



Remembering Our Loved Ones

In the famous words of the Senegalese poet Birago Diop, we here in Africa know that “Those who are dead are not really gone/The dead are not dead” (“Les Souffles”). We feel their presence still with us. Not long ago, during the closing Mass for the Conference on Consecrated Life, we commemorated in a special way the “saints and martyrs of Kenya”, those whose lives and examples continue to inspire us, whether or not they have been formally canonized.

During the month of November, as the liturgical year draws to a close, the church encourages us to remember that we are part of a “communion of saints.” As members of the “mystical body”, we are joined to all those who have “gone before us in faith,” some who have already entered into the fullness of eternal life and others who may still be on the way. Together we share a common life in Christ, and support one another on our journey.

As Principal, I often have to consult old Tangaza records and files from the past 30 years. I find countless names, even of people I never had the plea-

A sister carries the portrait of Fr Kaiser, a modern martyr for social justice.

sure of meeting. And yet in one way or another each of them helped make Tangaza what it is today. So many have contributed so much, and we are the beneficiaries! This month we remember them with gratitude.

And we also remember in a special way those we have lost during the past year, whether they were past students and staff, members of our families, or others who were dear to us. Because they touched our lives, they touched Tangaza in some way. We comfort one another for those we have lost, but we also thank God for the gift they were to us.

As we become a university, then, we recognize that we build on foundations that others have laid, often at the cost of great personal sacrifice. Let us thank God for their efforts, and recommit ourselves to the great mission and vision that they have handed down to us: teaching minds, touching hearts, transforming lives.

Steven Payne, OCD

CLM



The New Bachelor of Arts in Leadership and Management (BALM) programme at the Centre for Leadership & Management (CLM) opened to its first cohort of students in January 2015. The main goals of the programme is to educate and prepare competent professionals who are able to provide Leadership and Management in one of the following areas: Human Resource Management, International Relations, Public Administration, Public Relations; and also to send to the society competent and confident leaders and managers, committed to developing attitudes and values in the workplace which will transform society

Adults come to their studies with a wealth of life experience, an untapped resource for learning. The CLM programme is designed to bring that potential to consciousness and build on it to develop new learning. To do this the student must learn how to reflect on experience, their own and that of others; to articulate the principles and concepts gained; and to make generalizations which can be applied in future. CLM believes that by enabling students to learn from their own experience, and those of others, they will be more flexible and resourceful when faced with problems in the workplace. Successful managers and leaders know how to transform a failure or a grave mishap into a learning opportunity.



Though only a year old, this intensive, hands-on programme shows incredible potential by being unique in the following aspects:

- Self-directed learning applied in all facets of the programme which includes: individualized student learning plans, validation of student experiences, continual professional assessment and on-going programme review.
- Partnership with students as active participants in designing, implementing and assessing learning where lecturers' feedback is valued.
- Multiple competencies: students required to develop competencies in all the courses they study. Assessment procedures ensure that these competencies are the focus of formative and summative assessment.
- Value of community: the programme is realized in a caring and supportive environment of students and faculty with an inclusive



Students and lecturers of the Centre for Leadership and Management.

administrative and decision-making structure.

- Diversity in all aspects of life: students, faculty and staff. Acceptance of different cultures, nationalities, religions and individual talents is encouraged.
- On-going development: the programme continuously nurtures self-development of the students and the faculty and for the programme itself through feedback from various stakeholders, research and periodic self-evaluation.

Apart from admitting students who have minimum University entrance requirements to the four year program, CLM also admits students who have diplomas from CUEA accredited Institutions in the fields of Business, Counselling, Finance, Human resource management, International relations, Leadership, Management, Public administration and Public relations to pursue a completion degree over a period of two years.

Students with ICT skills enjoy an enriched educational experience, and they will be better prepared for life, work and further learning. The ability to use a computer effectively is now an essential life skill. It is with this in mind that CLM, in partnership with the Institute of Advanced Technology, offers the International Computer Driving License (ICDL). Digital skills enable people of all ages to understand and use technology to improve their personal and professional lives. Everyone should understand that ICDL Certification can help one's professional life by making the person more attractive to employers, while increasing the ability to communicate and access information and services.





New wine in new wineskins

Last September, the School of Theology of TUC and the Commission for the Clergy and Religious of the Kenya Conference of Catholic Bishops (KCCB) - in collaboration with the Association of Sisterhoods of Kenya (AOSK) and the Religious Superiors' Conference of Kenya (RSCK) – organized an International Conference on Consecrated Life. This was done in response to the call of the Congregation for Institutes of Consecrated Life and Societies of Apostolic Life for schools of higher learning staffed mainly by religious and affiliated to a pontifical institute to hold colloquia on issues pertaining to religious life during the Year of Consecrated Life. The whole Conference, with the theme Consecrated Life in Africa Yesterday, Today, and Tomorrow, was divided into two sections. The first part took place at Pope Paul VI Learning Resource Centre of CUEA from 23rd to 25th September. The second part was the closing Eucharistic Celebration that took place on the 26th at Tangaza.

The Conference was opened with a convocation address by the guest of honour, His Eminence João Cardinal Bráz De Aviz, Prefect of the Congregation for Institutes of Consecrated Life and Societies of Apostolic Life. In his speech, the Cardinal encouraged all consecrated men and women to be joyful since happiness is an intrinsic characteristic feature for all those who choose God. The Cardinal also challenged the par-

ticipants to put new wine in new wineskins. Furthermore, he urged all the religious that in their exercising of power and authority as well as in living the evangelical counsels, they should imitate the perfect example of Jesus in his relationship with God the Father.

Sr. Elizabeth Ngozi Okpalaenwe, MSHR, opened the presentations speaking on the theme *Living the Evangelical Counsels in East Africa*. Responses were successively given by Rev. Dr. Christopher Owczarek, SDB, and Sr. Therese Karwitha, OP. In the afternoon, Br. Reginald Cruz, CFX presented on the topic *Charismatic Maturity: A Persistent Challenge for Consecrated Life in Africa*. He provoked the thoughts of the participants by making them aware and challenging all religious to get the charism of their institutes right and not to confuse it with “pious captions”. Sr. Mary Isaac Wathira, SMI, and Sr. Beninga Aoko, FSA responded to Br. Cruz.

The second day of the conference was opened by a colourful prayer session led by Chemchemi ya Uzima Institute after which Rev. Dr. Robert Lezohupski, OFM Conv talked on the topic *Juridical Considerations in the Dismissal of Religious in the African Context*. In his presentation he stressed that Canon Law is interested in protecting the life of the consecrated people rather than punishing them. Sr. Noelina Nakato, DM and Fr. Joachim Zoundi, SJ gave responses to this

and spelt out what is really happening on the ground.

Sr. Mary Gitau, IBVM took over with topic *Doing Formation in East Africa: Contexts, Struggles, Possibilities*. She challenged participants, especially formators in Africa, to journey with their young ones in formation rather than acting like a police officer over them. Among the different models of formation, Sr. Mary proposed to formators to embrace an integrated model of formation that will help the individual accept that God has called him/her to a personal and permanent journey that requires commitment and hence cooperate with the grace of God at work in them. Fr. Innocent Maganya, MAfr and Sr. Jacqueline Githire, IHM responded to this thought-provoking topic by emphasising positive and healthy relationship between the formators and those in formation, the need for proper training of vocation animators as well as the use of counselling in formation.

The third presentation of the day was given by Rt. Rev. Emmanuel Barbara, OFM Cap, Bishop of Malindi on the topic *Mutuae Relationes: On the Relationship Between Bishops and Religious*. He pointed out that despite some challenges, there exists a very cordial relationship between Bishops and the religious in AMECEA region. Sr. Teresia Muthoni, LSOSF and Fr. Gerard Nnamunga, CSSp responded accordingly to this presentation by highlighting some of the challenges associated with the mutual relationship between some Bishops and the religious congregations in working together. Later, Ms. Augusta Muthigani - National Executive Secretary, KCCB Commission for Education and Religious Education - gave an exposi-



Above, Fr Patrick Mwania addressing the conference delegates. Other pictures, views of the conference hall.

tion on *The State of the Protection of Children and Vulnerable Adults in Kenya*. She offered some empirical data and spelt out many activities that people do to consciously or unconsciously abuse children and vulnerable adults and highlighted the need to protect such people in our society. The responses were given by Sr. Tecla Chepng'eno, FMSJ and Fr. Sean Barry, SPS.

The third day began with a prayer session led by Tangaza University College followed by a presentation by Sr. Joan Burke, SND on the topic *Religious Life in the Vernacular: Challenge, Revelation*. In her presentation, Sr. Joan articulated that for religious life to make meaning to the African people, inculturation is not an option but an obligation. So to say, the Africans need to own religious life in their own skins. Sr. Marianna Barzaghi, MPBS and Br. Christian Gisamonyo, FMS responded to this presentation and converged at a common point that there is need for Religious in Africa to live their lives in such a way that it makes sense to them in their own cultural milieu.

Bishop Rodrigo Mejia Saldarriaga, SJ., highlighted the essence of *The Prophetic Character of the Consecrated Life* and called on all the Religious to be prophets of joy, of justice and of communion. Responses to his talk were given by Sr. Maria Felix Mwikali, ASN and Rev Dr. Patrick Roe, CSSp., who emphasised that a religious must not abandon prophecy; prophecy is core to the life of consecration.





Concluding the first section of the conference, Rev. Dr. Patrick Mwanja Musau, CSSp gave an assessment and evaluation of Consecrated Life in Africa: Yesterday, Today and Tomorrow and enumerated some challenges facing consecrated life today, and therefore called for a new paradigm of religious life today. He urged the Religious to make their union and fraternity more human and humanizing, and called for relooking at their formation programmes to promote maturity in the digital world.

The first part of the conference concluded with the closing remarks of the Cardinal Prefect. He re-echoed how happy he was to be invited as a Special Guest of this important occasion. He also invited the participants to remain in love and joy as they live their consecrated life.

The second part was the closing thanksgiving liturgy on the 26th September at Tangaza. This marked the climax of the Conference. It began with a colourful prayer service in commemorations of persons considered “Saints” and “Martyrs” among the consecrated in the Church of Kenya. It was touching to listen to the biographies of some of these prominent ones and to see their photos being displayed. This was followed by the concluding Eucharistic celebration which was presided over by his Eminence Cardinal Bráz de Aviz assisted by his Eminence Berhaneyesus Cardinal Souraphel, Archbishop of Addis Ababa, Chairman of AMECEA and Chancellor of CUEA, his Excellency Archbishop Charles Daniel Balvo, Apostolic Nuncio to Kenya and Southern Sudan and his Lordship Bishop Anthony Ileri Mukoko, Chairman of

the Commission for Clergy and Religious of the Kenya Catholic Bishops, together with members of the Tangaza Governing Council and administration.

Sampling the views of the participants, one can confidently say without any doubt that the conference was a great success; the attendance was overwhelming and each presenter, as well as their respondents, was able to meet the expectations of the participants. Big thanks to God; the guest of honour; all the presenters and their respondents, the





Scenes from the conference. Opposite page, below, Cardinal Braz de Aviz blesses the congregation during the closing Eucharistic celebration.

moderators, the organisers and all who contributed in diverse ways to make this conference a success. **Rev. Dr. Patrick Mwania, CSSp**
Dean – School of Theology

Alumni initiative

Mobilization is the key word in all development. It means harnessing the human, financial, and social resources for perpetuation of growth in an institution, organization or a business. Tangaza College is in the transition period to the University. This means that the college is in need of serious networks and publicity. One way of mobilization is Alumni recruitment; the development office is tasked with establishing Tangaza University alumni association. With the help of steering committee members, the office has already developed an alumni relations and association establishment concept paper which is with the administration for their final output. The paper proposes strategies towards establishing an Alumni Association that continually links the Alumni with their Alma Mater. As one recruitment strategy, we have created a portal in our Tangaza website where alumni can fill in their details, the registration form can be found in this link; <http://www.tangaza.org/index.php/portal/tangaza-university-alumni-registration-form>. We have also partnered with St. Cecilia Choir, Tangaza College in their video shooting project. Several alumni will be featured in the choir VCD encouraging other former students from different countries in the world to join their *alma mater* as alumni. Also we have designed a poster which will



be posted in different social platforms. The benefits of being Alumni will include: use of Tangaza grounds at discounted rates for weddings and other activities, and recognition through university and alumni website among others benefits. However, terms and conditions will apply. We encourage all students to market Tangaza University College and to register as alumni members.

Eric Njoroge,
Development Officer



A delegation of the the International All Together in Dignity (ATD) Fourth World Movement visited Tangaza on the 24th – 29th September 2015. The group included Diana Skelton of ATD’s International Leadership Team, who is based in France; Martin Kalisa, a Rwandan member of ATD’s Africa Team, based in Senegal; three members of ATD’s team based in Dar-es-Salaam, including Salehe Musa Seif who is collaborating with researchers at Oxford University to develop more accurate indicators of poverty.

ATD Fourth World is a movement founded by people living in extreme poverty (cf., <http://www.atd-fourthworld.org/> and <http://overcomingpoverty.org/>). Their particular concern has always been for persons in the society who are excluded and ‘left behind’.

On the 25th, the Feast of St. Vincent DePaul—patron of the Centre for Leadership and Management—they presented a panel on their long experience of ‘participatory research’ which is people-centred. The respondents to the panel who shared their own experience about their efforts to address extreme poverty were: Br. Jonas Yawovi Dzinekou, the Director of ISMM; local activists working with youth in Kibera, refugees, current and past students of the CLM.

The main presenters spoke about the origin and history of the ATD Movement, as well as their efforts to enable those living in poverty to find their voice and speak directly to policy makers about the eradication of poverty from the perspective of those who fight against it every day of their lives. One of their methods to accomplish this is through what they term as “people’s universities”. Another of their major research projects is their commitment to linking academics with people in poverty and helping both

groups appreciate their different ways of seeing and knowing reality. They term this as the “merging of knowledge”. It aims at helping the groups to recognise their different ways of seeing, and to see how they can partner with each other to address poverty together. In the process, those in poverty are seen as the ones who are writing their own history by their daily lives and efforts to document what they are living.

The presenters noted three dimensions of research which pay due respect to people living in poverty and serve to validate their experience:

- 1) people in poverty should be part of every step, as they are the experts on the ground;
- 2) the outcome of the research should be able to be owned by all involved;
- 3) all must experience one another’s trust, confidence and commitment equally as ‘thinkers’ and ‘seekers’.

A major current project of ATD Fourth World is to work with people in poverty along with researchers to develop new indicators for measuring poverty from the point of view of those living the experience. Presently, the more usually adopted indicators are very removed from the experience of the people themselves and are reduced largely to economics. One glaring absence is the fact of ‘social exclusion’.

ATD Fourth World also launched the first of a three volume on-line book “Artisans of Peace Overcoming Poverty.” It can be downloaded free as a pdf file from <http://ebook.atd-fourthworld.org>. The third section of that volume gives a more detailed description of their “merging of knowledge” approach to research.

The international delegation also met with

Opening page, the Fourth World Movement panel: Salehe Musa Seif, Martin Kalisa, Diana Skelton, Sr. Joan F. Burke, Jackie Awuor and Sammy Muga. Right, a group discussion.



staff and groups of students informally, as also in CLM and ISMM classes. On Monday, the 28th September, they went to Kariobongi to exchange experiences and research methodologies with the staff of the University Mtaani (affiliated with ISMM). The visitors were very enthusias-

tic at seeing how ISMM has reached out to and engaged people living in the informal settlements.

On leaving Kenya, all of ATD Fourth World's delegates were very pleased with finding in Tangaza an institution so committed to a people-centred

'participatory research' and a community-presence focus. They look forward to collaborating together with the TUC students and staff in the near future.

Joan F. Burke, SNDdeN,

De Paul Award

Asked by her congregation to come to Kenya to close their community in Nandi Hills, Sr Loretta Brennan, CSB, arrived in Kenya in the year 2000. She closed the community but remained behind to work in Kenya. She was employed in Tangaza College in 2002 to become the Director of the Institute of Spirituality and Religious Formation. In 2006 Sr. Loretta founded what became known as the DePaul Centre for Leadership and Management (CLM) in partnership with the School for New Learning (SNL) at DePaul University in Chicago, USA. By the time she handed over the leadership of CLM to Sr. Agnes Njeri, SSJ, 7 cohorts graduated with the SNL completions BA in Liberal Arts with a focus in Leadership and Management, and 4 cohorts with Tangaza Diplomas and Certificates. Being the committed educator that she is, everything she has undertaken has been marked by great passion and boundless creativity, spiced with a great sense of humor. CLM Colleagues and faculty, commend Sr. Loretta for her leadership, public relations and extraordinary networking skills. Her warmth, love, generosity, care and vision has continued to expand the outreach of the CLM through the Certificate in the Practice of Organizational Leadership (CPOL) for Major Superiors of Religious and the The Leadership Guild



Sr. Loretta Brennan

(TLG) for the Centre's growing number of alumni. Sr. Loretta is to be awarded an *Honoris Causa* Doctorate in Humane Letters by DePaul University, Chicago, later in December. TUC congratulates Sr. Loretta on this great award in recognition of her contribution to the Catholic Higher Education in Kenya.

**Alice Anzoyo C. Dralu, SHS,
Assistant Director, CLM**