ATEGRIS with an experience of mutual care for patients and medical care with limited resources
- Intercultural exchange and learning in a globalized world
- Set a practical example for the Christian faith and hope we proclaim as we stand side by side as Christian hospitals

## **II. Structure of the partnership**

Both partners will set up a partnership committee, which is encouraged to meet regularly to discuss issues of the partnership. To coordinate partnership relations each partner appoints a contact person. As of today the ELCT Nyakahanga Hospital entrusts Dr. Joseph Kashashari, Acting Medical Officer In Charge and ATEGRIS entrusts Sister Doris Horn of the Diaconal Sisterhood with this task. The contact persons are to communicate the outcome of the partnership committee and entrusted to establish and nourish the partnership. The partnership committee is to include senior management and to be open to involve people who can contribute. Any change regarding the contact person is to be communicated preferably in advance or with no delay to the partner.

The contact persons are encouraged to communicate on a regular scale. To share information at certain intervals with all people involved in the partnership both partners exchange a newsletter every three months that has to be approved by the partnership committee. The contact persons take on the responsibility to forward the newsletter to the management and to all people involved or interested in the project as well as sharing it on an organizational level (Noticeboard or Intranet).

This partnership agreement is agreed upon for five years with the goal to update and renew it in the year of 2013.

The agreement is to be reviewed yearly by the partnership committees on both sides and by the acting people. The results should be related and discussed by the contact persons. Both partners commit themselves to an open communication and to talk frankly about problems and conflicts arising out of cultural differences in an attitude of respect for each other.

To celebrate the partnership on a yearly base a Partnership Day is dedicated to this purpose. Both partners are invited to find creative ways to communicate and celebrate this day throughout their organization and to involve as many staff members as possible. As Partnership Day the partners agree on the day of the signing of this Partnership agreement: September 9th.

### **III. Visits**

Visits are essential for the partnership and are to be made regularly.

To leverage the partnership to its full extent different staff members of all professions are to be made part of these encounters.

Every visit is to be prepared thoroughly. Providing early mutual information about visits, programmes and activities help participants to prepare themselves.

All visitors are asked to commit themselves to the Preamble of this Partnership agreement.

Visits as a team are an important part of the partnership. Therefore, work camps or training camps are to play a crucial part and both partners commit themselves to provide the partner with according possibilities. Accommodation and meals are to be taken care of by the hosting party.

Individual visits are to be agreed upon based on value added to skill improvement or organizational or personal development.

All visits are to be approved by the partnership committee of both parties.

### **IV. Sharing resources**

Solidarity, and not charity, is the impetus for sharing material or financial resources. Conscious of this, partners shall adopt responsible ways of requesting, transferring and accounting for these resources.

Both partners agree on a maximum of transparency in financial matters regarding this partnership.

In case of financial transfers accounting for these funds is mandatory. Designated donations are only to be used for the specified purposes.

Both partners agree on the Code of Conduct for Transparency and against Corruption by the United Evangelical Mission (UEM).

Karagwe, September 9th, 2008

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Mr. Erasto Kamihanda  
General Secretary  
ELCT/Karagwe Diocese

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Dr. Joseph Kashashari  
Acting Medical Officer In Charge  
ELCT Nyakahanga District Hospital

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i. A. Catrin Gekle  
Change-Management  
ATEGRIS GmbH

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Sister Doris Horn  
Diaconial Sisterhood  
ATEGRIS GmbH