

1918 October

The workers of Matope and Mtshabezi Missions met together in Conference at the former place Oct. 19, 1918. H.P. Steigerwald, Moderator, H.J. Frey, Secretary.

Art. I

Reconsideration of Art. 6, last Conference.

Decided that because of absence of workers from N. Rhodesia and Johannesburg, the organization of the S. African Conference be postponed until our next meeting, and that our secretary be instructed to make special efforts to secure representation from all the stations in South and South Central Africa.

Art. II

In reconsideration of Art. 4, last Conference, the following scale of wages was agreed upon: --

- (a) Beginners sufficiently tried.. £1.5.0 per month.
- (b) Those who have taught five years £1.10.0 per month
- (c) Those " " " eight " £1.15.0 " "
- (d) Those " " " ten or more " £2.0.0 " "

Decided further that when boys have spent three years at the Training School taking the full Teachers' Course, their time thus spent shall be reckoned the same as five years' teaching as far as wages are concerned.

Art. III

Decided that worthy native teachers, who desire to enter the Training School, for a three years' course, shall be allowed a reduction from the usual £12.0.0 tuition, at the rate of one pound per year for every year they have taught, up to six years: this reduction to be paid out of a special fund for the purpose.

Art. IV

What arrangements can or should be made to charge tuition in the school for boys and girls at Mtshabezi?

Decided that at present a charge of One Pound per year be made, or failing that, its equivalent in labor.

Art. V

Should we not have our people kneel toward the altar, that is forward, instead of away from it?

Decided that in our native services the people kneel toward the altar, that is, forward; or on some occasions to stand.

H.J. Frey, Secretary