

DIGNITY UPDATE: Southern Africa

Overview

It has been a very difficult couple of months for the work of Dignity. There was what I could call a sustained attack upon the ministry as a whole. In various areas accusation, gossip, rumour and financial pressure have all mounted to cause various 'firefighting problems' within the work and in particular some of the communities we seek to reach. There has been the sad death of a team member. However, despite these challenges, the work of Life Groups has grown together with some excellent examples of their effect. We have also seen God provide what we need, when we required it, either by people assisting or financial gifts. We have also seen some of our team members grow up and begin to flourish more and more.

Southern Africa Hub: Dignity Zambia / Namibia / Tanzania

Life Groups

- **Life Groups** are growing even more. The last count and survey indicated 574 groups. This is a testimony to the commitment and dedication of the team members.
- **Pioneering and Church Planting via Life Groups:** A development that has occurred in the last few months is the Life Group model being used for pioneering the Gospel in unreached areas and areas where churches are non-existent. This has been pioneered by Moses, who rather than planting a traditional church, decided to gather anyone in the area into Life Groups instead. This model has been very useful in providing a way of planting in new areas into Angola and in Kaisosi, Namibia.

Impact Teams

- We held a small **Team Training Event in December in Mkushi**. We trained 7 new team members. People from Tanzania, Luapula and Central Zambia attended. Of particular note was Caroline, who is quite a character. She is from Northern Namibia and is a Zimbabwean refugee. She is an Ndebele and as a child had to flee Zimbabwe due to the Ndebele massacres perpetrated by ZANU PF. She is a very lively and committed character. She travelled with Idah her friend who has also been planting Life Groups deep in the villages. She is a housewife and again a lovely committed character. **They are both very good examples of the kind of people we support through the Impact Team programme.**
- **Team Liberalisation.** One troubling dynamic we have seen over the past year is that of 'exclusivity' or 'hierarchy' developing within the teams. This has caused some issues and so in the last few months we decided to change the way the teams are structured. Rather than support each team member directly, we are trailing supporting an area with budget, with at least 2 people in that area being responsible for accounting and organisation on a monthly basis. This allows a larger team to be developed with those who take part in activities on any given month accessing the area budget as required. This change takes away the 'idea' that some are directly supported and some not. It also allows for more flexibility and growth.
- **Unfortunately during November 2017, there were 2 deaths connected with our Impact Teams.** Firstly, John Kawangu, a very dedicated and lovely team member died of an illness in Solwezi. We are very thankful to God for Him and pray that he is now at rest. Hope, the grand-daughter of Cornelius also died. She had been suffering from brain damage for many years. Again, we pray for their family.
- **We have been focusing on maturity and accountability during the course of 2017.** This has challenged some 'coasting' team members but encouraged and inspired others to new heights of maturity. Essentially we have been focusing on, 'What a mature missionary looks like?' in various areas such as behaviour, finances, the way we operate etc. I have been really pleased to see how some people have responded.
- **There are now 14 separate teams:** Kasikishi and Kambwale (formerly Luapula North), Luapula Central, Luapula South, Mpika, Central East, Central South, North West Zambia, Petauke, Namibia North, Tanzania – and beginnings of teams in Zambezi, Southern Zambia and Kasempa.

Dignity Zambia

- We held 2 **leadership meetings** in early January. The first one was our AGM and 'business' team meeting (minutes available on request). The second was with representatives of each area we trained and we discussed the changes in funding and operating structure for Dignity Zambia.

- **Lauren Hunter** – Lauren has joined Dignity Zambia as a volunteer. Lauren is helping with regular returns, helping Bernard with various tasks, some accounting and one or two other tasks. We are very grateful for the time that Lauren has volunteered.
- **Facebook for Workplace** – We are starting to use Facebook for Workplace for communication and sharing documents etc. It basically provides a secure and dedicated ‘intranet’. It could be very useful. UK team members could also use this, which by definition would give us another way of creating links.
- Fund Raising Investment Prospectus – As part of our drive to create some funding opportunities within Africa, we created our **Dignity 2018/19 Social Investment Prospectus**. It outlines the vision and costs in each area of our work and asks for dedicated investment in each area.

Southern Africa Hub: Deeper Campaign

- **The Deeper Campaign has spread more.** Many areas have now been trained to use the *Deeper* materials. No doubt in the next few months we will see a consequence of this.

Core: Planting & establishing new Hubs (Impact Team / Life Group Pioneering in new areas)

- **Mombasa, Kenya** We ran a planting training in July, we are having some difficulty following this up but we need to keep working.
- With Moses and North Namibia team, we have stated that during 2018 we will seek to **extend the reach of Impact Teams further into Namibia**. This will be done via pioneering visits and also taking time to train team members in new areas to create capability as we move forward. We will also link up with the people we met in Windhoek some 15 months ago.
- **We have also planned with the fledgling Tanzania team to create new team members in adjoining areas.** We will also run an event where people from further afield in Tanzania can attend. This team has been given a small budget to aid their development within 2018.
- **Botswana.** Into 2018, we also need to spend time in Botswana to follow up historical leads and take the same approach to create new and diverse Impact Teams.

The Numbers from Southern Africa

Measurable	Number to date, 2017	Last Update 2017	End 2016	Comments
Total Number Life! Groups*	574	539	440	These numbers have been fully revised.
Trained Active Impact Team Missionaries *	47	46	41	Now incorporates Impact Team members and apprentices to reflect the changes to our working model.
Number of clusters*	31	31	14	We believe this number has grown, but we have not verified the data yet.
Impact Team Areas*	14	13	8	Including new and upcoming areas
Sole Team Impact Team Training	1	0	5	September Event for new Team members
Equip Courses	10	8	8	Includes October central EQUIP course
<i>Intelligence</i> Schools of Evangelism	2	2	5	UK and Ganze (Kenya)
Areas Initial Visit	71	45	31	
Life! Group Training Courses	79	40	72	Started mainly from June
Volunteer hours	23,296*	18,884*	16,708 ⁺	⁺ Estimated figures based on 1 leader volunteering 4 hours/month per Life Group

3 Key Items for Prayer

- Pray for the team in Zambia that maturity and responsibility will emerge more and more.
- Pray for the *Deeper* campaign, for new leaders and trainers to be raised up from within the groups and clusters that comprise the work of Dignity.
- Pray that the new and emerging areas will be strengthened and would not be discouraged easily.

DIGNITY UPDATE: Central Administration

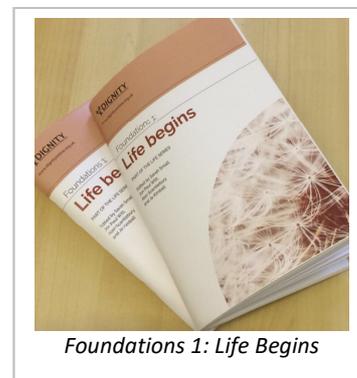
CORE

Overview

The materials we were working on for Deeper were sent to Zambia and our focus turned back to Foundations.

Core: Sharing our Knowledge

- The English, Bemba and Lunda *Plant* and the *Life Group leaflets* for *Deeper* were sent by post to team members across Zambia. They arrived safely albeit slowly, taking 6 weeks to arrive! Swahili, Tonga and Lunda translations are being worked on.
- We have completed the final draft of *Foundations 1: Life Begins* and appointed a proof reader. This will be back with us for final amendments by the end of January and ready to print shortly after. We have contacted all authors with an update and will press forward with the other books.
- Jan Nettleton, Kate Allsup and Kate Nelson have begun work on *Love Your Children* with input from Jude Witt. We are excited to see this coming together.



Core: General

People

- Due to ongoing ill health, Gill's employment with us has had to come to an end. We will miss her in the office and are very grateful for the huge contribution she has made to Dignity since joining us in 2013. **Thank you Gill!**
- Paul Natrass, one of our trustees stepped down from his role from the end of 2017. We are so grateful for the 10 years Paul has given to Dignity and the many different ways in which he has contributed. **Thank you Paul!**
- Nicole Robinson continued to volunteer in our office but has struggled to make a regular commitment as her TA role at a local school has increased. Vincent has joined us for some work experience and is volunteering with us for 1 hour a week for 3 months. **Increased volunteer hours would be a great assistance.**
- Our **prayer meeting** on Saturday 18th November was attended by 10 people. Philip Robinson joined us to lead us through the session with some music which was really helpful. We will repeat this format. One thought that came out of the meeting was that we must have a reality around trusting Christ and the humility to put in place the checks and systems to safeguard the legacy of Dignity without undermining the legacy.
- Our **Year of Prayer** has been really positive and we will produce a similar resource for 2018.
- **Bible Recycle** continues to create new connections around the country offers of 100 Bibles from Sunderland and 20-30 from Chester. We need to develop a way of building on these initial connections.
- We have continued our 10 year **series on social media** and have received positive feedback.
- Our **income** has continued at a lower rate than hoped throughout the last 2 months.
- Since our last report one **regular gift** has been stopped (£30) and 2 have been started (£120), including 1 from a church. Overall movement for 2017 to date is +£340.83/month.
- The **trust fund application** made seeking core funding was unsuccessful. We have reported back to the 2 trust funds that have supported Foundations and requested further funding. We have also sought funding a partner church.
- We have completed **end of year administration tasks** such as the Gift Aid claim and budgets for the coming year.

The Numbers

Measurable	Number to date, 2017	Number at end of 2016	Comments
Movement in regular monthly giving	+£340.83	-£10	Refer to finance report for further information
Total number of regular givers	48	46	
Trust fund applications made	4	4	
Prayer meetings held	3	5	
Events & church visits happened	3	11	Intelligence Manchester. Jon visited Malvern.
Events & church visits scheduled	0	-	
Bibles recycled this year	180 received 112 sent	11 received 31 sent	Total Bibles recycled to date = 603 Bibles boxed and ready to send = 160
Translation in progress/completed	10	3	LYV Bemba, RinJ 4 Lunda, 2 x Deeper materials in English, Bemba and Lunda complete (Tonga & Swahili to follow).
Volunteer hours (UK)	309	460*	*This figure is estimated