

**THE EVANGELICAL LUTHERAN CHURCH**  
**IN TANZANIA**

**KARAGWE DIOCESE**

**“REMUNERATION AND SALARY  
TOP-UP PACKAGE FOR SPECIFIC  
CHURCH WORKERS IN KARAGWE  
DIOCESE”**

**CONTACT PERSONS:**

**BISHOP**

**RT. REV. DR. BENSON. K. BAGONZA**

**TEL-0754742423**

**[E-MAIL-bishop@kad.or](mailto:bishop@kad.or)**

**GENERAL SECRETARY**

**MR. ERASTO KAMIHANDA**

**TEL:-0754746352**

**[E-MAIL-gsecretary@kad.or.tz](mailto:gsecretary@kad.or.tz)**

**FINANCIAL REQUIREMENT: TS 124,379,360**  
**(EXTERNAL) US 99,503**

**EXECUTIVE SUMMERY**

This project has been perceived as a motivational package for specific Church workers in Karagwe Diocese. Four groups of personnel have been proposed for consideration under the scheme namely; Evangelists, Diaconia, Pastors in active service and those who are retired. A budget covering a period of one year has been drawn for each group whereby some funding is expected to be locally raised whereas a large part shall be externally mobilized. Amongst these groups, the Evangelists have been identified as the most marginalized and hence take up the biggest proportion of the budget.

## 1.0 BACKGROUND TO KARAGWE DIOCESE

Karagwe Diocese (KAD) celebrated 30 years of its existence early this year. But before becoming an independent institution, it was operating under the North-Western diocese whose headquarters are based in Bukoba. KAD covers two districts within Kagera region (located North-West of Tanzania) and these Districts are Karagwe and Ngara. The Lutheran membership in KAD currently stands at 120,394 members (Table 1), which is an equivalent of 27.8% of the total population of Karagwe District alone.

**Table: 1 CENSUS FOR LUTHERAN CHRISTIANS IN KARAGWE DIOCESE BY 2007**

DISTRICT	PARISH	NO OF BELIEVERS	TOTAL
<b><u>LUKAJANGE</u></b>	Lukajange	6,500	
	Nyakahanga	9,300	
	Kayanga	3,930	
	Rukole	3,163	
	Nyabwegira	4,124	
	Nyakahanga Hosp.	1,500	28,517
<b><u>KYERWA</u></b>	Kyerwa	3,538	
	Karukwanzi	2,079	
	Kaisho	2,432	
	Nyarutuntu	3,324	
	Kachato	3,330	
	Nkwenda	4,221	
<b><u>MURONGO</u></b>	Rwabwere	2,262	21,186
	Murongo	3,330	
	Rwenkende	4,000	
<b><u>MABIRA</u></b>	Nyakatera	2,500	9,830
	Mabira	6,113	
	Nyamilembe	4,590	
	Nyakatuntu	4,346	
	Kishanda	2,313	
<b><u>BWERANYANGE</u></b>	Businde	2,786	20,148
	Nyabiyonza	5,316	
	Kayungu	4,058	
	Mazinga	2,939	
<b><u>NGARA MISSION</u></b>	Kandegesho	3,668	15,981
	Ngara Mjini	1,288	
	Njiapanda	799	2,087
<b><u>KITUNTU</u></b>	Kituntu	3,700	
	Kihanga	3,600	
	Runyaga	3,300	
	Rugera	2,217	12,817
<b><u>IHEMBE</u></b>	Ihembe	3,269	
	Nyakayanja	2,721	
	Kasheshe	1,648	
	Bisheshe	2,190	9,828
		<b>Grand total</b>	<b>120,394</b>

NB: This census was done in 2004 and revised in 2007. It excludes academic institutions and prisons.

The numerical strength of the Districts of Lukajange (28,517) and Kyerwa (21,186) has a positive connotation for the operations of these Church units. As it will be explained later, these Districts have an economic base sufficient to take appropriate financial care of their ministers. While on the contrary, the other Districts like Murongo practically starve their Pastors because of their financial incapacity. This kind of differential in remuneration of Church workers is breeding discontent, crippling morale and ultimately reflecting negatively on the entire Diocesan ministry work.

## 2.0 REMUNERATION OF PERSONNEL

The Diocese has staff strength of approximately 600 persons including Pastors, Evangelists and other lay persons serving in institutions. Their salary levels vary from one institution to another and the diocesan head office itself has a standardized salary scale illustrated below:

**TABLE 2: KAD'S SALARY SCALES**

NON CERTIFICATE KADS	CERTIFICATE KADSA	DIPLOMA KADSB	DEGREE 1 KADSC	MASTERS KADSD	DOCTORATE(PHD)KADSE
77,030.00	98,115.00	115,545.00	146,970.00	183,390.00	216,360.00
78,570.00	100,245.00	117,855.00	147,360.00	186,975.00	220,350.00
80,110.00	102,375.00	120,165.00	150,945.00	190,560.00	224,340.00
81,650.00	104,505.00	121,975.00	154,530.00	194,145.00	DOCTORATE(PHD)KADSE
82,790.00	106,305.00	124,185.00	158,115.00	197,730.00	227,865.00
84,960.00	108,615.00	127,440.00	161,880.00	201,315.00	232,545.00
87,130.00	110,925.00	130,695.00	165,465.00	204,390.00	237,225.00
89,300.00	113,235.00	133,950.00	169,050.00	208,380.00	241,905.00
91,470.00	115,545.00	137,205.00	172,635.00	MASTERS KADSD	246,585.00
93,640.00	117,855.00	140,460.00	176,220.00	212,370.00	251,265.00
95,810.00	120,165.00	143,715.00	179,805.00	216,360.00	255,945.00
97,980.00	122,475.00	146,970.00	180,890.00	220,350.00	260,625.00
100,150.00		150,225.00	186,975.00	224,340.00	261,615.00
150,125.00			190,560.00		266,880.00
			194,145.00		255,945.00
			197,730.00		272,145.00

This salary arrangement is largely affecting Pastors and Diaconia serving in Districts and Parishes. Whereas for the other professionals such as teachers working in the diocesan Schools and the Health workers in medical units, their salary rates almost tally with those of their colleagues else where in the labor market. Indeed, the situation in these

institutions is better in terms of payment because a diploma holder for example takes home a salary matching with that of a PhD holder paid under the KAD salary scale above. For that matter, it can be observed that the groups greatly affected by the poor remuneration system are the Diaconia, Evangelists (whose case is unique) and the Pastors. But it should also be noted that in the case where a Pastor or Diaconia is working in an institution, the salary earned is that of the employing institution. The ensuing discussion deals with these three groups independently.

## 2.1 THE EVANGELISTS

The woes of the evangelists regarding pay date as far back as the 1980's and 90's. During the 1980's, the diocese had a centralized salary payment system. By then, all its employees including Evangelists were being paid standardized rates by the head office.

However, in the 1990's, the system was altered and pay points were consequently decentralized. Today, it is the Districts which pay the Parish Pastors and similarly the Parishes are charged with paying the Evangelists. It is within the unequal framework of this arrangement that some Church ministers doing similar tasks end up earning differently. In the case of the Evangelists, they are paid from the 25% share of their Parishes which arises from this kind of distribution:

**TABLE 3: DISTRIBUTION OF CHURCH COLLECTIONS TO UNITS**

S/N	UNIT	PERCENTAGE
1	Diocese	13%
2	K.K.K.T	2%
3	Education	2%
4	Dev't Fund	2%
5	District	51%
6	Parishes	25%
7	Congregations	5%
	<b>Total</b>	<b>100%</b>

The 25% share of the Parishes is also used for several other purposes such as; paying electricity bills, undertaking minor constructions, paying casual laborers, transport and others. Paying the Evangelist is therefore just one of the many priorities.

On average, the Evangelists are paid between 2,000/= to 30,000/= per month. An amount that is even far below the minimum wage level of Tanzania currently fixed at 65,000/= to 350,000/= for the private sector organizations. Yet they perform the bulk of the work in the Church which includes: Conducting services, putting Churches in order, Coordinating Congregational committee activities, preaching, teaching about sacraments, visiting congregants, gathering offerings and serving as patrons to all the groups at the Congregations. There is no doubt therefore that the Church developmental trend will be latently retarded if it does not pay due attention to the plight of the Evangelists by fairly rewarding them.

### 2.1.2 PROPOSED REMUNERATION FOR EVANGELISTS

The Evangelists are paid an allowance and not a Salary. Hence their payments are not subject to statutory deductions at present. The formula in table 4(Attached) should be adopted as their initial monthly pay roll. A sum of TS 153,360,000(about US 122,688) is hence proposed as a short term package to be reviewed within 3 years. 33% of this wage bill is to be met by the Parishes.

### **2.1.3 SHORTCOMINGS TO THE PROPOSED SYSTEM**

At present, the Evangelists are paid in terms of proportion from their locally generated fund. In other words, the one whose unit gives better is also better rewarded. But under the new system, it is being recommended that every Evangelist should earn at least 20,000/= from the Parish. This does not of course prevent the Parishes such as Lukajange and Kyerwa from paying more to their Evangelists because after all their work load is bigger. The worrying note here is that the Parishes will have to do away with their old behavior of paying every Evangelist according to their “sweat”. But definitely no legalistic difficulty is anticipated for this adjustment because this paying approach is not a constitutional financial rule in the first place.

Another challenge to the Diocese is how to realize an amount two times higher than the locally recommended figure in order to top up the Parish funds. The immediate option is to solicit outside funding to bridge this gap. But also in the long run, the local sources should be strengthened. Mobilizing and paying a minimum of 60,000/=per month to every Evangelist should be the short term target for the Diocese. Then slowly, the Parishes should learn to adjust their local budgets to ensure that the Evangelists continually receive this much. Learning to pay the entire Evangelist allowance from the Parishes’ own finances is the only way of ensuring the sustainability of this motivational package.

## **2.2 THE PASTORS**

The Pastors are the core personnel for the Church work. They perform functions such as; leading services, administering sacraments, undertaking Pastoral visits, Chairing various Parish committees, supervising subordinate staffs, Overseeing church projects in their respective areas, teaching Christian education to institutions, preaching, nurturing church groups and guiding families.

However, presently, most of them receive wages that are bordering along the unacceptable minimum wage level. Already, the implications of this poor salary system are manifest. For example, there are fewer people turning up to join the Pastoral profession subsequently magnifying the shortage of Pastors in the Parishes. Another effect for the Pastors in service can be read from the dissatisfaction expressed by the Pastors working in the “dry parishes”. Also, traces of self-regarding behaviors such as less attention accorded by some Pastors to their congregations in preference for their personal businesses are evident and could be partly explained by the low pay factor. Generally, the current payment for the cadres within the Diocesan Pastoral ranks stands as follows:

**Table 5: LIST OF PASTORS IN KARAGWE DIOCESE BY RESPONSIBILITY AND SALARY AS AT JAN, 2009**

No	NAME	CURRENT STATION	DESIGNATION	GROSS PAY	NET PAY
1	Adrian Lwenteme(Rev)	Mabira District	District Pastor	154,509.20	119,494.20
2	Amos Daudi(Rev)	Rwenchende Parish	Murongongo District	121,785	121,785
3	Anatory Kagaruki(Rev)	Studying MUCO	Pastor		
4	Anicet Maganya(Rev)	Lukajange District	Kayanga Parish Pastor	121,785	89,077.25
5	Apolo Ntimba(Rev)	Retired	Retired Pastor		
6	Aron Buntuntu(Rev)	Kituntu District/Retired	Rugera Parish pastor		
7	Benson Bagonza(Rt.Rev)	Head Quarter	Bishop		
8	Blasio Tinkasimile(Rev)	Kituntu District	Runyaga Parish pastor	104,700	90,060.50
9	Brighton Katabaro(Rev)	Studying Germany			
10	Modest Byomunzi (Rev)	Kituntu District	Kihanga Parish Pastor	119,542	100,672.89
11	Domician Tinkaligaile(Rev)	Nkwenda Bible School	Tutor		
12	Eliab Rwenda(Rev)	Lukajange District	Rukole Parish Pastor		
13	Elieth Kiiza(Rev)	Kyerwa District	Rwabwere Parish Pastor	118,950	87,049.25
14	Elinathan Rubanga(Rev)	Studying MUCO	Pastor		
15	Emmanuel Iromba(Rev)	Kyerwa District	Kachato Parish Pastor	119,542.50	87,472.92
16	Emmanuel Kishato(Rev).	Mabira District	Kinshanda Parish Pastor	119,452.50	62,960
17	Emmanuel Ngambeki(Rev)	Studying MUCO	Pastor		
18	Faustine Buchocho(Rev)	Kyerwa District	Parishi pastor	119,542.50	87,471.13
19	Festo Bwatota(Rev)	Retired	Retired Pastor		
20	Fredinand Tibiita(Rev)	Retired	Retired Pastor		
21	George Chobya(Rev)	Lukajange District	Lukajange Parish Pastor	197,730	143,380.50
22	Godfrey Aligawesa(Rev)	Retired	Retired Pastor		
23	Godfrey Kagashani(Rev)	Kyerwa District	Nkwenda Parish Pastor	119,542.50	87,472.92
24	Jackson Kanyiginya(Rev)	Bweranyange District	District Pastor	121,950	93,660
25	James Kiiru(Rev)	Bweranyange District	Kandegesho Parish Pastor	103,500	77,975
26	Jeremia Rugimbana(Rev)	Lukajange District/H.M	Nyabwegira Parish Pastor		
27	Jeryson Mambo(Rev)	Studying MUCO	Pastor		
28	Jesse Mtelani(Rev)	Lukajange District	Nyakahanga Parish Pastor	102,000	74,930
29	Joakimu Makori(Rev)	Ihembe District	Nyakayanja Parish Pastor		974,680
30	Johansen Ramadhani(Rev)	Ihembe District	Bisheshe Parish Pastor		
31	Joseph Kaungya(Rev)	Nkwenda Bible School	Tutor		
32	Justinian Kasinja(Rev)	KARASECO	Chaplain		
33	Jovenary Karoro(Rev)	Studying Phillipines	Pastor		
34	Lameck Kalibwami(Rev)	Mabira District	Nyamilembe Parish Pastor		
35	Leopord Materu(Rev)	Kituntu Parish	District Pastor	115,057.50	97,466.11
36	Restituta Theobard(Rev)	Studying Phillipines	Pastor		
37	Martin Mtungilehi(Rev)	Bweranyange District	Kayunga Parish Pastor		
38	Nelson Kazoba(Rt.Rev)	Retired	Retired Bishop		
39	Noah Kanwakabo(Rev)	Retired	Retired Pastor		
40	Oscar Samwel(Rev)	Lukajange District	Nyakahanga Hospital		
41	Paulo Mukuta(Rt.Rev)	Retired	Retired Bishop		
42	Phares Kakulima(Dean)	Lukajange District	Dean & District Pastor	128,512.50	103,885.63
43	Pheneas Nkabalinda(Rev)	Murongo Parish	Murongo Parish Pastor	101,602.50	74,645.82
44	Projestus Begumisa(Rev)	Kyerwa District	District Pastor	128,512.50	93,886.47
45	Ramadhani J	Bweranyange District	Mazinga Parish Pastor/Ret		
46	Richard N. Rugemalira(Rev)	Mabira District	Businde Parish Pastor	119,452.50	67,960
47	Samson Kahwa(Rev)	Retired	Retired Pastor		

48	Samweli Mgangala(Rev)	Mabira District	Nyakatuntu Parish Pastor	119,452.50	92,468.20
49	Savera Bishanga	Head Quarter	Head Women/Youth Dept		
50	Simon Kahwa(Rev)	Ihembe District	Ihembe Parish Pastor/Ret		
51	Stewart Karugaba(Rev)	Murongo Parish	Nyakatera Parish Pastor	121,785	121,785
52	Sylvester Aligawesa(Rev)	Studying	Pastor		
53	Tecxavier Biita(Rev)	Nkwenda Bible School	Principal		
54	Theobard Kadihira(Rev)	Kyerwa District	Kaisho Parish Pastor	103,845	76,249.18
55	Thomas Kadihira(Rev)	Retired	Retired Pastor		
56	Uzima Tirumanywa(Rev)	Ngara Mission area	Mission Pastor	119,542.50	97,057.25
57	Winstone W. Majaliwa(Rev)	Studying MUCO	Pastor	119,542.50	974,680
58	Yared Wakami(Rev)	Studying MUCO	Pastor	128,512.50	103,886.25
59	Yoramu Karusya(Rev)	Studying Germany	Pastor		
60	Yusto Bwatota(Rev)	Studying MUCO	Pastor		

Besides poor pay, the Pastors also face Problems such as hardships in transport, poor housing conditions and bearing with a heavy workload. However, these dissatisfies in their work are also being offset by the inbuilt job motivators such as appreciation and respect by the community, feeling of a divine call ,job stability, and other non-monetary growth opportunities in their work. Such a fair balance between the satisfiers and dissatisfies seems to be the best explanation for the continued vigor with which these ministers serve their flock. Hence, given the fact that the diocesan financial base cannot permit a fully attractive pay level, such non monetary motivators should be emphasized as a way of sustaining morale amongst this group of church workers.

## 2.2.1 PROPOSED REMUNERATION FOR PASTORS

It would be unrealistic and unsustainable in the face of the dwindling church earnings to propose any upward pay revisions. Instead, proposals have been made to the effect that all Pastors earn their full salaries per month as illustrated below.

**TABLE 6: DISTRICT SALARY PAYMENT ANALYSIS FOR 2008**

S/N	District	Annual wage bill	Unpaid 2008	%age unpaid	Proposed support
1	Mabira	6,155,476.80	646,860.00	10.5	1,846,643.04
2	Ihembe	9,944,190.00	4,260,000.00	42.8	1,491,628.50
3	Kituntu	4,071,600.00	1,895,729.40	46.6	1,017,900.00
4	Lukajange	9,990,510.00	-	0.0	-
5	Kyerwa	8,303,940.00	-	0.0	-
6	Murongo	2,922,840.00	1,356,600.00	46.4	1,461,420.00
7	Ngara	1,434,510.00	394,800.00	27.5	430,353.00
8	Bweranyange	5,374,800.00	2,350,800.00	43.7	1,881,180.00
	<b>Total</b>	<b>48,197,866.80</b>			<b>14,459,360.04</b>

As shown in table 6 above, all parishes except Kyerwa and Lukajange have outstanding salary arrears against their Pastors. But it has been observed that failure to pay is not only a derivation of financial incapacity but also a matter of priority setting. Districts should hence learn to make the payment of Pastors' salaries their first priority when spending their 51% share of revenue. The last column of this table 6 proposes a fair support to the Districts of TS 14,459,360.04 by putting into consideration their respective financial

capacities. Murongo has the worst situation hence warrants 50% support, followed by Bweranyange 35% support, Ngara and Mabira each 30%, Ihembe 15% and zero support for Kyerwa and Lukajange.

### 2.3 THE DIACONIA

The ministry of Diaconia in the Diocese is vital for reaching out to the needy. They are also meant to support the Pastors to spread the gospel, teach young children, take over Christian education work and guide special interest groups -women, youth and children.

However, a good number of the Diaconia are currently preoccupied with Professional work within the diocesan institutions. This on the side of monetary reward is favorable for them. The table below explains this status quo.

**TABLE 7: DIACONIA STAFF IN KARAGWE DIOCESE AS AT FEB, 2009**

No	NAME	CURRENT STATION	DESIGNATION	GROSS PAY	NET PAY	SUPPORT
1	R. Ntimba (Sr)	Head Quarter	Out-going Women Secretary	122,475	106,856.50	360,000
2	E. Sylvester(Sr)	Head Quarter	Head Diaconia Dept	105,000	90,000	
3	P. Ezekiel(Sr)	Nkwenda Diaconia School	Teacher	Institutional	Institutional	
4	Z. Ibeganisa(Sr)	Bweranyange District	Diaconia at Bweranyange District	100,500	85,275	360,000
5	L. Siima(Sr)	Lukajange District	Diaconia at Lukajange District	82,972.50	74,675.25	
6	A. Samwel(Sr)	Nyakahanga Hospital	Nurse	Institutional	Institutional	
7	F. Gatege(Sr)	Nkwenda Diaconia School	Head Teacher	Institutional	Institutional	
8	P. Petro(Sr)	Nyakahanga Hospital	Nurse	Institutional	Institutional	
9	R. Venant(Sr)	Ngara Mission Area	Diaconia at Ngara Mission	82,000	72,000	
10	E. Tusime(Sr)	Kayanga Hotel	Chef	80,000	70,000	
11	J.Nyakayango(Sr)	Bweranyange.G .S.S	Student	30,000	30,000	
12	K.Kiiza	Head Quarter	Secretary	98,115	84,000	
	<b>Total</b>					<b>720,000</b>

All the twelve Diaconia staffs are able to earn their stipulated salaries per month at present. However, Sister Regina and Zeulia have already clocked retirement age and their salary provisions will cease in June, 2009. That is why a proposal of 720,000(60,000 per month each for 6 months) has been made to cater for them after retirement.

### 2.4 RETIRED PASTORS

The retired Pastors in the Diocese live under very absurd conditions. Yet from time to time they are called upon to offer Pastoral services in their local areas. The tabular expression below explains their situation:

**TABLE 8: RETIRED PASTORS IN KARAGWE DIOCESE**

S/N	NAME	STATUS	RESPONSIBILITY	INCOME	SUPPORT
1	Apolo Ntimba(Rev)	Retired Pastor	Service on request	Nil	60,000
2	Festo Bwatota (Rev)	Retired Pastor	Service on request	Nil	60,000
3	Fredinand Tibiita (Rev)	Retired Pastor	Service on request	Nil	60,000
4	Godfrey Aligawesa (Rev)	Retired Pastor	Service on request	Nil	60,000
5	Nelson Kazoba (Rt. Rev)	Retired Bishop	Service on request	50,000	20,000
6	Noah Kanwakabo (Rev)	Retired Pastor	Service on request	Nil	
7	Paulo Mukuta (Rt. Rev)	Retired Bishop	Service on request	50,000	20,000
8	Samson Kahwa (Rev)	Retired Pastor	Service on request	Nil	60,000
9	Samson Kahwa(Rev)	Retired Pastor	Service on request	Nil	60,000
10	Samson Kahwa(Rev)	Retired Pastor	Service on request	Nil	60,000
11	Thomas Kadihira(Rev)	Retired Pastor	Service on request	Nil	60,000
12	Joseph Kaungya(Rev)	Retired Pastor	Nkwenda Bible School-Tutor	Institutional	0
13	Aron Buntuntu(Rev)	Retired Pastor	Rugera Parish pastor	Nil	60,000
14	Domician Tinkaligaile(Rev)	Retired Pastor	Nkwenda Bible School-Tutor	Institutional	0
	<b>Monthly total</b>				<b>580,000</b>
	<b>Annual total</b>				<b>6,960,000</b>

As shown in the table 8 above, TS 6,960,000(about US 5,568) is the proposed annual package to take care of the retired Pastor's situation.

### 3.0 BUDGET SUMMERY

S/N	CATEGORY	AMOUNT	
		Local	External
1	Evangelists	51,120,000	102,240,000
2	Pastors in service		14,459,360
3	Diaconia		720,000
4	Retired Pastors		6,960,000
	<b>Total</b>	<b>51,120,000</b>	<b>124,379,360</b>

Note: A local financial implication for the evangelists is clearly stated in the budget because it is not yet institutionalized by the diocese like the case is for other categories.

### 4.0 CONCLUSION

Motivation of Church workers is very vital for the effective delivery of spiritual and other related services to the believers. Poor monetary reward for these personnel is therefore an impediment to the Church growth since it engenders dissatisfaction and discomfort in their careers. However, monetary reward cannot serve as a substitute for other forms of

motivation which also have their special place. Implementing this monetary motivational package therefore would serve as a good complement to the other factors of motivation which propel the work of the church ministers.