

## Provincial Desk February 2023 Provincial Desk

### WORKSHOP ON POLICY MANUALS FOR THE PROVINCE OF TANZANIA BAGAMOYO 14-16 FEBRUARY, 2023



*A group picture before Stella Maris Hotel*

*A three days' workshop was held in Bagamoyo from the 14-16 February to work on the draft policy manuals for the Province of Tanzania.*

*The workshop was facilitated by Mr. Stephen Shayo whose firm had also prepared the manuals. Mr. Shayo is a registered accountant with the National Board of Accountants and Auditors (NBAA) in the category of fellow and has been practicing for more than 35 years.*

*The workshop was attended by Fr Florentine Mallya (the Provincial), Fr Peter Assenga, Fr Joseph Shio, Fr Kastory Kisuda, Fr Albano Mwombeki, Fr Casti Mushi, Fr. Gaudence Mushi, Fr. Evod Shao, Fr Peter Kilasara, Fr Francis Kimaro, Fr Silvanus Mringi, Fr Josephat Shirima, Fr William Kalande, Fr Felix Jabu, Fr Dyfrg Maliti, Elias Ruvahofi and Fr James Mchamungu.*

#### WHY DO WE NEED THE MANUALS?

“Behold, I am doing something new” (Is 43:19) was the theme of the XXI General Chapter held in Bagamoyo in 2021. The Superior General, Rev Fr Alain Mayama, CSSp., noted that radically new

and creative responses are needed to living the Gospel in the new forms of poverty that are emerging in our world that in turn require broadening our vision and the necessity of taking risks. He also noted that the decisions of the Chapter focus on the important themes that are at the heart of our shared life and ministry, finances and organization being among them.

The workshop was organized in order to include confreres in the process of developing and reviewing the manuals as necessary tool of management and animation in our province. Among many good reasons why these manuals are crucial, the following were highlighted.

1. To meet our own financial accountability needs as well as the requirements of various stakeholders. Stakeholders are the people we serve through our various institutions. They are our parishioners, parents, students in our primary and secondary schools, those in our intermediary colleges and Marian University. Other stakeholders are all our employed staff anywhere in the province, whether professional or non-professional. The manuals will create an environment where all these stakeholders will feel both safe and comfortable knowing that our institutions are stable.
2. To comply with statutory, standards and congregational financial and Human Resource (HR) management requirements. The manuals are not a replacement of the SRL requirements. Rather they are aimed at enhancing and streamlining our compliance to it and to other statutory requirements in the country.
3. To meet good management practices that do not prejudice Church norms (Efficiency, Effectiveness, Economy, Transparency, Accountability, Ethics, Ownership, Team Work/Belonging & Relating, Empathy, Comfort etc.). With these manuals, will give our stakeholders both comfort and a sense of belonging.
4. To Provide common working rules within the province in respect of financial, Human resources (HR) and governance transactions and records. It is important that we have common working rules where each one of us is part of a common working system wherever we minister within the province. These manuals will help us construct a working culture that is consistent.
5. To Afford continuity and consistency in handling transactions over reasonable period of time. The manuals do not call for a uniformity but ensures that our working culture and high standards remain consistent many decades from now.
6. To provide reference for responsibilities and authorities in respect of relationships, transactions, documents, records and reports.
7. To Instil professional discipline in governance and management including financial discipline; prevention of errors, frauds, conflicts of interest and wastage (ensure value for money).
8. To provide easy orientation for new employees (and shedding of “baggage”).
9. To facilitate efficient horizontal and vertical staff mobility within the province.
10. To facilitate efficient but objective handing overs.

Once the process is finished, the manuals will be the basis upon which different administrative procedures for institutions and communities shall be derived from. These manuals will also be factored in the strategic mission plan of the province. A handbook version of the manuals will be made available. It is planned that the manuals be released by Pentecost 2023.

**Fr Gaudence Mushi, CSSp.**

**SAVE THE DATES**

✚ **Canonical Visitation (SRL 196.3):** Frs Jeff Duaime (UCEAF correspondent), Jude Nnorom, Philip Massawe and Justi Tarimo will be in our Province from 17 March to 1 April for the canonical visitation. The time is too short to cover different communities and missions in our vast province. Please be informed, as seen on the schedule below, of the itinerary, dates of visits and meetings with the general councillor/s in your respective zones. You are urged to avail yourself and help in the mobility of our visitors within the zones as needed. This visit will be under the sign of Bagamoyo 2021, *Behold, I am doing something new* (in my ministry).

**(PROPOSED)TIMETABLE  
17 MARCH-1 APRIL 2023**

DATE	EVENT	PERSON(S) INVOLVED
17/3/2023	Arrival-KIA	Fr Philip Massawe Fr Jude Nnorom Fr Justi Tarimo
18/3/2023	To Spiritan Missionary Seminary (SMS) Njiro	Fr Philip Massawe Fr Jude Nnorom Fr Justi Tarimo
18/3/2023	Arrival-KIA	Fr Jeff Duaime
19/3/2023	Return to Tengeru Entry meeting	Fr Jeff Duaime Fr Philip Massawe Fr Jude Nnorom PLT
20/3/2023 Morning	Meet Archbishop of Arusha	Fr Jeff Duaime Fr Philip Massawe Fr Jude Nnorom Fr Florentine Mallya
20/3/2023 Evening	Fly Zanzibar  Fly to Dar	Fr Jeff Duaime  Fr Jude Nnorom Fr Philip Massawe
<b>JEFF DUAIME</b>		
21 to 27/3/2023	<b>Visitation Coastal Zone</b>	Fr Jeff Duaime
21/3/2023	Meet Confreres working in Unguja and Pemba (Zanzibar)	Fr Jeff Duaime
22/3/2023	Travel to Dar Visitation-Libermann Schools	Fr Jeff Duaime
23/3/2023 Morning & Afternoon	Meet Archbishop of Dar es Salaam Visit St. Augustin Parish- Salasala St. Dominic Parish St. Cecilia Parish and Dogodogo Street Children Center	
Evening	Travel to Bagamoyo	Fr Jeff Duaime
24/3/2023	Visitation-Marian Education Institutions	Fr Jeff Duaime
25 to 26/3/2023	Visitation-Bagamoyo Parishes	Fr Jeff Duaime

27/3/2023	Coastal Zone Meeting at Stella Maris	Fr Jeff Duaiame Fr Jude Nnorom
28/3/2023	Travel to Novitiate	Fr Jeff Duaiame Fr Jude Nnorom Fr Justi Tarimo
29/3/2023	Travel to Same-courtesy visit and lunch with Bishop Rogath Kimario, CSSp., Bishop of Same Stop at Mgagao Parish Stop at Mbokomu Parish and on to Arusha	Fr Jeff Duaiame Fr Jude Nnorom Fr Justi Tarimo
30/3/2023	Exit meeting-Morning	Fr Jeff Duaiame Fr Jeff Duaiame Fr Philip Massawe PLT
31/3/2023	Meeting with Lay Spiritan Associates (LSA)	Fr Jeff Duaiame
<b>JUDE NNOROM</b>		
21 to 25/3/2023	<b>Visitation Western Zone</b>	Fr Jude Nnorom
21/3/2023	Fly to Kigoma	Fr Jude Nnorom
21/3/2023	Meet Bishop of Kigoma	Fr Zone Coordinator
22/3/2023	Visitation-Kasumo Sec. School and Parish	Fr Jude Nnorom
23 to 24/03/2023	Visitation Refugee Ministry and Makere	Fr Jude Nnorom
25/3/2023	Fly Kigoma - Dar	Fr Jude Nnorom
26/3/2023	Visitation – Kipawa Parish and School	Fr Jude Nnorom
27/3/2023	Coastal Zone Meeting	All Spiritans
28/3/2023	Travel to Novitiate	Fr Justi Tarimo Fr Jude Nnorom Fr Jeff Duaiame
29/3/2023	Travel to Same-courtesy visit and lunch with Bishop Rogath Kimario, CSSp. Stop at Mgagao Parish Stop at Mbokomu Parish and on to Arusha	Fr Jude Nnorom Fr Jeff Duaiame Fr Justi Tarimo
30/3/2023	Exit Meeting-Morning  Departure	Fr Jude Nnorom Fr Jeff Duaiame Fr Philip Massawe PLT Fr Jude Nnorom
<b>PHILIP MASSAWE</b>		
	<b>Southern Zone</b>	
21 to 23/3/2023	Fly to Mbeya Meet Archbishop of Mbeya Visitation–Ruanda, Ilomba and Igoma Parishes	Fr Philip Massawe
24/3/2023	Fly to Dar and on to Arusha	Fr Philip Massawe
	<b>Northern Zone</b>	
24 to 26/3/2023	Visitation Monduli, Mto wa Mbu and Mang'ola	Fr Philip Massawe
27/3/2023	Meet Bishop of Mbulu	
27 to 28/3/2023	Visitation Ngorongoro and Endulen Meeting with Conferes in Maasai ministry Travel to Arusha	
29/3/2023	Northern Zone Meeting at the Provincialate	Fr Philip Massawe

30/3/2023	Exit Meeting-Morning	Fr Jeff Duaime Fr Philip Massawe PLT
01/4/2023	Departure	Fr Jeff Duaime
<b>JUSTI TARIMO</b>		
18 to 28/3/2023	<b>Formation Communities</b>	
18 to 21/3/2023	Visitation-SMS, Njiro	Fr Justi Tarimo
22/3/2023	Travel to Lushoto	Fr Justi Tarimo
23 to 24/3/2023	Visitation-Magamba, Novitiate	Fr Justi Tarimo
25/3/2023	Travel to Bagamoyo	Fr Justi Tarimo
26 to 27/3/2023	Visitation-Kitopeni, Postulancy	Fr Justi Tarimo
28/3/2023	Travel to Lushoto-Magamba, Novitiate	Fr Justi Tarimo Fr Jude Nnorom Fr Jeff Duaime
29/3/2023	Travel to Same-courtesy visit and lunch with Bishop Rogath Kimario, CSSp. Stop at Mgagao Parish Stop at Mbokomu Parish and on to Arusha	Fr Justi Tarimo Fr Jude Nnorom Fr Jeff Duaime

✚ **Annual Retreat (Cf. SRL 96 & 96.1):**

1<sup>st</sup> group: 25 June-1 July

2<sup>nd</sup> group: 2<sup>nd</sup> July-8 July

3<sup>rd</sup> group: 6<sup>th</sup> -12 August

**Remarks about the annual retreat:** We are all reminded that faithfulness to the Rule of Life doesn't provide for multiple choice option hence the obligation to conform to what is stipulated. We have enough time to organize our calendars so as to avail ourselves for this important spiritual exercise and ongoing formation. We should avoid to hide ourselves behind lame excuses.

### NECROLOGY

Joseph	KAHEMA	14 March, 1999
Josaphat	KILAWILA	23 March, 2021
Gallus	MARANDU	26 March, 2017

*Eternal rest grant unto them, O Lord, and let perpetual light shine upon them. May they rest in peace. Amen.*

### VACATION

✚ Fr January Mkude  
✚ Fr Ricklan Mallya

*Have just finished their home leave. We were happy to have them among us.*

**MISSION APPOINTMENT**



Fr Jude **Ekeshiri**, from Nigeria South East.  
He is presently learning Kiswahili language at SMS, Njiro.

**PME**

✚ **Andrea Myinga**: finally got the visa. He arrived in Geneva, Switzerland on 16 February, 2023.



✚ **L-Robert Zadunia**: is from the Democratic Republic of Congo. He is a candidate for brotherhood. He joins Mabugai community.

✚ **R-Anthony Bien Van Cong**: has just finished Kiswahili language course. He joins Kerege community.

*We wish the all the best during this important period of missionary experience.*

**BIRTHDAYS**

<b>MARCH</b>		
<b>John</b>	ASSEY	03
<b>James</b>	MCHAMUMGU	12
<b>Evod</b>	SHAO	13
<b>Rogasian</b>	MSAMI	14
<b>Casimir</b>	NYAKI	14
<b>Octavian</b>	MASAO	19
<b>Evarist</b>	SHAYO	21
<b>Mathias</b>	NG'OJA	22
<b>Beatus</b>	BABU	26

Faternally,



Florentine Mallya, CSSp.  
Provincial Superior

