

## CHURCH DEVELOPMENT AND PLANNING

### Report to General Assembly 2010

#### The Committee:

The following serve as dedicated and faithful members of the Committee: Revs C Judelsohn (Convener), K Dale, T Groeneveld, P Kabala (corresponding - Zambia), V Mbaru, V Mkhungo, L Mshumpela, C Moore (corresponding), M Mutanganavu (corresponding - Zimbabwe) M Rajuili, M Ramulondi Messrs M Engelbrecht, L Forman and C Smith.

There were two resignations during the course of the year – Revs W Buqa and S van Schalkwyk.

The committee requests for the following to be added to the committee, Revs N Mbuyisa and B Russell (corresponding member).

#### Work of the Committee:

The Assembly is reminded that though the work of the committee is wide in its scope, our purpose can be summarised as follows:

- To function as a Church Growth resource group within the UPCSA that will enable and equip established congregations to develop and grow their ministry. To get Ministers, Elders, Congregations and Presbyteries thinking and doing church growth.
- To seek creative ways to enable and equip congregations and Presbyteries in planting new churches.

The committee recognises and affirms that Church Growth centres around and is founded upon church development, i.e. the development of the ministry or spiritual life of congregations (leadership training, outreach programmes, evangelism, worship, stewardship, discipleship etc.). We believe that a developing or growing church will plant new worshipping communities because it is in the 'nature' of the church to grow. Of course, growth should be measured in a number of ways, i.e. in terms of the finances and/or the spiritual life of the members and/or the attendance/membership and/or the ministry of the congregation.

To this end the CDP committee will continue in its efforts to offer opportunities that will facilitate this process of the development of congregations in the UPCSA. We want to encourage leaders in the UPCSA to 'think outside the box' when it comes to ministry in their respective contexts (inner city, high density urban, rural, suburban etc.), so as to effectively witness to the Gospel and become the communities of hope and change that the Church is meant to be.

The report that follows focuses on the pressing matters in the mind of the committee that we wish to bring to the attention of the denomination. There are a number of other initiatives on the agenda of the committee that we will bring to the Assembly at a later date.

The bottom line, so to speak, for us as a committee is to encourage leaders in the UPCSA to 'THINK CHURCH GROWTH', to keep asking the question of one another – **"What do we need to do to be an effective and relevant witness to the life changing Gospel of Jesus Christ?"**

#### Supportive Ministries in the UPCSA:

We would like the Assembly to consider coining a new phrase in the life of the denomination – SUPPORTIVE MINISTRIES – and to create the guidelines necessary to support and grow this part of our ministry.

This matter, which is addressed in the Appendix to our report, emerged out of the discussions held with and questions raised over the place of Youth Pastors in the UPCSA. A number of congregations have employed people in this capacity but with no recognition or oversight within the UPCSA. The Appendix and the proposals that follow are intended to address this matter and the wider issue of Supportive Ministries in the UPCSA.

#### Equipping the Local Congregation Conference:

From the 24<sup>th</sup> to 27<sup>th</sup> May 2010, 130 leaders from all over the UPCSA (Zimbabwe, Zambia, Western Cape, Transkei, KwaZulu-Natal, Limpopo, Free State, Gauteng, Eastern Cape etc.) came together to be equipped at Trinity Presbyterian Church, Lynnwood, Pretoria. The keynote speaker was Archbishop Henry Orombi from the Anglican Church of Uganda who humbled, inspired and challenged us. The worship, led by Rob Calder, was deeply meaningful, and participants interacted in seminars and workshops geared for ongoing Growth and Service. The seminar topics covered a number of subjects including effective preaching, managing the relationship between Ministers and Elders, and developing vision and mission in the local congregation. The following people led seminars and discussion topics: The Rev Dr A Kasambala, the Rev Dr M Rajuili, Prof M Nel, Revs M Ramulondi, K Dale, C Judelsohn, T Groeneveld, R Botsis, N Mbuyisa & Messrs R Kelly and E Kloppers. The conference was a wonderful success which fulfilled the hopes of the committee in creating an opportunity for leaders to be inspired and to reflect on the ministry offered through the local congregation.

The committee is committed to holding a similar conference in 2012.

#### Property Grants:

It gives us great pleasure to report, mainly due to generous grants from the Robert Niven Trust, that the committee was able to offer a number of building grants to congregations over the past 18 months. The following are congregations that benefitted from these grants amounting to over R240 000:

Phalaborwa, Mbewuleni, Grabouw, Maclay, Irvine Njoloza Memorial, Ikageng, Duff, Kidston Mission, Kapata, St Peter's Chipata and Vu congregations.

#### Website Resources:

Attention is drawn to the fact that the CDP Committee has its own website that is intended to be a one stop resource centre for the UPCSA. The address is [www.upcsa-cdp.org.za](http://www.upcsa-cdp.org.za). The following is available on the site:

- 1) Our vision and news of the committee which includes all the minutes of meetings.

- 2) Information about the courses endorsed by the committee and offered by the Centre for Contextual Ministry at the University of Pretoria as well as the bursaries offered.
- 3) Information about the Presbytery Lay Leader training that the committee wishes to embark on in 2011 (see below)
- 4) Information about the different classifications of congregations in the UPCSAs as well as about Church Development Evangelists and the requirements to be met in appointing CDEs.
- 5) Information about the 4 different grants offered by the committee and how one applies for the grants, i.e. CDE grants, Property Grants, Buy-out grants and Assessment rebates.
- 6) Information about the envisaged Church Growth Fund
- 7) A Shared Resource Centre.

It is hoped that the Shared Resources Centre will become a popular reference point for all members of the UPCSAs. A letter has recently been sent to all Ministers and Session Clerks/Council Secretaries inviting Ministers and congregations to submit information to the committee about resources they have found helpful and that the committee could publish on the site. The committee will vet all submissions, but the hope is that the website will be able to offer book reviews, discipleship courses (Bible studies, marriage, grief, evangelism, parenting etc.) as well as resources for Children's Ministry, Youth work, music, prayers, services, etc. The committee would like the website to become a vehicle through which we can share helpful resources with one another and in so doing encourage the growth and development of all congregations in the UPCSAs.

#### **Church Development Evangelists (CDE):**

The committee continues to encourage the use of CDEs in planting new congregations and bringing new life to declining congregations. All Presbyteries are asked to consider training and appointing CDEs. All the details regarding requirements and grants can be found on the CDP website. It must be mentioned that in Zambia and Zimbabwe CDEs are being used extensively and are doing a superb job in maintaining and growing the work of the Church in those countries.

#### **Convener's Trip to Zambia and Zimbabwe: Zambia**

In February 2010 I, along with the Convener of the Assembly Maintenance of the Ministry Committee, the Rev George Marchinkowski, visited 8 congregations in the Eastern Province of Zambia. Traveling from Lusaka to Chipata and then on to Lundazi, we were given some insight into the nature of ministry in a rural context. Of special interest was meeting a few of the many Church Development Evangelists that minister in Zambia and in particular in the Eastern Province. There are a number of experiences that will stay with me from this trip, but notably two: Firstly, the commitment, faithfulness and passion of the Ministers and Evangelists in caring, with very few resources, for the congregations under their care. And, secondly, the hospitality and humility of the rural communities we visited despite the challenging circumstances that they face daily. I wish to thank, in particular, the Rev Zulu for his efforts in hosting us and sharing with us the rigours of rural ministry.

#### **Zimbabwe**

Due to increasing challenges facing full time ministry in Zimbabwe, the ministry of the Church Development Evangelist is taking on increasing importance in maintaining and growing the Church. Zimbabwe have appointed over 40 CDEs in recent years and in April 2010 myself, as CDP committee convener and Chairman of the Board of the Bethel Series South Africa, as well as one of the Directors of the Bethel Series, the Rev George Marchinkowski spent three days in Harare training 27 CDE's in the Bethel Series material. The Bethel series is a course designed to provide an overview of the whole Bible. Each Evangelist was given the full course material which they can use as a resource for their preaching and teaching.

It was a wonderful experience being able to share the story of God's work of salvation as recorded in the Bible and witness the Evangelists' growth in their knowledge and understanding of the scriptures. It was also satisfying knowing that we had left them with a resource that they will be able to use for many years to come. I wish to thank the Rev Mutanganavu for his efforts in handling the local arrangements.

#### **Assessment for Nuclear and Transitional Congregations:**

The question was asked of the committee recently whether Nuclear and Transitional congregations are required to pay assessments or not? Since no decision has been taken in the past on this matter, the committee would like to propose that Nuclear and Transitional congregations be expected to pay assessments. The likelihood is that for the first few years they will only have to pay the minimum and so this is not about the money *per se*, but rather having the congregations get into the habit of paying assessments as well as engendering a sense of participation by these young congregations in the wider life of the UPCSAs.

#### **Lay Leader Training in 2011:**

The committee recognizes the need for ongoing training of leaders in the UPCSAs, especially in the contexts in which Elders are given the responsibility of regular preaching and the pastoral care of outstations. To this end, the committee is offering, as our project for 2011, a two day training workshop in which participants will be taken through a curriculum especially designed for our purposes. The idea would be for Presbyteries to invite the committee to visit them and facilitate the training.

The curriculum would be the following:

- A brief history of Presbyterianism
- Mission and vision of UPCSAs
- Key aspects of reformed beliefs
- Circumstances leading to the formation of outstations
  - Positive aspects of this development
  - Weaknesses that accompany too many outstations
  - What constitutes too many?
- Sermon preparation and delivery
- Excellence in church administration
- The nature of the church in the 21st Century
- Lay leaders: their functions, responsibilities and challenges.

- Steps towards overcoming the dependency syndrome
- When and how to move from outstation to full status. Negotiating the landmines.

### **Congregational Twinning:**

A project we are very excited about, but is still in its planning phase, is creating a database of congregations who are seeking support for projects – from structural/property development to assistance with outreach projects – which will be published on our website. Other congregations or individuals looking to support ministry in the wider UPCSA will be able to view the various projects and then be put in contact with the relevant Presbytery and Congregation to partner with them. We will advertise this once we have finalized the details. Again, the intention is to create a means by which the resources within the UPCSA can effectively and meaningfully be spread throughout the denomination.

### **C Judelsohn Convener**

#### **PROPOSALS:**

1. Assembly receives the report and Appendix
2. Assembly encourages Ministers and Congregations actively to seek ways, given a congregation's context, to ensure that the ministry offered through the church is as relevant and effective as possible.
3. Assembly notes and gives thanks for the recently held Equipping the Local Congregation Conference.
4. Assembly gives thanks for the various property grants that the committee was able to give to congregations that will enhance the ministry they offer.
5. Assembly commends the CDP website to the UPCSA as a resource tool and encourages Ministers and Congregations to submit information about resources they have found helpful to the committee for listing on the site. The website address is [www.upcsa-cdp.org.za](http://www.upcsa-cdp.org.za)
6. Assembly notes the successful trips undertaken by the Convener to Zambia and Zimbabwe and thanks those who were instrumental in hosting and organising the trips.
7. Assembly rules that Nuclear and Transitional congregations pay assessments in the same way that constituted congregations do.
8. Assembly commends the Lay Leader Training Program for 2011 to all Presbyteries and encourages interested Presbyteries to contact the convener.
9. Assembly notes the committee's plan to create a mechanism through which congregations in the UPCSA can partner one another thereby creating opportunities for the effective and meaningful sharing of resources.
10. Assembly accepts the word "Pastor" to refer to people who are trained and appointed to serve local congregations, but that they are not selected and trained as "Ministers" are.

11. The Assembly recognises that various "Supportive Ministries" exist and may arise in the denomination and that these should be encouraged and celebrated.
12. Assembly instructs the CDP Committee and Ministry committee to establish a work group to explore the issues raised under the section in the Appendix on Supportive Ministries headed: General Recommendations, and to report to the 2011 Executive Commission.
13. Assembly instructs the Ministry Committee to establish the "Order of Youth Pastors" which will provide guidelines and processes for those who would serve the church in this way. The following issues need to be considered:
  - Selection Criteria and Base requirements
  - Recognised training courses
  - Guidelines for employment and remuneration
  - Gatherings of members for encouragement and training
  - Codes of Conduct
14. Assembly allocates resources to the Ministry Committee to enable it to appoint a person in a part-time capacity to administer the "Order of Lay Preachers" and establish the "Order of Youth Pastors" as described in the Appendix to the report. This post to be filled by mid 2011.

## **Appendix A: Supportive Ministries in the UPCSA with particular reference to Youth Pastors:**

In 2008 the Executive Commission referred a report drafted by the committee regarding the appointment and ministry of Youth Pastors in the UPCSA back to the committee for further work.

This Appendix is our response:

One preliminary comment: The term "Youth" is applied differently in different parts of the church. Statistics tell us that those under the age of 21 are the group in society that are at greatest risk. These young people are delving into drugs, crime, sexual promiscuity and suicide at an unprecedented rate. They are also leaving the church. Regardless of culture and context and the label we use to describe them, this section of our population are at greatest risk

Congregations will need to minister to their "under 21s" and many of these congregations, whether black or white, urban or rural, will need to consider employing a specialist to reach these young people.

This report will use the term "Youth." We use the term without wanting to offend or alienate those for whom this term has a different meaning. We hope, that for the purposes of considering reaching our "under 21s" readers will read this report and understand our use of the term.

The CDP committee has worked through the 2008 report and consulted the Ministry Committee and presents the following as a way forward:

### **A Summary of the Issues raised in the 2008 report:**

1. Our young people are a vital group within the church that needs to be reached and the UPCSA does not have the structures and support in place for youth workers which many other denominations already have.
2. Congregations are allowed to request assessment relief on the appointment of Youth Workers, but clarity is needed.
3. Three Levels of Youth Leadership:
  1. Youth Worker: A voluntary, part-time position. May receive an honorarium or a gift on occasion. Usually this would be part-time but is essentially a hands-on role ie Youth Group Leader, Sunday School Teacher, Leader of Young Adults Homegroup. May be on Session and if not then represented by an elder responsible for youth. Attends training courses from time to time and wherever practical. A one-year UPCSA specific correspondence course which will certify the person to be qualified to do youth work is suggested.

2. Youth Pastor: This is a paid position that can be full-time or part-time. It can be ordained or unordained. Training is via institutions that offer specialised youth training and are approved by the Ministry Committee. If ordained, it is to Youth Ministry and not a stepping stone to traditional Word and Sacrament Ordination. This person has a seat on the Session and is part of a Presbytery Youth Worker's Forum.
3. Youth Director: This would typically be in very large congregations (or maybe at a Presbytery Level). It is a full-time position and the Youth Director shall be an ordained minister with a specific call to serve the youth ministry. Has a seat on the Session and Presbytery. Serves the Presbytery Youth Worker's forum and could serve on a Denominational Youth Pastor's Committee.
4. Training:
  1. Youth Workers – One year Youth Workers course designed by the General Assembly Youth Pastors Committee. The course can be undertaken as part of on-the-job training.
  2. Youth Pastors
    1. Part Time: Two year course in youth work. The course can be undertaken as part of on-the-job training.
    2. Full-time: Three year degree in theology. Two year course in youth work which can be undertaken as part of on-the-job training. Does not need to be ordained.
  3. Youth Director – Ordained minister. Three year degree in theology. Two year course in youth work which can be undertaken as part of on-the-job training.
5. Emoluments:

The report outlines specific packages for each of the levels of leadership. The specifics are not repeated here, but the obvious principle is to provide clear guidance for the fair treatment and valuing of those who are employed to do this important work.
6. Assessment Relief:

Each congregation is allowed a once-off Assessment Relief Claim (to be approved by the Church Development Committee) in respect of a fulltime youth appointment. If approved such a claim will allow the congregation to deduct the full cost of the appointment from its income in the first two years.

### **Some Important Observations by the 2010 committee:**

1. Willow Creek South Africa documents a disturbing number of people leaving youth ministry across a variety of congregations, very often badly hurt and disillusioned.

The reasons given are:

  - Mismatched expectations and lack of clarity with regard to boundaries
  - Inadequate remuneration compared to expectations of management
  - Lack of support and care from the congregation and leadership
  - Lip service given to the importance of youth, but limited practical support
  - Clash with senior leadership.
2. Some aspects of the model presented in the 2008 report may be cumbersome. As far as we are aware, there is not a single Presbytery that has a functioning

CDP Forum. To burden Presbytery with another Forum for Youth Leaders may not be practical.

3. The term "Pastor" is problematic in the UPCS. Many are concerned that any job-title containing "Pastor" opens a back door into the traditional category of "Ordination to Word and Sacrament." As a Denomination we are going to have to find some clarity in this tension between the concept of the priesthood of all believers and the value we attach to classically and academically trained ministers who have gone through selection and call processes and fall under the care and discipline of Presbyteries.

We also need to recognise that there are often glaring inconsistencies: We argue that a youth pastor is not a minister, but when the congregation is vacant, the Interim Moderator and congregation expect the Youth Pastor to preach, conduct funerals and do everything except the sacraments – all on the youth pastor's salary!

4. There is a proliferation of specialised ministries. We already have the CDE who is a church-planting specialist. Some congregations are already appointing people to manage the Admin and Strategic work in congregations (in the USA these are often referred to as "Executive Pastors") Many congregations have church secretaries who play more than a simple administrative role. Other congregations are appointing people to do Pastoral Care and we may soon have folk who specialise in ministry to the elderly as health-care improves and people live longer. Congregations also appoint people to coordinate their worship.

In the light of this it is recommended that we move forward in two ways: general and specific.

#### **General Recommendations**

1. We should unashamedly promote and protect the category of Ordained Ministry but not as a status issue. Our ordained Ministers go through careful selection processes. They are trained at recognized institutions where we have an input in their training. We spend a great amount of money to equip them to serve the local church, their presbytery and the denomination. The standards and expectations should be high and selection criteria stringent.
  - Our ministers should be equipped to develop the gifts of others
  - Ministers should be trained to work with teams of elders and other employees.
2. We should recognise that a number of other ministries are needed in the church and people should be supported and encouraged to serve Christ in these ways. As more and more people are employed in full and part-time capacities to serve as youth pastors, Church Development Evangelists, pastoral visitors, pastoral executives, lay-preachers, stated-supply (who are not ministers) and pastoral assistants we need to make the following recommendations:
  1. The Assembly accepts the word "Pastor" to refer to people who are trained and appointed to serve local congregations, but that they are not selected and trained as "Ministers" are.
  2. The Assembly works toward having a positive and supportive outlook on the various "Supportive Ministries" that exist and may arise in the denomination. (Let us begin to talk about, think about, promote, encourage, celebrate and appreciate a Category of "Supportive Ministries")

3. The Assembly instructs MinComm and CDP to put together some general guidelines for the employment of those who are appointed fulltime or part-time in any supportive ministry.
4. The Assembly forms a work-group to:
  1. Put together an Course to be done by Correspondence entitled an "Orientation to Ministry in the UPCS: A primer for doctrine, practice and policy for those being employed in Supportive Ministries in the UPCS." This course is on-the-job-training and should be completed in the first two years of appointment. It should not be too onerous, but it should give people a clear understanding of serving and being employed in the Denomination.
    - The course to cover:
      - A review of our creeds and confessions and basic doctrines
      - An exploration of calling and basic holiness and discipleship
      - Accountability and Presbyterian forms of Government
      - and other issues it may deem necessary to put in.
  2. Consult with the Manual Committee to formulate and alter the regulations around the employment of people within congregations, making clear that Congregations should make appointments with due care and consultation – the risks that congregations can naively employ people without fulfilling labour law requirements are considerable.
  3. Draw up some Guidelines for Remuneration, Draft Letters of Appointment, Job Descriptions, Income Tax Procedures and Contracts. These resources would save congregations having to re-invent the wheel and bring a level of standardization that would prevent congregations making mistakes in the employment process that could result in litigation later on.
5. When congregations make appointments like these in addition to having a Minister, it is fairly safe to assume that this is an indication of growth in the congregation and this should be encouraged. Assembly should grant Assessment relief for the first two years of appointment. (In the first year, the full salary is deductible from assessable income and in the second year half of the salary is deductible) and the application for this relief should be approved by the local presbytery who are given the final say over this matter so that these applications are not being processed by a committee that is often thousands of kilometers away from the grassroots situation.
6. We should create and promote Orders of Supportive Ministries, like the existing "Order of Lay Preachers." When a person is recognised as belonging to the order, there is an assumption that there are some key foundations in place and that Presbyteries and Congregations can use, employ and deploy members of these Orders with confidence. Membership of these Orders should lapse through inactivity and there should be refresher courses and training gatherings.

The Assembly will need to allocate additional financial and other resources to the Ministry Committee for it to strengthen its support of the "Order of Lay Preachers" and to establish the "Order of Youth Pastors"

#### **Specific Recommendations regarding Youth Pastors.**

1. The Assembly instructs its Ministry Committee to establish the "Order of Youth Pastors" which will provide guidelines and processes for those who would serve the church in this way. The following issues need to be considered:
  - Selection Criteria and Base requirements
  - Recognised training courses
  - Guidelines for employment and remuneration
  - Gatherings of members for encouragement and training
  - Codes of Conduct

(The Youth Leaders report in 2008 has a lot of material that would be very helpful in this regard. There should be thorough consultation with those already serving in Youth Ministry )
2. In the light of the needs of our young people and the statistics of frustration and disillusionment felt by those called to serve our young people, this matter to receive utmost priority.