

Wilkin

MUTANDA MISSION

STAFF MEETINGS

Dates: June 1947-December 1948

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MATERIAL CONFIDENTIAL

staff meeting

STAFF MEETING MINUTES
June 1947-December, '48

10TH JUNE, 1947:

PRESENT: Mr. & Mrs. V.C. Nelson,
Mr. P. Letchford,
Mr. Wright (away at Mukinge).

1. STATEMENT OF ACCOUNTS

Accounts were read. Mr. Nelson mentioned that later various adjustments would need to be made in some of the accounts, as bank and cash balances had for some time differed from ledger balances.

2. LITA SHAMENDI

Since Lita had refused to go back to Peter Kajoba, her former husband, Mrs. Nelson suggested she should be sent to Mukinge to help Miss Siebert and to take the Ungraded Teachers Course.

3. DEMÁS -

It was agreed that now that Demas had completed his U.T.C., he should relinquish his work in the dispensary so as to be able to give all his time to the School at Mwelumuka. The distance between the school and the Station is too far to allow him to carry on the two jobs simultaneously. Demas has already been told this, and he is quite agreeable to the arrangement.

It was also agreed to give him gifts to the value of £1 in recognition to his long and faithful service.

4. KABANGU CONFERENCE

It seems necessary to arrange at least one out-district Conference before Mr. Nelson leaves for Angola in August. It was therefore agreed to have the Kabangu Conference from July 9-13 and thus give Mr. Nelson time to get back ~~and~~ to Mutanda in case he is needed to transport Messes Green and Shank from the CopperBelt.

5. MUTANDA CONFERENCE

July, 31st - August 3rd.

(signed) V.C. Nelson.

8TH JULY 1947

PRESENT: Mr. & Mrs. V.C. Nelson,
Mr. P. Letchford,
(Mr. Wright (away at Luappa))

Matters arising from last minutes

1. Kabangu Conference: Advise was received that the dates decided on were too early for the people, who were still in gardens. The Conference is therefore held ~~over~~ till later.
2. We praise ^{God} ~~Lord~~ that LITA has now been reconciled to Peter Kajoba and will be living with him and continuing her teaching work.

Accounts: read and approved.

Gift from Mr. Retiefs Church: £5. Suggested that it be put toward the cutting of the new road, or evangelists, or John Pape's house. Last - mentioned eventually decided on.

The Hughes

D.C. minute stands. (Ref. Canadian Council minute.) Matter can be raised again with Messrs Green, Shank and Foster.

(signed)

V.C. Nelson.

3RD OCTOBER 1947

PRESENT: Mr. & Mrs. Nelson,
Mr. P. Letchford,
Mr. G.H. Wright.

ACCOUNTS: Read and approved.

Matters discussed with Messrs Green and Shank

- 1) Church Organisation - Mr. Nelson outlined the proposals put forward by Messrs Green and Shank for the Kaonde Church.
2. The Hughes - Mr. Nelson brought to the notice of the meeting Mr. Hughes suggestion in a letter to Capetown to engage in Evangelisation from a boat on the Zambezi between Victoria Falls and P.E. border.
3. Holiday: Meeting approved Messrs Letchford and Wright accepting an invitation to spend Christmass at Luampa, and Mr. Letchford going on to Capetown.
4. Samuel Muyoyo - in view of Samuel's desire to have a settled post, preferably with his relative, suggested he should be asked to open a school at Waswama, his wife's village, it being a needy area.
5. Preaching Centres - discussed the desireability of encouraging evangelists to have regular Sunday services in their own village.

It was felt the teachers and honorary deacons it is proposed to appoint, should be able to help in making this possible when preachers itineraries made it impossible to get back for a Sunday.

House for Messrs Letchford and Wright - possible sites inspected and suggestions made.

This inspection having taken us out of doors the meeting was adjourned.

(signed)

Victor C. Nelson.

27TH OCTOBER, 1947

PRESENT: Mr. and Mrs. C. Nelson,
Mr. P. Letchford,
Mr. G. E. Wright.

No matters arising, the meeting being called largely to discuss the whole position created by Ksamo's mambo with Banyi Titus.

The following suggestions were made after discussions:

1. a) Kosamo should do 6 months paid work in the carpenters' shop as punishment.
b) Should be allowed to write his St. VI examination in 1948.
c) Should be told it was his duty to marry Banyi.
2. To seek to avert further trouble
 - a) the five older girls learning at Mwelemuka O.D. should report daily to Tito's or Uledi's wife on leaving school,
 - b) an explicit list should be drawn up and communicated to the boys of punishments to be expected for similar offences according to the comparative seriousness thereof;
 - c) a special case should be made of Lenate Loko, the only girl now in the school; boys should be told that any suspicion of wrong relations with her could lead to immediate dismissal of the boy concerned.

Banyi having already been sent to Mukinge no decision was made as to her punishment.

(signed)

V. C. Nelson.

NOVEMBER 6TH 1947

PRESENT: Mr. & Mrs V.C. Nelson,
Mr. P. Letchford,
Mr. G.H. Wright.

1. MATTERS ARISING

Kosamo has agreed (a) to do the punishment suggested viz: in addition to his normal work time in the morning to work without pay for 6 months, in the afternoon, being free to attend morning school, (b) has agreed to marry Banyi.

The lighter punishment was decided on largely in view of Kosamo's good previous record. We are thankful to God that Kosamo has faced up to his responsibility to Banyi.

2. ACCOUNTS: Accounts were read.

3. Decided that £11.15.8^d sent from London for D.C. needs should be put to the Tool fund which is in debt.

(signed) V. C. Nelson.

17TH FEBRUARY, 1948 (copies sent to G.S. and R.S.)

PRESENT: Mr. & Mrs. V.C. Nelson
Mr. & Mrs. E. Frost,
Mr. P. Letchford,
Mr. G.H. Wright,
Miss. A. Cheeseman.

WELCOME: After prayer a warm welcome was extended to Miss. Cheeseman recently arrived to work in the Dispensary, and to the Frosts on their return from furlough.

MATTERS ARISING FROM LAST MINUTES

Kosamo and Banyi: Their marriage having already been signed on by the Chief, decided Mr. Letchford should conduct a Christian marriage ceremony with them privately.

ACCOUNTS: Read and approved - decided to hold credit balance in car funds towards the possible eventual purchase of a lorry to serve all three stations, and a vanette for out-school visitation - two urgent needs.

PREACHER AT SOLWEZI AND KAPIJIMPANGA'S AREA:

We have been reminded of the need for a spiritual witness at Solwezi Boma where 200 workmen have no provision at all. Suggested John Pupe and the station teachers might take it in turns, /or ourselves, until a suitable aggressive evangelist be found to undertake this work. The need for an able evangelist in Kapijimpanga's area as a whole was brought before us for our prayer, especially in view of the recent return of the R.C. and to this area.

MAKO REINSTATEMENT

After long discussion decided that in deference to recent precedent Mako should be reinstated to teaching, having been suspended for 9 months; receiving back into Church fellowship was a separate matter, for the Church leaders to decide. The discussion led to the following resolution.

Resolution. that this (staff) D.C. asks the R.S. at the earliest meeting of the field council, to raise the whole problem of Church discipline and to ask the Council for a ruling on the vexed question of the reinstatement of teachers or preachers who have had a ^{more} relapse.

Staff Bible Study - it was proposed by Mr. Letchford that the staff should meet weekly for definite devotional Bible Study for the deepening of our own spiritual experience and of our fellowship together as a staff. The suggestion met with unanimous approval and Wednesday evenings at 5 p.m. settled as a convenient time.

The meeting was adjourned with prayer.

(signed) V.C. Nelson.

MARCH 15TH 1948

PRESENT:

- Mr. & Mrs. V.C. Nelson,
- Mr. & Mrs. E. Frost,
- Mr. P. Letchford,
- Mr. G.K. Wright,
- Miss A. Cheeseman.

MATTERS ARISING

Preacher for Solwezi: no suggestions having been forth coming to meet this need, it was proposed to approach John Pupe to see if he would be willing to move at least temporarily to Kapijimpanga's area to undertake the responsible task.

Accounts: were read and approved.

Eshilon's future was discussed. We were unable finally to decide whether or not he should be sent for E.T.C. and whether Sweetwaters or Chizefa would be the better place for his Bible Training. A complete breach from his present responsibilities and a change of surroundings would be very beneficial to him, ^{might seem to suit Chizefa; E.T.C. would give him standing} but sending him to South Africa with the teachers which would help his pastoral work among them, but Chitokoloki for E.T.C. would give him no break from his contemporaries.

Mwili School - It was approved to move the school to Kaindu or other suitable place, since all the people have moved away from Mwili.

John's Garden the site he has chosen is in Mumena's country and near Makepeshi; it was decided to speak to John again about these disadvantages, and to ask Mumena by word of mouth or by letter, if he had any objections.

Bicycles - Agreed to allot £60 gift from Tom Rees for the electricity fund, to the purchase of trekking bikes, which are an urgent need. Installation of electricity seems a remote possibility now, and the water fund so adequately supplied. Mr. Rees counter approval would be sought.

District Conference - at Mukinge, May 24th
Meeting adjourned with prayer.

MARCH 29TH 1948

PRESENT: Mr. & Mrs. V.C. Nelson
Mrs. Frost
Mr. Letchford,
Mr. Wright,
Miss A. Cheeseman.

Minutes were read and approved.

MATTERS ARISING

John and Kapijimpanga's area - John has been approached on this subject and asked to pray over it. His reply was still awaited.

(a) John's Garden - John had already seen both Chief Mumena and Makepeshi before starting digging - neither had any objections.

(b) Eshilon - After further discussion it was decided to send Eshilon to Chitokoloki in 1948 for E.T.C. before his Bible Training. The place for the latter would be decided later.

(c) Bicycles:- Permission had been received from Mr. Rees to use the money to buy bicycles.

Girls Education - The secretary read a circular from the Director of African Education asking for Mission's proposals as to future developments in girls' work. To guide discussion Mr. Letchford outlined the suggestions contained in circular 7 of 1947 and the minutes of the Advisory Boards meetings in June, 1947. Briefly they suggested

(1) Education up to St II should be co-education in an elementary village day school. But if missions preferred girls might instead be taken into a separate boarding school under a white person's supervision.

(2) The stress in all girls' education should be on homecraft and field work rather than on advanced academic education, which should be

reserved for the few. To this end a special homecrafts course is recommended for girls who have passed St. II but are too mature or unfit for St. III For this a European with Domestic Science qualification would be necessary to qualify for full grant.

After along discussion as to the scope of the work we felt it would be good for Mrs. Young to undertake when she comes, and in particular as to the desirability, dangers and possible difficulties of having mature school girls on the same station as the boys we came to the following conclusions:-

- a) We should reopen the station boarding school for any girls in Stds I and II and for girls in Sub A and B whose villages were too far from a village school to attend daily. Girls from nearby the mission should attend Mwelemuka school for Sub A and B.
- b) We should start the post St. II Homecraft course for mature girls, with our eyes open to the dangers. Miss Cheeseman who has a Domestic Science Diploma was willing to advise Mrs. Young on this course, an arrangement which would probably ensure government support.
- c) Girls for St. III upwards should go to Mukinge
- d) D.C. should be approached at the forthcoming Education meeting (1) as to the possibility of borrowing free of charge the government lorry from Solwezi to bring in food. (2) with a view to being granted the monopoly of buying grain on the roads as far as village beyond Shitonje and Nyampasa's village on the Mwinilunga road. This should solve all our food problems even with the extra numbers in the girls school

Orphanage - suggestion to open an orphanage here (Gov't. Circular) briefly discussed and referred to forthcoming D.C.

Meeting adjourned with prayer.

(signed) V.C. Nelson.

MAY 14TH 1948

PRESENT: Mr. & Mrs. Nelson,
Mrs. Frost,
Mr. Letchford,
Rev. & Mrs. Köpp
Miss. Cheesman

ABSENT: Mr. Wright (at Chitokoloki)

Minutes were read and approved.

MATTERS ARISING

Preacher for Solwezi: Mr. Nelson spoke to John Pape, but no satisfactory conclusion was reached.

Girls' Education: With reference to the previous minute "That girls living near the Mission should attend Mwelamuka school for Sub A & B", it was decided (a) that all girls living near the M^a, and all girls boarding here, should attend the mission school. (b) All available African women teachers will teach in the mission school.

Food Problem: (a) Solwezi Boma has no lorry to lend us at present. (b) The D.C. states we have the monopoly of buying grain in Solwezi District. (c) The D.C. supported the idea that part of 1/- tax on males could be used to transport grain. (d) Mr. Letchford is seriously considering buying ground grain at 15/- 6 bag from the Copperbelt.

Finance: Financial statement was read.

Estimates for 1948-49. Refer to D.C. Minutes.

- a) Print Shop: To be built from Boys' School Fund
- b) Girls' School: New building and Dormitories £ 100
- c) Ladies' House: £ 150
- d) Teachers: 35 at £ 3 per anum £ 105
- e) Evangelists 8 £ 81
- f) Station Fund: £ 36
- g) Itineration £ 60 p.a.
- h) Hospitality: (British Council) will provide.
- i) Mr. Nelson's house: for re-thatching roof £ 50
- j) General repairs of buildings £ 20 1948
£ 30 1949
- k) Tools £ 30

Staff: Furlough 1949. Mr. Letchford.

The question of Banyi's probable reinstatement as a teacher, was raised, and after discussion it was referred to the coming D.C.

Carpenter and his wife are returning to Mukinge. Muke is coming from Chalimbana to finish H.T.C. here.

Mutanda Conference to be from August 5-8

Meeting adjourned with prayer.

(signed) V. Nelson.

JUNE 12TH 1948

PRESENT:

- Mr. & Mrs. Nelson,
- Mr. Letchford
- Mr. Wright
- Miss Cheesman.

The Meeting opened with prayer.

The minutes were read and approved.

MATTERS ARISING

Banyi's Reinstatement - It was decided that because of the uncertainty of the position, Banyi should remain in her village, until the matter could be discussed at next staff meeting.

New Business: A letter was read, from Mr. Green to the Station Heads, concerning:-

1. Station Finances. Mr. Greens injunctions were received and noted by those present also article 5, Section 6 of document "Field Organisation and Government", was read, as instructed.
2. Interim - Committee Report, Page 21, item 8. (a) it was agreed that the phrase be deleted, and if necessary be inserted under a separate head, as belief in this is not essential to salvation. (b)"that the local Church possesses all the pre-rogatives of self-government, having only one head, Christ Jesus our Lord, and is free from interference from any superimposed authority or organisation." This is not an article of faith, but a matter of opinion. It should not be included in the Confession of faith of an Interdenominational mission.

We desire and expect to have the privilege of directing and interfering in the matters of the African Church when necessary; for which purpose we are here.

Finances: Financial statement was read.

Meeting closed with prayer.

(signed) V.C. Nelson.

JULY 7TH 1948

PRESENT: Mr. & Mrs. Nelson,
Mr. Wright,
Miss. Cheesman

ABSENT: Mr. Letchford (at the Copperbelt)

The previous minute on the question of Banyi's reinstatement was read.

Banyi having been already reinstated and teaching at Mwelamuka School the question was discussed as to whether she should be allowed to go on teaching, in view of the fact that at the last staff meeting (June 12th) it was agreed that she should remain in her village, until the matter was further discussed by the combined staff.

It was decided that her present condition of pregnancy should be

** and in the pre-millennial Coming of Christ to earth, when He shall receive the Church, His Bride, unto Himself!"*

investigated and:-

- 1) If found to be a normal result of her marriage with Kosamu, she should carry on teaching till end of July, when Kosamu will be leaving for Minale.
- 2) If found to be the result of adultery before her marriage, then she should not be allowed to go on teaching, especially considering Mr. Foster's opinion on the matter.

It was also decided that the question of married women teachers should be discussed at next staff meeting and a definite ruling made on the length of time a pregnant woman be permitted to teach.

(Signed) V.C. Nelson.

AUGUST 4TH 1948

PRESENT:

Mr./Mrs. Nelson,
Rev. C. S. Foster,
Mr. Letchford,
Mr. Wright,
Miss Cheesman,
Mrs. Young.

The meeting opened with prayer.

The minutes of the last two staff meetings were read and approved.

A warm welcome was extended to Mrs. Young on joining the Mutanda staff.

MATTERS ARISING

Banyi: Her future was discussed, and it was decided that Mr. Foster should find out if Miss Forman can make use of her on ~~XXXX~~ the Mukinge Hill School Staff, until the Girls' School opens here.

Married women teachers To be discussed later.

New Business: Mr. Foster quoted from a confidential letter from Mr. Rendall to Mr. Green, concerning Mr. Morgan. Mr. Foster also read a letter from Mr. Pirowet to Mr. Green, concerning the wisdom of Mr. and Mrs. Morgan co-operating with United Missions to the Copperbelt. It was decided the S.A.G.M. Should not co-operate with United Missions.

Mr. Foster raised the matter of a Doctor being stationed at Luampa or at Mukinge Hill. No decision was reached.

Meeting adjourned with prayer.

(signed) V.C. Nelson.

SEPTEMBER 4TH 1948

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

The meeting opened with prayer.

Minutes of last staff meeting were read.

MATTERS ARISING:

Married Women Teachers: Considering Mr. Foster's recommendation and certain educational circulars relating to Women Teacher's Leave, it was agreed that each case should be discussed individually, as it arises. The Statement of Accounts was read by Mr. Nelson.

New Business:

Mr. Nelson brought forward the question of appointing additional church elders, to supply the need in certain districts. The following were suggested:-

Yosamo, Lameki, Kantapoya, Joaki. Considering Lazaro's powers of leadership, the question was discussed as to whether he could ~~be~~ be made a village leader under the new form of church government. It was decided that Mr. Nelson will speak to the present elders, and to Munguya when he comes in. In the meantime the staff will pray over the choice of elders.

The matter of a preacher for Solwezi Boma was again raised and it was suggested by Mr. Letchford that a permanent church building should be established at Solwezi.

The urgency of the need was stressed owing to the recent recognition of Solwezi as a township, the growing African population and the increasing Roman Catholic menace.

Meeting adjourned with prayer.

(signed) V.C. Nelson.

OCTOBER 9TH 1948

PRESENT: Mr. & Mrs Nelson,
Mr. Letchford,
Mr. Wright,
Miss Cheesman,
Mrs. Young (absent through illness)

The meeting opened with prayer.

Minutes of last meeting read and approved.

MATTERS ARISING:

Preacher for Solwezi Boma

- 12 -

It was stated that there was a probability of John Pupe getting a farm under Government regulations, near Solwezi. If so, he would be appointed pastor of the church to be built there. The question of his successor on the station would have to be discussed later.

The statement of accounts was read by Mr. Nelson.

New Business: A letter from Mr. Green, concerning field council minutes, correspondence and Book-Keeping, was read and noted.

It was decided that the Universal Week of Prayer will be held on the first week of March, instead of in January, in order to enable evangelists and teachers to attend satisfactorily.

Demas - Uledi - Carpenter Case: It was agreed that the case of theft against Edina should be referred to a magistrate, with a view to finding out the facts and stopping rumours.

Demas and Uledi are to be transferred next year.

Mr. Letchford reported on the decisions of the Education Committee: viz. (a) Kaindu's school to be moved to Kakombá River.

(b) A government school to be built at Solwezi Boma, for Sub-standards.

Meeting closed with prayer.

(signed) Nelson.

DECEMBER, 4TH 1948

PRESENT:

Mr. Mrs. Nelson,

Mr. Letchford,

Mr. Wright,

Miss Cheesman,

Mrs. Young.

The meeting opened with prayer.

Minutes of last staff meeting were read and approved.

MATTERS ARISING.

Church at Solwezi Boma: It was suggested and approved that application be made for a plot at Solwezi, and that investigations should be made concerning building regulations, etc. Mr. Nelson will communicate with the D.C. A suggestion was put forward, that a collection might be made from the Church, to help cover building expenses.

Universal week of Prayer is to be held from March 2nd to 9th 1949.

The statement of Accounts was read and it was decided that:-

1) £30 be paid into girls' school fund from Boys' school fund, to rectify past errors. See P.97 and p.155 in Ledger.

2) Hospitality Fund: The British Council will be notified of the decrease in visitors to Mutanda, owing chiefly to the erection of the Brethren Rest House in the vicinity. Hence there will be no further need for a hospitality fund. £16 now in this fund will be used to wipe out the tool fund deficit and part of the station Bldg. Fund.

New Business:

1. Puloina is now living at the Brethren Rest House. If he is to be hired for any work in the future, he must be paid from whichever fund he works for.
2. Lazaro: Mr. Foster agrees that Lazaro be made a village leader, but not an elder. Shadrack will be going to Yowela out-school, and an elder will be stationed in a village in the district. It was suggested that Munguya be moved from Yowela and if John Pupe removes to Solwezi, Munguya could take his place here on the station, and so be near his own village.
3. A letter from Mr. Green was read and noted. It concerned school supplies being ordered from the Union, by the mission staff of various stations.
4. Mashinyi: Mr. Letchford is in touch with Mukinge concerning the probable return of Mashinyi from Mukinge to Mutanda.
5. It was agreed that Mrs. Young should now take over the onerous duties of secretary at staff meetings.

Meeting closed with prayer.

Victor C. Nelson.