

Administration as Ministry

One of the most challenging parts of Namikango's ministry is working with people, administration and human resource. Namikango employees 75 full time staff, plus an average of 20 day-laborers each week. With about 100 people on campus on any given day, there is a lot of organization needed, including work injuries and sicknesses requiring transport to Zomba city 15 miles away. Plus, travel arrangements for the 7+ ministries carried out at Namikango. Throw in campus maintenance for the office buildings and 12 staff housing units, . . . there is a lot happening just to keep ministries running.

Andrew Kwisongole is the campus Administrator and the man responsible for handling or organizing many of these phases of the work. If there are complaints or staff disciplinary issues, they come to his office. If there are issues in the community involving the chiefs around Thondwe, they see him.

Inevitably each year, legal matters arise, covering pension, vehicle accidents, licensing, etc...all as a part of daily administration duties.

Although these matters typically start in Andrew's office, he doesn't handle them alone. As we have grown in the last seven years, we've sought to spread responsibility for different facets of the work among the staff. One way we've done this is through committees.

The Advisory Committee (AC) is comprised of Ryan, Eric, and me, along with four senior staff members. This committee handles all legal, human resource, and all strategic issues of the Mission. This prevents authority from being centralized in one individual, but rather in a group.

While not the most exciting aspect of ministry, Administration is essential and takes a large portion of our work time, and is itself a

ministry. It is a catalyst that allows us to carry out the primary ministry of Namikango – bringing Christ-centered transformation to people, communities, and churches throughout Africa.

In conclusion, below are a few statistics that give a picture of what happens as a result of Administration for 2019:

- Distance travelled in Namikango Vehicles in 2019: **53,000 miles**
- Average of one vehicle trip each day
- 15 new employees, 8 departures
- Legal/disciplinary matters handled: approx. 20
- Namikango Committees (8)

Advisory (AC), Program Management (PMC), Health Management (PMC), Land Management (LMC), Procurement (PC), Disciplinary (DC), Education Management (EMC), and Social Welfare (SWC)

Ben Hayes



The NEW Administration and Classroom buildings

Past and Future

On Tuesday, January 28, 2020, members of staff gathered to review the activities and our work for the year just ended, and to plan for the year ahead. The meeting was held in one of the new classrooms on campus. In the past the meetings have been held at a rented place or in the home of one of the missionaries.

We had a good year for all departments. One area where we were looking to improve was in communication among the staff. We know how important communication is, and while there is still room for improvement, we all agreed that we made some good strides in 2019.

Here is a snapshot of future plans for each Dept. in 2020:

- **Education Dept.** - We plan to finish **curriculum** for the on-campus Discipleship Training Institute and to start **student recruitment** for the classes which will begin in 2021. Working with church leaders, we have lined up 15 locations for **camp meetings** to be held, plus one or two **major leadership seminars**. Radio recordings will continue to take place, and we will continue to work with existing students in our **SHBI** extension courses.

- **Development Dept.** - CHE/Agriculture will concentrate on management of **coffee** production and **macadamia** crops. We will begin the implementation of 1st phase of **Permaculture** site on campus as well as training lead farmers in **conservation agriculture**. Village S & L will focus on **training leaders** in business management and agriculture. Women's Development will be introducing a **new theme** to be taught in the existing women's groups.



Mission Leaders meet, study & pray

- **Support Dept.** - We are looking forward to efficiency in operation and productivity and improved people management.
- **Finance Dept.** - Will focus on financial reports and budget tracking with the introduction of Quickbooks.



- **Procurement Dept.** - Will be creating a data base of suppliers and strengthening of current contacts.
- **Maintenance Dept.** - Will work on changing of all electricity boards for the introduction of a new electrical system. And plan for replacement of the long-standing water piping system. Lastly,
- **The Medical Center Dept.** - Will plan on opening the Out Patient Clinic and ensuring smooth operation.
- **Off campus**, at Ntonda School, we will focus on increased participation of Namikango staff in more activities with Ntonda.
- **On Namikango's campus**, we have agreed to meet together weekly for prayer and to continue to improve in our openness and communication with one another.

We are looking forward to a good 2020!

Symon Katete/Ben Hayes

Year-End Staff Awards by Symon Katete

As is the tradition at year's end for the Mission staff, we gathered for a joyful time of celebration and honoring those who have worked well throughout the year.

Good food and soft drinks were served with the exchanging of gifts. This was followed by speeches from Ben, Ryan, and Eric who reported on progress for the year.

The following were honored in various categories:

Among the Maternity Clinic Staff

Most Hard-Working Everess Kabanda (Senior Nurse)

Most Punctual Bridget Malumbe (Nurse)

Most Well Dressed Moses Nsema (Clinic Administrator)

Employee of the Year Margaret Gunde (Nurse)

Among the Mission Staff

Most Hard-Working Joel Chimpeni (Maintenance Foreman)

Most Punctual Hudson Malinga (Office Assistant)

Most Well Dressed Tiya Kaumbata (Accounts Assistant)

Employee of the Year Andrew Kwisongole (Mission Administrator)

Then came time to present the gifts and awards to members of staff who have performed well during the year. This is always a joyous time. Several awards were given out to staff members, both for the Mission staff and the Maternity Clinic staff.

It was an enjoyable time as 2019 came to an end - with Best Wishes to all of you as we begin 2020!





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An Emotional Visit by Kalith Brown

My wife, Vaughn, and I were blessed to be able to visit Malawi this past January. It was our first trip to Namikango after knowing about this work for most of our lives. We both grew up in the church at Welch, Texas, which has supported the work at Namikango since its beginning.

It was quite an emotional experience the first day we arrived at the Mission and had our picture taken on the steps of the main building. We remembered seeing photos of Roland and Wanda Hayes and B. and Ruth Shelburne and their families standing in the same place that we were that day! We felt blessed to be there.

From those same steps we were able to see the new classrooms along with the new administration building that is nearing completion. In fact, Ben, Ryan, Kirk, Eric, and I met in the new classroom for a day and a half with preachers from all over the area and enjoyed teaching and discussing the topic of prayer and fasting. I especially enjoyed the time with these men who are sharing the Good News of Jesus throughout Malawi.

There is so much happening at Namikango that it was hard to take it all in!

Being a farmer myself, it was very interesting for me to see the progress being made in teaching "a better way of farming" in Malawi. They have what we call "test plots" showing the different results

you get when you incorporate what they call "Growing God's Way". This method is what we here in West Texas often term "minimum till" farming. The emphasis is to build the soil by returning organic matter to it. It was great to walk in those fields and see the good results from this better way of farming.

We also enjoyed touring the coffee fields on the Mission and seeing the structure that Welch Church of Christ helped to build where the coffee will be processed and packaged for sale, to help supplement future Mission ministries.

Vaughn was blessed to speak to the patients and staff at the maternity clinic on the mission. She led them in a devotional and then while visiting the newborns was asked by a new father to name their baby girl! She was humbled by this request and chose the name Grace. The parents seemed pleased!

Of course, some of our greatest enjoyments of the trip was spending time with Ben, Becca, Braylon, Brooklyn, and Britain & Ryan, Justine, Amelie, Lily, and Rylee. It was so good to play with

all the kids and get to know them much better.

Ben, Ryan, and Eric have their hands full! It is truly amazing to see how many worthy projects they are juggling! These families are incredible!

They made us feel very welcome and we are so thankful for them and the Kingdom work they are doing.

