

MEETING OF EXECUTIVE BOARD MINUTES, SEPT. 22, 23, 1921

Chairman, H.P. Steigerwald, Secretary, H.J. Frey

ARTICLE ONE

question in regard to Teachers' Wages.

Decided that the wages of teachers be raised according to scale as suggested in Art. 9, Min. of March 1921. The same to take effect Jan. 1, 1922. The new scale to be as follows:--For the first three years, 25/- per month; fourth and fifth years, 30/-; sixth, seventh and eighth years, 35/-. After eight years, 2.0.0.

Decided also that every year spent in the Training School proper shall be counted as a year taught, in respect to wages.

(Note) The 25/- per month for beginning teachers refers to teachers sent. Persons teaching in their own districts may be hired for less than 25/- if considered feasible and right to do so.

ARTICLE TWO

In order to inculcate a greater spirit of liberality among our native Christians, Decided

(1) That we impress upon the Native Church the necessity and blessedness of giving the tenth of all their income to the work of the Lord.

(2) That the approximate estimate of the amount needed per member to carry on the work of the Lord is 2/- per month for every brother and 1/- per month for sister.

(Note) It was at first decided that any who refused or neglected for a period of three months to give at least a shilling per month for the brethren and a 6d. for the sisters, should be liable to Church discipline, unless excused by the local church, the missionary in charge concurring, but this was afterward rescinded, and no. 2 as here given suggested in its place.

(3) That we retain the envelope system, and emphasize monthly offerings in securing the necessary funds, for teachers' wages, etc. Then the ruling body of the Church shall be called in order to devise means for securing these funds failing which the wages of the teachers must in part be ~~withheld~~ withheld.

ARTICLE THREE

Decided (1) That deacons shall be chosen in the various districts according to the following basis:--viz. One for Matopo District, one for Mshabazi; one for the outschools of Middle district, one for West district, and one for East district.

(2) For the choosing of deacons, the members of every individual district shall meet at a designated place, in conjunction with the missionary in charge and choose the deacon for their respective district.

ARTICLE FOUR

Decided that the ruling body of the Church shall be composed of the following, viz.: The missionaries, the native heads for the various districts, the regularly appointed native teachers, and the deacons chosen for the various districts.

H.J. Frey, Secretary.