

MISSION AND DISCIPLESHIP

Report to the General Assembly 2016

In 2012, after broad consultation, the General Assembly adopted a revised Statement of Vision, Mission and Values. This has guided the committee's work ever since that time.

The first two Mission priorities, namely Evangelism and supporting the development of missional congregations fall squarely into the committee's terms of reference. Not only have these given us focus but the exploring of these areas have provided hours of exciting and joyous work on behalf of the Assembly. Our reports have always met with the Assembly's enthusiastic support and for all of this, we record our thanks.

The Committee has met twice a year but has been privileged to have been invited to Presbyteries, Church Associations and other gatherings in the denomination. Our work is experienced at grassroots level 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 11 & 12 August 2015 and on 8 & 9 March 2016. 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. After the Executive Commission, due to short numbers, we co-opted the Rev Jacob Manda (Livingstone) and Mrs Eddie Stopforth (Pretoria) onto the committee for the year. During the year Mrs Hlubi Dhlamini moved and resigned from the committee.

1. INSPIRE

1.1 The Project on Missional Congregations

The Executive Commission, at its July 2015 Meeting, 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, noting that he would step down as Convener of the Committee at the Assembly at Assembly 2016 and give his time completely to the project. The project works under the Committee and reports through the committee's report.

The aims of the project are:

- (a) to **facilitate the UPCSA's involvement** in Fresh Expressions (SA);
- (b) to 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) to **produce a resource** for UPCSA 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;
- (e) to **produce a bimonthly electronic newsletter** for the UPCSA on missional Church; (we hope to begin this at GA2016)
- (f) to **distribute appropriate resources** at the instruction of the committee;
- (g) to **seek opportunities to input** on this subject at Presbyteries, Associations, PAT Conferences and in the INSPIRE Conference.

We are pleased to report that the UPCSA is a proud member of the Fresh Expressions (SA) organisation. Here we join with the Dutch Reformed Church, the Anglican Church, the Methodist Church, the United Reformed Church and the Vineyard Churches. Our General Secretary represents us on the National Board and the Revs. Z Mfene and GW Marchinkowski represent us on the National working group. Several of our ministers across South Africa have completed or are currently completing the MSM Course and we have provided bursaries for most of them. The MSM course seeks to provide a theological underpinning for Missional Church as well as some practical models for pioneering.

The project will soon produce a simple resource to assist congregations to have a missional focus (See the Supplementary report) and a bimonthly electronic newsletter will begin at Assembly 2016. In the past year, there have been presentations to the Ministry and Priorities & Resources Committees as well as the Presbytery of the Western Cape. The Inspire Conference has again been run on the theme of Missional Church as well as offering a specific workshop focussed on this.

1.2. The International Conference on Fresh Expressions

From 16 to 18 February 2016, the International Conference on Fresh Expressions took place in

Goodwood, near Cape Town, in the Western Cape. This marked the first time that such a Conference had been held outside of the United Kingdom. The UPCSA was represented by a significant delegation (see photo) including the Moderator of General Assembly, the General Secretary, the Clerk of the Assembly and the Convener of the Priorities and Resources Committee.

The UPCSA also hosted one of the Conference Speakers, Mrs Vera White, who co-ordinates the Presbyterian Church (USA) project "1001 New Worshipping Committees". This project seeks to facilitate the PC(USA)'s drive to grow by planting new worshipping communities that may not look anything like the "pews and pulpit" institutional church but are nevertheless authentic "Jesus" Communities of worship, learning, serving and care.

The Conference included six keynote addresses which explored the six key emphases of fresh expressions. "What is a fresh expression?" "True worship", "authentic relationships", "mixed economy", "discipleship" and "community Transformation". There were a combination of International and local speakers including our Prof. Jerry Pillay.

Workshops were held each afternoon and opportunities for story telling in the last session of each day. On Wednesday, Vera White told the story of how the Presbyterian Church (USA) decided to adopt the ambitious objective of starting or recognizing 1001 New Worshipping communities.

The Conference and the Fresh Expressions Movement (of which the UPCSA is a partner) has given us the confidence to engage our members and leaders in developing strategies that will help us to be a growing denomination.

More importantly, of course, is that you and I have the confidence to reshape our story and, in the process, work with God for the transformation of our neighbourhoods and cities.

1.3 Mission Shaped Ministry Courses

At present, there are 8 or 9 MSM Courses running for 2016 (See appendix 1). It is hoped that in 2017, there will be at least two or three more especially across the Limpopo in Zimbabwe. Several of our ministers and lay leaders are now enrolled in the Course. The course needs deliberate marketing and personal invitations. The course is built on a solid theological and missiological framework that really helps Church leaders think differently about Church in ways that are true to the local context without resorting to recipes or formulae.

1.4. Developing Resources for Missional Congregations

The MCP has the aim of compiling a total of four information brochures on Missional thinking for ministers and lay leaders in the UPCSA. These will cover topics such as "Everything must change.", "Does the answer lie within?", "What is a Missional congregation?" and "Thoughts on Leadership and Evangelism in a Missional Church". The first two are complete and have been distributed to the UPCSA.

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

1.5. Models of Ministry Discussion

A joint meeting of a delegation of the Ministry and Mission & Discipleship Committees is to be held on 20 April 2016 to finalise a proposal to the Assembly. This meeting will be the last in a series of several meetings that have taken place since General Assembly 2012. The report will be published in the Supplementary papers for General Assembly.

1.6. INSPIRE CONFERENCE 2015

The Committee arranged an INSPIRE Conference from Wednesday 23 to Friday 25 September at eMseni Conference Centre in Benoni on the theme of "**Rediscovering Church**". The speakers were Proff. Malan Nel and Jerry Pillay. A series of workshops were offered. At its last meeting, the Committee evaluated the Conference and found that most participants felt that it had been an impactful Conference. The conference was fully subscribed and thanks to a grant from CWM, we were able to assist delegates from Zimbabwe and Zambia to attend. Also, we were able to welcome official representatives from all the UPCSA's Associations. In addition, the committee enabled a "mission audit by the Council for World Mission during the Conference.

Our great concern is that holding the Conference has become prohibitively expensive and we are not sure how we will be able to finance it again. The good attendance is at least in part due to the huge subsidisation of the Conference fee by the committee. The committee believes that it is worth doing and suggests trying to raise funds to augment our budget and advertising far in advance and challenge people to save up for it.

In late 2016 or early 2017, the committee intends to have a Consultation of Presbytery and Synod M&D Conveners.

2. MOBILIZE

2.1. The Order of Lay Ministries

As the Assembly is well aware, the Order is open for business and has some members already. Mrs Eddie Stopforth is available to all those interested in the OLM who would like further information about how one can 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*.

The structure of the OLM database has been set up. 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. A letter has been circulated to Presbyteries, requesting all existing Lay Preachers to register with the OLM. The M&D website (see below) includes support packs (guidelines and job descriptions). The Administrator is available to visit Presbyteries on request.

Changes to the Manual made by the Executive Commission should now have been published. The committee agreed to specify that an assignment be added to the Lay Preacher specifications that the candidate meet with a minister to discuss some key questions on the Nicene Creed.

3. RESOURCE

3.1. National Congregational Life Survey

In late 2014, a pilot project was run between a few Gauteng Churches, completing the National Congregational Life Survey, a tool developed in Australia. So far, we have only had positive feedback on the use of this but we are not sure how the NCLS can be accessed in the future. The UPCSAs has no resources to dedicate to this product from its central funds, aside from paying a membership fee which it has already done. In the meantime, we encourage its use by whatever means of access possible.

3.2. Website

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

www.upcsa-mad.org.za

Members of the UPCSAs are encouraged to use the website. Within the resource section of the website, visitors can download materials for Bible Study, Leadership Training, Liturgies and book summaries. In addition, the Church of Scotland's M&D website contains valuable tools:

www.recourcingmission.org.uk

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 UPCSAs in all three countries. The budgets for the next financial year will be: R245 000 for Zambia, R157 000 for Zimbabwe and R 313 000 for South Africa.

The Committee supports the work of Church Development Evangelists. Budgets for the next financial year are R136 000 for Zambia, R142 000 for Zimbabwe and R88 000 for South Africa. Our budgets have been increased only to accommodate the exchange rate for Zambia and Zimbabwe. Due to constraints on the resources of the UPCSAs, there will be a **zero percent increase** in grants for 2016/17.

4.2. Minimum Stipends for 2017

The committee has consulted with the Synod of Zambia and the Presbytery of Zimbabwe before presenting the following as minimum Stipends for 1 January – 31 December 2017:

Zambia

	<u>2016</u>	<u>2017</u>
0 – 5 years	ZK 2 915	ZK 3 090
6 – 15 years	K 3 150	ZK 3 340
16 – 25 years	ZK 3 400	ZK 3 600
26 – 35 years	ZK 3 670	ZK 3 890
35 years +	ZK 3 965	ZK 4 205
Travel Allowance:	ZK 275	ZK 300
Pulpit Supply:	ZK 275	ZK 300

Zimbabwe

	<u>2016</u>	<u>2017</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

South Africa

	<u>2016</u>	<u>2017</u>
0 – 5 years	R 7 000	R 7 500
6 – 15 years	R 7 565	R 8 130
16 – 25 years	R 8 170	R 8 780
26 – 35 years	R 8 903	R 9 485
35 years +	R 9 760	R 10 240
Travel Allowance:	R 5 500	R 5 900
Pulpit Supply:	R 500	R 500

The Assembly is called to note that the Presbytery of Zimbabwe does not believe that any increase in minimum emoluments can be sustained by Zimbabwe congregations.

5. REACH

5.1. Support for a Mission Organisation

It has become customary for our committee to showcase the work of a Missionary Organisation every second year. From 2012 to 2014, we showcased the International Sailors Society. From 2014 to 2016, Africa Enterprise was our focus. From this Assembly to the next, we would like to propose the Bible Society in the three countries in which we are present. We call all Presbyterians to support the Bible Society in cash, service and participation. We will circulate printed matter at the Assembly.

5.2. October is Mission Month

The committee is again delighted with the positive response it received to the resources prepared for Mission month, October 2015. The Committee is therefore 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 Committee wishes to record its thanks to the Rev. Theo Groeneveld for his hard work as well as to the many ministers who contributed Daily devotions for all the days in Mission month. A series of Sermon outlines will again be prepared as well as daily Devotions for this October.

6. STRATEGISING FOR GROWTH

The committee has previously registered its concern about “a crisis of infertility” in the UPCSAs. We’re not planting churches or seeing new worshipping communities emerge. New congregations are only emerging when there is a split in a congregation arising out of conflict. The denomination is roughly the same size as it was ten years ago. In general, congregations are not growing much but simply replacing members who die or move.

In addition, our model for growing the Church is also in need of serious overhaul. The problem is that, by and large, we think that growing the Church requires planting “little big” churches. This means we buy land and put buildings resembling the “big church” on that land with a full-time minister to service that community, leaders and a programme of activities. This is very rarely sustainable and it is unlikely that existing congregations, which are struggling to sustain themselves, would be willing to participate in such a huge venture. The UPCSAs has shrinking resources and is unable to invest in land and buildings anymore.

A further concern is what may be called a mindset problem. It can best be described as the difference between a movement and an institution? The ‘institution’ does not know how to deal with people who haven’t come through ‘the system’. How do we mobilize people to share their faith in the communities they live and work in when they are engaged in maintaining the institutions themselves – such as pouring tea, handing out intimations and doing all those things that maintaining the activities the institution requires. This takes members away from participating with God in what God is doing in the communities we serve – witnessing.

The Presbytery is an indispensable partner in adopting and propagating this missional ethos throughout the UPCSAs because Presbytery can become a catalyst for growth.

The committee believes that changing the mind-set of the UPCSAs from an institution to a movement will require a redefinition of the most basic unit, the congregation. What is a congregation? At the most basic level, a congregation is a gathering, an *ecclesia*. This is a dynamic term not a static one. We can also say that the gathering is regular. It happens (most often) weekly or even more regularly. It meets in a predictable (and convenient) meeting place. When it meets, the Word and the Sacraments are central.

We would like to find a definition where money does not define the status of a congregation. We are also coming to believe that a congregation does not necessarily progress through stages to “Full status”. Some will remain small. Growth does not necessarily enlarge the one congregation. Sometimes it results in the planting of many congregations. Perhaps we will even see a network or a federation of smaller worshipping communities similar to outstations in the future of the Church. In all things, a fluidity of thinking is important as we explore a future in which the “one size fits all” model will not work.

We propose the following working definition:

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

In proposing this working definition, we have not found the answers to all the consequences the new ethos will produce and so we offer these questions to the Church for further exploration and discernment:

8. How will sustainability of a congregation/worshipping community be determined?
9. How will a change in definition of a congregation affect representation on Presbytery and Assembly level?
10. How will we assess (in terms of finance) new worshipping communities?
11. How will new worshipping communities be sustained if leadership changes?
12. Do new worshipping communities have a lifespan?
13. How do different “categories” of congregations/worshipping communities relate to one another?

In our collaborative work with the Ministry committee, we explore some of the consequences of this new way of thinking in regard to bringing bi-vocational ministry from the margin to the centre not only out of necessity but because the bi-vocational minister is active in the community in ways a full-time minister can’t be. We also believe that encouraging “Pioneering ministry” as a category in the ordained ministry will help us grow. What is also important is to facilitate a culture of release rather than control. We need to make it easier for people to minister and to form community. The minister needs to become a mentor and a coach rather than a person who does everything or controls everything.

The committee would also like to undertake a “re-branding” the CDE as the UPCSAs’s version of the “Fresh Expression Leader” (UK) or the “Pioneer Minister” (USA 1001 New worshipping communities). The profile of these “apostles” and “evangelists” needs to be raised as they are the ones who are doing the planting of new worshipping communities.

Using the Grant money to grow the Church

Every year, the denomination gives the committee Assessment money to assist local congregations. For years now, the committee has struggled with the reality that money which is supposed to be used for growth is being used for maintenance. Property grants were designed to assist in purchasing new properties for new worshipping communities. They are currently being used to maintain existing properties. We are now proposing to the Assembly that henceforth, property grants be abolished and that in their place, a budget item be inserted "Initialize Grants". These grants would consist of 10 R10 000 grants allocated by the committee on application from congregations and Presbyteries who have an idea for starting a new worshipping community. The money can be used for any start up costs associated to the new venture.

In addition, during this year, the Committee seeks to convert a significant proportion (50%) of the South Africa "Grants in aid of Stipend" Grants to a second-tier (Stabilize) Grant. These Grants, of R25 000 each, will be purposed to stabilise new worshipping communities that have been initiated. We will bring proposals on this to the Executive Commission in 2017. A portion of the Grants allocated to Zimbabwe and Zambia will also be converted.

The committee also resolved to seek additional funding from the RB Haggart Trust for this purpose.

Getting the project off the ground

So as to enable the actualisation of this vision, the committee will produce a basic "How to start a NWC" by the meeting of Assembly. The committee will give people a few ideas on what a NWC might look like. We also have further ideas on how to get the project off the ground which we will be rolling out after Assembly.

In addition, we are proposing a change in terminology regarding our present definitions of congregations. We propose that "Nuclear Congregations" become "New Worshipping Communities", "Transitional Congregations" become "Developing Congregations" and "Fully Constituted Congregations" become "Calling Congregations". We believe that this is a first step toward moving away from "financial" criteria influencing the defining of the Church. See Appendix 2 for an easy comparison of the congregation categories.

A word of thanks

The Convener wishes to express thanks to the committee for their imaginative and creative work in assisting the Church to think missionally and in a growth orientated manner. The Committee wishes to thank Mr Geoff Jooste and his staff for the way in which they administer the payment of grants, especially Ms Bester Mahlangu who assists us. Mrs Sheila Hunt has served the committee and its predecessors since 2004. She loves the Church, serves us diligently and is a networker of renown. She is stepping down at this Assembly and we will miss her greatly. She deserves the Church's gratitude for her exemplary service. It has been my joy to convene this committee for the last four years. I will continue to serve on the Missional Congregations Project but vacate the Convener's seat to the Church's choice. It is a privilege to serve this Church.

GEORGE MARCHINKOWSKI CONVENER

PROPOSALS:

1. The General Assembly receives the report.
2. The General Assembly:
 - (a) notes that the UPCSA is active and involved in the Fresh Expressions SA movement;
 - (b) calls upon ministers and lay leaders to sign up for MSM Courses in centres where these will be run in 2017;
3. The General Assembly:
 - (a) notes the two leaflets the committee has produced: "Everything must change" and "Does the answer lie within?" and commends these to Sessions for study;
 - (b) calls upon all Sessions and ministers to read and study the concept of Missional Church.
4. The General Assembly:
 - (a) notes that the Committee arranged a successful Inspire Conference from 23 to 25 September 2015 on the theme "Rediscovering Church";
 - (b) instructs the committee to arrange a Consultation of Presbytery and Synod M&D Conveners before Executive Commission 2017.
5. The General Assembly:
 - (a) calls on all lay persons active in supportive 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 within their bounds to the OLM Administrator by 31 August 2016.
- 6. The General Assembly 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 4.2. of the report.
- 8. The General Assembly resolves:
 - (a) to designate the month of October "Mission month" for congregations within the UPCSA for the third 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 again develops additional resources for use in the Church during Mission month.
- 9. The General Assembly:
 - (a) adopts the Bible Society in South Africa, Zambia and Zimbabwe as its focus missionary organisation for the Assembly years 2016 - 2018;
 - (b) encourages all its members to support this organisation in all ways possible.
- 10. The General Assembly:
 - (a) adopts the following definition of a 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 culture. They do so while seeking to participate with God in the transformation of the world. As communities, they move toward sustainability in leadership and finance";
 - (b) refers the questions listed in question 6 of the report to the Priorities and Resources Committee working in collaboration with the Mission & Discipleship Committee for further study, discernment and consideration and instructs the Priorities and Resources Committee to report back to the Executive Commission in 2017.
- 11. The General Assembly:
 - (a) resolves that the Committee will allocate the its Property Grants in future to offering "Initialization Grants" for new worshipping communities.
 - (b) resolves that the committee will investigate changing a significant portion of its Grants in Aid of Stipend toward "Stabilization Grants" for new worshipping communities and report on this to Executive Commission 2017;
 - (c) supports the committee in its endeavours to inspire the UPCSA toward Church growth and toward mobilizing the members of the UPCSA to effect growth.
- 12. The General Assembly renames:
 - (a) Nuclear congregations as "New worshipping communities";
 - (b) Transitional congregations as "Developing communities"; and
 - (c) Fully constituted congregations as "Calling congregations" as explained in Appendix 2.

APPENDIX 1

MSM COURSES CURRENTLY RUN IN 2016

Cape Town

Starting in June/July 2016 Meeting times unknown, probably at The Church of the Holy Spirit, 38 Raapkraal Road, Kirstenhof. The Course leader is Gordon Crowther. Tel: 072 815 4620 or gordon@chscapetown.org

Durbanville

Started on 22 April. Meets 4 Fridays and Saturdays. NG Kerk Bergsig, Cnr Boland and Protea streets, Durbanville. The Administrator is Ester Goosen. Tel: 076 183 4568 or manager@4fontein.co.za

Port Elizabeth

Started 16 March. Meets on Tuesdays and Wednesdays at Bible House, 31 Cotswold Avenue, Port Elizabeth. The Administrator is Danie Mouton. Tel: 041 365 3159 or danie@ngkok.co.za

Mbombela (Nelspruit)

Started 9 March. Meets on Wednesdays at NG Kerk Suid Gemeente, 93 Emkhe Street, Mbombela. The Administrator is Allan Booth. Tel: 072 192 2880 or reval@vodamail.co.za.

Polokwane

Started Wednesday 9 March. Meets on Wednesdays from 09h00 to 16h00 at NG Pietersburg Noord, 31 Dr Annecke street, Hospitaalpark, Polokwane. The Administrator is Robbie Novella. Tel: 083 400 6152 or fe.limpopo@gmail.com

Pretoria

Started Saturday 5 March. Meets on Saturdays from 09h00 to 16h00 at NG Kerk Universiteitsoord, Duxbury Road, Pretoria, and in in May, a weekend Session is held at eMseni Conference Centre in Benoni. The Administrator is Jana de Lange. Tel: 076 835 5525.

Johannesburg.

Started Saturday 5 March. Meets on Wednesdays from 09h30 to 16h00 at St Mungo's United Church, cnr William Nicol & Grosvenor Streets, Bryanston, and in May, a weekend Session is held at eMseni Conference Centre in Benoni. The Administrator is Jana de Lange. Tel: 076 835 5525.

Durban

Started 9 April. Meets on Saturdays from 08h00 to 15h00 at Hillcrest Presbyterian Church in April, June, September and October. The Administrator is Brian Smith. Tel: 083 356 9830 or brian@hillcrestpresby.co.za

**APPENDIX 2
CATEGORIES OF CONGREGATIONS**

	Outstation	New Worshipping Community	Developing Congregation	Calling Congregation
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 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 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 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 UPCS.A.
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. Presbytery deems it viable.	A place to meet. Min 25 members. A Session & Stewardship body. Able to pay the costs of a minister, assessments, etc.
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 afford its costs and/or assessments.	If membership dwindles below 25, or its venue is not viable or it is unable to afford a minister and/or assessments.