



(1st DRAFT EDITION)

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MAU OYAMBILIRA

Pa nthawi yomwe ife atsogoleri a mpingo wathu wa Assembly for All Nations (AfAN) taona kuti anthu ambiri ali ndi chidwi chachikulu chofuna kutumikira Mulungu.

Koma kuti izi zitheke, pafunika pakhalé ndondomeko zokwanira zoti anthu otere adzitsata chifukwa sibwino kuti njira za ulaliki zidzikhala zokha zokhazo chifukwa zotere zimagwetsa mphwayi.

Pa chifukwa ichi, mpingo wasindikiza ka bukhu komwe cholinga chake ndi kufotokoza ndondomeko zofunika kutsata pomwe munthu agwira ntchito yotumikira Mulungu.

Kabukhu tasindikizaka kakufotokoza ndondomeko zofunika kutsata pomwe munthu akutumikira Ambuye. Tinenenso kuti kabukhu simalamulo oti munthu adzitsata ayi, koma kakungofotokoza chabe za ntchito ndi udindo wa munthu kapena ma komiti omwe tchito yawo ndikutumikira Mulungu. Mwa zina, kabukha kakuwunikanso ntchito za makomiti ndi zowayenereza kuti athe kugwira ntchito yotumikira Mulungu.

Palonso gawo lomwe likufotokoza mmene munthu angayambire ndikuyendetsa bizinesi, ndipo gawo lina likulimbikitsa umodzi pogwira ntchito yotumikira Mulungu.

Choncho, dziwani kuti mpingo uno uli ndi mwayi waukulu ndipo titagwiritsa ntchito mwayi umenewu, mpingo wathu udzakula ndikukhala wa mphamvu ndikufalitsa utenga wa Uzimu mokwanira. Dziwani kuti Mwana wa Mulungu adzabwera posachedwapa ndipo pa kanthawi komwe katsalaka, tiyeni tifalitse uthenga mokwanira ndikugwetsa Satana Ndyelekezi pofuna kupulumutsa mazana a athu ochimwa kuti akalowe ku mwamba.

Tiyeni tikhale pa mbuyo pa atsogoleri athu a mpingo ndi cholinga choti mpingowu ukule ndikukhala wa mphamvu nthawi zonse.

Mutu 1

MASOMPHENYA, CHOLINGA NDI ZIKHULUPILILO ZATHU

MASOMPHENYA (Vision)

Kumasula abambo kuti agwiritse ntchito kuthekera kwawo potumikira Mulungu ndi anthu kudzera mu luso ndi chuma chawo.

CHOLINGA (Mission)

Ife tilipo ndi cholinga chothandiza kufalitsa uthenga wabwino ndi kulimbikitsa ngwirizano wa abambo wa mwa Ambuye Yesu Khristu.

ZOKHULUPILIRA ZATHU ZA MTENGO WAKE

- Timakhulupilira kuti Baibulo ndi mau oyera a Mulungu ndipo ndipotsamira pa zikhulupiliro zathu, zokumana nazo ndi zochita zathu.
- Timakhulupilira kuti Mulungu ndi wa utumwi ndipo mpingo uyenera kuonetsa chikhalidwe chake.
- Chikhulupiliro chakuti zochita za utumuki wa abambo zitsogozedwe ndi kupatsidwa mphamvu ndi Mzimu Woyera.
- Chikhulupiliro chakuti kugwira ntchito pamodzi ndi kugwirizana zikhale pansi pa utumiki wa abambo kuti pakhale zotsatira zokwanira.
- Chikhulupiliro chakuti chikumbumtima cha kuchita bwino chiyendetse zochitika zonse za utumiki wa abambo.
- Chikhulupiliro chakuti abambo ali ndi zosowa za uzimu ndi za ku thupi zomwe zifunika njira yowona mbali zonse kuti zikwaniritsidwe.
- Chikhulupiliro chakuti kukwaniritsa zosowa za malinga-liro a anthu ndi mbali imodzi ya cholowa cha akhristu.

ULAMULIRO, ZOLINGA, ZOCHITA NDI ABWENZI PA UTUMIKI

ZOLINGA ZA UTUMIKI

Zolinga zokhazikika za utumiki wa abambo ndi izi:

1. Kukwaniritsa kuyesetsa kwa mpingo kufalitsa uthenga wabwino ndi kubzala mipingo.
2. Kuthandiza pa kumanga matchalichi ndi ntchito za mapulojekiti.
3. Kukonzekeretsa ana amuna kuti adzakhale makolo abwino ndi nzika zabwino zothandiza mpingo ndi dziko.
4. Kumanga mabanja olimba mu mpingo.
5. Kuthandiza ma utumiki ena mu mpingo.
6. Kukhala ogwiriziza manja a abusa pa mpingo.
7. Kudziwitsa abambo ndikuwapanga kuti akhale gawo lothandiza anthu omwe ali m'mabvuto ndi mu ntchito za chitukuko.
8. Kulenga mzimu wa chitukuko cha mabizinezi pakati pa abambo

ZOCHITIKACHITIKA ZA UTUMIKIWU

Ntchito zikuluzikulu ndi izi:

1. Kukonza dongosolo ndi kukwaniritsa zosowa za ntchito za kufalitsa uthenga wabwino.
2. Kukoza ndi kukwaniritsa ma polongalamu opititsa patsogolo kuthekera kwa abambo kuti kukhale koyenera ku mpingo ndi ku mabizinezi mu nthawi yathu ya mavuto.
3. Kupanga chikonzero ndi kuchita maphunziro a zili zonse ndi ma bizinezi.
4. Kukonza ndi kukwaniritsa ma pologalamu kuti apange kuthekera kwa kuchita moyenera pakati pa anthu ovutika pathu ndi mu tchalitchi.
5. Kupanga chikonzero ndi kulumikiza zithandizo ndi mabugwe ndi nthambi zina zofanana nazo cholinga.

6. Kulemba ndondomeko yopemphera ndalama za ntchito zoyikika.
7. Kupanga chikonzero ndi kukwaniritsa njira yopezera ndalama.
8. Kupanga chikonzero ndi kukwaniritsa ntchito zomwe ndi zothandiza tonse pamodzi ndi ma utumiki ena mu Assembly for All Nations ndi mpingo wonse.
9. Kupereka luso ndi zithandizo zina ku ma bungwe a mpingo omwe ali ndi ntchito yothandiza anthu.

ABWENZI MU UTUMIKI

Abwenzi ogwira nawo ntchito mu utumikiwu asonyezedwa mmusimu

a. Abwenzi a ma utumiki

- Utumiki wamai wa mpingo wa Assembly for All Nations.
- Utumiki wa Achinyamata mu Assembly for All Nations.
- AFAN Relief
- AFAN Schools
- AFAN Health

b. Abwenzi a ma bungwe.

- Ma Bungwe a Chikhristu (Christian NGOs)
- Mipingo yomwe tili nayo pa ubale

Mutu 2

MALAMULO A UTUMIKI WA ABAMBO A ASSEMBLY FOR ALL NATIONS

1. MAU OYAMBA

Komiti yaikulu ya Mpingo wa Assembly for All Nations inaganiza cha nzeru kuyambitsa utumiki wa abambo mogwirizana ndi ma utumiki ena.

Cholinga chachikulu cha utumikiwu ndi cholimbikitsa abambo kuti atenge udindo wawo umene Mulungu anawapatsa kuti adzuke ndi kumanga monga mwa mau opezeka pa Nehemiya 2:17-18.

2. DZINA

Utumikiwu uzidziwika ndi dzina lakuti, "Utumiki wa Abambo wa Assembly for All Nations."

3. ADIRESI/KEYALA

Keyala ya utumikiwu ndi keyala yomwe AFAN Global imagwiritsa ntchito, kapena ili yonse, ngati pangakhale kusintha mtsogolomu pakapita nthawi.

4. ZOLINGA ZA UTUMIKIWU

Zolinga za utumikiwu ndi izi:

1. Kulalikira uthenga wabwino ndi kubzjala mipingo.
2. Kumanga ma tchalitchi.
3. Kuphunzitsa achinyamata kuti adzakhale nzika zodalilika.
4. Kupangitsa maphunziro a mbanja.
5. Kuthandiza, kulumikizitsa, kutsogolera ndi kuchilikiza ma utumiki ena mu mpingo.
6. Kupeza ndalama zolimbikitsira utumikiwu ndi mpingo.
7. Kukhala othandiza abusa.
8. Kupangitsa mapemphero opembedzera ndi kuphunzitsa za kupembedza.

9. Kuthandiza kuti anthu akhale olemera mu uzimu kudzela mu chiphunzitso cha m'Baibulo.

5. UMEMBALA

Azibambo onse a pa mpingo ndi oyenera kukhala mamembala a utumiki wa abambo

6. KAGWIRIDWE KA NTCHITO NDI MA UDINDO

i. KOMITI YAYIKULU YA DZIKO LONSE

Pazikhala komiti yayikulu ya dziko ya utumikiwu yomwe ntchito yake ndi kupereka malamulo oyendetsera utumikiwu ndi kuonetsetsa kuti ngodya ndi ntchito za utumikiwu zikuchitika monga izi:

- a. Kupeza thandizo lochokera mu dziko ndi kunja kwa dziko lino ndikukhala ndi chiyanjano chabwino ndi onse otithandiza.
- b. Kubweretsa maganizo, chikonzero ndi kukwaniritsa chikonzero cha zintchito za dziko lonse mu utumikiwu.
- c. Kuthandiza kuti pakhale mgwirizano wabwino pakati pa utumikiwu ndi mpingo.
- d. Kuonetsetsa kuti chuma ndi zipangizo za utumikiwu mu dziko lonse zikugwiritsidwa ntchito bwino.
- e. Kuonetsetsa kuti zintchito zonse zolembe mu utumikiwu zikupangika zofunikira dziko lonse.
- f. Kupangitsa misonkhano ya dziko lonse ya utumikiwu kawirikawiri.

ii. MAUDINDO A KOMITI YAYIKULU YA UTUMIKI-WU MU DZIKO

Komiti yaikulu ya dziko ya utumiki wa abambo izikhala ndi maudindo awa:

- Mtsogoleri wamkulu wa dziko (National Director)
- Wotsatira kwa mtsogoleri wa mkulu wa dziko (The Deputy National Director)
- Mlembi wa mkulu wa dziko (National Secretary)

- Wotsatira kwa Mlembi wamkulu wa dziko (Deputy National Secretary)
- Msungichuma wamkulu wa dziko (National Treasurer)
- Wotsatira kwa Msungichuma wamkulu wa dziko (Deputy National Treasurer)

iii. KOMITI YA CHIGAWO(DIVISION)

Mpingo wa dziko lonse wagawidwa m'makomiti asanu motere:

- Chigawo cha Kumpoto (Northern Division)
- Chigawo cha Kumpoto-Pakati (North Centre Division)
- Chigawo cha Pakati
- Chigawo cha Kumwera
- Chigawo cha Kum'mawa

Chigawo chili chonse chili ndi komiti ya maudindo awa:

- Otsogolera(Director)
- Otsatira kwa Otsogolera(Deputy Director)
- Mlembi(Secretary)
- Wotsatira kwa Mlembi(Deputy Secretary)
- Msungichuma(Treasurer)
- Otsatira kwa Msungichuma(Deputy Treasurer)

iv. KOMITI YA BOMA (DISTRICT KOMITI)

Boma lililonse la Assembly for All Nations lili ndi komiti yake ya utumikiwu motere:

- Wotsogolera
- Wachiwiri kwa Otsogolera
- Mlembi
- Wachiwiri kwa Mlembi
- Msungichuma
- Wachiwiri kwa Msungichuma

v. KOMITI YA SEKISHONI NDI PA MPINGO

Pali makomiti a pa sekishoni ndi a mpingo omwe azikhala ndi maudindo ngati omwe atchulidwa m'mwambamo pa iv.

vi. ZAKA ZOKHALA PA UDINDO

Munthu akakhala ndi udindo mu utumikiwu saloledwanso kukhala ndi udindo wina wa mmusi mu utumikiwu.

vii. MPHAMVU ZA KOMITI YAIKULU YA UTUMIKIWU YA DZIKO

Komiti yaikulu ya utumikiwu ili ndi mphamvu kuwonjezerapo mphamvu zili zonse zomwe mpingo ungawapatse motere:

- 9.1 Kukhala osunga katundu aliyense yemwe utumikiwu ungakhale naye.
- 9.2 Kupereka ntchito ku komiti iliyonse moyembekezera ripoti pa zomwe awuzidwa kuti agwire.
- 9.3 Kupeza chuma popempha zosonkha kuchokera kwa anthu mwakuchita chopereka, chothandiza ndi chopereka cha umembala.
- 9.4 Kugula, kusinthana, kubwereka malo ndi kupeza malo kuti agwiritsire ntchito mu utumikiwu.
- 9.5 Mogwirizana ndi motsatira malamulo kugulitsa, kuchita chikole, ndikubwereketsa kapena kusinthanitsa katundu aliyense wa utumikiwu.
- 9.6 Kusunga chuma pogula kapena kupereka chikole mu katundu osiyanasiyana monga sitoko, masheya (stocks), zikole, ndi bizinezi iliyonse ndi njira ili yonse imene komiti yaikulu ingafune.
- 9.7 Kugulitsa, kubwereketsa, kuchita chikole, katundu kapena chuma chili chonse cha utumikiwu.
- 9.8 Kugwiritsa ntchito ndi kuyendetsa bwino zili zonse zomwe adalilidwa nazo zaulere mu utumikiwu.
- 9.9 Kupeza ndi kubwereka ndalama za utumikiwu popereka chikole chomwe chingakhale choyenera.

- 9.10 Kuyambitsa ndi kuthandiza mabungwe othandiza anthu ndi kupereka ndalama zothandizira anthu mogwirizana ndi cholinga cha utumikiwu.
- 9.11 Kutenga ndi kulandila mphatso zonse mwakudalilidwa kapena ayi.
- 9.12 Kulemba anthu pa zintchito zili zonse zomwe utumikiwu ungaone zofunikira.
- 9.13 Kukhala ndi ma akaunti osungirako ndalama ku banki ndi kutenga ngongole momwe utumikiwu ungafunire.
- 9.14 Kukhala ndi polise ya inshurasi ya munthu aliyense kapena katundu ku ngozi, kuonongeka komwe utumikiwu ungawone kofunikira.
- 9.15 Kusindikiza kugawa ndi kukonza mabuku aliwonse a utumikiwu.
- 9.16 Kupanga zili zonse zomwe zingathe kuthandiza zolinga za, utumikiwu kuti zikwaniritsidwe.

viii. CHUMA

10.1 MSUNGICHUMA

Msungichuma wa dziko lonse ali ndi udindo oyang'anira chuma cha utumikiwu posunga ma rekodi abwino ndi kupereka ripoti ku komiti yaikulu ya utumikiwu ya dziko ya abambo mu Assembly for All Nations.

10.2 MAAKAUNTI A KU BANKI

Utumikiwu ungathe kutsegula mabuku osungilako ndalama ndi banki iliyonse yomwe angafune ndipo osainila adzakhala Otsogolera (The Director), Mlembi(The Secretary), Msungichuma(The Treasurer) ndi aliyense yemwe komiti yaikulu ingamusankhe.

10.3 KAFUKUFUKU (AUDIT)

Ma Oditala adzachita kafukufuku wa mabuku akasankhika ndi komiti yaikulu ya Assembly for All Nations.

9. CHITETEZO

Onse amene ali ndi maudindo mu utumikiwu adzakhala otetezedwa ku zochita zili zonse zokhudza utumikiwu. Adzatetezedwa ku zolipira milandu ndi zolipira zili zonse zomwe iwo kapena mmodzi wa iwo angakhale nazo pa nthawi yogwira ntchito mu utumikiwu kupatula zomwe zili za iye mwini pochita mwa iye yekha kufuna kwake, mosasamala ndi mochita molakwitsa kapena pochita moonekeratu kuti ndi mwamphamvu zakezake.

10. ZOSITHA

Malamulo a utumikiwu angathe kusinthidwa ngati zabvomerezedwa pa msonkhano waukulu wa Assembly for All Nations.

Mutu 3

NTCHITO NDI KAGWIRIDWE KA MAKOMITI A UTUMIKI WA ABAMBO

1. KOMITI YA DZIKO LONSE

Komiti ya dziko lonse ya abambo ili ndi udindo opereka malamulo oyendetsera utumikiwu ndi kuonetsetsa kuti malingaliro ndi zintchito za utumikiwu zikukwaniritsidwa mwachangu ndi moyenera.

Komitiyi idzakhala ndi ntchito izi:

- i. Kubweretsa maganizo, kukonza ndi kukwaniritsa ndondomeko ya chitukuko cha ma porojekiti a utumikiwu mu dziko
- ii. Kukonza ndondomeko yoyendetsera bwino utumikiwu
- iii. Kufotokonzera motsindika za uzimu ndi zofuna za anthu mu utumikiwu
- iv. Kupeza zipangizo kuchokera kunja ndi m'dziko mommuno
- v. Kuonetsetsa kuti zipangizo za dziko za utumikiwu zikugwiritsidwa ntchito moyenera ndi kuonetsetsa kuti zatuluka motani
- vi. Kuthandiza mgwirizano pakati pa utumikiwu ndi mpingo mu dziko
- vii. Kukonza misonkhano ya utumikiwu wa dziko lonse kawirikawiri
- viii. Kulemba ma ripoti a m'meme utumikiwu ukuyedera kuti komiti yayikulu ya mpingo idziwe
- ix. Kukhala olemba ndi kulandila zonse zofunika kulemba zokhudza utumikiwu

Komiti ya dziko ya utumikiwu idzakhala ndi maudindo awa:

- Otsogolera wa dziko lonse (National Director)

- Otsatira wa Otsogolera wa dziko lonse (Deputy National - Director)
- Mlembi wa dziko lonse(National Secretary)
- Wotsatira wa Mlembi wa dziko lonse(Deputy National Secretary)
- Msungichuma wa dziko (National Treasurer)
- Wotsatira kwa Msungichuma wa dziko (Deputy National Treasurer)

Atsogoleri a mzigawo:

Pali komiti yayikulu yoyang'anira mayendedwe a utumikiwu ya dziko yomwe izikhala ndi maudindo onse anenedwawa kupatulapo Otsogolera a mzigawo.

2. MA KOMITI A ZIGAWO

Makomiti a zigawo azigwira ntchito izi:

- i. Kubweretsa maganizo, kukonza ndi kukwaniritsa ndondomeko ya ntchito ya chitukuko
- ii. Kupeza ziwiya zogwirira ntchito za chitukuko mu chigawo
- iii. Kuonetsetsa kuti chuma ndi ziwiya zonse zikugwiritsidwa ntchito moyenera mu chigawo
- iv. Kuthandizira mgwirizano pakati pa utumikiwu ndi mpingo pa chigawo
- v. Kupangitsa misonkhano ya chigawo ya utumikiwu kawirikawiri
- vi. Kulemba ma ripoti a mmene zinthu zikuyendera ndi kupereka ku komiti ya dziko kanayi pa chaka
- vii. Kuonetsetsa kagwiridwe ntchito ka makomiti a mmaboma a utumikiwu mu chigawo
- viii. Kuonetsetsa kayendedwe ka ntchito za chitukuko mu chigawo

Ma udindo a komiti ya chigawo ndi awa:

Otsogolera wa chigawo(Division Director)

- Wotsatira kwa Otsogolera wa chigawo (Deputy Division - Director)
- Mlembi wa chigawo (Divisional Secretary)
- Wotsatira wa Mlembi wa chigawo (Deputy Divisional - - Secretary)
- Msungichuma wa Chigawo (Divisional Treasurer)
- Wotsatira wa Msungichuma wa Chigawo (Deputy - Divisional Treasurer)
- Otsogolera a m'maboma

Pazikhalanso komiti yayikulu ya utumiki wa abambo mu chigawo yokhala ndi ma udindo onse kupatulapo Otsogolera a m'maboma

KOMITI YA PA BOMA

Ntchito ya Komiti ya Utumiki wa abambo mmaboma ndi iyi:

1. Kubweretsa maganizo, ndondomeko ndi kuchita ntchito za chitukuko mu boma
2. Kupeza zipangizo ndi ndalama zogwirira ntchito mu boma
3. Kuonetsetsa kuti chuma ndi zipangizo za utumikiwu mu boma zikugwiritsidwa ntchito moyenerera
4. Kukhala olumikizitsa mgwirizano wa mu boma, m'masection ndi m'mipingo
5. Kupangitsa misonkhano ya m'masection ya utumiki wa abambo pafupafupi
6. Kukonza ma ripoti ndi kuwapereka ku komiti ya ku chigawo kanayi pa chaka
7. Kuonetsetsa kayendedwe a makomiti a utumiki wa abambo m'masekishoni

Ma udindo a komiti ya abambo mu boma ndi awa:

- Otsogolera (Director)

- Wotsatira kwa Otsogolera (Deputy Director)
- Mlembi (Secretary)
- Otsatira kwa Mlembi (Deputy Secretary)
- Msungichuma (Treasurer)
- Otsatira kwa Msungichuma (Deputy Treasurer)

Atsogoleri a m'ma Sekishoni (Section Directors)

Payenera kukhala komiti yayikulu ya utumiki wa abambo mu boma yomwe izikhala ndi onse amene alembedwawa kupatula atsogoleri a m'ma Sekishoni

KOMITI YA SEKISHONI

Komiti ya section izigwira ntchito izi:

1. Kubweretsa maganizo, kupanga ndi kukwaniritsa mapulani a ntchito ya chitukuko mu sekishoni
2. Kugwiritsa ntchito zipangizo za mu sekishoni mu ntchito ya chitukuko
3. Kuonetsetsa kuti chuma ndi zipangizo za mu sekishoni zikugwiritsidwa ntchito moyenera
4. Kuonetsetsa kuti pali mgwirizano wabwino pakati pa utumikiwu pa mpingo ndi pa sekishoni
5. Kukonza misonkhano ya pa sekishoni pafupipafupi
6. Kukonza ma ripoti ndi kupereka ku komiti ya boma kanayi pa chaka
7. Kuonetsetsa kuti utumikiwu ukuyenda bwino m'mipingo
8. Kuonetsetsa kuti ma porojekiti akuyenda bwino m'mipingo

Maudindo a komiti ya pa sekishoni ndi awa:

- Otsogolera (Director)
- Otsatira kwa Otsogolera (Deputy Director)
- Mlembi (Secretary)
- Otsatira kwa Mlembi (Deputy Secretary)
- Msungichuma (Treasurer)

- Otsatira kwa msungichuma (Deputy Treasurer)

Atsogoleri a m'mipingo a utumiki wa abambo (Local Church Directors)

Payenera kukhala komiti yaikulu ya sekishoni yomwe ma membala ake ndi onse omwe atchulidwawa kupatulapo atsogoleri a mma sekishoni.

KOMITI YA ABAMBO PA MPINGO

1. Kubweretsa maganizo, kukonza ndi kuwakwaniritsa ma pulani a chitukuko cha pa mpingo kudzela mu ntchito ya chitukuko
2. Kupeza zipangizo ndikuzigwiritsa ntchito ya chitukuko pa mpingo
3. Kuonetsetsa kuti zipangizo za abambo pa mpingo zikugwiritsidwa ntchito moyenera
4. Kuonetsetsa kuti pali m'gwirizano wabwino pakati pa utumikiwu pa mpingo ndi ntchito za pa mpingo
5. Kukonza misonkhano ya abambo pa mpingo
6. Kukonza ma ripoti a utumikiwu ndikupereka ku komiti ya sekishoni kanayi pa chaka
7. Kuonetsetsa kuti utumikiwu ukuyenda bwino m'mipingo
8. Kuonetsetsa kuti ntchito ya chitukuko ikuyenda bwino pa mpingo

Komiti ya pa mpingo ya abambo ndi izikhala ndi anthu awa:

- Otsogolera (Director)
- Otsatira kwa otsogolera (Deputy Director)
- Mlembi (Secretary)
- Wachiwiri kwa Mlembi (Deputy Secretary)
- Msungichuma (Treasurer)
- Wachiwiri kwa Msungichuma (Deputy Secretary)

Mutu 4

NTCHITO ZA ADINDO M'MAKOMITI NDI ZOWAYENEREZA ZAKE

1. WA PAMPANDO

- a. Akhale ndi masomphenya ndi kutha kumawatakasa abambo mu utumikiwu
- b. Akhale ndi ubale wabwino nthawi zonse ndi anthu a pa mpingo ndi atsogoleri ena
- c. Akhale owonetsetsa m'mene zintchito za abambo zikuyendera komanso odziwa kutsogolera zokambirana za komiti
- d. Akhale odziwa kuwatsogolera anzawo kugwira ntchito ya utumikiwu osati kugwira yekha. (Osati dziyenda yekha)
- e. Akhale odana ndi mgawaniko wa anthu ndi miseche pa ---
- komiti kapena mu mpingo
- f. Azipempherera ntchito za utumikiwu

2. OTSATIRA KWA WAMPANDO

- a. Kuthandiza ntchito ya Otsogolera ndipo akhale wodziwa ntchito yake ndi wa nzeru
- b. Iye ndi woyendetsa ntchito za ma porojekiti mu komiti yake
- c. Aziwonetsetsa kuti ma pulani a komiti akukwaniritsidwa mothandizana ndi mlembi
- d. Akhale munthu olimbikira, wa nzeru ndi wakutha kulumikizitsa zintchito
- e. Ayenera kumapempherera utumikiwu

3. MLEMBI

- a. Kagwiridwe ntchito ka Mlembi kamatha kupangitsa kuti komiti ikhale yogwira ntchito bwino kapena ayi
- b. Ntchito zonse zolembe azigwira moyenerera

- c. Amasunga mbiri ndi ma rekodi a utumiki
- d. Amalemba zonse zogwirizana pa zokambirana
- e. Makalata onse olandiridwa amawapereka kwa adindo oyenerera
- f. Amapempherera utumiki

4. OTSATIRA MLEMBI

- a. Kuthandiza Mlembi pa zintchito zake
- b. Akhale odziwa mau a Mulungu
- c. Akhale odziwa zosowa za uzimu za anthu a kumidzi ndi m'mtauni
- d. Akhale wa tcheru pa zofuna za Mzimu Woyera pa mpingo ndiponso pakati pa abambo
- e. Amayendetsa ma phunziro a Baibulo - Bible study leader
- f. Amapempherera mpingo ndi atsogoleri nthawi zonse

MSUNGICHUMA

- a. Iye amasunga ndondomeko ya chuma momwe chalowera ndi kutulukira
- b. Ndalama zolowa ziyenera kuikidwa ku banki nthawi yomweyo
- c. Pa ndalama zonse zolandiridwa amalemba marisiti ake
- d. Ndalama zomwe zalandiridwa ndi cholinga cha porojekiti amaonetsetsa kuti zigwire ntchito yomweyo
- e. Iye ayenera kumapereka ripoti ya za chuma
- f. Akhale mlangizi pa nkhani ya zachuma
- g. Akhale odalirika osati osakaza ndalama
- h. Akhale opempherera ntchito ya utumikiwu ndi kapezedwe ka ndalama

OTSATIRA MSUNGICHUMA

- a. Kuthandiza Msungichuma pa ntchito zake
- b. Azigwira ntchito zomwe Msungichuma wamusiyira

- c. Azipempherera ntchito ya ndalama ndi kagwiritsidwe ntchito kake

MA KOMITI MEMBALA (Directors of Lower Committees)

- a. Iwo akhale odziwa kubweretsa maganizo abwino, madandaulo ndi zopemphedwa kuchokera ku ma komiti awo
- b. Iwo amauza komiti yawo za ma pulani ndi zintchito zoti zigwiridwe
- c. Iwo azitenga ndalama zolonjezedwa kuchokera ku ma utumiki awo ndi kupereka kwa Msungi ndi kukabwezera ma receipt kwa omwe anapereka ndalamazo
- d. Iwo amagwira ntchito mogwirana manja ndi a komiti yofalitsa uthenga, kudzala mipingo pokonza misonkhano ya kufalitsa uthenga wabwino ku madela awo ndi kuchita kalondolondo
- e. Iwo amawalondola otembenuka mtima kumene ndi kuwathandiza ndi malangizo
- f. Iwo ndi olumikizitsa mapemphero m'madela awo
- g. Iwo amadzipereka pa zolinga za utumikiwu ndipo amapezeka m'misonkhano ya ma komiti.
- h. Iwo akhale anthu a chitsanzo pa moyo wa uzimu

MAPEMPHERO

Ntchito imene tikugwira ndi ya Mzimu Woyera kudzera mwa anthu. Pa Zakaria 4:6 anati, "Awa ndi mau a Mulungu kwa zerubabele, "simphamvu si nkondo koma Mzimu", atero Yehova wa makamu". Inu mudzapambana chifukwa cha Mzimu wanga ngakhale muli ochepa ndi ofooka." Pemphero ndi chida cha utumikiwu. Msonkhano uli wonse ukonzedwe ndi kutsogoleredwa ndi mapemphero.

MISONKHANO

Izi ndi zintchito zomwe Mlembi ndi ma membala azikhala nazo pa zokambirana:

a. Zokambirana zisanayambe

1. Aperekeretu ma kalata oyitanitsira msonkhano ndikupereka zolembe zonse zofunika pa msonkhanowu
2. Alangize Msungichuma kuti akonze ripoti ya zachuma ya pa zokambilanazo
3. Akonze mitu ya zokambirana ndikutumiza kwamame-mbala tsiku la zokambilana lisanakwane
4. Akonzekeretu zakumwa ngati zokambirana zidzatenge nthawi yayitali
5. Pa tsiku la zokambilana aonetsetse kuti mitu ya zokambirana ili mu mndandanda oyenerera

b. Zokambilana zitayambika

1. Alembe maina a anthu onse amene abwera pa zokambirana
2. Aonetsetse kuti nambala ya anthu ofunikira pazokambirana yakwana
3. Alengeze za anthu amene sanabwere pa msonkhano ndi zifukwa zake
4. Azitha kulangiza wa pa mpando mwachangu
5. Awonetsetse kuti mamembala atenga zinthu zawo zonse pakutha pa zokambirana
6. Azikhala ndi ma kope apadera a zinthu zoyenera kukambirana pa msonkhano
8. Awonetsetse kuti msonkhano uyambe pa nthawi yake

c. Zokambirana zitatha

1. Awauze anthu oyenera kuchita zomwe komiti inagwirizana pa zokambirana
2. Alembe makalata ndi kuchita zinthu zomwe komiti inakambirana kuti zichitike
3. Alembele mu dayale yake zinthu zomwe komiti inagwirizana kuti zidzachita mtsogolo

4. Alembe ma minitsi a zokambirana asanapite masiku awiri kuchokera tsiku la zokambirana
5. Ma minitsi aonetse ntchito yomwe ichitike osati kungonena m'mene zokambirana zinayendera

NTCHITO ZA MA MEMBALA PA MSONKHANO

Ntchito za ma membala mu komiti ndi izi:

1. Awerenge zolembe zonse zofunikira zokambirana zisanayambe.
2. Afike ku msonkhano mu nthawi yake
3. Pa mitu ya zokambirana anene zimene akuganiza kuti zichitike Kapena kutsutsa ganizo la zinthu zina. Iwo asachulutse zolankhulalankhula pokambirana
4. Pokambirana zinthu aliyense awonedwe ngati wamkulu ndi wofunikira
5. Akhale odziwa kudziletsa pa zokambirana
6. Athandize anthu ena kuthetsa mavuto awo pa zokambirana
7. Aganizire anthu ena kuti ndi chifukwa chiyani akufunika kulankhula

Zomwe zingatithandize kuwona kuti zokambirana zinali bwino kapena ayi

1. Kodi mitu ya zokambirana inali yomveka bwino kapena ayi?
2. Kodi zokambirana zinayamba nthawi yake kapena ayi?
3. Kodi panali anthu obwera mochedwa kapena ayi?
4. Kodi anthu ochepera theka analankhulapo pa msonkhano kapena ayi?
5. Kodi pa mitu yonse ya zokambirana munagwirizanapo zochita kapena ayi?
6. Kodi zokambirana za mitu ina munazithamangitsa chifukwa cha nthawi kapena ayi?
7. Kodi zokambirana zinatha nthawi yake, mofulumira

kapena mochedwa?

8. Kodi zokambiranazo zakuthandizani pa ntchito yanu kapena ayi?
9. Kodi aliyense analandira ma minitsi a zokambirana sabata isanathe kapena ayi?
10. Kodi fundo zina zofunikira simunakambirane chifukwa cha nthawi kapena ayi?

Mutu 5

KUYAMBA NDI KUYENDETSA BIZINESI

MAU OYAMBA

Kukhoza mukuchita malonda/bisines kumaoneka munthu akapanga phindu. Ngati phindu silioneka, kuli bwino ndalama zikanasungidwe ku malo osungitsa ndalama kuposa kuziika mu bisinesi.

Munthu wa malonda amayesa bisinesi ngakhale akudziwa kuti muri phindu silipezeka ndi cholinga kuti atukuke, zinthu zingakhale chonchi, sindiye kuti anthu asayambe bisinesi.

Zizindikiro zabwino za ma bizinesi -:

- Chidwi chofuna kuti zinthu zichitike
- Amakhala wodzikhulupirira wodzidilira
- Amadziwa kuthetsa mavuto
- Ali wokhonzeka kuyamba zinthu zatsopano
- Amayika ndondomeko ya zinthu zomwe akufuna kuchita malingana ndi cholowa ndi luso lake.
- Ali ndi mphamvu yoyang'anira anthu, zida zogwiritsa ntchito bwino.
- Akhoza kuyima pa yekha.
- Akhoza kudziwa zinthu kwambiri
- Akudziwa za bisinesi yomwe akufuna kuyamba.
- Amamvetsa kuti ndalama zimaonetsa ngati bisinesi ikupita patsogolo kapena ayi

MAGANIZO OYAMBITSIRA BIZINESI

Bizinesi imayamba ndi maganizo ngati munthu akufuna kuyamba bisinesi ayenera kufufuza kaye zambiri za bisinesi yomwe akufuna kuyamba, ichi ndiye chimatchulidwa kuti kafukukuku.

Kafukufuku amathandiza kupewa mavuto amene muthu angakumane nawo pa bizinesi izi zimachitika popeza amakhala atadziwa kale zokumana nazo patsogolo.

Munthu utha kupeza fundo za bizinesi yomwe ukufuna kuyamba pofunsa amene ali mu bizinesi yomweyo, kufunsa agula, kufusa anthu osiyanasiyana ochita bizinesi ndiponso kuwerenga zinthu zokhuza bizinesi.

Zinthu zina zomwe munthu ungayanjana pochita kafukufuku ndi izi

- Malo omwe ungakagule zoyendetsera bisinesi
- Nanga ukagulitsa kuti malondawo?
- Ndi zinthu zinthu zochuluka bwanji zomwe utagula pa mwezi?
- Nanga ugulitsa zinthu zingati pa mwezi kapena pa sabata.
- Nanga katundu adzinyamulidwa bwanji ndiponso uziwononga ndalama zingati?
- Nanga ulemba anthu angati ndiponso uwalipila zingati.
- Adziyanga'anira bizinesi ndi ndani?
- Anthu agwira ntchito adachokera kuti?
- Ndi luso lanji lofunika pa bizinesi?
- Nanga luso limeneli lingapezeke bwanji?

NDONDOMEKO YA BIZINESI

Ndondomeko ya bizinesi imakhonzedwa pamene mfundo zonse zatchulidwazi zilipo.

- a) Ndindodomeko ya bizinesi ndi chirongolero cha mmene bizinesi itayendere.
- b) Zinthu zina zoyenera kuganizindwa pokhonza ndondomeko ya bizinesi ndi izi
 - a. Masomphenya
 - b. Zolinga ndi zofuna
 - c) Ukadaulo – izi ndi njira zomwe zingagwiritsidwe ntchito kuti zolinga ndi zofuna zikwaniritsidwe, zimenezi ziyenera kuwunikiridwa paganizira zinthu izi
- I. Kapangidwe ndi kayendetsedwe ka zinthu, aka

ndikalongosoledwe ka mmene bizinesi iziyendera.

II. Kutsatsa malonda – ichi ndi chikonzero chomwe chimaoneka zomwe ogula akufuna ndiposo mmene ogulitsawe ungakwaniritsire zomwe akufuna.

III. Kuyang'anira bizinezi ndi anthus – ichi ndi chiyang'aniro chomwe chingakhalepo poyang'anira anthu amene akugwira ntchito mu bizines.

IV. Za chuma – nkhani iyi ndiyokudza mpamba umene utalowe mu bizinezi.

KUYAMBA NDI KUYENDETSA BIZINEZI

Chiyambi

Kupambana pa bizinezi kumabwera ukapanga phindu. Ngati walufa ndalama sipakhalanso kupambana. Ndipo ndalama zanu kukanakhala bwino kuti zisungidwe ku banki kusiyana ndi mu bizinezi ngati mukuluza.

Munthu aliyense opanga bizinezi amayamba bizinezi yake pakati pa zipsyinjoni ndi mavuto osakonzekera kuti apange phindu ndi kukulitsa bizinezi yake. Pa chifukwa ichi zipsyinjoni ndi mavuto adzidzidzi zi zifukwa zokwanira kuti munthu asayambitse bizinezi.

Opanga bizinezi wabwino amakhala ndi zomuyenera izi:

- Amafunitsitsa kuti akwaniritse zotsatira mofulumira (Ndi ochita osati kulota)
- Amadzikhulupilira kwambiri ndikulimbikira, poganiza mwachindunji osabwerera m'mbuyo kuti apulumutse bizineziyo ndi kuchita bwino.
- Ali ndi chosowa choti achikwaniritse ndi kuti athetse mavuto
- Ndi okonzeka ndi kufunitsitsa kulolera mavuto oti athane nawo
- Ali ndi kuthekera kwabwino kotsogolera anthu ndi kugwiritsa ntchito zida, katundu ndi zogulitsa ngati mbali imodzi ya ntchito yatsiku ndi tsiku ndi kukhala ndi

cholinga chokhala ndi gulu lomwe lingakwaniritse masomphenya

- Ali ndi chikhumbokhumbo chokhala odzidalira
- Ali ndi chidwi chofuna kuphunzira kuchokera kwa anzake
- Ali ndi chidziwitso chabwino cha bizinezi yomwe akufuna kupanga
- Ndi owona mtima, wa chilungamo ndi odalilika
- Ali ndi chizindikiro chabwino cha makobidi kuti ndi kalozera wa mayendedwe a bizineziyo
- Ali ndi kuthekera kololera zofooka za anzake ngati mbali imodzi yophunzira.

Maganizo a opanga bizinezi wabwino amakhala akuti kulakwitsa, mavuto ndi zipsyinjoni ndi zosakhalitsa pa njira yokwaniritsira zolinga

Kuyambitsa bizinezi

Kukhala ndi maganizo.

Bizinezi iliyonse imayamba ndi maganizo (Idea)

Mukafuna kuyambitsa bizinezi muyenera kudziwa ndi kuchita kafukufuku wokhudza bizineziyo.

Mungathe kupanga kafukufuku wa dongosolo kapena wa chidule

Kafukufuku amakuthandizani kuti muchepetse mavuto osakonzekera pa bizinezi yanu chifukwa m'madziwiratu zinthu zambiri musanayambe bizineziyo.

Mungathe kupeza zambiri zokhudza bizinezi yanu pofunsa anthu omwe akupanga bizinezi ya mtundu omwewo, ogula, ma bungwe a ma bizinezi, operekera katundu, ndi ena onse okhudzidwa ndi bizinezi ndi kuwerenga ma magazini.

Zinthu zina zomwe muyenera kuzidziwa ndi izi:

- Komwe muzikagula katundu wanu kapena zipangizo zopangira katundu wanu ndi kuti?
- Katundu wanu mukagulitsa kuti?

- Ndi katundu ochuluka bwanji yemwe muzikagula pa nthawi monga pa mwezi?
- Muzikagulitsa pa mtengo wanjika katundu wanu pa nyengo monga pa sabata kapena pa mwezi?
- Ndi mtundu wanjika wa kayendedwe ka katundu komwe muzigwiritsa ntchito ndipo muzilipira ndalama zingati pa mayendedwewo?
- Ndi anthu angati amene muwalembe ntchito ndipo muzilipira ndalama zingati pa mwezi?
- Amene aziyendetsa bizineziyo ndi ndani?
- Anthu ogwira ntchito muwapeza bwanji?
- Ndi ma luso ati amene mukufuna ogwira ntchito anu akhale nawo?
- Nanga maluso amenewo muwapeza motani?

Ndondomeko ya bizinezi (bizinezi pulani)

Mukakhutira ndi zinthu zomwe mwapeza zokhuza bizinezi yomwe mukufuna kupanga mungathe kupanga ndondomeko ya bizinezi yanu(bizinezi pulani).

Bizinezi pulani ndi ndondomeko ya m'mene bizinezi yanu idzayendere.

Zinthu zina zofunika kuziganizira pa bizinezi pulani ndi izi:

- Masomphenya
- Chiganizo cha cholinga cha bizinezi(Mission Statement)
- Zolinga ndi zofuna
- Njira zokwaniritsira zolinga: Izi ndi zisinsi zoti zitsatidwe kuti mukwaniritse zolinga ndi zofuna zanu pa bizinezi zomwe ziyenera kukhudza madera onse a bizinezi yanu ngati awa:

1. Production/Operations(Machitidwe): Uku ndi kulongosola mwachidule mayendesedwe a bizinezi yanu. Kufotokozsa uku kumakhudza zomwe mukhale mukuchita mubizinezi yanu.

2. Marketing (Malonda): Dela ili limasonyeza zosowa za

ma kasitomala ndi m'mene bizinezi yanu ikwaniritsire zosowanzo kuti akhale akugulabe kwa inu.

Zimakhudzanso ma “P” anayi (4 P's) mu mabinezi ogulitsa katundu. Pali ma P asanu ndi atatu(8 P's) pa bizinezi yosakhudzana ndi kupanga kapena kugulitsa katundu monga izi katundu(product), malo place),mtengo (price), kuchonderera malonda (promotion), maikidwe (positioning), maonekedwe (physical Apperance), anthu (people) ndi ndondomeko (process).

3. Management and Personnel (Kalamuliridwe ka ntchito, zinthu ndi anthu)

Izi zikukhudza mtundu wa ulamuliro omwe ukhalepo, anthu amene mugwire nawo ntchito, mgwirizano pakati pa anthu m'ma dipatimenti osiyanasiyana ndi omwe ali mu dipatimenti imodzi.

Mgwirizano pakati pa mabwana ndi ogwira ntchito ndi wofunikanso kuunena.

4. Finance (Chuma): Izi zikukhudzana ndi kufunikira kwa chuma choyambitsira bizinezi, kalowedwe ndi katulukidwe ka ndalama pa miyezi khumi ndi iwiri ndi phindu loyembekezekeka (projected profit and loss).

Note: Njira zokwaniritsira zolinga za ma dipatimenti osiyanasiyana zisakhale zotsutsana mu bizinezi imodzi koma pakhale kugwirizana.

Kuti inu mukhale ndi ndondomeko yabwino ya bizinezi yokhala ndi kolowera pakufunika kuti muzisinkhasinkha za zothekera, zofooka, mwayi ndi ziposinjoko(SWOT Analysis) ndipo kolowera kukutanthauza ndi zolinga ndi zofuna.

Kusinkhasinkha uku ndi kofunikira tisanayambe komanso titayamba bizinezi yathu.

Izi zingatse kutithandiza kuti tikhale ndi zolinga za chindunji, zoti tingaziwerenge, zotheka , zowoneka ndi za mu nthawi yoyikika (SMART Goals and Objectives).

Izi zimathandizanso kuti pakhale njira zabwino

zokwaniritsira zolinga ndi zofuna zathu. Mwachidule mugwiritse ntchito mwayi ndi kuthekera kwanu kuti mugonjetse zofooka ndi ndi kuchepetsa zipsoyinjolo za bizinezi yanu.

Mukapanga bizinezi pulani yanu mukuyenera kuyankha mafunso awa:

- Kodi ndili ndi ndalama zokwanira kuti ndiyambe bizinezi iyi?
- Kodi ndipite ku banki ndi mabungwe kukakongola ndalama zoyambira bizineziyi?

Mabungwe ambiri okongoza ndalama amapereka ngongole akawona kuti mwayika ndondomeko yabwino yopangira bizinezi yanu. Ngati palibe ndondomeko yabwino yopangira bizinezi ngongoleyo singaperekedwe.

Kufunika kokhala ndi bizinezi pulani ndi uku:

- Imathandiza kuwongolera kayendedwe ka bizinezi
- Imathandiza kuti mutenge ngongole ku banki kapena mabungwe opereka ngongole

Kuwongolera bizinezi

Mukapanga bizinezi yanu mukuyenera kumawonetsetsa kuti ikuyenda motsatira pulani yanu

Ngati pali kusiyana kuli konse fufuzani kuti chikupangitsa ndi chiyani ndipo muchitepo kanthu. *Chitsanzo:*

Ngati kusiyana kwake sikwabwino mungathe kupeza chifukwa chomwe mwalepherera kukwaniritsa zomwe mumafuna ndipo mungathe kupeza njira yotsata kuti kutsogoloko zisadzapangikenso

Ngati kusiyana kwake ndi kwabwino mungathe kupeza chifukwa ndikuyesetsa kupitiriza kuchita zomwe munachita kuti kuchita bwino kupitirire.

Ngati machitidwe anu akufanana ndi m'mene munakonzero pulani zili bwino.

Koposera zonse dziwerekeni ndi kulekanitsa zochita za inu

ndi za bizinezi kuti bizinezi yanu ingaonongeke ndi zolipira zanzanu zosiyana ndi za bizinezi. (The owner of a business is a different entity distinct from the business)

KUPAMBANA

Munthu otchedwa Maiden ananena kuti, “Anthu ofooka amadikira mwayi koma anthu a mphamvu amapanga okha mwayi”

Anthu onse opambana amalota, amapanga ziganizo, amaika ma pulani, amaika zolinga ndi kutsimikizika kuti akwaniritsa osalephera konse.

Simungathe kupambana pa nokha popanda nthawi yomweyo kuthandiza athu ena.

Mungathe kuganiza kuti ndi chinthu chabwino kuthandiza anthu amasiye koma ngati inuyo pa nokha mulibe ndalama maganizo anu abwino ndi opanda phindu.

Amene amapambana ngati mulimi amabzyala chakudya chambiri chodyetsa banja lake ndikuphunzitsa ana ake ndipo ndi mzika yabwino kusiyana ndi munthu amene sangathe kudzidyetsa yekha kapena banja lake ndi kungokhalira kutaya nthawi kuyipitsa mbiri ya anzake amene akuchita bwino.

Palibe munthu ongokhala amene ali otetezedwa kaya ndi olemera, osawuka, mzungu, wakuda, ophunzira kapena osaphunzira.

Tiyeni tiwone china chake chapadera. Ngati tingagwire ntchito molimbika tingathe kukwaniritsa nthawi zina. Zikatero tiyenera kukhala osangalala chifukwa ndi kupambana kwathu.

Chitukuko sichipangidwa ndi anthu okhutira nsanga

Kupambana kumachitika ndi iwo amene azindikira, kuchita nawo, kutsanzira, kumvetsetsa ndi kuyesera kutsata nfundo zomwe zingathandize iwo kuti akwaniritse china chake pa moyo wawo chomwe sichosokoneza malamulo a Mulungu ndi ufulu wa anzawo.

Ife tinabadwa kuti tikhale odzuka osati ogona, ndiye bambo phunzirani, phunzirani, funsani, funsani ndipo misachite manyazi chifukwa pamenepo inu mupeza dzina labwino

lomwe lingamveke m'maiko ndikusayiwalidwanso.

Ilipo nyengo m'moyo wa munthu aliyense yomwe imamulonzero tsogolo lake lonse.

Nyengo ikamapita timakhala tikukonza moyo wathu, ndipo mchitidwewu sumatha kufikira titamwalira. Ndipo zisankho zomwe timapanga ndi udindo wathu nthawi zonse.

Ngati chomwe ukuchita chingathandize wina kukwaniritsa zolinga zake pamenepo inu mwapambana. Ndipo ndalama pa yokha si malipiro a kupambana.

Kupambana kumabwera kwa munthu ngati anganene kuti “Ichi ndi chimene ndakhala ndikuchifuna” “Ichi ndi changa” munthu otchedwa Greshan wa ku Australia ananena choncho mu buku lake lochedwa “Palibe Chokanika”

Pezani chomwe inu mumakonda kuchichita ndipo mudzapambana mu chimenechi.

Kupambana sikuyesedwa ndi mulingo wa kutalika komwe mwapeza koma zokhoma zomwe mwagonjetsa.

Sikokwanira kusunga chiganizo chofuna kupambana; muyenera kupambana pa chinthu china chodziwika ndi chogwirika. Sibwino kukhala osafotokonzera bwino chopambana chanu.

Kufuna pa kokha sikokwanira. Muyenera kukhala ndi chikhumbokhumbo choyaka moto mkati mwanu kuti mukwaniritse cholinga chanu chenuchenu.

Anthu amene amapambana mu moyo poyamba amaganiza za cholinga chachikulu, kenako amakhala ndi chikhumbokhumbo kuti akwaniritse, kenako mphamvu zawo zonse amayika pamenepo osalola chilichonse kuti chiwasunthe pakukwaniritsa cholinga chawo.

Kuti mukwaniritse cholinga chanu chachikulu mukuyenera kudziyikira zolinga za eni nokha.

Kufulumira kukagona ndi kudzuka mofulumira kumathandiza munthu kuti akhale wathanzi, wachuma, ndi wa nzeru.

Cholinga pa moyo wa munthu ndi chofunika kukhala nacho ndipo sichipezeka kudzikola lachilendo koma mu mtima wa munthu.

Kodi ndi chiyani chomwe inu panokha mungapange kuti mupeze zomwe mufuna.

Chizolowezi chasonyeza kuti kupambana kumabwera makamaka chifukwa cha khama koposa kuthekera. Opambana ndi amene amadzipereka ku ntchito thupi ndi mtima omwe.

Ma sitepesi odutsamo kuchoka pa chikhumbokhumbo kukafika pa kukwaniritsa ndi awa: Choyamba Chikhumbokhumbo choyaka moto, Kenaka kuphwanya kwa chikhumbokhumbo chija kukhala zolinga ndi zochita zokwanira zokwaniritsira zolingazo. Kumbukirani kuti ma sitepesi amenewa ndi owona nthawi zonse kuti munthu upambane.

Kupambana kumapangika ndi anthu amene amayesa ndipo kumasungika ndi kupilira ndi anthu amene amapitiriza kuyesabe.

Njira yopita ku chipambano ilipo nthawi zonse yokonzedwa bwino.....ndi njira yodzanza ndi zotchinga ndi mayenje koma phindu lake ndi lalikulu.

Ngati ndinu olemera muli ndi ndalama zambiri ku banki komanso muli ndi ngongole zambiri komweko. Koma ngati mulibe ndalama ku banki sichapafupi kuti mupatsidwe ngongole.

Maganizo abwino, zolinga zabwino kapena zofuna zabwino ndi zopanda ntchito pokhapokha zitachitidwa.

Palibe chomwe chingachitike ngati poyamba zokhoma zonse sitingakumane nazo.

Ku ntchito munthu yemwe ali ndi nzeru samadikira kuti bwana wake amuuze chochita pa ntchito yake.

Anthu ambiri opambana amakhala osamala nthawi. Kuwononga nthawi ndi chimodzimodzi kuwononga

ndalama.

Ntchito imakula kuti ikwanire mu nthawi yomwe ilipo kuti igwirike, ananena munthu wina otchedwa C M Parkinson law.

Mukapereka ntchito kwa antchito anu adziwitseni nthawi yomwe mukuyembekezera kuti ntchitoyo ithe.

Akaunti yosungirako ndalama ikamakula imapereka malingaliro achitetezo kwa munthu. Pamene palibe ndalama anthu amakhala kakasi.

Mukapeza ndalama yesetsani kuti musungeko khumi la ndalamazo

Chikhulupiliro chopanda kupilira ndi maganizo ofuna chabe. Sichingatulutse chozizwa.

Ngati mukufuna kupambana pa cholinga chanu chachikulu muyenera kukhala ndi chikhulupiliro cha magulu atatu

1. Khulupilirani kuti zolinga zomwe mukufuna kukwanitsa zitheka.

Chotsani malingaliro akuti “mzosatheka” chifukwa kumeneko kungathe kukhala kulephera. Musamvere anthu amene akukuuzani kuti izi simungakwaniritse.

2. Khulupilirani kuti mungathe kutha. Musadzichepetse chifukwa zinthu zambiri zomwe zalemereza mtundu wamakono zinapangidwa ndi anthu amene anzawo anawadererapo.

Anthu ambiri amakwaniritsa zinthu zochepa kusiyana ndi kuthekera kwawo chifukwa amadzikayikira osati chifukwa chosowa kuthekera kapena nzeru.

Inu ndinu ofanana ndi ena onse amene akupambana

Musakhale ogwetsedwa ulesi chifukwa cha maonekedwe a wina kapena zomwe anzanu akwaniritsa kale kuchita.

3. Khulupilirani Mulungu. Kudzidalira mwa inu nokha kuti mungathe sikokwanira. Mikuyenera kukhala ndi chikhulupilira mu kuthekera kwa Mulungu wamphamvu,

wa zonse ndi wa chifundo. Muyenera kukhala ndi chikhulupilira m'malo mwa mantha

Ndi chinthu chodziwikiratu kothera kwake kuti munthu amakhulupilira zonse zomwe akulankhula mobwere-zabwereza kaya mawuwo ndi oona kapena abodza.

Chomwe chimasiyanitsa anthu akwaniritsa ndi olephera si nzeru kapena maphunziro koma luntha.

Mukafunitsitsa chinthu osabwerera mpaka mukwaniritse.

Luntha likaphatikizidwa ndi chikhumbokhumbo cha moto zingathe kubweretsa zozizwa

Palibe wa sayasi, ojambula, olemba kapena opanga bizinezi amene angapambane popanda luntha ndi kupilira.

Ndi machitidwe abwino amene amagonjetsa otsutsa ndikupanga njira yabwino yopita kuchipambano. Kulemera sikubwera chifukwa cha kufuna kwa mtima, ananena munthu wina otchedwa Hill, koma kumabwera chifukwa cha ma pulani abwino omwe akutsogozedwa ndi chikhumbokhumbo chomwe chili ndi luntha.

Ngati muli ndi ndalama ku banki mungathe kupeza ngongole yambiri, koma ngati mulibe ndalama inu simungapatsidwe ngongole.

Musagwetsedwe mphwayi ngati kuyesera kwanu koyamba kulephera kutulutsa zipatso. Ntchito zazikulu, kupambana kwakukulu kumabwera ndi luntha. Khalani mukuyesa. Musagonjetsedwe. "Yesani ndipo yesaninso" olemba wina ananena chomwechi. Ngati njira yoyamba ilephera yesani yina ndi kuyesanso (Opeza njira yoyatsira nyali ya magetsi analephera maulendo oposa zikwi khumi(10,000) asanakwaniritse chofuna chake kuti iziyaka.

Inunso mungathe kukwaniritsa cholinga chanu mutalepherapo maulendo angapo.

Mutu 6

KAFUKUFUKU WA UTUMIKI WA A ABAMBO KODI UTUMIKI WANU NDI UTI?

DZINA _____

NAMBALAYA FONI _____

NTCHITO YOMWE MMAGWIRA _____

Chongani gawo/magawo autumiki omwe inu mumatengapo mbali

UTUMIKI WAKUPEMBEDZERA

UTUMIKI WAUTSOGOLERI / MACHIRITSO

- Mphunzitsi kapena mtsogoleri wa sande sukulu
- Kupembedera/(interseshoni)
- Mtsogoleri wa mulaga
- Kuchereza/kuyendera odwala
- Mtsogoleri wautumwi(mishoni)
- Chipatala

- Magulu opembedzera molandirana

UTUMIKI WOLALIKIRA M'MADERA

OSIYANASIYANA (AUTILITCHI)

UTUMIKI WOPEREKA UPHUNGU

- Kulalikira m'basi
- Kupereka uphungu kwa achinyamata
- Misonkhano ya chitsitsimutso(khulusedi)
- Kuchereza anthu mmakomo
- Kadzutsa wa azibambo "men's breakfast"
- Kupereka uphungu m'manja
- Kugawa mabaibulo
- Kuchita kalondolondo wa akhristu

- Utumiki wa pasukulu kapena koleji
- Zichitochito za ndale

UTUMIKI WA MAPHUNZIRO

- Utumiki wofalitsa uthenga
- Mphunzitsi wa baibulo
- Kuchitira umboni mmisewu
- Utumiki wa achinyamata
- Kuchitira umboni mmakomo
- Utumiki wa ana
- Mtsogoleri wozokambirana (wekishopu)

UTUMIKI WOKHUDZA CHISAMALIRO

- Kuyang'anira nyumba yosungiramo -
- Kuchereza alendo
- Mabuku ndi zina kapena zofufuzafufuza kuthandiza okalamba
- Kuphunzitsa wobadwa mwatsopano
- Kuyechereza anthu osawadziwa kumene achokera
- Kuyendetsa galimoto
- Mphunzitsi wasukulu yabaibulo
- Kufalitsa uthenga wabwino
- Kupereka za kudya kwa anjala

UTUMIKI WOKHUDZA LUSO

- Kuthandiza ana ndi amayi amasiye
- Gulu la kwaya
- Kuchereza akaidi kundende
- Luso lakalembedwe
- Kuthandiza olumala
- Kuyimba piyano kapena ogani

- Kuthandiza alendo
- Kulemba zofalitsa uthenga(bana)
- Kuyimba mubandi yatchalitchi

UTUMIKI WA ZO CHITACHITA

- Mkozi
- Kuthandiza mu ofesi
- Zina_____

- Kuthandiza m'gawo lachuma
- Kuyimba foni
- Utumiki wa matepi

MASEWERA NDI ZOSANGALATSA ZINA

- Ushawishi
- Kuthandiza anthu pakayendedwe
- Kukonza maphwando
- Kusunga zinthu
- Kugawa makalata
- Kukonza zowonongeka
- Kukonza mgonero
- Pulambala
- Kunyang'anira katemera
- Ukalipentala
- Kunyang'anira mikuza mawu ndi zida zina
- Kupenta kupachika denga
- (P.A. Operation)
- Kuthira simenti kapena kuyika kapeti
- Kufalitsa nkhani
- Makaniko
- Zina (tchulani)_____

Mutu 7

KUUNIKA BAIBULO MU UTUMIKI WA ABAMBO

GAWO LOYAMBA - ABAMBO

PHUNZIRO LOYAMBA - KUPHUNZIRA

Kodi kukhala munthu wa Mulungu kutantauzanji?

"Ndatopa ndikungokamba za Yesu koma asachitapo kanthu. Ndatopanso ndi kumakhala M'khristu lamulungu lokha. Ngati ndayamba chikhirisitu ndiyenera kutsimikizika ndi kuyendabe muchikhristu"

GAWO

MUTU

1. *Kulimbikira M'chikhulupiriro* 1 sam 17:12-50 Davide ndi Goliyati
Aef 6:10-24 zida za nkondo zomwe Mulungu amapereka
2. *Kudzipereka kwathunthu* Mk 10:17-31 Munthu wolemera
LK 9:18-27 Senza mtanda wako
3. *Kumvera* Gen 22:1-19 kuyesedwa kwakukulu kwa Abrahamu
Yoh 15:1-7 kukhala nthambi ya mpesa
4. *Mtima wophunzitsidwa* Ntz 10:1 masomphenya a Petro
Ahe 13:1-25 Mverani Mulungu ndi atsogoleri anu
5. *Kufalitsa uthenga* Ntz 1:1-11 musangokhala chiyimire
Ako:5:11-6:2 akazembe a 'khristu

6. *Kukhala munthu wa Mulungu pa khoma* Yoswa 24:1-24
- ine ndi banja langa...

KUUNIKA BAIBULO MU UTUMIKI WA ABAMBO

GAWO LOYAMBA : ABAMBO

PHUNZIRO LACHIWIRI : KUSINTHA MALIGALIRO

Ndapanikizika zofuna ndi zambiri, nthawi komaso ndalama palibe komanso ntchito/bizinesi yanga. Nanga ana ndi banja langa?

Zinthu sizikuyendanso bwino. Sindingathe kupitiriza nawo chikhristuchi

GAWO

MUTU

1. *Kupanikizika* Dan 3:1-30 Anthu atatu ndi.....
2 Ako 1:1-11 - kupanikizika koposa mlingo
2. *Zofuna* Num 11:4-34 Mose ndi "makanda omangokhalira kulira"
2 Ako 11:16-33 kunyadira kwa Paulo
Ntch 16:16 - 40 paulo ndi sila mndende
3. *Chipwilikiti* 2 Ako 4:1-18 kuyang'ana kwambiri zinthu zakunja;
4. *Kozisiya* Lk 22:54-62 Petro akana Yesu
1 Yoh 1:1-2:14 uthenga wabwino kapena kukhululuka
5. *Mabvuto a mbanja* LK 15:11-32 Chisokonezo Mbanja
Ahe 12:1-12 Wophunzira wabwino
6. *Kupita chitsogolo ndi kuchoka* Mt 14:22-33 Petro
aponda pamazi cholinga mngalawa
Yak 1:1-18 Mayesero

KUUNIKA BAIBULO MU UTUMIKI WA ABAMBO

GAWO LOYAMBA - ABAMBO

PHUNZIRO LACHINAYI : ZOMWE A BAMBO AMAKUMANANAZO

"Pali zinthu zina zomwe ndimafuna kuzikamba angakhale sikophweka kutero. Ndikukhulupirira kuti enanso amakumana ndi mabvuto omwewo kungoti timabisirana koma ndili ndichikhulupiliro kuti ndili okonzeka tsopano kunena zobisikazo".

GAWO

MUTU

1. *Kumasuka* LK 18:9-14 mfarisi ndi wokhometsa musonkho
1 Ako 10:1-13 Simuli nokha
2. *Kukopeka ndi Mkazi* 2 Sam 11:1-27
Davide ndi Bathseba
Mt 5:21-48 kuyang'ana mkazi ndi kumkhumba wachita naye
chingololo mumtima.
3. *Mbali yomwe ndachita bwino* MK 6:14-29 Kuvina kodetsedwa
Aro 7:7-25 Nkhondo ya mkati kati
4. *Kukayikira* Mk 9:14-29 ndikhulupirira
Iwo aulamuliro 1 Sam 13:1-15
Mfumu saulo aliza lipenga
1 Pt 2:13-25 perekani ulemu woyenera
6. *Udindo molingana ndi malemba* 1 Sam 2:12-26
kulephera kwa Eli pa nyumba
Aef 5:22-6-6 atsogoleri a banja

KUUNIKA BAIBULO MU UTUMIKI WA ABAMBO

GAWO LAYAMBA - ABAMBO

PHUNZIRO LA CHITATU : ABAMBO PA NTCHITO - NKHAWA PA KAGWIRIDWE KA NTCHITO

"Nthawi zonse ndimawona ngati ntchito yanga sikuyenda bwino kwenikweni. Ndimadera nkhwawa kuti mwina sindikuchita bwino angakhale pa kagwiridwe ka ntchito. Ndili kunyumba ndimadera khawa za ntchito yanga.

GAWO

MUTU

1. *Kodi bwana(bosi) ndani* Mt 20:1-16 wogwira ntchito mmunda wa mpesa
Ako 1 3:1-4 kugwira ntchito ya Ambuye.
2. *Kodi undindo wanga ndiwotani?* Mt 25:14-30 Fanizo la matalente
2 Ate 3:1-18 wosagwira ntchito asadye.
3. *Nanga udindo wa Mulungu* Owe 7:1-2 Mulungu amenyera nkondo
Gideoni Mulungu yekha ndiye amadziwa.
4. *Kugwira ntchito anthu* Eks 5:1-21 Njerwa zopanda udzu mwankhaza
1 Pet 2:13-25 Akapitao ankhanza (ogwiritsa ntchito mwathangata)
5. *Kumangokhalira kudandaula* Mt 6: 19-34 Mulungu amadziwa zofuna zanu
Eks 5:22-6-12 Mose adandaula
6. *Kukhutitsidwa* Gen 13:1-18 Abramam ampatsa Loti cholowa
Fil 4:10-23 chisisi cha khutitsidwa.

KUUNIKA BAIBULO MU UTUMIKI WA ABAMBO

GAWO LACHIWIWI -BANJA (UKWATI)

PHUNZIRO LACHIWIWI - KUCHITA BWINO PALI ZONSE

KUPAMBANA KUNTCHITO/GENI KOMA OSALEPHERA KU NYUMBA

Tonse tiri ndi zinthu zambiri zoti tikhoza kuchita ndi nthawi yathu ndiponso ndi mphamvu zathu. Komano tingatani kuti pamene tikugwira bwino ntchito yathu, moyo wa m'banja lathu si ukusokonekera.

GAWO

MUTU

- Ogwira nawo ntchito* Gen. 2:4-25 - Adam ndi Hava thupi limodzi
1Akor.11:2-16 Kupangidwa kukhala odziimira
- Ogonera Limodzi* Lk. 10:38-42 - Marita ku Kitchini
1 Akor. 11: 2 -16 - Chikondi
- Ntchito ndi zopinga pa moyo wa munthu*
Mt. 20:1-16 Ntchito mmunda wa mpesa
Ahebri: 4: 1-13; Mulungu kupuma
- Kuthana ndi zopinga* Miy.31:10-31 Kodi amene ali wokhulupirika mbanja angathe kuyima
- Chikhulupiro ndi kukwaniritsa* Akol: 3: 1-4 : 1 Kutumikira Mulungu

KUUNIKA BAIBULO MU UTUMIKI WA ABAMBO

GAWO LACHITATU – BANJA (UKWATI)

PHUNZIRO LA CHITATU – KUKAMBIRANA/MNKANGANO

CHIKONDI CHOSATHA

Pamene tiri ndi maganizo osiyana pa zomwe tikufuna kuchita, tingatani kuti kusiyana kwa maganizo kusatilekanitse koma kutithandize kutiluzanitsa.

GAWO

MUTU

- Mphamvu yakudzipereka* Mt. 1:16-25 Yosefe akwatira Maria
1Akor. 13: 1-13 Chikondi
- Mphamvu ya Mau* 2 Sam: 6:1-23 Davide ndi Mikayele
Yakobo: 3: 1-12 Kusamala mayankhulidwe
- Kuchita chinthu mosaganizira* Gen. 16:1-16 – Abrahamu ndi Sara ndi Hagara - kusagwirizana
Yakobo 4: 1-12 Zikapanda kukhala mmene ukufunira
- Kuthana ndi kusagwirizana* Gen. 21: 1-21 - Abrahamu ndi Sara kusagwirizana
Aef. 4: 17-32 - Mu ukali wako usachimwe
- Kukokerana* Gen. 3: 1-24 Adamu ndi Hava kusagwirizana
Afil: 2: 1-11 - Kutsogoza ubwino wamwamuna/mkazi wako
- Kuluzanitsa* Yoh.4:7-30 Kugonjetsa kusagwirizana
- Aef. 5: 22 – 6:9 - Chinthu chozizwitsa

KUUNIKA BAIBULO MU UTUMIKI WA ABAMBO

GAWO LACHINAYI - BANJA (UKWATI)

PHUNZIRO LA CHINAYI – KUKHALA MALO AMODZI

MPHATSO YA KUGONANA

Dziko lapansi limakweza kugonana. Koma anthufe tili ndi zofuna zina zosiyana. Timafuna mkomya pamene tiri pa chikondi. Ndiye Mulungu amafuna kuti tisangalale bwanji ndi mphatso ya kugonana.

GAWO

1. Mphatso ya Mulungu

MUTU

Nyimbo Ya Solomo: 1:1-14
Kukondwa mchikondi.

Gen. 2:4-25-Maliseche
ndikusachita manyazi

2. Kuimba modzisangalatsa

Nyimbo ya Solomo
1: 15-2:15 – Mau okopa
Akolose: 3:1-4:1 – Kukhala
mchikondi

3. Kudzikhuthula kwa mnzako

Nyimbo ya Solomo: 2:16 -
3:11 – Kusowana
1Akor. 7:1-9-

4. Ndiwe wekha

Nyimbo ya Solomo 5:9—
6:9 –
Miyambo 5:1-23

5. Kugonana kosangalatsa

Nyimbo ya Solomo 6:13-
8:14

Akorinto: 13: 1-13 –
Chikondi ndicho

6. Kudzipereka Mchikondi

Nyimbo ya Solomo: 8:5-14
- Mphamvu ya Chikondi
Aef. 5:22-69 – Chinthu
chozizwitsa

KUUNIKA BAIBULO MU UTUMIKI WA ABAMBO

GAWO LACHIWIRI - BANJA (UKWATI)

PHUNZIRO LA CHISANU – MBETA MU UZIMU MBETA YA MULUNGU

Kuyambira pamene ndinalowa m’banja, mwamuna wanga samapita ku kachisi (chalitchi) ndi ine. Ine ndimafuna moyo wauzimu (chikhristu) koma amuna anga sandilimbikitsa kutero. Ndiye ndingatani kuti ndikondweretse Mulungu ndi mwamuna wanga?

GAWO

1. Osataya Mtima

MUTU

Mach.16:16-40
Akor: 7:10-24

2. Chikondi cha Mulungu ndi Cha ife Anthu

1Yoh.4:7-21 – Anthu timakonda
chifukwa Iye anatikonda
Gen: 18:16-33 Abrahamu
kudandaulira Sodomu

3. Kusiya zinthu mmanja mwa Mulungu

Gen. 22:1-19-Kuyesedwa kwa
Abrahamu
Aroma: 8:18-27 Mzimu wa
Mulungu umathandiza kupemphera

4. Ali woyamba ndani?

1Mafumu: 10:23, 11:
Luka 14:25-35: Kuyika Yesu
Patsogolo

5. Mulungu akugwira ntchito yake

Mach. 12:1-19 – Kupempherera
Petro m’ndende
1Petro: 3:1 – Mphamvu kapena
chitsanzo

6. Banja la Uzimu

Yohane: 19:19-27 Maria ndi
Joni.....
Aef. 2: 11-22 – Anthu okhala nawo

KUUNIKA BAIBULO MU UTUMIKI WA ABAMBO

GAWO LACHIWIRI -BANJA (UKWATI)

**PHUNZIRO LA CHISANU NDI CHIMODZI -
KUPITA PADELA**

CHIFUKWA CHIYANI MWANA WATHU

Chimandiliritsa podutsa chipinda cha wana. Ndimakhumba nditayankhula ndi wina amene anazionanso zoterezi chifukwa zimandiwawa mmoyo mwanga.

GAWO

MUTU

1. *Pamene zinthu zonse zisokonekera*

Yob. 1:1-22 –
Moyo wa Yobu
usokonekera

2. *Kusokonekera kwa zoyembekezera*

3. *Mabvuto a m’banja*

4. *Kuchotsa zowawa*

5. *Mulungu amasamala*

Yoh. 11: 1-44 – Yesu analira
Aroma: 8:18-27 – Kuwawa
ndi kuyembekezera

6. *Moyo wopitirirabe*

2 Sam. 12: 15-25 – Davide
adandaulira
Aroma 8:28-39- Palibe
chomwe chingatilekanitse
ku Chikondi cha Mulungu

MEN'S MINISTRY
UTUMIKI WA ABAMBO
QUARTERLY PROGRESS REPORT
REPORT YA MIYEZI ITATU

1. What objectives and activities were set for the quarter?
Kodi ndi zolinga ziti zomwe munakonza kukwaniritsa mu miyezi itatu yathayi?

Objectives / Zolinga

- i)-----
ii)-----

Activities / Ntchito

- i)-----
ii)-----

2. What has been accomplished?
Ndi zinthu ziti zomwe zakwaniritsidwa?

- i)-----
ii)-----

3. What has not been accomplished and Why?
Ndi zinthu ziti zomwe sizinakwanilitsidwe, ndipo chifukwa chaini sizinakwanilistidwe?

- i)-----
ii)-----

4. What challenges did you face in the implementation of the Plan? How did you overcome the challenges?
Munakumana ndi mavuto zotani pa ntchito yanu? Mavuto amenewo munawagonjetsa bwanji?

- i)-----
ii)-----

5. How much funds were collected during the quarter? How were the funds used? What is the balance?
Munatolera ndalama zingati? Ndalamazo zinagwira ntchito yansi? Nanga zinatsala zingati?

- i)-----
ii)-----

6. What objectives and activities have you set for the next quarter?
Mwakonza ntchito ndi zolinga zotani pa miyezi itatu imene ikubwerayi?

Objectives / Zolinga

- i)-----
ii)-----

Activities / Ntchito

- i)-----
ii)-----