

MISSION AND DISCIPLESHIP COMMITTEE

Report to General Assembly 2018

Over the past year, the committee met on 29th & 30th of August 2017 and on the 6th & 7th of March 2018. The members of the committee are: Zama Gebeda, Theo Groeneveld, Sheila Hunt, Victor Letuka, Lita Madaka, Lentikile Mashoko, Madoda Mfene, Jabu Ngwenya, Sauros Phaika, Elias Simango, Abraham Nkhata, Thembinkosi Nopapaza, Eddie Stopforth and myself.

It was with shock and sadness that the committee received the news of the Rev Abraham Nkhata's unexpected death on the 9th of September 2017. Abraham was a valuable, enthusiastic and faithful member of this committee who had a deep passion for the extension of God's Kingdom. He is missed and in light of his passing the committee dedicated the October Month of Mission in memory of Abraham. There is no doubt that he was received into glory with the greeting, "Well done, good and faithful servant."

In early April I was part of a team of five UPCSAs members who attended the Council for World Mission's Regional General Assembly in Lusaka. I was tasked to present to that Assembly a report on the work of the UPCSAs in the area of mission. The presentation was very well received, notably because the other Church's present were so encouraged to hear how much work the UPCSAs has been doing in recent years to take seriously the call to be a **Missional Church**. As I shared with the meeting our definition of a Missional Church and the various projects and initiatives the UPCSAs has undertaken (which are all mentioned below in this report) in trying to move the denomination from a focus on building an institution towards growing a movement in which all members are mobilised to participate in ministry rather than observe it or criticize it, many attending the conference were inspired to initiate similar moves within their Church. We must not underestimate the significant steps we have taken as the UPCSAs to embrace and motivate the idea of being a Missional Church. It is not an easy road because we so easily slip back into focussing inwards and instead of outwards. This means that we must be vigilant in fulfilling the UPCSAs's mission priority of developing missional congregations. Too often the focus is on what we do **IN THE CHURCH** instead of what we do **IN THE WORLD**. As a Missional Church with Missional Congregations our focus must be the **WORLD!** "For God so loved **THE WORLD**". The call and challenge is for the UPCSAs, at every level, to turn its attention away from itself and towards the needs of the world as we seek to join with God in his mission so that his kingdom may come on earth as it is in heaven.

This report is a celebration of the ways in which God's Spirit is moving in the UPCSAs in the areas of Mission and Discipleship.

The work of the committee is divided into 5 areas – to INSPIRE, to MOBILIZE, to RESOURCE, to INVEST, and to REACH.

1. INSPIRE

1.1. Missional Congregations Project

The Executive Commission of 2015 approved the creation of a three year project called "The Missional Congregations Project" (MCP). The Rev. Dr George Marchinkowski was appointed to lead the project which falls under the work of the Committee.

Amongst others, the aims of the project are:

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

FRESH EXPRESSIONS (SA) and MISSION SHAPED MINISTRY:

Fresh Expressions is the name of a Missional Church Movement focussed on Church Planting that originated in the UK but is being adopted by the church throughout the world because of its solid theological base and approach which encourages careful listening to each unique concept instead of offering recipes.

Since 2015, the UPCSA has been represented by the MCP leader at the Gauteng and Regional (Southern Africa) level. Two years ago, the Rev. Madoda Mfene joined the Regional (Organisational) Executive Committee. Our General Secretary represents the UPCSA on the "participating churches structure" that oversees the organisation. We have trained MSM teachers across South Africa and Zimbabwe who contribute to this important ministry and this is changing the face of the church. We are in partnership with the Dutch Reformed Church, the Anglican Church, the Methodist Church, the United Reformed Church, the Vineyard Churches, the Hervormde Church, the United Congregational Church and the Baptist Churches.

Although there are currently a number of courses running throughout South Africa and in 2017 a successful course was run in Harare, the reach of the MSM course needs to grow. In February 2018, we sponsored the establishment of a new MSM Course in Bulawayo – 35 ministers and Church leaders attended and as a result, MSM courses are planned to start in May in both Bulawayo and Gweru. The committee has formally requested Fresh Expression (SA) to establish and MSM Course in Zambia and it is hoped that by 2019 the course will be offered in Lusaka. We continue to encourage ministers and church leaders to do the MSM Course in the centres where it is offered.

PIONEERING INCUBATOR

The Presbytery of eGoli has agreed to run a pilot project, introduced by the MCP, to experiment with a process used in the USA to stimulate growth and encourage/train/coach congregations in planting new worshipping communities. The pilot project is being called the Pioneering Incubator. It works like this:

Selection process – 1 January to 31 March 2018

The Presbytery undertakes to select 6 congregations who will be the focus of the incubator. The Presbytery must have at least the hope that the chosen congregation has the capacity to pioneer something. They may not yet have the knowledge or the confidence but there must be a reasonable prospect. Each congregation must select 6 leaders/pioneers to constitute their team.

Year 1: 1 April 2018 to 31 March 2019

The incubator begins with a training phase - four Saturdays spread across the first year – 3 modules each Saturday, starting with some basics selected from the MSM/MSi courses and ending with a very practical day focussing on "Starting something new". FE(SA) facilitators will guide, mentor and accompany 6 church teams on a journey toward pioneering something new. FE will provide presenters on invitation as agreed in advance. The aim is to give the six teams the resources they need to start a new worshipping community.

Year 2: 1 April 2019 – 31 March 2020

During the second half of Year 1, the coaching phase begins. Coaches are focussed on assisting teams in focussing the learning on their contexts, engaging their communities and giving teams the confidence to start a new worshipping community. It is envisaged to be 18 months of coaching – One two hour session per church every second month. FE to provide coaches (people with experience in pioneering).

The overall goal is to take 6 teams from 6 different congregations through a process that will give them the training and confidence they might need to start a new worshipping community.

The Presbytery and FE(SA) will meet in the third quarter of the project to consider repeating this project with another 6 congregations. The decision will be at the Presbytery's initiative and FE(SA) will respond.

We have a lot of hope that this project will yield some growth and, if that is the case, we will seek to find at least one other Presbytery to try it out in 2019.

MISSIONAL RESOURCES:

The committee would like to express its thanks to the Rev Dr George Marchinkowski for the most recent resource he has produced as part of his research and work for the Missional Congregations Project, in the form of a PowerPoint presentation entitled 'Leadership for a Missional Church'. This is the fourth and final resource/article produced to assist the UPCSA in understanding and becoming a missional Church. The first

three resources were in the form of articles entitled: 'What is a Missional Congregation?', 'Everything must change', and 'Does the answer lie within?' All 4 of these resources are available on the M&D website – www.upcsa-mad.org.za

NOTE: Both the Rev Dr George Marchinkowski and members of the committee are available to make presentations to presbyteries and congregations.

EXTENSION OF THE PROJECT:

It was initially envisaged that the MCP would only run for 3 years, until the end of 2018, but due to the success of the various programs and in light of the new initiatives undertaken by the MCP, the committee would like to extend the project by a further 2 years until the end of 2020.

The committee would like to express its heartfelt thanks to the Rev Dr George Marchinkowski for his tireless efforts in leading the MCP and looks forward to partnering with him over the next two years.

1.2 Changing the way we think about Church and Ministry

Following the adoption of the report of the Joint Task Team (Ministry Committee and Mission & Discipleship Committee) on Models of Ministry at the 2016 General Assembly, the Ministry Committee was tasked by the Assembly with taking further steps in implementing changes in our models of ministry as envisaged by the Joint Task Team report. To this end the Ministry Committee established a sub-committee to which 3 members of the Mission and Discipleship Committee (one being the Convener) were invited to participate. The work of this subcommittee will be reported on in full in the Ministry Committee report, however it bears mentioning that part of the sub-committee's work was to set up a Theological Workshop to consider the theological and biblical foundations for models of ministry.

The Theological workshop had delegates from rural and urban, township and suburban congregations. There were lay leaders and clergy and the delegates represented our transnational Church. The deliberations at the workshop affirmed and showed how the UPCSA is united behind the principles of Missional Church. All were in agreement (amongst other things) that:

1. We have created a sacred/secular divide in the Church which has made it difficult to witness;
2. We have perpetuated a clergy/laity rift in which the clergy is active and the laity passive;
3. Our congregations are ageing and declining and we don't know how to revive or plant new churches.

The workshop produced a paper that was used to assist the subsequent Ministry conference that focussed on changing the shape of our ministry and theological education in the future. The theological paper is an important document that should be read and studied by all in the UPCSA. To this end the Ministry Committee will be appending the paper to their report and be asking the Assembly to distribute the paper to all Presbyteries and congregations for study and comment.

1.3 UPCSA Missional Church Definition:

The UPCSA Strategic Plan calls for a clear definition of Missional Church that can be used by Presbyteries and congregations in their own strategic thinking and planning. In the latter half of 2016 the committee produced a definition that has been distributed widely within the UPCSA and shared with other FE partners and the Council for World Mission. The definition is produced here once again and the committee calls on the Assembly to encourage all members of the UPCSA to study it and embrace it.

A **Missional Church** is a **sent** church, which understands its primary work as **witnessing** to Christ and **servicing** God **in the world**.

A **Missional Church** is **shaped** by God for the **community** into which God has placed it.

A **Missional Church** is **focussed** on those who don't yet know Jesus.

A Missional Church, **empowered** by the Holy Spirit, is focussed on working with God in **bringing fullness of life** (involving justice, healing, wholeness and reconciliation) to all the people of the world.

1.4 Congregation definition and categories

The 2017 Assembly Executive Commission adopted the following definition of the local congregation:

"A congregation (or worshipping community) is a group of people who gather regularly to meet Christ in Word and Sacrament, practice mutual care and make disciples in our changing contexts.

They do so while seeking to participate with God in the transformation of the world. As communities, they move toward sustainability in leadership and ministry.”

This new definition has obvious consequences for how we categorise congregations in the UPCSA and how we determine which are to be constituted and which are not, which are to pay assessments and which are not, and which are able to commission members to Presbytery and which are not.

Attached to this report, as **Appendix A**, is a tabular presentation of the various categories of congregations in the UPCSA based on the definition of a congregation stated above. These categories were adopted by the 2017 Executive with an instruction to the Manual Committee to make the necessary changes to the Manual. These changes have not yet been made which means that most Presbyteries are still working under the old definition and categories. The Committee is asking the Assembly to instruct the Manual committee once again to implement these changes in the Manual of Faith and Order and to include the tabular presentation of the categories of congregations in Chapter 6 of the Manual for ease of reference for members of the UPCSA.

1.5 Presbytery Consultations

Over the past 5 years the committee has visited a number of Presbyteries in the UPCSA to facilitate workshops on the subject of being missional and to offer support and encouragement to Presbyteries in their work of developing missional congregations and planning new worshipping communities.

This past year visitations and consultations were undertaken in the Mthatha and Lekoa Presbyteries. The visitation to Mthatha was well received and the team from the Committee were able to meet with a number of the ministers in the Presbytery and learn of the many challenges facing the Presbytery as well as some of the breakthroughs in ministry that have recently taken place.

With regards the Lekoa Presbytery, after an initial visit in 2017 a second round of talks were held in February 2018. The Presbytery has 20 congregations from Mafikeng and Kuruman in the west through the mining areas of Carltonville and Klerksdorp to the Vaal triangle in the south east. They have three 'full-time' ministers: The Revs Ayanda Magula (Moderator), the Rev. Robert Thema and the Rev. Tony Bartlett. Only the first two are active outside the bounds of their congregations. These ministers are assisted by the retired minister, the Rev Dr. Mamabolo Raphesu and are seeking to have the Rev David Monokoane appointed in a cluster of churches. The area is experiencing serious economic challenges with the closure of many mines and industries. Congregations are ageing and declining.

The lack of full-time ministry causes challenges in many areas: Ministry of the word and sacrament to God's people; a lack of any substantial Christian education and social action in the community. Also the structure of ruling councils (which are supposed to be equally represented) and the inability to constitute regional structures such as a Court/ARP. The committee has offered to facilitate a workshop/consultation to assist the Presbytery in finding solutions.

1.6 Conveners Consultation

It is the intention of the committee to hold a consultation of all Presbytery M&D Conveners on the 12th of October 2018 at the eMseni Conference Centre. The purpose of the consultation is two-fold. Firstly, to familiarise the Presbytery Conveners with the work of the Assembly M&D committee so that they can be empowered in serving as Presbytery M&D conveners. Secondly, to engage the Presbytery Conveners in a conversation regarding the particular challenges and opportunities that they face in their respective Presbyteries in the area of Mission and Discipleship with the aim of offering encouragement and advice.

1.7 Missional Picture of your context:

The committee has produced a resource tool for use by individuals, congregation Councils and groups within congregations in gaining a missional picture of their context. The ministry agenda of any congregation cannot simply be determined by the needs of the congregation members, but must also be determined by the needs of the community in which the congregation is situated. It is essential that the leadership pay attention or listen to that context and discern what the needs of the community are so that the congregation can effectively minister to those needs, as Jesus would do. The UPCSA must pay attention to the realities and challenges of the various contexts (rural, urban, suburban, inner city, poor, affluent etc.) across our three countries and this tool (listening exercise) will assist churches to be relevant and effective in ministering the love of Jesus to the world.

The resource tool is attached to this report as **Appendix B** and is commended to all Sessions/Councils as a

tool to use when listening to the context that a particular congregation finds itself in.

1.8. INSPIRE CONFERENCE 2018

The Committee affirms the value of the biennial Inspire Conference. Unfortunately, due to unforeseen circumstances the conference intended for September 2017 was cancelled. However, the committee plans to hold an Inspire Conference this year from the 9th-11th October 2018 at the eMseni Christian Conference Centre in Benoni. The theme of the conference will be *Growing and Going: The UPCSA coming of age in our 20th year*. As before, the committee will subsidise the costs of the conference with funds from our budget and the CWM allocation so as to minimise the conference fees. The Assembly is asked to encourage UPCSA members to attend the conference.

2. MOBILIZE

2.1 Shared Ministry between congregations:

The committee would like to encourage Presbyteries to consider initiating strategic partnership between 2 or more congregations in a given area who are struggling to achieve sustainability. This model of ministry would require congregations to share the ministry/leadership of a Minister because on their own the partnering congregations simply cannot afford to call or appoint a Minister. There are already examples of this happening in the UPCSA.

Attached to this report as **Appendix C** is a **Memorandum of Shared Ministry** offered to the UPCSA as a guide for Presbyteries when they are considering partnering congregations. The committee feels strongly that from the outset it must be determined by the Presbytery concerned and the participating congregations whether the Shared Ministry agreement is intended to keep the participating congregations autonomous or will be used as a means to ultimately merge the participating congregations into one congregation under one Session/Council. For a Shared Ministry model to succeed these expectations must be clearly aired and agreed upon before the Presbytery proceeds with establishing the Shared Ministry and appointing a Minister to that Shared Ministry. It must also be noted that the emoluments of the Minister appointed to the Shared Ministry must be in line with the requirements of the Manual and that the contributions made by the participating congregations towards the emoluments be clearly negotiated and stipulated beforehand.

2.2 The Order of Lay Ministries

The committee would like to celebrate the Order of Lay Ministries. Over the past year it has gained some momentum and we now have 60 candidates at various points of progress in the 5 Module Foundations Course spread across Presbyteries as set out below.

PRESBYTERY	MOD 1	MOD 2	MOD 3	MOD 4	MOD 5	TOTAL
Amatole			1		1	2
eGoli	1	1	2			4
eThekweni		1			1	2
Free State		1			1	2
Limpopo	6	1	1			8
Mthatha					1	1
Tshwane	6	7	3	1	2	19
W.Cape	15	3	2	1	1	22
TOTAL						60

The Committee would like to celebrate the completion of the Foundations Course with special mention to the Rev Theo Groeneveld who has been the primary inspiration and driving force behind the course. The Assembly is asked to recognise the value and quality of this course for training lay leaders in the UPCSA. Special mention must also be made of Mrs Eddie Stopforth, the OLM Administrator, who works tirelessly in administering the course and assisting those who are completing it. The Assembly is reminded of the themes of the 5 modules of the Foundations Course:

Module 1: Understanding the Gospel and Apostle’s Creed

Scriptural basis in Eph 2 and Col 1

Module 2: Understanding Servant Leadership

Scriptural basis in numerous texts including John 13, Matt 12, Luke 17, Romans 14, Phil 2 etc.

Module 3: Understanding our Presbyterian heritage and the Essentials of Reformed Theology

Scriptural basis in numerous texts pertaining to the 5 Reformation Solas as well as 1Pet 2, Acts 15

Module 4: Qualities and Skills needed for good service

Scriptural basis in numerous texts including Col 3, Ex 36, 1 Tim 3, Phil 2, Neh 1-9

Module 5: Barnabas – A Case Study

Scriptural basis in numerous texts including Acts 4, 9, 11, 13, 15 and Col 4.

Upon completion of the Foundations Course participants will receive a **certificate** and will be **set apart** to the Order of Lay Ministries by their Presbytery with the use of a simple service that has been designed by the UPCSA Worship Committee. The certificates and the setting apart service are available from the OLM Administrator.

The Assembly is reminded that besides Lay Preachers, a member of the UPCSA can join the Order as a Children's Ministry Co-Ordinator, Worship Leader/Choir Director, Youth Pastor and Pastoral Co-Ordinator/Visitor.

Mrs Eddie Stopforth, as Administrator of the Order, is available to all those who would like further information about how to become a member. Guidelines outlining the application process are available to any interested applicant, minister or Session. 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*.

Support packs have been prepared to assist congregations. These 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 is available. Various Job descriptions have been created and the committee has decided on further training possibilities.

The M&D website includes these support packs (guidelines and job descriptions). The Administrator is available to visit Presbyteries on request. Note that all existing Lay Preachers are to register with the OLM and the Assembly is asked to instruct Presbyteries to forward the names of the Lay Preachers in their bounds to the OLM Administrator as a matter of urgency.

The Assembly is also reminded that **Church Development Evangelists (CDE)** are also members of the OLM since a CDE must be a Lay Preacher. It is important that the designation of CDE is related to the project (Church plant) that the person serves, i.e. a CDE is not appointed or set apart for life but simply for the duration of the project he/she is appointed to serve by the Presbytery. Once the project has been completed the person ceases to be a CDE.

This is different to the evangelism role that some Sessions in the UPCSA designate to certain Elders. Traditionally, congregations have commissioned Elders to serve as **Evangelists** to plant new worshipping communities. Such Evangelists often have preaching experience but not always specific training. They are accountable to the congregation that commissioned them. Some practices with this tradition have been perceived as problematic, i.e. being set apart by the congregation and not the Presbytery and also by the wearing of clerical collars (although it differs from a ministerial collar). The committee is in the process of researching this matter and will report to the Executive Commission in 2019 on guidelines that Sessions/Councils can use in appointing Evangelists and what role Evangelists should play in the life of a local congregation. It is envisaged that the role of the Evangelist will be included in the Order of Lay Ministries going forward.

2.3 New church plants in the UPCSA

At the end of 2016 the committee offered grants of R20 000 each to congregations or Presbyteries who had started new worshipping communities. These Initialize Grants were intended to encourage church planting in the UPCSA. We are pleased to report that we received 19 applications and were able to offer 11 grants. Due to the success of this program, a second round of Initialize Grants was started in late 2017. All congregations

and Presbyteries were invited to apply for an Initialize Grant by the end of March 2018. Once again the committee has received a number of applications and will be considering them in the course of April and May with the view of awarding a further 8 grants.

The committee is aware that there are Presbyteries and congregations that are planting new worshipping communities that have not received an Initialize Grants. These church plants often originate through the work of CDE's or by releasing an outstation to become an autonomous congregation. This work must be encourage, however, the in the light of the rapid change taking place in communities across our 3 countries, the Assembly is asked to encourage congregations and Presbyteries to find innovative ways to plant new worshipping communities in our changing contexts. The committee would also love to hear about any new church plants that congregations and Presbyteries have initiated so that this can be celebrated by the UPCSА.

2.4 Evangelism

The committee affirms that all followers of Jesus (disciples) are called to witness to the Lordship of Jesus (evangelize). However, many members of the UPCSА feel ill equipped to fulfil this calling. To address this the committee would like to commend to the UPCSА the course written by the Rev Theo Groeneveld entitled, 'Broadcast – A bible study on evangelism', to be used as study material in groups and at workshops to help equip members with the tools and confidence to witness about Jesus to others. The course is available free of charge on the committee's website.

2.5 CDE Training in Zimbabwe

From the 25th-27th October 2017 25 out of 27 CDEs in Zimbabwe met at Lovemore House in Harare for training and equipping. Presentations covered leadership skills, church administration, church polity and team building. In addition to the value of the presentations, the CDEs appreciated the opportunity to be together and to learn from each other's experiences. The committee wishes to thank the Rev Elias Simango for his efforts in organising and facilitating the training weekend. We are reminded of Paul's words in Ephesians 4, that the purpose of leadership is to equip God's people for works of service.

3. RESOURCE

3.1. UPCSА staffing for Mission and Discipleship

The committee feels very strongly that the UPCSА must be investing in the equipping of God's people for works of service (Eph 4:12) and also in the mobilising of those equipped members (disciples) into the world to join God in his mission.

To this end we propose that the UPCSА creates 2 staffing positions – A Discipleship Enabler and A Missional Church Enabler.

Discipleship Enabler:

Since the UPCSА takes seriously the notion of the Priesthood of all believers and the fact that all are called to ministry in the Church and the world, the UPCSА must invest in the equipping of God's people. Currently that equipping, at an Assembly level, takes place through the Mission & Discipleship Committee, Stewardship Committee and Education & Training Committee. We recognise that there are capacity challenges for each of these committees and so it is proposed that the Assembly establish a full time position (although initially it could be part-time) of a Discipleship Enabler who will support these 3 committees (and others if needs be) in the administration, coordination, development and rolling out of training/equipping programmes aimed at empowering the members of the UPCSА in ministry. Attached to the report as **Appendix D** is the proposed Job Description of the Discipleship Enabler for consideration by the Assembly. It is proposed that the Assembly approve the establishment of this position and task the Church Office Committee, together with one representative from each of the three Assembly committees mentioned above, to determine suitable remuneration, advertise and appoint a person by the 1st of January 2019. It is proposed that the funding for this position come from the budgets of the three committees concerned and from CWM funding. NOTE: The intention is that this position will not take over the work of the three committees mentioned above, but will offer support to and work alongside the committees. **(See Appendix D)**

Missional Church Enabler:

If the UPCSА is going to continue to make a significant change to the way we think about church and its growth trajectory and place in the world, we will need a Missional Church Enabler who will work with local congregations and Presbyteries to develop a missional worldview, to develop missional congregations and to plant new worshipping communities. As with the case of the Discipleship Enabler, the committee proposes that the Assembly establish this staffing position but with the view of filling it as of the 1st of January 2020.

We are asking for the Assembly's approval, in principle, of the position and the committee will return to the Executive Commission in 2019 with a detailed job description, reporting responsibilities, funding model and the envisaged relationship of the Missional Church Enabler with the various committees of the Assembly.

3.2. Website

The Committee's website has been updated and continues to be a major resource offered to the UPCSA.

www.upcsa-mad.org.za

Members of the UPCSA are encouraged to use the website and contribute resources towards it.

3.3 Participation in ecumenical conferences and consultations

The attention of the Assembly is drawn to the fact that the members of the committee continue to represent the UPCSA at various ecumenical conferences and consultations in an attempt to keep abreast of developments around the world and locally regarding mission and discipleship. This includes the CWM Regional General Assembly held in Lusaka in April 2018, the Fresh Expressions International Conference held in London in September 2017, the CWM Evangelism Conference held in Johannesburg in May 2017 and the interdenominational Missional Church Conference held in Stellenbosch in May 2017.

The Assembly's attention is drawn to **Appendix E** of this report which contains a statement from the World Council of Churches Conference on World Mission and Evangelism that was held in Arusha, Tanzania in March 2018. The theme of the conference was: **Moving in the Spirit: Called to Transforming Discipleship**. The statement is a call to discipleship and is well worth the read and commended to the Assembly.

4. INVEST

4.1. Grants in aid of Stipend and support of CDEs

The Committee provides Grants in aid of Stipend to congregations of the UPCSA in all three countries. The budgets for the next financial year will be: R275 000 for Zambia, R180 000 for Zimbabwe and R 300 000 for South Africa.

The Committee also supports the work of Church Development Evangelists (CDE) with grants. Budgets for the next financial year are R160 000 for Zambia, R160 000 for Zimbabwe and R80 000 for South Africa.

4.2. Minimum Stipends for 2019

The committee needs to affirm what was shared at the 2017 Executive Commission regarding the minimum stipend scales. Firstly, the scales below are NOT the recommended stipends for the UPCSA, but simply the MINIMUM, i.e. congregations may not pay less than these figures but are encouraged to pay more. Presbyteries are also able to set their own minimum stipend scales as long as they are higher than the Assembly scales. Secondly, these scales are for stipends, not salaries or emolument packages, and so do not reflect the full remuneration package that ministers receive. Thirdly, all stipends are subject to deductions such as income tax, pension contributions and UIF and so the figures in the scales are the gross stipend figures before deductions, not the net figures after deductions.

After consulting with the Synod of Zambia and the Presbytery of Zimbabwe the committee is proposing a 6% increase for the South African scales and 7.5% for the Zambian scales and no change for Zimbabwe. The committee has wrestled with the request that Zimbabwean scales remain unchanged, but this reflects the reality of the very dire financial scenario in Zimbabwe.

Below are the proposed minimum Stipends for 1 January – 31 December 2019:

Zambia

	<u>2018</u>	<u>2019</u>
0 – 5 years	ZK 3 300	ZK 3 500
6 – 15 years	ZK 3 500	ZK 3 800
16 – 25 years	ZK 3 800	ZK 4 100
26 – 35 years	ZK 4 100	ZK 4 400
35 years +	ZK 4 400	ZK 4 800

Travel Allowance:	ZK 300	ZK 350
Pulpit Supply:	ZK 300	ZK 350

<u>Zimbabwe</u>	<u>2018</u>	<u>2019</u>
0 – 5 years	US\$ 840	US\$ 840
6 – 15 years	US\$ 907	US\$ 907
16 – 25 years	US\$ 980	US\$ 980
26 – 35 years	US\$ 1 060	US\$ 1 060
35 years +	US\$ 1 140	US\$ 1 140
Travel Allowance:	US\$ 150	US\$ 150
Pulpit Supply:	US\$ 50	US\$ 50

<u>South Africa</u>	<u>2018</u>	<u>2019</u>
0 – 5 years	R 8 000	R 8 400
6 – 15 years	R 8 600	R 9 100
16 – 25 years	R 9 300	R 9 800
26 – 35 years	R 10 000	R 10 600
35 years +	R 10 800	R 10 500 11,500
Travel Allowance:	R 6 200	R 6 600
Pulpit Supply:	R 500	R 500

4.3 Property Grants

The committee is pleased to report that after the reintroduction of property grants at the 2017 Executive Commission that the committee was able to provide 3 property grants to congregations this past year. Grants are only given for the purchase of a church property and/or the construction of a primary worship venue, i.e. the grants are not intended for maintenance of buildings or for mission houses/manse or second buildings on church properties. Congregations are to note that applications for these grants have to come to the M&D committee through the Presbytery, i.e. with Presbytery approval, and include sketches (not architect's plans) of the proposed property purchase or building project.

4.4 Initialize Grants

As was mentioned earlier in the report, the committee was able to provide 11 grants in early 2017 to the total value of R200 000 and with funding from CWM and from the committee's budget, the committee is able to offer a further 8 initialize grants in 2018 to the value of R160 000.

4.5 Bursaries

The committee feels it is important to offer bursaries to members of the UPCSA who would like to take courses accredited by the committee in the area of missional theology and praxis. Members of the UPCSA will qualify for 50% bursaries for the following courses until the budget allocation is exhausted: MSM, Missional courses with the Centre for Contextual Ministries at the University of Pretoria and through Ekklesia at the University of Stellenbosch.

4.6 Church building funding from other organisations:

The committee wants to draw the attention of the UPCSA to two organisations that offer funding for church buildings.

The first is a long time partnership that the UPCSA has had with the **Christian Development Trust Foundation** (the Rev C Judelsohn serves as a Board Member of the Foundation) which offers building loans to congregations at reduced interest rates. Loans of up to R1.5 million are available. If any congregation is interested they can contact the CDT Foundation manager, Lyn Rutters, via email: lynette@cdtrust.co.za.

The second organisation is **Judea Harvest** (www.judeaharvest.co.za) which specialises in partnering with congregations in building worship venues. They offer a highly subsidised permanent structure (**SNAP church**) that can be built in one week, with minimal labour cost, that can accommodate up to 200 people.

The structure consists of steel columns that stand on concrete plinths. Steel trusses bolted to columns with purlins, carry the corrugated iron roof. The patented steel wall, with a polystyrene core and aluminium coating, is fire resistant, rust free, and provides excellent insulation. Alternatively, walls can be built with bricks. The cost of the structure is R450 000, but congregations only need to pay R100 000, the rest is subsidised. The organisation works throughout Africa.

5. REACH

5.1. Support for a Mission Organisation

It has become customary for our committee to showcase the work of a Mission Organisation every second year. From 2012 to 2014, we showcased the International Sailors Society. From 2014 to 2016, Africa Enterprise was our focus. From the 2016 Assembly to the 2018 Assembly it has been the Bible Society in each of the three countries of the UPCSA.

The committee would like to propose that for the period 2018-2020 that the Leprosy Mission be the focus mission organisation. Mr Theo De Villiers (Deputy Director of the Leprosy Mission SA) attended the committee's March 2018 meeting made a presentation that was very informative and well received. Leprosy is a bacterium that attacks the peripheral nerves in the body, causing disfiguration and sometimes blindness. The disease can be cured (takes between 3 months to 3 years) but the disability suffered is permanent. Sufferers are highly stigmatised in society. The Leprosy Mission provides treatment and care for people with leprosy as well as education for the communities in which it is most prevalent so as to challenge the myths and misinformation around the disease of leprosy. A brief video presentation on the work of the Leprosy Mission will be shown at the Assembly.

The Assembly is asked to encourage all Presbyterians to support the Leprosy Mission. For further information visit: www.leprosymission.co.za

5.2. October is Mission Month

The committee gives thanks to God for the very positive response to the 2017 Month of Mission. The theme was Reformation 500 and there were over 300 subscribers to the daily devotions during the month of October. The committee wishes to thank the Rev Theo Groeneveld for his work in coordinating the 30 contributors to the devotions and providing the sermon outlines for the five Sundays of October.

The Committee is again developing resources for October 2018 and will hope to provide the details in the supplementary report to Assembly. If not, then the information will be distributed in the UPCSA later in the year.

The Committee encourages Presbyteries to arrange Pulpit Swaps and Associations to organise Revival services during October this year.

A word of thanks

Finally, as Convener, I would like to express my sincere thanks to the committee members for their enthusiasm, commitment and contribution to the work of the committee. A special word of thanks to Eddie Stopforth who serves as secretary of the committee and, amongst other matters, administrates the payments of grants. A word of thanks also goes to the Central Office finance department, notably Bester Mahlangu, for the efficiency shown in processing grant payments. The committee also thanks George Marchinkowski for his continued efforts in assisting the committee to think missionally and in identifying and producing resources on the missional church. Finally, to express thanks to the General Secretary, Lungile Mpetsheni, for his uncompromising support for the work of this committee.

After careful thought I have decided not to make myself available for re-election as Convener of the committee and I would ask the Assembly to give careful consideration to whom to appoint as convener so as to ensure continuity with a team that has excelled themselves in their commitment to excellence and seeing the UPCSA fulfil its mission priority to develop missional congregations.

CHRISTOPHER JUDELSON

CONVENER

PROPOSALS

1. The Assembly receives the report. ✓
2. The Assembly notes and gives thanks for the growth in the Mission Shaped Ministry Course across South Africa, Zimbabwe and soon, Zambia; and commends the course to all members of the UPCSA. ✓
3. The Assembly notes the pilot project of the Pioneering Incubator being run in the eGoli Presbytery and commends the 6 congregations who are participating. ✓
4. The Assembly agrees to extend the Missional Congregations Project by a further two years until December 2020. ✓
5. The Assembly notes the production of a PowerPoint presentation entitled 'Leadership for a Missional Church' and commends it to Sessions/Councils for use as a resource along with the previous 3 articles on being the Missional Church. *and requests comm to distribute to presbyteries*
6. The Assembly:
 - (a) notes the definition of a Missional Church for the UPCSA
 - (b) instructs all Assembly committees to study the definition and align their work and goals with it. ✓
7. The Assembly instructs the Manual Committee to update the Manual of Faith and Order with the new definition of a congregation and inserts the table in Appendix A of the report into Chapter 6 of the Manual for ease of reference for members of the UPCSA. ✓
8. The Assembly notes the committee's concerns regarding the Presbytery of Lekoa and encourages the committee to offer support and assistance to the Presbytery of Lekoa as the Presbytery addresses the many challenges it faces. *The committee is encouraged to involve neighbouring P/S*
9. The Assembly commends the resource tool in Appendix B to the report – A Missional Picture of your context – to all Sessions/Councils for use. ✓
10. The Assembly notes that the 2018 Inspire Conference will be held from the 9th-11th October at the eMseni Christian Conference Centre in Benoni with the theme of *Growing and Going: The UPCSA coming of age in our 20th year*, and encourages all members of the UPCSA to consider attending the conference. ✓
11. The Assembly encourages presbyteries to consider initiating strategic partnerships between 2 or more congregations in a given area who are struggling to achieve sustainability on their own and commends the Memorandum of Shared Ministry in Appendix C of the report to Presbyteries for this purpose. *SEE additional proposal*
12. The Assembly:
 - (a) celebrates the completion of the Order of Lay Ministries 5 module Foundation Course
 - (b) calls on all lay persons active in ministries in the Church to consider joining the Order of Lay Ministries;
 - (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 and CDE's within their bounds to the OLM Administrator by 31 August 2018
13. The Assembly notes the work being undertaken by the committee on the role of congregation commissioned evangelists and the guidelines that will be offered to congregations in appointing evangelists. ✓
14. The Assembly celebrates the new church plants in the UPCSA and encourages congregations and Presbyteries to find innovative ways to plant new worshipping communities and to share those stories with the UPCSA through the M&D committee. ✓
15. The Assembly commends the course 'Broadcast – a bible study on evangelism' to the UPCSA as a tool for equipping members in the task of witnessing to others about Jesus. ✓
16. The Assembly creates the position of UPCSA Discipleship Enabler as envisaged in the body of the report and in the job description contained in Appendix D of the report and instructs the Church Office Committee, as outlined in the body of the report, to fill the position by the 1st of January 2019. *July* ✓
17. The Assembly ~~approves in principle to the creation of the position of UPCSA Missional Church Enabler and instructs the Mission and Discipleship committee to come to the 2019 Executive Commission with a detailed job description and proposal on funding with the view of having the position filled by the 1st~~
of the proposed Mission Enabler

of January 2020. *or as soon as is practical* ✓

- 18x The Assembly commends the committee's website – www.upcsa-mad.org.za – to the denomination as a valuable ministry resource. ✓
- 19 The Assembly notes the various interdenominational conferences and consultations that members of the committee attend on behalf of the UPCSА and commends the World Council of Churches statement on discipleship, contained in Appendix E to the report, to the denomination for information. ✓
- 20 The Assembly sets the minimum Stipends, monthly travel allowances and pulpit supply fees for Zambia, Zimbabwe and South Africa as outlined in section 4.2. of the report. ✓ *see addit prop*
- 21 The Assembly notes the various grants and bursaries that the committee offers on behalf of the UPCSА and gives thanks for the resources, through assessments, to be able to make this possible.
- 22 The Assembly commends to the UPCSА the Christian Development Trust Foundation and Judea Harvest as organisations which offer financial assistance in the funding of church building projects.
- 23 The Assembly resolves to designate the month of October 2018 as "Mission month" for congregations within the UPCSА for the fifth consecutive year.
- 24 The Assembly encourages its members to support the Leprosy Mission in all ways possible.

12. Noting that some work has already been done on shared ministry by the Manual Committee, GA instructs the MaD committee to refer the Memorandum of Shared Ministry in Appendix C to the Manual Committee.

22. GA instructs the M&D committee in consultation with the Finance Committee together to explore additional ways to assist congregations to meet the minimum stipends.

APPENDIX A
CATEGORIES OF CONGREGATIONS

	Outstation <i>Can become a developing congregation, but does not have to</i>	New Worshipping Community <i>A brand new work that can become a developing congregation</i>	Developing Congregation <i>Works towards sustainability in leadership and ministry</i>	Calling Congregation <i>Is sustainable in terms of leadership and ministry and is working towards planting a new worshipping community</i>
Is it an entity in its own right? Who has oversight?	No, it's under a Session of a congregation who appoint elder(s) to be responsible	No, it's under a session or a Presbytery committee	Yes. It can have a session and stewardship body.	Yes. It has a session and stewardship body.
Who can serve this congregation? Does it have a right to call?	The minister, probationer or Interim Moderator (I.M.) of the parent congregation. Often a local elder who is a lay preacher helps. No right to call.	A CDE or the minister, probationer or Interim Moderator (I.M.) of the parent congregation or Pby Committee. No right to call.	An appointed Minister or I.M. Also a CDE or Stated Supply (both under oversight of IM). No right to call.	An appointed or called minister. Has the right to call. (Can have Stated Supply or CDE appointed by Presbytery)
Can this congregation receive financial assistance?	Yes	Yes	Yes	No. If it needs financial assistance it must be Developing.
Who represents it at Presbytery? Can it send commissioners who vote?	Represented by parent congregation. Can't send commissioners.	Represented by parent congregation or Committee. Can't send commissioners.	When it has a Session it's represented by its commissioners. Otherwise by its IM.	It's represented by its commissioners.
Does it have a session, elders and stewardship body of its own?	No, the parent congregation handles this.	No, the parent congregation / Pby Comm handles this.	Yes it can. Often this is a work in progress (i.e. leaders are being trained)	Yes
How are finances handled?	Thru the stewardship body of the parent congregation who appoint local helpers	Thru the Pby Comm or stewardship body of the parent congregation who appoint local helpers	By the stewardship body.	By the stewardship body.
What documents does it sign upon commencement?	None	Statement of Intent Appendix A(2)	Statement of Intent Appendix A(2)	The Constitution of the UPCSA.
Minimum Requirements	A place to meet A core group of worshippers	A place to meet, A core group of worshippers, The potential to become a sustainable congregation	A place to meet. Min 25 members. A group of leaders who could become elders and managers.	A place to meet. Min 25 members. A Session & Stewardship body. Able to meet the costs of ministry, assessments etc to the satisfaction of the Presbytery.
Pays Assessments?	No	No	Yes	Yes
How would it lose its designation?	Presbytery or the parent deems the work to be stagnant and not sustainable.	Presbytery or the parent deems the work to be stagnant and not sustainable.	If membership dwindles below 25, or its venue is not viable or it is unable to meet the costs of ministry.	If membership dwindles below 25, or its venue is not viable or it is unable to meet the costs of ministry.

APPENDIX B
MISSIONAL PICTURE OF YOUR CONTEXT

From the general to the particular.

What are the needs, where are the opportunities?

- 1) What is the 'story' of the community you are in? What has shaped its history?
-
- a. What hardships and difficulties are people facing?
- i. Economic
-
- ii. Social
-
- iii. Emotional
-
- iv. Spiritual
-
- b. What do people most value?
-
- c. What about demographics:
- i. Age
-
- ii. Cultural diversity
-
- iii. Urban/rural/inner city/other
-
- 2) Produce a map (sketch on a separate page) of your community indicating places where people gather and the places of greatest need.
- a. Where do people in the community meet?
-
- b. What opportunities are there to connect with people?
-
- c. What are the greatest needs of the people?
-
- d. What acts of service will bring Jesus to the community?
-
- 3) What are the ways/means by which people are already being reached with the Gospel and how can we join

in?

- 4) What will Church look like for a community like this?
-

APPENDIX C

The Uniting Presbyterian Church in Southern Africa Memorandum of Shared Ministry

By decision of the Presbytery of the following congregations..... and are partnered as from the:20..... and the Revd..... is appointed to the Shared Ministry charge under the following terms and conditions:

1. **Property and Funds:** The property and funds belonging to or held on behalf of each congregation shall remain the property and funds of each congregation.
2. **Places of Worship:** All places of worship currently used and occupied by the congregations shall continue to be the places of worship of the congregations participating in the shared ministry. Worship services shall be conducted in all congregations as was the case before the establishment of the Shared Ministry charge. Joint services between the congregations participating in the Shared Ministry charge may be held, from time to time, as agreed upon by the participating congregations.
3. **Ministry Responsibility:** The ministry needs to be served by the Shared Ministry charge shall be as the congregations through their Sessions determine. The Minister will offer ministry in each congregation as agreed upon by the congregations.
4. **Shared Responsibilities:** The office bearers of the congregations shall meet, at least, annually, to review their portion of the contribution towards the emoluments of the Minister which must be in line with the provisions of the Manual and must be approved by the Presbytery concerned.
5. **Session/Council Meetings:** the Minister appointed to a Shared Ministry charge will be the Moderator of the different Sessions/Councils participating in the shared Ministry charge.
6. **Appointment of the Minister:** Each congregation will participate in the process of appointing a Minister. A joint Session/Council is necessary for this purpose. The candidate for a Shared Ministry charge is expected to have a clear understanding of the purpose and functioning of a Shared Ministry charge before taking up the appointment.
7. **Review of the agreement:**
 - a) The Presbytery will need to take a proactive role in its care and discipline of the minister and congregations participating in the Shared Ministry charge. To this end the Presbytery will undertake an annual review of the Shared Ministry by means of a visitation and then report to the Presbytery.
 - b) The congregations participating shall review this Memorandum of Shared Ministry at least every three (3) years.
 - c) At the review the congregations participating will consider whether the life, work and witness of each of the congregations has benefitted from the Shared Ministry and whether there is a healthy and cordial relationship between the Minister and the participating congregations.

APPENDIX D

UPCSA DISCIPLESHIP ENABLER

Position Description

The role of the Discipleship Enabler is to support the Mission & Discipleship, Stewardship and Education & Training Committees in the administration, coordination, development and rolling out of training/equipping programmes aimed at empowering the lay members of the UPCSA in ministry. The position will contribute to the achievement of the strategic plan of the UPCSA by facilitating and encouraging the effective involvement of lay members of the Church in the functioning of the Denomination.

Key Responsibilities

In accountability to a Task Team comprised of representative of the four Committees, the Discipleship Enabler will:

1. Administer the Order of Lay Ministries program, including oversight of the application progress, distribution of Foundation Course Modules and review of assignments, liaise with Presbytery M&D Convenors re training and progress of candidates, issue of certificates to successful candidates and maintenance of the data base
2. Oversee and encourage the denominational Training in Eldership program, including conducting "train the trainer" workshops, revising and updating available course materials, liaising with Presbytery Education & Training Convenors and providing information and training materials as requested
3. Identify and/or develop additional training materials for congregational lay leaders on issues such as financial management, congregation administration and the role of the Stewardship Board/Committee; liaise with Presbytery E&T Convenors for the roll out of such courses
4. Champion the development of the Children's Ministry within the UPCSA, including building up a data base of training materials and arranging training courses for adult leaders
5. Arrange/ coordinate training courses aimed at encouraging stewardship within the UPCSA, liaise with Presbytery Stewardship Convenors and provide information/ training materials as requested

Skills and experience

- Understands the role and importance of lay member participation within the wider church
- Effective administrative skills
- Computer literacy (MS Word, Excel and use of email)
- An ability to establish and build long-distance relationships through correspondence
- Sensitivity to learning difficulties associated with distance education
- Commitment to the concept of "growing people"
- Familiar with UPCSA Committee structure and procedures

Length of Term

Five years, renewable

APPENDIX E

The Arusha Call to Discipleship

13 March 2018

World Council of Churches – Conference on World Mission and Evangelism

Moving in the Spirit: Called to Transforming Discipleship

The World Council of Churches' Conference on World Mission and Evangelism met in Arusha, Tanzania, from 8-13 March 2018. More than one thousand participants gathered. All are engaged in mission and evangelism and come from different Christian traditions and from every part of the world.

We joyfully celebrated the life-giving movement of the Spirit of God in our time, drawing particular inspiration from the African context and spirituality. Through Bible study, prayer and worship, and by sharing our stories together, we were encouraged to be witnesses to the reign of God that has come to us through the life, crucifixion and resurrection of our Lord Jesus Christ.

Despite some glimmers of hope, we had to reckon with death-dealing forces that are shaking the world order and inflicting suffering on many. We observed the shocking accumulation of wealth due to one global financial system, which enriches few and impoverishes many. This is at the root of many of today's wars, conflicts, ecological devastation, and suffering. We are mindful that people on the margins bear the heaviest burden. This global imperial system has made the financial market one of the idols of our time and it has strengthened cultures of domination and discrimination that continue to marginalize and exclude millions, keeping them in conditions of vulnerability and exploitation.

These issues are not new for 2018, but the Holy Spirit continues to move in our time, and urgently calls us as Christian communities to respond with personal and communal conversion and transforming discipleship.

Discipleship is both a gift and a calling, to be active collaborators with God for the transforming of the world. In what the church's early theologians called "theosis" or deification, we share God's grace by sharing God's mission. This journey of discipleship leads us to share and live out God's love in Jesus Christ by seeking justice and peace in ways that are different from the world (John 14:27). Thus, we are responding to Jesus' call to follow him from the margins of our world.

As disciples of Jesus Christ, both individually and collectively:

We are called by our baptism to transforming discipleship: a Christ-connected way of life in a world where many face despair, rejection, loneliness, and worthlessness.

We are called to worship the one Triune God, the God of justice, love, and grace at a time when many worship the false god of the market system.

We are called to proclaim the good news of Jesus Christ--the fullness of life, the repentance and forgiveness of sin, and the promise of eternal life--in word and deed, in a violent world in which many are sacrificed to the idols of death and many have not yet heard the gospel.

We are called to joyfully engage in the ways of the Holy Spirit, who empowers people from the margins with agency in the search for justice and dignity.

We are called to discern the word of God in a world that communicates many contradictory, false, and confusing messages.

We are called to care for God's creation and be in solidarity with nations severely affected by climate change in the face of ruthless human-centred exploitation of the environment for greed and consumerism.

We are called as disciples to belong together in a just and inclusive community, in our quest for unity and on our ecumenical journey, in a world that is based upon marginalization and exclusion.

We are called to be faithful witnesses of God's transforming love in dialogue with people of other faiths in a world where politicization of religious identities often cause conflict.

We are called to be formed as servant leaders who demonstrate the way of Christ in a world that privileges power, wealth, and the culture of money.

We are called to break down walls and seek justice with people who are dispossessed and displaced from their lands, including migrants, refugees and asylum seekers, and to resist new frontiers and borders that separate and kill.

We are called to follow the way of the cross, which challenges elitism, privilege, personal and structural power.

We are called to live in the light of the resurrection, which offers hope-filled possibilities for transformation.

This is a call to transforming discipleship.

This is not a call that we can answer in our own strength, so the call becomes, in the end, a call to prayer:

Loving God, we thank you for the gift of life in all its diversity and beauty. Lord Jesus Christ, crucified and risen, we praise you that you came to find the lost, to free the oppressed, to heal the sick and to convert the self-centred. Holy Spirit, we rejoice that you breathe in the life of the world and are poured out into our hearts. As we live in the Spirit, may we also walk in the Spirit. Grant us faith and courage to take up our cross and follow Jesus - becoming pilgrims of justice and peace in our time. For the blessing of your people, the sustaining of the earth and the glory of your name. Through Christ our Lord, Amen.