

# **Mission and Discipleship Committee**

## **Report to the Executive Commission 2015**

The Mission and Discipleship Committee of General Assembly considers it a privilege to have been given the task of being a catalyst for future thinking in the UPCSA and an encouragement to the Church to become more missional. The Committee meets twice a year but it is at work in the Church in various ways throughout the year as it's members visit focus Presbyteries and other gatherings in the denomination, as Grants are made across the UPCSA to purchase land, support ministers, and fund new church development. Also, our website reaches ministers and leaders with new and free to print resources and our conference inspires members to build missional congregations.

In the past year, the committee met on 26 & 27 August 2014 and on 8 & 9 April 2015. The members of the committee are: The Revs. Jackie Barker, Theo Groeneveld, Chris Judelsohn, Petson Kabala, Motorofa Mutonganavu, and Armando Sontange, Mrs Hlubi Dhlamini, Mrs Sheila Hunt (Secretary), Mrs Maneo Mohapi, Mrs Mmakobo Mosotho and myself.

### **1. MISSION SHAPED MINISTRY**

In October 2013, both the General Synod of the Dutch Reformed Church and the Provincial (South African) Synod of the Anglican Church adopted resolutions embracing the belief that the development of "missional" congregations lay at the heart of the future direction of the Church. The value of "Fresh Expressions", a UK ecumenical movement was endorsed and both denominations resolved to further explore these.

As far as the UPCSA is concerned, at the July 2014 Assembly, the Assembly resolved:

"The Assembly

- (a) applauds the fact that the M&D Committee is studying the "Fresh Expressions" initiative of the Church of England (UK) and becoming involved in its ecumenical structures;
- (b) instructs the committee to investigate the Mission Shaped Ministry apprenticeship offered by the Universities of Stellenbosch and Pretoria for use in the UPCSA and report to the Executive Commission in 2015;
- (c) encourages the committee to present new models of how "congregations" might be shaped in the future to the Executive Commission in 2015".

Meanwhile, during 2014, the Convener, the Rev T Groeneveld and the eGoli Presbytery M&D Convener, the Rev. S Zungu, were trained in the Mission Shaped Ministry Course

and all three did the "Train the Trainers" Course, thereby being certified to teach the MSM. In the Presbytery of Amatola, the Rev. Chris Moore is also certified to teach. The Revs. Jacques Murphy in Free State, and Brian Smith and Thabani Masikane in Thekwini are also trained as trainers. The Convener believes it is essential to make opportunities for more and more of our ministers and lay leaders to complete this course. The committee set aside R 50 000 of its budget in 2014/15 to provide part sponsorship.

### **1.1. Mission Shaped Ministry Courses and future involvement**

At present, there are 10 MSM Courses running or planned for 2015 (See appendix 1). It is hoped that in 2016, there will be at least two or three more. Several of our ministers and lay leaders are now enrolled in the Course. The course needs deliberate marketing and personal invitations.

Recently (November 2014), the Convener was appointed to the National Executive Committee of Fresh Expressions (South Africa). This body is the national working group of a Not for Profit Company which is the official "franchise holder" of the Fresh Expressions ministry here in South Africa and all the MSM courses are under its supervision. The Convener holds the portfolio for training (oversight of train the trainers courses) and is in office until the middle of 2018.

It has been announced that the next International Conference of Fresh Expressions will be held in Cape Town from 16 to 18 February 2016. The Convener is on the national organising committee. We hope UPCSA ministers and lay leaders will make every effort to attend.

### **1.2. Developing Resources for Missional Congregations**

The Committee is in the process of compiling four information brochures on Missional thinking for ministers and lay leaders in the UPCSA. These will cover topics such as "Everything is changing.", "What is a Missional congregation?", "What does it take to grow the Church?" and "Thoughts on Leadership and Discipleship in a Missional Church".

We hope that these resources will "create a buzz" about these issues and assist congregations in embarking on processes of change.

### **1.3. Consulting with International and local Ecumenical Partners**

Locally, the FE movement has become an excellent place to consult with leaders of the Dutch Reformed Church, United Reformed Church, Methodist Church and Anglican Church. There is opportunity to compare notes on a variety of M&D related issues.

Internationally, an opportunity was recently given for the Convener to accompany the General Secretary and Ministry Secretary to the Church of Scotland. The Convener spent a day with the Rev. Alastair Bull (Full time M&D Secretary) and his staff. The Church of Scotland are fully involved in FE in Scotland.

A process, called "Future Focus" was investigated and this Convener believes it will contribute to the development of a mission audit process that could be rolled out in the UPCSA. The committee hopes to have something to offer the UPCSA by the 2016 General Assembly. The Council for World Mission has a similar package that may also be used. This is being investigated.

#### **1.4. The Missional Congregations Project**

At its meeting in April 2015, the Committee resolved to create a three year project called "The missional congregations project" to begin from Executive Commission 2015 and end at Assembly 2018. The Committee appointed the Convener to lead the project, noting that he will step down as Convener of the Committee at the Assembly in 2016 and give his time completely to the project for its last two years. There will be no honorarium attached.

The Committee resolved that the project shall:

- (a) **facilitate the UPCSA's involvement** in FE (SA) through the project leader's involvement in the FE (SA) Executive and regionally in Gauteng;
- (b) encourage (in a deliberate and strategic way) **the involvement of ministers** and lay leaders in regional MSM courses throughout Southern Africa (offering bursaries where possible);
- (c) **produce a resource** for UPCSA congregations to assist them to look strategically at their future and help them become more missional;
- (d) **provide a research function** into contemporary literature and endeavour in the area of emerging and missional models of Church including consultation with ecumenical partners;
- (e) **produce a bimonthly electronic newsletter** for the UPCSA on missional Church;
- (f) **distribute appropriate resources** at the instruction of the committee;
- (g) **seek opportunities to input** on this subject at Presbyteries, Associations, PAT Conferences and in the INSPIRE Conference.

### **1.5. Models of Ministry Discussion**

A joint meeting of a delegation of the Ministry and Mission & Discipleship Committees was held on 29 October 2014. It was a fruitful first conversation but only a start. Brent Russell had been appointed to lead this area on Ministry Committee side. At the moment, consultation is being made with our ecumenical partners and a next meeting is expected soon after the Executive Commission.

## **2. INSPIRE CONFERENCE 2015**

The Committee has arranged (is still arranging) the 2015 INSPIRE Conference which will be held from Wednesday 23 to Friday 25 September at Emseni Conference Centre in Benoni (as it was in 2013). The intention would be to allow participants to:

**Learn** (through workshops and skills training),

**Share** (provide opportunities to see different ways that God is working),

**Be Inspired** (offering meaningful times of devotional thought and worship).

The theme of the Conference will be "**Rediscovering Church**" and the keynote address will be "**Building Missional Congregations.**" A series of workshops will be offered. Each one will be repeated twice. A conference brochure will be available at Executive Commission.

## **3. MOBILIZE**

### **3.1. The Order of Lay Ministries**

The OLM Administrator took up the appointment on 1 January 2015 and has been active in "getting the Order off the ground". A letter was circulated to all Presbyteries to inform them that the OLM was "open for business" and that all queries should be addressed to the administrator. Guidelines outlining the application process have been drafted and will shortly be circulated as widely as possible. Two official forms have been created. One is for use by a candidate including all needed personal information (this is submitted to the relevant Session). The other is a mechanism for (a) the Session to submit and recommend the application to the Presbytery and (b) the Presbytery to approve the application and pass it on to the OLM administrator for further attention. This process is in line with what has been prescribed in the Manual in this regard.

The structure of the OLM database has been set up. Support packs have been prepared to assist congregations. These will, eventually, consist of Job descriptions for the individual ministries covered by the OLM (these are being provided as a guide; congregations would of course be free to use only whatever is appropriate to their circumstance). In addition, a guide on the interview process, a letter of appointment/employment contract (also a guide) and information relating to suitable additional training has been prepared.

So far, job descriptions have been created for a Children's Ministry Leader/Co-ordinator, Youth Pastor, Worship Leader/Co-ordinator and Pastoral Co-ordinator/assistant. The guide on the interview process is complete and a letter of appointment and draft employment contract are under discussion. Some work has been done on possible further training but this is in the very early stages. The administrator has responded to all queries received. Generally, information is being sought about the scope of the Order and about training and potential cost. A misconception that has frequently been addressed is that the OLM is a qualification, ie that a candidate "becomes a Lay Minister". This is not the case – being part of the Order simply means that that the Church has recognised the candidates dedication, interest and trustworthiness in serving the Church in a particular ministry. Several queries have related to Lay Preachers – some questioning the Lay Preachers' place within the order and most in relation to the required training. The committee will address this in the supplementary report. A letter has been circulated to Presbyteries, requesting all existing Lay Preachers to register with the OLM.

Theo Groeneveld has done wonderful work on the Foundations Course. The first module is complete and the rest should be completed by the time Executive Commission meets.

### **3.2. Work of the Faith and Order Committee**

The Committee wishes to record its thanks to Assembly's Committee on Faith and Order for spending a considerable amount of time working on the **OLM section** of the *Manual of Faith and Order* (as instructed by the last Assembly). Also, the Committee has prepared a **service for the setting apart of members of the OLM**. Both these tasks have been completed with a level of collaboration between the two committees that displays the best characteristics of being Church. The Executive should feel proud!

### **3.3. Special Projects of the Committee**

After the Assembly in 2014, the committee adopted two Special Projects: Grace Presbyterian Church in Linda, Livingstone and a new Church Development in the Vembe district of Limpopo Presbytery. The Committee has decided to a continuing journey for two years to a max of R30,000 per year. As regards Grace, we are assisting them to build a sanctuary. In the Vhembe district, we are assisting them to put up a small structure.

#### **4. RESOURCE**

##### **4.1. National Congregational Life Survey**

Late last year, a pilot project was run between a few Gauteng Churches, completing the National Congregational Life Survey. At time of writing, we await the results of the pilot project. Should this be positive, we will roll this out in terms of the GA2014 decision.

##### **4.2. Website**

The Committee's website continues to be a major resource offered to the UPCSA.

[www.upcsa-mad.org.za](http://www.upcsa-mad.org.za)

Members of the UPCSA are encouraged to use the website. In addition, the Church of Scotland's M&D website contains valuable tools:

[www.recourcingmission.org.uk](http://www.recourcingmission.org.uk)

#### **5. INVEST**

##### **5.1. Grants in aid of Stipend, CDEs and Property**

The Committee has continued to provide Grants in aid of Stipend to congregations of the UPCSA. In addition, it has approved "Super Grants" to Ross and Rainy congregations in Mthatha Presbytery in support of the General Secretary's plan to reintegrate them into the UPCSA. The budgets for the next financial year will be: R230 000 for Zambia, R150 000 for Zimbabwe and R 312 000 for South Africa.

The Committee continues to support Church Development Evangelists. Budgets for the next financial year are R130 000 for Zambia, R135 000 for Zimbabwe and R88 000 for South Africa. With regard to property grants, we have distributed R 90 000 in R15 000

portions in the last period and a budget of R100 000 is available in the next financial year.

## **5.2. Minimum Stipends for 2016**

The committee has followed the instruction of the Assembly in doing the following: First, we have expanded the Zambian minimum Stipend from a single band to the five bands characteristic of the other two countries. Second, we have begun to standardise the differential between the bands to between 7 and 8 percent.

The Committee agreed to propose the following as minimum Stipends for 2016:

### **Zambia**

0 – 5 years	ZK 2 915
6 – 15 years	ZK 3 150
16 – 25 years	ZK 3 400
26 – 35 years	ZK 3 670
35 years +	ZK 3 965

Travel Allowance: ZK 275

Pulpit Supply: ZK 275

### **Zimbabwe**

0 – 5 years	US\$ 840
6 – 15 years	US\$ 907
16 – 25 years	US\$ 980
26 – 35 years	US\$ 1 060
35 years +	US\$ 1 140

Travel Allowance: US\$ 150

Pulpit Supply: US\$ 50

### **South Africa**

0 – 5 years	R 7 000
6 – 15 years	R 7 565
16 – 25 years	R 8 170
26 – 35 years	R 8 903
35 years +	R 9 760

Travel Allowance: R 5 500

Pulpit Supply: R 500

## **6. REACH**

### **6.1. Africa Enterprise**

Africa Enterprise has been our Mission Agency of focus since last General Assembly. More information will be available at the Executive Commission as to how Presbyterians can assist this Agency.

### **6.2. October is Mission Month**

In view of the positive response to Mission month last year, the Committee is again developing resources for October on the subject of Mission. The Committee encourages Presbyteries to arrange Pulpit Swaps and Associations to organise Revival services on the theme of Mission during October. The theme for this October will be "Rediscovering Mission". A series of Sermon outlines would be prepared as well as daily Devotions, as was the case in 2014.

### **6.3. CWM Partners in Mission**

The Committee would like to draw attention to the Council for World Mission's programme called "Partners in Mission". Ministers and members of the UPCSA are encouraged to participate in this programme. Further, we encourage Presbyteries to consider ways we could host "partners" from other CWM Churches in pastoral settings, in theological institutions and in other roles.

## **7. OTHER MATTERS**

The Committee has become aware of "U-Pres" Student Christian Societies at tertiary educational institutions. We affirmed their work and we request local Presbyteries to adopt them and appoint someone to care for them. These groups will be contacted and requested to send reports to M&D to help us understand their needs and challenges.

### **PROPOSALS:**

1. The Executive Commission receives the report.
2. The Executive Commission:
  - (a) notes the progress made by the Committee in getting the UPCSA involved in the Fresh Expressions/Mission Shaped Ministry Movement;
  - (b) calls upon ministers and lay leaders to sign up for MSM Courses in centres where these will be run in 2016;

- (c) notes that the International Conference on FE will take place in Cape Town from 16 to 18 February 2016 and encourages ministers and lay leaders to attend;
  - (d) resolves to send a delegation consisting of the Moderator, the General Secretary, the Conveners of the M&D Committee and Priorities and Resources to the International Conference (in Cape Town) to represent the UPCSA.
- 3. The Executive Commission:
  - (a) confirms the creation of "The Missional Congregations Project" for three years from Executive Commission 2015 to General Assembly 2018 in terms of para. 1.4. of the report;
  - (b) confirms the terms of reference of the project as describe in 1.4.
- 4. The Executive Commission:
  - (a) notes that the Committee has complied with the Assembly's decision to run a second Inspire Conference from 23 to 25 September 2015;
  - (b) notes that the venue will be Emseni Conference Centre in Benoni, Gauteng, South Africa and that the theme will be "Rediscovering Church".
  - (c) encourages especially lay leaders but also ministers of the Church to sign up.
- 5. The Executive Commission:
  - (a) celebrates the fact that the Order of Lay Ministries is now open for business;
  - (b) encourages Sessions and Church Councils to familiarise themselves with the rules and procedures of the Order and to identify lay leaders within their congregations who could become members of the Order;
  - (c) encourages Sessions and Church Councils who have already appointed lay leaders to ministry positions included in the OLM to consider assisting these persons to apply to become members of the OLM;
  - (d) instructs Presbyteries to forward the names and contact information of all Lay Preachers within their bounds to the OLM Administrator by 31 August 2015.
- 6. The Executive Commission celebrates the UPCSA Mission and Discipleship website and encourages all ministers, elders, leaders and members to use the website.

7. The Executive Commission sets the minimum Stipends, monthly travel allowances and pulpit supply fees for Zambia, Zimbabwe and South Africa as outlined in section 5.2. of the report.
8. The Executive Commission resolves:
  - (a) to designate the month of October "Mission month" for congregations within the UPCSA for the second consecutive year;
  - (b) that the M&D Committee again construct a series of Sermon outlines that may be used by preachers during "Mission month" and distribute these to all ministers and Session Clerks of congregations of the Church;
  - (c) that the M&D Committee is developing additional resources for use in the Church during Mission month.
9. The Executive Commission:
  - (a) notes the Council for World Mission's programme called "Partners in Mission";
  - (b) encourages both ministers and laity to participate in this programme.
10. The Executive Commission:
  - (a) affirms the work of the UPres Student Groups in South African universities;
  - (b) requests local Presbyteries where these are present to adopt them and appoint someone to care for them.

## **Appendix 1**

### **MSM COURSES CURRENTLY RUN IN 2015**

#### **Cape Town**

Started 9 April. Meets Thursdays 09h00 to 13h00 at The Warehouse, 12 Plantation Road, Wetton, 7700. The Administrator is Claire May. Tel: 021 797 6332

#### **Strand**

Started on 30th April. Meets Thursdays. The Administrator is Christo Benade. Tel: 079 092 7666.

#### **George**

Started on 17-18 April. Meets on Tuesdays from 08h30 to 13h00 at NG Kerk George South. The Administrator is Sharon Roberts. Tel: 083 299 7677.

#### **Port Elizabeth**

Started 17 March. Meets on Tuesdays from 08h30 to 13h00 at Anchor of Hope Church, 1 Edward Street, Central, Port Elizabeth and in May and August, a two day Session is held at St Luke Retreat Centre, 10 Park Lane, Central, Port Elizabeth. The Administrator is Danie Mouton. Tel: 041 365 3159.

#### **East London**

Started 27 February. Meets on Thursdays from 18h00 to 21h30 at Moreleta Park Congregation, 1353 De Villebois Mareuil Str, Moreletapark. and in May, a weekend Session is held at Heron Bridge School in Northriding, Johannesburg. The Administrator is Jana de Lange. Tel: 076 835 5525.

#### **Polokwane**

Started Wednesday 4 March. Meets on Wednesdays from 09h00 to 16h00 at NG Pietersburg Noord, 31 Dr Annecke street, Hospitaalpark, Polokwane and in May a weekend Session is held at Heron Bridge School in Northriding, Johannesburg. The Administrator is Hannes Bezuidenhout. Tel: 083 382 1275.

#### **Pretoria**

Started Saturday 7 March. Meets on Wednesdays from 09h00 to 16h00 at St. Albans Anglican Church, 5 Durham Road, East London. and in July, a Friday/Saturday Session is held. The Administrator is Chris Moore. Tel: 043 735 1213.

#### **Johannesburg.**

Started Saturday 7 March. Meets on Saturdays from 09h00 to 16h00 at Bedfordview Methodist Church, cnr Van Buuren & De Wet Streets, Bedfordview. and in May, a weekend Session is held at Heron Bridge School in Northriding, Johannesburg. The Administrator is Jana de Lange. Tel: 076 835 5525.

## **Durban**

Started 21 April. Meets on Tuesdays and Wednesdays from 09h00 to 16h00 at Camp Jonathan, near Eston in the Kwazulu Natal midlands in April, June, September and October. The Administrator is Pieter Grobler. Tel: 082 293 2795.

## **Appendix 2**

### **CWM PROGRAMME: PARTNERS IN MISSION**

The mission in which Christians engage is God's mission. God sent God's Son into the world. The risen Christ sent his disciples to continue his ministry in the power of the Holy Spirit. Christians today share in this mission.

One of the main aims of personnel sharing is to learn from one another in partnership. CWM's founding document, Sharing in One World Mission states, "We believe that we become participants in mission not because we hold all the answers and all the truth, but because we are part of the body of Christ. All of us are still searchers. We have glimpsed the glory of God in the face of Jesus Christ, and what we know we love. But there are varieties of Christian experience and of Christian community we have not entered. There are doubtless many ways in which Christ comes to men and women that we have never seen. Therefore, we seek a form of missionary organisation in which we may learn from each other, for in that fellowship we believe that the Holy Spirit speaks to all through each."

The sharing of people is therefore multi-directional. Every church has something to offer and something to receive. Partners in Mission go from North to South, South to North, South to South, and North to North. This multi-directional sharing should be "person-oriented", and not merely "task-oriented". There is an emphasis on personal character, spirituality and vocation. Each sharing of a partner in mission should strengthen the mutual relationship between the churches involved.

### **Ms.Nneoma Chima**

#### **Partners in Mission Coordinator**

The sharing of people is fundamental to who we are and how we work. A mission from everywhere to everywhere is made possible by the significant number of individuals who have offered themselves to serve on the mission field, locally and abroad; and the support of churches, willing to send and receive them. We are heartened by the quality of the work of those on the field; the extent to which learning and growth are taking place among the partners in mission; and the significant ways in

which the ministry and mission of churches are being enriched and expanded.

2013 saw the change in name from Missionary to Partner in Mission, which more accurately recognizes that the sender and receiver are equal partners in the relationship to which the other is responding; and that the missionary (partner in mission) is accountable to the leadership of the receiving, and not the sending church. This change in name has helped provide clarity to those so engaged as to the nature and dynamics of the missionary journey on which they have embarked.

There are currently 51 partners in mission serving through CWM. These mission partners are involved in a variety of activities such as; theological education, pastoral ministry; medical and health care; activities involved with the counseling and care of HIV/AIDS victims; project administration and community work.