



INSTITUT MEDICAL CHRETIEN DU KASAI (ASBL)
B.P. 205 KANANGA
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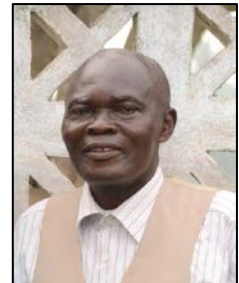
Hôpital - Polyclinique - Tshikaji - PAX - Service de Santé Communautaire - Service d'ophtalmologie
Service dentaire - Centre d'études et de recyclage
Institut de Techniques Médicales - Institut Supérieur des Techniques Médicales

July 30, 2015

Dear Friends of Congo,

In recent years, IMCK has realized that several of the staff who have had long careers at IMCK are at the point of retirement. When someone retires at IMCK, they are given a payment based on their years of service and their position, which functions essentially like a pension, in addition to the nominal social security provided by the government. However, the current obligation to staff who are due to retire in 2013 – 2015 is so large that it threatens to sap needed resources from the care of patients and destabilize the institution. Even if these individuals want to retire, they are not able to until IMCK is able to meet this obligation of their retirement payment. Here are a few specific examples of those in leadership:

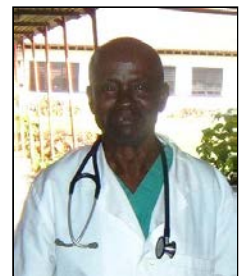
Bernard Kabibu, Administrator: Bernard has worked at IMCK for more than 25 years. He was due to retire in 2013, but has continued to work because there was not someone to replace him. He has been the point person, facilitating visits by teams and doctors, and many of us know him as the consistent 'face' of IMCK. He has tirelessly worked to oversee the administration of the hospital and schools of IMCK, and sees his work as service to the church. The amount due to him is about \$16,000.



Jacque Mpoi, Prefet of ITM and Director Academique at ISTM: Prefet Mpoi has worked at IMCK for more than 40 years, teaching and serving as the Prefet (Principal) of the nursing school (ITM). His faith, heart for students, and commitment to providing education have sustained ITM through many challenges. He was a faithful friend and advisor to many missionaries during their tenure at IMCK, and is a beloved elder in Tshikaji. He also was due to retire in 2013, but continues to work, waiting for IMCK to be able to pay his retirement payment of \$17,000.



Dr. Mulaja Mukendi, Medical Director of Good Shepherd Hospital: Dr. Mulaja worked faithfully at IMCK for 30 years, fulfilling IMCK's vision of providing excellent care and also training others. He began as a nurse, and then received support from IMCK to go to medical school and returned to serve as a doctor. Dr. Mulaja was due to retire in 2013, but continued working at the request of IMCK. Dr. Mulaja died in 2014. His widow, Mamu Ngombe, has received \$5,000 of the retirement payment due to Dr. Mulaja. Approximately \$11,500 remains due to her from IMCK.



Rev. Kabasele Bantubiabo, Chaplain: Pastor Kabasele, a pastor with the Mennonite church of Congo, has served as chaplain at IMCK for 15 years. He has facilitated services at Good Shepherd Hospital, ITM, and now also ISTM. He has prayed with countless patients, counseled students, and also facilitated the administration of the ‘charity care’ support for patients who are not able to pay their bill at Good Shepherd Hospital. He was also due to retire in 2013, and is owed \$8,000 by IMCK.



Dr. Alphonse Kabasele, Dentist: Dr. Kabasele has worked for more than 20 years as a dentist at IMCK, in recent years as the only full dentist in the institution. He has worked to correct misconceptions in Kasai about care for teeth, and has labored in difficult conditions with limited equipment and funds. The amount due to him at retirement is \$15,000.



Rev. Shamuimba Medard, Chef du Personnel: Pastor Shamuimba has served as the Chef du Personnel for 23 years. He also comes from the Mennonite Church in Congo, and his presence demonstrates the ongoing partnership in IMCK of the Presbyterian and Mennonite churches. The amount due to him is approximately \$14,000.



Many others are due to retire who have worked as cooks, ‘fille de salle’ guards, teachers, or in pharmacy, laundry, or at the hydro. Typically, the payment due at retirement for those not in administration or leadership ranges from \$1,000 to \$5,000 depending on the years and their position. The current obligation for 18 staff members due to retire in 2013 – 2015 is approximately \$130,000. Please consider if you are able to contribute to one of these employees listed above, or make a contribution to help cover the retirement of one of the other employees not named. A contribution of any amount can be sent to:

ROW-Congo
3640 Hewatt Court
Snellville, GA 30039

Please be sure to designate IMCK Retirement Fund and, if you wish, a name.

Sincerely,

A handwritten signature in cursive script that reads "Larry Sthreshley".

Dr. Larry Sthreshley
IMCK Board President