

APPENDIX

1. Congregational Survey
2. Data on Congregational survey
3. Ministers' Survey
4. Data on Ministers' Survey
5. Individual Interviews (II) of ministers
 - 5.1. Structured questions on Individual Interview of ministers
 - 5.2. Data on Individual Interview of ministers
 - 5.2.1. Rev1
 - 5.2.2. Rev 2
 - 5.2.3. Rev 3
 - 5.2.4. Rev 4
 - 5.2.5. Rev 5
 - 5.2.6. Rev 6
 - 5.2.7. Rev 7
 - 5.2.8. Rev 8
6. Focus Group Interviews (FGI) of congregation members
 - 6.1. Structured questions on Focus Group Interview (FGI) of congregation members
 - 6.2. Data on Focus Group Interview (FGI) of Congregation members
 - 6.2.1. C1
 - 6.2.2. C2
 - 6.2.3. C3
 - 6.2.4. C4
 - 6.2.5. C5
 - 6.2.6. C6
 - 6.2.7. C7
 - 6.2.8. C8



1. CONGREGATIONAL SURVEY (DRCA OFS)



1. General instructions for filling in the questionnaire.

The aim of the questionnaire is to get an idea of the current pattern of the ministry in the congregation and what the congregation's situation is. Open questions (where you can write your own answer) will also be asked. As with all other questions, please complete the open questions with great care. The questionnaire should be completed by the church secretary in collaboration with the management committee/leadership of the congregation. Please ensure that the answers provide an accurate picture of the congregation. The details should be easily available. Please do not enter "unknown". Rather make a reliable estimation if you cannot get the information. However, please avoid it as far as possible to make estimations.

2. Collection of the questionnaire.

The completed questionnaires should be posted to the researcher. Please make use of the enclosed envelope. If there are any problems encountered with regard to the questionnaire the congregation is free to contact Rev Pali so that necessary help could be provided

3. Enquiries

If you have problems with completing the questionnaire, you can contact any of the researchers.

This research is part of a research project done in collaboration with the Regional Synod of the DRCA and the Department of Practical Theology at the University of the Free State, and DRC, Church Mirror

We are totally dependent on your cooperation.

Thank you very much.

The Rev. KJ Pali

E-mail: palikj@ufs.ac.za

Tel: 051-401 7037

Cell: 072 227 3490

Prof. Kobus Schoeman

E-mail: schoemanw@ufs.ac.za

Tel:051-4012668

Please send the complete questionnaires before 20th September 2011.

Definitions of technical words:

1. Baptised member: Everybody (Big or small) who has been baptised but who has not yet been confirmed.
2. Confessing Members: Someone who has already been confirmed in her/his faith in public.
3. Unbaptised: All children (large or small) of NGKA congregations who has not yet been baptised. They can also be adults who come to the NGKA but who has not yet been baptised.

FOR OFFICE USE				
Questionnaire (V01)				
Region (V02)				
Congregation (V03)				
Synod (V04)				

Instructions for completing the questionnaire

1. With each question, please write the correct number in the relevant box(es), for example:

Say you have to write 52, then write

--	--	--	--

Say you have to write 291, then write

--	--	--	--

2. Where your opinion or answer is asked, make a cross in the relevant box, e.g.

Yes	1
No	2

3. If you are unsure about certain information, please do not write "unknown". Rather go to the trouble of finding information that is as reliable as possible.
4. Please answer the open questions with short answers. Please print.
5. Under "other", please fill in: the particulars that are needed.
6. Please ignore the "V - numbers".

Enter the name of your congregation:

Congregation:
Synod:

1. MEMBERS IN THE CONGREGATION:

1.1. Does your congregation have a programme or action that reaches out to non-members? (V29)

Yes	1
No	2

If yes, please describe it briefly (V30) _____

--	--

1.2. If someone joins the congregation as member, is there a specific plan/action on how to get her/him involved in the congregation? (V31)

Yes	1
No	2

If yes, please describe it briefly (V32)

--	--

1.3. In your experience, what is the main reason why members move across congregational boundaries? (V33)

--	--

1.4. In your experience, what is the main reason why members leave to join charismatic congregations? (V34)

--	--

2. Leadership in the congregations

2.1. How would you describe the leadership style of the leaders in the congregation? (V35)

Pastoral, care	Servant	charismatic	Transformational	other
1	2	3	4	5

2.2. Should the present leadership in the following church structures be transformed?(V36)

	Yes	Uncertain	No
Circuit			
Synod			

2.3. Do you think that the minister has enough time with congregation to do his work honestly? (V37)

Yes	1
No	2

Give a reason for your answer (V38).....

--	--

2.4. Do you think that the relieving minister has enough time with congregation to do his work honestly? (V39)

Yes	1
No	2

Give a reason for your answer (V40).....

--	--

3. PUBLIC WORSHIP IN THE CONGREGATION

3.1. How many worship services are usually held in this congregation on a Sunday?

Morning	V41	Number	
Evening	V42	Number	
Other	V43	Number	

Who usually leads these worship services?

		Always	Sometimes	Never
Minister	V44	1	2	3
Relieving minister	V45	1	2	3
Elder	V46	1	2	3
Member of the congregation	V47	1	2	3

3.2. Does the public worship service in the congregation relate to the everyday context of the communicants? (V48)

Yes, regularly	1
Sometimes	2
Never	3

Give a reason for your answer (V49).....

--	--

3.3. Did the direction of the public worship service for the last two years changed? (V50)

Always	1	
Sometimes	2	
Never		

Give reason for your answer (V51)

--	--

3.4. Apart from the usual worship service in the morning, does your congregation have a separate worship service focussing on smaller children (tick only one possibility)? (V52)

Yes - for smaller children only	1
Yes - for smaller children and their parents	2
No	3

3.5. Which songbooks do you use during worship services?

		Always	Often	Sometimes	Never
Sion Hymns	V87	1	2	3	4
Hosanna	V88	1	2	3	4
Own compilation	V89	1	2	3	4
Other	V90	1	2	3	4

3.6. Do you use interpreters in the worship services? (V91)

Yes	1
No	2

If yes, please indicate to which language group?

		Number
Language:	V92	
Language:	V93	
Language:	V94	

If yes, why do you use interpreters? (V95)

--	--

3.7. Do you think music in your congregation should be transformed? (V96)

Yes	1
No	2

Give reason for your answer (V97)

--	--

3.8. Does your congregation have an organ/choir/lead singer for accompanying the singing (either before or during worship services)? (V98)

Yes	1
No	2

3.9. What is the primary form of accompaniment during the following worship services? (V99)

		Organ	Cushion and bell	Choir	Other instruments
Morning service	V100	1	2	3	4
Focussed on smaller children	V101	1	2	3	4
Evening service	V102	1	2	3	4
Other worship services	V103	1	2	3	4

3.10. How often did you celebrate the Holy Communion in 2010? (congregations that serve the Holy Communion on the same day at more than one service, count it as one opportunity) (V104)

Number		
--------	--	--

3.11. Does the liturgical leader in your congregation use liturgical wear?

		Always	Sometimes	Never
Gown	V105	1	2	3
Stola or liturgical hood	V106	1	2	3
Manel	V107	1	2	3

3.12. Do you use the following as guideline for organising the services or preaching?

		Always	Sometimes	Never
Lectionary	V108	1	2	3
Other	V109	1	2	3

3.13. Does the preaching in the congregation reflect good preparation? (V110)

Yes regularly	1
Sometimes	2
Never	3

3.14. Does the preaching reflect everyday context of the congregants? (V111)

Yes regularly	1
Sometimes	2
Never	3

4. THE FINANCES OF THE CONGREGATION

4.1. Do you preach about the tithing of the Christian in the congregation? (V145)

Yes regularly	1
Sometimes	2
Never	3

4.2. What kind of offering do you use in the congregation? (V146)

Regular contribution	Tithing	Other
1	2	3

- 4.3. Does your congregation have a budget that had been approved officially? (V160)

Yes	1
No	2

- 4.4. Which of the following best describes the financial position of your congregation? (V161)

Our financial income is growing.	1
Our financial income is stable.	2
Our financial income is mainly declining.	3
Our financial position holds a serious threat to the future existence of the congregation.	4

- 4.5. The pay for the full-time minister(s) in the congregation is...(V162)

Less than the salary scale of the synod	1
according to the salary scale of the synod	2
more than the salary scale of the synod	3
Other	

- 4.6. Full-time ministers in the congregation are allowed to live in their own house... (V163)

No, they stay in the congregation's manse.	1
Yes, with a housing subsidy according to the synod's scale.	2
Yes, with a housing subsidy better than the synod's scale.	3
Yes, with a housing subsidy worse than the synod's scale.	4
Other:	

5. POSTS IN THE CONGREGATION

5.1. How many full-time posts for ministers in the congregation are.....

Filled?	V164		
Vacant?	V165		
Abolished/closed during 2007 to 2010?	V166		
Created during 2007 to 2010?	V167		

How many of the minister's posts that are filled are filled by...

Full-time ministers	V168	
Minister in a contract position	V169	
Part-time ministers	V170	
Chaplains	V171	
Theology professors/ministers in synodical service	V172	

5.2. Does your congregation use a temporary pastoral help? (V173)

Yes	1
No	2

If yes, please indicate who is in the post and how many people are in these posts:

		Yes	Number
Candidate for the ministry	V174,V175	1	
Retired minister	V176,V177	1	
Elder with specific instruction	V178,V179	1	
Minister waiting for a call	V180,V181	1	
Relieving minister (konsulent)	V182,V183	1	
Part-time minister (Tentmaking)	V184,V185	1	
Other	V186,V187	1	

5.3. How many legitimated ministers in service of the congregation are women?

Full-time	V188	
Part-time	V189	

5.4. How many members of the church council are women?

Elders	V226			
Deacons	V227			

5.5. How many appointed service workers and/or leaders in the congregation are doing...

the work of an elder?	V228			
the work of a deacon?	V229			
leaders of small groups?	V230			
have other responsibilities	V231			

5.6. Youth worker - does the congregation have an appointed youth worker in its service? (V232)

5.7. If yes, is it...

		Yes	Number
Full-time	V233,V234	1	
Part-time	V235,V236	1	

5.8. Are the youth worker(s) set apart or confirmed for their work during a worship service? (V237)

Yes	1
No	2

5.9. What post-school qualification does the youth worker(s) have? (V238)

6. FUNCTIONING OF THE CONGREGATION

6.1. Which of the following descriptions best describe your church council?

	Yes	No
1 One church council consisting of elders and deacons (traditional) (V239)	1	2
Other (V240):		

6.2. How does the congregation reach out? With which statement do you agree most? Please mark it on the scale. (V241)

As one, with missions projects that are part of the usual activities of the congregation	1	2	3	4	5	As a missionary congregation that views her existence as part of God's mission to this world

Give a reason for your answer (V242)

.....

--	--

6.3. How would you describe your congregation's current direction? (V243)

1	2	3	4
Declining and/or dying	Caught up in maintenance/survival	Growing	Dynamically growing

Give a reason for your answer: (V244)_____

--	--

6.4. What has happened or changed in the community/environment during the past year? E.g. were there demographic changes, events in nature (drought, floods, disasters), inflow or outflow of businesses? (V245)

--	--

6.5. How did your congregation react? (V246)

.....

--	--

6.6. What is the relationship between your congregation and other congregations in your area? (V247)

--	--

6.7. Who is the chairperson of the church council? (V248)

Minister	1
Relieving minister	2
Elder	3
Deacon	4

6.8. The use of technology in the congregation.

		Yes	No
Has the data base for members been computerised?	V249	1	2
Has the bookkeeping system been computerised?	V250	1	2
Does the congregation have an own web site?	V251	1	2
Does the congregation send out an electronic news letter?	V252	1	2
Is a data projector used during worship services?	V253	1	2
Are tithes paid electronically (internet, debit order, etc.)?	V254	1	2

6.9. What is the role of the following church meetings (decisions, actions) in the functioning of the congregation?

		No role	Small role	Important role
General Synod	V255	1	2	3
Regional Synod	V256	1	2	3
Presbytery	V257	1	2	3

6.10. Is there a possibility of **cooperating** with a neighbouring congregation? (V258)

Yes	1
No	2

If yes, how do you envisage it?

V259	
------	--

6.11. Is there a possibility of **merging** with a neighbouring congregation? (V260)

Yes	1
No	2

If yes, how do you envisage it?

V261	
------	--

6.12. Did the congregation have a service agreement, according to the Church order, with the following persons?

		Yes	No
Minister(s)	V262	1	2
Office personnel	V263	1	2
Parish clerk	V264	1	2
Elder with specific Instruction	V265		
Other personnel	V266	1	2

7. SMALL GROUPS AND OTHER MINISTRIES

7.1. How many wards are there in your congregation? (V267)

Number		
--------	--	--

How do the wards function? (V268)

--	--

7.2. Is there an organised ministry for small groups in your congregation? (e.g. "pastoral" group) (V269)

Yes	1
No	2

If yes, please give a brief description of the model you use. (V270)

--	--

7.3. Does your congregation have an organised ministry for evangelisation? (V277)

Yes	1
No	2

If yes, what material do you use for equipment? (V278)

--	--

8. INVOLVEMENT IN THE COMMUNITY

8.1. Does your congregation undertake community-development projects? (V279)

Yes	1
No	2

If yes, with which of the follow projects are you involved?

		Yes	No
Feeding schemes	V280	1	2
Housing schemes	V281	1	2
Counselling programmes	V282	1	2
Literacy classes	V283	1	2
Job classes	V284		
Other projects/programmes	V285	1	2

Who is responsible for the projects/programmes?

		Yes	No
Women's auxiliary/Ministry	V286	1	2
Church council	V287	1	2
Committees	V288	1	2
Youth actions	V289	1	2
Members of the congregation	V290	1	2

8.2. Welfare and social matters

	Often	Sometimes	Never
1 Does the congregation specifically attend to traditional initiation school as a social problem? (V291)	1	2	3

If yes, please give a brief description of the actions that the congregation conduct. (V292)

--	--

	Often	Sometimes	Never
Does the congregation specifically attend to sacrifices to the ancestors as a social problem? (V293)	1	2	3

If yes, please give a brief description of the actions that the congregation conduct. (V294)

--	--

	Often	Sometimes	Never
Does the congregation specifically attend to alcoholism as a social problem? (V295)	1	2	3

If yes, please give a brief description of the actions that the congregation conduct. (V296)

--	--

	Often	Sometimes	Never
Does the congregation specifically attend to xenophobia as a social problem? (V297)	1	2	3

If yes, please give a brief description of the actions that the congregation conduct. (V298)

--	--

	Often	Sometimes	Never
Does the congregation specifically attend to family crises as a social problem? (V299)	1	2	3

If yes, please give a brief description of the actions that the congregation conduct.
(V300)

--	--

	Often	Sometimes	Never
Does the congregation specifically attend to crime and corruption as a social problem? (V301)	1	2	3

If yes, please give a brief description of the actions that the congregation conduct.
(V302)

--	--

	Often	Sometimes	Never
Does the congregation specifically attend to HIV/AIDS as a social problem? (V303)	1	2	3

If yes, please give a brief description of the actions that the congregation conduct.
(V304)

--	--

8.3. How many members of the congregation that you know of are **HIV positive**?
(V305)

Number		
--------	--	--

8.4. How many members of the congregation that you know of are terminally ill
with AIDS? (V306)

Number		
--------	--	--

8.5. Does your congregation have a community-based strategy for HIV/AIDS according to which you plan? (V307)

Yes	1
No	2

If yes, please describe the strategy briefly. (V308)

--	--

	Often	Sometimes	Never
Does the congregation specifically attend to poverty as a social problem? (V309)	1	2	3

If yes, please give a brief description of the actions that the congregation conduct. (V310)

--	--

8.6. Does your congregation have a strategy for **poverty** and job creation that is implemented? (V311)

Yes	1
No	2

If yes, please describe the strategy briefly. (V312)

--	--

9. RELATIONSHIP WITH CHURCHES AND CONGREGATIONS

9.1. Do you have contact with a particular congregation in the DRC family? (V313)

Yes	1
No	2

What is the form of the contact?

		Yes	No
Liaison from time to time	V314	1	2
Sharing worship services	V315	1	2
Combined worship services or Holy Communion	V316	1	2
Combined projects	V317	1	2
Other	V318		

9.2. Are there ecumenical dialogue groups (fraternal) between churches and congregations in your environment? (V319)

Yes	1
No	2

Does your congregation take part in it? (V320)

Yes	1
No	2

10. ANY COMMENTS OR SUGGESTIONS CONCERNING THIS QUESTIONNAIRE?

V321		
------	--	--

Thank you

2. DATA ON CONGREGATIONAL SURVEY (DRCA OFS)

1. MEMBERS IN THE CONGREGATION:

Reach out to non members

1.7. Does your congregation have a programme or action that reaches out to non-members? (V29)	%
Yes	69
No	31

1.7. Does your congregation have a programme or action that reaches out to non-members? If yes give reasons (V30)	%
No response	30
Visits to their specific place to share the word and needs for survival	70

1.8. If someone joins the congregation as member, is there a specific plan/action on how to get her/him involved in the congregation? (V31)	%
Yes	83
No	17

1.8. If yes, please describe it briefly(V32)	%
Nothing	16
Motivation and invitation to partake in church activities	84

Moving across boundaries

1.9. In your experience, what is the main reason why members move across congregational boundaries within the DRCA? (V33)	Freq	%
No response	6	7
Work and school related reasons	15	17
Pride, freedom and style of management of those churches, prosperity gospel	19	22

Manipulation from other congregations	8	9
Invitation by friends and family members	4	5
Lack of involvement in the congregation, conflict, competition, lack of building	7	8
Long term relationship with congregation, satisfactory ministry with regard music and worship service	16	19
Dissatisfaction with the management, offering, music	11	13

1.10. In your experience, what is the main reason why members leave to join charismatic congregations? (V34)	Freq	%
No response I do not know	7	8.2
Lack of trust in their own churches, building, poor leadership	10	11.8
Miracles of healing, music, tithing, prosperity gospel vs salvation gospel	42	49.4
Freedom style of management and dress, music	18	21.2
Spiritual shopping	8	9.3

2. LEADERSHIP IN THE CONGREGATIONS

Leadership description

2.1. How would you describe the leadership style of the leaders in the congregation? (V35)	%
Pastoral	57
Servant	13
Charismatic	5
Transformational	23
Other	2

Change of leadership

2.2. Should the present leadership in the circuit be transformed?(V36)	%
Yes	41
No	59

2.2. Should the present leadership in the synod be transformed?(V36)	%
Yes	42
No	58

Fulfilment of duty

2.3. Do you think that the minister has enough time with congregation to do his work honestly? (V37)	%
Yes	54
No	46

2.3. Give reasons (V38)	Freq	%
No minister	28	33
Yes, Works according to the programme	37	43
No, Congregation is too big, work is too much, lack of ministers, transport, tentmaker, no house visits done	11	24

Relieving minister

2.4. Do you think that the relieving minister has enough time with congregation to do his work honestly? (V39)	Freq	%
Yes	29	35
No	53	65

2.4. Do you think that the relieving minister has enough time with congregation to do his work honestly? (V40)	Freq	%
No, Comes when necessary(funeral and sacraments), congregation is too big and stays far away	32	74
No relieve minister	22	26

3. PUBLIC WORSHIP IN THE CONGREGATION

3.1. How many worship services are usually held in the morning in this congregation on a Sunday? V41	%
1	89.
2-4	11

3.1. How many worship services are usually held in the evening in this congregation on a Sunday? V42	Freq	%
0	10	77
1	3	23

3.1. How many worship services are usually held in the other time in this congregation on a Sunday? V43	%
0	63.1
1-9	36.4

Worship service: leadership

3.1. The minister usually leads these services (V44)	%
Always	68
Sometimes	26
Never	6

3.1. The relieving minister usually leads these services (V45)	%
Always	18
Sometimes	49
Never	33

3.1. The elder usually leads these services (V46)	%
Always	78
Sometimes	16
Never	6

3.1. The member of the congregation usually leads these services (V47)	%
Always	16
Sometimes	53
Never	31

Worship service: relevance

3.2. Does the public worship service in the congregation relate to the everyday context of the communicants? (V48)	%
Yes, regularly	77
Sometimes	20
Never	3

3.2 Give reasons for your answer (V49)	%
Builds us spiritually, touches on contextual issues	65
It depends on who is preaching and from where he is reading the text	35

Worship service: change

3.3. Did the direction of the public worship service for the last two years changed? (V50)	%
Always	31
Sometimes	29
Never	40

3.3. Give reasons for your answer (V51)	%
Still traditional worship service though we sing choruses, allow women leadership, allow various offering methods	77
It attempts to address the spiritual needs of the congregation (allow worship service of children, youth etc)	23

Worship service: child ministry

3.4. Apart from the usual worship service in the morning, does your congregation have a separate worship service focussing on smaller children ? (V52)	%
Yes	71
No	29

Hymn book

3.8. Which songbooks do you use during worship services? Sion hymns (V87)	Freq	%
Always	6	21
Often	1	3
Sometimes	11	38
Never	11	38

3.8. Which songbooks do you use during worship services? Hosanna (V88)	%
Always	92
Never	8

3.8. Which songbooks do you use during worship services? Own compilation (V89)	Freq	%
Always	6	20
Often	2	7
Sometimes	17	57
Never	5	16

3.8.Which songbooks do you use during worship services? Other (V90)	Freq	%
Always	3	13
Often	2	8
Sometimes	6	25
Never	13	54

Worship service: Interpreters

3.9.Do you use interpreters in the worship services? (V91)	%
Yes	20
No	80

V92-v95

Worship service: Music

3.10. Do you think music in your congregation should be transformed? (V96)	%
Yes	34
No	66

3.10. Give reasons (V97)	%
No response	14
We sing only hosanna hymns, as is our tradition	60
We must include chorus, traditional songs in our music, be contextual	21
Melody from Hosanna hymn book is monotonous	5

3.11. Does your congregation have an organ/choir/lead singer for accompanying the singing (either before or during worship services)? (V98)	%
Yes	11
No	89

3.12. What is the primary form of accompaniment during the following worship services? Morning service (V100)	%
Organ	2
Cushion and bell	4
choir	56
Other instruments	2

V 101-v10

How often did you celebrate the Holy Communion in 2010 (V104)	%
0-4	47
5	53

Liturgy

3.14. Does the liturgical leader in your congregation use liturgical wear like gown? (V105)	%
Always	86
Never	14

V106

3.14. Does the liturgical leader in your congregation use liturgical wear like manel? (V107)	%
Always	32
Never	68

Preaching

3.15. Do you use the lectionary as guideline for organising the services or preaching? V108	%
Always	76
Never	24

V109

3.16. Does the preaching in the congregation reflect good preparation? (V110)	Freq	%
Yes, regularly	75	87
Never	11	13

3.17. Does the preaching reflect everyday context of the congregants? (V111)	%
Always	86
Never	14

4. THE FINANCES OF THE CONGREGATION

5.3. Do you preach about the tithing of the Christian in the congregation? (V145)	%
Yes, regularly	73
Never	27

5.4. What kind of offering do you use in the congregation? V146	%
Regular contribution	78
Tithing	12
Other	10

5.6. Does your congregation have a budget that had been approved officially? (V160)	%
Yes	68
No	32

5.7. Which of the following best describes the financial position of your congregation? (V161)	%
Our financial income is growing.	27
Our financial income is stable.	18
Our financial income is mainly declining.	55

5.8. The payment for the full-time minister(s) in the congregation is...(V162)	%
Less than the salary scale of the synod	67
according to the salary scale of the synod	26
more than the salary scale of the synod	7

5.9. Full-time ministers in the congregation are allowed to live in their own house... (V163)	%
No, they stay in the congregation's manse.	71
Yes, with a housing subsidy	29

5. POSTS IN THE CONGREGATION

V 164-v172

6.2. Does your congregation use a temporary pastoral help? (V173)	Freq	%
No	82	96
Yes		4

V174-v189

V226-v238

6. FUNCTIONING OF THE CONGREGATION

7.1. 1 One church council consisting of elders and deacons (traditional) (V239)	%
Yes	97
No	3

7.2. How does the congregation reach out? With which statement do you agree most? Please mark it on the scale. (V241)						
As one, with missions projects that are part of the usual activities of the congregation	1	2	3	4	5	As a missionary congregation that views her existence as part of God's mission to this world
Freq	17	21	23	10	11	
%	21	26	28	12	13	

7.2. How does the congregation reach out? With which statement do you agree most? Please mark it on the scale. (V242)	Freq	%
No response	48	57
Christian charity, visit to Lesotho	5	6
House visits, preaching in the streets	8	10
We are still lacking here, no enthusiasm	11	13
Doing Farm ministry	11	13
Doing Mine ministry	1	1

7.3. How would you describe your congregation's current direction? (V243)	Freq	%
Declining and/or dying	7	8
Caught up in maintenance/survival	41	48
Growing	18	21
Dynamically growing	20	23

7.3. How would you describe your congregation's current direction? (V244)	Freq	%
No response	16	19
Small increase in membership	16	19
Drastic decrease in membership	9	11
Offering is poor	4	5

Growth is positive due to motivations, outreaches	21	25
Congregation is demoralised due to conflict with URCSA, lack of building, poor finances, vision, minister, poor leadership	11	13
Migration and family death	4	5
Declines due to retrenchment	2	2
Concerned with Renovation of buildings	1	1

7.4. What has happened or changed in the community/environment during the past year?(V245)	Freq	%
No response, nothing happened	42	49
New businesses of Chinese and Indians and mines	9	10
Gangsterism and youth immorality, crime, xenophobia, political violence	6	7
Foreigners who stay in our township, xenophobia	3	4
Migration from farms to townships, due to mines	8	9
Declining church membership, agricultural and economic situation	7	8
Natural disaster, death of the minister	10	12
New emerging churches	1	1

7.5. How did your congregation react? (V246)	Freq	%
No response, nothing happened	49	58
Positive because of new employments	6	7
To attract people to join us	4	5
Appoint spiritual worker for farm ministry, mines, charity	4	5
Nothing done	3	4
Praying for rain and economic situation, violent situation, doing charity	18	21

7.6. What is the relationship between your congregation and other congregations in your area? (V247)	Freq	%
No response	3	4
Positive	72	84
Moderate relationship	6	7
Good but not with URCSA	4	5

Church council leadership

7.7. Who is the chairperson of the church council? (V248)	%
Minister	63
Relieving minister	37

Technology

7.8. Has the data base for members been computerised? V249	%
Yes	18
No	82

7.8. Has the bookkeeping system been computerised?V250	%
Yes	19
No	81

7.8. Does the congregation have an own web site? V251	%
Yes	12
No	88

7.8. Does the congregation send out an electronic news letter? V252	%
Yes	10
No	90

7.8. Is a data projector used during worship services? V253	%
Yes	5
No	95

7.8. Are tithes paid electronically (internet, debit order, etc.)? V254	%
Yes	11
No	89

Influence of church structures

7.9. What is the role of the general synod (decisions, actions) in the functioning of the congregation? V255	%
Less role	47
Important role	53

7.9. What is the role of the regional synod (decisions, actions) in the functioning of the congregation? V256	%
Less role	38
Important role	62

7.9. What is the role of the classis (decisions, actions) in the functioning of the congregation? V257	%
Less role	36
Important role	64

Networking

7.10. Is there a possibility of cooperating with a neighbouring congregation? (V258)	%
Yes	76
No	24

7.10 Give reasons (V259)	%
No, differences between the congregations	37
Through Joint worship service, funerals, projects	63

7.11. Is there a possibility of merging with a neighbouring congregation? (V260)	Freq	%
Yes	49	58
No	36	42

7.11. Is there a possibility of merging with a neighbouring congregation? (V261)	%
No, due to conflicts	44
Yes, to form a combination to call a minister, unity in christ, to do projects	66

Contracts with personnel

7.12. Did the congregation have a service agreement, according to the Church order, with the minister?V262	Freq	%
Yes	40	56
No	32	44

7.12. Did the congregation have a service agreement, according to the Church order, with the office personnel?V263	Freq	%
Yes	5	10
No	50	90

7.12. Did the congregation have a service agreement, according to the Church order, with the parish clerk?V264	Freq	%
Yes	12	18
No	55	82

7.12. Did the congregation have a service agreement, according to the Church order, with the elder with specific instruction?V265	Freq	%
Yes	3	5
No	54	96

7.12. Did the congregation have a service agreement, according to the Church order, with the other personnel? V266	Freq	%
Yes	5	9
No	53	91

7. SMALL GROUPS AND OTHER MINISTRIES

Ministry design

8.1. How do the wards function? (V268)	%
To do bible study and fundraising	71
Function poorly, as if they do not exist	29

8.2. Is there an organised ministry for small groups in your congregation? (e.g. "pastoral" group) (V269)	%
Yes	16
No	84

8.2 Is there an organised ministry for small groups in your congregation? (e.g. "pastoral" group) (V270)	%
No	87
Called cell groups and they motivate and help each other	13

8.5. Does your congregation have an organised ministry for evangelisation? (V277)	%
Yes	13
No	87

8.5 Does your congregation have an organised ministry for evangelisation? (V278)	Freq	%
No response	77	95
Bible, catechism, tracts	4	5

8. INVOLVEMENT IN THE COMMUNITY

9.1. Does your congregation undertake community-development projects? (V279)	Freq	%
Yes	28	34
No	55	66

9.1. Feeding schemes V280	Freq	%
Yes	19	46
No	22	54

9.1. Housing schemes V281	Freq	%
Yes	2	8
No	27	92

9.1. Counselling programmes V282	Freq	%
Yes	6	21
No	23	80

9.1. Literacy classes V283	Freq	%
Yes	3	11
No	25	89

9.1. Job classes V284	Freq	%
Yes	2	8
No	24	92

9.1. Other projects/programmes V285	Freq	%
Yes	10	27
No	27	73

9.1. Women's auxiliary/Ministry V286	Freq	%
Yes	8	32
No	17	68

9.1. Church council V287	Freq	%
Yes	21	54
No	18	46

9.1. Committees V288	Freq	%
Yes	9	35
No	17	65

9.1. Youth actions V289	Freq	%
Yes	6	25
No	18	75

9.1. Members of the congregation V290	Freq	%
Yes	17	50
No	17	50

9.2. Does the congregation specifically attend to traditional initiation school as a social problem? (V291)	Freq	%
Often	24	28
Sometimes	18	21
Never	44	51

9.2 Does the congregation specifically attend to traditional initiation school as a social problem? If yes, please give a brief description of the actions that the congregation conduct. (V292)	Freq	%
No response	62	72.
We discourage them to go to traditional school, affects church attendance of youth	15	17
Not really a problem	4	5
Culture issues tends to contaminate the gospel, disciplined	5	6

9.2. Does the congregation specifically attend to sacrifices to the ancestors as a social problem? (V293)	Freq	%
Often	20	23
Sometimes	23	27
Never	43	50

9.2. Does the congregation specifically attend to sacrifices to the ancestors as a social problem? If yes, please give a brief description of the actions that the congregation conduct. (V294)	Freq	%
No response	57	66
It is not a Christian practice	23	27
Not really a problem but it happens	6	7
9.2. Does the congregation specifically attend to sacrifices to the ancestors as a social problem? If yes, please give a brief description of the actions that the congregation conduct. (V294)	Freq	%

9.2. Does the congregation specifically attend to alcoholism as a social problem? Does the congregation specifically attend to alcoholism as a social problem? (V296)	Freq	%
No response	36	41.9
Drunkness affect church attendance and is reprimanded	35	40.7
It makes people to be immoral, break family	13	15.1
It is there but is not a problem as such	2	2.3

9.2. Does the congregation specifically attend to alcoholism as a social problem? (V295)	Freq	%
Often	51	60
Sometimes	19	23
Never	14	17

9.2. Does the congregation specifically attend to xenophobia as a social problem? (V297)	Freq	%
Often	43	52
Sometimes	18	22
Never	22	26

9.2. Does the congregation specifically attend to xenophobia as a social problem? (V298)	Freq	%
No response	47	55
It promotes tension within the community	8	9
No such a thing	3	4
Necessary help is provided , friendship is built, promote Christian love of thy neighbour	24	28
Foreigners encourage immorality among young people	1	4

9.2. Does the congregation specifically attend to family crises as a social problem? (V299)	Freq	%
Often	43	52
Sometimes	23	28
Never	17	20

9.2. Does the congregation specifically attend to family crises as a social problem? (V300)	Freq	%
No response, no such complaints	46	54
It promotes Youth immorality	9	10
Affects the growth and development of the congregation, family	24	28
Necessary interventions are done through house visits, prayer, workshops	7	8

9.2. Does the congregation specifically attend to crime and corruption as a social problem? (V301)	Freq	%
Often	66	80
Sometimes	9	11
Never	8	9

9.2. Does the congregation specifically attend to crime and corruption as a social problem? (V302)	Freq	%
No response	39	45
Crime is reported to the police, engage members of CPF	12	14
Unemployment, drugs is the cause	4	5
We do Prayer, bible study	8	9
Creates fear and tension within the community and church members	16	19
Members needs to be trained in responsible life, neighbourhood watch	5	6
It destroys the economy	2	2

9.2. Does the congregation specifically attend to HIV/AIDS as a social problem? (V303)	Freq	%
Often	70	84
Sometimes	9	11
Never	4	5

Does the congregation specifically attend to HIV/AIDS as a social problem? (V304)	Freq	%
No response	26	31
AIDS kills some of our members, awareness projects	43	51
Prayer	9	11
Not much because it is a private issue, no funds	6	7

9.5. Does you congregation have a community-based strategy for HID/AIDS according to which you plan? (V307)	Freq	%
Yes	15	20
No	61	80

9.5 Does you congregation have a community-based strategy for HID/AIDS according to which you plan? (V308)	Freq	%
No response	66	77
Candlelight to show sympathy to HIV/AIDS victims, blood test	12	14
Skilled people in AIDS issues are unavailable	2	2
Impossible to act effectively as people hide the illness	2	2
Inviting experts	4	5

Does the congregation specifically attend to poverty as a social problem? (V309)	Freq	%
Often	71	83
Sometimes	11	13
Never	3	4

Does the congregation specifically attend to poverty as a social problem? (V310)	Freq	%
No response	20	23
Due to unemployment not much is done	22	26
It creates sufferings in the families	16	19
Poverty alleviation projects such as garden and food parcels	28	32

9.6. Does you congregation have a strategy for poverty and job creation that is implemented? (V311)	Freq	%
Yes	30	35
No	55	65

9.6. Does your congregation have a strategy for poverty and job creation that is implemented? (V312)	Freq	%
No response	53	62
Food parcels	12	14
We pray for the poor	1	1
Garden projects	20	23

9. RELATIONSHIP WITH CHURCHES AND CONGREGATIONS

Unity

10.1. Do you have contact with a particular congregation in the DRC family? (V313)	%
Yes	74
No	26

Liaison from time to time V314	Freq	%
Yes	29	46
No	34	54

Sharing worship services V315	Freq	%
Yes	26	46
No	30	54

Combined worship services or Holy Communion V316	Freq	%
Yes	15	32
No	32	68

Combined projects V317	Freq	%
Yes	15	33
No	31	67

Combined projects V317	Freq	%
Yes	15	33
No	31	67

Other V318	Freq	%
Yes	8	40
No	12	60

ecumenical

10.2. Are there ecumenical dialogue groups (fraternals) between churches and congregations in your environment? (V319)	%
Yes	71
No	29

10.2. Does your congregation take part in it? (V320)	%
Yes	66
No	34

10. ANY COMMENTS OR SUGGESTIONS CONCERNING THIS QUESTIONNAIRE?

10. ANY COMMENTS OR SUGGESTIONS CONCERNING THIS QUESTIONNAIRE?	Freq	%
No response	29	39
Send it annually	15	20
Questions are too many	3	4
The church should give freedom for its members to be creative in worship service	2	3
The question relate to congregation within their buildings not as such those outside their building	0	0
The question highlight our weakness in the ministry, how can we be helped?	17	23
The questions are really challenging although some are not really in our context	8	11

3. MINISTERS' SURVEY



THEOLOGY
TEOLOGIE
UFS·UV

Nederduitse Gereformeerde Kerk in Afrika



Die doel van die ondersoek is om oor 'n wye spektrum van sake inligting in te samel oor predikante. Hiermee kan die navorser beter verstaan wat in die kerk aan die gebeur is en sal dit die navorser en die NGKA help om leiding te gee ten opsigte van 'n beter bedeling vir predikante en die bediening van gemeentes.

Hierdie vraelys is so opgestel dat u dit maklik en gou sal kan invul. Dit bevat duidelike aanwysings van hoe u dit moet voltooi. Vul dit asseblief so volledig moontlik in. U kan daarvan verseker wees dat al u antwoorde beslis vertroulik hanteer word. U naam of adres verskyn nêrens op die vraelys nie. Ons maak staat op elkeen om die vraelys korrek in te vul en seker te maak dat dit teruggestuur word.

Hierdie opname geskied onder beskerming van die Departement Praktiese Teologie aan die Universiteit van Vrystaat, NGKA en Kerkspieël.

Wil u sommer NOU die vorm voltooi en die saak afhandel. U kan u vraelys in die geadresseerde koevert verseël, 'n seël op plak en dit self pos aan die volgende adres:

Ds. KJ Pali, Posbus 1004, Bloemfontein, 9300

Indien u enige probleme met die invul van die vraelys ondervind, kan u Ds KJ Pali skakel.

Baie dankie

Ds. K.J. Pali

E-Pos: palikj@ufs.ac.za

Tel: 051-401 7037

Sel: 072227349

Prof. Kobus Schoeman

E-Pos: schoemanw@ufs.ac.za

Tel: 051-401 2668

Stuur hierdie vraelys asseblief nie later as 10 September 2011 terug nie.

INVUL-INSTRUKSIES

Voltooi asseblief deur telkens 'n kruis in die betrokke blok wat op u betrekking het, te maak.

Byvoorbeeld: 'n Manlike persoon sal 'n kruisie teen "Manlik" oor die 1 syfer trek.

Manlik	1
Vroulik	2

In gevalle waar meer as een antwoordmoontlikheid vir u aanvaarbaar is, moet u slegs die één wat die mees aanvaarbare is, merk. Moet asseblief nie vrae uitlaat nie. **Merk alle vrae.**

Indien versoek, skryf telkens die regte getal in die toepaslike blokkie(s).

Byvoorbeeld: Gestel u moet 60 skryf, skryf dan

--	--	--

Ignoreer asb die V-kodes by elke vraag bv (V9).

VIR KANTOORGEBRUI K:	Vraelys (V1)				
	Groep (V2)				
	Sinode (V3)				

U gemeente:

1. Binne watter sinodale gebied ressorteer u?(V4)

.....

--	--

2. Gemeentekategorie (merk net een) (V5)

'n Gemeente wat op 'n heel klein dorpie/gemeenskap geleë is waar daar net een NGKA leraar is.	1
'n Gemeente wat in 'n dorp geleë is wat so groot is dat daar meer as een NGKA leraars werksaam is (ongegag die aantal gemeentes).	2
'n Gemeente wat in die stad/voorstede geleë is, wat woonhuise, meenthuisse, woonstelle en ook kleinhowes kan insluit.	3

U geloofsagtergrond:

3. Wat was u kerkverband in u kinderjare? (V6)

--	--

U bedieningsagtergrond:

- 4.

		Jaar
--	--	------

5. Wat is die hoogste vlak teologiese opleiding wat u voltooi het? (V19)

Lisensiaat	1	Doktorandus	5
Nagraadse Diploma	2	D-graad	6
BD/BTh/ThB	3	Ander	
M-graad	4		

6. By watter opvoedkundige instansie het u eerste teologiese graad verwerf? (V20)

Universiteit van Turfloop	1	Stofberg Gedenkskool	4
Universiteit van Noord(QwaQwa)	2	UNISA	5
Universiteit van die Vrystaat	3	Ander: (spesifiseer)	

--	--

U huidige posisie:

7. Is u die enigste voltydse leraar van u gemeente? (V21)

Ja	1	Nee	2
----	---	-----	---

8. Vir hoeveel gemeentes is u 'n konsulent? (V22).....

--	--

9. Hoevoel u oor konsulentskap? (V23)

Van groot belang	belangrik	onbelangrik	Van min belang
1	2	3	4

10. Hoe sou u die leierskapstyl van die leiers in u gemeente beskryf?(V24)

Pastoraal, omgee	dienend	charismaties	Gerig op verandering	ander
1	2	3	4	5

11. Moet die huidige leierskap in die volgende kerkstrukture verander?(V25)

	Ja	Onseker	Nee
Kerkraad	1	2	3
Ring	1	2	3
Sinode	1	2	3

Gee kortliks 'n motivering vir elkeen (V26).....

--	--

12. Dink u as 'n predikant spandeer genoeg tyd met die gemeente? (V27)

Ja	1
Nee	2

Gee 'n motivering vir u antwoord (V28).....

--	--

13. Dink u as 'n konsulent spandeer genoeg tyd met die gemeente (V29)

Ja	1
Nee	2

Gee 'n rede vir u antwoord (V30).....

--	--

14. Stellings oor medeleraarskap (Voltooi asb indien van toepassing)

Beoordeel asseblief elkeen van die volgende so eerlik as moontlik	Stem beslis	Stem saam	Onseker	Stem nie saam	Stem beslis nie
Daar is 'n duidelike werkverdeling tussen my en my medeleraar(s) (V42)	1	2	3	4	5

Samewerking tussen die leraarspare is uitstekend (V43)	1	2	3	4	5
Spanning tussen my en my medeleraar(s) bemoeilik my werk (V44)	1	2	3	4	5
My medeleraar(s) speel 'n opbouende rol in my bedieningsontwikkeling (V45)	1	2	3	4	5
Die medeleraarskap lê my inisiatief aan bande (V46)	1	2	3	4	5
As medeleraars vorm ons 'n hegte span (V47)	1	2	3	4	5
Ek sou 'n een-persoon-gemeente verkies (V48)	1	2	3	4	5

15. In u prediking, gebruik u skriftekste van 'n leesrooster (Buvton, Woordwyser)? (V71)

		Jaar
--	--	------

Altyd	1	Nou en dan	3
Gewoonlik	2	Nooit	4

16. Hoe voel u oor die volgende in die gemeente :

	Preek (V72)	Liturgie (V73)	Musiek (V74)
Baie tevrede	1	1	1
tevrede	2	2	2
ontevrede	3	3	3
Baie ontevrede	4	4	4

17. Neem u gereeld 'n dag af elke week? (V75)

Gereeld	1	Ongereeld	2	Glad nie	3
---------	---	-----------	---	----------	---

18. Watter een van die volgende stellings beskryf u gemeente die akkuraatste? (V92)

Ons gemeente het nie 'n helder visie, doelwitte of rigting nie	1
Ons het idees maar nie 'n helder visie nie	2
Ons het 'n helder visie maar nie genoeg verbintenis om dit te bereik nie	3
Ons het 'n helder visie en 'n sterk verbintenis om dit te bereik	4

19. Hoe sou u die bedieningsmodel van u gemeente beskryf? Merk asseblief net een (V93)

Hoofsaaklik met 'n tradisionele bedieningspatroon wat sentreer om wykstelsel met leraarhuisbesoek en kommissies wat werksaamhede bestuur	1
Hoofsaaklik met kleingroepe as basis vir versorging en diens met leraars wat leiers toerus	2
ander (beskryf asseblief in terme van onderlinge sorg, dienswerk en leraarsverantwoordelikhede):	

20. Missionêre gemeente: Hoe funksioneer u gemeente? Merk die punt op die skaal wat die naaste aan die stelling is waarmee u saamstem. (V100)

As een met sendingprojekte wat deel is van die gewone gemeente-aktiwiteite	1	2	3	4	5	As 'n missionêre gemeente wat haar bestaan sien as deel van God se sending na hierdie wêreld
--	---	---	---	---	---	--

21. Watter spesifieke aksies loods die kerkraad om 'n missionêre kultuur in die gemeente te vestig? (V101)

.....

--	--

22. Watter spesifieke aksies loods die kerkraad om die deelname van lidmate aan gemeenskapsprojekte te verhoog? (V102)

.....

--	--

23. Gee u gemeente spesifiek aandag aan die volgende sake?

MIV en Vigs	Gee spesifiek aandag (V112)	Ja	1	Nee	2
Indien "Ja", watter aksies loods u gemeente? (V113), (V114)					
Hoe is uself betrokke? (V115)					

--	--

Vreemdelingshaat	Gee spesifiek aandag (V116)	Ja	1	Nee	2
Indien "Ja", watter aksies loods u gemeente? (V117), (V118)					
Hoe is uself betrokke? (V119)					

--	--

Tradisionele besnydenis skool	Gee spesifiek aandag (V120)	Ja	1	Nee	2
Indien "Ja", watter aksies loods u gemeente? (V121), (V122)					
Hoe is uself betrokke? (V123)					

--	--

Armoede en werkloosheid	Gee spesifiek aandag (V124)	Ja	1	Nee	2
Indien "Ja", watter aksies loods u gemeente? (V125), (V126)					
Hoe is uself betrokke? (V127)					

--	--

Gesinskrisisse	Gee spesifiek aandag (V128)	Ja	1	Nee	2
Indien "Ja", watter aksies loods u gemeente? (V129), (V130)					
Hoe is uself betrokke? (V131)					

--	--

Misdaad en korrupsie	Gee spesifiek aandag (V132)	Ja	1	Nee	2
Indien "Ja", watter aksies loods u gemeente? (V133), (V134)					
Hoe is uself betrokke? (V135)					

--	--

24. In die afgelope twee jaar, was daar enige konflik in die gemeente (merk een) (V136)

Geen konflik waarvan ek bewus is nie	1	Ernstige konflik sodat van die leier(s) en/of lidmate die gemeente verlaat het	4
Minder ernstige konflik	2		
Ernstige konflik	3	Weet nie	5

25. Waaroor was die konflik? Merk elkeen wat van toepassing is.

Finansies (V137)	
Verandering in aanbiddingstyl (V138)	
Verandering in musiekstyl (V139)	
Verandering in ander programme van die gemeente (V140)	
Leerstelling (V141)	
Leierskap in die gemeente (V142)	
Konflik tussen die voltydse personeel v/d gemeente en die leraars (V143)	
Seksuele wangedrag (V144)	
Sake rakende homoseksualiteit (V145)	
Politiese verskille (V146)	

Rassesake (V147)	
Kerkeenheid (V148)	
Die Belhar-belydenisskrif (V149)	
Sake omtrent 'n nuwe gebou of verandering aan 'n bestaande gebou (V150)	
Ander (spesifiseer) (V151)	

26. 'n Verskeidenheid faktore beïnvloed 'n gemeente se aanvaarding van die predikant se leierskap.

Hoe belangrik is elk van die volgende in u huidige gemeente se aanvaarding van u leierskap?	Van groot belang	belangrik	on-belangrik	Van min belang
Om predikant van die gemeente te wees (V152)	1	2	3	4
U akademiese kwalifikasies (V153)	1	2	3	4
Om 'n duidelike roeping van God te hê (V154)	1	2	3	4
Om bevoeg te wees in die bedieningstake, insluitende prediking (V155)	1	2	3	4
Om die vertroue van die meerderheid van die gemeente te hê (V156)	1	2	3	4
U fisiese voorkoms (V157)	1	2	3	4
U geslag (V158)	1	2	3	4
U ras of etnisiteit (V159)	1	2	3	4

27. Hoe belangrik is elk van die volgende in die uitleef van u verbintenis aan die gemeente?

	Van groot belang	letwat belangrik	letwat on-belangrik	Van min belang
Die wete dat u bedieningsgawes reg is vir hierdie gemeente (V160)	1	2	3	4

Om 'n gemeente te bedien wat geleenthede bied om u kreatiwiteit uit te daag (V161)	1	2	3	4
Om noue bande met lidmate van die gemeente te hê (V162)	1	2	3	4
Finansiële versorging (V163)	1	2	3	4
Geleentheid vir u eie behuising (V164)	1	2	3	4
Ander (spesifiseer asb.) (V165),				

28. Wat is op die huidige oomblik u vlak van tevredenheid tov elk van die volgende?

	Baie tevrede	tevrede	on- tevrede	Baie ontevrede
U algehele effektiwiteit as geestelike leier in hierdie gemeente (V166)	1	2	3	4
U huidige bedieningsverantwoordelikeide (V167)	1	2	3	4
Behuising (V168)	1	2	3	4

Wat is op die huidige oomblik u vlak van tevredenheid tov elk van die volgende?	Baie tevrede	tevrede	on- tevrede	Baie ontevrede
U geestelike lewe (V169)	1	2	3	4
Geleenthede vir voortgesette teologiese opleiding (V170)	1	2	3	4
Verhouding met ander predikante (V171)	1	2	3	4
Verhouding met u gemeenteleiers (V172)	1	2	3	4
U salaris en ander voordele(V173)	1	2	3	4
U gesinslewe (V174)	1	2	3	4
Die NGK as denominasie in wyer verband (V175)	1	2	3	4

29. Predikante staan vandag voor baie probleme.

Dui asb. aan hoe die volgende probleme u op 'n dag-tot-dag basis raak.	Groot probleem	letwat van 'n	Baie klein probleem	Geen probleem
Gebrek aan duidelikheid oor die rol van die predikant (V176)	1	2	3	4
Moeilik om 'n privaat lewe los van my predikantsrol te hê (V177)	1	2	3	4
Om tyd te vind vir ontspanning, of persoonlike refleksie (V178)	1	2	3	4
Omdat mense anders teenoor my optree omdat ek 'n predikant is (V179)	1	2	3	4
Moeilik om mense vandag met die Evangelie te bereik (V180)	1	2	3	4

30. In die **afgelope twee jaar**, hoe dikwels het u ...

	Baie gereeld	Redelik gereeld	Nou en dan	Nooit
getwyfel of God u vir die bediening geroep het? (V181)	1	2	3	4
ernstig daaraan gedink om gemeentelike bediening te verlaat vir 'n ander soort geestelike bediening? (V182)	1	2	3	4
ernstig daaraan gedink om gemeentelike bediening te verlaat vir 'n sekulêre beroep? (V183)	1	2	3	4
stres ervaar as gevolg van gemeentelede wat kritiek op u werk het? (V184)	1	2	3	4

31. In die **afgeloopde twee jaar**, hoe dikwels het lidmate in u gemeente ...

	Baie gereeld	Redelik gereeld	Nou en dan	Nooit
u laat voel hulle gee vir u om? (V185)	1	2	3	4
na u geluister wanneer u praat oor u eie probleme en bekommernisse? (V186)	1	2	3	4
te veel eise aan u gestel? (V187)	1	2	3	4

32. In die **afgeloopde jaar**, hoe dikwels...

	Baie gereeld	Redelik gereeld	Nou en dan	Nooit	Nie van toegesien
het u eensaam en geïsoleerd in u werk gevoel? (V188)	1	2	3	4	5
het u gevoel dat u werk in hierdie gemeente u nie toelaat om genoeg tyd aan u gesin te spandeer (V189)	1	2	3	4	5
het u huweliksmaat gekla oor die tyd wat u bediening in beslag neem (V190)	1	2	3	4	5

33. Stem u saam of verskil u met elk van die volgende stellings

	Stem beslis saam	Stem saam	Neutraal of onseker	Stem tot 'n mate saam	Stem beslis nie saam nie
Hierdie gemeente is altyd gereed om iets nuut te probeer (V191)	1	2	3	4	5
Die huidige moraal van hierdie gemeente is hoog (V192)	1	2	3	4	5

Hierdie gemeente se leiers is gewillig om programme en strukture te verander om nuwe uitdagings die hoof te bied (V193)	1	2	3	4	5
In die algemeen is daar 'n goeie passing tussen hierdie gemeente en sy leierskap (V194)	1	2	3	4	5
My ervaring van om 'n predikant in 'n gemeente te wees verskil baie van wat ek eens verwag het dit sal wees. (V195)	1	2	3	4	5
Sistematiese huisbesoek deur die predikant is belangrik (V196)	1	2	3	4	5
Nagmaal behoort ook by 'n kleingroepbyeenkoms bedien te word (V197)	1	2	3	4	5
Ek sal graag nou van gemeente wil verwissel (V198)	1	2	3	4	5

34. In die algemeen, hoe oordeel u word u gesin beïnvloed deur u bediening in hierdie gemeente? (V199)

Baie positief	1	Baie negatief	4
letwat positief	2	Nie van toepassing nie	5
letwat negatief	3		

35. Volgens u huidige beplanning, teen watter ouderdom voorsien u om uit te tree uit die voltydse bediening? (V200)

		Jaar
--	--	------

36. Wat beskou u as die ideale tydperk vir 'n leraar in 'n bediening/gemeente voordat hy/sy van standplaas verander? (V201)

		Jaar
--	--	------

37. Ring en Sinode

Beoordeel asseblief elkeen van die volgende so eerlik as moontlik	Stem beslis	Stem saam	Onseker	Stem nie saam	Stem beslis nie
Ek is tevrede oor die funksionering van die Ring waarvan ek deel is (V202)	1	2	3	4	5

Ek beleef die verhouding met my kollegas in die Ring positief en opbouend (V203)	1	2	3	4	5
Ek is tevrede oor die funksionering van die Streeksinode waarvan ek deel is (V204)	1	2	3	4	5
Ek beleef die verhouding met my kollegas in die Streeksinode positief en opbouend (V205)	1	2	3	4	5

38. Voer u en u kerkraad (of kerkraadskommissie) jaarliks 'n evalueringgesprek rakende u uitsette? (V206)

Ja	1	Nee	2
----	---	-----	---

39. Het u 'n mentor in u lewe? (V207)

Ja	1	Nee	2
----	---	-----	---

Motiveer asseblief u antwoord kortliks (V208)

.....

--	--

40. Hoe gereeld het u die afgelope jaar 'n vorm van voortgesette teologiese opleiding bygewoon wat ten minste 'n volle dag geduur het? (V209)

Nooit	1	Drie tot vyf keer	3
Een of twee keer	2	Meer as vyf keer	4

41. Naas Voortgesette Teologiese Opleiding, is daar ander pogings (soos retraites, induksieprogramme, predikantekonferensies) om predikante te begelei om vreugde in hulle bediening te ervaar. (V210)

Ja	1	Nee	2
----	---	-----	---

42. Oor die NG Kerk familie en kerkhereniging

	Stem beslis	Stem saam	Neutraal of	Stem tot 'n	Stem beslis nie
--	-------------	-----------	-------------	-------------	-----------------

Daar moet groter sigbare eenheid binne die NGK-familie kom. (V211)	1	2	3	4	5
Ek is bereid om die Belhar-belydeniskrif te aanvaar ter wille van kerkeenheid (V212)	1	2	3	4	5
Ek sal self die Belydenis van Belhar onderskryf (V213)	1	2	3	4	5
Elke kerkraad behoort die reg te hê om selfstandig oor die inrigting van hulle eie werksaamhede te besluit. (V214)	1	2	3	4	5

As u aan lidmate van die NGK-familie dink, wat nie aan u eie bevolkingsgroep behoort nie, dui teenoor elk van die volgende stellings asseblief u houding aan. "Volgens my eerste reaksie is ek bereid om ..."	Stem beslis	Stem saam	Neutraal of	Stem tot 'n	Stem beslis nie
hulle as lidmate van my gemeente te aanvaar (V215)	1	2	3	4	5
saam met hulle aan 'n ander gemeente te behoort (V216)	1	2	3	4	5

43. Watter een van die volgende beskryf u houding oor kerkhereniging die beste? (V217)

Ek ondersteun die pogings tot kerkhereniging en werk aktief mee	1
Ek is positief teenoor die pogings tot kerkhereniging maar neem nie aktief deel aan aksies in hierdie verband nie	2
Ek staan apaties teenoor die pogings tot kerkhereniging	3
Ek is teen pogings tot kerkhereniging maar neem nie deel aan aksies teen kerkhereniging nie	4
Ek is teen pogings tot kerkhereniging en neem deel aan aktiwiteite om dit te verhoed.	5

44. Het u kontak met 'n bepaalde gemeente van die NGK-familie? (V218)

Ja	1	Nee	2
----	---	-----	---

Watter een van die familie (V219)

NGK	VGK	RCA
1	2	3

Indien wel, welke soort kontak? (V220)

Skakeling van tyd tot tyd	1	Ander	
Erediensbeurte oor en weer	2		
Gesamentlike eredienste / nagmaalviering	3		

Indien wel kontak, is u van plan om uiteindelik eenwording met die betrokke gemeente te probeer bereik? (V221)

Ja	1	Nee	2
----	---	-----	---

Is daar al met die kontakgemeente oor die Belharbelydenis gesprekke gevoer? (V222)

Ja	1	Nee	2	Nvt	3
----	---	-----	---	-----	---

Bestaan daar kontak tussen u Ring en die naaste Ring(e) van die NGK-familie? (V223)

Ja	1	Nee	2
----	---	-----	---

45. Ekumeniese kontak:

Bestaan daar ekumeniese gespreksgroepe ("fraternals") tussen kerke in u omgewing? (V224)

Ja	1	Nee	2
----	---	-----	---

Indien wel, neem u gemeente daaraan deel? (V225)

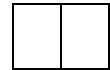
Ja	1	Nee	2
----	---	-----	---

Indien wel, neem u daaraan deel? (V226)

Ja	1	Nee	2
----	---	-----	---

Indien ekumeniese gespreksgroepe bestaan, watter ekumeniese projekte pak die groep aan? (V227), (V228)

.....



46. Oor samelewingsfaktore

In watter mate stem u saam met die volgende stellings?	Tot 'n groot mate					Glad nie
	1	2	3	4	5	
Godsdienstige handeling (bywoning van eredienste, ens) speel 'n al hoe kleiner rol in die lewe van mense in my gemeenskap (V229)	1	2	3	4	5	
Godsdien word al hoe minder belangrik vir die mense in ons omgewing (V230)	1	2	3	4	5	
In ons omgewing pas mense hulle geloofsopvattinge aan by die veranderde wêreld waarin hulle leef (V231)	1	2	3	4	5	
Lidmate raak toenemend <u>onbetrokke</u> by die gemeente (V232)	1	2	3	4	5	
Lidmate <u>onttrek</u> hulle aan die gemeente (V233)	1	2	3	4	5	

47. Het u in die afgelope 12 maande enige van die volgende gedoen (merk elkeen wat van toepassing is)

Iemand buite u gesin gehelp om 'n werk te kry (V234)	1
Gestem in die plaaslike verkiesing (V235)	2
Geld geskenk vir 'n barmhartigheidsinstansie (u gemeente uitgesluit) (V236)	3
Met mense saam gewerk om 'n gemeenskapsprobleem op te los (V237)	4

U huidige teologiese posisie

48. Watter stelling kom die naaste aan u persoonlike siening van die Bybel? (Merk net *een.*) (V238)

Die Bybel is die woord van God wat letterlik woord vir woord verstaan moet word	1
Die Bybel is die woord van God wat in die lig van sy historiese en kulturele konteks verstaan moet word	2
Die Bybel is die woord van God wat in die lig van sy historiese konteks en die kerklike leerstellings verstaan moet word	3
Die Bybel is nie die woord van God nie, maar bevat God se woord aan ons	4
Die Bybel is nie die woord van God nie, maar is 'n waardevolle boek	5
Die Bybel is 'n antieke boek met min waarde vir vandag	6
Ek weet nie	7

49. Stem u saam of verskil u van die volgende stelling: "Al die verskillende godsdienste is ewe goed om 'n persoon te help om die absolute waarheid te vind"? (V239)

Stem beslis saam	1	Stem nie saam nie	4
Stem saam	2	Stem beslis nie saam nie	5
Neutraal of onseker	3		

50. Beskou uself as Gereformeerd? (V240)

Ja	1	Nee	2
----	---	-----	---

U definisie van "gereformeerd" waarmee u werk en leef? (V241), (V242)

.....

.....

--	--

51. Gegewe dat u 'n NGKA dominee is, watter EEN van die volgende benaderings beskryf u die beste? (V243)

Evangelies	1	Pentakostalisties	4
Fundamentalisties	2	Nuwe hervorming	5
Liberaal (teologies)	3	Ander	

52. Gee asb. kortliks u standpunt oor Voorvader-aanbidding(V244), (V245)

.....

--	--

53. As u dink aan u verhouding met God, rangskik die volgende momente in die volgorde wat dit u verhouding die beste beskryf met 1=eerste keuse en 4 = laaste keuse.

Insig oor God (V246)	
Belewenis van God se teenwoordigheid (V247)	
Getuienis en aksie in diens van God (V248)	
Innerlike vrede en stilte voor God (V249)	

54. Dink u die NGKA beleef 'n identiteitskrisis? (V250)

Ja	1	Nee	2
----	---	-----	---

Motiveer u antwoord in hoogstens drie stellings (V251), (V252), (V253)

.....

--	--

55. Dink u die NGKA 'n etniese kerk is? (V254)

Ja	1	Nee	2
----	---	-----	---

Motiveer u antwoord (V255)

.....

--	--

U gesondheid:

56. In die algemeen, sou u sê u gesondheidtoestand is ... (V256)

Uitstekend	1	Baie goed	2	Goed	3	Redelik	4	Sleg	5
------------	---	-----------	---	------	---	---------	---	------	---

57. Stem u saam of verskil u met elk van die volgende stellings

	Stem beslis	Stem saam	Neutraal of	Stem tot 'n mate	Stem beslis nie
Ek voel gedreineer agv die uitvoering van my take in hierdie gemeente (V257)	1	2	3	4	5
Ek is minder geduldig met mense in die gemeente as wat ek vroeër was (V258)	1	2	3	4	5
Ek voel positief oor my bediening hier (V259)	1	2	3	4	5
Ek is voel gefrustreerd in my pogings om die take wat belangrik is te doen (V260)	1	2	3	4	5

Moegheid en irritasie is deel van my daaglikse ervaring (V261)	1	2	3	4	5
Ek het baie dinge wat die moeite werd is bereik in my bediening in hierdie gemeente (V262)	1	2	3	4	5
Ek ervaar persoonlike vervulling van my werk met die mense hier (V263)	1	2	3	4	5
Ek is entoesiasies oor my werk (V264)	1	2	3	4	5
My bediening hier word regtig deur die mense waardeer (V265)	1	2	3	4	5
Ek is regtig bly ek is in die bediening (V266)	1	2	3	4	5
Ek vind dat ek al hoe minder tyd met lidmate deurbring (V267)	1	2	3	4	5

Die volgende vrae handel oor hoe u voel en hoe dit met u gegaan het die afgelope vier weke. Merk asb. vir elke vraag die antwoord wat die naaste is aan hoe u voel. Hoe gereeld het u gedurende die afgelope vier weke ...	Die hele tyd	Meeste van die tyd	Somtyds	'n Bietjie van die tyd	Niks van die tyd
kalm en vol vrede gevoel? (V268)	1	2	3	4	5
baie energie gehad? (V269)	1	2	3	4	5
afgemat gevoel? (V270)	1	2	3	4	5
gelukkig gevoel? (V271)	1	2	3	4	5

Omtrent uself:

58. U geslag? (V272)

Manlik	1	Vroulik	2
--------	---	---------	---

59. Wat is die hoogste opvoedkundige vlak wat u voltooi het naas u teologiese opleiding? (V273)

Diploma/sertifikaat	1	Honneurs	3	D-graad	5
B-graad	2	M-graad	4	Ander:	6

60. In watter jaar is u gebore? (V274)

1	9		
---	---	--	--

61. Wat van die volgende beskryf u huidige huwelikstatus die beste? (V275)

Nooit getroud	1	Hertrou na afsterwe van huweliksmaat	5
Eerste huwelik	2		
Geskei of vervreem	3	Hertrou na egskeiding	6
Weduskap	4	Lewe in 'n permanente verhouding	7

62. Indien tans getroud, wat is of was die beroep van u maat? (V276)

.....

--	--

63. Enige kommentaar of voorstelle oor hierdie vraelys? (V277, V278, V279)

.....

.....

.....

--	--

Baie dankie vir u samewerking!

4. DATA ON MINISTERS' SURVEY

Congregation

2. indicate the category of your congregation (mark only one item)		%
A congregation in a small town with only one minister		60
A big congregation in a big town with more than one minister		27
A congregation in a city which minister to townhouse, flats and suburbs		13

Your faith background

3. what was your church relations in your teenage year (V6)	%
NGKA	89
Methodist church, apostolic, Roman catholic	11

Ministry background

Wish to leave

14. Since you joined the ministry, did you ever leave the congregational ministry for a time being to work in other ministry other than congregational ministry? (V17)	%
Yes, to do some secular job	13
No	87

Qualification

16. what is your highest theological training you did achieve? (V19)	%
Adv Diploma/licentiate	61
BD/BTh/ThB	25
M-Graad	8
D- Degree	6

Institution

17. At what theological institution did you receive your theological degree (V20)	%
Universiteit van die Vrystaat	55
Stofberg Gedenkskool	45

Your present position

18. Are you the only full time minister in your congregation? (V21)	%
Yes	78
No	22

20. How do you feel about the being relieving minister in other congregation? (V23)	%
Important	66
Less important	44

Description of leadership

21. How would you describe the leadershipstyle of the leadership in your congregation?(V24)	%
Pastoral	60
Servant	14

charismatic	16
Change oriented	10

Change of leadership?

22. should the present leadership in the following church structure be changed?(V25)	%
Church council	
Yes	43
No	57
Classis	%
Yes	43
No	57
Synod	%
Yes	45
No	55

22.Motivation (V26)	Freq	%
No, leaders must be reminded of their duty to govern, preach and put order in the congregations	10	53
Yes, due to shortage of ministers, empower elders and deacons to administer sacraments, to lead effectively, use young people	2	47

Fulfilment of duty

23. Do you think as a minister you spend enough time with your congregation? (V27)	%
Yes	62
No	38

23. Give motivation (V28)	
	%
No, busy members, tentmaker, old, too big congregation	46
Yes, I have programme and I trained members to do their duty	54

24. Do you think as a relieving minister you spend enough time with your congregation? (V29)	%
Yes	26
No	74

24. Give motivation (V30)		%
No, busy with my congregation, private job, visit only once in 3 months		85
Yes, with all patience and sacrifice x 5		15

Personal Perceptions: worship service elements

34. What is your view on the following in your congregation : Preaching (v72)	%
Satisfied	87
Not satisfied	13

34. what is your view on the following in your congregation: Liturgy (v73)	%
satisfied	84
Not satisfied	16

34. Hoe voel u oor die volgende in die gemeente : music (v740)	%
Satisfied	51
Not satisfied	49

40. Which one of the following statements describe your congregation accurately? (V92)	%
Our congregation does not have a clear vision, goals and direction	28
We have a clear vision but not enough commitment to achieve it	57
We have a clear vision and strong commitment to achieve it	15

41description of ministry model of your congregation (V93)	%
Traditional ministerial pattern with wards, minister who do house visits, committees which co-operate in management	40
Other style	60

43 Do you have specialised ministry (e.g. youth minister, etc.)? (V98)	%
Yes	26
No	74

43. If yes, motivate (V99)	%
No, I do the work myself	76
Yes, it is youth program	24

44. Missional congregation: How does your congregation function? Mark one point on the scale which is approximate to the point you agree with (v100)				
As one with missional projects which are part of the congregational activities				As a missional congregation which views its existence as part of Missio Dei to the world
	45	34	21	

What specific actions had been done by the church council to cultivate the culture of mission in the congregation?v101		
	%	F
nothing has been done	34%	16
Caring for those in need	9%	4
Spiritual revival through sermons and music	21%	10
Through motivation and discussion	14%	7
Outreach to the farms and food parcels	13%	6
Offering for the mission work	9%	4
Total	100%	47

What specific action were done by the church council to increase the participation of the members in the community projects. (v102)		
	%	F
nothing has been done	32%	15
invitation of expert in community development	2%	1
Motivations and teaching in workshops	49%	23
Encouraging community development through care of those in need	15%	7
Bazaar or fundraising	2%	1
	100%	47

46. What specific action were done by the church council to increase the participation of the members in the community projects. (v102)	%
nothing has been done	32
invitation of expert in community development	2
Motivations and teaching in workshops	49
Encouraging community development through care of those in need	15
Bazaar or fundraising	2

48. Is your congregation paying specific attention to HIV/AIDS? V112	%
Yes	68
No	32

48. How is your congregation involved ? v113	%
Nothing	28
Fundraising projects	9
Spiritual counselling through Preaching , prayer, and motivation x 6	53
invitation of experts	10

48. HIV/AIDS: How are you involved as a minister?v113	%
Nothing	21
Spiritual counselling	60
Workshops	19

48. Is your congregation paying specific attention to xenophobia: v 116		
	Yes	No
Ministers questionnaire	38	62

48. Xenophobia:How is your congregation involved?	%
Nothing	62
Intervene when necessary	8
Encourage Love of one another	28
We invite them to our worship service	2

48. Xenophobia: How are you involved as a minister? V119	%
Nothing	60
I discourage it	19
Show love and friendliness	21

48. Is your congregation paying specific attention to traditional initiation school ?	%
Yes	34
No	66

48. How are involved as a congregation?	%
Nothing	52
Discipline such members	16
Teach members that it is unbiblical	13
We encourage members to christianise the practice	19

48. Traditional initiation school: How are you involved as a minister?	%
Nothing	58
I discipline such members	6
I discourage it through workshops	32
It is for health purposes	4

48. do you give a specific attention to poverty and unemployment?	%
Yes	75
No	26

48. poverty and unemployment: How is your congregation involved?	%
Nothing	30
We pray for them	20
Clothes, garden project and food parcel	40
We Teach them various skills for fundraising, job etc	6
They provide for themselves	4

48. poverty and unemployment: How are you involved as a minister?	
Nothing	17
Spiritual counselling through prayer.	19
Food parcels and garden project.	64

48. Does your congregation pay specific attention to family crises?	%
Yes	34
No	66

48. family crises:How are involved as a congregation?	
Nothing	36
Reliable intervention when necessary x 15	36
Prayer	17
counselling	10

48. family crisis: How are involved as a minister?	
Nothing	28
Reliable intervention when necessary	14
prayer	30
Counselling through house visit and workshop	28

Crime and corruption as a social problem		
	Yes	No
Ministers questionnaire	51	49

48. Crime and corruption: How are involved as a congregation?		
Nothing	38	
Awareness campaign	28	
Prayer and preach	9	
Collaborate with the police	25	

Crime and corruption: How are you involved as minister?	
Nothing	36
I encourage good discipline	23
Involved in Policing forum	20
Preaching and prayer	21

Conflict

49. In the past two years was there any conflict in your congregation. (V136)	%
Less serious conflict	55
Serious conflict	45

Personal Perception

51. How the following is significant for the acceptance of your leadership in your present congregation?	%
To be a minister of the congregation (V152)	
Important	84
Not important	16

51. Your academic qualification (V153)	%
Important	68
Not important	32
51. To have a clear calling of God (V154)	%
Important	83
Not important	17

Vir aanvaarding van u leierskap

51. To be well equipped for the ministerial duties including preaching (V155)	%
Important	79
Not important	21

51. To have a trust of the majority in the congregation (V 156)	%
Important	55
Not important	45

51. your physical disability (V157)	%
Important	26
Not important	74

51Your gender(V158)	%
Important	21
Not important	79

51. Your race or ethnicity (V159)	%
Important	15
Not important	85
	%

52. How significant is the Experience of the relationship with the congregation: the knowledge that your ministerial gifts are in line with this congregation. (V160)	
Important	86
Not important	14

52. to serve a congregation which provides opportunities to challenge my creativity.(V161)	%
Important	75
Not important	15

52. Om nuwe bande met lidmate van die gemeente te hê (V162)	%
Important	86
Not important	14

52. Financial care (V163)	%
Important	77
Not important	23

52. opportunity for your own housing (V164)	%
Important	69
Not important	31

52. (V165)To be known by the leadership, Knowing each other and helping each other	%
Important	98
Not important	2

Level of satisfaction

53. Your general effectiveness as spiritual leader in this congregation. (V166)	%
satisfied	77
Not satisfied	23

53. Your present ministerial responsibilities (V167)	%
satisfied	79
Not satisfied	21

53. WHAT IS THE LEVEL OF SATISFACTION ON THE FOLLOWING Housing (V168)	%
satisfied	60
Not satisfied	40

53. Your spiritual life. (V169)	%
satisfied	92
Not satisfied	8

53. opportunities for continuous theological training. (V170)	%
Satisfied	40
Not satisfied	60

53. relationships with other ministers. (V171)	%
Satisfied	83
Not satisfied	17

53. relations with congregational leaders (V172)	%
satisfied	79
Not satisfied	21

53. Your salary and other benefits. (V173)	%
satisfied	45
Not satisfied	55

53. Your family life (V174)	%
satisfied	78
Not satisfied	22

53. the DRC as a denomination in a wider circle (V175)	%
satisfied	64
Not satisfied	36

Reaction to everyday challenges

54. everyday challenges of the ministers. Lack of clarity over the role of the minister (V176)	%
Big problem	45
Not a problem	55

54. It is difficult to separate my private life from ministerial life (V177)	%
Big problem	47
Not a problem	53

54. To have a time for recreation, and personal reflection. (V178)	%
Big problem	41
Not a problem	59

54. Because people treat me differently because I am a minister (V179)	%
Big problem	32
Not a problem	68

54. it is difficult to reach out people with the gospel (V180)	%
Big problem	38
Not a problem	62

Personal perceptions on ministry (frequency)

55. In the past two years how often have you ... doubt God that he called you into this ministry? (V181) (source: own person)	%
Very often	28
Never	72

55. ... seriously thought of leaving congregational ministry for other spiritual ministry? (V182)	%
Very often	37
Never	63

55. seriously thought of leaving congregational ministry for other secular ministry? (V183)	%
Very often	28
Never	72

55. ... experience stress as a results of congregational members who criticise you. (V184)	%
Very often	37
Never	63

56. In the past two years how often have members of your congregation... made you feel that they care about (V185)(source: members)	%
Very often	94
Never	6

56. ... listened to you when you talk about your own problems and concerns (V186)	%
Very often	86
Never	14

56. ... demanded too much from you. (V187)	%
Very often	49
Never	51

57. In the past two years how often... have you felt alone and isolated in your ministry? (V188) (source : own)related to family	%
Very often	59
Never	41

57. ... have you felt that the work in this congregation does not allow you enough time to spend with your family. (V189)	%
Very often	50
Never	50

57.... has your spouse complain about the time you spent in your ministry (V190)	%
Very often	39
Never	61

Personal perception of ministry: Level of agreement

58. Do you agree or differ with the following statements: this congregation is always ready to experiment with new things. (V191)	%
Definitely agree	55
Definitely disagree	45

58. the present moral of the congregation is high (V192)	%
Definitely agree	55
Definitely disagree	45

58. the leadership of this congregation is willing to change programmes and structures in order to engage challenges (V193)	%
Definitely agree	49
Definitely disagree	51

58. In general there is good alignment between this congregation and its leadership. (V194)	%
Definitely agree	57
Definitely disagree	43

58. My experience of being a minister in the congregation differs much from what I expected it to be. (V195)	%
Definitely agree	60
Definitely disagree	40

58. regular house visits by the minister is important. (V196)	%
Definetely agree	81
Definitely disagree	19

58. Holy communion must be administered to small group meetings. (V197)	%
Definitely agree	49
Definitely disagree	51

58. Ek sal graag nou van gemeente wil verwissel (V198)	%
Definitely agree	33
Definitely disagree	67

59. How is your family influenced by the ministry in this congregation? (V199)	%
Very positive	80
Very negative	20

62. I am satisfied with the functioning of classis where I belong (V202)	%
Definitely agree	70
Definitely disagree	30

62. I experience relationships with my colleagues in the classis as positive and building. (V203)	%
Definitely agree	74
Definitely disagree	36

62. I am satisfied with the functioning of district synod where i belong (V204)	%
Definitely agree	53
Definitely disagree	47

62. I experience relationships with my colleagues in the district synod as positive and building (V205)	%
Definitely agree	63
Definitely disagree	37

63. Does the church council submit yearly evaluation report concerning your outcomes. (V206)	%
Yes	27
No	73

64. Do you have a mentor in your life (V207)	%
Yes	38
No	62

MENTOR: MOTIVATE YOUR ANSWER	%
No response	57
My colleagues and those in NGK	6
Jesus	6
My wife	6
He is my advisor	12
Retired minister	9
Theologian	2
Church council	2

Frequency: inservice training

64. How often in the previous year did you attend a continuous theological training for at least a full day. (V209)	%
Never	27
More than once	73

65. Besides continuous theological training are there other attempts like camps and retreat to empower ministers to experience peace in their ministry	%
Yes	62
No	38

Personal perceptions: Unity

66. DRC family and church unity: there should be a visible unity amongst DRC family (V211)	%
Definitely agree	85
Definitely disagree	15

67. I am prepared to accept Belhar confession for the sake of the unity (V212)	%
Definitely agree	9
Definitely disagree	91

67. I will personally undersign the confession of Belhar. (V213)	%
Definitely agree	9
Definitely disagree	91

67. Every church council has the right to independently decide on the direction of their co-operation in this regard. (V214)	%
Definitely agree	62
Definitely disagree	38

67. Concerning other members of the DRC family who are not of the same race or ethnicity with myself. I am prepared as my first reaction to accept them as members of my congregation (V215)	%
Definitely agree	83
Definitely disagree	17

67. Concerning other members of the DRC family who are not of the same race or ethnicity with myself. I am prepared as my first reaction to accept them as members belonging to other congregation (V216)	%
Definitely agree	69
Definitely disagree	31

67. Which one of the following best describes your relations to church unity? (V217)	%
I am positive and support the attempts for church unity and work actively towards it.	79
I have no interest in church unity	21

Contact with DRC family

69. Do you have contacts with specific congregation of the DRC family? (V218)	%
Yes	85
No	15

Which one of the family (V219)	%
NGK	74
VGK	3

RCA	0
No response	23

69. if therecontact, is what kind of contact is it? (V220)	%
Regular meeting	78
Pulpit exchange	6
Joint worship service and holy communion	2
Other	14

If there is a contact, are you willing to eventually unite with this congregation ? (V221)	%
Yes	70
No	30

Are there any conversations over Belhar with this contact congregation? (V222)	%
Yes	17
No	83

Are there any contact between your classis and nearby classis of the DRC family? (V223)	%
Yes	40
No	60

Ecumenical

70 Is there ecumenical discussion between churches in your area? (V224)	%
Yes	78
No	22

If there is, does your congregation partake? (V225)	%
Yes	66
No	34

If there is, do you participate? (V226)	%
Yes	66
No	34

70. If there is ecumenical group discussion, what ecumenical project does your group do? (V227), (V228)	N	%
Nothing has been done x 9	5	41
HIV, Evangelisation, poverty alleviation	2	59

Community factors: Religious influence

71. religious actions (attending worship service, etc) play a less significant role in the life of people in my community (V229)	%
1 to a great extend	36
3 uncertain	23
5 never	49

71. religion is becoming less important for the people in our enviroment (V230)	%
---	---

1 to a great extend	31
3 uncertain	28
5 never	41

71. In our area people align their faith convictions with the changinging world where they live. (V231)	%
1 to a great extend	30
3 uncertain	43
5 never	27

Departure of members

71. Members are increasingly uninvolved in the congregation. (V232)	%
1 to a great extend	26
3 uncertain	30
5 never	44

71. Members withdraw themselves from the congregation (V233)	%
1 to a certain degree	17
3 uncertain	34
5 never	49

Identity

75. Do you consider yourself as reformed? (V240)	%
Yes	92
No	8

76. (V243) As a DRCA minister which point describes you most	%
Evangelistic	36
Fundamentalistic	27
Liberal	10
Pentecostal	8
New reformed	19

77. what is your view on ancestral worship(V244), (V245)	%
Nothing	13
I don't believe in them	47
It is not a Christian practice	30
It is not such a problem, but a cultural practice	10

79. Do you think DRCA has an identity crisis? (V250)	%
Yes	38
No	62

79. Motivate (V251), (V252), (V253)	%
No, due to its reformed teachings, confessions and church order does not indicate identity crisis	59
Yes. It is caused by its outdated ministry, training of ministers, Culture	41

80. Do you think that DRCA is an ethnic church? (V254)	%
Yes	19
No	81

80. Motiveer u antwoord (V255)	%
No, it is open to every tribe or race	91
Yes, in practical it is, but in principle it is not	9

Health

81. In general what is your health status ... (V256)	%
Very good	67
Bad	33

82. Do you agree or disagree with this statement. . I feel drained as a result of execution of my duties in this congregation (V257)	%
Definitely agree	17
Definitely disagree	83

79. I am impatient with the people as I was before (V258)	%
Definitely agree	15
Definitely disagree	85

82.I am positive with my ministry (V259)	%
Definitely agree	68
Definitely disagree	32

80. I am frustrated by my attempt to execute my important duties (V260)	%
Definitely agree	13
Definitely disagree	87

82. Fatigue and irritation is part of my daily experience. (V261)	%
Definitely agree	9
Definitely disagree	91

82. I have many things which are difficult to achieve in this congregation. (V262)	%
Definitely agree	67
Definitely disagree	33

82. I experience a personal fulfilment of my work with the people here (V263)	%
Definitely agree	52
Definitely disagree	48

82. I am enthusiastic overmy work (V264)	%
Definitely agree	68
Definitely disagree	32

82. My service here is actually appreciated by people (V265)	%
Definitely agree	66
Definitely disagree	26

82. I am happy thyat I am in the ministry (V266)	%
Definitely agree	70
Definitely disagree	30

82. I have realised that I spent little time with congregation members (V267)	%
Definitely agree	42
Definitely disagree	58

Frequency

82. How often for the past four weeks did you feel calm and peaceful? (V268)	%
All the time	57
Never	43

82.How often in the past four weeks ... You have more energy? (V269)	%
All the time	47
Never	53

82.Hoe gereeld het u gedurende die afgelope vier weke ... afgemat gevoel? (V270)	N	%
All the time	2	32
Never	12	68

82... happy? (V271)	%
All the time	64
Never	36

Personal details:Identity

81. Your sex (V272)	%
Male	96
Female	4

What is te highest theological training you achieved in your theological training?	N	%
No response	3	6.4
Diploma/sertifikaat	12	25.5
B-graad	6	12.8
Honneurs	13	27.7
M-graad	2	4.3
D-graad	5	10.6
Ander	6	12.8

86. Which one of the following does describe best your marriage status? (V275)	N	%
Never married	3	6
married	28	66
Divorced, widow and in relationship	1	28

5. Individual Interview (II) questions of Ministers

5.1. Structured questions on Individual Interview of ministers

1. Theme of the research

Leadership and transformation in the African church: A practical theological study of one denomination

2. Purpose of the interview questions

To assess in broader terms the understanding of the role of congregational leadership and how do the participants experience congregational leadership.

3. Research question for the interviews

My main question in the individual and focus group interview is: **What is your experience of leadership with regard to the ministry as a whole?**

To enable the participants to respond adequately and appropriately to this question I prepared semi structured questionnaire to lead us to the response to the main question of the interview. The reason for the semi structured questions were to avoid simplistic response to the main interview question. Furthermore, it was to enable the participants to see the broader role of leadership so that they can judge if their present experience of leadership is what they should experience or not?

4. Informed consent

This is the information disseminated to the participants of both individual and focused group interviews to inform them of their rights within this research.

4.1. Procedure

The participants were informed of the following as part of procedure:

- That their expected response in this interview is oral. But there will be someone writing the notes on the discussion and response on the interview and the researcher will be leading the interview discussions.
- Participants were informed that they will not incur any physical pain or discomfort due to their participation in this survey, that their participation will be anonymous and that confidentiality will be maintained at all times.
- Participants were informed that, if they wish to, they can withdraw from the research process at any stage and that there will be no negative consequences for them due to their participation in the research.
- Keep in mind that your meaningful input in this research will benefit the scientific conceptualisation of the contribution of DRCA in the promotion of transformative leadership in South Africa and the congregation and the development of practical guidelines to this end.

- Answer the questions in accordance with honesty and authenticity.
- Note that on some questions the researcher may make a follow-up question in which you can briefly motivate your answers.

4.2. Potential risks and discomforts

To prevent any discomfort or disruption of your programme, you will be given to the maximum one hour to participate in the interview session. There are no physical or psychological risks to participation in the study.

4.3. Potential benefits to subjects and/or to society

Potential benefits for participants in this research include two important components. Firstly, members of the DRCA congregations will have the opportunity to reflect on the potential nature of the contribution to the promotion of transformational leadership in South Africa. This opportunity for reflection can encourage as well the participants in the study to mobilise their congregational leadership with a greater consciousness of the interests of the Lord, Christ to reflect on their effectiveness of their congregational leadership. Secondly, academics lecturing in Practical Theology will have access to the results of the study and, where applicable, use the recommendations to develop and promote practical theological research, teaching and learning and community interaction aimed at the interests of the students and church.

4.4. Payment for participation

Your participation in this research is voluntary and you will unfortunately not receive remuneration of any kind for your involvement in the study.

4.5. CONFIDENTIALITY

Any information that is obtained in connection with this study and that can be identified with the participants will remain confidential and will be disclosed only with their permission or as required by law. Confidentiality will be maintained by means of the anonymous participation in the interview. UFS will assist in the coding and statistical processing and analysis of your interview response. It will not be possible to identify any findings or opinions and responses with specific respondents. The data gathered will be presented through frequency tables, bar diagrams and textual format.

Documents will be kept in safe keeping in a locked steel cabinet for the duration of the research. Only the researcher has access to this cabinet. All data/ documentation will be destroyed upon completion of the dissertation.

Results will be used in a dissertation and an article in an accredited scientific journal. A brief research report may be made available to the DRCA Free State synod if requested. Results will also be disseminated through a paper presented at a conference.

4.6. PARTICIPATION AND WITHDRAWAL

You can choose whether to be in this research interview or not. If you volunteer to be in this study, you may withdraw at any time without consequences of any kind. You may also refuse to answer any questions you don't want to answer and still remain in the study.

4.7. IDENTIFICATION OF INVESTIGATORS

If you have any questions or concerns about the research, please feel free to contact Professor W.J Schoeman, the study leader (051 401 2668; schoemanwj@ufs.ac.za) or Rev KJ Pali, the researcher (051 401 7037; palikj@ufs.ac.za).

5. Interview questions

1. The description of the participants
2. The role of congregational leadership?
 - 2.1. *What is the role of the minister?*
 - 2.1.1. *Is he capable of fulfilling the role?*
 - 2.2. *What is the role of the church council?*
 - 2.2.1. *Is the church council capable of fulfilling its role?*
 - 2.3. *What is the role of ordinary congregational member?*
 - 2.3.1. *Are they capable of fulfilling*
3. Classification of the leadership style of congregational leadership.
 - 3.1. *How do you classify the leadership style of the minister?*

- 3.2. *How do you classify the leadership style of the church council?*
4. *What kind of lay empowerment is practised by the congregational leadership?*
5. How does the congregational leadership mobilise the congregation towards:
- 5.1. *Social engagement?*
 - 5.2. *Fellowship?*
 - 5.3. *Knowledge of the Word of God?*
 - 5.4. *Relationship with God*
6. *What are the present challenges of the congregation?*
7. *What is an overall experience of congregational leadership?*

THANK YOU

5.2. Data on Individual Interview of ministers

<u>COMMENTS</u>	5.2.1. <u>REV 1</u>	<u>CODES</u>
<p>Confident and concerned about the present situation of the DRCA</p>	<p>1. The description of the participant.</p> <p>He is young in the ministry, and less than 50 years of age. His personality is approachable, peaceful and willing to serve and bring about change in his ministry and the life of the people. Though he agreed that he can be easily angered if undermined, disrespected and unfairly criticised.</p> <p>2. The role of congregational leadership.</p> <p>2.1. What is the role of the minister?</p> <p>In the past to be a minister it was just to proclaim the word of God, pastoral care and counselling. We believe that initially there were some situations we need not interfere with like the financial admin. The minister must empower himself with many things because the ministerial job does not end up with the Word of God but is multidimensional. Initially, it is a custom within the DRCA for the minister to play various roles: social worker, nurse. Those times are coming back, where the minister must know the situations of life, know how they live their lives. The minister must empower himself with attending the workshops, and study.</p> <p>2.1.1. Is there time to do your tasks as a minister?</p> <p>The important thing is time management. You must have time for your life, family and the church.</p>	<p>Shifting role from Concerned with only sacred issues to concern with contextual issues (one dimensional to multi-dimensional)</p> <p>Yes: Time management</p>

	<p>If you do not know how to separate those you will say there is no time. Our time is the same and open. We have people who do three types of work and they are able to do all that they need to do. For example, you must create time to prepare a sermon and not just take the previous one.</p> <p style="text-align: center;">2.2. What is the role of the church council?</p> <p>The church council must be taught and be trusted for its duty. There are those church council whereby the minister is the secretary, financial administrator, chairman and it is not supposed to be like that. But when you know your work as a minister you will teach your church council to do its duty. Sometimes it is us who are delaying the church council to progress or justify wrongfully our actions through the church order. For example: we experience this often during the funerals and the church order must not be used to stifle the church council in its duty.</p> <p>2.2.1. Are they capable of fulfilling their tasks?</p> <p>Yes , they are. We reduced a large number of the church council members and we now know how the church council functions. We need to show them their responsibilities that they should do in their ward meetings, keep reports of every quarter, where they would indicate the help that they would need. If you do not do that the church council becomes lazy, and it becomes you who do everything and they do nothing. If they have important issue to contribute encourage them to</p>	<p>Shift in ministry: from master of all to sharing.</p> <p>Hindrance:hide behind church order</p> <p>Role: Trained and trusted for its role</p> <p>Yes.</p> <ul style="list-style-type: none"> • Mechanism: reduced Church council members. • Teach them responsibility and accountability • Freedom of speech
--	--	---

	<p>do that without fear. It is up to the benefit of the congregation not the minister or the church council.</p> <p>2.2.2. Are you proud of their service?</p> <p>I had a lot of the people I had trained and I am proud of them. Even though many had retired but those I have I am proud of them. Those who are untrainable they will be retired and those who are lazy volunteer to retire. Now we have a succession plan whereby we retire 40% of the church council and continue with 60%. This we will start this year.</p> <p>2.3. What is the role of ordinary members of the congregation?</p> <p>If you have taught the congregation you will encounter some challenges, because we have taught them their responsibilities. For example: during the meetings of the support group we do have time for the discussion of the church order, reformation and that creates vocal people who will question and interrogate you especially the young people. If you empower them they want to know more than they know now, and they asked more question with the purpose to know more. Our congregation is a heterogeneous, there are those who know much for the purpose of building and those who know less for the purpose of destroying and challenge the leadership. But if you have taught your church council to answer correctly in such a difficult situation there will not be any problem to accept those questions as challenges</p>	<p>Yes.</p> <p>Effective mechanism: succession plan</p> <p>To be constructively critical and vigilant</p> <p>Challenge: some are critical for constructive purpose or destructive purpose.</p> <p>To enquire and held the church council accountable for its actions and decisions</p>
--	--	--

	<p>to be dealt with not undermining of the church council. Now we have young people who have a lot of interest in this church more than before even more than the elderly people. Young people want to know what happened when our church is in this kind of predicament. To answer these the church council does need to be empowered</p> <p>2.3.1. Do the church members know their responsibility?</p> <p>More than 80% of the congregation members know their responsibility. We realise that through their attendance of worship service, offering of their organisation, to understand the sermons and comment about them. We also realised that after the worship service some members of the congregation do not hurry to leave. When you listen to their conversations more than 60% discuss the sermon and even take it to their different organisations. This indicate that there is a progress in their life situation and helps us understand what is it that help grow the congregation. We do not have time for those who have intend to destroy, if they are present we have those who will report that immediately. Again, through social network we hear their emotions and discuss with them.</p> <p>3. Classification of the leadership style of congregational leadership.</p> <p>3.1. How do you classify the leadership style of the minister?</p> <p>My leadership style is not pastoral but more of charismatic. The challenge I encountered is to be</p>	<p>Yes. Majority of them Evidence: attendance of worship service, offering, comments on sermons.</p> <p>Those who intend to destroy are reported immediately.</p>
--	---	---

	<p>a reformed minister and have a charismatic spirit. The experience has taught me to know that there are things I can do but there are others I should not do to respect the tradition and the custom of the congregation. I know there things we can leave behind and according to me it is dressing in liturgical gown on the pulpit. Again, it is my personality which is controversial when I am challenged.</p> <p>But one should be careful not to be overwhelmed by charismatic spirit, because once it takes over it overwhelms everything. In worship service I let people be liberated by the Spirit, I change liturgy when necessary and use a charismatic inspired sermon. I also create opportunity for response to the word and pray for those possessed by the demons.</p> <p>3.2. How do you classify the leadership style of the church council?</p> <p>The leadership of my church council is transformative as it changed from traditional old aged men to a mixed group in ages. However, pastoral leadership is still lacking a bit because they are not confident of themselves. We are in the process of training the church council in the matters that relates to keeping confidential family matters of some of the members of the congregation. Dear brother in Christ I am thankful to God for exposing me to co-operate world. Many things we learnt from co-operate world we apply them in the congregation not to undermine those who worked before but to improve administration</p>	<p>Charismatic Challenges:</p> <ul style="list-style-type: none"> • conflict between reformed theology and charismatic spirit. • Tradition and custom of the church <p>Transformative:</p> <ul style="list-style-type: none"> • Shifted from old aged men to mixed group in gender and ages • Integrate knowledge from o-operate world with management of the congregation (e.g. using technology
--	--	---

	<p>like minute taking through literal writing and use of technology to protect our minutes against damage. For example; the division between the URCSA and the DRCA was based on the lack of minute keeping.</p> <p>4. What kind of lay empowerment is practised by the congregational leadership?</p> <p>Our workshops we encourage that they prioritise the church council members and then it can be the congregation members. Many a times we ask the other minister to lead this kind of training. Some of the things we empower our church council members are the meaning of reformation, duties of the members of the church council, house visits, and other matters of the community. From there the training could be on the youth, women and others.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p>We do it by proclamation of the gospel and distribution of food, clothes and visiting the orphanage like Lebone house</p> <p>5.2. Fellowship?</p> <p>During Easter we prepare tea in the morning to encourage members to interact and talk to each other. At the beginning of each worship service we greet each other.</p> <p>5.3. Knowledge of the Word of God?</p>	<p>for minute taking)</p> <p>Regular workshops which prioritise church council members based on themes such as reformation, duties, social transformation.</p> <p>Social welfare: proclamation of the gospel and giving out food and clothing</p> <p>Interaction over tea Greeting each other before the start of worship service</p>
--	---	---

	<p>We do a lot of Bible study in support group activities but the church council members are not doing it at the moment.</p> <p>5.4. Relationship with God?</p> <p>We try to improve our relationship with God through prayer, and meditation during the activities of the support group.</p> <p>6. What are the present challenges of the congregation?</p> <p>I am tent maker in the ministry and members seem to be not happy with that. I do not do house visits but I do them on invitation. Pastoral counselling is done at the church not at home to avoid disturbances. But I realised the old aged members do prefer an old minister and we do make use of one to administer Holy Communion to the old aged members of the congregation.</p> <p>7. What is an overall experience of congregational leadership?</p> <p>I started the ministry whilst its age group was elderly people, it was a custom that to be a leader you have to be of mature age and elderly person. Even in the ministry you were expected to be of mature age and elderly person. But now that has change because one can be a minister whilst still of a young age. The challenge was that we had a leadership which was myopic. But the young ministers tried at best to bring about changes in the leadership approach by bring in the young people into the church council to balance the issue of age and even women are allowed into the church council. This brings about different ideas</p>	<p>Bible study through support group</p> <p>Prayer and meditation especially in support group activities</p> <ul style="list-style-type: none"> • Acceptance of tent making ministry. • House visits and pastoral counselling • Preference of old aged minister by the old people <p>Shifting context of the ministry:</p> <ul style="list-style-type: none"> • Minister is no longer an old aged person but young person • Leadership that is myopic to leadership that is open to various context of gender and age.
--	--	---

	<p>and challenges. The changes will not come at once but we should show others the need for changes because others are concern about the quality of the ministry. For example: the paying of tithes was a challenge when the ticket system was abolished. The reason we use tithing is because we do different jobs and we must pay it according to our work situation.</p> <p><i>It is positive with the church council but fair with the congregation members.</i></p>	<ul style="list-style-type: none">• Resistance to change <p>Positive to fairness</p>
--	---	--

<u>COMMENTS</u>	5.2.2. <u>REV 2</u>	<u>CODES</u>
	<p>1. The description of the participant Refer to congregation number 2</p> <p>2. The role of the congregational leadership.</p> <p>2.1. What is the role of the minister? It is to proclaim the Word of God in the congregation, and teach them of their responsibility in the community and families, and they should lead family prayers.</p> <p>2.1.1. Are you capable of fulfilling the role? I have enough time to do my responsibilities and duties</p> <p>2.2. What is the role of the church council? The member of the church council must be approachable, trustworthy and be able to lead ward prayer meetings.</p> <p>2.2.1. Is the church council capable of doing its responsibility? I realised many of the church council members do not have the skill and many of them have asked for training. Some of the workshops we had were of house visiting,</p>	<p>Proclamation of the word</p> <p>Empowering others to know their responsibility.</p> <p>Yes.</p> <p>Approachable, trustworthy and competent</p> <p>Not yet, but through training they show some improvement</p>

	<p>preparing a sermon, and tithing. This has shown some improvement because some wards have decided to work on their own for workshops</p> <p style="text-align: center;">2.3. What is the role of ordinary congregational member?</p> <p>The member must know about the salvation which Christ has achieved for us. Members must offer contribution for welfare of the congregation.</p> <p style="text-align: center;">2.3.1. Are they cable of their responsibility</p> <p>Members have been taught about their faith and responsibility and that they are saved children of God. We taught them to contribute 10% and not just meagre financial contribution. Now I have realised that the potential and responsibilities are growing because the financial income is growing. Financial help from white congregation has stopped.</p> <p>3. Classification of the leadership style of congregational leadership</p> <p style="text-align: center;">3.1. How do you classify the leadership style of the minister?</p>	<p>Know about their faith and support their congregation</p> <p>Yes, they were taught about their faith responsibility</p>
--	--	--

<p>Minister concerned about dependency syndrome of the members on the minister</p>	<p>My leadership style is more of a transformative nature. We do financial report every year, we do not wait for the congregation to ask for a report.</p> <p style="text-align: center;">3.2. How do you classify the leadership style of the minister?</p> <p>It is more of a transformative like mine</p> <p style="text-align: center;">4. What kind of empowerment is practised by congregational leadership?</p> <p>It is bible study where members select a topic like prayer, tithing and healing</p> <p style="text-align: center;">5. How does the congregational leadership mobilise the congregation towards:</p> <p style="text-align: center;">5.1. Social engagement?</p> <p>We have some of the members who stay in the farm and informal settlement, they are unemployed and we visited them together with the white DRC, and we ask the social workers, home affairs to accompany us so that they may help where necessary. Those in need we gave them shoes, clothes and other volunteered to buy food like mealie-meal, tin-stuff. Some managed to get social grant and ID within two weeks, and we even asked donation of shoes from the Chinese and we managed to get them.</p> <p style="text-align: center;">5.2. Fellowship?</p> <p>We did informed the congregation that many of them do not know each other and after the worship service members hurry to go home. We</p>	<p>Transformative</p> <p>Evidence: Financial report</p> <p>Transformative</p> <p>Bible study and topics selected for discussion</p> <p>Ecumenical partnership to give food and clothing to the poor</p>
--	--	--

	<p>asked the young people to start a project and many of them contributed funds to buy tea and coffee so that members of the congregation may drink tea after worship service. In this kind of gathering young people managed to help one another to get employment. The problem is that I do not want this project to be led by me, but when I do not challenge them to meet regularly they do not do it. The women fellowship and the men fellowship do often come during the weekend to discuss their issues over braai-vleis and work on the garden and building of the church.</p> <p style="text-align: center;">5.3. Knowledge of the Word of God?</p> <p>There is not much done about learning the word of God from the Church council. Young people we did teach them by giving them biblical verse to read at home, and the young children we give them regular Bible test</p> <p style="text-align: center;">5.4. Relationship with God</p> <p>I am not sure of the church council on this point. But one time I used to ask the church council to think about the word and pray. I also asked members of the congregation to come on Saturday to pray for the worship service of Sundays and many other points they can raise up</p>	<p>Interaction over tea and coffee and doing a joint projects</p> <p>No specific project on knowledge of the word of God</p> <p>Motivation to pray for the worship service and activities of the congregation.</p>
--	--	--

	<p>6. What are the present challenges of the congregation?</p> <ul style="list-style-type: none"> • The previous minister stayed here for a long time and his legacy will take long before it is forgotten. The customs of the previous minister seem as if they were made law, like those who did not part take in the Holy Communion were asked to leave. • The other challenge is the church council which does not include women as members • Lack of skill to do financial report • Lack of mission where we have not even reached to congregation like Thabang in Lesotho because of lack of resources. <p>7. What is an overall experience of congregational leadership?</p> <p>Positive but there are some few individuals who are former church council members and were not happy with the changes made with regard to financial management. Now these members have tried to influence the congregation to turn against the minister but their plan failed.</p>	<p>Legacy of the previous minister</p> <p>Exclusive in gender</p> <p>Lack of competency</p> <p>Mission.</p> <p>Positive although there are some who are not happy with me</p>
--	---	---

<u>COMMENTS</u>	5.2.3. <u>REV 3</u>	<u>CODES</u>
<p>He seemed enthusiastic and determined</p> <p>Concerned that he does not have transport</p> <p>Very concerned about laziness of the church council</p> <p>Concerned about laziness of his members</p>	<p>1. The description of the participants Refer to congregation number 3 and 4 point 1</p> <p>2. The role of the congregational leadership.</p> <p>2.1. What is the role of the minister? He is a servant, the apostle of God. His main task is to do the great commission, to help convert the sinners to God, to be a missionary and one who contributes to the growth of the kingdom of God by empowering members of the congregation</p> <p>2.1.1. Is there a time to do all your duties? Yes, but what really hinders is the lack of transport. Again, the people that the pastor would like to visit most of them are work, in the evening they prepare for family due to lack of transport I am not happy with my work</p> <p>2.2. What is the role of the church council? It is to perform what is expected of them like keeping order and discipline at all time and support the minister</p> <p>2.2.1. Is the church council capable of fulfilling its role? They do not understand their calling, they enjoy positions without doing nothing. The overseeing they should do, they do not do it. They expect the minister to do everything and when people disrupt the worship service they just watch without doing nothing. The relationship is good beside their laziness and ignoring their responsibilities.</p> <p>2.3. What is the role of the ordinary congregational member? Members still do not understand their faith, they are passive. We did arrange some workshop for them but they still do not show a sense of improvement.</p>	<p>Servant, apostle of the mission of God, must empower others</p> <p>Yes, Challenges:lack of transport, and unavailability of members</p> <p>Doing their duty and support the minister</p> <p>No. Evidence: do not understand their calling, like positions, ignorant and depend on minister</p> <p>The do not know it. Passive, and resistance to knowledge</p>

	<p>3. Classification of leadership style of congregational leadership.</p> <p>3.1. How do you classify the leadership style of the minister?</p> <p>I like pastoral leadership because I try most of the time to be the shepherd of my flock</p> <p>3.2. How do you classify the leadership style of the church council?</p> <p>It is autocratic in its leadership style and sometimes exclusive and act as if they know all whereas not. I would like to add that on the presbytery leadership is confused as we did not have any meetings and on the regional synod leadership is not effective and lacks vision</p> <p>4. What kind of empowerment is practised by the congregational leadership?</p> <p>On the Church council level the last workshop was about two years ago and it was based on leadership, church order and administration. Concerning lay members we did have an interaction on certain theme.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p>We lend our church buildings to the members of the community</p> <p>5.2. Fellowship?</p> <p>It is very poor sometimes but sometimes we did try to improve it on gala dinner. But the relationship is good amongst the congregation members although not yet satisfactory, because in some jobs they do support. Concerning the church council members I do believe that if the relationship with the DRC here could grow, will help a lot to perform the needs of</p>	<p>Pastoral: care of the flock</p> <p>Autocratic and exclusive, pretend to be master of all</p> <p>Nothing</p> <p>Welfare project: lend building to community</p> <p>Not yet satisfactorily</p>
--	---	---

	<p>the congregation. Between my church council and I the relationship is good. Together we co-operate and prepare things together. The problem is that they are passive and expect the minister to do everything, and the committees do not function well. Concerning other leaders of the congregation the relationship is good, once a month we have a meeting leaders of this organisations. We have done all the efforts to fundraising by suggesting that every organisation in the congregation should donate R200 before offering.</p> <p>5.3. Knowledge of the Word of God? We are very weak as there no specific activities arranged for that.</p> <p>5.4. Relationship with God? We try to improve on it through worship service, praise and worship.</p> <p>6. What are the present challenges of the congregation?</p> <ul style="list-style-type: none"> • Poverty and unemployment: there is limited economic activities • Drunkenness: laxity on the community members and poor municipal leadership led people to sell alcohol illegal • Traditional initiation school and sacrifices to the ancestors: young when they come from traditional initiation school many become immoral. Ancestral sacrifices are attended now by young people who end up being drunk 	<p>Passive and dependent on the minister, ignorant</p> <p>No specific activity</p> <p>Praise worship approach to worship service</p>
--	---	--

	<p>7. What is an overall experience of congregational leadership?</p> <p>My experience with congregational leadership is that it still needs more training to enable it to achieve certain changes but now I assume them as passive.</p>	passive
--	---	---------

<u>COMMENTS</u>	5.2.4. REV 4	<u>CODES</u>
	<p>1. The description of the participant</p> <p>He is already retired minister working part time in a congregation. He prefers more of traditional approach to worship, ministry and leadership though he is open to new changes</p> <p>2. The role of the congregational leadership</p> <p>2.1. What is the role of the minister?</p> <p>It is to proclaim the word of God to the people through sermon. He should know the congregation, know those who are weak, sick and troubled. To ensure that Sunday school, youth and confirmation class are administered with responsibility. To lead the church council and empower it with leadership, morals. If they do not know anything you will work alone while they are passive.</p> <p>2.1.1. Do you have ample time to do your work?</p> <p>Do not work alone invite others to come and help you. In presbytery we used to call meetings where the congregations in the presbytery are called to be empowered.</p> <p>2.2. What is the role of the Church council?</p> <p>The duty of the church council is to care for the ward members, families, oversee the life of the minister and advise him. It is to ensure that children are baptised in time, congregational admin is done properly. Their duty is not to look for the mistakes but to comfort, proclaim the word of God, to lead prayers and teaching of the Bible which is no longer taught at school.</p>	<p>Proclamation of the word. Pastoral: know his flock and care for it To teach and empower others of their responsibility</p> <p>Yes, Mechanism: sharing duties, empowering others</p> <p>Pastoral: care. Support the minister Ensure effective admin of the congregation Proclaim the word of God</p>

	<p>2.2.1. Is the church council able to perform its duty? They do really try but they need more empowerment and training.</p> <p>2.3. What is the role of the ordinary members of the congregation? Their duty is to be witness to others through the proclamation of the gospel.</p> <p>2.3.1. Are they capable of fulfilling it? Yes, it is the responsibility of the congregation to send out its members to proclaim the gospel</p> <p>3. Classification of the leadership style of congregational leadership.</p> <p>3.1. How do you classify the leadership style of the minister? I am not an autocratic leader, I prefer consultation and co-operation even though there may be some challenges. I do not like to use the sermon to attack people and leadership style is more in line with pastoral and servanthood</p> <p>3.2. How do you classify the leadership style of the church council? The leadership style of the church council is one that is interested in proclaiming the word of God, they work like a team, they visit each other, support each other and teach one another. Their leadership style is one of servanthood.</p> <p>4. What kind of lay empowerment is practised by the congregational leadership?</p>	<p>Not all of them</p> <p>Witness to others</p> <p>Yes,</p> <p>Pastoral and servanthood: in the context of co-operation and consultation.</p> <p>Servant hood in the context of proclaiming the word, team work, support and empower each other.</p>
--	--	--

	<p>The congregation grows because of the trainings you provide whereby you can invite the social worker and others. Women fellowship we used to invite the social worker to empower them about family matters. When members of the church council are elected we visit the spouse to support her husband in his duty. During the inauguration we invite the family members to come along and listen to the new responsibilities of their partners.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p>We usually give out clothes to those in need around our congregation and in Lesotho. We helped the orphans through our youths projects. We visit the inmates in prison and preach them the word. We do the community service for the purpose that the members of the congregation live among the poor and they should know about the living God, therefore the congregation must help those in need to understand that God is still alive.</p> <p>In one of the informal settlement in Bloemfontein many individuals did not understand why we need to establish a congregation there. Despite the challenges we managed to establish a congregation in one of the informal settlements, and we give out as part of charity food, clothes to those in need.</p> <p>5.2. Fellowship?</p> <p>It is more practiced in the ward meetings by members to help those in need and pray for the sick</p> <p>5.3. Knowledge of the Word of God?</p>	<p>Regular Workshops by lay people</p> <p>Visit to the spouse of the church council members for motivation.</p> <p>Welfare project: food and clothing to the needy</p> <p>Effective in ward meetings</p>
--	--	--

	<p>It is not so much practiced but in different congregational organisations there is a discussion about Bible and other things</p> <p>5.4. Relationship with God?</p> <p>We encouraged it through the study of the Bible, prayer meetings to God and those in need. In support group we used to comfort each other and discuss our problems to motivate each other</p> <p>6. What are the present challenges of the congregation?</p> <ul style="list-style-type: none"> • Financial assistance from the DRC made us to relax and trust too much in the DRC. This made it difficult to shift from just a mere financial contribution to tithing. The missionaries from the DRC did not teach us to give tithing, and that they should be paid their salaries by us that would have helped us develop some financial skills in fund raising. If all the congregations would have learnt to give tithing we would have no problem with the salaries of the ministers • To maintain young people in the congregation is another challenge. How do we approach young people with regard to immoral issues like pregnancy, abortion which the government encouraged to the young people to do without the knowledge of the parents. <p>7. What is an overall experience of congregational leadership?</p> <p>There are some deficiencies and good things, because it is not everything you can just achieve alone and more difficult was marrying young people because many of them prefer</p>	<p>Discussion in bible studies</p> <p>Study of the Bible and prayer</p> <p>Financial dependence from DRC led to resistance to tithing Legacy of missionaries: lack of financial contribution Poor salaries of the ministers.</p> <p>Maintain young people</p> <p>Positive experience of leadership</p>
--	---	--

	to sit together without being married. I am happy with the relationship with my congregation leadership.	
--	--	--

<u>COMMENTS</u>	5.2.5. REV 5	<u>CODES</u>
<p>He showed deep emotions and concerned about some church members who are not co-operating</p> <p>Concern that members of the congregation do not focus on their calling but are easily manipulated.</p>	<p>1. The description of the participant Refer to congregation number 5 point 1</p> <p>2. The role of congregational leadership.</p> <p>2.1. What is the role of the minister? The minister must be honest and have a knowledge of his work, and do it in time and when needed he must be available. He must read his Bible and know his flock.</p> <p>2.1.1. Are you able to fulfil this role? I am satisfied with my duties in the congregation although I realised that members do like to interfere in the minister's duties especially members of the church council. But the minister must do his duties and really understand it.</p> <p>2.2. What is the role of the church council? They must be honest in the ward meetings and duties like house visits, reading church order and helping those in need and be trained.</p> <p>2.2.1. Is the church council capable of fulfilling its role? Others know their duties but others are rebellious.</p> <p>2.3. What is the role of the ordinary member of the congregation? Members do differ there those who understand and those who do not. However members are easily attracted by custom of other churches or the teachings of the previous ministers. The members must accept and believe what the minister is teaching him.</p>	<p>Task oriented: the word and his flock Good character: honesty</p> <p>Yes.</p> <p>Good character Task oriented: know their duties</p> <p>Not all of them, many are rebellious</p> <p>Obey what he is taught</p>

<p>Concerned that there is a lot of negativity towards him as the minister</p>	<p>2.3.1. Are they capable of fulfilling it? It is not all of them who are honest. Others are confused and have a pride, and personal vendetta against minister because of the influence of other ministers.</p> <p>3. Classification of the Leadership style of congregational leadership</p> <p>3.1. How do you classify the leadership style of the minister? I am pastoral leader because I like to take care of the souls of the people.</p> <p>3.2. How do you classify the leadership style of the Church council? The leadership of the church council is conflict ridden because they do not want to listen and obey the minister. Many a times they are engaged in useless conflicts either with each other or the minister.</p> <p>4. What kind of lay empowerment is practised by the congregational leadership? No empowerment except preaching. Projects were sabotaged from all level.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement? Nothing except giving out the clothes to the poor in the previous years.</p> <p>5.2. Fellowship? We had the interaction within the congregation but it was not a successful one</p>	<p>Not all of them</p> <p>Pastoral: care of souls</p> <p>Conflict ridden</p> <p>No lay empowerment</p> <p>Nothing this year</p> <p>Nothing</p>
--	--	--

	<p>5.3. The word of God? We did the study of the word in Sunday school, confirmation class but all have disintegrated because of conflicts</p> <p>5.4. Relationship with God? It is through preaching only.</p> <p>6. What are the present challenges of the congregation? The glory of God is now absent in the church, the church has been turned into human property. (emotional and tear drop). The honour of God is no longer there, but the human pride is dominant and we need to revive the spirit of God, and to reprimand the ministers who interfere in the duties of other ministers and this brings hindrance to other minister in doing his duties. The minister is now threatened to be physically abused and be expelled</p> <p>7. What is an overall leadership experience of congregational leadership? It is divided, and full of conflict and does not support and co-operate with the minister, and now I am the fifth minister to be expelled.</p>	<p>Nothing</p> <p>Preaching or prayer in worship service</p> <p>Church has become human property: full of human pride, lack of respect for minister</p> <p>Negative experience</p>
--	--	--

<u>COMMENTS</u>	5.2.6. <u>REV 6</u>	<u>CODES</u>
<p>The minister seems negative about this congregation and is just working here for the sake of love of ministry otherwise he is not happy</p>	<p>1. The description of the participants. Refer to congregation number 6</p> <p>2. The role of the congregational leadership?</p> <p>2.1. What is the role of the minister? The duties of the minister is enormous and one can mention it as proclamation of the gospel, house visits, and mission amongst those who do not know Christ.</p> <p>2.1.1. Are you capable of fulfilling your duties? Yes, because I have to make time. I have a lot of work to do because I have to serve three congregations. I have realised that being interim minister is a disturbing factor to a minister with a congregation of his own and I do not like being interim minister. It affects the progress of my congregation because the supervised congregation may have a lot of challenges that really consume a lot of your time like conflict over positions, mismanagement of funds, and lack of time because you visit the congregation once in three months</p> <p>2.2. What is the role of the church council? It is to be the light of the world and study the Word to have knowledge of the kingdom of God and good examples of followers of Christ.</p>	<p>Proclamation of the gospel and pastoral: care of soul</p> <p>Yes, Mechanism: time management Hindrance: interim minister</p> <p>Light to the world Knowledge of the kingdom of God</p>

	<p style="text-align: center;">2.2.1. Is the church council capable of fulfilling its role?</p> <p>Many of them are ignorant and not honest in their duties in the church council.</p> <p style="text-align: center;">2.3. What is the role of ordinary congregation member?</p> <p>It seems as if members are not clear of their responsibilities because they do not know why they should do offering, tithing but the ministers and church councils need to be patient.</p> <p style="text-align: center;">2.3.1. Are they capable of fulfilling their role?</p> <p>No, because they do not have a vision and not everyone is honest in their duties, but it can be present if the church council is honest in its duties instead of complaining about the minister and their leadership is autocratic. Again, they are not capable of doing their duties because they do not attend meetings and are ignorant of the workshops they should attend.</p> <p style="text-align: center;">3. Classification of the leadership style of congregational leadership?</p> <p style="text-align: center;">3.1. How do you classify your leadership style as the minister?</p> <p>I am pastoral as I prefer to take care of the flock of God</p> <p style="text-align: center;">3.2. How do you classify the leadership style of the church council?</p>	<p>No, many are ignorant</p> <p>Support the congregation</p> <p>No. Not clear of their duties No vision and honesty They are ignorant</p> <p>Pastoral: care of the flock</p>
--	--	--

	<p>Majority of them lack vision, are autocratic and full of complaints instead of leading positively the flock of Christ.</p> <p>4. What kind of lay empowerment is practised by the congregational leadership?</p> <p>We have not done much in this aspect because of lack of time and ignorance of the members to co-operate with the church council or the minister.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p>Our relationship with the community is positive but there no yet projects we do in the community.</p> <p>5.2. Fellowship?</p> <p>It is a concern here as there are no smooth relationship between the church council members themselves and also members of the congregation and the church council members. This is due to ignorance lack of focus of the both members of the congregation and church council.</p> <p>5.3. Knowledge of the Word of God?</p> <p>It is through sermons that built us spiritually because the preachers do really prepare according to lectionary.</p> <p>5.4. Relationship with God?</p> <p>It is mainly through prayer and music from our hymn book. I want to add that music in the church should be controlled and using the cushion and bell is not acceptable, we need to sing from our hymn book only and nothing more.</p>	<p>Lacks vision, autocratic</p> <p>Nothing Evidence: lack of time to arrange and ignorance and lack of co-operation</p> <p>No projects</p> <p>Nothing here Evidence: poor relationships Lack of focus</p> <p>Through sermons</p> <p>Through prayer and music</p>
--	---	--

	<p>6. What are the present challenges of the congregation?</p> <p>In the community I have realised that there are many of people who lack co-operation like churches like AIC in the informal settlement, and there is a lot of immorality amongst the youth is increasing, example is gangsterism and pregnancy</p> <p>7. What is an overall experience of congregational leadership?</p> <p>There is a lot of undermining of each other amongst leaders and this needs to end.</p>	<p>Lack of co-operation between churches</p> <p>Negative</p>
--	--	--

<u>COMMENTS</u>	5.2.7. <u>REV 7</u>	<u>CODES</u>
Shows concerns about incompetence of church council	<p>1. The description of the participant. Refer to congregation number 7</p> <p>2. The role of congregational leadership?</p> <p>2.1. What is the role of the minister? The role of the minister is to empower others to be leaders of tomorrow, to take care and transfer knowledge, provide vision and proclaim the message of Christ.</p> <p>2.1.1. Are you capable of fulfilling your duties? Yes, I am satisfied and have time to do all my duties</p> <p>2.2. What is the role of the church council? I have realised that the church council lacks training concerning the leadership of the congregation, towards relationship with God they lack a lot. We did have a workshops related to leadership in the congregation, relationship with God, bible study to help the leadership to empower themselves. To others the works really helped because there some changes in the leadership and relations with God.</p> <p>2.2.1. Is the church council capable of fulfilling its role? No, because there is still a lot of work to be done to empower the congregation and church council.</p>	<p>Empower other Proclamation of the gospel</p> <p>Yes Evidence: time management</p> <p>Knowledge of God and his word</p> <p>No Evidence: still needs training</p>

	<p>Therefore I am not yet happy because there is a lot of work that still needs to be done.</p> <p>2.3. What is the role of ordinary congregation member?</p> <p>It is to be obedient and support the activities of the congregation and leadership of the church council.</p> <p>2.3.1. Are they capable of fulfilling their role?</p> <p>It is only a few who really understand their responsibilities because of the workshops, bible study, and situations of life, and challenges in the world. But others do still need a lot of help.</p> <p>3. Classification of the leadership style of the congregational leadership?</p> <p>3.1. How do you classify the leadership style of the minister?</p> <p>My leadership style is to empower others to be leaders of tomorrow. The information that I have I should pass it on unto others, through teaching, empowerment, creating a vision in life and in church, to learn which ones are left behind or developed. Many of the members say I have brought changes in their lives, knowledge in the issues of the church, to discover what they should do, I helped them discover some of the things that creates problems for them, which were previously not there. For example: giving the receipt indicated that the money goes where it should be going and stops stealing of money.</p>	<p>Obedient and support the leadership</p> <p>Few: Evidence: effective workshop</p> <p>Empowerment: informative, teaching. Change oriented: changed their lives, knowledge in issues of church, improve admin.</p>
--	---	--

	<p>3.2. How do you classify the leadership style of the church council?</p> <p>It is a leadership that likes progress, changes, empowering the members, so that members could be stable in their faith. Changes are there and it is to help the poor, to bring about a difference in the life of the members and congregation.</p> <p>4. What kind of lay empowerment is practised by the congregational leadership?</p> <p>We empower them to love each other, to help and support each other. We also involve them in charity work where we give out clothes, and we inform them of government projects. Again we have Bible study, visit of households and the sick.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p>This year we did nothing, in the previous years we used to plant vegetables, give out food parcels to families in need for at least six months</p> <p>5.2. Fellowship?</p> <p>The relationship is about that of trust and mistrust. Those who do not like the changes made by the church council do not have good relationship with the minister. There are members of the congregation who conspire</p>	<p>Change oriented: stable faith, help others and make a difference in the life of members</p> <p>Spiritual: love, support, help Community: charity</p> <p>Nothing this year</p> <p>Mixed Evidence: trust and mistrust, conspiracy and co-operation</p>
--	---	---

	<p>with the some church council members like the youth they do not have good relations with the minister because they do not have opportunities like in the first. Youth although it is not all of them their relations with the leadership of the congregation are not positive and are in conflict with the minister. Despite this, the other half of the congregation has positive relationship with the minister</p> <p>On the presbytery level I do not like the laws in the presbytery because ministers are ignorant of their responsibilities on this level. There is a lot that needs to be changed like the manner of lodging a complaint in the presbytery. Their leadership style is the one that is change oriented but they must be made accordance with the church order</p> <p>In the synod ordinary members are dominated. Matters that should be discussed in the circular letter are removed. The leadership likes to interfere even when not necessary. They do not like changes, and they prefer opportunities and whatever their approach is oppressive and therefore they are oppressors</p> <p>5.3. Knowledge of the word of God? It is through a lot of Bible study practice, Sunday school teachings and catechism.</p> <p>5.4. Relationship with God? It is through prayer to God during worship service and singing unto God whole heartedly.</p>	<p>Teaching about the word of God</p> <p>Prayer and singing</p>
--	---	---

	<p>6. What are the present challenges of the congregation?</p> <ul style="list-style-type: none"> • They are those promoted by excessive human rights as articulated by the government: teenage pregnancy, co-habitation, poverty, drunkenness, • Mission work we do it from here and in Lesotho. In the village we visit the families that were abused and we comfort them, we give clothes, food to the poor. We buy shoes for the children from poor families. <p>7. What is an overall experience of leadership of congregational leadership?</p> <p>The leadership in the congregation sometimes I lack trust in them because they tend to conspire against the minister and lacks co-operation. But I do also believe that there are some minorities who are honest and striving towards good relations with the minister.</p>	<p>Excessive human rights</p> <p>mission</p> <p>Mixed: lack of trust sometimes</p>
--	--	--

<u>COMMENTS</u>	5.2.8. <u>REV 8</u>	<u>CODES</u>
	<p>1. The description of the participants</p> <p>He is about to retire and his personality is one of a pastoral leader. He is comfortable with traditional approach of doing ministry and leadership though changes he can accommodate as long as they do not interfere with traditional mode of worship service and leadership integrity.</p> <p>2. The role of congregational leadership?</p> <p>2.1. What is the role of the minister?</p> <p>It is a special calling different from other professions. It is a calling to work with those inside and outside the church.</p> <p>2.1.1. Do you have time for your duties as a minister?</p> <p>I do like but I am not able to do everything. It is because of the following: the congregation has grown and it is continuing to grow. Therefore I do not have enough time to visit all members in their households and even those with problems but the visit of the sick and the old people I am happy. I am not happy because I did not reach all the family households. Every year I make a report about the short comings of not being able to visit all members, ward meetings, and arrangement of Pentecost. This issue of not being able to reach all the families really disturbs me because of the growing congregation and not being able to engage in ward meetings. We have decided to divide the congregation into two groups. One group we will accommodate it in the new space and built its new buildings and call a minister and the other will remain.</p>	<p>To work according to his calling</p> <p>Not enough. Evidence: Growth of the congregation.</p>

	<p>2.2. What is the role of the church council?</p> <p>The duties of the elders and deacons is not the same but do relate. The elders main duty is to administer the congregation and the deacon's work is charity to the poor. To take care of the poor inside and outside the congregation. The elders work together with the ministers to lead the congregation and proclaim the word. Immediately after the inauguration of the church council we train the new members with their responsibilities.</p> <p>2.2.1. Is the church council capable of fulfilling its role?</p> <p>There are still a lot of members who still do not understand their responsibilities like a lot of deacons do not understand their calling.</p> <p>2.3. What is the role of ordinary congregational member?</p> <p>Members of the congregation helps a lot in the weaknesses mentioned on above. We involve a lot of our congregations members in the activities of the congregation. We often conduct workshops, and members of the congregation divide themselves into different groups which do house hold visits, visit the sick, proclamation of the gospel to those inside and outside the congregation</p> <p>2.3.1. Are they capable of fulfilling the role?</p> <p>It is not all members who are honest in their duties, at least 80% of the congregation members do work hard and 20% still need some help.</p>	<p>Elders: admin and support the minister with preaching Deacons: charity work inside and outside the church</p> <p>No, especially the deacons</p> <p>Support congregation activities</p> <p>Yes, 80% fine</p>
--	--	--

	<p>3. Classification of the leadership style of congregational leadership.</p> <p>3.1. How do you classify the leadership style of the minister?</p> <p>I am pastoral leader because I enjoy visiting the families and the sick. If a week ends without any visit of the families I struggle to prepare a sermon, households visits helps me to know the needs of the congregation members, and I know how to comfort them, advise, and this helps me prepare the sermon on Sunday.</p> <p>3.2. How do you classify the leadership style of the church council?</p> <p>Some members are pastoral in leadership, others are democratic, may be it is my influence during the training.</p> <p>4. What kind of lay empowerment is practised by the congregational leadership?</p> <p>We do discussion on certain topic in the congregation on suggestion of the theme by some congregation members. Some of the topics discussed in the congregation is based on money, worship service, from there we do empowerment of different organisations in the congregation. Sometimes we invite other people from outside to lead the conversation on stress control, anger, other illnesses and how they can be overcome.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p>We wanted to adopt the Lebone House, to help them with food, clothes but now we are busy assessing the opportunity of adopting House of Hope as our community</p>	<p>Pastoral: care of the soul</p> <p>Pastoral and democratic</p> <p>Discussion on some themes Inviting external experts</p> <p>Welfare project: food and clothing</p>
--	--	---

	<p>project, but what is really helping is that the young people are a really helpful.</p> <p>5.2. Fellowship? Different organisations in the congregation do meet to do some workshops, and they do encourage each other to co-operate to help one another because no congregation organisation is independent. Each organisation should work with others as a symbol of unity. This symbol of unity we see it in the funeral, prayer meetings. Members are encouraged to support other ward meetings despite being a members in that ward. Each project lead by any ward should be supported, and financial income has grown tremendously because of this co-operation.</p> <p>5.3. Knowledge of the Bible? We have not yet started in the congregation, and shortage is big but in the church council and different organisations of the congregation is progressing well and we decided that next time we will involve the congregation.</p> <p>5.4. Relationship with God? We have ten days before Easter which is used as an emphasis for members to have a relationship with God. Those who come regularly are the young people and it is there where we encourage people to pray. In the ward meetings church council members are encouraged to pray rather than doing the usual preaching.</p> <p>6. What are the present challenges of the congregation?</p>	<p>Occurs on the level of organisations in the congregation. Support of ward meetings</p> <p>No specific project here except Bible reading</p> <p>Prayer and singing</p> <p>Growing congregation</p>
--	--	--

<p>(NB: he is about to retire and leave these for the congregation to resolve)</p>	<ul style="list-style-type: none"> • Our building has become too small for our growing congregation • Inability to reach all households is really disturbing me spiritually • It is now the time to change because we live with people of different cultures, we need to accommodate people with their clothes, head covering, and women dressed in pants. The weather affected by climate change needs us to accommodate men without jacket and ministers with no gowns. <p style="text-align: center;">7. What is an overall experience of congregational leadership?</p> <p>I am POSITIVE but I feel like I have just arrived yesterday and there is a lot that needs to be done but I am positive and satisfied with this congregation leadership</p>	<p>External factors effect change in the congregation</p> <p>positive</p>
--	---	---

6. FOCUS GROUP INTERVIEWS (FGI) OF CONGREGATION MEMBER

6.1. Structured questions on Focus Group Interview (FGI) of congregation members.

1. Theme of the research

Leadership and transformation in the African church: A practical theological study of one denomination

2. Purpose of the interview questions

To assess in broader terms the understanding of the role of congregational leadership and how do the participants experience congregational leadership.

3. Research question for the interviews

My main question in the individual and focus group interview is: What is your experience of leadership with regard to the ministry as a whole?

To enable the participants to respond adequately and appropriately to this question I prepared semi structured questionnaire to lead us to the response to the main question of the interview. The reason for the semi structured questions were to avoid simplistic response to the main interview question. Furthermore, it was to enable the participants to see the broader role of leadership so that they can judge if their present experience of leadership is what they should experience or not?

4. Informed consent

This is the information disseminated to the participants of both individual and focused group interviews to inform them of their rights within this research.

4.1. Procedure

The participants were informed of the following as part of procedure:

- That their expected response in this interview is oral. But there will be someone writing the notes on the discussion and response on the interview and the researcher will be leading the interview discussions.
- Participants were informed that they will not incur any physical pain or discomfort due to their participation in this survey, that their participation will be anonymous and that confidentiality will be maintained at all times.

- Participants were informed that, if they wish to, they can withdraw from the research process at any stage and that there will be no negative consequences for them due to their participation in the research.
- Keep in mind that your meaningful input in this research will benefit the scientific conceptualisation of the contribution of DRCA in the promotion of transformative leadership in South Africa and the congregation and the development of practical guidelines to this end.
- Answer the questions in accordance with honesty and authenticity.
- Note that on some questions the researcher may make a follow-up question in which you can briefly motivate your answers.

4.2. Potential risks and discomforts

To prevent any discomfort or disruption of your programme, you will be given to the maximum one hour to participate in the interview session. There are no physical or psychological risks to participation in the study.

4.3. Potential benefits to subjects and/or to society

Potential benefits for participants in this research include two important components. Firstly, members of the DRCA congregations will have the opportunity to reflect on the potential nature of the contribution to the promotion of transformational leadership in South Africa. This opportunity for reflection can encourage as well the participants in the study to mobilise their congregational leadership with a greater consciousness of the interests of the Lord, Christ to reflect on their effectiveness of their congregational leadership. Secondly, academics lecturing in Practical Theology will have access to the results of the study and, where applicable, use the recommendations to develop and promote practical theological research, teaching and learning and community interaction aimed at the interests of the students and church.

4.4. Payment for participation

Your participation in this research is voluntary and you will unfortunately not receive remuneration of any kind for your involvement in the study.

4.5. CONFIDENTIALITY

Any information that is obtained in connection with this study and that can be identified with the participants will remain confidential and will be disclosed only with their permission or as required by law. Confidentiality will be maintained by means of the anonymous participation in the interview. UFS will assist in the coding and statistical processing and analysis of your interview response. It will not be possible to identify any findings or opinions and responses with specific respondents. The data gathered will be presented through frequency tables, bar diagrams and textual format.

Documents will be kept in safe keeping in a locked steel cabinet for the duration of the research. Only the researcher has access to this cabinet. All data/ documentation will be destroyed upon completion of the dissertation.

Results will be used in a dissertation and an article in an accredited scientific journal. A brief research report may be made available to the DRCA Free State synod if requested. Results will also be disseminated through a paper presented at a conference.

4.6. PARTICIPATION AND WITHDRAWAL

You can choose whether to be in this research interview or not. If you volunteer to be in this study, you may withdraw at any time without consequences of any kind. You may also refuse to answer any questions you don't want to answer and still remain in the study.

4.7. IDENTIFICATION OF INVESTIGATORS

If you have any questions or concerns about the research, please feel free to contact Professor W.J Schoeman, the study leader (051 401 2668; schoemanwj@ufs.ac.za) or Rev KJ Pali, the researcher (051 401 7037; palikj@ufs.ac.za).

5. Interview questions

1. *The description of the participants*
2. *The role of congregational leadership?*
 - 2.1. *What is the role of the minister?*
 - 2.1.1. *Is he capable of fulfilling the role?*

- 2.2. *What is the role of the church council?*
 - 2.2.1. *Is the church council capable of fulfilling its role?*
- 2.3. *What is the role of ordinary congregational member?*
 - 2.3.1. *Are they capable of fulfilling*

- 3. *Classification of the leadership style of congregational leadership.*
 - 3.1. *How do you classify the leadership style of the minister?*
 - 3.2. *How do you classify the leadership style of the church council?*

- 4. *What kind of lay empowerment is practised by the congregational leadership?*

- 5. *How does the congregational leadership mobilise the congregation towards:*
 - 5.1. *Social engagement?*
 - 5.2. *Fellowship?*
 - 5.3. *Knowledge of the Word of God?*
 - 5.4. *Relationship with God*

- 6. *What are the present challenges of the congregation?*
- 7. *What is an overall experience of congregational leadership?*

THANK YOU

6.2. Data on Focus Group Interview (FGI) of Congregation members

<u>COMMENTS</u>	6.2.1. <u>C1</u>	<u>CODES</u>
	<p>1. Description of the congregation</p> <p>This congregation has a membership of about 1500-2000 and predominantly African and is situated in the township in the capital city of the Free State province. It has a reasonable number of middle income and therefore more affluent if compared to many other congregations within the DRCA in the Free State. This congregation has only one part time minister and sometimes uses the services of the retired minister in areas where the contracted minister cannot be available. The present minister is young in the ministry, and less than 50 years of age. His personality is approachable, peaceful and willing to serve and bring about change in his ministry and the life of the people. His leadership style is more influenced by charismatic spirit and change oriented though he agreed that he can be easily angered if undermined, disrespected and unfairly criticised. The retired minister is used regularly on request and his availability to do some tasks in the congregation. He prefers more of traditional approach to worship, ministry and his preferred leadership style is pastoral and he agreed that he is open to new challenges that require changes in the ministry. It was about twelve participants who were involved in this focused group interview.</p> <p>2. What is the role of congregational leadership?</p> <p>2.1. What is the role of the minister?</p> <p>Respondent 1 (<i>old aged male participant</i>)</p> <p>They are many but personally I understand the role of the minister as supporting all the members of his congregation in their distress and suffering.</p> <p>Respondent 2 (<i>female youth from the youth club</i>)</p>	<p>Supporting the congregation</p>

<p><i>she was bold and articulate in her speech. She spoke in English which seem to annoy some participants.</i></p>	<p>The minister's role in the congregation is multi-dimensional: Firstly, he must be approachable so that the members of the congregation are not afraid and run away from him. Secondly, the minister must be able to keep secrets of other members of the congregations who confided in him. Thirdly, the minister must nourish the congregations with the gospel for the sake of spiritual growth. Lastly, most important the minister must have love and do not discriminate and must treat us equally.</p>	<p>approachable confidential empower with gospel treat all equal</p>
<p><i>Youth: she was bold and spoke English – she seems not positive about her present minister, other respondents were uneasy and agitated by her feelings</i></p>	<p>2.2. Is the minister able to fulfil his duties? Respondent 2</p> <p>I do not think so, because of different personalities I could identify with the older and previous minister more than with the present minister because some personalities could not get along with each other. The present minister does not have all expertise though others think like he is doing what is expected of him well, he is human he does not have all expertise.</p>	<p>No Evidence: not approachable</p>
<p><i>defended the present minister</i></p>	<p>Respondent 3 (<i>church council member and mature adult female</i>)</p> <p>The old and previous minister was a father to me and I respected him very much but the present minister is young to me and when I have problems he prays for me, therefore you must not be afraid to approach him, therefore I believe the present minister has time to fulfill what is required of him to do in the congregation.</p>	<p>Yes Evidence: approachable</p>

<p>he is positive about the present minister</p>	<p><i>Respondent 4 (the other youth and male from Christian youth fellowship)</i></p> <p><i>(Further observation: Amongst participants there seem to be intimidating to freedom of speech and tension amongst members about the present minister. But majority on observation seem to be positive about the present minister. The tension that seemed to have occurred in the beginning the researcher calmed it down by requesting participants to allow freedom of speech to happen without any fear and repercussions. Those who interfered others while speaking were reprimanded and warned that their participation would be terminated)</i></p> <p>The feelings of an individual must not be used to dominate and generalize others. The present minister does visit us as youths in our gatherings to lead Bible study.</p> <p>2.2. What are the duties of the church council</p> <p><i>Respondent 5 (female and young adult)</i></p> <p>The first duty of the church council is to pray for me when I am distressed with my problems. The second one is to be the servants of the kingdom of God through helping of those who are poor and in need. The third and important one is to support and work together with the minister in his duties.</p> <p><i>Respondent 1</i></p> <p>You know what! Duties of the church council are many. I agree with the first speaker that one of the duties of the church council are to support and work together with the minister in congregational ministry and administration. But I can also add that other duties include managing the congregation and to empower us for all life situations.</p>	<p>Yes</p> <p>Evidence: interaction with Youths</p> <p>Pastoral: care of soul</p> <p>Servants</p> <p>Support and co-operate with the minister</p> <p>Support and co-operate with the minister.</p> <p>Management of congregation</p>
--	--	--

	<p><i>Respondent 6 (young female adult and member of women fellowship)</i></p> <p>I agree with the above speakers, Yes the duties of the church council is to support the minister, and others may be to lead the congregation and guide us through the church order to maintain the proper order of the church.</p> <p>2.2.1. Is the church council able to fulfil its duties?</p> <p><i>Respondent 7 (female and young adult)</i></p> <p>It is difficult to give exact answer but let me say: they differ, some do their duty and are honest whilst others are not really honest in their duties.</p> <p><i>Respondent 8 (male, young and member of men fellowship)</i></p> <p>In my view I would say they are really trying and honest in the duties because they do everything as stipulated in the church order</p> <p><i>Respondent 4 (male and a youth from youth fellowship)</i></p> <p>I do agree that they are responsible and honest in their duties because we can speak to them about our problems as youths and are approachable.</p> <p><i>Respondent 9 (male, one of the church council members and men fellowship)</i></p> <p>I agree because the church council still adheres to the stipulations of the church order. For example, during</p>	<p>empowerment</p> <p>support the minister</p> <p>lead, guide and maintain the congregation</p> <p>yes and no</p> <p>Yes. Evidence: perform their tasks</p> <p>Yes.</p> <p>Evidence:solve our problems</p>
--	---	--

	<p>funeral only the elders of the church council are allowed to bury and surround the grave to participate in the burial liturgy and pour the soil. But in other congregations the deacons are allowed to bury and participate in burial liturgy, the elders preach from the pulpit of the minister instead of preaching from the small elders' pulpit because the pulpit we know as allocated only to ministers and proponents. These minor distinctions are not properly observed in other congregations but in our congregation this is strictly observed.</p> <p>2.3. What are the duties of the ordinary congregation member?</p> <p><i>Respondent 11 (female, lay person and young adult)</i></p> <p>The duty of the lay members is to do as requested by the church council and be obedient to the church council when it ask lay members to do something on behalf of the congregations.</p> <p><i>Respondent 10 (male, and lay person, and young adult)</i></p> <p>The other duty of the lay members is to respect his or her minister, the congregation. Furthermore it is to proclaim the gospel of Christ to those who do not know Christ. Lastly, it is to visit and revive those who lapsed in their faith.</p> <p><i>Respondent 12 (male, church council member and young adult)</i></p> <p>Lay members must sacrifice their time to serve the congregation. Again, their duty is to serve God and</p>	<p>Yes, Obey church order</p> <p>Obedience to the leadership</p> <p>respect proclaim the gospel revive the spirit of others (mission)</p> <p>support the congregation</p>
--	--	---

	<p>please him rather than pleasing people. One last thing is to be honest on offering done in the congregation.</p> <p><i>Respondent 6</i></p> <p>To add to what my colleagues have said, I think the lay members should be custodians of sacrificial life that show respect to everyone and participate in every activities of the congregation. Again, they must beseech God to help them be honest in their offering and be sacrificial in their life.</p> <p><i>Respondents 2</i></p> <p>I understand the lay member duty as striving to grow in faith so that there is a difference between those in the church and those outside the church. Lay members must be a sign of truth, and those outside the church must believe in Christ because of what they see in the lives of the believers and their behaviours.</p> <p><i>Respondent 5</i></p> <p>I agree with most of what my colleagues mentioned on above. But I think other duties of the lay member are to oversee the life of the minister. To be light of the world in his or her behavior. To be the letter of Christ that will be read by everyone to be saved and to do offering in honesty in the congregations.</p> <p><i>Respondent 9</i></p> <p>I am not sure, but I think the duties of the lay member to be proud of the church property and safeguard it and</p>	<p>serve God</p> <p>support the congregation</p> <p>Grow in faith</p> <p>Witness in words and deed</p> <p>Overseer life of the minister</p> <p>Light of the world</p> <p>Letter of Christ</p> <p>Maintain church property</p>
--	--	---

	<p>so with the management of the congregations which is distinct from other organisations. It is important to safeguard our church order</p> <p><i>Respondent 3</i></p> <p>In contrast with the above I believe the duties of the lay member are that his personality must be of such nature that it cannot hinder the progress of the congregation.</p> <p>2.3.1. Are the lay members honest in their duties?</p> <p><i>Respondent 5</i></p> <p>I think, Yes, because we are like a family. We are united and many things we do through love.</p> <p><i>Respondent 10</i></p> <p>Yes lay members are honest in their duties because here we are like a family. We do projects together and united and we even respect our church council</p> <p>3. What is the Style of leadership (minister and church council)</p> <p><i>Respondent 2</i></p> <p>Style of leadership is dependent on the context. But this congregation its leadership is transformative as well as the leadership of its minister. This is because we have many things happening in our congregation like a support group, kitchen soup project and regular feed-back from the church council.</p>	<p>Support the leadership</p> <p>Good personality</p> <p>Yes.</p> <p>Evidence:act like family</p> <p>Yes.</p> <p>Evidence: we are family and co-operate.</p> <p>Transformative</p> <p>Evidence: many congregational activities</p>
--	--	--

<p><i>In this congregation there are two youth groups MBB and youth club. It seems as if the present minister is more aligned and co-operating with youth club than MBB</i></p>	<p><i>Respondent 9</i></p> <p>Leadership style of the church council including the minister is transforming but let them not forget to serve us. But my concern is that it seems as if this youth has dissatisfaction with the leadership and leadership is serving both the church and even the youth side.</p> <p><i>Respondent 10</i></p> <p>In my own words the management of the church council is accommodating everybody in the congregation</p> <p><i>Respondent 3</i></p> <p>The leadership style of this church council and the minister is the one that strives for changes. For an example: Difficult and complicated church order rules we simplify them to prevent the congregation from disintegrating. To prevent youth from leaving this congregation when they have fallen pregnant they are no longer put on suspension for long time.</p> <p><i>Respondent 8</i></p> <p>The leadership of this congregation helped me be transformed. In all the worship services that I attended I realized that there are many things which I learned from this congregation. Through the workshop of the congregation and support group I found myself much more empowered than before.</p>	<p>Transformative Evidence: service</p> <p>accommodating</p> <p>Change oriented Evidence: changed approach to discipline</p> <p>Transformative Evidence: personal transformation And empowerment</p>
---	--	--

	<p><i>Respondent 1</i></p> <p>It is not all of the people who will be happy with the leadership duties, like sometimes other people in the congregation do not like the use of the English language as part of worship service.</p> <p><i>Respondent 7</i></p> <p>What I like about this church council and the minister is that they do not decide for us but consult us first therefore they are democratic in approach together with the minister.</p> <p>4. What kind of empowerment is practiced by the congregational leadership?</p> <p><i>Respondent 1</i></p> <p>In this congregation once a year members of the congregation are given an opportunity to proclaim the gospel during the worship service.</p> <p><i>Respondent 3</i></p> <p>Sometimes members are encouraged to participate in ward prayer meetings to empower themselves spiritually.</p> <p><i>Respondent 6</i></p> <p>The leadership approach in this congregation is not a top down but down to top. Members of the congregation do have a lot of opportunity to suggest what should really be happening in the congregation and many of the congregation members volunteered to open a bursary fund for our young people.</p>	<p>Consultative and democratic</p> <p>Opportunity to preach</p> <p>Participate in ward prayer meetings</p> <p>Bursary fund</p>
--	--	--

	<p><i>Respondent 12</i></p> <p>Sometimes as part of lay empowerment the minister prepares the workshop on liturgy and worship service to help the lay people to understand how to lead the worship service.</p> <p><i>Respondent 11</i></p> <p>Again, the minister in our congregation has formed a support group which empowers members of the congregation with many things regarding life situation and spiritual matters.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p><i>Respondent 9</i></p> <p>In this congregation we do have some community projects we do. Many of them is through support group which is formed by different organisations within our congregation. The kind of community projects we do are soup kitchen to feed the poor, combined worship with the NGK (DRC) in town, and sometimes we visit informal settlement to proclaim the gospel.</p> <p><i>Respondent 8</i></p> <p>One other thing is that through our support group we help young people in the congregation to get employment.</p>	<p>Workshops</p> <p>workshop</p> <p>Welfare projects: food and clothes to the poor</p> <p>economical</p>
--	---	--

	<p><i>Respondent 3</i></p> <p>For some few years now through our support group program we have done so many community projects like visiting the disabled and orphans at Lebone's house, old age home and the sick people.</p> <p><i>Respondent 4</i></p> <p>From my side what I know of the community project is that we used to give clothing to those in need</p> <p><i>Respondent 5</i></p> <p>Sometimes as part of community projects our youths visit orphanage home and old age home</p> <p>5.2. Fellowship?</p> <p><i>Respondent 1</i></p> <p>As part of building communion amongst congregation members we do organize workshop to talk about how to build relationships and solve some problems that hinders unity amongst members.</p> <p><i>Respondent 12</i></p> <p>Fellowship is also practiced from our ward meetings where members of the congregation share the word and help one another to solve some problems they have.</p>	<p>welfare project</p> <p>Welfare project</p> <p>Welfare project</p> <p>Positive: workshop</p> <p>Positive: Ward meeting</p>
--	---	--

	<p style="text-align: center;">5.3. Knowledge of the Word of God</p> <p><i>Respondent 1</i></p> <p>Our members do engage in bible discussion at their wards meetings</p> <p><i>Respondent 5</i></p> <p>Sometimes the support group is the one that would lead the congregation in Bible study</p> <p><i>Respondent 8</i></p> <p>The other way we engage in bible study is through the men's fellowship</p> <p style="text-align: center;">5.4. Relationship with God?</p> <p><i>Respondent 9</i></p> <p>At the end of every year we do invite all the members of the congregation to come to this congregation for worship service.</p> <p><i>Respondent 10</i></p> <p>In my understanding the relationship with God within our congregation is built through prayer sessions and singing</p> <p><i>Respondent 3</i></p> <p>This is the most challenging problem in our congregation because this is personal matter, but this is complicated matter that concerns the individual with his God. But as a congregation we need to learn and improve on this as it is</p>	<p>Bible study</p> <p>Bible study</p> <p>Bible study</p> <p>Worship service</p> <p>Prayer and singing</p> <p>Need to improve</p>
--	---	--

	<p>not all members of the congregation who are involved in different organisations in the congregation.</p> <p><i>Respondent 2</i></p> <p>To improve on this we need to do praise and worship in this congregation because at this moment it is not done.</p> <p><i>Respondent 5</i></p> <p>During the support group meetings we do have time for individuals to pray and worship.</p> <p>6. What are the present Challenges of the congregation?</p> <p><i>Respondent 2</i></p> <p>Our congregation is progressing well and we have achieved many things. But we still need to improve as congregation and also the leadership: For example, how do you love God and still not love your neighbour. We pass each other without greeting each other</p> <p>We are not treated equal, the attendance of funerals and ward meeting depends on who you are, whether you are well known or not. The reverend does not visit the youth meetings together with his church council. Those who have money to pay their tithe are announced and praised, and this makes those who did not tithe to feel ashamed.</p>	<p>Praise and worship service</p> <p>Relationship</p> <p>Equal treatment</p>
--	--	--

<p><i>defending against what the previous speaker said</i></p> <p>Adult members defended the minister and the church – youths are unhappy about some issues – freedom of expression is not allowed or is limited.</p>	<p><i>Respondent 3 (Church council member defending):</i></p> <p>I think the congregation members need to be advised on how the congregation is managed and learn about the procedure to follow for the grievances.</p> <p><i>Respondent 4</i></p> <p>I would suggest that communication between the members should be improved, and the church council should stop pointing and praising those who paid their tithe.</p> <p><i>Respondent 7</i></p> <p>We really do want to know if the church liturgy is available for other members of the congregation to study it.</p> <p><i>Respondent 9</i></p> <p>We really like to request the young people to have an understanding of church management and may be they really need to be trained on this.</p> <p><i>Respondent 6</i></p> <p>Mission work is one of the challenges in our congregation and we really need some improvement on that.</p> <p>7. What is an overall experience of leadership of congregational leadership?</p> <p><i>Respondent 5</i></p> <p>Positive but still needs to improve on the relationship and equal treatment of members</p>	<p>protocol</p> <p>discrimination</p> <p>eager to know more</p> <p>Mission</p> <p>Positive</p>
---	--	--

	<p><i>Respondent 8</i></p> <p>I would say we are satisfied with the effort of our congregational leadership although we cannot say it is perfect but it working hard to serve us.</p>	<p>positive</p>
--	---	-----------------

COMMENTS	6.2.2. C2	CODES
	<p data-bbox="432 304 1018 338">1. Description of the congregation</p> <p data-bbox="384 360 1118 1330">This congregation is situated in the bigger town in the northern Free State. It has a congregation membership of about 1500 to 2000. It has one minister and more than 50% of its members are working and it is financially stable and receives no financial assistance from the DRC at the moment. The minister (Rev 2) is just under 40 years of age, full time and energetic, visionary and change oriented in his leadership approach. He is aware of the paradigm change in leadership and he aspires the members of his congregation could experience freedom to initiate things for their benefit of the congregation, although often he complaint of the challenge to overcome legacy of the previous minister. Rev 2 says the previous minister served this congregation for more than 30 years before he passed away few years before Rev 2 was called into this congregation.</p> <p data-bbox="384 1402 1118 1800"><i>(After members were informed of their rights in the research interview. Participants were reluctant to progress with the interview and insisted to respond on the questions in a written form and be first provided with the detailed report of the questionnaires filled in by the minister and the church council. But after the long discussion and information about the benefits of this study to the congregation and the church as a whole many agreed to continue with the interview and few only decided to leave. The participants were eight in total.)</i></p>	

	<p>2. The role of the congregational leadership</p> <p>2.1. What is the role of the minister in congregational ministry?</p> <p><i>Respondent 5. (female youth from youth fellowship)</i> The duties of the minister is to take care of the congregation, to administer sacraments, to help with the leadership, to comfort those in distress and care for the soul of others, and to be transparent in his ministry.</p> <p><i>Respondent 1 (male young and member of the church council)</i> It is to preach the gospel and to bless the weddings. The other one is to comfort those souls that are distressed.</p> <p>2.1.1. Is he capable of fulfilling the role?</p> <p><i>Respondent 5 (female and youth from youth fellowship)</i> Yes, because he does have time to visit us as youth unlike the previous minister</p> <p><i>Respondent 7 (female and lay person)</i> Yes, I have seen him doing house visits and attending to many funerals</p> <p>2.2. What is the role of the church council?</p> <p><i>Respondent 1: (male, young and church council member)</i> The duties of the church council is to lead the congregation with respect and honesty.</p>	<p>Pastoral: care, comfort Task oriented:Administer sacraments.</p> <p>Proclaim the gospel Task oriented: weddings</p> <p>Yes, Evidence: time management</p> <p>Yes, Evidence: performs his tasks</p> <p>Quality leadership: respect and honesty</p>
--	---	--

	<p><i>Respondent 2 (female and member of the women fellowship)</i></p> <p>The church council must support the minister in his duties and do home visits and oversee that everything is done in accordance with the church order, justice and honesty.</p> <p style="text-align: center;">2.2.1. Is the church council capable in fulfilling its duties?</p> <p><i>Respondent 3: (male, old aged and church council member)</i></p> <p>Yes, most of the church council members are honest in their duties but there is one ward which the church council member is not really honest</p> <p><i>Respondent 4 (male and lay person)</i></p> <p>Yes, most of the church council members are really honest in the duties. We see this in their support of funerals and ward meetings.</p> <p style="text-align: center;">2.3. What is the role of the ordinary congregational member?</p> <p><i>Respondent 6 (male and youth)</i></p> <p>It is to attend the worship services and congregation activities. The other one is to support the leadership of the congregation and be honest to witness about Christ and his teachings.</p> <p><i>Respondent 7 (female and lay person)</i></p> <p>It is to fulfil his promises and to pay his tithe</p>	<p>Support the minister. Overseer. Do its tasks.</p> <p>Yes. Evidence: tasks performed</p> <p>Yes. Evidence: support congregation activities</p> <p>Support congregation activities Witness about Christ</p>
--	---	--

	<p>2.3.1. Are they capable of fulfilling their expected role?</p> <p><i>Respondent 8 male and old aged lay person)</i> It is not all that are honest</p> <p><i>Respondent 3:</i> In actual fact many are trying their best and we see this through the financial contribution they made</p> <p><i>Respondent 4</i> Yes, most of them are honest in their duties because of increasing attendance we see every Sunday.</p> <p>3. Classification of the leadership Style of congregational leadership.</p> <p>3.1. How do you classify the leadership of the Church Council?</p> <p><i>Respondent 1</i> Its leadership approach is still an old approach system, it is really slowly and need a lot of training so that they grow on tithing and leadership.</p> <p><i>Respondent 6:</i> The church council leadership has shown development from autocracy towards the leadership that focus on changes and being exemplary.</p> <p><i>Respondent 3</i> The leadership likes changes and see this through new ceiling that is put in the church building</p>	<p>Not all</p> <p>Yes</p> <p>Yes.</p> <p>Traditional: slow to changes</p> <p>Transition from autocracy to focus on changes and exemplary</p> <p>Change oriented: new ceiling</p>
--	--	--

	<p>3.2. How do you classify the leadership style of the minister?</p> <p><i>Respondent 1 and 3</i></p> <p>The leadership of the minister is really the one that focuses on changes and empowering the church council because we had several workshops and new information about the how to lead the congregation</p> <p><i>Respondent 4 and 5</i></p> <p>The leadership style of the church council is one that aims at establishing organisations within the church and improving the management of the congregation of discipline.</p> <p>4. What kind of lay empowerment is practised by the congregational leadership?</p> <p><i>Respondent 1</i></p> <p>Members are given opportunity to participate in activities of the congregation like preparing for Easter weekend or bazaar.</p> <p><i>Respondent 2:</i></p> <p>Sometimes the minister arrange camps, workshops and visit the different organisations of the congregations to learn about their activities they do in their organisations</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p><i>Respondent 3:</i></p> <p>For community project we pray for the sick in the community</p>	<p>Change oriented: empowers and is informative</p> <p>Tasks oriented and empowering</p> <p>Participation: planning of activities</p> <p>Camps and workshops for learning</p> <p>Welfare project: praying for the sick</p>
--	---	--

	<p><i>Respondent 2:</i> Sometimes our congregation gives those who are in need some clothes and food.</p> <p><i>Respondent 8:</i> We help the young people who are unemployed to get job</p> <p><i>Respondent 4:</i> We visit the informal settlement to help the poor with food and clothes</p> <p><i>Respondent 5:</i> We allowed the congregation and community members to do garden, clothing and sewing projects at the congregation premises.</p> <p>5.2. Fellowship?</p> <p><i>Respondent 2 and 4</i> Relations between the members of the congregations are good and emphasised by gala dinner, heritage day.</p> <p><i>Respondent 1</i> The relations between the members of the congregation are positive but on the presbytery level they are negative and unfriendly and we are really trying to remedy the situation. The other important conflict realised is that the duties of the young people on the presbytery level are in conflict with those in the congregation. But on the synod level it seems the relations are positive as ministers</p>	<p>Welfare project: clothes and food to the poor</p> <p>Economical: job creation</p> <p>Welfare project: food and clothes to the poor</p> <p>Welfare project: gardening and sewing</p> <p>Positive: Gala dinner, heritage day to build relationships</p> <p>Positive:</p>
--	--	---

	<p>have regular contacts with each other to empower and share ideas.</p> <p>5.3. Knowledge of the Word of God?</p> <p><i>Respondent 1.</i> The minister encourages it by motivating us to buy and read the Bible</p> <p><i>Respondent 5</i> The reverend visit homes of the members of the congregation to check if they have bibles.</p> <p><i>Respondent 8.</i> It seems to be really a problem in this congregation and how can you advise us in this instance.</p> <p><i>Respondent 4</i> Usually after the minister has preached, he gives the members a homework to read the Bible at home</p> <p>5.4. Relationship with God?</p> <p><i>Respondent 3.</i> Members of the congregation are gathered in front of the pulpit for being prayed to.</p> <p><i>Respondent 6.</i> Members of the congregation have the right and freedom to sing and clap hands</p> <p><i>Respondents 3.</i> Sometimes members of the congregation are asked to pray.</p>	<p>Positive: read the bible</p> <p>Positive: reading the bible</p> <p>Not clear: seek help</p> <p>Positive: read the bible</p> <p>Positive: prayer</p> <p>Positive: prayer</p> <p>Positive: prayer</p>
--	--	--

	<p><i>Respondent 4:</i> We are still growing on this issue</p> <p>6. What are the present challenges of the congregation?</p> <p><i>Respondent 8:</i> The first challenge is to do mission amongst other people of different race like ours like the Pakistanis</p> <p><i>Respondent 2:</i> The other challenge is to do fundraising like paying the tithe</p> <p><i>Respondent 6:</i> It is to come late into the worship service and not be honest to the activities of the congregation.</p> <p><i>Respondent 4</i> The challenge I realised is that members do not come to worship service in the end of the month and leave before time.</p> <p><i>Respondent 5</i> We have poor financial administration</p> <p><i>Respondent 6</i> There is a challenge of understanding the word of God</p> <p>7. What is an overall experience of congregational leadership?</p> <p><i>Respondent 1:</i> We are satisfied although the worship service is not yet transformed to my satisfaction.</p>	<p>Doubtful: seek help</p> <p>Mission to the foreigners</p> <p>Tithing as fundraising</p> <p>Late coming</p> <p>Poor attendance in the end of the month</p> <p>Poor financial admin</p> <p>Understanding the word of God</p> <p>Positive</p>
--	--	--

	<p><i>Respondent 2, 4, 5:</i> We are very satisfied in everything</p> <p><i>Respondent 8</i> We are satisfied because the leadership has vision, transparency and accountability.</p>	<p>Positive</p> <p>positive</p>
--	---	---------------------------------

<u>COMMENTS</u>	6.2.3. C3	<u>CODES</u>
	<p>1. Description of the congregation</p> <p>The congregation is situated in a small town in the Eastern Free State. The membership in this congregation ranges from 1000 to 1500. Many of the members of the congregation are dependent on the government for employment as there limited industrial companies in this area hence financially they struggling to pay their minister a required salary as stipulated by the synod. The minister (Rev 3) is just over 40 years of age, full time in the ministry he likes pastoral leadership which is more open and visionary in approach. The participants were six in number and other who were requested to come did not arrived?</p> <p>2. The role of the congregational leadership.</p> <p>2.1. What is the role of the minister?</p> <p><i>Respondent 1 (female, old aged and lay person)</i></p> <p>The minister should proclaim the word of God and call people to join the church.</p> <p><i>Respondent 2: (male, old aged and church council member)</i></p> <p>The minister is like everything to the congregation, and he must help the congregation members with all that they need. The other point is that he must have patience and approach like a parent</p> <p>2.1.1. Is he capable of fulfilling the role?</p> <p><i>Respondent 1 and 2</i></p> <p>Yes because he still leads the worship services as expected and we are happy.</p>	<p>Proclaim and recruit people</p> <p>Mater of all: help all with their needs patience</p>

	<p><i>Respondent 3 (male, young and lay person)</i> Yes, although he lacks transport to do other duties</p> <p><i>Respondent 4 (female, old aged and member of female fellowship)</i> Yes, he does attend to the funerals and administer sacraments</p> <p style="text-align: center;">2.2. What is the role of the Church council?</p> <p><i>Respondent 1:</i> The duty of the church council is to support the minister in his duties.</p> <p><i>Respondent 2:</i> It is to care for the congregation and the poor and the old aged</p> <p><i>Respondent 3:</i> They help and lead ward meetings and the minister. They must co-operate with the minister and share responsibilities.</p> <p style="text-align: center;">2.2.1. Is the church council doing what is expected of its role?</p> <p><i>Respondent 2:</i> Yes, they also do lead the prayer meetings at their wards</p> <p><i>Respondent 3:</i></p>	<p>yes: does his tasks well</p> <p>yes,</p> <p>Yes, he performs his tasks</p> <p>Support the minister</p> <p>Pastoral: care</p> <p>Support, co-operate with the minister share responsibilities</p> <p>Yes. leadership</p>
--	---	--

	<p>They really try their best to be honest but their problem is only their attendance and leave before the end of worship service.</p> <p style="text-align: center;">2.3. What is the role of the ordinary congregation members</p> <p><i>Respondent 1:</i> Our lay members do respect the worship services</p> <p><i>Respondent 2:</i> We are still happy with their support but the problem is that their attendance is poor when the weather is bad</p> <p><i>Respondent 5 (female young adult and lay person)</i> They do not seem to understand their role well as they are not tithing and leave early before the service ends</p> <p style="text-align: center;">2.3.1. Are they able to fulfil their expected role?</p> <p><i>Respondent 6 (male young adult and lay person)</i> Not all of them are able to do their expected role</p> <p><i>Respondent 2</i> I am worried about our lay members because they seem less interested sometimes in the duties of the congregation</p> <p><i>Respondent 4</i> I do understand that it is only a minority that is troublesome but majority do have respect for the leadership and are honest. It is only that many are</p>	<p>Yes. They do their tasks</p> <p>respect</p> <p>support</p> <p>Lack knowledge of their responsibility</p> <p>Not all of them</p> <p>No. evidence: less interested</p> <p>yes</p>
--	---	--

	<p>unemployed hence cannot contribute more money to the church.</p> <p>3. Classification of the leadership style of the congregational leadership</p> <p>3.1. How do you classify the leadership style of the minister?</p> <p><i>Respondent 1:</i> The leadership of the minister is really of satisfactory standard. He speaks when he is not happy and does not hold grudges against us hence we say he is transparent and open in his leadership. The other important point is that he helped revived the presbytery.</p> <p><i>Respondent 2:</i> He consults before he makes any decision unless he is obliged to make decision alone.</p> <p><i>Respondent 3:</i> The minister is focused on making changes, like he changed the financial contribution system to that of tithing.</p> <p>3.2. How do you classify the leadership of the Church Council?</p> <p><i>Respondent 3:</i> They differ because sometimes there those who are conservative and those who are change oriented</p>	<p>Positive. Open and transparent</p> <p>consultative</p> <p>Change oriented: evidence: change towards tithing</p> <p>Range from conservative to change oriented</p>
--	--	--

	<p><i>Respondent 6</i> I agree that some are resistant and slow to change while others are eager to see changes happening.</p> <p>4. What kind of lay empowerment is practised by the congregational leadership?</p> <p><i>Respondent 2</i> As part of the church council it is for a long time since we had a workshop but soon we will have some workshops for the church council on the leadership, finances and mission.</p> <p><i>Respondent 3</i> On the level of the congregation we had once a workshop which was for the purpose to solve some of the challenges we had.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p><i>Respondent 1:</i> We hire out our church building to the community to use for choir and other activities</p> <p><i>Respondent 2:</i> Sometimes we prepare food for the orphans.</p>	<p>Range from change resistance to change appreciation</p> <p>Nothing specific</p> <p>Nothing specific</p> <p>Rent out a building to community</p> <p>Welfare project: food</p>
--	---	---

	<p style="text-align: center;">5.2. Fellowship?</p> <p><i>Respondent 2:</i> Sometimes during the ward meetings we share tea and food. At other times after worship service we eat together pudding.</p> <p style="text-align: center;">5.3. Knowledge of the Word of God?</p> <p><i>Respondent 2:</i> In our ward meetings we have opportunity to read the Bible and discuss it including preaching on it.</p> <p><i>Respondent 3:</i> Members of the congregation are given opportunity to read the word</p> <p><i>Respondent 5:</i> We do talk and discuss the word of God in our private homes</p> <p style="text-align: center;">5.4. Relationship with God?</p> <p><i>Respondent 2</i> After the sermon we give the congregation members an opportunity to pray for themselves and during the youth service we give everyone a chance to participate in the worship service.</p> <p style="text-align: center;">6. What are the present Challenges of the congregation?</p> <p><i>Respondent 1:</i> Lack of financial support: due to unemployment and old membership</p> <p><i>Respondent 3:</i></p>	<p>Positive: ward meeting</p> <p>Positive: bible reading</p> <p>Positive: reading the Bible</p> <p>Positive: Bible reading</p> <p>Positive: prayer and partaking in worship service</p> <p>Finances</p>
--	--	---

	<p>Immorality like drunkenness because of many shebeens in the township and traditional initiation school because young initiates lost respect and act like criminals</p>	Immorality
	<p><i>Respondent 3</i> Attraction of worship service styles from other churches such as charismatic</p>	Charismatic spirit
	<p>7. What is an overall experience of the congregational leadership?</p>	
	<p><i>Respondent 2</i> I am happy with the leadership of my church council but I am not happy with the leadership on presbytery level</p>	Positive
	<p><i>Respondent 4</i> I am satisfied with the congregational leadership although the fundraising is the problem. The church council has a vision for leading this congregation and they sacrifice a lot</p>	Positive: vision
	<p><i>Respondent 6</i> I am satisfied with the leadership of the congregation and they really try their best, but with the church council I am happier as there are no conflict between the minister and the church council. Even though we are poor they do their best but on presbytery level the situation is tense</p>	Positive: good relations

<u>COMMENTS</u>	6.2.4. <u>C4</u>	<u>CODES</u>
<p>Members are reluctant to speak, and may be they were shy. But after the researcher ensured them of confidentiality and to be free, they seem to show by nodding head to agree with the speakers</p> <p>They do not have full time minister but only supervising minister</p>	<p>1. Description of the congregation</p> <p>The congregation is situated in a small town in the Eastern Free State. The membership in this congregation ranges from 500-800. Many of the members of the congregation are dependent on the government for employment as there limited industrial companies in this area hence financially they struggling to have a new building and appoint a minister. The congregation lost its building to URCSA local congregation and they are not willing to combine with the local DRCA congregation. The supervising minister (Rev 3) is just over 40 years of age, full time in the ministry in a local DRCA congregation and he likes pastoral leadership which is more open and visionary in approach. The participants were seven in number.</p> <p><i>(NB: Participants seems to be withdrawn and not knowing what to expect or answer. But the researcher explained to them their rights and ensured them of the confidentiality of their responses.)</i></p> <p>2. The role of the congregational leadership</p> <p>2.1. What is the role of the minister?</p> <p><i>Respondent 1 (male old aged adult, church council member)</i></p> <p>We completed the whole year without the supervising minister and our last supervising minister had passed away and now we have a new one. My understanding is that the duties of the minister is to lead the congregation and administer the sacraments.</p>	<p>Lead the congregation and administer sacraments</p>

<p>Complaint: Full of complaints</p>	<p>2.1.1. Is the minister doing what is expected of him?</p> <p><i>Respondent 1 and Respondent 2 (male old aged adult and lay person)</i></p> <p>We are satisfied although others are not so satisfied because they want him to do more. <i>(the participants seem to agree with each other)</i></p> <p>2.2. What is the role of the church council?</p> <p><i>Respondent 1</i></p> <p>The function of our church council is ambiguous because some say the conflicts are growing. The challenge is that we are called voluntarily but if we are not trained and we lose our direction</p> <p><i>Respondent 3(male young adult, lay person)</i></p> <p>I really not have any problems with the functioning of our church council but I think they should care for us spiritually and help the poor with clothes and food</p> <p><i>Respondent 4 (female young adult, lay person)</i></p> <p>Church council members should proclaim the word of God, and lead by example.</p> <p>2.2.1. Are the church council members fulfilling their role?</p> <p><i>Respondent 3</i></p> <p>Yes, because when we have funerals and Easter services they do attend them</p> <p><i>Respondent 5 (male, old and member of the Church council)</i></p>	<p>Yes.</p> <p>We are loosing direction</p> <p>Pastoral: care of the soul and the poor people</p> <p>Proclaim the word of God and lead by example</p> <p>Yes, they attend congregation activities</p>
--	--	---

<p>All participants nod heads to agree with the speaker</p>	<p>It is not all who are honest because some members of the church council are absent most of the time</p> <p><i>Respondent 1</i></p> <p>Yes, I agree not all are honest because some are discouraged by lack of stable leadership due to lack of minister.</p> <p>2.3. What is the role of the ordinary congregational member?</p> <p><i>Respondent 1</i></p> <p>They still need to be trained to offer and support the congregation at all times</p> <p>2.3.1. Are you satisfied with the role they play?</p> <p><i>Respondent 5 (male, young adult and member of men fellowship)</i></p> <p>I am satisfied with their support even though the lack of minister has created a huge gap in our congregation.</p> <p>3. Classification of the leadership style of the congregational leadership</p> <p>3.1. How do you classify the leadership style of the supervising minister?</p> <p>Respondent 2 (female, old in age and member of women fellowship)</p> <p>The minister is really change oriented leader and is also energetic</p>	<p>Not all: evidence: absenteeism</p> <p>Not all, Evidence: lack of leadership</p> <p>Support the congregation</p> <p>yes</p> <p>Energetic and change oriented</p>
---	--	--

	<p>3.2. How do you classify the leadership style of the church council?</p> <p><i>Respondent 6 and 7 (youth from youth fellowship)</i></p> <p>It does not have any understanding of the changes that should happen</p> <p><i>Respondent 1 and 2</i></p> <p>It is true the church council has some serious challenges especially when we did not have a minister</p> <p>4. What kind of lay empowerment is practised by the congregational leadership?</p> <p><i>Respondent 4</i></p> <p>We had no empowerment of the lay people in our congregation for many years.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Relationship with God</p> <p>Respondent 3</p> <p>We only experience it more during our worship service and from there, there are not many opportunities created for that.</p> <p>5.2. Fellowship?</p> <p>Respondent 2</p> <p>We only do it through worship service and meeting of the organisations within the congregation.</p>	<p>Lack of understanding of leadership</p> <p>Lack leadership guidance</p> <p>nothing</p> <p>Nothing specific except Worship service</p> <p>Occur during worship service and meetings in different organisations of the congregation</p>
--	---	--

	<p>5.3. Knowledge of the Word of God?</p> <p>Respondent 1</p> <p>We learn the word through the sermon and proclamation of the gospel we do.</p> <p>5.4. Social engagement?</p> <p>Respondent 7</p> <p>We do engage in charity work by burying those who do not attend the church by charging them R500.</p> <p>6. What are the present challenges of the congregation?</p> <p><i>Respondent 1</i></p> <p>Lack of building and minister</p> <p><i>Respondent 5</i></p> <p>The problem of young people who travel a lot for fundraising activity</p> <p>7. What is an overall feelings about leadership?</p> <p><i>Respondent 1:</i></p> <p>I am satisfied with the leadership of the church council and we need a minister who is retired.</p> <p><i>Respondent 2:</i></p> <p>Leadership is really trying its best and we do progress through our prayers.</p> <p><i>Respondent 4 and 7</i></p> <p>Overall experience: it is positive but needs improvement as the church council is conservative</p>	<p>Through sermon and proclamation of gospel</p> <p>Welfare project: bury the dead</p> <p>Lack of building</p> <p>Young people</p> <p>positive</p> <p>positive</p> <p>positive</p>
--	--	--

COMMENTS	6.2.5. <u>C5</u>	CODES
<p>Supervising minister was not available for interview</p> <p>complaint</p> <p>This relates to IM)</p>	<p>1. The description of the participants.</p> <p>This congregation is a small congregation situated in the capital city of the Free State province and has a membership of 255. It has a minister who is on a process of retirement because of age and lack of co-operation with the church council and some congregation members. The supervising minister is also mostly involved as he is preparing for the departure of the present minister who is on the process of retirement. The number of participants is ten.</p> <p>2. The role of the congregational leadership.</p> <p>2.1. What is the role of the minister?</p> <p><i>Respondent 1: (male young adult and church council member)</i></p> <p>The previous minister really played a destructive role in this congregation which led to loosing of members of the congregation and good leaders, because of his poor leadership. His leadership role was disastrous, he was autocratic, and not capable to accept advises from members of the congregation. Many members of the congregation developed negative attitude which led to lack of respect, hope and co-operation towards him. But the interim minister(IM) is really encouraging us, transparent and giving us all the information that we need. Changes are happening and his leadership style is democratic and transparent</p>	<p>Previous minister(PM) Disastrous and poor leadership</p> <p>Autocratic and not advisable Reaction of members:lack of respect, hope, co-operation. IM: encouraging, transparent, informative, Leadership style: democratic</p>

<p>Comments of complaint relates to Previous minister</p>	<p><i>Respondent 2 (young female adult and lay person)</i></p> <p>The previous minister is true made many mistakes but worked like any other minister. He has a lot of good things he did in the congregation. He encouraged young people to come to worship service, he baptised children, and he buried the dead. He did performed his duties and was patient. His leadership style is still like any other minister in this church. However the Interim minister initially I did not like him but when I reconsidered my attitude I realised that the problem was with the church council then I asked God to forgive me. But I still have somethings I do not like about him</p>	<p>and transparent</p> <p>Complaint: Leadership full of mistakes and good things. Good things: he did his job</p>
<p>Comments related to IM</p> <p>Previous minister</p>	<p><i>Respondent 3 (male, old aged and lay person)</i></p> <p>The previous minister was like any other minister but he had a lot of mistakes. He used to forget when he talks that he is talking to elderly people. He did not like anyone who differ with him and was rude to the children. In contrast, the interim minister since he arrived many things are going smoothly, and he informed us of being careful of many things. He really helped the previous minister of many things.</p>	<p>Complaint: leadership full of mistakes, lacks respect to people, rude</p> <p>IM: informative</p>
<p>comments are the complains to PM</p>	<p><i>Respondent 4: (female young adult and lay person)</i></p> <p>The previous minister worked within his job description. He committed a lot of mistakes but it is my responsibility to complain if there is any wrong doing from him even though we do not know where to take this complain to. The previous minister did what he was supposed to do. We must be aware of his age and we must adapt to the</p>	<p>Complaint: leadership full of mistakes but he also did his job.</p>

<p>Comments of complains to PM</p>	<p>changes happening around. Nowadays people are wise and educated and want to see improvement of leadership and management of the congregation. Let us be trained about how the congregation should be managed. The interim minister is only doing what required of him and cannot do more than that.</p>	<p>Very old and resistance to changes.</p>
<p>comments are the complains to PM</p>	<p><i>Respondent 5 (male and youth)</i> The previous minister had no easy to approach, the church council let him become loose until things get out of hand and now they expelled him. The interim minister is good because he can communicate well with us.</p>	<p>PM: not approachable IM: communicate well</p>
<p>comments are the complains to PM</p>	<p><i>Respondent 6 (male, and retired church council member)</i> I realised that ministers do have a superiority complex, especially those of the DRCA. They enjoy speaking about others, they are not transparent and their level of education is poor while members of the congregation are well advanced in education</p>	<p>Complaint: superiority complex, gossip, not transparent and have poor education</p>
<p>comments are the complains to PM</p>	<p><i>Respondent 7 (male and old church council member)</i> The previous minister had a superiority complex. Let us not gossip about the minister. The presbytery is not honest with us and that hinders the progress of the congregation. The presbytery takes much longer time to solve problems and that makes members of the presbytery to lose respect of the members of the congregation. The presbytery is the one that is responsible to the downfall of this congregation because when there is a conflict they distance themselves. Our complaint took almost 9 months before it was solved may be the selection of the ministers who work in this presbytery should be selected very careful.</p>	<p>Complaint: Superiority complex. Blame on the presbytery</p>

<p>SM</p> <p>Participant defends the PM.</p>	<p><i>Respondent 8: (male and young adult, member of men fellowship)</i></p> <p>The previous minister baptised my son, and when I asked him which ward I should belong, he just said he does not know and he ignored me, and that really proved to me that he does not know his job well. Concerning the interim minister it is not that I praised him but he is stable, he is only here to help us with what we need. The present church council was not selected by him. I really blame the presbytery and the synod for all the mistakes that are done here because they lacked a vision. Why do the minister have to be paid by the congregation? The synod must take the responsibility to pay the ministers not the congregations so that young people will be encouraged to become ministers. Furthermore, the church order must be studied well and be clearly understood</p> <p><i>Respondent 9: (female adult and member of the women fellowship)</i></p> <p>I really do not support the idea that the congregation is empty because of the minister who is destructive. What I know is that when people do not like the minister they talk evil about him.</p> <p><i>Respondent 10: (male and old aged and lay person)</i></p> <p>I want to suggest that the synod must take over the payment of the minister who must receive their salaries from the Church Head office</p> <p style="text-align: center;">2.1.1. Is the minister capable of fulfilling the role expected of his duties?</p> <p><i>Respondent 3</i></p>	<p>Complaint: Lacks respect and is ignorant.</p> <p>Helpful Blame on the presbytery and synod</p> <p>PM: destructive?</p>
--	---	---

PM	<p>Yes and No. The previous minister failed because of his many mistakes and attitude. The interim minister succeeded because he was informative and knew his job well.</p>	<p>Mixed feelings SM: yes</p>
IM	<p><i>Respondent 1</i></p> <p>I agree with the previous speaker. The previous minister failed due to his arrogance but the supervising minister had good relationship with many congregation members and is really doing a good job</p> <p><i>Respondent 9</i></p> <p>Both ministers did their job well, it just depends on the context and pressure each had in the management of the congregation.</p>	<p>(PM)No: arrogance is the problem IM: yes</p> <p>Yes to both</p>
2.2. What is the role of the church council		
	<p><i>Respondent 1</i></p> <p>One important duty of the church council is to ensure that the congregation is managed according to the church order</p>	<p>Management of the church council</p>
	<p><i>Respondent 2</i></p> <p>The duty of the church council is to know how to manage the congregation. Secondly it is to do house visits to the members. Thirdly, it is to comfort those who are distressed by life situation. Fourthly, it is to do financial report at least once a year to encourage the congregation to pay their tithes and to teach members about the management of the congregation.</p>	<p>Management, pastoral:care and counselling. Financial admin</p>

complaint	<p><i>Respondent 3</i></p> <p>I am really disturbed by the members of the church council who have more or less twenty years in the church council but do not bring about any useful contribution in the church council. I think many of them still need to be trained to do what is expected of them in the church council.</p>	aging leadership and resistant to change
Complaint.	<p><i>Respondent 4</i></p> <p>I am concerned about the procedure used to elect the members into the church council. My understanding is that members who are elected into the church council must be first informed and asked if they accept the nomination before their names are published. The other concern is that the old aged must not be cared for only during the sacraments but during the other time of the year.</p> <p><i>Respondent 5</i></p> <p>The duty of the church council is to care for the congregation and to ensure that those elected into the church council are those who attend worship service faithfully.</p> <p style="text-align: center;">2.2.1. What do we mean by managing the congregation</p> <p><i>Respondent 1</i></p> <p>It is to revive the spirituality of the congregation members</p> <p><i>Respondent 2</i></p> <p>I agree that it is to revive the spirituality of the members, but also to proclaim the gospel of Christ. Again, it is the ability to solve the conflict in a Christian spirit.</p>	<p>Procedure to elect members in to the church council.</p> <p>Pastoral: care of the soul</p> <p>Pastoral:care of the soul</p>
		<p>Reviving spirituality</p> <p>Reviving spirituality, proclaim the</p>

	<p>Furthermore, it is to help members of the congregation to know their duties and be empowered. It is to preach sermons that empowers and spiritually revive the members, it is to practice good financial administration. The church council and congregation members must cooperate toward unity.</p> <p style="text-align: center;">2.2.2. Is the church council really capable of its duties</p> <p><i>Respondent 1:</i> Yes, they do perform their duties.</p> <p><i>Respondent 2:</i> Elders and deacons must be trained to do their duties with faithfulness.</p> <p><i>Respondent 3:</i> The procedure to elect church council members is not known, members of the congregation should be informed about it, to avoid election of members who are not effective in their duties.</p> <p><i>Respondent 4:</i> I have realised that many of the church council members do not attend the training arranged on the presbytery level. Therefore members of the congregation and church council should be encouraged to obey the church order of worship service whereby all the noisy instruments should be stopped and we have a silent and respectful worship service.</p>	<p>gospel, solve the conflict, empower members, financial admin.</p> <p>Yes</p> <p>Not clear</p> <p>No Complaint: Election procedure into church council must be clear</p> <p>No. Complaint: No training, and obey the church order concerning worship service</p>
--	---	--

<p>complains</p>	<p><i>Respondent 5:</i> It means that the church council must arrange fundraisings for the renovations of the church buildings.</p> <p><i>Respondent 6:</i> I have a concern I need to put forward. Our congregation elects randomly without being careful of the capability and education level of the person elected to the church council, and this practice has made our congregation to be passive and not informed on many issues.</p> <p style="text-align: center;">2.2.3. What is the role of the ordinary congregation member?</p> <p><i>Respondent 1:</i> Laitly responsibility is to participate in the progressive development of the congregation and partake in the activities of different organisation</p> <p><i>Respondent 2:</i> The duties of the members of the congregation are doing faithfully what is expected of them like paying their financial contribution, working towards unity and co-operating</p> <p><i>Respondent 3:</i> To strive for actions that brings about a solution</p> <p><i>Respondent 4:</i> To be able to contribute to actions and suggestions that help congregation to progress forward</p>	<p>No: poor fundraising and maintenance of buildings</p> <p>education level of church council members affects performance of the congregation.</p> <p>Support the congregation</p> <p>Support the congregation</p> <p>Support the congregation</p> <p>Support the congregation</p>
------------------	---	--

	<p>2.3.1. Are the members of the congregation doing what is really expected of them to do?</p> <p><i>Respondents:</i></p> <p>All agreed there are those who are honest but more needs to be done to train members in their responsibility.</p> <p>3. Classification of the Leadership style of the congregational leadership.</p> <p>3.1. How do you classify the leadership style of the minister?</p> <p><i>Respondent 1</i></p> <p>The leadership of the present minister is poor, disastrous and autocratic, although of the Interim minister it is open and informative</p> <p><i>Respondent 2</i></p> <p>The present minister's style of leadership was task oriented and lacking in relationship while of the interim minister it was helpful in many things</p> <p><i>Respondent 4</i></p> <p>The present minister was arrogant and rude sometimes in his leadership as compared to supervising minister who was friendly and open to us.</p> <p>3.2. How do you classify the leadership style of the church council?</p> <p><i>Respondent 1:</i></p> <p>Their leadership style is the one that is change oriented</p>	<p>Mixed response</p> <p>PM:Poor, disastrous, autocratic IM: open and informative</p> <p>PM:task oriented and lacking in relationship IM:helpful in many things</p> <p>PM: arrogant and rude IM: friendly and open.</p> <p>Change oriented</p>
--	--	--

	<p><i>Respondent 2:</i> They need some training, strategy and transparency. They are individualistic and need to form a team.</p> <p>4. What kind of lay empowerment is practised by the congregational leadership?</p> <p><i>Respondent 1:</i> Members of the women fellowship did receive training</p> <p><i>Respondent 2:</i> Sunday school teachers did receive their training</p> <p><i>Respondent 3:</i> We still have an inferiority complex issue and we see the light far away</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement</p> <p><i>Respondent 1:</i> It was done few years ago when we visited the juvenile prison but this year nothing was done.</p> <p>5.2. Fellowship</p> <p><i>Respondent 2 and 3</i> Long time ago there was a birthday celebration of the congregation members to motivate them to interact. I would suggest that the visitors must be acknowledged and applauded.</p> <p>5.3. Knowledge of the Word of God?</p> <p><i>Respondent 1, 3 and 5</i></p>	<p>Individualistic</p> <p>Nothing specific</p> <p>Nothing specific</p> <p>Nothing specific</p> <p>Nothing</p> <p>Nothing</p>
--	---	--

	<p>There is not much done here except what we learn from the sermon</p> <p>5.4. Relationship with God?</p> <p><i>Respondent 1:</i> There is not much that is done except when one of the members are asked to say a prayer</p> <p><i>Respondent 2:</i> I request that the members of the church council should give some opportunity to lead the worship service as members of this congregation. The other thing is that our sitting arrangement is not proper.</p> <p><i>Respondent 3:</i> Sometimes we relate with God through spiritual revival we do in the ward meetings</p> <p>6. What are the present challenges of the congregation?</p> <p><i>Respondent 1:</i> The selection of the members of the church council must be through submission of Curriculum Vitae and it must be people who are committed to do their job.</p> <p><i>Respondent 2:</i> The congregation must do activities that must attract people to come to this congregation, and we must leave old ways of doing things and adapt to the changes happening in the society</p> <p><i>Respondent 3:</i> It is to bring more people to the congregation</p>	<p>sermon</p> <p>Prayer</p> <p>Partake in holy communion</p> <p>Spiritual revival</p> <p>Protocol to select church council members</p> <p>Recruitment And transforming congregation</p> <p>recruitment</p>
--	---	--

	<p><i>Respondent 4:</i> It is doing mission work in Lesotho and other places</p> <p><i>Respondent 6:</i> We need a minister to help with management of the committees. We also need a minister to train the church council about management of the congregation. I really like to suggest that we need to use the suggestion box to put forward our proposals</p> <p>7. What is an overall experience of congregational leadership?</p> <p><i>Respondent 3</i> We had mostly negative and destructive experience of leadership especially from the previous minister</p> <p><i>Respondent 5</i> I have a concern about the approach of leadership of the church council which is traditional and conservative as it does not cope with present challenges and needs.</p> <p><i>Respondent 9 and 10</i> We support that we had both negative and poor leadership from the minister and some church council members and positive and motivating leadership from the interim minister and some church council members.</p>	<p>mission</p> <p>lack of training</p> <p>Negative: (PM)</p> <p>Negative: Traditional and conservative</p> <p>Negative: (PM) poor Leadership Positive: Motivating (IM)</p>
--	--	--

COMMENTS	6.2.6. C6	CODES
	<p>1. The description of the congregation.</p> <p>The congregation is in a small rural town in the north west of the Free State province. It has a membership of 1500 with one minister. The minister is of retirement age and in general the congregation is financially bankrupt and its building are not maintained well. The participants were 10 in total.</p> <p><i>(NB: The researcher observed that there seemed to be some tension and lack of respect between the minister and some of the members of the church council and congregation members. This is learnt from informal discussion with the members of the congregation but the researcher pleaded with the participants to use language of respect and honour when referring to anyone in the congregation.)</i></p> <p>2. The role of the congregational leadership.</p> <p>2.1. What is the role of the minister?</p> <p><i>Respondent 1 (male, young and church council member)</i> We expect the minister to help with the burials and funerals.</p> <p><i>Respondent 2 (female young and lay person)</i> We expect him to be a perfect leader of the community and be not known with evil things, because it really demoralises the congregation if he does immoral things in the community. We expect of him to be good example so that he may influence us to grow spiritually and the church of God should not fall because of him.</p> <p><i>Respondent 3 (male and old aged church council member)</i> The duty of the minister is very important in the congregation and there is a lot that he should do like to bury the dead, visit the sick and others. The minister</p>	<p>Task oriented: funerals</p> <p>exemplary</p>

<p>Complaint about suffering incurred by the minister</p>	<p>serves this congregation with love and all his ability but since the DRC is no longer subsidising us financially the financial income through offering and financial contribution in our congregation is not enough to pay the salary of the minister per month. Sometimes the minister gets a salary of R1500 to R2000. The congregation does not care if the money that is paid to the minister is enough or not. Or is he paid his salary by the government like the teachers. The congregation is not yet clear to understand that they are responsible for the salary of the minister, and when the minister is demoralised the congregation will also be demoralised. So these kind of conditions really hinders the minister to do his duties faithfully, even though he would have liked to do good things because of hunger he would not be able to sustain himself. The minister will continue to be unable to fulfil his responsibilities because even a dog that is not fed by its owner it will eat the eggs and chickens of its owner and you will have to beat it or kill it. But without being aware that the problem is with you not the dog. To our minister is the same situation. His salary per month is R1000 to R3000 which is a very low salary even to those who work at the farm. Therefore the minister will remain demoralised every day because the salary does not satisfy all his needs</p> <p><i>Respondent 4 (female youth from youth fellowship)</i> He helps us grow spiritually and we need to take care of him</p>	<p>Pastoral: care</p> <p>Challenges of the minister</p> <p>Empowers spiritually</p>
---	--	---

<p>Complaint about suffering incurred by the minister</p>	<p><i>Respondent 5 (female and member of women fellowship)</i> It is to do the missionary work, household visit, administer sacraments, to attend meetings of the ministers and inform the congregation of the new developments.</p> <p style="text-align: center;">2.1.1. Is the minister capable of fulfilling his duties?</p> <p><i>Respondent 1:</i> He is capable of doing his job as expected</p> <p><i>Respondent 3</i> The minister will be able to do his job if his table has food. But if his table does not have food he will be discouraged. In our previous workshop the church council was told that if the minister is not paid his salary the church council should prepare a holy communion or baptism and on that day the minister should not come and sit at home. Those who will ask him they should be told that he did not get his salary that month</p> <p><i>Respondent 6 (female, old aged and lay person)</i> He is able to help with funerals and administering sacraments but he is available once a month to preach in the congregation due to service he offer to other congregations.</p> <p style="text-align: center;">2.2. What is the role of the church council?</p> <p><i>Respondent 7 (male youth)</i> Its duty is to lead the congregation, to solve the problems and conflict, because we start first with them when we have problem before we go to the minister</p> <p><i>Respondent 8 (female youth)</i></p>	<p>Mission. Admin sacraments. Informative</p> <p>yes</p> <p>No:poor salary</p> <p>Yes, perform his tasks</p> <p>Leadership Solve problems</p>
---	---	--

	<p>The duties of the church council is the same as that of the minister. The difference is only that the reverend attended a theological training and the church council attended a training. The church council must visit the sick, bury the dead, helped the old aged and helped the minister to administer sacraments, to prepare church council meetings and issues that need to be discussed. To do their duties so well to avoid any complaints from the congregation</p> <p><i>Respondent 9 (female, old aged church council member)</i> The church council must support the minister in his duties</p> <p><i>Respondent 3</i> It is to lead all the organisations in the congregation and to manage well all the finances of the congregation.</p> <p><i>Respondent 2:</i> It is to revive the spirituality of the members through the services they offer, doing offering and give to the poor some clothes and food. Most important it is to lead the worship services and support the minister</p> <p><i>Respondent 4:</i> It is to care for the souls of the members and empower them</p> <p style="text-align: center;">2.2.1. Is the church council capable of its duties?</p> <p><i>Respondent 1:</i> Yes, it is capable and I am satisfied</p> <p><i>Respondent 2:</i> Yes, I agree the church council is capable of its duties</p>	<p>Pastoral: care of soul</p> <p>Support the minister</p> <p>Leadership and management</p> <p>Empower spiritually Pastoral: Support the minister</p> <p>Pastoral:care</p> <p>Yes</p> <p>Yes.</p>
--	---	--

	<p><i>Respondent 3:</i></p> <p>The church council really tries its best even though they are small in number there is no single duty that they cannot do. Sometimes majority of the church council members do attend some congregational activities like tombstone unveiling, burial, except when there is a lot of activities in the congregation members of the church council divide themselves into small group so that at the end of the day all activities of the congregations are done well.</p> <p><i>Respondent 5:</i></p> <p>They do not know their duty and they need some training. For example: they were unable to prepare a program for the worship service, they do not prepare enough for the sermons and the congregation discriminate on the preachers</p> <p><i>Respondent 6</i></p> <p>The church council is very poor and weak in its duties because different organisations are controlling themselves and ignore the church council especially with regard to money and maintenance of the building is very poor</p> <p style="text-align: center;">2.3. What is the role of the ordinary congregation member?</p> <p><i>Respondent 1:</i></p> <p>It is to do the calling duties from your God faithfully, and help your congregation to grow by contributing financially and do tithing.</p> <p><i>Respondent 2:</i></p>	<p>Sometimes.</p> <p>No: need training</p> <p>No: need training</p> <p>Support the congregation</p>
--	---	---

<p>Complaint about suffering incurred by the minister</p>	<p>It is to be obedient to the requests of the church council and help my congregation with money when it needs it.</p> <p><i>Respondent 5</i></p> <p>It is to live a holy and pure life, and to motivate other in Christ and contribute financially to the congregation. Secondly, it is to revive his or her own spirit and strive for the spiritual growth.</p> <p style="text-align: center;">2.3.1. Are they capable of fulfilling their role?</p> <p><i>Respondent 3:</i></p> <p>Many are really doing their best fulfil their calling responsibilities even though there are many of the members who still have doubt in their spirit like sometimes when the church council raises a suggestion to increase the financial contribution and offering many members complain about what does the church council do with the money and others have a co-operating spirit saying the money is not for benefit of the church council but is money used to help the congregation progress. These positive people would even add that members from other congregations offer more money than we do. After that you will find that the congregation contributes more and we defeat the devil, and our offering become more on that day. Nevertheless the evil spirit is still reigning and prevent many members to do what is expected of them. For example, the previous week we mentioned in the congregation that we need to renovate the ceiling and broken windows. There those who contributed to put in new windows, other volunteered to put in new fence, and this has shown a lot of sacrifice even though others are still complaining about why much concern about those material things. In summary we can</p>	<p>supportive</p> <p>Exemplary and support the congregation</p> <p>Yes. But there are those rebellious</p>
---	---	--

<p>Complaint about suffering incurred by the minister</p>	<p>members of the congregations are divided into two groups.</p> <p><i>Respondent 10:</i> Many members of the congregation are reluctant to participate in congregation activities they complain and say what we are doing with the money</p> <p>3. Classification of the style of the congregational leadership</p> <p>3.1. How do you classify the leadership style of the minister?</p> <p><i>Respondent 3:</i> The minister sacrificed a lot for this congregation and he likes changes and this I have seen in many things he does. The congregation does not pay him enough but he says the little he gets God will add on top of that. This really shows that he had really sacrificed himself for this congregation and goes against his will to serve this congregation. Sometimes you may find that his car is broken and had to attend meetings far away, but for the sake of love of this congregation he would still sacrifice his own money to go to that meetings even though his congregation did not subsidise him. In my understanding his role is to love the congregation and protects it. He loves those who hate him, and serve those who ignore him. When he retires we are going to miss him.</p> <p><i>Respondent 2</i> The minister really sacrificed a lot for this congregation</p> <p><i>Respondent 5</i> The minister likes to see changes happening in this congregation.</p>	<p>No</p> <p>Sacrificial, change oriented</p> <p>sacrificial</p> <p>Change oriented</p>
---	--	---

	<p style="text-align: center;">3.2. How do you classify the leadership style of the church council members?</p> <p><i>Respondent 1:</i> Minority of the members want some changes but the majority are just passive members actually they enjoy conflicts</p> <p><i>Respondent 2:</i> Majority of the members do not like changes in the congregation</p> <p><i>Respondent 3:</i> Majority do like changes to happen in the congregation but few do not like changes but enjoy chaos and conflicts. The many changes that should happen are hindered by the many conflicts like other wants a new fence, but others want the money to be used to pay the minister. Others who are still members of the church council asked what are we doing with the congregation's money if we are not using it to renovate the church. Eventually we end up asking the congregation that some money must be used to renovate the building and the other be used to pay the minister. Again, the young people had fundraising to buy kulkies for the holy communion but other contested the decision and say the money must be deposited into the bank. In short some of the church council members enjoy the changes others do not.</p>	<p>Passive: enjoy conflicts</p> <p>Resistant to changes</p> <p>Change oriented. Conflict ridden</p> <p>Positive but there are rebellious ones</p>
--	---	---

	<p><i>Respondent 4</i> Most of their leadership activities I really appreciate them although there are those I do not like</p> <p><i>Respondent 5</i> I am happy with their leadership but I also acknowledge that there are those who are really full of complains. There are those church council members who bury people who did not attend the church and use the church premises because those bereaved are from wealthy families, and that I do not like it</p> <p><i>Respondent 6:</i> I am proud of the church council because it can also help the young people</p> <p><i>Respondent 8</i> The church council tries its best but they are few in number. The problem is that the women in the church council many of them cannot lead evening prayers because their husbands do not agree. It is a wish that we should increase male members of the church council. The other problem is that many of the church council members are really old and 7 are women and 3 are men</p> <p><i>Respondent 9:</i> There are things I do like and those I do not like about our leadership in the congregation. The discriminating attitude of the church council does not make me happy at all, anyway the church council is really trying its best it is just that they are few in number</p>	<p>Positive but there are rebellious one</p> <p>Positive but there are rebellious ones</p> <p>positive</p> <p>Positive, limited in number</p> <p>Positive, but there are those discriminating</p>
--	---	---

	<p><i>Respondent 10 (female, old aged and church council member)</i></p> <p>The church council does not have a vision and they do not even know how to lead this congregation forward, and the contributions of other people are not accepted. Again, the church council do not know how to lead the congregation and knowledge of the church order. Lastly, the church council does not support the different organisations in the congregation like the Sunday school, youths and therefore we understand their leadership system as that of autocracy, they like to lead and help but they do not know how, they do not co-operate but full of conflicts</p> <p style="text-align: center;">4. What kind of lay empowerment is practiced by congregational leadership?</p> <p><i>Respondent 1</i></p> <p>There is nothing yet that the church council prepared to workshop the lay people but sometimes they allow us to call people outside to help us</p> <p><i>Respondent 3</i></p> <p>There is no single organisation within this congregation which was workshopped. The church council had often asked the minister to arrange workshops for them but many a times the minister is not yet ready and prepared to do the workshops. He keeps on promising but does not fulfil his promises to arrange workshops</p> <p><i>Respondent 5</i></p> <p>We do not have any workshop or retreat because our minister is serving three congregations. He only hold one worship service in a month and from there he is visiting</p>	<p>Positive but there are those discriminating</p> <p>Lacks vision, Refused advises</p> <p>Supporting</p> <p>Nothing</p> <p>No.</p> <p>No</p>
--	--	---

	<p>the farms and other congregations. The workshops we had were only those on the level of the presbytery for the women fellowship and youths.</p> <p>5. How does congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p><i>Respondent 5</i> Sometime we go out to give clothes to the members of the community. There are women who lead prayers in the community</p> <p><i>Respondent 7</i> Truly there is nothing I have seen yet that this congregation is doing for the community</p> <p><i>Respondent 9</i> Our congregation gives out clothes and they are so many that I do not know what to do with the rest of the clothes</p> <p><i>Respondent 10</i> It was for a long time ago since we give out food and clothing to the community, at the moment there is not much that is happening</p> <p>5.2. Fellowship?</p> <p><i>Respondent 3 and 5</i> Due to low financial income we failed to prepare something to drink and eat after worship service but we have not given up. In the past we used to give the children some fruits to eat after the worship service to encourage them to come to church.</p>	<p>Welfare project</p> <p>No.</p> <p>welfare project</p> <p>Nothing</p> <p>Nothing specific</p>
--	--	---

	<p style="text-align: center;">5.3. Knowledge of the Word of God?</p> <p><i>Respondent 1:</i> Bible study is done mostly within the congregation's organisation but within the congregations itself there is not much that is done.</p> <p><i>Respondent 4</i> The church council lead the Bible study and catechism in confirmation class. There is one of the church elders who is reading some theological books to enrich his bible knowledge so that he can empower and teach well the catechists. Sometimes the youth volunteer to lead the worship service which seem to have a visible impact</p> <p style="text-align: center;">5.4. Relationship with God</p> <p><i>Respondent 3</i> Our liturgy helps us to interact with God and we are happy with it although we still need improvement</p> <p><i>Respondent 6</i> Many a times the worship service leader may ask one of the members of the congregation to pray in the worship service</p> <p><i>Respondent 7</i> We do arrange combined worship service with other churches. But my concern is the worship service have not yet helped us to do mission work as it is required by the synod or Word of God</p> <p><i>Respondent 8</i> To support the previous speaker mission in the congregation is poor, the congregation has not yet done</p>	<p>Bible study</p> <p>Bible study</p> <p>liturgy</p> <p>prayer</p> <p>Nothing</p> <p>nothing</p>
--	--	--

	<p>anything for the people in the informal settlement and those who have lapsed in their faith or outside the church. Therefore our relationship with God is not yet good and improving.</p> <p>6. What are the present challenges of the congregation?</p> <p><i>Respondent 1:</i> Youths when they have problems they must consult with their co-ordinators who will forward their problems to the church council. But many a times that does not happen and it shows that leadership of the organisations is weak.</p> <p><i>Respondent 2:</i> Youths often are in conflict with each other on how to manage their funds, and this often disrupt youth unity</p> <p><i>Respondent 3:</i> The church council must encourage the youth to study the catechism and the Bible to help them increase their members</p> <p><i>Respondent 4</i> The salary of the minister is really a problem. We asked many organisations in the congregation to ensure that some of the fundraising money should be used for the salary of the minster but they refused</p> <p><i>Respondent 5</i> The other problem is that congregations' organisations do fundraising and save the money in their private account not under the church council. This sometimes brings conflict amongst them in the sense that those who are responsible for that money used it for their own</p>	<p>Youths: lacks respect of protocol</p> <p>finances</p> <p>Recruitment</p> <p>Salary of the minister</p> <p>Finances</p>
--	---	---

	<p>benefit which creates a conflict which ended up in the church council. This shows that they do not really trust us and the money was embezzled by the one who was greedy.</p> <p><i>Respondent 7</i></p> <p>Some of the challenges we encounter as a congregation is the problem of gangsterism caused by young people who lost focus of life, traditional initiation school from which initiates rob and drunk publicly and violence in the community because of gangsters or poor service delivery.</p> <p><i>Respondent 8</i></p> <p>Amongst young and poor people we have realised there is a problem of co-habitation which leads to illegitimate children and unstable family environment. In the congregation like ours there is a problem of lack of technological skill such as using email and phone.</p> <p>7. What is an overall experience of congregational leadership?</p> <p><i>Respondent 2</i></p> <p>The overall experience of this congregation leadership is that it lack moral and is not exemplary especially in the church council.</p> <p><i>Respondent 3</i></p> <p>It is a mixed experience some are rebellious and not co-operating whilst others are sacrificial and caring in their service especially the minister.</p>	<p>Violence and cultural challenges</p> <p>Co-habitation</p> <p>Lacks morality and not exemplary</p> <p>Rebellious and not co-operating. Sacrificial and caring</p> <p>divided</p>
--	--	--

	<p><i>Respondent 8</i></p> <p>The leadership is divided there are those who support the minister and those do not like his presence and blame him for everything wrong happening here.</p>	
--	--	--

COMMENTS	6.2.7. C7	CODES
	<p>1. The description of the congregation</p> <p>This congregation is situated in a small rural town in the north western part of the Free State. The congregation has about 1500 membership and one full time minister who is about 55 years. Participants were eight in total.</p> <p>2. The role of congregational leadership</p> <p>2.1. What is the role of the minister?</p> <p><i>Respondent 1 (female, young adult and lay person)</i></p> <p>It is to teach the gospel and lead the worship service in the congregation</p> <p><i>Respondent 2: (male, young and church council member)</i></p> <p>It is to proclaim the gospel to those inside and outside the church</p> <p><i>Respondent 4 (female, old aged and lay person)</i></p> <p>It is to proclaim the gospel, to baptise, to conduct the wedding, and to be a mediator between families in conflict</p> <p>2.1.1. Is he capable of fulfilling the role?</p> <p><i>Respondent 1</i></p> <p>Yes he is honest and capable of doing his duties</p>	<p>Proclaim the gospel Lead congregation</p> <p>Mission</p> <p>Proclaim the gospel, task oriented</p> <p>Yes.</p>

	<p><i>Respondent 3 (male, old aged and church council member)</i></p> <p>Yes, he is capable of doing his duties because he works according to program and does the funerals, baptism and Holy Communion.</p> <p style="text-align: center;">2.2. What is the role of the church council?</p> <p><i>Respondent 5 (female, old aged and member of the church council)</i></p> <p>The church council has the responsibility to lead the congregation through the proclamation of the word, and pastoral care and taking care of their needs in their state of poverty</p> <p><i>Respondent 6 (old aged female adult from women fellowship)</i></p> <p>The church council must be authentic and honest leaders. This must be visible in their honest performance of congregational duties, contribution of their offerings and doing what is expected of them honestly</p> <p style="text-align: center;">2.2.1. Is the church council fulfilling its role?</p> <p><i>Respondent 7 (male, young adult, lay person)</i></p> <p>The church council is honest and working hard to fulfill its calling</p> <p><i>Respondent 2 and 3</i></p> <p>The church council members do try their best although not all, but we are positive of their role</p>	<p>Yes: time management</p> <p>Pastoral and leadership</p> <p>Authentic and honest. supportive</p> <p>Yes.</p> <p>yes</p>
--	---	---

<p>It seems as if the participants are defensive of the leadership and the elderly participants are dominating and thread to those who want to speak freely. Therefore on this</p>	<p><i>Respondent 8 (male youth from youth fellowship)</i></p> <p>I am not yet impressed by the leadership of the church council as they do not have good relations with us as youth.</p> <p style="text-align: center;">2.3. What is the role of the ordinary congregational member?</p> <p><i>Respondent 1:</i></p> <p>Congregational members have the responsibility to attend the worship service and support every activities of the congregation</p> <p><i>Respondent 4</i></p> <p>They must be honest and obedient to the leadership of the congregation.</p> <p><i>Respondent 5</i></p> <p>Congregation members must be humble and obedient so that people will learn from his or her example.</p> <p style="text-align: center;">2.3.1. Are they capable of fulfilling their role?</p> <p><i>Respondent 1</i></p> <p>Yes they are honest, the members of the congregation whom we visit to seek financial assistance are honest</p> <p style="text-align: center;">3. Classification of the leadership style of the congregational leadership.</p>	<p>No: poor relations</p> <p>Supportive</p> <p>Honest and obedient</p> <p>Humble and obedient</p> <p>Yes,</p>
--	---	---

<p>question some participants act as if they do not know.</p>	<p style="text-align: center;">3.1. How do you classify the leadership style of the minister?</p> <p><i>Respondent 1</i> He is honest, authentic servant who sacrifice for this congregation</p> <p><i>Respondent 3</i> He brought a lot of changes, he taught us a church order, he established a new organisations in the congregation. He established committees that oversee the organisations in the church</p> <p><i>Respondent 5</i> I did not know that when you are absent from the church for a long time when you come back the minister will make you stand in front of the congregation to recommit yourself</p> <p><i>Respondent 6</i> He encouraged us as members of women fellowship to serve the church.</p> <p style="text-align: center;">3.2. How do you classify the leadership style of the church council?</p> <p><i>Respondent 2 and 7</i> They really like changes because they encourage us to renovate our church</p> <p><i>Respondent 4</i> It is a kind of leadership willing to serve the congregation, because there are many changes in the congregation.</p>	<p>Honest, Authentic servant Sacrificial</p> <p>Change oriented(new organisations, new committees, taught church order)</p> <p>confirming</p> <p>Encouraging</p> <p>Change oriented:renovate the building</p> <p>servanthood change oriented</p>
---	---	---

	<p><i>Respondent 6</i></p> <p>They taught us how the committees function and shifted us from old system of tickets to make offering</p> <p><i>Respondent 8</i></p> <p>The leadership is not change oriented. Because decisions take long before they are implemented.</p> <p>4. What kind of lay empowerment is practised by congregational leadership?</p> <p><i>Respondent 6</i></p> <p>Members of the congregation are empowered through confirmation of committees and training on expected duties</p> <p><i>Respondent 7</i></p> <p>We empower our members by sending them as representatives in the gatherings and encourage them to attend workshops.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Community project</p> <p><i>Respondent 3</i></p>	<p>Empowerment: Shifted to tithing</p> <p>Conservative: Slow to react</p> <p>workshops</p> <p>participation</p>
--	--	---

	<p>It is done through prayer to the sick and helping those in need</p> <p><i>Respondent 7</i></p> <p>It is done through helping those kids who do not attend school and giving food to those in informal settlement</p> <p style="text-align: center;">5.2. Fellowship?</p> <p><i>Respondent 4</i></p> <p>We build relationships through prayer meetings at ward meetings.</p> <p style="text-align: center;">5.3. Knowledge of the Word of God?</p> <p><i>Respondent 3</i></p> <p>We encourage members to do Bible study.</p> <p><i>Respondent 7</i></p> <p>We learn about the Bible through Bible study and sermons delivered to church council members and the congregation.</p> <p style="text-align: center;">5.4. Relationship with God?</p> <p><i>Respondent 2</i></p> <p>There is not much. Because before the start of the worship service the congregation sits outside. During the offering it is then that the congregation starts to relax and be ready for worship service</p> <p style="text-align: center;">6. What is the present Challenges of the congregation?</p>	<p>Welfare project: prayer to the sick</p> <p>Welfare project: food and clothing</p> <p>Positive evidence: ward meeting</p> <p>Bible study</p> <p>Bible study and sermons</p> <p>Nothing specific</p>
--	--	---

<p>Participant(Youth) was angry when disciplined for attending the whole night fundraising activity from other congregation and without the permission</p> <p><i>General remark:</i></p>	<p><i>Respondent 2</i></p> <p>Coming late to the worship service and leave early, before the worship service ends, without giving their support to the fundraising activity whilst others become absent from worship service at the end of the month to avoid doing offering with paper money</p> <p><i>Respondent 3</i></p> <p>To contribute their offering in low spirited manner and that makes our financial income to be low and not enough. For example, sometimes when the church council asks for something, members of the congregation agree but when it should be implemented there are those who oppose the decision of the church council.</p> <p>7. What is an Overall experience of congregational leadership</p> <p><i>Respondent 8</i></p> <p>They do not understand the leadership. There should be an approach to be used so that when there are any announcements that are sensitive, they should be put in a manner that would be appropriate without hurting other people</p> <p><i>Respondent 6</i></p> <p>The church council holds meetings to implement the vision and co-operate. I am positive about the leadership and oversee the congregation very well</p> <p><i>Respondent 4</i></p>	<p>Absenteeism</p> <p>Low Financial income and lack of support</p> <p>Negative: poor understanding of leadership.</p> <p>positive</p>
--	---	---

<p><i>It seems some members were resistant to talk, may be they are afraid to speak openly, but the researcher try to assure them confidentiality and freedom of speech)</i></p>	<p>I am satisfied with the leadership of the congregation because they do their expected duty.</p> <p><i>Respondent 7</i></p> <p>My concern is with mission work because we have not yet went into the community to proclaim the gospel but sometimes we do visit the prisons to proclaim the gospel.</p> <p><i>Respondent 1 (participants silent and researcher probed for further enquiry</i></p> <p>I agree with the previous speaker there is not so much concerning mission except to encourage the congregation to pray for the sick and those in prison.</p>	<p>Positive: task oriented</p> <p>Negative: Lacking in mission</p> <p>Negative: lacking in mission</p>
--	---	--

COMMENTS	6.2.8. C8	CODES
	<p>1. The description of the congregation</p> <p>The congregation is situated in the capital city of the Free State province and has about more than four thousand membership. The congregation is in the process of being divided into two congregations. The congregation has one minister who in few years' time will retire. The participants were ten in total.</p> <p>2. The role of congregational leadership?</p> <p>2.1. What is the role of the minister?</p> <p><i>Respondent 1 (old aged and female lay person)</i> The minister is the one who leads the congregation towards the divine goal</p> <p><i>Respondent 2 (female youth)</i> The minister is someone who is humble and leads with respect</p> <p><i>Respondent 3 (male youth)</i> The minister is someone who is exemplary and meet the needs of the congregation</p> <p><i>Respondent 4 (young male and lay person)</i> The minister must display the leadership that is distinctive between the church and secular organisation</p> <p><i>Respondent 5 (female and young lay person)</i> The minister must be a leader who is trustworthy, open to everyone, and able to make responsible decision.</p>	<p>Leads a congregation</p> <p>Humble and respectful</p> <p>Exemplary and pastoral</p> <p>Display sacred leadership</p> <p>Trustworthy. Open and responsible</p>

	<p>The minister is someone who is willing to have a relationship with the successor of any kind.</p> <p>2.1.1. Is the minister capable of fulfilling the role?</p> <p><i>Respondent 1</i> Yes, but our minister has too many responsibilities</p> <p><i>Respondent 3</i> Yes, he tries his best although the congregation is too big for one minister</p> <p>2.2. What is the role of the church council?</p> <p><i>Respondent 6 (female and old aged church council members)</i> The elders help the minister in sharing the word of God and deacons help with distribution of alms and gifts</p> <p><i>Respondent 7 (female and member of the women fellowship)</i> I strongly believe that the church leadership as the choosen ones should be full time at the congregation to be able to do their work.</p> <p><i>Respondent 8 (male, young and member of the church council)</i> The church council is in charge of every organisation in the congregation and is always in control.</p> <p>2.3.1. Are the church council members capable of fulfilling their role?</p> <p><i>Respondent 1</i></p>	<p>Yes, beware too many responsibilities</p> <p>Yes, growing congregation</p> <p>Sharing the duties</p> <p>Calling</p> <p>Controlling</p>
--	---	---

	<p>Yes, but their two year short term period is problematic because it is not enough.</p> <p><i>Respondent 9</i></p> <p>I am not sure and it is very problematic to tell because many of the church council members are appointed for a short term, and many of those in leadership lack many of the leadership skills.</p> <p><i>Respondent 10 (male, young adult from men's fellowship)</i></p> <p>I do not think so because many of the church leaders are full of pride due to the fact that they do not know what their expected task. But many a times as congregants we are afraid confront our leadership</p> <p><i>Respondent 3</i></p> <p>Yes, I do think they have enough skills to be on leadership because they attend worship service, lead ward meetings and funerals</p> <p><i>Respondent 4</i></p> <p>I agree because our church council receives training to develop the skills of our leadership so that they can perform their tasks well.</p> <p><i>Respondent 5</i></p> <p>I disagree because there is inadequate training for those in leadership of our congregation</p> <p><i>Respondent 6</i></p>	<p>Yes.</p> <p>Doubtful: short term</p> <p>No: due to pride and lack of knowledge</p> <p>Yes. Due to task orientation</p> <p>Yes, due to workshops</p> <p>No, due to lack of training</p>
--	---	---

	<p>Yes, our congregation leadership is competent enough to do its tasks like leading the funerals and supporting the minister.</p> <p style="text-align: center;">2.3. What is the role of the ordinary congregational member?</p> <p><i>Respondent 6</i> It is to participate in the activities of the congregation, by donating money and service</p> <p><i>Respondent 8</i> It is to support the church council and be obedient to it</p> <p><i>Respondent 10</i> It is to love and respect their leadership at all times</p> <p style="text-align: center;">2.3.1. Are they able to fulfil their role?</p> <p><i>Respondent 2</i> Yes, but some are still lagging behind</p> <p><i>Respondent 3</i> Yes, but we still need to motivate others</p> <p><i>Respondent 5</i> Yes, although others are still struggling to know their responsibilities</p> <p style="text-align: center;">3. Classification of the leadership style of congregational leadership.</p> <p style="text-align: center;">3.1. How do you classify the leadership style of the minister?</p> <p><i>Respondent 1</i> The minister is humble and caring in his leadership approach. He visits the sick, the old aged and has good relations with many of the congregation members.</p>	<p>Yes. supportive</p> <p>Supporting role</p> <p>Supporting role</p> <p>obedience</p> <p>yes</p> <p>yes</p> <p>Yes</p> <p>Pastoral: humble and caring</p>
--	--	---

	<p><i>Respondent 2</i></p> <p>The minister is exemplary, guiding and caring in his leadership. This we see it through workshops he arranged, good behaviour, and visit to those who are sick.</p> <p><i>Respondent 6</i></p> <p>The minister is loving, builds relationships and caring in his leadership, and this really contributes to the healthy relationships and growth of the congregation</p> <p style="text-align: center;">3.2. How do you classify the leadership style of the church council?</p> <p><i>Respondent 7</i></p> <p>Their leadership is at least open and guiding to us.</p> <p><i>Respondent 8</i></p> <p>I would say they are democratic and transparent and informative</p> <p><i>Respondent 9</i></p> <p>As the youth of our church we are of an opinion that our leadership is very much conservative</p> <p style="text-align: center;">4. What kind of lay empowerment is practised by the congregational leadership</p> <p><i>Respondent 3</i></p> <p>Yes, we do have workshops conducted for different congregational organisations and workshops that we do are from life skills in general</p> <p><i>Respondent 5</i></p> <p>Yes, our church council is very much willing to allow workshops to occur and it leads them by arranging</p>	<p>Exemplary, guiding pastoral</p> <p>Relational and pastoral</p> <p>Open and guiding</p> <p>Democratic and transparent</p> <p>Conservative</p> <p>Workshops: life skills</p> <p>workshops</p>
--	--	--

	<p>them and organising for the people to present in the workshops on the congregation level.</p> <p>5. How does the congregational leadership mobilise the congregation towards:</p> <p>5.1. Social engagement?</p> <p><i>Respondent 3</i></p> <p>Yes, our social engagement is done through collection of food stuffs to raise funds for those who are poor.</p> <p><i>Respondent 5:</i></p> <p>Yes, sometimes we collaborate with the correctional service to rehabilitate prisoners in order to be accepted into the community when released.</p> <p>5.2. Fellowship?</p> <p><i>Respondent 1</i></p> <p>I think the relationship is mixed both good and bad. Sometimes members are not interacting with each other and hurry back home whilst others wait and interact for some time with each other.</p> <p><i>Respondent 2</i></p> <p>Yes, there is massive improvement in our relationship status because majority of the members stay behind after worship service to interact with each other.</p> <p><i>Respondent 3</i></p> <p>Yes, but the challenge is that the career and status of one's class is dominating and due to that reason many people feel marginalised</p>	<p>Welfare projects</p> <p>Welfare project: counselling</p> <p>Positive:</p> <p>Positive: interaction</p> <p>Positive: challenge of status</p>
--	--	--

	<p style="text-align: center;">5.3. Knowledge of the word of God?</p> <p><i>Respondent 1</i> Yes, it is done in ward meetings to uplift our spirituality in worship services</p> <p><i>Respondent 5</i> Yes, our spiritual life got uplifted by doing bible study but the impact is not for long</p> <p style="text-align: center;">5.4. Relationship with God?</p> <p><i>Respondent 4</i> It is done through prayer and liturgy during the worship service</p> <p><i>Respondent 6</i> It is done through singing and prayer in the worship service and various organisations meetings in the congregation.</p> <p><i>Respondent 7</i> It is done through prayer at home and ward meetings</p> <p style="text-align: center;">6. What are the present challenges of the congregation?</p> <p><i>Respondent 4</i> What is the criteria used to choose the church council because we believe many of the church council members do not qualify for the position in the church council?</p> <p><i>Respondent 5</i></p>	<p>Yes. Ward meetings</p> <p>Bible study</p> <p>Prayer and liturgy</p> <p>Prayer and singing</p> <p>Prayer</p> <p>criteria for church council selection</p>
--	--	---

	<p>The relationship between the Uniting Reformed Church and the DRCA hinders ecumenical relationship and interacting with each other.</p> <p>7. What is an overall experience of congregational leadership</p> <p><i>Respondent 3</i></p> <p>It is positive in the sense that they should improve on some tasks like relationship amongst members of the congregation</p> <p><i>Respondent 5</i></p> <p>It is positive as our church council has will to improve</p> <p><i>Respondent 6</i></p> <p>It is positive and I believe it may due to the helpful influence of the minister to empower his church council.</p>	<p>relations between URCSA and DRCA</p> <p>Positive: but improve on relations</p> <p>Positive: will to improve</p> <p>Positive: influence of the minister</p>
--	---	---

..... **END OF THE EMPIRICAL DATA**