

MUTANDA MISSION
STAFF MEETINGS

Wilkin

Dates: January 1949-September 1950

Typing of original notebook done by Miss Matafwali and proof read by Mr. Wilkin of UNZA Office, North-western Province, July 1975.

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MATERIAL CONFIDENTIAL

STAFF MINUTES: FROM JANUARY 1949 TO SEPTEMBER 1950

January 22nd 1949

Present: Mr. & Mrs. Nelson,
Mr. Letchford,
Mr. Wright,
Miss Cheesman,
Mrs. Young.

The meeting opened with prayer.

The minutes of the last meeting were read and approved.

MATTERS ARISING:

1. Church at Solwezi Boma. Mr. Nelson reported that the D.C. was interested in the matter and had suggested that a site should be chosen and a temporary building erected. For a building costing over £50 a permit would be required. In view of the fact that gifts were already coming in from the local church, it was decided to see how much was received from this source before asking for half from the Mission.

In this connection, Mr. Nelson also stated that Mr. Foster had asked for a contribution of £30 from this district towards the cost of a married man's house at Chisela.

2. Hospitality Fund. As a further £2 for this fund was probably on its way, it was decided to defer the notification to the British Council referred to at the last meeting, until its arrival.

3. Mashinyi: It had now been ascertained that Mashinyi would stay at Mukinge.

The statement of accounts was read.

NEW BUSINESS:

1. A letter from Mr. Green was read. This concerned:-
 - (a) The ordering of school supplies by station staff, accounts for which were being sent to Home Councils without their previous knowledge.
 - (b) The nominal valuation of Mission buildings on ground ~~leased~~ from the Government.
2. Mr. Nelson reported that £24 had been received. This had been allocated to the Station fund. A further £18 had been received and it was decided that:-
 - (a) Mr. Nelson should be re-imbursed for the cost of his kitchen and other repairs.
 - (b) The balances should be put into the station fund for general repairs to buildings.

3. Bicycles: Three bicycles for the evangelists had been received, and it was decided to allocate them as follows:-

- 1) Lamiki 2) Joaki 3) Yosamo

If and when others arrived they would be allocated to Kalubenyi, and Yona.

4. Private Bag: Mr. Letchford stated that the Boys' school would pay 10/- ~~£~~ the £2 due to be paid by the station.

5. Capetown University Mission: Mr. Letchford reported that it had been confirmed that he was to lead the mission in Capetown University; the dates were not settled but it would probably be during the second half of March.

6. Water Supply: As the pump and piping for the proposed water supply were still unobtainable, it was suggested that the ram etc. should be sold, and the money put towards the cost of a car for out-school visiting.

7. Men's House: It was decided that the following request be sent to the Regional Superintendent:-

" In view of (a) the rising costs of building materials and labour and (b) the fact that £150 allocated for the men's house had been diverted for the Ladies' house, could the Regional Superintendent bring before the Councils the possibility of the need of a further £100, especially in view of the fact that estimates now have to cover heavy furniture."

8. Mr. Nelson read "Field Organisation and Government", and "The Hand book of Rules".

Meeting closed with prayer.

Victor Nelson.

FEBRUARY 26TH 1949

PRESENT: Mr. & Mrs. Nelson,
 Mr. Letchford,
 Mr. Wright,
 Mrs. Young.

ABSENT: Miss Cheesman (at Ndola)

The meeting opened with prayer.

The minutes of the previous meeting were read and approved.

MATTERS ARISING:

1. Church at Solwezi Boma:

Mr. Nelson and John Puye had chosen a site at Solwezi. In the absence of the D.C., the D.O. agreed to put forward an application for one acre which would be large enough for a house as well as the church.

2. Hospitality Fund:

Mr. Nelson stated that a further ~~sum~~ had been received for this fund, and had been transferred to the Station Building Fund.

3. Bicycles:

Of the three bicycles so far received, two had already been allocated to Lamiki and Yona. The third would go to Joaki.

The Statement of Accounts was read.

OTHER BUSINESS:

1. Chizela Bible School:- Mr. Nelson reported that gifts for the school were being paid into the Mutanda Bridge Account, as no separate account had yet been opened for the Bible School. Approval was given to the proposal that this money be transferred to the Chizela Account.

2. Letters from Mr. Green:- Two letters from Mr. Green were read. These concerned:-

(a) Articles for the S.A.P. Mr. Green said that very little material was forth coming from the field. Though agreeing that Mutanda Bridge was usually well represented, it was decided that members of the staff should send in material regularly in the future.

(b) Sale of Charnwood. In view of the little use which was made of 'Charnwood' by missionaries on ~~four~~ furlong in England, the British Council had decided to sell the property., and help where necessary with the cost of more expensive accommodation elsewhere.

(c) Chididi: News had been received of the grave food emergency in Nyasaland owing to the drought. Some rain had fallen after the day of Prayer, but the position was still serious.

(d) Day of Prayer: March 16th had been appointed as a Mission Day of Prayer.

3. Elders: It was decided that Yosamo, if approved by the church, should be ordained Elder on the ensuing Sunday. Mr. Nelson put forward the names of Joaki and Kantamoya for future consideration.

4. Building Programme: It was agreed that the building programme during the coming season should concentrate primarily on the Girls' School, in order that it might open this year.

Meeting closed with prayer.

(signed) Victor C. Nelson.

APRIL 23RD, 1949

PRESENT: Mr. and Mrs. Nelson,
Mr. Letchford,
Mr. Wright,
Miss Cheesman,
Mrs. Young,
Mr. & Mrs. Morgan.

The meeting opened with prayer.

The minutes of the previous meeting were read and approved.

BUSINESS ARISING:

Church at Solwezi. It was suggested that, if as has been proposed, an S.A.G.M. School is established at the Boma, the building might also be used as a church. This would cancel the need for a separate church building, but would depend on the ownership of the land on which the school was built.

Mr. Nelson extended a welcome to Mr. and Mrs. Morgan on ~~going~~ joining the staff as Associate workers.

The statement of accounts was read.

OTHER BUSINESS

1. A letter from Mr. Foster was read concerning matters to be discussed at D.C.
2. The station estimates for 1950 were drawn up.

The meeting closed with prayer.

V. C. Nelson.

MONDAY JULY 4TH 1949

PRESENT: Mr. and Mrs. Stevenson,
Mr. Letchford,
Mr. Wright,
Miss Cheesman,
Mrs. Young,
Mr. & Mrs. Morgan.

The meeting commenced with prayer.

The minutes of the previous meeting were read and approved.

BUSINESS ARISING:

Solwezi Church: The D.C. had been approached regarding the use of the school building as a church, and was in full agreement. The Mission still retains an option on the site originally chosen for the church, in view of the fact that the school may revert to the Government when more Government teaching staff are available.

A warm welcome was given to Mr. and Mrs. Stevenson on taking Mr. and Mrs. Nelson's place.

The statement of Accounts was read.

OTHER BUSINESS:-

1. Girls' School: (a) The amount of grain required was estimated and it was confirmed that the Boys' School would arrange for its purchase. (b) Mr. Letchford suggested that it would be impracticable to run the Girls' School without some older girls who were capable of taking responsibility and it was felt that, as this appeared really necessary, we would ~~trust~~ trust the Lord that there would be no unfortunate results. It was therefore agreed that Girls should not necessarily be refused because of age.
2. Ladies' House: It was decided that a new ridge should be put on the roof, and new poles on the verandah before Miss Cheesman and Mrs. Young moved in when the Girls' School opened.
3. Paths: Mr. Stevenson asked whether it would be possible to restrict station people and schoolboys to the use of a few main paths, as the increasing number of small paths, which became water channels during the rains, caused erosion. This was already done with the Schoolboys.
4. The question of a note of preachers for Sunday station services was discussed and it was decided to alternate African and European preachers where possible.
5. Village Service: It was thought that Sunday services might be held in some of the villages which were too far for the people to come in to the station, but which could be reached by cycle.
Some work was already being done by senior schoolboys, but there was an opportunity for the station staff to take part. It was decided that it would be better to hold regular services in a few villages which could be the centres for the surrounding population, rather than going to different villages each week.
6. Conferences: The dates announced for the conference were as follows:-

Mutanda	-	27th-31st	July,
Yowela	-	17th-21st	August,
Kikana	-	7th-11th	September,
Mukambi,			
Lubinga (Kabangu)		14th-18th	September,
Kisasa	-	21st-25th	September.

7. Station Clearing

To help to keep the station clear and tidy, Mr. Letchford suggested that one or two men might be employed from the station fund to supervise teams of schoolboys engaged on this work during the holidays.

8. Mr. Letchford mentioned that the Secretary to the British Council had asked through the General Superintendent, whether Mr. Letchford's fare to England could be paid out of the salary grant given him by the Northern Rhodesian Government. Mr. Letchford had, at the request of the General Superintendent, sent a letter to Mr. Pironet pointing out that European salary grants were not used for workers' personal needs but were put entirely into Mission funds to pay the many expenses in the School work not covered by Government grants. The staff felt that the school funds would not possibly sustain the expense of Mr. Letchford's fare to England but that the money might be advanced to him if no funds were forthcoming from London at the end of July.

In this event, it would be presumed that the British Council would re-imburse the school funds as soon as furlough money become available in Britain.

Meeting closed with prayer.

(signed) G. Stevenson.

SEPTEMBER 5TH 1949

Present: Mr. & Mrs. Stevenson,
Mr. Wright,
Miss Cheesman,
Mrs. Young,
Mr. & Mrs. Morgan,
Miss Mowat,
Mr. Bowen.

The meeting commenced with prayer.

The minutes of the previous meeting were read and approved.

BUSINESS ARISING:

1. Money for Mr. Letchford's furlough.

Of the £80 advanced for Mr. Letchford's fare, from the Boys School fund, £60 had already been received from the British Council, leaving a further £20 to be refunded to Boys School.

2. Station Clearing:

No clearing had been done as no workmen were available.

3. Village Preaching:

It was agreed that volunteers should be asked for, from the senior school boys for this work. Mrs. Morgan would hold a weekly training class for them.

4. Station Preachers:

It was agreed that Jailashi, Headmaster of Mwelamuka school, be added to those available for preaching.

5. Girls' School:

The question as to whether girls should stay here for St. III and higher standards would have to be discussed with Mukinge, as it was originally decided that Mukinge should take Senior girls and Mutanda Senior boys.

6. Food: There was still no reply from the D.C. regarding the possibility of obtaining further supplies. With regard to food for the girls' school, it was stated that one Ton only would be sufficient for the ten girls. (Note: This has since proved to be a miscalculation.)

7. Ladies' House:

The £150 promised for the ladies house from the men's house could not all be given as the men's house could not be completed on the present balance. As it appears that this £150 has already been transferred to the Ladies' house fund, £100 referred to on January 22nd (new business, item 8) should be asked for.

NEW BUSINESS:

1. Pay of Schoolboy personals: Senior boys to be paid 1½^d an hour.
2. Catechumens: It was urged that the boys should be asked whether they wished to become catechumens with a view to baptism.
3. Sunday School: The station Sunday School would reopen with Mrs. Young in charge, and two schoolboys to help with the teaching.
4. Housing Question: This would appear to hinge on at least the partial completion of the men's house, as there ~~may~~ would be no possibility of the ladies moving into the top house until the school stores could be moved. This could take place as soon as one wing of the men's house was completed.

ULEDI - PULAINA: Pulaina - for fighting with Uledi - to be suspended from Church membership until signs of repentance are shown, and afterwards for a limited period of probation.

ULEDI (senior master of the boys' school) for attempted enticement of Wilson's wife, fighting and the use of bad language. To be suspended from church membership as above, to be suspended from school for three months without pay and to be transferred to an outschool.

Meeting closed with prayer.

Stevenson.

MONDAY OCTOBER, 10TH

Those Present: Mr. and Mrs. Stevenson
Mr. Wright
Mrs. Young,
Miss Mowat.

The Staff meeting followed the Day of Prayer, prayer meeting.
The minutes of the previous meeting were read and approved.

BUSINESS ARISING:

It was reported that twenty boys were going out in pairs preaching each Sunday, and that there were seventy-four boys in the catechumen classes. Although some had been enrolled at the time of the district conference the majority of the catechumens were the result of the great blessing, and work of the Holy Spirit which took place during Mr. Bowen's visit, for which we give thanks to God.

The Sunday school had commenced again, and was going in numbers.

Pulaina: It was believed that Pulaina and his wife had now separated. As it was thought that this was probably due to pressure from his wife's relatives, Mr. Stevenson undertook to see all of them and talk the matter over.

Uledi: Uledi was intending to go to the Copperbelt, at least temporarily, to seek work. This was thought to be a good thing, and Mr. Wright said that in a talk with him recently, Uledi was showing real signs of conviction of sin, and had stated that the Lord had been dealing with him.

Girls' School: (a) Food. It was confirmed that the Boy's school would be unable to supply any food to the Girls' school, and it was therefore decided that cassava meal should be purchased separately by the Girls' school from Mwinilunga.

(b) School Housemother. As it had come to light that Esta Kaindu had only come back to the Lord last January, it was thought to be rather early to give her such a position of responsibility at present. It was therefore suggested that as there would only be a small number of girls this year, Banyi Kasonso should move up to the girls' school compound. As she was already being paid as a teacher, this would also save further expense. It was hoped that Esta could be taken on later, as she appears a most competent and suitable person.

NEW BUSINESS

1. Great appreciation was expressed for the work that Mr. and Mrs. Morgan had done since they came to the station. A hearty welcome was given to Miss Mowat during her temporary stay here.

2. Rota for Preachers:

A definite rota of preachers would be made out, so that everyone would know in advance which Sunday he would be responsible for.

3. Carpenter Kafumakache:

It was agreed that Carpenter should be considered by the Church for being received back into fellowship.

4. Church Alterations:

It was suggested that something might be done to make the interior of the church more like a church - eg - a raised platform.

The clearing of the church would remain the responsibility of Boys' school for the present.

Meeting closed with prayer.

Stevenson.

Read and Approved

OCTOBER 14TH.

NOVEMBER 14th 1949

PRESENT: Mr. and Mrs Stevenson,
Mr. Wright,
Miss Cheesman,
Mrs. Young,
Miss Mowat.

The meeting opened with prayer.

BUSINESS ARISING:

1. Pulaina:

Mr. Stevenson reported that he had been Pulaina and his wife, and that it appeared that there was equal fault on both sides. They had agreed to separate for a month, with the intention of coming together again. Mr. Stevenson would have a further talk with them.

2. Girls' School Food:

No news had been received from Mr. Fisher about food from Mwinilunga, and Mr. Stevenson said that he would write again.

3. Carpenter:

John Pupe felt that Carpenter was not yet ready to be received back into fellowship. Certain allegations had been made which Mr. Stevenson would question John about when Carpenter was present.

4. Esta Kaindu:

It was agreed to speak to John about the time when it would be suitable for her to come to school.

5. Village Preaching:

It was decided that Sunday services should be held in Villages from 3 to 6 miles from the mission, as people ^{living} ~~leaving~~ up to three miles away should come in to the station services.

NEW BUSINESS.

Articles for the Magazines:

It was agreed that articles for the Pioneer should be sent in October and May, and those for 'On Trek' in July.

The meeting was cut short owing to the unexpected arrival of visitors.

JANUARY 10TH 1950

PRESENT: Mr. and Mrs. Stevenson,
Mr. Wright,
Miss. Cheesman,
Mrs. Young.

The meeting opened with prayer.

The minutes of the previous meeting were read and confirmed.

BUSINESS ARISING:

1. Food: Word had been received that no food would be available from Mwinilunga at present. $9\frac{1}{2}$ Tons remained, as against 12 Tons expected expenditure.
2. Esta Kaindu: John Pupe had agreed that it would be suitable for her to come in August, but the question was discussed as to whether a full time house-mother was justified at present in the school, and the matter was left open.

The statement of Accounts was read.

Field Organisation and Government and the handbook of Rules were read and the following Points were discussed:-

- (1) The appointment of a Station Treasurer - Mrs. Young was appointed.
- (2) Method of making reports on workers.
- (3) The possibility of consulting D.C.'s regarding the appointment of Regional Superintendents.
- (4) The staff were reminded that no loans were to be advanced from Mission money.

OTHER BUSINESS:

1. Money from the Ram: It was suggested that this money should not go into the men's house fund, but be used to buy engine to run the mill.
2. Preachers: Changes: - Kazhingu - suspended for a moral lapse. Mukulumoya would take his place at Mukumbi Katotola. Yona was to be retained and to exchange with Lameki (Mumena) who would go to Shikalengi. Joaki to Kaindu, and Kalabenyi to Jasa. The preachers would come in again at the end of March. They had been reminded that a full month's work was expected of them. As there were too many villages for the preachers, the station would be responsible for an area of 10 miles radius.
3. Station Conference: The Station Conference this year would commence on August 2nd.
4. Holidays: Mrs. Young stated that she would like to take her holiday during June and July.
5. Alterations: Full agreement was expressed to Mr. Stevenson's proposal to enlarge the small room used as a dining room. This was felt to be very necessary as the sitting room was a public room and no other room was available for the staff to meet in if there were visitors.
6. Standard III: Owing to the undesirability of mature girls being taught by men teachers it was felt that Standard III girls should now be taught exclusively in the Girls' School.

FEBRUARY 10TH 1950

PRESENT: Mr. & Mrs. Stevenson,
Mr. Wright,
Miss Cheesman,
Mrs. Young.

The meeting followed the Tenth-day Prayer meeting.

The minutes of the previous meeting were read and confirmed.

BUSINESS ARISING:

1. Food: The controller had stated that a permit for the buying of maize meal would be issued.

The statement of accounts was read.

NEW BUSINESS:

1. Solwezi Church: Mr. Stevenson would re-open the matter of the site for the church, as it was felt that a separate building from the school was needed, and it was not clear whether the site had been official or only verbally granted (see Jan., Feb. and April '49.)

2. A Letter: A letter from Mr. Foster was read. This dealt with:-
 - a) The proposed engine to run the hammer mill. He saw no objection to the purchase.
 - b) Mr. Stevenson's roof. The re-thatching and other alterations should be combined, as this would be cheaper.

The meeting agreed in this connection that money could be used from the hospitality fund for the alterations, as it was partly owing to visitors that the alterations were needed.

 - c) The proposed rebuilding in the Dispensary Compound. Mr. Foster wondered where the money was coming from. It was agreed that a plan of the compound should be made.
3. Letter: A letter from Mr. Green was referred to, regarding British workers' holidays.
4. Letter: A letter from Miss Forman was read. This concerned the employment of married women teachers - a matter which she was intending to discuss at the forthcoming Education Committee meeting. Although the meeting was favourable to Miss Forman's suggestion, no decision was made.
5. Mr. Wright stated that he had regretfully accepted the resignations of Tito and Mushtimola - the former transferring to Government service, the latter to Native Authority.
6. It was agreed that a horn should be blown at 8. a.m. on Sundays as a time signal.
7. Village Preaching: It was suggested that groups of boys might go out on Saturdays and stay the night at a preaching place, giving opportunity for more teaching. This might be combined with a suggestion which had been made about the possibility of week-end camps for the scouts, and would be useful in drawing the Scouts more definitely into Christian work.
8. Athletics: In view of the forthcoming inter-schools contests, it was agreed that apparatus should be purchased to enable more athletics to be taught in the Boys' school.
9. New Schools: At the Education Committee meeting, at least one new school could be asked for, either Kisasa or Kaputula (between Mujimanzovu and Kambilombilo). The R.C's were spreading towards Kaputula. The new school could probably be obtained as a transfer from Shitonyi, which it was proposed to close, owing to poor attendance.

Meeting closed with prayer.

Read - confirmed Feb. 23rd.

MARCH 9TH 1950

PRESENT:- Mr. & Mrs. Stevenson,
Mr. Wright,
Miss. Cheesman,
Mrs. Young.

The meeting commenced with prayer.

The minutes of the previous meeting were read.

BUSINESS ARISING:

1. Further consideration was given to Miss Forman's letter regarding the employment of married teachers. It was agreed that the principle of employing all married women teachers on a part-time basis, and ceasing to employ them when they had more than one child, was good, and that we should aim at carrying it out as soon as possible.

It would be mentioned at the Education Committee meeting.

2. Food: The food Controller had reversed his decision to issue a permit for mealie meal, as it appeared that we were not in the scheduled area. Efforts would be made to obtain cassava meal.

The statement of Accounts was read.

NEW BUSINESS:

1. Dates of the District Conference. It was felt that we should suggest going to Mukinge from May 29th to June 1st.

2. Councillors: Shadrack and Moses (teachers) had been asked to serve as N.A. Councillors. They should be part-time, and would be paid £2 a month. It was felt that they should not be paid except for expenses, as this would mean dual employment.

3. Building Programme 1950:

(1) Dispensary compound. A plan was suggested which it was estimated might cost £175.

(2) Girls' school compound.

(3) Boys' School - Brick workshop, 1 or 2 teachers' houses. Married quarters.

(4) Roof of Mr. Stevenson's house, and the ridges of the men's house.

4. Teachers: Delfu had been suspended for three months. Mr. Wright would find out the present position.

Diaza had already divorced his wife.

Meeting closed with prayer.

MAY 9TH 1950

PRESENT: Mr. & Mrs. Stevenson,
Mr. Wright,
Mrs. Young.

The meeting commenced with prayer.

The minutes of the previous meeting were read and confirmed.

BUSINESS ARISING

1. Teachers: Mr. Wright stated that Ndelfu was now living with his wife again, and had been re-appointed from May.
2. Women Teachers: The question of the part-time employment of married teachers was raised at the L.^{U.} meeting and it was pointed out by the Education Officer that such conditions of employment were an entirely domestic matter, to be decided by the Manager, and not requiring official consent.

Two of the teachers in the Girls' School were now ineligible for employment, but it was felt that they should not be dismissed summarily but given adequate notice.
3. It was reported that £50.8.00 had been received for re-roofing the Stevensons' house.
4. Food: Mention had been made verbally, to the D.C. regarding food-buying rights in the area, and an official permit would be obtained in good time to enable buying to begin at the first possible moment.
5. Councillors: The question of teachers serving as councillors, was, according to the D.C., only a provisional suggestion, and was not viewed favourably by the Education Officer.

The statement of Accounts was read.

Arising from the Accounts, it was pointed out that there was still cement to be paid for from the men's house fund, both to Mr. Fisher, and to the Girls' school who had originally purchased the cement.

6. Solwezi Church: Mr. Stevenson had been unable to find any correspondence with the Government regarding the site for the church at Solwezi and would therefore take the matter up officially.
7. Offerings: It was suggested and approved that gifts be sent from the Native Church to the S.G.M., the S.U. and the B.F.B.S. A special "Bible Sunday" was also suggested.

The following matters were put forward for discussion at D.C.:-

1. "Should not the present method of employing preachers be reviewed? There are few, if any, unpaid preachers, now. The number of church members in good standing is not increasing. If a few of the best of the preachers were appointed to minister to the church, perhaps the church would do her duty to the unconverted in seeking to evangelize them. If the church does not make up to her responsibility, is there much possibility of the present evangelists accomplishing what is required of the church?"

2. "Is it not time to take a strong stand against illiteracy in the church? It is felt that much backsliding may be due to illiteracy, for if Christians cannot read the word of God, for themselves, spiritual progress is bound to be slow. We must do something about illiteracy amongst present church members."

With regard to (2) it was felt that a stronger line should be taken, in insisting that all catechumens must be able to read before being baptized, unless they were really too old.

SEPTEMBER 12TH 1950

PRESENT:-

Mr. & Mrs. Stevenson,

Mr. Wright,

Miss Cheesman,

Mrs. Young.

The meeting commenced with prayer.

The minutes of the previous meeting were read.

BUSINESS ARISING:

1. Solwezi Church: So far Mr. Stevenson had been unable to discuss the matter with the D.C. and felt that it would be better to leave correspondence until a discussion had taken place.

It was felt that the expense of such a building was not justified at present, as the lack of a building did not seem to be hindering the people from gathering.

It was suggested that as the R.C.'s were allowed to use the Welfare Hall for their services, we might also do so.

NEW BUSINESS:

1. Treasurer: In view of Mr. Stevenson's forthcoming holiday, it was suggested that Mrs. Young should be made a signatory for the station Account. She would then pay all accounts in future; they would first be checked by the Station Head.

2. Holidays: Arrangements for annual holidays were as follows:-

Miss Cheesman October-December

Mr. Wright November

Mr. & Mrs. Stevenson December and January.

3. Tenth Day:

It had once been the practice to cease all work on the 10th day, so that Europeans and Africans could give more time to prayer. This would mean adding at least a week to the school year, with a consequent increase in food, but it was suggested that it should be tried out again.

The meeting closed with prayer.