2019 YEARBOOK

THE METHODIST CHURCH
OF
SOUTHERN AFRICA

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The Mission Statement
of the Methodist Church
of Southern Africa

“God calls the Methodist people to
proclaim the gospel of Jesus Christ for
Healing & transformation”

“A Christ-healed Africa
For the healing of nations”

Our 5 Imperatives of Mission

Our Continuing Goals Of Transformation Are:

- a deepening spirituality;
- a resolve to be guided by God's mission;
- a rediscovery of the priesthood of all believers; a commitment "to be one so that the world may believe”;
- a re-emphasis of servant-leadership and discernment as our model for ministry;
- a re-definition and authentication of the vocation of the clergy in the church;
- a re-commitment to environmental justice.
THE CHARTER OF THE MISSION CONGRESS ADOPTED BY
THE CONFERENCE OF THE METHODIST CHURCH
OF SOUTHERN AFRICA IN JOHANNESBURG
ON 30 AUGUST 2005

Where there is no vision the people perish.
Where there is no passion the vision dies.

God has given us the vision of
“A Christ healed Africa for the healing of nations.”

As members of the Methodist Family our challenge is to share more deeply God’s
passion for healing and transformation. We believe the Holy Spirit is guiding us to
continue the pilgrimage which has led us through Obedience 81 and the Journey to
the New Land to the present day. We recognise the importance of the local church and
rejoice in the many Circuits and Societies where life-giving mission is taking place.

In trust and obedience we commit ourselves anew
to the four imperatives for mission in our time:

A deepened Spirituality as individuals and a Christian Community.

Justice and Service in Church and Society.

Evangelism and Church growth which build up the people of God.

Empowerment and Development which give dignity and new purpose to those who
have been deprived.

We resolve to take intentional and sustained action to implement these imperatives
in such areas as:

The Healing Ministry.

Deepening our understanding of African and other spiritualities.
Co-ordinated programmes for Christian Education, information and
communication.

Building meaningful relationships that transcend racism, sexism and all other
forms of discrimination.

A vigorous response to the crisis of HIV and AIDS.
Informing our prophetic ministry by research into socio-economic issues.
Identifying land for sustainable livelihood.
Sacrificial giving.
Becoming a church in solidarity with the poor.
Providing training in evangelism.
Training ministers for the African context.
Implementing anti-bias training.
Becoming a more Youth and Child centred Church.

We invite the people of God throughout Botswana, Lesotho, Mozambique, Namibia, South Africa and Swaziland to join us as we put ourselves at God’s disposal to carry forward God’s mission in this sub-continent.

Let us each renew our personal commitment to Jesus Christ and seek to grow in grace and in love for God, one another and the world.

Let us ensure that our mission of healing and transformation is holistic, embracing all the imperatives for mission.

Let us participate in God’s mission in ways that are appropriate to our local contexts and in partnership with the wider church and community.

Let us celebrate our diversity and the gifts God has given to each of us; support each other, challenge each other and pray for each other.

Finally, we encourage every Circuit to set aside the last Sunday in May each year to celebrate what God is doing among us and to commit ourselves once again to our high calling in Christ.

God bless this Africa which is our home.
Give us grace to follow Jesus the healer,
Jesus the peacemaker,
Jesus the Saviour of the world,
Jesus the Lord of all life.
Restore us and make your face shine on us That we may be saved.
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The Presiding Bishop's Address to Conference

Ziphozihle Daniel Siwa

Platform of work: TOGETHER a transforming discipleship movement
Theme: “Shaping tomorrow- today.”
Reading: Matthew 18:1-20.
Text: “He called a little child and had him stand among them… and whoever welcomes a little child like this in my name welcomes me.” (Matthew 18:2, 5 NIV). “But if you give them (these little ones) a hard time, bullying or taking advantage of their simple trust, you will soon wish you hadn’t.” (Matthew 18:6, The Message)

Greetings and Acknowledgements

In Lewis Carroll’s Alice’s Adventures in Wonderland, is found the following conversation:

“Would you tell me, please which way I ought to go from here” asked Alice. “That depends a good deal on where you want to go to”, said the Cat. “I don’t much care where” said Alice. “Then it doesn’t matter which way you go,” said the Cat.

General Secretary, Lay President, Bishops of the Church, Unit and Organisation leaders, Lay Leaders, former General Secretary, all the members of the 129th Conference, distinguished guests – we are all God’s beloved people. Welcome to a special time of holy conferencing. The Bishop, leadership and people of Mozambique have expressed and demonstrated a warm welcome to us all. Be assured that we are in Mozambique and not in Wonderland!

The theme of this Conference, the vision of the MCSA as well as the strategic direction set by Conference from 1998 at the turn of the century, is very clear about where we want to go. We continue with our prayers, reflections, imagination and commitment towards the vision of “A Christ Healed Africa for the Healing of Nations.” We thank the leadership and all the people of Mozambique for their hard work in preparing for a successful Conference.

We meet as Conference, for the very first time in Maputo, Mozambique. As we gather here we think of pioneers of the work of the Methodist movement in this country, beginning in 1887 with the Rev. Robert Ndevo Machava, a Mozambican citizen who brought Methodism from South Africa through Catembe and to many other parts of Mozambique. We laud the diligent work of leaders like the Revs Isaac David Mahlalela, the first Bishop of Mozambique; Bernadino Mandlate, Hendrique Mahlalela, Brian Mabone and the current Bishop of the District, Dinis Matsolo.
It has been a long journey with many sacrifices made along the way, but the church of God continues.

Not far from this venue is the welcoming salute from the founding President of a free Mozambique, Samora Machel – a clear reminder that together with our forebears, we are on a journey of decolonization, reimagining, rebuilding and struggling towards a better life for all. The prayer of the All Africa Conference of Churches resonates with this, our common cause: “God of Life, Lead Africa to Justice, Peace and Dignity.”

Context
According to the 2017 study by the African Union Youth Division, 65% of the African population in Africa is under the age of 35. Africa is therefore a youthful continent within young democracies. This calls for a contextual reimagining of being and doing church with relevance. The mission field has changed. The dynamics are constantly shifting.

Nathan Mokoma notes, “Recent years have seen an increasing popular appeal of youth uprisings in Africa. Some believe this to be an effect of the Arab spring, giving rise to the term ‘African Spring.’ While dissatisfaction with socio-economic conditions has been a key motivator behind these uprisings, frustration with political leadership is at the centre.” (Africa in Fact, page 67).

There is a growing feeling among young people that they have no stake in the countries of their birth or abode. This generates a lot of anger, restlessness and frustration. Unemployment is rising at an alarming rate as economies shrink and fold into recession. It begs the question: “What are we breeding? What future are we building?”

The church has to be actively involved in actions that create a transformed future, especially in the real-life issues of young people. We have to be relevant and active now. It is imperative because our action or inaction will shape tomorrow. It is up to us what shape this becomes. As Bishop Malusi Mpumlwana wrote in the Peter Storey lecture at the SMMS in May 2018, “Prophetic voice without disciplined action and reflection has only noise value.” We long for a future where all children grow to their God-given potential. But how do we achieve this? This is the question that this Conference 2018 is asked to grapple with. Creating an environment where young people are equipped with the skills necessary to access life opportunities and feel that their contribution towards this goal is valued and accommodated.

The world is hurting in many ways. The Global Report 2017 on ‘Ending Violence in Childhood,’ further paints a disturbing picture of violence against children and calls on us to break the silence so that the scourge can be dealt with. The first President of a democratic South Africa, Nelson Rolihlahla Mandela, who would have turned one hundred this year, is quoted as saying: the world has to be more familiar with the laughs of children than their tears. Last year I referred to a report from the Centre
for Development and Enterprise entitled “No Country for Young People.” I trust that people have had an opportunity to read that report in search of what can be done to fast track hope-generating activities and conversations especially among children and young people. As people of faith and members of a Transforming Discipleship Movement, we believe that there is a tomorrow. The assurance comes from the transforming presence of God with us – “For in Him we live and move and have our being” (Acts 17:28).

The statement adopted by the World Council of Churches Conference on World Mission and Evangelism on 13 March 2018 included the following:

The Holy Spirit continues to move in our time, and urgently calls us as Christian Communities to respond with personal and communal conversion and transforming discipleship. Discipleship is both a gift and a calling, to be active collaborators with God for transforming the world… Thus, we are responding to Jesus’ call to follow him from the margins of the world.

As we respond to this call, we have to keep in mind the groans of the vulnerable people on the margins of society; amongst whom are children and young people.

As we do that, let us remember that the World is our parish and the journey of the church must not be from the church to the church (Hoekendijk). We are not called to try anything that God has not provided for. In our pews sit policy makers, thinkers, skills of every description. As we engage in these issues, we equip each other for the ministry in the market place and in the public arena, contributing to the shaping of a better world where future generations will live peacefully with justice and dignity.

Matthew 18
In our text today, the disciples grapple with what seems to be an important concern for them. They are bold and walk up to Jesus and ask, “Who is the greatest in the kingdom of heaven?”

The disciples had willingly abandoned their fishing and tax collecting businesses to follow Jesus. They were the closest circle of Jesus’ friends; the inner circle. Now their concern is appraisal. Who will be the greatest? This is a fair question in life’s daily struggles where the greatest is respected and treated with pomp and ceremony. Without saying anything, Jesus reaches outside the circle, and picks up one of the most vulnerable present at the time, a child, and puts him in the centre. The inner circle is disrupted and the child becomes the centre of focus. Jesus speaks: “Whoever becomes as humble as this child is the greatest in the kingdom of heaven” (Matthew 18:4). An emphasis is placed on change in disposition and habits; on a new configuration and arrangement and this turns the disciples’ world view upside down.

Greatness in the kingdom of God is based on humility, vulnerability, receptiveness and a childlike-wonder at what God is doing. It is not strength but mercy that puts
us in the inner circle of the kingdom of God; a dependency and faith in God’s active initiative to create a new world. “For it is by grace you have been saved, through faith – and it is not from yourselves, it is the gift of God.” (Ephesians 2:8).

Children in the New Testament times, were at risk and vulnerable. Many died in infancy and there was no real will to take them seriously. They were perceived as making no significant contribution to the success of society and therefore deserved no serious investment. It was during this time that Hilarius, an Egyptian man working away from home, writes to his wife Alis: “When our child is born, look after it if it is a boy, but if it is a girl, allow it to die.” (Papyrus Letters in Lefkowitz and Font, Women’s Life in Greece and Rome). That is how dispensable girl children in particular, were at the time. Prevalent inequality, reported and unreported cases of abuse, violence and the killings of women and girls points to the fact that the culture of viewing and treating girls as less, still exists today. The notion of a child in the centre was unthinkable. By putting the child in the centre, Jesus forced the disciples to think the unthinkable! He turned their very beliefs about children upside down.

This teaching tells us that the youth and children are not a para-church but are to be at the centre of everything that is Church. The care of children cannot just be relegated to the work of the Youth Unit, but should be the work of the whole church. Today, children are precious to every family, irrespective of circumstances which sometimes militate against such appreciation. Parents sacrifice a lot to ensure that their children have a stake in what the world economies have to offer. Is there evidence at the local church, of us leaving no stone unturned in the pursuance of the goal of ensuring that we take seriously the undertakings we make at baptism when asked:

“Members of the Body of Christ, who in Christ’s name are to receive this child, will you so maintain the common life of worship and service that this child and all the children among you may grow in grace and in the knowledge and love of God and of Jesus Christ our Lord?” And the Congregation responds; “With God’s help we will.” (The Methodist Service Book 1975, A8-A9).

I ask that we take seriously this pledge to be living examples for our children. Verse 6 is a warning that the followers must not cause the little ones to sin. Sin is defined as ‘missing the mark/target’; deviating from the goal or taking a wrong road from God’s will. The word ‘to cause’ in the Greek text is “skandalizo” which means ‘to cause to sin’. It is therefore a scandal for the church to allow conditions that lead to children missing the mark.

Furthermore, when Jesus says in Matthew 19:14, “Let the children come to me and do not hinder them,” What do we understand this to mean? Jesus was on the way to Jerusalem. This was serious business and caused a lot of anxiety in the disciples as they imagined the implications of this journey to the future. So they jumped in to act as body guards in order to protect Jesus from distraction by the children. It wasn’t the
time for such insignificant, childish games – at least that seems to be the impression we are given. In our time, a barbed-wire fence would be erected to keep the children away in order not to disturb Jesus. Scripture says Jesus was very displeased at the indifference of the disciples.

What are the imaginary/invisible barbed wire fences we put around the church to keep the children in our churches at bay and from distracting us from our programmes? It is the command of the Lord that doors be opened for children. It is the command that we knock down any barriers between the church and the little ones. In this way the church can play a significant role in shaping tomorrow – today!

**Children in the Church**

There must be continuous reflection, action, evaluation of the meaning and implications of baptismal vows. This must take place in each and every society in the Connexion. This must be followed by taking seriously the Conference call of 1992 that children be allowed to partake in the sacrament of Holy Communion. 26 years on and there are still congregations that struggle with this decision. We must reflect on these things at every opportunity including the Presbyters’ Convocations.

There are also many challenges when it comes to raising children. Parents are sometimes overwhelmed with work demands, unemployment, and poverty and strained parenting skills. We have to expand parenting skills programmes where they exist, initiate them where they don’t – and work together with agencies that provide these across congregations, circuit boundaries and even denominations. Young parents, married or unmarried are yearning for help. Research has shown that only about 38% of children live with both a mother and father. Furthermore, research has found that boys growing up with absentee fathers are more likely to display hyper-masculine behaviour, including different forms of aggression, involvement in unhealthy relationships and crime and addiction. Whereas, girls with absent fathers are likely to grow up with low-self-esteem, leading to increased possibilities of high risk sexual behavior, teenage pregnancy or unhealthy relationships with the opposite sex. It’s also been estimated that 63 percent of youth suicides are also from fatherless homes¹. Southern Africa has the highest number of orphans due to HIV and AIDS which has led to the growth of the phenomenon known as child-headed homes.

This is the context of our mission field, to which we are called to be responsive. What is our response?

We have to invest in children and youth ministry. Financial statements are a theological reflection of our priorities. They tell the story of our mission strategy.

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What percentage of local congregation/circuit income goes to children’s ministry? What does that percentage say about our commitment to shaping the future now?

Previous Conferences have made calls for the formation of after-care centres, strengthening of Sunday schools, vibrant youth groups etc. Now we need to see visible expressions of what we believe and say. Can we now say that our churches are abuzz with youth and children? I believe this can happen and there are several examples from which we can learn. It is not enough for the church to just pass a plate or parcel of food “out of the back door, but to set a place for these little ones at a family feast.” (Thomas Long, page 219)

Having had opportunities and the privilege to interact with young people in different for a, I have been exposed to brilliant thinking and imagination. It is that imagination, fresh questioning and engagement that we must tap into. It serves two purposes – listening together whilst at the same time passing the baton and shaping values-based leadership. God has given us these gifts that we must harness. Young people need to also commit to picking up the mantle of leadership and we should make the environment conducive for such to happen. We have to model new dispositions and habits as we imagine and offer ourselves as a church committed to transforming discipleship and obediently participating in shaping the future today, not only for ourselves but for generations to come.

**Urgency of the Gospel Mandate**

The evidence is before us. The Holy Spirit is whispering. Are we listening? The ‘Ending Violence in Childhood’ speaks of the exponentially growing “number of stories of children who are not enjoying a carefree childhood, but instead endure brutal abuse and fast-track transitions to adulthood.” How can we be silent when young girls are made wives before they become women?

We cannot tolerate the abusive and violent environment in which most children grow. The church must be at the forefront of fighting the scourge of abuse and violence especially against women and children. These conversations must take place in the church as we strive to Shape Tomorrow Today. We have to find a way of assisting all members of the church to listen to stories of bullying in schools which crushes the confidence of children and dampens their spirit to continue with education.

As Long (1997) says “The church is the leaven of mercy in the loaf of the world’s misery.” We are the solution to what ails the world and proactive action on our part can enable us to create a better future for all.

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Some of the suggested opportunities to fight the scourge of abuse are:
1. To break the silence and create safe, supportive and stimulating spaces for children.
2. Build capacity, provide life skills and take comprehensive sex education seriously.
3. Participate in the education of children.
4. Tackle gender inequality, social norms that legitimize violence especially against women and children.

**The Future is Present**

The fourth Industrial Revolution is upon us. New technologies are already changing the systems we take for granted. In Zimbabwe for example, because of the shortage of cash, people use what is called eco-cash. They buy goods and pay for services using cell phones, and this has not become the domain of the elite but is used by the general public. Mobile technology has changed how the market place functions there.

Technology is changing the world as we know it very quickly and it will not help us to bury our heads in the sand and hope that this will not at some point affect us. It comes with great advantages and some dangers. Some fear that it may lead to job losses, especially the loss of low-skilled routine jobs, or non-inclusive growth with far-reaching consequences. There is a range of powerful, emerging technologies that will usher in a radical shift in the way we live. These include what is called ‘artificial intelligence’ or ‘AI’ as it is commonly called, which includes the development of self-thinking, autonomous weapons. All of these issues need to be engaged with and I believe that we are adequately resourced to be led in this exercise. We cannot afford to be left behind nor can we be bystanders. Let us find those who can assist us to become better informed and equipped to embrace the inevitable changes coming our way.

The United Nations adopted a treaty on the prohibition of nuclear weapons and there is a call to have at least 50 nations ratify this. Amongst the things that have to happen is the need to popularise the treaty and to conscientise the public about its importance, as well as to mobilise governments to ratify it and take the necessary measures to implement it. The Director of Ecumenical Affairs will put together a task team to lead us in this matter.

The continent cannot continue to create or live in ways that generate and enhance the pockets/islands of poverty that hinder access to life opportunities. The children of this continent cannot be perpetual consumers of knowledge from the global North or East. They should be positioned to be generators of knowledge towards the vision of ‘A Christ Healed Africa for the Healing of Nations.’ We have to give effect and impetus to this God-given vision. Our mission strategy has to show a clear focus on youth and children. This was the call of the 2004 Mission Congress Charter, to become a more youth and child-centered church.
The Connexion heeded the call to reclaim our role in Education, but there is still room for more work in this area. In South Africa, Stats SA reported that in 2017 one black child, compared to 6 white children, made it through university and had access to quality comprehensive education. During Apartheid it was 1 to 1.2. Why is there this regression?

**Shaping for Mission**

Over many years the church has been on a journey. The church we are a part of today is very different from the one in 1883, and since *The Journey to a New Land Convocation* and the dawn of the new millennium later on, the church has been engaged in exciting conversation. The conversation that was brought into sharp focus at the 2015 Conference was that of *Shaping for Mission*. The conversation was triggered by the number of resolutions to and from the Structures Committee. The current status of that conversation will be presented in a report to this Conference. The aim is to ensure effective, agile witness across the traditional boundaries that seem to “scandalize” the mission strategy. The calls made by this Conference can and must be effected as we imagine the shaping of the future, now. We have a rich heritage in the midst of a painful past. Now is the time for us to use it towards a different future which God is ready to deliver as God calls us to be obedient and transforming disciples.

CS Lewis (in Tutu (1999)⁴), writes ‘*We are made for another world*’. A church united in purpose and prayer is able to imagine a reality which is beyond the logic of the world.

> “I see clearly that the thing the church needs most today is the ability to heal wounds and warm the hearts of the faithful; it needs nearness, proximity. I see the church as a field hospital after battle. We are a hospital for sinners. Wounds healed inside. A broken world needs a place to bring its spiritual injuries. We need an emergency room more than a courtroom. We want healing more than judgement. The confessional is not a torture chamber, but a place in which the Lord’s mercy motivates us to be better. I dream of a church that is a mother and a shepherdess. The church’s ministers must be merciful.” (Pope Francis⁵.)

Of course having children at the centre does not exclude discipline. Therefore how do we visibly express commitment to healing the wounds of the future of young people both present and still to be born? These are wounds of exclusion from

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⁴ Tutu, 1999, *No Future Without Forgiveness*
participating in the socio-political and economic space; exclusion from the church; wounds of trafficking and abuse and wounds that come from dysfunctional families. The church as is nuanced by Pope Francis, should be the hospital for wounded souls – a place always re-imagining what can be; an all-embracing home that propagates and nurtures the gifts in all of us, including children and young people.

We have to be followers of the Lord to make this happen. This we do with our words, because words have a power to create, but we do not end there; we commit to actions and investments that shape the future in a positive way. The way has been opened by God and as disciples of a Transforming Discipleship Movement we have to walk the talk.

**In Conclusion**
A story that is accorded to Walt Disney is told and it goes as follows:

**Advice from Walt Disney**
An eight-year-old boy approached an old man in front of a wishing well, looked up into his eyes, and asked:

“I understand you’re a very wise man. I’d like to know the secret of life.”

The old man looked down at the youngster and replied:

“I’ve thought a lot in my lifetime, and the secret can be summed up in four words.

“The first is **think**. Think about the values you wish to live your life by.

“The second is **believe**. Believe in yourself based on the thinking you’ve done about the values you’re going to live your life by.

“The third is **dream**. Dream about the things that can be, based on your belief in yourself and the values you’re going to live by.

“The last is **dare**. Dare to make your dreams become reality, based on your belief in yourself and your values.”

And with that, Walter E. Disney said to the little boy,

“**Think, Believe, Dream, and Dare.**”

Source: unknown.

Let us grant space for children to be children. Allow the youth to participate in the search for better ways of being the church at all levels so that we can benefit from what God has placed and continues to place in all of us. As John Wesley put it, “The best is yet to be.” *AMEN.*
The General Secretary's Report

Rev Charmaine Morgan

John Wesley said: “I want the whole Christ for my Saviour, the whole Bible for my book, the whole Church for my fellowship and the whole world for my mission field.”

One of the characteristics of Methodism, is that it embraces. Since the beginning, many who were marginalised, were taken seriously by Methodists – women, the poor and children were sought out and included in ministry. Here is one of many examples: The rules of John Wesley for Preachers in regard to children. It reads: “Gift or no gift, you are to speak with the children, or else you are not called to be a Methodist preacher!”

Wesley gives six rules regarding this:
1. Don’t say: “I have no gift for this.”
2. Ignore the view that children should be seen and not heard.
3. Help parents develop parenting skills.
4. Create special classes for children.
5. Pray for them.
6. Make sure there is an annual Education Day service.

Wesley’s insistence on including and not excluding became a hallmark of Methodism. One to which, I believe, if we want the Church to be what the Church is called to be, we need to adhere to – and in many cases – return to.

We have found ways to exclude, to overlook, to band together in holy huddles, to lock the doors and to make it very difficult for people to enter our fellowship. We have grown big enough to say to ourselves: “we are fine the way we are.” There is no Methodist presence in Dewetsdorp or Reivilo or Vivo or Ihambane – but it doesn’t matter – we are big enough. We have grown callous enough at times to act as if: “Children are not economically viable, so children’s work has no priority”.

A missionary church needs to find inclusive ways of responding to the world around us. In fact, if we want to be called Church, we need to do some introspection about the way we look (or don’t look) beyond ourselves and our structures. Structures were never meant to constrict us, restrict us, shrink us. Mission Groups in the church, by whichever name they go, were never meant to close us in and make us exclusive. They exist for the sake of the Gospel, and the Gospel never looks inward. It always looks outward.
District Boundaries
That is why the Church embarked more deliberately on the conversation of District Boundaries, after 20 years of talking about it from time to time. Through a long and extensive consultation we have come to the unanimous conclusion that our District boundaries do not serve our Mission well. One of the key principles we agreed on in increasing the number of Districts was that all places of human habitation are worthy of ministry by the MCSA, however far, small or poor. Reducing District sizes relates directly to our Missional intention.

Time is given in the programme of this Conference to deal specifically with the Structures Committee’s report on Boundaries, together with proposals from Synods and the relevant resolutions.

To lead this project and facilitate a smooth and strong implementation of the formation of Districts, the Connexional Executive has approved the creation of a Connexional Station called Shaping for Mission Enabler. This will be a full time station for an initial period of three years, stipend and office funded by the Mission Resource Fund, and the Millennium Mission Fund. The Connexional Executive has also approved a one-off amount of R1 000 000 from the interest of Church Reserve to go to the assistance of the establishment of new Districts.

A Missional Church
A missional church needs to find inclusive ways of responding to the world around us. A Church is not a service provider waiting for people to seek us out (and often not find us because we are poorly signposted). We are Missioners who go in response to the call of Jesus, to seek the lost, to gather together those who are in need, to establish new work. This leads to more work. It is sacrificial for the community and the Minister- but that is the essence of who we are. No Minister sits in the vestry, saying: “Let them come and find me”- if they need ministry!

A missional church needs to find inclusive ways of responding to the world around us. Who are the children in our neighbourhood and how should the church relate to them? We are saying at this Conference that Children and Young people are at the centre of the life of the church. Are they? In the local Society, where are the children, and how do you give evidence of their importance in the Society? In the broader church structures, what does it indicate when the youth have a separate Synod and a separate Conference, and need to be separately delegated to Conference from the rest of the District?

I trust that in the year to come, we can in different forums, begin to talk seriously about what it means in terms of ministry, structures and attitudes to be a Child and Youth Centred church. In this year of Youth and Children I can announce that the Connexional Youth Co-ordinator stipend will be partly subsidised by the Mission Resource Fund for the next two years, in order that he may dedicate a percentage of his time to the Connexional business of youth.
A Missional Church Needs Renewed Passion

In relation to these points I raise above, I believe that one urgent need we have is a renewed passion. One of the characteristics of early Methodism was a passion for ministry to everyone and anyone, that got the Wesleys and their colleagues into trouble very frequently. John was content with only a hundred preachers, as long as they were on fire! “Give me one hundred preachers who fear nothing but sin, and desire nothing but God…” he said.

We have everything we need to be a formidable force, to be a healing balm, to be a transforming power. The Presiding Bishop is always reminding us of the hugely privileged position we are in, in terms of our resources. In terms of human resources, creative and intellectual capacity, the capacity to love and to care, we have people who sacrifice greatly as an expression of their love of the Lord and their commitment to the church. We have a heritage, we have buildings and we have land. We have, when we put it all together, funds to put into that which we are called to. We have some exceptional leaders at all levels of the church. But do we have the passion, the vision, the drive? Do we believe, really, that what I do in my Circuit can lead to the healing of Africa?

As we consider what structures may be best for the growth of Mission in Districts, and as we think about what it will take structurally, to bring children and youth to the centre of the church, what decisions or changes in the Laws and Discipline it will take to bring women into their rightful place in leadership and representivity, we need to go a step further, beyond structural changes.

How do we help our people to re-imagine our place in the world? How do we re-ignite passion in the Ordained and Commissioned Orders? Until we find in our hearts again the passion for ministry, we can change whatever structures we want to, and nothing will happen.

Here are some initial responses from the church, knowing full well that the church can’t make passionate people. Our spiritual life is our own responsibility. But here are four initiatives:

First, Conference 2017 has decided that each District is to have a Convocation of all Ministers of the Word and Sacrament, for the main purposes of conversation on vocation, deepening theological reflection, accountability and the renewal of Ordination Vows. By all accounts the first Convocation held in all Districts in 2018, was of great value, and we encourage District leadership to pay special attention to the Convocation, especially in the early ears of its establishment, to that it may prove to be an instrument of renewal and energy.

Second, Conference 2017 re-engaged the process of Continued Ministerial formation. It has been agreed, for the sake of the well-being and growth of Ministers, as well as the health of the Church, that ordained presbyters in active ministry participate in Continuing Ministerial formation. We are required to do at least 100 hours of learning/study a year (about 12 days).
In addition, accountability groups are to be appointed for all Ordained Presbyters, to carry out a Review of Ministry process. This is for the purpose of mentorship and to facilitate self-reflection and setting of goals as a person and as a Minister. The annual Convocation will expect a report.

The idea is to grow a thriving, learning, engaged Order of Presbyters whose calling compels them and who can firmly respond to the call of Brother Ignatius of Loyola, “Go forth and set the world on fire”.

Third, understanding that any collective renewal in Mission and appetite for healing and renewing the church and society will always have a common denominator who may also be the common or a common deterrent, in the person of the Superintendent, it is the intention of the Connexional Leadership in 2019 to initiate regional Superintendents’ consultations, collaboration between the Office of the Presiding Bishop, the Education for Ministry and Mission Unit, Mission Unit and the Bishops. The Consultations will, we trust, help in building our collective ministry and understanding of mission locally, and together with the two processes already outlined and begun this year, continue to build a formidable team leading this Church and its Circuits in the task to which we believe we have been called to. Dates reflect in the Connexional diary, and Bishops are consulting on the issues of logistics.

Fourthly, the Connexional Executive have approved the inclusion in the Laws and Discipline a document entitled “Principles Guiding Clergy Conduct”. This guiding document contains nothing new, but is a compilation of all that has been, for a very long time, the expectations of Ministers, but is now contained in one document.

Any Minister who claims that they are above accountability does not understand the Christian faith, and has no idea of Methodism. These four aids to accountability are not meant to constrict, but to call out the best of all of us, and produce conditions in which passion and mission may flourish.

These are all towards a goal of making the strong church stronger, to make a mission-minded church, mission driven, to sweep way any cobwebs of complacency and help us re-connect fervently with our heritage and our calling.

Synergising the Orders
We understand that Deacons, Bible Women and Evangelists are members of two Orders which serve the church and its mission, in different, but not less important ways of Ministry.

Last year we decided to bring the leadership of the two Orders together, in cooperation with the Church Leadership and to look in depth at how these Orders function, and how they relate to one another and to the structures of the Church.

Work is progressing, but as the conversation continues, we are delving all the more deeply, and have come to the decision together that we could not give this Conference
a conclusive report yet. Our next step is to meet together with DEWCOM to deal thoroughly with issues of doctrine, before we can conclude matters of practise or order. This date has already been set.

We recognise that the Orders all have origins that relate to the history of this sub-continent, and that it is important to recognise these beginnings, as we understand the nature of the Orders. We are discussing the fact that some are Commissioned and others Ordained, and what that means, that some are accountable at Connexional level, and others at Circuit level, that some testify to their call at Synod and others do not, that for some, being stationed beyond their Circuit of origin is a very difficult process, and that there seems to be inadequate foundational reason for the amounts at which stipends are pegged.

Issues that the Synergising Committee is untangling include questions of theology, justice, history, mission, recognition, structures and relationship.

The work of the Orders is critical to our Mission, and central to the implementation of igniting Missional Communities in parts of the Connexion where we have long not had ministry, and the Committee, including the Wardens of the Orders are deeply committed to completing this work in a manner that will strengthen the ministry of the church as a whole.

**MCSA Financing Model and the Connexional Assessment Calculation of Assessments**

Conference last year gave us the task to begin looking with new eyes at our financing and our Assessment allocation processes.

To begin, the increase in Connexional Cost for the last number of years has been:

<table>
<thead>
<tr>
<th>Year</th>
<th>Connexional budget – administration</th>
<th>% increase on the previous year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>15 367 482</td>
<td>5,2%</td>
</tr>
<tr>
<td>2017</td>
<td>14 601 663</td>
<td>1%</td>
</tr>
<tr>
<td>2016</td>
<td>14 458 340</td>
<td>6,8%</td>
</tr>
<tr>
<td>2015</td>
<td>13 530 000</td>
<td>3,6%</td>
</tr>
<tr>
<td>2014</td>
<td>13 052 745</td>
<td>8,6%</td>
</tr>
<tr>
<td>2013</td>
<td>12 013 200</td>
<td>10%</td>
</tr>
<tr>
<td>2012</td>
<td>10 934 505</td>
<td>11,6%</td>
</tr>
<tr>
<td>2011</td>
<td>9 792 350</td>
<td>12%</td>
</tr>
<tr>
<td>2010</td>
<td>8 688 140</td>
<td>8,2%</td>
</tr>
<tr>
<td>2009</td>
<td>8 023 190</td>
<td></td>
</tr>
</tbody>
</table>

In the exercise of considering the MCSA financing model and the Circuit Assessment model some considerations are important:

1. The amount the Connexion needs for its Connexional operation. This budget is influenced by the statutory and Human Resource requirements within the society in which we operate, and the churches responsibilities regarding Revenue.
Services, Reserve Bank, Financial Services Board, Pension Fund regulations, receipt and payment of stipends, Basic Conditions of Employment Act, legal requirements relating to lawyers, CCMA, court cases, as well as the Church’s own regulations regarding the providing of training of Members, Preachers, and those in the Commissioned and Ordained Orders, our need to interface with at least 15 Ecumenical bodies, Communications with media, members, ministers through different forums, the coordination of many functions and processes in the Connexion, training of various bodies, travel, which is a very important part of our belief in the strength of a Connexional church, committee meetings, the ministry to youth and children which is funded by the Church, and the broad work of Mission through a variety of Desks as well as the Central Mission Unit which holds together many strands of Connexional Mission Coordination and relationships with donors and other Connexions. One very large amount that is very important, but adds to the burden on Circuits, and is over and above the Connexional assessment is that of Medical Aid for all Ministers and Pensioners-Supernumeraries and widows and Extraordinary affliction grants to the Order of Evangelism.

The budget is carefully calculated annually, in consideration of the actual needs of the Church and its Units, which has in some years led to a very small increase.

2. The question is where the money comes from to cover the necessary expense. Traditionally this has come from Circuits through what we call Circuit Assessment. This is done as a calculation of a percentage of the stipends and allowances of Ministers in each Circuit. There have been moments when the church has considered other forms of income. Such a project was the Millennium Mission Campaign, and the Jubilee Fund – one of which had limited success, the other not at all. In consultation with other Connexions, one place to seriously consider amending our financial model, is that of income through means other than only Circuit assessment.

The most obvious place to begin consideration of income generation, is the church’s property portfolio. The Connexional Trust Properties Committee which was re-established this year was given the mandate by Conference to develop Connexional strategies for underutilised property for income generation for Connexion, District and Circuit. Such strategic thinking is on the table in embryonic form, and includes possibilities such as joint ventures with business where the church for example provides land, a developer builds a hospital, and we reap joint rewards from the project.

Such projects are feasible, if examples in especially Kenya are scrutinised, and we believe, will not detract from the Church’s “core business” as it should be managed by people who are skilled in the sector, and can enhance not only our footprint in society, but if projects are chosen wisely, can make a very real difference in the community.
The term “Social Enterprise” is one that we have not been using, but it is one of the innovations of the current age. Generically speaking, “A social enterprise is a cause-driven business, whose primary reason for being is to improve social objectives and serve the common good.” Some Methodist Churches have ventured into various enterprises, very successfully. A funeral scheme, insurance scheme, hotels, conference centres, hospitals are examples from Zimbabwe, Kenya and Britain.

A second means of income possible for the Church is interest raised through investment. This is the first reason for the creation of the Church Reserve Fund in our Connexion. It was instituted in 2007 and has in the last number of years grown through the interest accumulated in the Fund. This fund at the end of 2017 stood at R94 500 000. If it can continue to grow for a few more years, a calculated portion of interest of this fund can begin to subsidise the Connexional expenses.

Thirdly, consider a concerted drive to inform members of the MCSA to consider the Connexion of the MCSA as a beneficiary in their last will and testament.

A fourth means of income possible is to formally assess Church Institutions and Organisations on Connexional level. This may be something like a percentage of all non-missional expenditure of an Organisation.

The first two of four possibilities for income from other sources will not have an immediate effect, but within just a few years, will be able to make a substantial difference in income for the Connexion if we put our energy into them.

3. The third major consideration is that of how the money to be gathered by the Connexion, is to be allocated among Methodists.

The District Treasurers have given collective consideration to this question, and their wisdom from experience is that taking membership per Circuit is not a helpful calculation for various reasons. Using Circuit income is also a complicated mechanism with a number of pitfalls. To them, the most objective measure is that of Ministers’ stipends per Circuit, which is the method currently used.

However, in some cases the Minister’s stipend is almost the total of a Circuit’s income with little to spare, and for others, the stipend is a proportion of the income, and there is money for various other salaries and or ministries. There may be a better method, yet.

Here is a possible alternate means of calculating the Assessment per Circuit that is based on Assessment models elsewhere:

Calculate the amount that is to be gathered from Circuits once other forms of income have been deducted.
Then ascribe to each District the percentage of the whole it must carry of the Connexional budget, based on a weighted calculation of:

- Number of Circuits in the District
- Number of Ministers in the District
- Number of full-time Lay Employees in the District
- Average stipend of Ministers in the District
- Consideration for particular sectors as per National statistics such as poverty rate or unemployment rate within the boundaries of districts
- Consideration given for new Districts

Each District therefore is given a figure calculated by the MCO with District Treasurers, based on an agreed upon calculation such as the one above. The Allocation to each District is decided at this forum in the manner above.

District Finance Committees then meet to decide how their portion of the Assessment is to be divided in the District, as they currently do, for District assessment. Such District Finance Committees are in touch with the temporal and missional needs and opportunities of all the Circuits in the District, and are able to make an annual decision as to the contribution of each Circuit towards the Connexional costs of the Church. The Allocation of each Circuit to Connexional Costs (other than Assessments for the cost of Ministry that each Circuit bears) is decided by the District Finance Committee and communicated to the MCO.

If the Conference is able to provide some feedback on the broad idea above, those with the necessary skill and qualification will be able to refine the idea into a proposal, for consideration by Synods 2019 and decision by Conference 2019.

As a missional church, let us continue to find ways of responding to the world around us, by all the means we can, and with all the imagination and passion we have in our hearts.
The Lay President's Report

J Mabhalane Nkosi

Salutation

Presiding Bishop; General Secretary; District Bishops; District Lay Leaders; General Presidents of Connexional Organisations, Associations, Auxiliary and Unit, Members of the Connexional and District Executives, Delegates of Conference, Distinguished Guests, All Spouses, fellow Methodists and observers, allow me, to say as you are assembled here in Maputo, the Capital City of Mozambique, I greet you all in the Name of Our Lord and Saviour Jesus Christ.

1. Introduction

In the life of families, it is common practice that when a member of the family reaches home at the end of the day, they are asked, “How was your day?” I also as a family member face the same question at home. Aware that I have to give the historical report about my day, I without delay give a blow by blow report of how my day was. Now I am not giving my day's report but an overview of the work done by the Lay Presidency’ Office from the last Conference in 2017 to date, in which I cover the objectives set for the period under review, achievements, highlights, challenges, future plans and responses to matters referred by the 2017 Conference.

2. Observations

Fellow Methodists, before I give a blow by blow report on specific issues following the framework of information meant for your consumption, allow me to start by appreciating what I found from the contemporary history of where Conference is this year. History reveals that Vasco da Gama and his crew landed in Mozambique in 1498, which was 520 years ago. The church is now on its 129th Conference so it took the Methodist Church of Southern Africa 128 years to decide to hold Conference here in Mozambique. One feels alarmed when thinking of this long overdue decision and ask why it took the church so long and why now? However, one realises some reasons why the church had never thought of holding Conference in Mozambique, but are now happy that it has taken a bold move and resolved to come to Mozambique. This highlights the church’s endeavours to go where it is needed most and is an exciting move. One applauds this big achievement where the Methodist Church of Southern Africa leadership and delegates have finally resolved to hold conference in Mozambique in 2018 after a long time. In my view, this is history in the making. Therefore I’m of the view that everyone appreciates the importance of being part of this positive and progressive history of good things that happen during his/her time when God
directs His church to go to those people who need the church most and the church has listened. I am also convinced that every Godfearing person present here is more than excited to experience the spiritual aroma of Mozambique people ever since Conference has started.

This creates hope that many more things like intentionally putting women in leadership and the eradication of fears and suspicions about the implementation of Every Member Ministry will happen and soon be applauded too. What I believe is expected now from the church is to achieve these things is for the church to overcome any obstacles and hindrances that prohibit mission and not ride or walk with those obstacles and hindrances. The notion of riding and walking is borrowed from the assertion made by Warren W. Wiersbe in the book titled *Heirs of the King: Living the Beatitudes* (2007:11-17), where this author says that sometimes people allow themselves to be governed or ruled by what they should be governing or ruling. When people allow themselves to be governed or ruled, it means becoming servants, and the author refers to that as walking. When they refuse to be governed or ruled by things on which they have been empowered to govern or rule, it means becoming kings, and the author refers to that as riding. The question that can be asked of the church is, **Is the church riding or walking?**

This notion triggered an observation of what church members sometimes do. I've learnt that church members, both clergy and laity, sometimes allow their fears and suspicions to govern or rule them rather than they themselves governing or ruling those things. Therefore, the church is urged to ride and stop walking.

Friends let me leave observations and history to the historians, leave exciting spirit to the professional excitement-wailers as well as leave to the church to decide whether it decides to do riding or walking, but allow me to present this 22nd report of the Lay Presidency, being my fourth report to the Methodists of the six sovereign states that form our Connexion.

3. **Report Framework**

3.1 **Objectives set for the period under review**

The main two objectives that were set for the period after Conference in 2017 to 31 August 2018 were: Firstly, to motivate the church at all levels to promote involvement of laity in various ministries working in partnership with clergy which could be the starting point of what the Presiding Bishop gave as a marching order in last years’ Conference when he said, “Being Together with God’s Creation”. I believe it tallies well with the space created by the 2016 Mission Congress statement of “Breaking Barriers Igniting Mission” so that the Church’s vision on a Christ-healed Africa for the healing of nations can be experienced, starting with healing divisions that encroach on the church. Secondly, to empower laity to understand and implement the strategies that can enable mission in the church and community.
3.2 Lay Presidency Office work responsibilities
This Office following the guidelines mentioned in the Book of Order paragraphs 5.8.2 and 5.8.3 of the MCSA carried out its responsibilities under the following framework:

3.2.1 Representation of the Church
(a) This Office represented the church at the following activities: the inductions of Bishops of Natal Coastal, Grahamstown, Kimberley, Namibia and Bloemfontein Districts; inductions of the General Presidents of the Women`s Manyano and Local Preachers Association (LPA); at the Youth Consultation with the Connexional Leadership; funeral of the Ex-President of the Local Preachers Association of the Clarkebury District; Peter Storey Lecture; Graduation at Seth Mokitimi Memorial Seminary; celebration of 20 years of the LPA of Natal West District in mission, Natal West Synod, the Ministers` Wives Indaba and the Cape of Good Hope Evangelical Crusade.
(b) This Office as per mandate and delegated duties, attended meetings of all Connexional Committees in which it is a member, including the Governing Council Executive and Governing Council meetings at the Section 21 Institution, Seth Mokitimi Memorial Seminary.

3.2.2 Visit Districts and Circuits
This Office has been able to visit the Connexional Local Preachers` Associations (LPA) Triennial, Natal West District LPA Convention, Cape of Good Hope District Evangelical Crusade, Clarkebury, Highveld and Swaziland Districts and Natal West District Music Association.

The focus of the visits was to motivate attendees to recognise the value of the Local Preachers Association in mission; the history and objectives of the evangelical crusade; the implementation of Discipline, Respect, Discernment (DRD) and Every Member Ministry (EMM) models respectively as tools to be used in pursuance of God`s mission; conducting training and motivational workshops to some circuits on the Gift of Giving and Its importance; as well as encouraging church structures to involve laity in different ministries and discussions on pertinent issues that have a positive or negative impact in mission.

3.2.3 Mission Project
Conversations with relevant structures about invigoration and implementation of the Every Member Ministry in societies, circuits
and districts as a project, selected by this office, have taken place and is a work in progress.

4. Achievements
When this office motivated Methodists around the Connexion about the advice on unity and putting women in leadership, this office received optimistic responses that Methodists had heard the advice and were working hard towards achieving this ideal. In their views, Methodists believe that the church should take one step at a time. However, this church should never be held to ransom by fears of the unknown which are experienced by a minority within the church’s ranks.

5. Highlights
This Office facilitated a highly successful Lay Leaders Consultation which was hosted at Central District. In this Consultation, District Lay Leaders interrogated issues that were raised by the Presiding Bishop in his Conference 2017 address. The kind of discussion that took place at the Consultation helped many District Lay Leaders. Nine out of twelve districts have been able to follow these issues that were lifted from the Presiding Bishop’s address in their areas. This assertion has been made from what has been reported in the District Lay Leaders’ reports.

The increase in invitations from circuits, Organisations and Associations who need guidance and long to learn more about DRD, EMM and the Gift of Giving and its importance has been one of the highlights in this office. The balance of male-female leadership in the church is demonstrated by having six (6) female District Lay Leaders and six (6) male District Lay Leaders.

6. Challenges
The church is facing what I call the undying subcutaneous “Segregato-viral syndrome”. Segregato is a concept built from the word segregation; viral comes from virus while syndrome refers to a group of symptoms. In the eyes of some member, who do not have inside knowledge about why certain things are done the way they are done, see the church promoting segregation while on the other hand it talks of unity or oneness. This challenge has also been observed when two circuits in the same geographic area are called to unite and form one circuit, they use many tactics to delay the unification, or clergy and laity do things in segregation rather than promoting the unity spoken about by Jesus in John chapter 17. This kind of syndrome in my view affects Societies, Circuits and Districts. It would be helpful for the church to initiate research on the root-causes of this and find treatment regimen for it. This Office found lack of commitment among some Districts and Circuits to introduce the concept of implementation of Every Member Ministry model among their congregants as a challenge.

Motivating for and selling the strategies of An Absolute Anger Debriefing
Programme (AADP) to be embraced and implemented in circuits has been another challenge.

7. Matter Referred by Conference

The sovereign states of our Connexion historically have been the victims of a patriarchal system whose citizens neither challenged nor spoke about it in the past. They never challenged it freely in the corridors of society and of the church, because it was part of how they were socialized to accept it or elevate and grace it as a norm to live with. The approach of discussing about it openly as laity and clergy alike has brought some transformation and change of heart in many Methodist people.

Methodist people of these sovereign states of our Connexion have since realised that this is an anomaly and wished to raise their local prophetic voices in the corridors of the church, and spiritually advised the church to talk about women empowerment as a way of creating space to work out a mechanism to untangle the patriarchal system that prohibits capable women from being given space in leadership roles at different levels of leadership in the church. One wishes to thank those societies, circuits, districts who took the advice of addressing this matter with all the sensitivity it deserves. Districts, circuits and societies have seriously started to intentionally elect females in leadership in the structures of the church like electing them as stewards, as presidents for mission groups, as lay leaders just to mention a few. This has happened as a result of a collective motivation effort by clergy and laity alike.

8. District Lay Leaders’ Feedback

District Lay Leaders of districts such as Cape of Good Hope, Central, Clarkebury, Grahamstown, Highveld and Swaziland, KNB, Natal Coastal, Limpopo and Queenstown reported on their achievements, highlights and challenges about workshops relating to numerous issues.

Outstanding achievements and activities performed in Districts, among which were Circuit financial management, revival of classes, work relations, teamwork and training, on increasing the number of women in leadership. Establishment of mission for good yields on fundraising, leadership training, reduction of conflicts, youth empowerment, circuits sharing of best practices, career guidance for the youth, starting bursary funds for the youth, providing sanitary towels, children’s indaba, teaching on new stationing procedure, Health Related issues and celebration of heritage.

The challenges faced by Districts among others are lack of commitment, lack of knowledge and understanding of roles which lead to conflicts in some circuits. Leadership is drawn from a small group which is active in the church, who struggle to place missional agents in circuits due to insufficient financial
resources, lack of co-operation between clergy and laity, lay leadership being viewed with suspicion by many Ministers, low percentage of youth leadership in circuits despite the Presiding Bishop’s declaration that 2018 would be the year of youth. These challenges have been found to be holding mission to ransom.

9. Future Plans
This Office plans to continue work with the units and structures that were appointed by Conference to assist with ensuring that implementation of Every Member Ministry model happens in the church. This will continue to be a work in progress and we are hoping to see it gain momentum through continuous motivation with the full assistance of Districts. We are planning to motivate the relevant unit to explore the possibility of pursuing AADP mentioned above under challenges in paragraph 6.

This Office plans to encourage Districts and circuits to embark on the programme of mentorship for new leaders who have been elected or appointed to start doing what they have been elected or appointed to do.

In dealing with the aspect of unity, this office plans to encourage District Lay Leaders to conduct situational analysis in their Districts and find facts and causative-effects of the subcutaneous segregato-viral syndrome that inhibits circuits’ leadership from working as one in a common mission and recommend the contextual treatment regimen for this syndrome.

10. Conclusion
In conclusion, on a personal note, I would like to thank you fellow Methodists and I appreciate the privilege you have given me to take this second term of ministry in laity leadership in collaboration with all Methodist people. I therefore invite each Methodist to ask him/herself the question, “Am I walking or riding”. I hope each Methodist’s answer will fit the mandate each one has been given by God from conception and adulthood.

Shalom

J Mabhalane Nkosi
The Lay General Treasurer's Report

Mrs T N Ngonyama

1. Administration

Presiding Bishop Siwa, General Secretary, our Connexional leaderships, members of conference, I bring warm greetings from the Finance Unit.

I bring this report, quoting the book of Mathew: 25:13-40. The parable of the 10 talents, emphasizes the principle that we are all stewards, no matter how little or how much God has entrusted us with. As stewards, how we care for our God-given resources for His Mission for the MCSA, how we spend and share those resources matters to God.

I wish to extend a sincere word of gratitude to the men and women I spend more than 95% of my time with in the Finance Unit, for their commitment to the MCO and support they give me in ensuring that we carry out our duties as administrators for the Connexion. I know it’s extremely hard at times, their tenacity keeps us going.

The Finance Unit administers the stipends of Active Ministers and Supernumeraries and Lay staff salaries; we manage 3 pension funds, administer properties, insurances, medical and various other funds.

Between the last conference and this conference a lot has transpired. It has been a sweet and sour year in that it brought some fairly tough challenges, but also great achievements in some of the conversations that this conference has had over the past few years.

I still stress the requirement for all for entities, units and organisations of the MCSA to be mindful that they are governed by the provisions of the Laws and Discipline 12th Ed (Book of Order) and do not function independently from the MCSA at Society, Circuit, District and Connexional level. There is a greater need for closer relationships and consultative processes with the Connexional Office.

2. Arrears and non-submission of Schedules

The Arrears report is enclosed in the Conference Finance Unit book. As at 20th May 2018, 17% of circuits were over 2 months in arrears, totaling R4.1 million. This not only impacts negatively on the administration but more so, affects agents directly. If stipends are not paid, this means that that minister would not have contributed to their pension fund.

The due date for submissions of schedules to the MCO is within 2 weeks of Synod rising.
As at 5th September, 140 (36%) 4C schedules and 5 4D had still not reached the Finance Unit. The Finance Unit has duly complied with the book of order on its duty to notify the bishops. The Finance Unit has made available the services of the Compliance Unit to assist with the completion of these schedules and facilitated training, thus I am disappointed at the continued disregard of deadlines and our lack of intentional implementation of remedies provided by in the Book of Order.

The MCSA tax exemption status needs to be maintained and this can only be done through your co-operation.

3. Policy of Effective Financial Management
The policy has been reviewed and changes proposed approved by the Finance Unit Executive. Given the stringent audit requirements, I am happy to report that the changes to the policy on effective financial management and audit requirements are as follows:

- **Connexional** and **District** Financial Statements as well as **Circuits, Societies** and **Organisations** with an **Income of more than R3 million** must be audited by a person registered with the Independent Regulatory Board for Auditors (IRBA).

- Financial Statements of **Circuits, Societies** and **Organisations** with an **Income between R1 million and R3 million** must be compiled by a person with a suitable accounting degree.

- **Circuits, Societies** and **Organisations** with an **Income less than R1 Million** do not have to be audited, **but the accounting records and Financial Statements** must be **verified as correct** by a person with a suitable accounting degree or diploma. The qualifications must be clearly stated in the Annual Financial Statements. The MCO reserves the right to query, accept or reject the qualifications.

This **Policy Document** should be made available to the Accounting officer to assist him/her with the audit/review/compilation/verification process.

This relaxation of the requirements on financial reporting is to ensure that we are able to meet each other half way in assisting with compliance requirements. The Policy is also enclosed in the conference pack.

4. Travel and Accommodation Policy
The Connexional Travel policy has also been reviewed. I urge all units and organisations to align themselves with this policy, especially in so far as it relates to travel reimbursements, per diems and accountability requirements for all members.

5. Insurance Matters
The recent catastrophic events such as fire and other major events, have resulted in the Insurance industry moving into a “hard market”. This basically means
that insurers are placing a higher focus on Risk management. The Finance unit has requested all DTP’s to submit full details of all MCSA buildings that are occupied for anything other than Church activities. We need to know who our tenants are and what business they are conducting, so as to ensure that risks are mitigated in so far as it’s possible.

6. **Connexional Trust Properties**
The work of the Connexional Trust Property committee has begun under the chairmanship of the Presiding Bishop. The key focus areas this year have been on educations and training, revisions of CH10 to be referred to the Revisions committee and the development of strategies that will enable the Church to unlock its Property portfolio income generation potential.

The national conversation on expropriation of land without compensation is a crucial conversation for the Church. It will affect us and calls on this conference to start identifying what we have, what we don’t use and where the need is in our country.

7. **Medical Aid Matters**
We are pleased to report that we have had a breakthrough in Medical arrangements for members. The medical Subcommittee and 2 members of the Finance Executive co-opted by the Presiding Bishop have endorsed the proposal for the Church to move all its members from Topmed medical scheme to Fedhealth. This is having considered all implications of this move, benefits to members and risks, the committee made a decision for the members to be moved to Fedhealth.

As of 1 August 2018 members were moved to Fedhealth. Because of country specific regulations with regard to medical, we are looking at solutions for ministers outside the borders of SA. We hope to be able to launch a solution by the end of September. Marsh Mercer employee benefits are the Church’s brokers on the plan. The Church’s 19% of stipend to the Medical Fund remains for now and the member’s contribution remains 6% for now. The only increase in contributions will be that of supernumeraries as was approved by conference 2017. We will be scheduling 2019 benefit Roadshows and those dates will be announced in due course.

A reminder to all members to ensure that your scripts are submitted within the next 2 weeks to Fedhealth. Our Gap Cover arrangements continue with Turnberry on a new policy. I wish to thank the PB, GS , members of the medical Sub-committee and Finance Unit for the support and insights they have given in making this historical decision, I do have confidence that our members will over time be comfortable with the MSA arrangements vis a vis the 80/20 co-pay. Needless to say, the transition was a swim upstream. A lot of curved balls were thrown our way.
8. Stipend Increases
CPI for the year ending 30 April 2018 to be 4.5%. The Connexional Executive recommends that the Minimum/Basic Stipends and stipend assessments for 2019 be increased by 5.8%. The recommended Total Stipend increase for 2019 is 6.8%.

Travel Allowance Changes: As at 1 March 2018, SARS introduced changes in how the re-imburseable travel will be viewed. The MCSA rate per km is 4.80 per Km, which is above the SARS rate, thus the variance will be included as remuneration for PAYE purposes.

9. Mission Resource Fund
This fund continues to fund mission by igniting discipleship communities. 20 Stations have been funded in 2018. The Surplus accumulated in the fund as at the end of 2017 is R639 153. This report is contained in Schedule O of the AFS 2017.

10. The Pension Augmentation Fund
The implementation of this fund was endorsed by conference 2017 and guidelines for the fund approved. The aim of this fund is to augment the pensions of all members who receive lower pensions. The work of this fund was added to the Stipend Augmentation Fund committee. I commend the church for having made this very crucial decision. We hope to be able to augment the pensions of those identified in the near future.

11. Pensions Fund Report from the 3 Funds Trustees
The Provident Fund Market Value of the Fund was R33.7 million as at 31 Dec 2017 with a Year to date return of 9.94%.

The Lay Staff Pension Fund Market Value was R40 million as at 31 Dec 2017 with a Year to date return of 10.15%.

The Supernumerary Fund Market Value was R1.60 Billion as at 31 Dec 2017 with a Year to date return of 10.25%.

The preliminary results of the statutory valuation of the Methodist Supernumerary Fund (the “Fund”) as at 31 December 2017 revealed that the Fund is in a financially sound position.

Pension Increases
For the calendar year ending 31 December 2017, the increase in CPI was 4.7%. The latest inflation figures however show the growth in CPI for the year ending 30 April 2018 to be 4.5%. In the past, pension increases have been granted in line with the annual stipend increases. This practice was affordable based on the surplus in the Pensioners’ Fund, as well as good investment returns. However the
Actuaries pointed out that the practice of following the stipend increases may lead to expectations from pensioners which may not be sustainable in a period of lower investment returns.

A substantial review of the Pension Increase Policy was concluded in 2017 by the investment and advisory committee and approved by the Trustees. The policy prescribes that increases should be based on 90% of the increase in the CPI for the prior calendar year, which suggests an increase equal to 4.2% effective 1 July 2018 (inflation 4.7% for 2017).

**Pension Rule Changes**

Following the connexion-wide roadshows carried out by the Trustees of the Fund and inputs received from members, the Supernumerary Fund rules were reviewed and approved by the FSCA. The Rules are available to members on request to the PO.

**To note are Resolutions to Conference by the Finance Unit Executive**

- Proposed changes to 9.13.8 long leave grants for Ministers
- CE has approved a request to set aside funds from the Millenium Mission resource Fund towards funding the Connexional structures enabler’s office. A further amount of R1 mill will be set aside from the Church Reserve Fund towards the structures committee work on boundaries, including but not limited to consultations, training and assisting new districts in formation.

**12. Reports for Approval and Adoption**

The 2017 audited Annual Financial Statements, unit reports, the Finance Unit Order of Business, together with the Arrear Reports, Reports on the Pension Funds, amendments and all other relevant reports are attached to the Finance Unit Report to CE and Conference 2018 for reference and adoption.

Respectfully

**Mrs Thini Ngonyama**
DISTRICT REPORTS
Cape of Good Hope District Report

Bishop Michel Hansrod

Introduction

This year marks the 212th Anniversary of Methodism in Southern Africa following the starting of a class meeting for British Soldiers stationed in Simon’s Town under the leadership of Sergeant John Kendrick in 1806, which culminated in the erection of the 2nd Oldest Methodist Church Building dedicated on Thursday 26 October in 1829, by the Anglican Bishop of Calcutta. This Chapel, is today the Oldest Methodist Place of Worship in continuous use in the Connexion.

As a District, we returned to this Building for our 189th Annual District Synod Opening and Ordinands’ Witness service to celebrate the work, mission and ministry of the Methodist Church in the Cape of Good Hope District, in a place which serves as home to our Colonial Past, following our Historic Bi-centenary Celebrations amongst Indigenous Persons in Namaqualand in 2016 and 2017 in Somerset West, the Home of our Slave History. These Heritage Synods paved the way to prepare for our 180th District Anniversary Celebrations in 2019.

This District is the Spiritual Home to some 58 000 Members through, 21 Circuits, 4 Administrative or Missional Circuits, 183 Societies and 38 Preaching Places. These centres of Mission, Ministry and Worship are served diligently and faithfully by 72 Presbyters, 17 Evangelists/Bible Women, 1105 Preachers, 7 Full Time Lay Youth Pastors and a host of Lay Leaders serving as Stewards, Teachers, Leaders, Caregivers and Nurturers. In addition, we are privileged to have the service of 64 Retired Presbyters and 3 Deacons.

The Geographical Context of our Ministry straddles over some 2200 square kilometres of breath-taking beauty, filled with mountains and vales, hills and valleys, rivers and dams, fauna and flora, sometimes barren and other times fertile soil, hemmed in by the Indian and Atlantic Oceans on the Southern Most Tip of Africa. It is home to some 4 500 000 people, representative of the diversity of the people of Africa in specific and the world in general, including the Khoi, Nama and San “whose desolate souls haunt the great expanse of the beautiful Cape – they who fell victim to the most merciless genocide our native land has ever seen”.

In the dichotomy of the beauty of this rugged and gentle landscape, the socio, political and economic context of our Mission and Ministry remains unchanged within the defines of the triple challenges of Poverty, Unemployment and Inequality, whilst during the past year we have seen a marked increase in Murder especially amongst the most vulnerable (women and children), Gangsterism linked to a high Incidence of Substance Abuse in all of our urban communities, a deepening of Racism both
entrenched systemically through the relics of Apartheid Spatial Development programmes and the high demand for more social housing as well as in “battle lines” drawn between various communities.

**Review, Vision and Objectives of the Ministry and Mission:**
The continued use of a safe gathering space for the District leadership through our Annual District Planning Indaba undergirded by a deep sense of God’s presence, reinforced God’s Call to us as a District to:

- work together humbly and relationally across all barriers whilst remaining authentic in our diversity
- be aware of God’s transforming work among us, recognising and pursuing both our call to integration and our resistance to that call
- recognise the ways God can use our crises and conflicts as growth opportunities and embrace them rather than avoid them
- not to lose heart as we seek passionately and responsibly to make a real difference to the real social needs, environmental crises and injustices affecting our communities and country. To this end we resolved to work towards the following objectives as a District, for each Circuit to engage:
  - Ways to deepen our diversity
  - In identifying social needs where we will be actively involved
  - In ways to help each other become more authentic
  - The Connexional Boundaries Conversations to intentionally redraw our Circuit Boundaries.
  - The specific areas of training to assist in the achievement of the above objectives were to include especially Diversity and Conflict Management.

**Achievements, Highlights and Celebrations**
Recognising the various challenges, difficulties and failures we celebrate God’s Grace through:

- The immense Missional impact of all District Organisations in various communities across the District made more tangible through their Annual Joint project. In the year under review they have collectively supported Sencit Old Age Home.
- The large Missional Footprint of Methodist Witness in the various Circuits and Societies including 19 Primary Schools, 26 Pre-Schools, 2 Children’s Homes, 3 Old Age Homes, 2 Senior Citizen Care Centres, a Shelter for Destitute Pregnant Mothers, After School Care
- Centres, Senior Citizen Clubs, Lay Counselling Centres, Feeding Schemes, Food Gardens amongst a huge number of other Mission Programmes and Projects.
- The huge volume of Spiritual Formation through Alpha, Discipling, Lay Witness
- Evangelism and other Spirituality Programmes.
- The appointment of Rev Michelle Schrader for 6 months as District Mission Enabler.
• The Opening of the Witteklip Society Church Building at Vredenberg (debt free), as well as the Dedication of Three Church Buildings in Khayelitsha at Site C, Mandalay and Ilitha Park.
• The 50th Anniversary of Kendrick House Old Age Home.
• The 190th Anniversary of Simon’s Town Methodist Church Building and 90th Anniversary of Lansdowne Society.
• The Launch of the Light House Renewal and Retreat Centre at Simon’s Town.
• The significant increase of School Holiday Clubs held in townships creating safe spaces for children between 5 and 15. This year some 2500 children attended our various holiday programmes.
• The Training Summit Hosted by the Gender Desk for Circuit Harassment Teams.
• The new look District School of Discipleship seeking to equip Disciples for Mission with Six Modules including Personal Development, Spirituality, Biblical Studies, Missiology and Church History.
• The success of our Community Substance Abuse Prevention Programme at Heatherdale Children’s Home as the Genesis for a Substance Abuse Rehabilitation Centre and the makeover of Marsh Memorial Children’s Home through amongst other donors, The Holmes Methodist Trust.
• The German UMC-MCSA Clergy Exchange Programme resulting in the receiving of Rev Dr Michael Wetzel in the Cape Gateway Circuit and Rev Patric Engelbrecht serving in the Dresden District.
• The participation of Rev Kamogelo Monoametsi in the WCC-GETI 18 Summit for Young Theologians held in Tanzania and Rwanda and Rev Ralph Afghan in the METANOIA Conference of the WMEI for Young Adults held in Costa Rica.
• The participation of the Care for Creation Desk in Water Justice programmes and partnership with the DTP in Water Harvesting in all MCSA Properties, following the severe drought and water restrictions throughout the Western Cape.
• The various empowerment and development opportunities through our regular Theological Reflection Sessions, University of Stellenbosch Winter School, SA Justice Conference, District Seminars, Retreats, Consultations for Circuit and Society Leadership, Lay Training Days, Workshops and Forums, which seek to empower and facilitate learning for all members.

Conclusion
Recognising the limitations of this report we continue to celebrate all that God, through God’s Radical Grace and Hospitality has wrought through Jesus’s Followers empowered by the presence of the Transforming Spirit. We confess our weaknesses and shortcomings and failures with the sincere commitment to continue seeking to heed God’s Call to being transformative agents and disciples extending the reign of God through the church in this geographical space. By Being Together with God’s Creation we pray that we may:
Touch the earth lightly, use the earth gently,
nourish the life of the world in our care:
gift of great wonder, ours to surrender,
trust for the children tomorrow will bear.
We who endanger, who create hunger,
agents of death for all creatures that live,
we who would foster clouds of disaster —
God of our planet, forestall and forgive!

Let there be greening, birth from the burning,
water that blesses and air that is sweet,
health in God’s garden, hope in God’s children,
regeneration that peace will complete.
God of all living, God of all loving,
God of the seedling, the snow and the sun,
teach us, deflect us, Christ reconnect us,
using us gently, and making us one.
Grahamstown District Report

Bishop Jacob Freemantle

“If you have any encouragement from being united with Christ, if any comfort from His love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only in your own interests, but also the interests of others.” (Philippians 2; 1-4).

Historical Overview and State of Grahamstown

The District is united and led by mature people of God who are deeply involved in the mission of healing and transformation of communities through the Gospel of Jesus Christ our Lord. The vibrancy of mission, which is clearly seen in the work and engagement in the implementation of our Church policies like media, gender sensitivity especially women ministry, disability, homosexuality, harassments, etc., is seen in our honest conversations and discussions at Convocation and Synod.

Our District has started the year guided by the theme “Unity of God’s people and creation,” in building the kingdom of God. We praise God that this stable and oldest Mission District of Grahamstown, has met at its successive 194th Synod in the Ayliff Circuit 238. The above Scripture characterised our “unity in spirit and purpose for God’s Mission.” We also came to realise that we meet at a Kyros moment of political, religious and social transition in our lifetime, a critical time that presents a rare opportunity for our prophetic relevance as a Church of God today.

Our District salutes great leaders who pioneered through their sacrifice and prayers an unfolding mission plan which remains foundational for all we continue to do. To this end, our District, which began as Albany, changed into the Albany and Kaffraria District and then officially becoming the Grahamstown District in 1863 has a rich mission heritage. Each Circuit’s history and context attests to this generational legacy.

We are indeed humbly grateful to God, that from the leadership of the first Chairman, the Rev William Impey in 1863, this historic mission District gave us yet other resourceful Chairmen, 22 of whom became Presidents of Conference, starting from Rev John Walton in 1878-1885 down to our very own currently serving Presiding Bishop Ziphozihle Siwa who led this District from 2000-2008. Such worthy Connexional leaders, from this District, strengthened the mission foundations of our Connexion.

Of course, our District history cannot be complete without mentioning that at the advent and transition from the office of the “Chairmen” to “Bishops”, God has given
us incredible wise leaders to salute. These were Bishop George Irvine 1989, Bishop Alex Diko 1991, Bishop Ziphozihle Siwa 2000, Bishop Musi Losaba 2009, Bishop Andile Mbete 2015 and Bishop Jacob Freemantle 2018. We thank them, together with the Clergy and Lay leaders who passionately served to build the kingdom of God in this District. Our Church properties, effective evangelising zeal, leadership development, care and counselling programmes, educational centres, etc. remain clear testimony to this truth.

**District Spirituality**
The District has matured spirituality established in love. This is a central mission pillar, the breathing pulse of both clergy and laity. Many of our Circuits, young and old, our Manyano and Associations are showing this deepened spirituality. The strengthening of Convocation and Retreats have provided incredible enriching experiences.

**Education and Christian Education**
Educational programmes which are mostly done through workshops are yielding good results in growing our District. Teachings about worship through giving, training the District laity on Circuit stewardship (on our properties, administration and handling of finances, relationships) are some of the effective mission programmes happening in our District; Many of our Ministers are fully participating in schools’ support and development initiatives for our children; Women’s Manyano has launched a project of establishing centres of learning in the form of libraries in our Circuits.

We have also established a Bursary Fund to be launched in 2019. This Bursary will effectively assist struggling children especially in tertiary institutions. Worth mentioning is also the resuscitation of our historical Healdtown Education Project. The renovations and strengthening of administration in partnership with government are at a progressive stage. One other educational development is our participation in the Ecumenical Dialogue on Educational matters which strengthens our relationship with Anglicans in particular. From this dialogic conversation, there is a lot of development on matters like education for ministry, doctrine, liturgy, prophetic ministry etc.

**Evangelism and Church**
We are thankful to God for the evangelism aimed at church growth in our Churches and Conventions. We are definitely a growing Church because of this prevailing spirit. Our District fully understands that “the salvation of a single soul is more important than the preservation of all the epics and tragedies in the world.” (CS Lewis). The growth of confirmation classes are a testimony to the effectiveness of this mission pillar in our church.

Our District has further intentionally made it our primary focus to evangelise the schools through giving more donations to the Bible Society. We are happy to note that
we are not only the biggest donor in the Cape Districts and Ecumenical churches, but
that this ministry (from the report given by Bible Society), is yielding more positive
results for evangelising in our schools.

**Justice, Service and Reconciliation**
This is one of the central mission pillars in the District. Besides giving clothes and
feeding the hungry, we are developing a consciousness of the need for child care
counselling in our churches. There is a war that must be declared on the abuse of
children and the elderly. We are thankful to Mr Petros Majola who has remained our
passionate District ambassador in the intervention campaign dealing with the tragic
abusive actions experienced by our communities. These include human trafficking,
child labour, robbery and kidnappings. Our District has further participated in
various intervention programmes like the Lusikisiki Ukuthwala Campaign (forced
marriages of young girls) in partnership with Clarkebury, MCO and Eastern Cape
Province, where I personally led our Mission Group to intervene where a group of
youth, calling themselves “Amavondo” traumatised elderly people and girls through
rapes, beating and burning of homes. Apart from care given to the abused from the
Mission department, the help given by conventions to needy homes in the respective
Circuits is yielding very good results in communities.

**Development and Economic Empowerment**
Employment of young people is a problem. The unemployment of graduates is
becoming a sore point. We need to engage both government and the business fraternity
about this national challenge. There is evidence of the fact that you cannot educate
young people and not redirect that acquired skill and knowledge into a job. For
example, we cannot have a graduate in an electrical engineering and expect that he or
she will not be involved in cable theft, or have a graduate in mechanical engineering
and prevent that child from tampering with people’s cars (in a form of theft) if there
is no job. We have sought a partnership with government in this regard so that we can
lend a hand however limited our resources. We have also encouraged our members
to be actively involved in the debate on the land reforms in the country while we also
engage in the processes of structuring our Circuit and District boundaries.

Other mission initiatives worth mentioning are:
- The Young Men’s Guild Drive called “Mazaleni Mission Project,” is a great
  mission initiative for supporting hungry families, assisting in the educational
  needs of identified poor learners and in building of houses where Conventions
  have identified a need.
- The Members of Alexandria Society run a library for the residents of the Diaz
  Old Age Home. They also take them to town for shopping on a weekly basis and
  further give them Christmas Tea with small gifts.
- The PE West Circuit has adopted a local Police Station where they regularly pray
  for them especially in the continuous scourge of unfortunate killing of police.
• The Annshaw Circuit has the Thantamisa Old Age Centre that is looking after the care of elderly people, encouraging the development of skills through sewing and gardening. There is also an initiative to start Masincedane for an HIV Hospice and Poultry facility in Dikidikana Society.

• Some mission projects for economic empowerment are taking place in the Perksdale Circuit called the Mdizana Sewing Project.

• Nonzame Home Based Care in Zwide Circuit is feeding the hungry, assisting the unemployed and HIV infected people. In conclusion, we further praise God that Kat Valley Circuit is responding very well to pastoral intervention led by Rev Otto Ntshanyana. We are indeed thankful for his readiness to come and help in that Circuit that had shown to be polarised by divisions.

We praise God that the situation at St Frances, a CUC church in the Garden Route Circuit is normalising after a long wave of uncertainty. It is the turn of Presbyterians to provide agency and Rev Craig Morrison has replaced Rev Angie Picard until they find a suitable minister. This conflict has taught us that we must intentionally revisit the gap in our involvement in the administration of United Churches. Major areas needing attention are; observance of discipline, rotation of ministers, ecumenical agreements on doctrinal matters e.g. sacraments, confirmations etc.

To God be the Glory!
Queenstown District Report

Bishop Mthobeli Matyumza

Introduction
Queenstown District continues to strive towards its vision of making this District an ‘Oasis’;
1. Where all are welcomed irrespective of race, colour, gender, ethnic group without prejudice. This we strive to achieve through re-enforcing principles of team work amongst Ministers and between Ministerial and Lay Leadership.
(i) We strive to make the District a peaceful District by attempting to creatively address matters pertaining to conflict pro-actively and decisively. This we do because we believe mission can only happen when conflict is managed and eliminated. I am proud to report that for four years in succession there has been no disciplinary hearing in the District. The District has had no conflict situation that demanded intervention, this is not to say there are no problematic arrears that could lead to conflict, but the District strategy has been to proactively address matters that could lead to conflict, through a mediation committee led by Rev. Nkosinathi Mananga and Mr. Alfie Mahamba (Lay Leader). This we do through a mentoring process on matters of Circuit financial administration and leadership.

The District Theme for 2018 is; “Liberating humanity; Healing God's Creation”. The call for Liberation of humanity is not a new Call, but a challenge to us as the present generation of what we know as church and to revisit our understanding of the purpose and mission for which the church was raised, engage on its relevance for the present context (what does it means for us today), and resolve to be faithful to that mission amidst the changing governments and administration.

Liberation of humanity refers to the ability of each person to fully develop and freely express that one is on physical, emotional, mental and spiritual planes of existence.
• A Call to create a necessary environment that will allow and facilitate that expression: racial, patriarchal, gender, sexual orientation etc.
• A call to facilitate the liberation of humanity, by striving to ensure that all people have access to basic freedoms (from fear, of expression, from want, of conscience)
• It is a call to re-define ourselves as church in the light of our understanding of the Christian God as a Missionary God, who revealed Himself in the exodus moment as a God who is the Liberator, who does not tolerate any form of oppression, be it racial, ethnic, social, gender etc. Yet the same God cannot be captured by any side, but is always to be found and experienced amongst the marginalised, the poor, the neglected and the oppressed.
• It is a call to review our strategies in responding to the challenge as the church
• It is a call to join God in the struggle of liberating humanity by becoming actively involved at denominational, ecumenical and community and socio-political levels.
• It is a call not so much for a prophetic voice, but more of prophetic action.

1. LEADERSHIP DEVELOPMENT AND EMPOWERMENT

Ministerial
The District continues to empower its Ministers through Spiritual and personal Retreats (Rev. Peter Butterworth 2018), Ministers Convocation – Bishop Mbethe for 2018, and uMhlangano as a space for mentoring each other on contemporary, pastoral, contextual cross-cultural challenges.

Lay Leadership
We have spread the discipleship courses, workshops and seminars by grouping Circuits into regions – in order to make them accessible to as many Lay and Class leaders as possible to minimize long distance travelling. The meetings are budgeted for by the District and the following are focus areas;

Leadership and Governance; Circuit and Society Financial Administration; Methodist Spirituality and Class Meetings; Mission Organisation and Ecumenical partnerships;

Conflict Management and Resolution: This programme is first run for all Circuit superintendents, Circuit stewards, ministers and Circuit treasurers over two days at the beginning of the year. Then spread regionally for all leadership. It has produced good outcomes and is generally well attended.

2. DISTRICT MISSION

Bursary Fund
Queenstown District continues to pride itself on the Dr. TSN Gqubule Bursary Fund, meant as an access to tertiary Education for Children coming from disadvantaged backgrounds. The Bursary Board recommended and accepted 4 new applicants for the year 2018 for funding. Including those who are currently in the system (2nd and 3rd year students), this fund currently has funded 17 students in the system for 2018. We continue to value our Circuits and District Organisations for their valuable commitment and contribution to the Fund.

Mission Work and Organisations
It is worth mentioning that the District organisations have made Mission work a priority and have come up with initiatives and formed Mission Funds that are specifically meant for Mission Work. All organisations in the District work under the direction, and in cooperation with the District Mission Unit. They are primary funders of the Dr. TSN Gqubule Bursary Fund, and they continue to identify and
build houses for the people in need – for members and non-members. In addition to such projects, the following specifics are being done;

**Local Preachers Association**
Rev Mvume Dandala Mission Fund (2002-District Wesley Guild); Annual Sanitary towels and School Uniform project; Leadership development programme.

**Young Men’s Guild**
Rev Vuyani Nyobole Mission Fund (2014-by District YMG); A programme called “Man in the Making”, meant to mentor young boys in preparation for the Initiation Rite, and then to be responsible men and adults; YMG has also started a project of Economic Empowerment for members, as it sent 15 men who come from disadvantaged backgrounds from across the District to a 3 month course to be trained as bricklayers, carpenters etc. This is meant to alleviate poverty from amongst members and their families; District YMG has also started a programme of encouraging men to start “Small livestock farming initiatives, by subsidising members from across the District with five goats or sheep, as a tool for economic empowerment.

**Local Preachers Association**
Mr Zandile Jakavua Mission Fund (2016-by District Local Preachers Association); A Programme of empowering and sharpening Local preachers on Bible study tools, Sermon preparation and delivering, Pastoral visitations etc.

**Womens’ Manyano**
Inkanyamba Mission Fund of the District Women’s Manyano has been re-named after Mrs. Nomzamo Yako who was a pioneer of Christian Citizenship Service within the District Women’s Manyano.

The District Women’s Manyano has voluntarily taken the responsibility of funding the building of a District Manse, which will be used as a Residence for District Bishops in Mount Coke. They have already paid over One Million Rand towards this project, and it is at the completion stage of Finishing Touches. Women’s Manyano also runs a programme on “Mentoring Young Girls” – which includes life skills.

**Young Women’s Manyano**
District Young Womens Manyano has officially launched and named their Mission Fund after Rev. Nomathamsanqa Rweqane, as from the Convention 2018. Partnership with Women’s Manyano on a programme of “Nurturing the girl Child”.

The above are only a few, but it is worth noting that these organisations collect thousands of Rands annually, not only for maintaining the organisations but also
for responding to the needs of our people in the District. We thank God and sincerely appreciate these initiatives and sacrifices from Methodist people in the District and the Leadership who implement them.

3. EVANGELISM AND CHURCH GROWTH

The District continues to use the strategy of combining the District Evangelism and Biblewoman Convention with the District Mission Outreach, where all ministers converge into a particular Circuit identified by the Mission Unit and the Order. Pastoral visitation would be done by minsters and a door-to-door evangelical campaign conducted by the members of the Order, and concluding with the Organisational revival end of the week. This year the focus is in Welseyville Circuit 311 and in 2017 it was Tamarha Circuit 317. This approach on Evangelism has yielded positive results, as it has pulled the following Circuits; Tsojana, Centane, Ngqamakhwe out of non-viability status.

This strategy has also strengthened the Mooiplaas section in Kei Circuit 310 to be viable, and an ordained and itinerant Minister will be stationed in Mooiplaas at the beginning of January 2019 for the first time.

4. LAND DEVELOPMENT AND CHURCH BUILDING

This part of Mission is very important in a rural context as this District is, because a congregation that has no place to worship struggles to grow and eventually disappears.

• It is worth noting that the District has claimed the Mount Coke Hospital Land from government and awaits the response.
• The Queenstown and Lesseyton Circuit 302 has begun a project of fencing and rebuilding on the Methodist Land where the first Methodist Seminary was situated in partnership with the government.
• In the Fransbury Circuit 319 a Manse has been built, completed and dedicated.
• Tsomo Circuit 320 will be dedicating a building in September 2018.
• Mount Coke Circuit 315 will be dedicating four Church hall buildings in Mhlehlo, Jubisa, Madlikii, Tyata and Kuni societies.
• Queenstown Circuit 302 has completed the building of a Church hall at Nonceba Society in Lesseyton.
• Lakhani Circuit 304 completed a Church hall building in Bozwana Society.

I praise God and congratulate the aforementioned Circuits with both ministerial and lay leadership for such great achievements. It is worth mentioning and celebrating that because these Circuits are rural and have built with cash without raising loans.
5. CONCLUSION

I am pleased to report to the Presiding Bishop and Conference that the Queenstown District of the Methodist Church of Southern Africa is a mission orientated and focused District, and continues to break barriers and ignite mission.

I humbly express my sincere gratitude and appreciation to all Circuit Superintendents and Ministers, Circuit Stewards, Organisation Leadership and All Methodist people in the District-most particularly Circuit 314 where I am currently stationed-for the enormous and unwavering support they afforded me thus far, also for their affirmation and encouragement.

We praise God for the life and Service of Rev Desmond Plint who has served as Superintendent in East London Circuit 313 and as District Vice Chair, and Rev. Samuel Gova has been a Supernumerary in Ulundi Circuit 327. We are saddened by the passing away of Rev. Manelisi Mwanda who passed on whilst serving as a Minister in Molteno and Stormberg Circuit 303. May their good works continue to live amongst us. May their souls rest in Peace and Rise in Glory.

We continue to stand on his shoulders.
Kimberley, Namibia and Bloemfontein District

Bishop Kenaleone Ketshabile

This report covers the period from last Conference to the end of 2017. My appointment to the KNB District began in January 2018 following the passing away of Rev Lesiba Nkhumise during the last Conference. Therefore the report is a synopsis of what is reflected in the reports of the various mission groups and other structures in the life of the District presented at and adopted by the 2018 District Synod.

ECUMENICAL WORK
This aspect of our work is in the main under-reported at District level. It is therefore worthwhile to highlight it where it is mentioned because of its missional significance in the present context. The Women’s Auxiliary reported that they have had ecumenical engagements on Women’s World Day of Prayer with women from different Denominations. The Women’s Manyano and the Youth also make reference to ecumenical engagements. We look forward to a time when the net of this ecumenical fellowship and ministry could be cast broader. It is something to build on.

JUSTICE AND SERVICE
Empowerment and the development of local church leadership (Circuit Stewards and Treasurers):

There have been some initiatives to embark on efforts to empower the leadership of Circuits within the District, especially Circuit stewards and treasurers. Is this missional? The answer to this is relative depending on one’s context. In the context of the KNB District, an informed and empowered leadership is necessary for a Missional effective local Church/Society and Circuit. The objectives of these workshops were towards this goal. It is our hope that we will continue with these workshops and broaden the scope of participation to include Society Stewards and Mission Group Leaders.

The theme of the care for children especially those from disadvantaged communities recurs in most of the reports. This ministry of Justice and Service is undoubtedly one that our members are paying attention to albeit in a non-continuous way. From these engagements we are encouraged by the responses of our Mission Groups and hope that more sustainable programmes can be developed. We also hope to begin to build a District Relief and Development Fund which will assist during times of need as they arise in the different parts of our District. We are engaging with Circuits and have agreed at Synod, that all Pula Fund collections received at District gatherings
will be brought into this fund to build it up as a means to support and to respond to emergency situations in the District, as we collaborate and receive support from the Connexional Mission Unit and other Connexional Mission resourcing possibilities.

**STRATEGIC OBJECTIVES:**
Strengthening of Youth and Children’s Ministries. The statistics on Children and Youth in the church are a cause for concern.

**EVANGELISM AND CHURCH GROWTH**
A number of Mission Groups report on this as part of our witness. Worth noting is the manner in which there is a slow but gradual moving away from traditional methods to strategies that are more holistic such as home visitation that incorporates responding to the various needs of those visited. However there is an indication that more could be achieved if the broader membership of the church could be enthusiastic to participate. As part of our journey going forward, we plan to undertake a Mission Impact Assessment of a selected number of Circuits, especially those that are struggling financially and find it difficult to support Ministers serving them. To relook at the demographics of those Circuits and whether or not their current boundaries are effective for mission and reflect our one and undivided church. This will be a huge challenge but it is a necessary part of our missional responsibility as we wish to grow the District.

1. **Development of Aldersgate Retreat Centre**
   There have been efforts to resuscitate the passion to develop this important asset. The work of the District Trust Properties Committee has been significant in playing this role. As part of looking ahead, strategic goals for growing and developing this asset for missional purpose are being worked on. We hope to invite partners to participate in this project of the District to make this a sustainable mission resource for training and development, etc.

2. **Partnerships and Consolidating Resources for Mission Effectiveness**
   Together with the District Mission Co-ordinator and her team I hope to convene a meeting of all mission groups so that we form the necessary partnerships, to pool resources, to know what each other is doing and how we can all begin to strengthen one another under the auspices of the District Mission Team and in collaboration with the Connexional Mission Unit and all other stakeholders.

3. **Finances and Mobilization of Resource**
   I move on to speak about the challenges of finance to strengthen the work of the District (Finance Committee)

**Trust Properties and Methodist Heritage**
- Taking care of our properties and observing our regulations
- preserving our heritage,
• taking care of our buildings,
• Verification and submission of title deeds and
• the insurance of church property
• Strengthening and Support for Youth and Children’s Ministries
• We need to focus and give attention to youth and children’s ministries (making reference to the statistics that are reflected in the youth synod report).
• We need to turn our churches into centres of hope especially for children and young people.

FOLLOW-UP ON THE 2016 MISSION CONGRESS AND ITS OUTCOMES
We need to find a way, if at all possible, of challenging and approaching committed men and women, who might be ready and willing to support mission in areas such as Kavango Mission Circuit in this part of the District. It is my prayer that we could find a way of doing that. Our Districts have done it before and it has been successful. They have done it in partnership with the mission unit and with other Districts and other interested parties and individuals across the Connexion.

CONCLUSION
Irrespective of the ever increasing challenges of the context in which we do mission, the Methodists of the Kimberley, Namibia and Bloemfontein District remain hopeful and enthusiastic about their calling. This has been evident in the few months that I have been ministering among and with them.
Northern Free State and Lesotho District Report

Bishop Andrew Motswenyane

As I review the past year in our District, tensions, disagreements and so forth, I find the book by our own Minister, Rev. Mogomotsi Diutlwileng, “The Creative Passionate Genius” encouraging.

“Above all, a human being was born to be in a relationship with and to worship God. God created human beings in His divine image and likeness. Therefore God is the source of life and an enabler of human endeavours. Hence, we depend on and worship God” page v.

This encouraged me that in spite of all of the tensions and disagreements, we are all created in the image and likeness of God. As the District we are revisiting and seek to be true to the MCSA’s Vision. We embrace the Presiding Bishop’s theme of: “Being together with God’s creation”. We strive towards, and struggle to understand what it means when we speak about “being together with God’s creation”. We strive to take care of our immediate environment.

LEADERSHIP DEVELOPMENT AND EMPOWERMENT

The District Retreat was led by Rev. Christopher Harrison under the theme: “Here I am, Lord! Send me, God’s life and mission lived through us”. This offered participants space and tools to engage with God around their missional call and our text.

The District Ministers’ Convocation was led by Rev. Peter Grassow who took us through the basics.

The main topics that were covered include:

1. The Order of the Ordained Ministry in the MCSA: The meaning of being an Order versus being an Organisation. The discipline of the Order of Ordained Ministry.
2. The expected roles and responsibility of Presbyters: Chapter 4 of the Book of Order. Sacraments – Baptism and the Eucharist.
3. Our Wesleyan Heritage: What makes us truly Methodist is being Wesleyan, having a Wesleyan Theological framework (Wesley’s Quadrilateral). Wesleyan Doctrine (salvation by faith). Methodist Ethos (What do Methodists teach) – the 5 All’s of salvation

LAY LEADERS DEVELOPMENT AND EMPOWERMENT

The Lay Leaders conduct workshops with the Circuit Stewards to contribute to the understanding about new stationing procedures and the implementation thereof.
SPECIAL EVENTS

Young Women’s Manyano
The Young Women’s Manyano is growing within our District. The Organisation took the abuse of women and children seriously as this also affects them in our province and country. During their Convention, they invited the Connexional CCS who is a Social Worker, and an enlightened young woman about the topic of human trafficking which is a reality. They then organised a march and delivered a memorandum to the police about the abuse of women and children. They ran an awareness campaign on gender-based violence during their annual District camp. They also hosted a discussion around LGBTI. They are currently in partnership with different government stakeholders on the issue of skills development. The Organisation in the District continues their involved with the Junior Manyano.

Women’s Manyano
As we all know, women are the pillars of their families and the pillars of strength within the Church. The Women’s Manyano donated R5000 to assist a family in buying urgent necessities after their house was burnt down. The Women’s Manyano are launching an education project for unemployed mothers, an NPO is being registered and is planned to commence operations in 2018.

These pillars of the Women’s Manyano are implemented in three forms:
(a) Education – I have previously alluded to the fact that the Organisation are paying for two teenagers namely Bongiwe Skosana who completed her studies last year and Lebohang Nchocho who is currently busy with her third year.
(b) Christian Formation – The District has held Workshops on Christianity as a whole and what is expected from a praying woman.
(c) Empowering each other about social issues that need to be addressed and how to tackle them. They also held workshops for teenagers on moral issues, self-esteem and life skills as we know that young people are faced with the Goliath of unemployment. Lastly, the Women’s Manyano had a cancer awareness opportunity where they empowered themselves with information. Again Halala Bomme.

Youth and Children’s Ministry
The children’s ministry in the District keeps growing considerably especially in the year under review. This ministry has seen growth both in the numbers of children, as well as in the numbers of volunteers who have joined to serve the ministry.

The District Youth unit hosted a very successful Children’s Ministry event themed “Born in Grace”. The “Free My lambs” syllabus is slowly being adopted and used by Circuits even though the Circuits are struggling with resources to efficiently implement the syllabus. During the event the children participated in a number of programmes, competitions and activities prepared for them. Thanks to Superintendent
Bro Lwazi Mbaba together with his team. They heard what I said during my Synod address under the theme “District shaped for mission, where I stressed the point of being a church friendly towards the children and youth. Even this year we still look for Circuits to be friendly towards children and youth.

**MethSoc**

This entity has always been a challenge for the District, particularly the MethSoc branch in the University of the Free State Southern QwaQwa campus. This branch has a number of members in the campus, who are not Methodist Church members (adherents), and making it difficult for the Circuit to be involved in its activities. Exciting news is that we have a new branch which has been formed by the Central University of Technology (CUT) Welkom campus. The branch is currently in its foundation stages and is under the leadership of Rev. Mbatu Bosman in Circuit 605. They have recently nominated an executive committee to oversee the work on the campus and plan to officially launch the branch soon.

**Youth**

The youth unit acknowledges with great concern the growing rates of substance abuse in our communities amongst young people. The District Youth Ministry “Against Abuse – Masa” programme was established in previous years. As we know, this District is one of the biggest areas affected by poverty. A large number of youth in our communities are unemployed. The District Wesley Guild during its convention visited Boitumelo Centre for children with disabilities in Kutloanong in Odendaalsrus. The District Wesley Guild donated 50 mattresses to the centre and also worked the land and started a garden at the centre. Seeds were donated to the centre to start a garden. The District Youth Unit also joined the District Bishop’s Office in the Semonkong project. In the Goldfields region, Youth assisted with the renovation of a RDP house which included plastering the walls, repairing broken furniture and cleaning the house. They also contributed house appliances such as kettles, etc. In the Goldfields Circuit 602, youth assisted 85 adults and 17 children living in plastic houses on a farm near Wesselsbron and provided food and clothing to them. School uniforms were provided by the Central region to the needy scholars from Malakabeng Primary School in Sasolburg.

**YMG**

The YMG took part in marches, which were directed to different Governmental institutions, submitting memorandums on issues affecting our people. Marches undertook topics such as women abuse, children abuse, substance abuse, xenophobia and human trafficking. The YMG has done a lot in support of the District with the Semonkong project. They donated groceries to the value of R3 000.00, and toiletries and bought a new microwave. They are waiting for the repair quotes for the brick making machine in Maseru (605). Again the industrial sewing machine to the value of R8000.00 was bought and donated to the disabled centre which
they have adopted. This machine makes duvet covers, curtains and leather covers to mention a few. The Semonkong project for the YMG is an ongoing project and many other donations are to follow.

**Music Association**
The Music Association is growing both in numbers of the church choirs and spirituality. During the year under review, they had their second convention, which was held at Circuit Ficksburg and Ladybrand. The music Association supported all the District and Connexional Inductions, which were held in our District. Also annually at the opening of Synods the Music Association participates in worship. Wherever the Synod is held, they are there. The Music Association also participated in the Semonkong project by donating clothes and school uniforms to the children.

**Lesotho**
I always say that Lesotho remains poor due to the closure of mines in South Africa. This then affects the viability of the Circuits in Lesotho. Even though it may seem doom and gloom, there are exciting things happening in Lesotho. Again and again the Methodist High School, as always, is doing very well and has obtained 100% pass rate. Even government ministries send their children to this High School. Indeed Maseru High School is making us proud as Methodists. Also Hlotse Primary School, as always, has obtained 100% pass rate. I hope that the dream of the High School, which is being established by Holfse Primary School, will continue.

We are looking for donors who can help us to see this dream succeed. Hlotse Primary lost the capable principal M Tshidi in December / January, may her soul rest in peace. I do thank God for His mercy over these two schools. The Methodist primary School in Maseru also turned over a new leaf. At least last year they also woke up and obtained around 60%. Matsepe Primary School, Matsepe High School and Makhate Primary School are all in Mafeteng.

**Semonkong**
In the District, every Society and every Circuit now knows about Semonkong. This year 2018 we have had an interim Board for Semonkong, which really gives light to the establishment of a proper centre. The centre now is about to be registered as Semonkong Methodist Children Care Centre. We, as the District, are starting a health centre and letters have been sent to the Health Department of Lesotho.

**CHALLENGES**
- Semonkong Health Centre to be realised
- In other Districts in Lesotho Rantle is to disturb peace
- The unending case of Ficksburg/Ladybrand Circuit
FUTURE PLANS
• Youth Symposium that was postponed, to be held together with NYDA to empower unemployed young people.
• Still a District office with fully pledged office is a dream to be realised

CONCLUSION
I am ever grateful to God who called me and made it possible for me to serve His people in this office together with the team He has given me. It has been an incredible experience and a privilege to serve God in this position. I also want to thank the people of God in the Northern Free State and Lesotho District who accepted and tolerated me. I am also grateful to my wife Nomonde who together with the children supported me in the background. I hope that I have told the people of God about Jesus Christ and not about myself. I believe they have encountered the extraordinary. In his book, Mediations on the cross, Dietrich Bonhoeffer says,

“What is the extraordinary? It is the love of Jesus Christ himself, love that goes to the cross in suffering obedience. The cross is the particular feature of Christian life, enabling Christians to be beyond the world, as it were there by granting them victory over the world’s suffering encountered in the love of the one who is crucified – that is the extraordinary in a Christian’s existence”
Natal Coastal District Report

Bishop Linda Mandindi

As I sit to write this report, the world over is celebrating “World Refugee Day”, once again the pain and the plight of the refugees and asylum seekers are been brought to the fore.

On the other hand it is the news of a painful and heart-breaking so-called zero tolerance policy implementation by the US President, in which children of the refugees are separated from parents and placed in “Toddler Centres”.

Here at home disturbing protests are taking place with both the N2 and N3 blocked by protesters, and there is a looming black-out (load shedding) on the horizon as a result of a deadlock in salary negotiations between unions and Eskom.

Back in the District, 2018 turned out to be a tough year for the District. We found ourselves embroiled in some very difficult conflict situations that created serious tensions, which led to two Superintendents resigning within a space of less than 3 months. At some point we were even making newspaper headlines. This situation really challenged us a great deal, especially as new leadership, since we are still in a process of transition, trying to figure out how we are going to move forward as a District.

However, as it is often said, that for every challenge, there is an opportunity. This became clearer as we were dealing with the complexities and uncertainties of transition which bear the weight of expectations with regard to the Mission of a Christ Healed Africa for the Healing of Nations. We however wish to give thanks to the Almighty that in spite of all the negativity experienced during the first quarter of the year, we have come to see some terrific forward-thinking mission and ministry taking shape.

Mission continues to flourish under the care of incredibly competent lay and clergy staff. In May, Synod took off well on Thursday beginning with our Ministers Convocation which was facilitated by the Rev Teboho Klaas of The Other Foundation. We convened under the theme “Together United In Obedience, Restoring God’s Creation”. After a presentation by Mr Nkosi, our guest speaker and specialist on environmental issues, the Synod resolved “To Dip Our Toes” into other areas of missional concern, one of them being the use of water.

We noted with concern that over the past few years we have had 16 ‘one to be sent’ stations that have remained open. We also acknowledged the financial struggles that most Circuits are faced with. We noted how the lack of finance is rendering Circuits unable to offer comprehensive agency to societies where work is desperately needed for mission to flourish.
However, led by the District Finance Committee and the District Executive, we are now looking at creative ways of bringing in resources to help those struggling Circuits in our District. We are taking one step at a time and with our hands pointing to the sun and our feet moving forward, we are fully relying on God to help us find our way together. As we Move Together, we are encouraged by Paul’s words when he says; “We are hard pressed on every side, but not crushed, perplexed, but not in despair, persecuted, but not abandoned, struck down but not destroyed.”

We always carry around in our bodies the death of Jesus Christ, so that the life of Jesus may also be revealed in our body” (2 Cor 4:8-10)

Grace and Peace
Natal West District Report

Bishop T William Dlamini

It is very encouraging to report that Methodists in the Natal West District are alive and very committed transforming disciples. In the context of disturbing political uncertainty in the Province, of growing women abuse, human trafficking, crime, alcohol and drug abuse, unemployment and poverty we bring hope and transformation to all people in the District. Leadership provided by Ministers and Lay Leaders in the District provides signs of coming to strong unity spiritually and Missionally. Synod 2018 recorded 35 617 Full Members, and 46 417 when Adherents are included.

OUR MISSION PILLARS:
Together with the God’s Creation theme, Circuits, Sections and Societies are addressing the challenges of justice and service, of human economic development and empowerment, education and Christian formation, evangelism and spirituality and care for the environment. All of our Organisations, Orders and Membership are fully involved with mission pillars under the Connexional theme of 2018.

INDALENI:
School for the Deaf: Indaleni School for The Deaf operates under the Methodist Church of Southern Africa in cooperation with the Department of Education. The Learners come from all over KZN and part of Gauteng Rural Areas. Most learners come from disadvantaged communities, their parents are not employed and they rely on their children’s disability grants. The School enrolment this year is 202, 127 academic pupils, 60 in the Skills Section, 5 in Special class and 10 on the waiting list. Disabilities catered for are profoundly deaf, hard of hearing, learners with Autism, learners with Intellectual barriers and physical disabilities. The School has multiple challenges ranging from teacher aids, an Admin clerk, Support Staff to infrastructure.

INDALENI SKILLS TRAINING CENTRE:
The Church has agreed to lease a portion of the property described as Portion One of the Farm Indaleni No 4667 to the Umgungunlovu TVET College. The Construction of the building and other Facilities has been completed with funding provided by Fibre Processing and Manufacturing Sector Education and Training Authority (fp&Mseta). There is a building for normal lectures or tutoring, a building for IT programmes and a building for garment manufacturing, carpentry, cabinet making and forestry.

This campus has the capacity to offer education and training opportunities to approximately 500 learners inclusive of part-time learners at any given time. The
INTEGRATION OF CIRCUITS:
In response to the call, “One and Undivided Church“, all Circuits that are not yet integrated showed conversations at an advanced stage at Synod this year. This means that all Circuits affected by a need to inter-grate will be fully integrated by 2020 in the Natal West District. The conversation includes overlapping Circuits that have Societies in other Circuits. The already integrated Circuits registered some challenges at Synod. Some Circuits are sectionalised racially. This defeats the aim of sharing skills, of learning together, of cross-cultural worship and fellowship. The problem of unintentional stationing also poses a threat to “One and Undivided Church”. Post-ordination training could help the Church minimise the challenges.

CONVOCATION:
The Convocation offered the Ministers and Probationers a moment to re-listen to God’s calling and rededication to God’s mission in God’s way. The theological reflection overwhelmed all items of our conversation on the will of God in our Church, South Africa and the whole world. As Natal West District, we thank the Church for allowing such opportunities through Convocations.

ECUMENISM:
Rev Londi Zulu of Newcastle 0830 keenly and diligently represents Natal West District in Ecumenical Affairs. It is pleasing to record that even though the social, political and economic context in the District is unfriendly, denominations of different faiths co-operate well to bring hope and represent the Kingdom of God in the province. There is a great need for ecumenical denominations to bring together the political leaders of different parties to help them find a lasting political peace solution in the province.

BORDERS AND BOUNDARIES:
The Synod 2018 enjoyed discussing all options regarding the District Boundaries. The option of dividing the District into two mission Synods was strongly favoured. Natal West District, in response to the Conference call, proposes to make the Mooi River Toll Gate a border between four regions of the District. Northern Natal and Tugela Regions to form one mission Synod and Midlands and South Coast Regions another mission Synod. It is requested that Kokstad and Matatiele Circuits remain with Midlands and South Coast Mission Synod.

QUARTERLY VISITED SOCIETIES:
It is my prayer to God that our Ministers and Lay Leadership should realise that the old Ministry style of Quarterly visitation to Societies contributes to spiritual dryness,
membership decrease, lack of doctrinal teaching and understanding resulting in financial problems. Some Societies and Circuits could take a leap of faith and use the mission resource fund to add Ministers and make a great difference. A quarterly visited and monthly visited Societies can never be the same.

May God Bless the Methodist Church.
Central District Report

Bishop Gary Rivas

STATE OF THE DISTRICT
As I reflect on 2017/2018, the faith and witness of Noah resonates with my Spirit, as his boldness and obedience at a time of great uncertainty was inspiring. For us to be a witness of a *Christ-Healed Africa for the Healing Of Nations*, we are going to have to be bold, radical in love, and faithful in obedience.

As the Central District, the geographic footprint spreads across the three provinces of Gauteng, North West and Northern Cape and encompasses both the affluent and the poor from urban, rural and informal settlements. The Central District covers the richest square mile in Africa, but it also covers areas that are destitute. It is a District that can offer the best possible health care in some areas, while children lie dying from lack of basic services in others. While we have the most advanced IT infrastructure in Southern Africa, many of our communities do not have access to any form of communication and remain isolated from the innovations of the 21st Century. We are one of the most diverse population groups of all the Districts.

OVERVIEW OF MISSION
As the Presiding Bishop, Rev. Ziphozihle Daniel Siwa, said in his address to the 2018 Conference, the “narrative of vibrant harmony... should be the narrative of the church” and the “being together and striving for vibrant harmony is not a ‘nice-to-have’, but is the Gospel imperative.”

We, as the Central District, have committed ourselves to become ‘One and Undivided’, pledging to address that which divides us and initiate conversations that encourage being together. We have devoted ourselves to cross boundaries and work towards becoming unified as one District, one Church and one body in Christ while still celebrating the uniqueness of our differences.

ACHIEVING OUR MISSION
The key to this success will be to address the contrasts that exist in our District and the issues that divide us. Every structure within the Central District has been mandated to ensure its activities are working towards finding healing and discovering our common connexion, as well as having an inclusive approach towards leadership and the sharing of human and financial resources. Our aim is to be a District that brings people from every nation, culture, generation and background together.

Our conversations about our challenges are important, but doing God’s work, work that brings life to the church, is more important. Our identity as a District needs to
be as the hands and feet of God. If we are going to be united as a District - and if we are going to have a clear sense of our Connexion - we are going to look beyond our own churches and Circuits; we cannot exist in isolation.

CHALLENGES
It is clear that as a District, in order to fully achieve our mission, we need to deal without biases. Our biases are distracting us from our goal. When we stand rooted in our bias, our eyes are not on God. There still exists a deep mistrust between our various cultures and races and this needs to be addressed urgently if we are going to unite Black, Coloured, Indian and White Methodists for the cause of Christ. We need to set up a pastoral commission to unpack our race challenges and look at ways to decolonise our churches. As a start, we will no longer be using English-only liturgies, but rather embrace our diversity through multi-lingual liturgies.

Our gendered values are strained, as many of our Circuits still see women clergy being treated as ‘second-class citizens.’ Women ministers, and women in general, remain a disenfranchised group within our communities. Much prayer and work is needed to confront and heal our pain and divisions.

Financial disparity exists between our churches and the District needs to radically overhaul the way we view money, collect money and share our money as well as interpret our resources. Some of our churches feel alone in their financial struggles and dream of building bigger church buildings in which to worship. Some of these local Societies do have the support of their Circuits, but it should also be the District’s collective mission, including all Societies, to assist in furthering the Kingdom of God and, where necessary, to build churches together.

We have many members who give sacrificially and tirelessly to the work of our Lord. The Laity and Clergy who labour within our District need to be celebrated and appreciated more. Although various Human Empowerment and Economic Development Projects are operating within the District, we still face a major lack of resources to fully support our projects. Computer literacy programmes, employment creation, education support and skills projects would have greater success with greater support.

YOUTH AND CHILDREN
The Central District’s particular focus is on young adults, youth and children. Our Youth Unit has been challenging the District to increase its investment in youth and, as such, our mission is to ensure the growth of the church through the inclusion of young people in our midst. Without a constant influx of the younger generation, the church cannot expect to flourish. It is, therefore, imperative to ensure we are speaking to and attracting the youth in our communities.

With the current socio-economic challenges faced by our young adults, the church has the opportunity to become a home that protects them from instability and
uncertainty. But we can only do this if we make a concerted effort to be inclusive of our youth.

At Synod 2018, the Central District discussed that this could be done through:
• Preaching the gospel message in a clear and concise manner
• Setting the church up as a place where young people can belong and gain a sense of community
• Listening to young people and including them in plans and decisions
• Encouraging young adults to candidate for the ministry

Our youth programmes and events - spread throughout the District - have been centred on three pillars: spirituality, education and economic development. We have seen an improvement in attendance, engagement and discipline at these events and with the backing of the entire District, the Youth Unit has experienced dynamic growth. It is with great joy that we witness the vibrant spirit of young people reflecting the legacy that is ours through Christ – a legacy that transforms individuals and communities.

This is seen in the many successful endeavours of the Youth Unit including:
• Launching of an educational bursary
• Development of a recruitment hub website which allows young people to register, network and broaden their opportunities for employment.
• Launching of the first Dress a Learner mission, which involved dispensing winter school uniforms, shoes and educational resources.
• Providing food parcels and blankets to a local orphanage.

ACHIEVEMENTS AND HIGHLIGHTS
• The JHB/Alex Circuit, together with St Stithians, have started a primary school.
• Various congregations have developed partnerships with local schools to offer support.
• The Circuits within our District continue to be engaged in various efforts to alleviate poverty and restore dignity to the underprivileged within their communities. These include building houses for the poor, blanket drives, soup kitchens, feeding schemes, lay counselling, prison ministries, HIV/AIDS support and drop-in centres.
• Organising combined Circuit services to foster unity within the District.
• Hosting the MCSA Conference 2018.
• The Laity Training and Leadership Development has been ignited.
• Further development of a Clergy and Laity Coaching Programme. The Laity Programme, especially, has been a phenomenal gift and the resources that have been given through the broader Methodist Church are deeply appreciated.
• The regular gathering in retreat of the clergy has been soul-building.
• New and innovative platforms for communication and connexion are being regularly interrogated as we seek to be a connected church.
SYNOD
One way in which we have practically sought to foster unity has been in the organisation of the 2018 Synod, which moved away from a single-hosting Circuit. Circuit boundaries were crossed as four Circuits, based in Soweto, along with various organisations and associations, joined forces to host the successful 48th Central District Synod.

CONFERENCE
Last year The Central District was privileged to host the 128th Conference of the MCSA in Randburg, Gauteng. As we worked to create a successful and meaningful gathering and met to discuss the strategic direction of this body, we remained mindful of the many challenges that are faced by the communities and countries within which we operate. The Presiding Bishop set the tone in his address, calling for the robust conversations that are required for the leadership of the Methodist church to tackle these challenges. As a church, we need to be the representation and expression of God’s love, actively reaching out and working towards bringing Christ’s healing to the world.

BISHOP NCUMISO
The tragedy of the death of Bishop Ncumiso will resonate with us and we pray always for his family as they continue to heal after such a devastating loss.

GOING FORWARD
In order to face the challenges within our District and to realign our focus on the mission that God has called us to, we need to become a praying District: praying as a church, praying for each other, praying for our country. We desperately need a revival in South Africa and looking back in history, every single revival was started by prayer. So, let us call our communities back to prayer.
“Another year of mercies, of faithfulness and grace; another year of gladness in the shining of Thy face. Another year of progress, another year of praise, another year of proving Thy presence all the days. Another year of service, of witness for Thy love; another year of training for holier work above.”

Frances Ridley Havergal’s hymn (from which the above words are drawn) leave us with the realisation that much good has been enjoyed from God in respect of the period under review. As a District, that remains very true for us, even though we may also include another year of hardship, toil, conflict, and ill-health. It is with a deep sense of joy that we can celebrate much good as I attempt to describe our life in this report. It is with real hope and enthusiasm that I am able to describe Godly vision as it emerges for the future.

The period under review has certainly been affected by my personal health. From November 2017 to May 2018 I was necessarily absent from public life as I received very strong chemotherapy. During this time the District was largely managed and led through delegation. Much good has emerged through this, as other officials exercised Ministry and Leadership on my behalf. Potential and giftedness has been recognised by others, with emerging and established Leadership being affirmed in the process.

Our Synod (at which I returned to public life) was a time of real blessing and inspiration. The theme “Being heavenly minded to become of earthly use”, brought many to deeper reverence and faith, and to a healthy engagement with Connexional themes. Implied in the theme is that we are called to live under Christ who rules the universe, and is restoring and calling all of creation as He does so. (Eph. 1:21-22)

Some of the implications explored include:

- Deeper consideration of our call to be One and Undivided (Conference 1958). Implicit in the call is the recognition that our progress towards Unity is a fundamental part of Christ’s work today. Unless we give priority attention to matters of Unity and Inclusion, our witness and life continues to move in an opposite direction to the Way and Rule of Christ. We remain more deeply divided and fractured than we were during apartheid, yet largely inattentive to, and often avoiding this reality.
- Courageous leadership and real honesty are required if we are to meaningfully address issues of prejudice, injustice, oppression and exclusion in our time, and we cannot be who we claim to be unless we do so.
- Attention was also given to our responsibility to the earth and the environment, this included reflection on a call to move away from consumption thinking to
learning to live our lives generously, as Christ would, in restoring every part of creation that has been damaged by human exploitation.

- Our District is also resolved to give priority attention to structures, and the call to ensure that they are properly crafted on missional thinking. We recognise that often our response to the Connexional Structures and Boundaries conversation has sometimes been indifferent and muted. We are determined to facilitate a more open and informed process.

**MISSION INITIATIVES**

The development of an effective Mission Desk continues under the Leadership of Rev Ntsikelelo Zabeko. Having faced several staff changes we now have a new, and generally motivated team in place.

New appointments include Mr Quinton de Beer (Economic Development and Employment), Ms Mary Selepe (Education) and Rev Dumisile Mkhonta (Child Desk), Rev Xolisa Mabusela (Justice and Service) and Rev Mlungisi Zwane (Ecumenical Affairs). We remain committed to manage and sustain our work in all aspects of mission, but recognise children and education, and economic empowerment and employment as strategic priority areas.

**CHILDREN’S WORK AND EDUCATION**

Our District retains, and is extending a wide range of infrastructure for Children’s Work. This includes four residential children’s homes, 37 schools in Swaziland, and numerous day care facilities.

In its centenary year, Epworth Children’s Village continues to face financial challenges (due mainly to further reduction in Government subsidies). Our Synod resolved to work more intentionally and to support and offer resourcing to the Board and Management team of Epworth. Plans for centenary celebrations should further increase the profile of the institution. John Wesley Children’s Home in Kempton Park, is under threat of closure because of the withdrawal of the Government subsidy. The Boys’ Orphanage (in Manzini) and the Girl’s Orphanage (in Hlatikhulu) remain poorly resourced, but increased external support has been received from the East Rand communities and from America. Further international support is being sought.

The reports received from the Swaziland schools at our recent Education Synod were very positive, with our schools generally improving in respect of results and effective management. Most of the schools remain old, and poorly resourced. The prospect of reciprocal relationships (twinning) with Committees in Germany and North America are exciting.

Early childhood development has been identified by our Child Desk as a priority for initiative. Whilst we have many pre-schools in South Africa, few are well resourced, whereas, little is offered in Swaziland. A gradual introduction of pre-school facilities (associated with our schools) is being implemented in Swaziland.
Support to, and partnerships with, schools in South Africa are being promoted and initiated. We anticipate that this will be an important part of our Mission week in October. Some of our churches have been opened as learning resource centres.

**ECONOMIC EMPOWERMENT**

The Paradigm Shift Programme has been successfully run in Benoni for several years now. Under the Leadership of Mr Quinton de Beer, the programme has been successfully introduced to Sebokeng, with further initiatives being investigated in some of our East Rand Churches. An input was made at our recent Swaziland Mission Synod with a view to introducing the Programme in that country.

The model, used in South Africa, will be integrated with existing employment creation and empowerment initiatives in Swaziland. The Programme is an effective tool in promoting entrepreneurship and business skills. It includes important mentorship, support and discipleship components.

**JUSTICE AND SERVICE**

Issues of justice need to remain a high priority in terms of our public and prophetic witness. Yet we are so inclined to move this to a backburner. We need to offer our support to our new Justice and Service Co-ordinator as we seek progress and Leadership in this sphere. The fiftieth anniversary of the independence of Swaziland and the associated change of the country’s name to the Kingdom of eSwatini had provided us with an opportunity that the church did not fully grasp.

The church’s response to issues of Justice in eSwatini needs to be of increased priority if she is to find a more robust prophetic voice in the country.

**MISSION WEEK**

The District Mission to Mpuluzi was a highlight of 2017. The initiative of combining our collective resources in order to do mission together was a great success. District organisations particularly enjoyed the blessing and benefits of working together. The community in that area really benefitted. Churches were renovated and repaired, crèches redecorated and equipped. The aged and vulnerable visited and encouraged. Wheelchairs and many other resources were given to the needy. Inputs to enable people to rise up from poverty were received. These included, how to cultivate a vegetable garden, to manage money and resources, and other empowerment and upliftment presentations.

Schools and other public institutions were visited. A parade took place through the streets which raised the profile of the church in the community. The week was concluded with a service of celebration and worship. The result is that a previously neglected Circuit is at a very different place now.

The District has decided that Mission Week should become an annual event. We are preparing and planning for the next one which will focus on urban communities
around Germiston. The area has a large number of poorly resourced informal settlements.

**CONCLUSION**

Gratitude needs to be extended to each member of a very able team that has led this District with me. We particularly acknowledge the contribution of Mr Sebewu Ndlumbini (Lay Leader) and Mrs Nombasa Hlathi (District Treasurer) as they stand down. Their Leadership has greatly contributed to the financial recovery, and present financial health, of our District. We are pleased to welcome Dr Zolela Nchwabe (Lay Leader) and Mr. Rannoi Sedumo (Treasurer) to the team.

We move to a future, confident that God’s grace will abound and enough faithful service will follow.
INTRODUCTION
A major focus of our District over the past number of years has been on mission. We have given a significant time in conversation, reports and decisions around mission because we believe it is indeed an area in which we will continue to focus. We have sought, under the leadership of our District Mission Co-ordinator, to enable our people to grow in their understanding of mission. To this end several training events around the District (Mission Lekgotla) were organised during which co-ordinators of all Mission Pillars participated. We believe these events enabled many to grasp our mission vision. An encouraging discovery during these events was that mission is indeed happening in our Circuits, Societies and Organisations. Another encouraging result of the Mission Lekgotlas was the Circuits coming together in this manner, enabling people to learn from one another, to be inspired by the work others are doing, and to begin mission work and projects in their Circuits.

MISSION OPPORTUNITIES IN OUR DISTRICT
Three years ago, we identified the areas of Lephalale and Musina as mission opportunities. An Evangelist has been appointed to Musina from January 2018. Some hurdles have been met with Lephalale, which have considerably slowed down our vision, but we continue to work towards achieving the fulfilment of this vision. A recently identified mission and growth opportunity is in Walmansthal, just north of Pretoria along the N1 Highway. This is a rapidly growing area with very little church presence. Circuits around the Pretoria area are being encouraged to work together to establish our presence there.

THE MISSION RESOURCE FUND
The Mission Resource Fund made available to Circuits has enabled us to continue with chaplaincy at the University of Pretoria since 2017, and with the Tshwane University of Technology (Garankuwa Campus), and the Sefako Makgatho College of Health Sciences. We are in the process of identifying other areas needing either to start up new work or to support grow existing initiatives.

DISTRICT AND CIRCUIT BOUNDARIES
The boundaries conversations in our District have seen very good progress. There is emerging consensus that our District needs to be divided, possibly into three areas at this stage, but there are some suggestions that it be divided into four. The next step will be to consider Circuit and Society Boundaries where there is an overlap or geographic misplacement in some areas. This work will continue along the same lines as the District process. Dates for training local Circuit and Society facilitators have been set to get the process started.
UNIVERSITY CHAPLAINCY
Our District has at least nine universities within its boundaries, excluding a number of private universities particularly in Botswana, where young people from all around the countries that make up our Connexion come for tertiary education. There are currently two ministers stationed in chaplaincy capacity at three universities, namely the University of Pretoria, Tshwane University of Technology and Sefako Makgatho College of Health Sciences. It is our hope that university chaplaincy become one of our major mission and outreach activities, funded by the District and the Connexion. A resolution to this effect will be tabled at our District Synod to be processed for consideration at Connexional Executive and Conference.

POLICIES OF THE MCSA
Our recent painful experience of the case of sexual harassment at Pretoria City Mission has brought to our attention the need for our people to know and understand our church’s policies. We became aware of the general lack of knowledge of our policies, the non-implementation of guidelines, directions and recommendations. To remedy this the District Lay Leader has undertaken to conduct training events in Circuits and for organisations in order to bring awareness of our policies.

THE MINISTRY
The ministry (Presbyters, Deacons, Evangelists and Bible Women) continues to be the backbone of our work throughout the District. We are grateful for the hard work the ministers put into the life of the church, in many instances not without challenges such as long distances, limited resources, the number of Societies some ministers are required to reach every quarter, and many other challenges that could demotivate them. Even with these challenges, there is a commitment and determination to ensure that ministry is extended to as many people as possible. By and large we have within our District a complement of capable and committed ministers. This also includes equally committed laity such as Local Preachers, who conduct services in the absence of a minister, and the organisations who often take initiative and responsibility for mission in our Circuits and Societies.

CONCLUSION
As my term of office comes to an end, I wish to thank all for the support given to my office. It has been a blessing to experience deep love and care from our people, and a privilege to be a pastor and leader in this great District. It is my prayer that the same will be extended to my successor, the Rev. Sidwell Mokgothu. I will continue to hold you in my prayers, with deep gratitude for the privilege I have had to serve God and God’s people.

Grace and Peace.
Mozambique District Report

Bishop Dinis Matsolo

INTRODUCTION
In one of our Native Languages there is a saying that goes: “A lisima la Muti liboniwa hiku yendreliwa”, meaning that “the importance of a home/family is known by the visits it receives”. It is in this context that Mozambique District is delighted to host the 129th MCSA Conference in 2018 in Maputo, after 128 Conferences. We humbly and jubilantly welcome the Connexion to Maputo, hoping and praying that your time amongst us will be memorable and jubilant for all of us and a historical and reviving moment for our Church in Mozambique. It will also be an eye opener for our Connexion concerning the reality of Mozambique in general and of Mozambique District in particular.

“Hoyo-hoyo swinene” to Maputo, the City of Acacias and please do enjoy the warmth of the Indian Ocean waters as well as our gastronomic specialties, essentially sea food. Our hope and prayers are that after this Conference the Connexion will see Mozambique with different eyes, and above all, understand the dynamics of our context. May the God of Mission open our eyes as a Connexion for His Mission in this corner of our Connexion. Mozambique continues to be a potential field for Mission, Evangelism and Expansion yet to explore.

COUNTRY OVERVIEW
With the discovery of natural resources in our Country, the dream to see the economic crises vanish away (with counted days) grew within our Communities, but the rise of violent conflict in the Northern Province of Cabo Delgado seems to be shooting that dream down. We are all working hard to understand the phenomenon and above all, to address the unpleasant situation we are faced with. Your prayers and any form of support in this regard will be much appreciated.

The idea of focusing our Peace Building efforts on the Youth is becoming very evident and necessary with the involvement of Young People in the atrocities that are taking place in Cabo Delgado. Young People are vulnerable to manipulation, thus, a “Youth for Peace” project becomes a very relevant initiative at present, aimed at creating space for young people from various spectrums of Society to play their role and take on the responsibility for building a “Culture of Peace” and thus paving the way to creating an inclusive and embracing generation.

The Presidential initiative on approaching the Opposition Leadership to build approximation and consensus towards lasting Peace for the Country is very much appreciated and requires the support and encouragement of all of us.
Let us all do our best to preserve the prestige that our Country gained amongst the Nations of being a “success story” and avoid the shame of emerging the Country in yet another war, and spare our children from experiencing the shame and disgrace that war entails.

We pray for the maturity of our Democracy as we are heading towards the 5th Municipal Elections which are scheduled for October the 10th, 2018 and the 6th General/Presidential Elections to be held on the 15th of October, 2019. We call upon the International Community in general and the Region in particular to journey with us in this process.

We also salute the President for embracing the fight against Malaria by calling a National Malaria Forum to challenge all sectors of Society to do their bit towards fighting this disease that kills more than any other disease in this Country, as well as in the Sub-Saharan Region.

ANNUAL SYNOD
In the spirit of welcoming the 129th Conference to Maputo, we held our 36th Annual Synod at “Salomão Mathebule” Local Society – Quartel Circuit (in Maputo, from the 16th to the 20th May, 2017) under the theme: As a true and obedient Discipleship Movement, “let us take heed to the voice that is saying to us: this is the way, walk in it” (Isaiah 30:21)

We are in a listening spirit. We are ready to hear and take heed to what the Connexion is saying to us as it pertains to Mission.

This theme challenges and inspires us to understand that we are a listening Community which should not just do what appears to be doable and probably easy to do, but what God commands us to do in our context and time, at this point and time.

The challenge is for us to be true God’s Agents for Transformation in obedience to His command and orientation, because the Mission we are in is not ours but His. So, let His will (and not ours) be done.

The Youth Synod, held in Mapandzeni, Limpopo Norte Circuit was focused on the preparation for the Connexional Conference where our Young People welcomed the Connexional decision to hold the 129th Conference in Mozambique and expressed their determination and availability to work and do their best to make sure that the Connexional Conference in Maputo is successful and memorable. They availed themselves to work and make their contribution for the success of the Conference.

ACHIEVEMENTS/MAJOR CELEBRATIONS
Children Ministry in "Zona Norte" (Nampula) is taking shape through the established Crèche in Nampula City (Resta). The presence of a Minister in "Zona Centro" (Cruzamento de Tete) has brought life and dynamism to our Mission in that corner of our Connexion. We are thankful to the Methodist Church in Zimbabwe for the
partnership we are developing. We celebrate the establishment of the Children’s Ministry and a Crèche at the newly dedicated "Children's Church" at Aldeia da Barragem – Macaretane in Chókwe with the support of our South Korean partners. This is a clear example of the engagement of children in carrying out God’s Mission because here we see the growth of a Congregation initiated by Children. We are proud of the witness of these Children who heard the voice and took heed, and now they are showing the way to others.

We laid the first stone for the building of a Secondary and Vocational School in Ka-Tembe, which we intend to have functioning partially at the beginning of the 2019 Education cycle to minimize the demand in that Municipal District. We also threw the 1st stone for the building of a Church in Santaka-Brazil (Matutuine Circuit) and in Ka-Nyaka, Solomon Mganu Local Society (Quartel Circuit).

The building of a Church in Chicualacuala (Limpopo Norte Circuit), on the border with Zimbabwe, is progressing and we hope to dedicate it in the beginning of next year.

SPIRITUALITY
The revival spirit characterizes the approach of Circuits and Organisations/Departments throughout our District. It is overwhelming to realise that the spirit of evangelism, expansion and Mission characterises the activities of our Mission Groups. We witnessed growth of Groups of Prayer and Intercessors in our Circuits. We focused our reflections and the workshops on the Marks of a Methodist in order to galvanize the Methodist spirit.

EVANGELISM AND CHURCH GROWTH
We managed to establish a new Expansion Zone in Tete Province (a further north Central Province that borders Malawi) where efforts to build a new Church are in progress. It continues to be our intention to spread the Good News throughout the Country for which we count on your prayers and support. In our effort to provide shelter for many who continue to worship under trees or in the open, we concluded building two new Church Buildings and another three are projected to be finished in the course of the year. Outreach missions are carried out by our Circuits to spread the Gospel to unreached areas in their surroundings and that has resulted in opening new worship points/zones and in new members joining our Church.

JUSTICE AND SERVICE
Responding to the cry of the Santaka-Brazil Community that lost 3 Young People who were eaten by crocodiles in a period of one month as they went for water in the river, we managed to provide a bore hole in partnership with our Korean Missionary Partner. The Community was ever thankful as this helps to prevent killings by crocodiles. We also provided clear water to Ka-Tembe Community in the place where we are building the Secondary and Vocational School, so that the water is
also for the use of the School. Through the Fight against Malaria Initiative under the Mozambican Inter-Religious Program, against Malaria (PIRCOM), we have been advocating for the elimination of this deadly disease, and we are happy that our President has embraced the challenge by calling and leading a National Forum against Malaria and challenging all sectors of our Society to join hands and efforts to stop Malaria.

**ECONOMIC EMPOWERMENT AND HUMAN DEVELOPMENT**
In partnership with CEDES (Ecumenical Committee for Social Development) we trained 60 vulnerable Young People (orphans and with limited education due to financial constraints) for entrepreneurship, and secured internship for them through the Youth Empowerment program financed by USAID.

In the effort to build a Culture of Peace and solve disputes we have embarked on Peace Education, focusing on Religious and Community Leaders to create Dialogue Spaces at Community level, and on Young People to create a New Inclusive and Embracing Generation, free from prejudices.

**EDUCATION AND CHRISTIAN FORMATION**
In this Pillar we focused on training new Sunday School Teachers, refreshing the ones who are already Sunday School Teachers and equipping them with the necessary material for their responsibilities.

A Local Preacher’s course by Extension was translated into Portuguese and it’s now being ministered. New and old Local Preachers do benefit from this training at present. We also conducted capacity building workshops for the District Executive members, Ministers and Evangelists, Circuit Stewards and Finance Committee members, Treasurers and Class Leaders on their Duties and Responsibilities.

**PERSPECTIVES**
Listening and taking heed of what God commands us to do, as per our theme, we envisage embarking on the following:
- Focus on building a “Culture of Peace” to overcome the cycle of violence by engaging Young People to work for Peace (Youth for Peace project) – towards an Inclusive Generation
- Materialize the initiative of building a new house (manse) per year with the support of the Connexion
- Produce a booklet of our compiled training material in Portuguese and/or XiRonga\`
- Establishment of Chaplaincy in Beira
- Strengthen our partnership with the Methodist Church in Zimbabwe through more interaction and strengthening of our work in “Zona Centro”
- Envisage establishing Tete as a Circuit.
CONCLUSION
As a true and obedient Discipleship Movement, may we indeed take heed to the voice that is saying to us: this is the way, walk in it; if we are truly into God’s Mission. Let’s not just do what we want and what is pleasing in our own understanding, but that which God commands us to do.

May we abandon our ways which often lead us to disgrace and destruction and walk in God’s ways because they are ways of justice, peace and well-being for all.

Shalom! Obrigado
Clarkebury District Report

Bishop Mongameli Noqayi

It is with sadness that I present the Report of the Clarkebury District after the tragic death of Bishop Thembinkosi Fandaleki. The District has come through many challenges last year, challenges of admin, social ills, crime and natural disasters. “But in Him we live, we move and have our Being.” Throughout all these challenges, we are more than conquerors.

SPIRITUALITY
Almost all of the Circuits in the District have resuscitated the Class Meetings or the Cell Group which takes place in the Societies and in homes. We are pleased to report that the Local Preachers in our District are observing the Christian Calendar and preaching according to the plan. Most Circuits in the District conduct Bible Studies every week. Worship Teams are encouraged to be part of the spiritual formation in our District and as a result there is a District worship team which leads worship and service at Synod and other District gatherings. Healing services have become part of the programmes of the District departments in the District. Fellowship groups, Women’s Manyano, Young Men’s Guild, Young Women’s Manyano, Wesley Guild and Sunday School are the source of inspiration in our District. These fellowship groups, not only gather to worship but also use the social networks as means of enhancing spirituality amongst the members. A group of intercessors conduct a chain of prayers for all the events, conflict and social ills in the District.

EVANGELISM AND CHURCH GROWTH
The District has a huge number of enthusiastic Evangelists and Biblewomen who work tirelessly in their societies, Circuits and District. They are a useful resource in the District and whenever they meet in their Annual Convention they always make sure that there are souls they bring to Christ. They have started a Mission Campaign “Every Home for Christ”. The YMG do their street revivals and door-to-door campaigns. Youth always provide vibrant programmes that attract young people and nurture them to become strong members of our church. MethSoc is doing well in our institutions of learning. Visits to prison and hospital by various departments is one of the tools used by our District to evangelise. Our membership is growing. The District is participating in both Regional and Connexional Evangelical Crusades. Many Circuits embark on outreach programmes that address social ills and challenges facing our Society. New Circuits are established which show tremendous growth.

JUSTICE AND SERVICE
We have faced many challenges in the District like “Amavondo” (vampires) which are a strange thing and we have to deal with victims within the District. Both the
victims and the perpetrators were visited by our Departments and Ministers. Some departments were visible in court in support of the victims and ensuring that justice is done. A summit was held at Qawukeni on “Ukuthwala” that is “forced marriages”, and human trafficking.

We had a service for the elderly during which they were given presents. We also had Holy Communion for the District supernumeraries. This service is done annually for our senior citizens. The District has encouraged everyone responsible for children to make sure that they are screened, to ensure safety of the children. All departments are caring for the needy. Some schools are giving school uniforms to those scholars that are in need, to restore dignity. Toiletries were given to more than 600 children in the District. Regarding Equality and Gender-based violence, we still experience a challenge in some areas within the District. Some Circuits have started Victim Empowerment Centres which thus shows that Circuits are not only involved in the prophetic voice in our communities but also responsible for advocacy in them.

The Health Desk is responsible for the promotion of health and prevention of disease in our District. Seven Circuits are busy with HIV/AIDS projects. There are also awareness campaigns on drugs and substance abuse.

HUMAN AND ECONOMIC DEVELOPMENT AND EMPOWERMENT
Some workshops were conducted on Giving and Tithing for the District, this was in order to help the Circuits to become financially viable. Some Circuits have formed relations with their Municipalities so as to empower the unemployed youth and also to put those who are job seekers on their data bases. Independent economic empowerment and the ecological awareness have started in some Circuits. One Garden One Society Project is undertaken by some Circuits in order to alleviate poverty. This is an agricultural District. Our motto is “Let us go back to the Basics” and “Let us go green”. Glebes are used effectively for mission. The Eastern Cape Rural Development Agency and Department of Agriculture are our Partners in the empowerment of our people in this District.

EDUCATION AND CHRISTIAN FORMATION
Many Circuits and Society Local Preachers and YMG Members are involved in morning and devotional prayers at schools. Lima programmes are supported from our church every year. Some Circuits have opened church buildings and halls to provide extra lessons for the children. Our Bursary Fund has assisted 3 (three) students, and there are some Circuits that have decided to start their own bursary programmes to support their local students. We have a group of students from WSU, who have decided to assist the Grade 12 students in crucial subjects so as to improve the grade 12 results. This is a resource available for every Circuit in the District. Clarkebury District is the only District in the Connexion that boasts many Mission Schools, and we give thanks to all the Ministers who are involved in those schools.
Thanks be to God for our Lay Leader who has run so many Workshops empowering our Circuits with a programme entitled “Go back to basics”.

May the peace of the Lord that passes all understanding be with you.
CHAPTER 1
MESSAGE TO THE METHODIST PEOPLE
CONFERENCE 2018

The 129th annual Conference of the MCSA, meeting around the invitation ‘Shaping Tomorrow Today,” at Maputo in 2018, celebrating this historic first gathering of Conference in Mozambique heard “the Spirit of God Whispering to the People Called Methodist” that the future is not “a destination of time passing, but rather a horizon of the exploration of new possibilities.”

Together we affirm the beliefs we hold, acknowledge the challenges our church and the world face, and offer the commitments of the Conference for discussion at every level of our Church.

**We believe…**
We believe that God has brought the MCSA to a Kairos moment, not a moment that passes quickly but a length of time. A time of re-imagining our church as God sees us, trusting that each one of us finds ourselves wherever God has placed us, “for such a time as this.”

We believe the Methodist Movement was born from the margins, embracing and taking seriously the ‘other’: Women, children, people with disability, the LGBTQIA+ community: the excluded;

God is a God of the margins, calling slaves out of Egypt to be the people of God and calling us from lives of sin.

We believe that our church is shaped by God to be a ‘Connexion, against all odds.’ This is not by accident or because of need, but rather because the Triune God expresses unity even within Godself. Our existence is bound to one another, “estamos juntos” (*We are together – Portuguese*).

We believe that children are a central part of the Family of God, not a gift for the future but our very life blood. Children are able to contribute to the life of the church in every way. The Psalms remind us that God establishes a stronghold through the praises of children.

**We acknowledge…**
We acknowledge that we like to be comfortable and like be on the ‘inside’. This has meant that too often the ‘other’ has been unheard or excluded, and left at the margins.

We acknowledge that our world is overwhelmed by abuse, pain, and violence, all too often at the hands of those closest to us.
We acknowledge that our world and church is damaged by misinformation and half-baked truths.

We acknowledge with contrite hearts that South Africa has dominated the Connexional agenda and conversations.

We acknowledge the temptation to treat our finance and property as the possession of ‘this or that’ Society and Circuit.

We acknowledge that we have excluded our children from Holy Communion when it is our rule that they be included.

We acknowledge that we have not created spaces that are welcoming for our children in services, but put our comfort and convenience above their place in the church.

We acknowledge that we have not worked enough to celebrate our common humanity and restore human dignity. If we are serious about restoring dignity it will mean amplifying the ‘other’s’ voice.

We acknowledge that technology, artificial intelligence, and autonomous systems could be used to harm, and it is our responsibility to ensure that these shape the future for the better.

We acknowledge that peace, shalom, is a “divine gift and a product of the efforts of all of us.”

Therefore, we acknowledge that God is shaping our Church; God is shaping our lives; God is shaping our world; for us to be shaped from that which is, into that which God sees, it will take decisive action and a rich imagination from all of us.

We commit ourselves…

We commit ourselves to realising this Kairos moment where God has placed us.

We commit ourselves to responding to the call of the Gospel to go to the margins to find the ‘other’ and draw them to the centre.

We commit ourselves to continually re-imagine our boundaries for mission.

We commit ourselves to be responsible and accountable in our use of all current and future social media and technology platforms.

We commit ourselves to re-imagine the use of property, land, money, and our people for the benefit of all.

We commit ourselves as church leaders to learn, and to intentionally provide money for ministry to children.

We commit ourselves to including youth and children in decision making and leadership.
We commit ourselves to intentionally advance the role of women in leadership.

We commit ourselves to opening up Youth Month to include all youth and children, beyond the Wesley Guild, and allowing them to re-imagine how to do Youth Month.
We commit ourselves to standing against violence in every form.

People called Methodist, the time is now! Humbly but boldly re-imagine our church. Shape an experience of life that rebels against the darkness and death of the world to embrace the light of Christ. “Shaping tomorrow-today is possible through grace and love.”
CHAPTER 2

RESOLUTIONS OF CONFERENCE 2018

2.1 CONFIRMATION CLASS MATERIAL
Conference recognises the work that EMMU has done regarding the Confirmation curriculum.

Conference directs EMMU to revise the existing material for our current context so that a standardised Confirmation curriculum is accessible to all age and language groups within our Connexion.

2.2 STIPENDS OF PROBATIONERS
In the light of the Methodist principle that Ministers undertake to go where they are sent, and promise to go where they are needed most, and in the light of Probation being a time of preparation and formation for all Probationers, recognising that as an issue of justice and fairness, there is no reason why one Probationer’s stipend should differ from another;

Conference resolves that from January 2019, all Probationers entering Circuit stations will, until they are ordained, receive a Standard Stipend equal to the Stipend Augmentation calculated annually with no additional stipend. A travel allowance shall be payable as per Yearbook if a Probationer has their own vehicle.

2.3 FUNDING OF TERTIARY EDUCATION CHAPLAINS
Conference notes the Mission Unit’s ongoing work in development of models of ministry to tertiary institutions, which take into consideration accountability and resourcing. Furthermore Conference endorses a relaxation on the current rules of the Stipend Augmentation Fund, to allow extended funding.

2.4 RELATIVES OF MINISTERS HOLDING OFFICE IN SOCIETIES AND CIRCUITS
To maintain the integrity of prophetic voice on good governance, Conference strongly discourages the appointment of immediate family members as Society Stewards or Circuit Stewards within the Circuit in which they are stationed.

2.5 SOCIETY NAME CHANGES
In being asked to approve the name changes for various societies, it is noted that a request was made to adopt the name of a minister who is currently in active service in the Connexion. The Synod did not approve this name change. The Conference directs the Revision Committee to draft for inclusion in the
Methodist Book of Order, a definitive policy for the naming of Societies and or church buildings.

2.6 CANDIDATURE
Noting the current process of Synergising the Rules of the Orders, Conference resolves that the age limit for candidature of the Order of Deacons be 50 years.

2.7 HARASSMENT OF WOMAN MINISTERS
In light of the 2017 Resolution of Conference 2.26, Conference resolves to amend the Harassment Policy by inserting:

To allow women Ministers a place to share their stories of harassment in a safe space, which will not preclude disciplinary processes or appropriate remedial action. A three Member Team shall (separate from the Circuit structure mentioned in the Policy 5.2) be appointed by Synods to include: a Person with a Psychology background, and a Supernumerary Minister to serve in receiving any complaints from Women Ministers regarding any sexual advances or unacceptable or denigrating behaviour. The team which shall consist of at least two women will deal with such issues that are raised by individuals, in the same manner as Circuit teams do, as per the Policy.

This clause will be included in the Policy by the Revision Committee.

2.8 WOMEN IN LEADERSHIP
In our endeavour to correct the marginalization of women in our leadership, Conference formally expresses its commitment to gender inclusivity and the embracing of the leadership of women in the church. Therefore, as from 2019, Conference will ensure that the Church shall appoint women to the offices of the Connexion including Bishops, Presiding Bishop, General Secretary and Lay President, ensuring 40% representation is maintained.

If a District or the Connexion nominates or elects a man into such office at a time that less than 40% of its Bishops, Presiding Bishop, General Secretary and Lay President are women, Conference shall be required to make an appointment of a Bishop, Presiding Bishop, General Secretary or Lay President who is a woman.

2.9 REPRESENTIVITY
Conference refers to Circuit Quarterly Meetings and Synods for report back and decisions by Conference 2019, that the following bodies of the MCSA shall be comprised of at least 40% women and 20% percent of youth (aged under 35yrs):
1. Society Stewards and leaders meetings
2. Circuit Stewards and Circuit Quarterly Meetings
3. Synods (including Mission Synods)
4. District Executives
5. Conference
6. All mixed gender organisations
7. All committees, commissions and task teams
8. Gender exclusive organisations are to ensure the 20% representation of youth

The Chairperson of all the above structures shall be responsible and held accountable to ensure adherence to the spirit and letter of this resolution. If in any of these organisations, structures or committees the representation is not met, the minutes of each of these bodies, shall include a strong motivation as to the reason why the representation was not attainable, and in addition report each time to the District Bishop, Connexional President or Presiding Bishop, as appropriate. The report must include what measures are being explored to correct this imbalance.

2.10 FUNDING OF THE CONTINUING MINISTERIAL FORMATION
Conference resolves that, from the Mission Resource Fund, the Connexion will, as far as possible, contribute 70% to the cost of Continuing Ministerial Formation while individual ministers contribute 30%. At the production of evidence for the registration for the relevant course the MCO will pay the amount either directly to the institution or refund the minister. NOTE: This does not include the cost of further Academic studies.

2.11 DEACONS’ CONTRIBUTION TO THEIR TRAINING
In line with the practice that all who are trained for a particular ministry contribute a certain percentage towards their training costs, Conference resolves that full time, itinerant Deacons are to contribute 30% of the cost of their training, effective from those who candidate in 2019. The 30% is repayable after Ordination. Conference resolves that the resolution be referred to the Finance Unit.

2.12 AMENDMENTS TO BOOK OF ORDER CHAPTER 12
12.7.4 – to be deleted
12.7.5 – to be deleted
12.10.1-12.10.5 – to be deleted and replaced by:
12.10 The Foundation Certificate in Ministry
12.10.1 The Foundation Certificate in Ministry (FCM) is a two year course offered by EMMU for Preachers with no formal education up to those who have Grade 5. This course is designed for people who are 60 years and older. Such preachers will be examined orally, once a year.
12.10.2 FCM Candidates shall be registered with EMMU, with proof of age.
An exemption to do FCM for people who are below 60 will only be granted on provision of the following: an affidavit, a written declaration, relevant medical report in the case of learning difficulties or impairment and a Superintendent’s motivation.

12.10.3 Candidates will be tutored at the circuit/district level using the EMMU prescribed Study Guides.
12.10.4 FCM candidates will be registered with EMMU before the 30th of June each year and will be examined during May of the following year.
12.10.5 An administration fee is payable for each candidate. Circuits can obtain the necessary Study Guides for each year from the Unit.

Conference resolves that the resolution be referred to the Revision Committee.

2.13 WELLNESS POLICY FEEDBACK
Conference endorses the Wellness Policy as proposed by the Human Resources Unit to Conference 2017 and refers the Synod responses to the Human Resources Unit for amendment and implementation.

2.14 FINANCIAL IMPLICATIONS OF RESOLUTIONS
Conference resolves that without moving away from our Missional Spirit, resolutions that come before Conference need to be accompanied by Needs Analysis for the Conference to make a decision.

2.15 FURLOUGH
Conference affirms the status quo regarding Furlough Allowance. The Minister’s Convocations are required to discuss the policy of Furlough and Furlough Allowances.

Conference directs the Finance Unit to ensure compliance in light of the financial regulations (e.g. financial Services Board, SARS etc.) and to produce a document outlining the proposal of Furlough and Furlough Allowances to be taken to the Convocation. Feedback to be provided by Synods to the Finance Unit for reporting to Conference 2019.

2.16 CONFERENCE COSTS
Conference resolves to create a Conference Fund to assist Districts going forward with hosting Conference. The Finance Unit is to draft guidelines for the usage. This fund will be resourced by an annual levy on every District (Synod) of R5000, to be reviewed from time to time by the Finance Unit Executive Committee.

2.17 SINGLE USE PLASTIC BOTTLES
Understanding the harmful effects of plastic, Conference affirms the call to
heal creation and that no single use plastic bottles be used at any Methodist gatherings.

2.18 THE SOUTH AFRICAN LAND EXPROPRIATION BILL
Noting the Conference 2017 Resolution 2.20, Conference acknowledges the work done by the Mission Unit regarding this issue of land and encourages Districts and Circuits to participate in public processes on the land debate, in consultation with the Connexional Trust Properties Committee.

2.19 MINING AND ENVIRONMENTAL SAFETY
Conference notes and affirms the work of the Councils of Churches in member countries of the MCSA in this regard. Conference directs the Justice Desk to collaborate with these entities to promote and advocate relating the issues of environmental Justice and human sustainability.

2.20 HATE SPEECH DURING ELECTION YEARS
Conscious of the resurgence of divisive and demeaning language, prior to elections, Conference reaffirms the inherent dignity of every person and therefore condemns any form of language or rhetoric that erodes the dignity of others.

We call on the members of the MCSA to publicly condemn instances of Hate speech, where the use of violence, torture, murder, vandalism, inciting violence and racism toward any race or culture of people, is advocated.

Furthermore, Conference directs the people called Methodist to familiarise and educate themselves and others on the contents of the Standing Orders of MCSA on Politics and Religion, Laws and Discipline 31, page 235/36.

2.21 RECALL ISRAELI AMBASSADOR
In the light of the current situation in Israel / Palestine, Conference supports the recall of the South African Ambassador from Israel and further:

Encourages continuous education of all Methodist People on the dynamics and sensitivity of the situation currently taking place in Israel / Palestine, and reaffirms the resolution of Conference 2013 on “Holy Land Tourism” (Year Book 2013 3.4 page 93-95)

2.22 YOUTH AND CHILDREN CENTERED CHURCH
Noting the directive from Conference 2017 to review and write inclusive liturgies, relevant to the spiritual holistic development of young people and children;

Also noting the 2018 Conference theme “Shaping Tomorrow- Today”, with its specific focus on being a Child Centered Church, Conference directs:
SMMS to develop a compulsory extra-curricular module on Inclusive Youth and Children’s Ministries for presentation to Conference 2019;

EMMU to adapt this module to be relevant for Youth and Children’s Ministry, for all Methodist people who operate any pastoral oversight in the Church. (Including Ministers, Deacons, Lay Agents, Local Preachers, Children’s Ministry Practitioners and Class Leaders);

DEWCOM, Youth and Ecumenical Affairs, to develop inclusive liturgies for Youth and Children’s Ministry for distribution by the beginning of 2019.

2.23 NAME CHANGE OF YOUTH UNIT

Conference resolves to change the name of the Methodist Youth Unit to the Methodist Children and Youth Unit.

Furthermore, should there be a need to develop insignia, Conference instructs the Children and Youth Unit to consult with the Communications Unit.

2.24 INITIATION PRACTICES

Conference notes and affirms the Conference 2015 Resolution “Initiation Schools” and instructs DEWCOM together with the Justice and Service Desk of the Mission Unit to complete this work.

Furthermore, consideration is to be given to the effects of cultural practices that impact negatively on our communities, i.e. male and female initiation.

2.25 EXPANSION OF METHODIST YOUTH UNIT CONNEXIONAL EXECUTIVE

Conference affirms the amended legislation regarding the Constitution of the Methodist Youth Unit and affirms that the Connexional Children’s Ministry Co-ordinator be included in the Unit Executive.

2.26 THE TENDENCY TOWARDS AN EPISCOPAL PRACTICE WITHIN THE MCSA

Conference notes the confusion around the Office of the Bishop relating to the understanding and usage within the MCSA, which seemingly reflects three orders of Ordained Ministry rather than the two Orders recognised by the MCSA.

Therefore, Conference directs DEWCOM to produce a document that aligns our understanding and usage with our Polity, Theology and Ecclesiological Tradition, for reporting to Conference 2019. The document should include implications for the acts of Ordination, Commissioning and Induction and Vestments.
2.27 HARASSMENT POLICY PROTOCOLS
Conference recognises the value of the current Harassment Policy (appendix 15 of Laws and Discipline) and also recognises the limitations relating to legal implications, Methodist discipline, accountability, power dynamics, protocols and implementation. In light of these factors, Conference directs the Human Resources Unit, in consultation with the Mission Unit (Child Care and Justice and Service Desks) to revise the Harassment Policy of the MCSA, seeking legal advice if necessary.

Conference directs the Human Resources Unit to report the amendments to this policy to the special Connexional Executive, meeting in March 2019, for consideration and immediate implementation.

2.28 NZONDELELO EXECUTIVE COMMITTEE COMMISSIONING
Conference directs the Revision Committee to amend the Nzondelelo Constitution to include:
“the Bishop of the District in which the Nzondelelo Conference is held shall preside over the induction of the office bearers.”

2.29 APPOINTMENT OF CIRCUIT STATISTICAL SECRETARY
Conference resolves that the office of Circuit Statistical Secretary be officially recognised and sanctioned by inserting a paragraph to this effect in the Laws and Discipline. Refer to Revisions Committee.

2.30 WESLEY GUILD CONSTITUTION
Conference accepts and affirms the request from the Connexional Youth Conference for the Methodist Youth Unit to amend the Wesley Guild Constitution. Thus, the Wesley Guild Constitution is referred to the CYC for amending, to be brought before Conference (via the Revision Committee) 2019 for approval. The current Wesley Guild Constitution remains in effect.

2.31 MINISTRY TO CHILDREN
Conference resolves to amend the Laws and Discipline by inserting between point 3 and 4 of APPENDIX 3A: PRINCIPLES GUIDING THE PRESBYTERS’ CONDUCT IN THE MCSA. Add “. 4. As Methodist Preachers, Presbyters are to conduct a ministry to children as John Wesley instructed:

‘[W]e must meet them at least an hour every week; talk with them whenever we see any of them at home; pray in earnest for them; diligently instruct and vehemently exhort all parents at their own houses. Some will say, “I have no gift for this.” Gift or no gift, you are to do this, or else you are not called to be a Methodist Preacher. Do it as you can, till you can do it as you would. Pray earnestly for the gift, and use every help God hath put into your way, in order to attain it. Preach expressly on the education [once a year].’”
2.32 NUCLEAR WEAPONS
The Conference notes with dismay that in the world at the moment there are 15000 Nuclear weapons, and calls on nations, especially in Africa, to ratify the Prohibition of Nuclear Weapons treaty on 26 September. We applaud the South African Government for taking a lead in this matter. South Africa was the first country ever to de-commission Nuclear Weapons shortly after the Democracy was in place. 42 African countries have already signed and some have ratified it.

We join the voices calling on a minimum of 50 nations to ratify the United Nations Treaty on the Prohibition of Nuclear Weapons and that the world follows Africa’s lead, many nations of whom have already signed *The African Nuclear Weapon Free Zone Treaty* (known also as the Pelindaba Treaty) which entered into force on 15 July 2009. The idea of an African Nuclear Weapon Free Zone (ANWFZ) originated in the OAU during the 1960s and became a Nuclear Weapons Free Zone.

2.33 FOURTH INDUSTRIAL TECHNOLOGICAL REVOLUTION
Referring to Resolution 35 (Miscellaneous Resolutions, L&D 12th Edition Revised, page 237) and the African Regional Conference on Nuclear Disarmament and Lethal Autonomous Weapon Systems held with members of 20 African embassies; Scientists; Ethic specialists and Religious Leaders present, from 16 to 17 August 2018, Pretoria, Conference notes with concern, that the advent of the fourth industrial technological revolution has given rise to technology that can harm us as humans.

Conference directs the Ecumenical Affairs Director to form a Task Team with representatives from DEWCOM, Justice Desk and Artificial Intelligence Specialists, for reporting to Conference 2019.

2.34 DISTRICTS TO BE CALLED SYNODS
The term, District, has been in use for many years by Methodist Connexions. However, the word in its definition refers to a geographic portion of a country. In the case of the MCSA, what we refer to as Districts, includes whole countries, and the term suggests that one country is a District of another, which is not what the church means or wishes to communicate.

Secondly, as the Church understands that its mission relates to areas of mission to be served by the church, delineated by missional possibilities and not geographic borders or boundaries, Conference resolves to replace the word District in the Laws and Discipline and move to the term Synod.

2.35 SYNODS RECONSIDER THEIR NAMES FOR CONFERENCE 2019
Conference resolves that all Synods reconsider their names for Conference 2019.
2.36 INTERIM MISSION SYNODS FROM STRUCTURES COMMITTEE
Conference resolves that Interim Mission Synods take place before Synods 2019 in the areas about to be established as Districts (Synods) in the following year, facilitated by the Bishops of those Districts touched by each newly formed District, to begin to do work in preparation, such as Names for new Synods, to feed back to Conference 2019 as Resolutions. Interim Mission Synods will be held before 2019 Synods for the new areas to be established in 2020. Interim Mission Synods will be held before 2020 Synods for the new areas to be established in 2021.

2.37 ADDITIONAL CONNEXIONAL EXECUTIVE 2019
Conference resolves that an additional Connexional Executive will meet in the first quarter of 2019 to facilitate the work of the District Changes.

2.38 FUNDING FOR THE ESTABLISHMENT OF NEW DISTRICTS
Conference endorses the decision made by the Connexional Executive to employ the Church Reserve Fund as directed by the resolution of Conference 2017, for the project of assisting the establishment of new Districts with an amount up to R1 million.

2.39 DISTRICT BOUNDARIES PROCESS
Conference 2018 endorses and resolves to appoint a Connexional Shaping for Mission Enabler (SME) for a 3-year term (2019-2021).

2.40 ESTABLISHMENT OF NEW DISTRICTS
Conference resolves to establish new Districts effective 1 January 2019 and 1 January 2020 respectively:
(a) Conference resolves to establish effective 1 January 2020 the following new Districts: Karoo District, Namibia District and Botswana District and instructs the Connexional Structures Committee to facilitate the implementation of these Districts in consultation with affected Districts, Circuits and all units of the MCSA.
(b) Conference resolves to establish effective 1 January 2021 the following new Districts: Aliwal North District and Mpumalanga District and instructs the Connexional Structures Committee to facilitate the implementation of these Districts in consultation with affected Districts, Circuits and all units of the MCSA.

2.41 CONTINUING CONSULTATIONS
Conference resolves that:
(a) The Cape of Good Hope and Kimberley, Namibia and Bloemfontein Districts engage on enhancing and growing our missional footprint along the Orange River between the Namaqualand and Upington Circuits and report to Conference 2020.
(b) The Grahamstown and Queenstown Districts engage on boundary changes in respect of the Alice Region and report to Conference 2019.

(c) The Central, Kimberly, Namibia and Bloemfontein and Northern Free State and Lesotho Districts engage on boundary changes in respect of Kgatelopele (Wolmaransstad) for report to Conference 2019.

(d) The Clarkebury District engage on boundary changes within the District for report to Conference 2019.

(e) The Natal West and Natal Coastal Districts engage on possible boundary changes for report to Conference 2019.


(g) The Highveld and Swaziland, Limpopo and Mozambique Districts engage on Swaziland and possible boundary changes in respect of the proposed Mpumalanga District for report to Conference 2019.
## Chapter 3

**Minutes of Conference 2018**  
*as per Laws and Discipline 12th Edition*

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<tr>
<th>District</th>
<th>Bishop(s)</th>
<th>Lay Leader(s)</th>
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<tr>
<td><strong>Cape of Good Hope District</strong></td>
<td>Bishop Michel Hansrod; Mrs Ayanda Woji</td>
<td>Ms Khanyisa Noorman</td>
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<td><strong>Ministerial Reps:</strong></td>
<td>Rev Sanele Ncobeni; Rev Pamela Delport; Rev</td>
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<td>Steven Lottering</td>
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<td><strong>Lay Reps:</strong></td>
<td>Ms Asithandile Maqashu; Ms Selaelo Arendse;</td>
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<td>Mr Ayakha Magxotwa; Ms Khanyisa Noorman</td>
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<td><strong>Grahamstown District</strong></td>
<td>Bishop Jacob Freemantle; Mrs Nonzolo Konya</td>
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<td><strong>Ministerial Reps:</strong></td>
<td>Rev Sanele Ncobeni; Rev Pamela Delport; Rev</td>
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<td>Steven Lottering; Rev Kenneth Carr; Rev</td>
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<td>Pamella Mbombela; Rev Xolani Nomandla</td>
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<td><strong>Lay Reps:</strong></td>
<td>Mr Sebenzile Langa; Mr Zukile Madlebe;</td>
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<td>Ms Babalwa Mapapu; Ms Tamzyn Van Eeden</td>
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<td><strong>Queenstown District</strong></td>
<td>Bishop Mthobile Matyumza; Mr Alfie Mahamba</td>
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<td><strong>Ministerial Reps:</strong></td>
<td>Rev Ian Howarth; Rev Thami Mdingi; Rev Sisanda</td>
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<td><strong>Lay Reps:</strong></td>
<td>Mrs Busisiwe Nxitywa; Ms Pumeza Mcgnita;</td>
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<td>Ms Nyanisa Mqongwana; Ms Michelle Christoffels</td>
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<td><strong>Kimberly Namibia and Bloemfontein District</strong></td>
<td>Bishop Kenaleone Ketshabile; Mrs Ethel Tshangela</td>
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<td><strong>Ministerial Reps:</strong></td>
<td>Rev Winnifred van Rooi-Baumann; Rev Sethulego</td>
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<td>Mosiako</td>
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<td><strong>Lay Reps:</strong></td>
<td>Ms Ntaoleng Motseki; Mr Teboho Nathane</td>
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NORTHERN FREE STATE AND LESOTHO DISTRICT

Bishop Andrew Motswenyane;
Mr Reginald Mutsi (Lay Leader)

Ministerial Reps: Rev Bana Setshed; Rev Trevor Hingle;
Rev Philisiwe Ntshapa; Rev Thanduxolo Ntshuntshe

Lay Reps: Mrs Keitumetse Ngwenya; Ms Alicia Motsoane; Mrs Mogotho Machelete;
Mr Bonga Bucibo;
Mr Thabang Matsoso

NATAL COASTAL DISTRICT

Bishop Linda Mandindi; Mrs Phumzile Kunene (Lay Leader)

Ministerial Reps: Rev Sifiso Khuzwayo; Rev Phumzile Phakathi; Rev Lauren Matthew

Lay Reps: Mrs Lindiwe Mazibuko; Mr Phumlani Shinga; Mr Ayanda Dlamini;
Mr Sbongimpilo Ntshangase

NATAL WEST DISTRICT

Bishop William Dlamini; Mr Sibusiso Mchunu (Lay Leader)

Ministerial Reps: Rev Nomvuyo Mpuqa; Rev Martin Beukes; Rev Mbuso Kubon

Lay Reps: Mrs Cynthia Zondi; Mr Bonginkosi Xulu;
Mr Linda Africa; Ms Nothando Maphanga

CENTRAL DISTRICT

Bishop Gary Rivas; Mrs Thuli Nkomonde (Lay Leader)

Ministerial Reps: Rev Jacqui Rivas; Rev Vusi Vilakati; Rev Shibbllette Rampa

Lay Reps: Ms Yolisa Mfaise; Mr Xhanti Mhlubulwana; Mrs Rinah Sebolai; Mr Akhona Masiza

HIGHVELD AND SWAZILAND DISTRICT

Rev Sondlile Nkwanyana (Vice); Mr Sibewu Ndlumbini (Lay Leader)

Ministerial Reps: Rev France Mabuza; Rev Thabo Shabalala; Rev Burnett Manne;
Rev Nomathemba Mnanzana

Lay Reps: Dr Zolela Ngcwabe; Ms Zoleka Maki;
Mr Sifiso Dlamini; Ms Phetsile Nkosi;
Ms Johanna Mohlamme
LIMPOPO DISTRICT
Bishop Themba Mntambo;
Prof Rambelani Malema (Lay Leader)
Ministerial Reps: Rev Sidwell Mokhothu; Rev Kemp Tube;
Rev Kedibone Mntambo;
Rev Storia Seitisho
Lay Reps: Ms Nosipho Lesolang; Ms Milcah Bogatsu; Mrs Marilyn Setlalentoa

MOZAMBIQUE DISTRICT
Bishop Dinis Matsolo; Dr Carlos Fumo (Lay Leader)
Ministerial Reps: Rev. Sbongil Mingana; Rev. Nelson Pene; Mr. Alson Dos Santos; Mr. Azarias Muchanga; Ms Noemia Domingos

CLARKEBURY DISTRICT
Bishop Mongameli Noqayi;
Mr Tembelani Gwantshu (Lay Leader)
Ministerial Reps: Rev Mtiwoxolo Mkabeni; Rev Nomakula Sodo; Rev Mtutuzeli Ndlaku
Lay Reps: Mrs Pumeza Seti; Ms Thokozani Soji; Mrs Faith Nodada;
Ms Nomabelu Manyala

FINANCE UNIT
Mrs Thini Ngonyama; Ms Linda Makalima

MISSION UNIT
Rev Musi Losaba; Mrs Vicky Sikhakhane;
Mrs Pearl Moroasui

EMMU
Rev Purity Malinga; Rev Pumla Mtshiselwa

SETH MOKITIMI METHODIST SEMINARY
Rev Vido Nyobole

ECUMENICAL AFFAIRS UNIT
Rev Mike Vorster

HUMAN RESOURCES UNIT
Rev Dr Vukile Mehana

COMMUNICATIONS UNIT
Mrs Bonginkosi Moyo-Bango

YOUTH UNIT
Rev Simphiwe Mthembu

MEN’S WORK
Rev Samson Nhlapo; Mr John Mokoele

MUSIC ASSOCIATION
Rev Mandla Vika

LOCAL PREACHERS
Rev Morapedi Diutlwileng; Mr Magic Hlatswayo

WARDENS OF THE ORDERS
Rev Nompitizelo Sibidla; Deacon Douw Grobler

DEWCOM
Rev Luvuyo Sifo; Mr Anele Siswana
WOMEN’S WORK:  
YOUNG WOMEN’S MANYANO  Mrs Nomonde Motswenyane  
WOMEN’S AUXILIARY  Mrs Mary Ellerbeck  
WOMEN’S ASSOCIATION  Mrs Cathleen Robyn  

Order of Business for Conference 2018

The 129th Conference of the Methodist Church of Southern Africa was held at the Pestana Rovuma Hotel, Maputo and hosted by the Mozambique District. The proceedings began with the Presiding Bishop welcoming delegates and guests, expressing gratitude for all who made it possible for Conference to congregate in this manner. The Conference gathered, singing “And are we yet alive”.

CALLING OF THE ROLL
The roll of Conference delegates was called as per the record in the attendance list. Conference noted the apology from the Youth Unit Secretary and Woman’s Manyano President. Bishop Anderson was absent due to illness, and the Vice Chair stood in for him. Conference also gave permission to one staff member of the Mission Unit, Ms N Herron to be present and participate in discussions but not to vote. So too, our guest Dr Olubunmi Olayisade, Partnership Co-ordinator for Africa from the Methodist Church in Britain.

CONSTITUTION OF CONFERENCE
Having satisfied the provisions of Para. 5.5.14–29 (L&D, p. 54), the Presiding Bishop declared Conference 2018 properly constituted and officially opened. 34% of Delegates are women and 13.5%, youth.

APPOINTMENT OF CONFERENCE COMMITTEES AND OFFICIALS
Assistant Secretary:  Rev Nelson Pene  
Recording Secretary:  Ms Vanessa Peters  
Logistics:  Mrs Nokwanda Nyobole  
Letter Writer:  Mrs A Woji  
Resolutions Committee:  Revs. K Carr (Convener), Mr X Mhlubulwana, Bishop L Mandindi, Rev S Seitisho, Rev V Vilakati, and the Commission Facilitators during the discussion of their commission business.  
Scrutineers:  Rev P Mbombela, Ms T Soji, Mr J Mokoele, Mr A Masiza  
Precentor:  Rev France Mabuza  
Facilitator of Commissions:  Rev P Ntshapa  
Mission and Ministry:  Rev T Hingle
Property, Admin and Finance: Mr R Mutsi
Public Issues, Gender and Vulnerable Groups: Rev P Delport
Polity and Doctrine: Rev P Mtshiselwa
Strategic Direction: Bishop Gary Rivas

THE HOURS OF SESSION
The Hours of Session were adopted as appearing on the Agenda.

THE REPORTS AND DISCUSSION DOCUMENTS
The General Secretary, Rev Charmaine Morgan tabled the printed and electronically distributed Report Book, including Resolutions and Finance Unit reports, and moved for their acceptance as working documents including the hours of session. Conference received all the documents and adopted the hours of session as proposed in the agenda. It was also noted that it is Conference operational procedure to follow a consensus decision making process.

Reports from the office of the General Secretary, the office of the Lay President, the General Treasurer, Units and Committees together with Discussion Documents were received by Conference.

THE ADDRESS OF THE PRESIDING BISHOP AND OPENING SERVICE
During this service the Presiding Bishop addressed conference on the theme “Shaping Tomorrow, Today”. The President of the Republic of Mozambique, Sua Excêlencia Carlos Agostinho Do Rosário, brought greetings from his country.

During the opening service Conference recognised the following people and awarded them as follows:
• Dr Vusi Chuta for excellence in education,
• Ms Constance Simelane for excellence in education,
• Mr Nelson H Mandela for his leadership of his nation, Africa and internationally.

1. WHAT IS THE REPORT OF THE LAY PRESIDENT?
   Contained in the Yearbook 2019.

2. WHAT IS THE REPORT OF THE LAY GENERAL TREASURER?
   Contained in the Yearbook 2019.

3. WHAT IS THE REPORT OF THE GENERAL SECRETARY?
   Contained in the Yearbook 2019.

4. WHAT ARE THE REPORTS OF THE DISTRICTS, UNITS, COMMITTEES, ORDERS, SEMINARY AND ORGANISATIONS?
   All reports, as printed in the Yearbook 2019, were adopted by Conference.
5. **WHOM DO WE RECEIVE AS ECUMENICAL GUESTS TO CONFERENCE?**
Conference received greetings from the ecumenical fraternity from the General Secretary of the Christian Council of Mozambique. The guests included the United Methodist Church, African Methodist Episcopal Church, Episcopal Light Church, and the United Congregational Church.

6. **WHOM DO WE APPOINT TO CONNEXIONAL COMMITTEES?**
The appointment to Connexional Committees were made by the Connexional Executive.

7. **WHOM DO WE APPOINT AS UNIT DIRECTORS?**
The process for the appointment of Human Resources Director for 2019-2023 has not yet been concluded. The Presiding Bishop’s office is mandated to complete this task.

The process for the appointment at Seth Mokitimi Methodist Seminary has not yet been concluded. The Board of SMMS will complete the process.

8. **ARE THERE ANY UNITS TO BE CLOSED?**
No Units are to be closed.

9. **ARE THERE ANY UNITS TO BE ESTABLISHED?**
No Units are to be established. The Methodist Youth Unit’s name is changed by resolution of Conference, to the Methodist Children and Youth Unit.

10. **WHAT IS THE REPORT OF THE CONNEXIONAL BOUNDARIES COMMITTEE AS TO DISTRICT BOUNDARIES?**
Conference receives and endorses the Connexional Structures Boundaries Committee report as contained in the Yearbook as an addendum to the Structures Report and authorises the implementation of all processes contained therein. Three new Districts will come into effect in January 2020, two Districts in 2021, and further conversation will continue regarding further parts of the Connexion as per the Resolutions contained in Chapter 2 of the Yearbook.

11. **WHO DO WE APPOINT AS OUR BISHOPS?**
No new appointments of Bishops were made by Conference. Rev Mokgothu and Setshedi who are about to take up appointment in January 2019, were appointed by the 2017 Conference.

As Bishop Siwa reaches retirement age in 2020, there will be an election for the office of Presiding Bishop at the Synods of 2019. Bishop Setshedi and Dlamini also turn 65 in 2020, which means that the Natal West and Northern Free State and Lesotho Districts elections will also be held in 2019.
11b. OTHER APPOINTMENTS
Connexional Registrar – the Connexional Executive appoints Rev Mick Webb.

12. WHOM DO WE ELECT AS THE GENERAL SECRETARY?
Rev Michel Hansrod is elected as General Secretary from 2020-2024.

13. WHOM DO WE ELECT AS THE LAY PRESIDENT?
No appointment this year.

14. WHICH MINISTERS ARE REMEMBERED AT THE MEMORIAL SERVICE WHO HAVE DIED SINCE LAST CONFERENCE?
The names are contained the Obituary Section of the Yearbook 2019.

15. WHO ARE APPOINTED AS PRESIDENTS OF ORGANISATIONS?

16. WHO ARE THE ORDINANDS APPROVED TO BE ORDAINED AND RECEIVED INTO FULL CONNEXION AT THIS CONFERENCE?
The names are listed in chapter 6 of the 2019 Yearbook.
Conference received 31 Ordinands – 23 Presbyters, 1 Deacon, and 2 Deacons and one Presbyter changing category. The questions of discipline were asked of them in preparation for their ordination and reception into Full Connexion on Sunday 9th September 2018.

17. WHAT IS THE STATISTICAL REPORT OF THE CONNEXION?
The Statistical report is contained in the Yearbook as an addendum to the Minutes.

18. WHAT IS THE FINAL DRAFT OF STATIONS?
The final list of stations for 2019 as prepared by the Connexional Executive, was proposed by each of the Bishops in turn and was seconded by the District Lay Leaders. The stations as proposed were affirmed by Conference.

19. WHAT ARE THE RESOLUTIONS OF CONFERENCE?
The Resolutions of Conference are contained in Chapter 2 of the 2019 Yearbook.

20. AMENDMENTS TO THE LAWS AND DISCIPLINE
Conference received the amendments made to the Laws and Discipline by the Connexional Executive as they appear in Chapter 4 of the Yearbook.

21. WHEN AND WHERE WILL THE NEXT CONFERENCE BE HELD?
Bishop Hansrod invited the Conference to the Cape of Good Hope District for
Conference 2019, which will take place from 9 to 13 September 2019 in Cape Town.

22. **WHAT ARE THE DECISIONS RELATING TO ALL REPORTS AND DISCUSSION PAPERS?**
The Wellness Policy and Procedure Manual were endorsed by the Conference. Guidelines for Church signage and Guidelines for Photography, which are part of the Communication Unit Report, were accepted.

23. **WHAT IS THE MESSAGE TO THE METHODIST PEOPLE?**
The Message to the people of God was adopted and is contained in the Yearbook 2019 Chapter 1.

24. **CLOSING CEREMONIES**
## The Methodist Church of Southern Africa Membership statistics for the year 2017

<table>
<thead>
<tr>
<th>District:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>Total</th>
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<tbody>
<tr>
<td>Total Ministers</td>
<td>58</td>
<td>49</td>
<td>58</td>
<td>45</td>
<td>35</td>
<td>52</td>
<td>41</td>
<td>95</td>
<td>27</td>
<td>15</td>
<td></td>
<td>63</td>
<td>596</td>
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<tr>
<td>Total Deacons</td>
<td>0</td>
<td>5</td>
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<td>1</td>
<td>3</td>
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<td>27</td>
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<tr>
<td>Active Male Women</td>
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<td>21</td>
<td>15</td>
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<td>2</td>
<td>7</td>
<td>7</td>
<td>12</td>
<td>20</td>
<td>10</td>
<td></td>
<td>6</td>
<td>128</td>
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<tr>
<td>Active Evangelists</td>
<td>6</td>
<td>53</td>
<td>17</td>
<td>11</td>
<td>7</td>
<td>10</td>
<td>9</td>
<td>33</td>
<td>15</td>
<td>11</td>
<td></td>
<td>5</td>
<td>147</td>
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<tr>
<td>Total Ordained and Commissioned</td>
<td>79</td>
<td>108</td>
<td>27</td>
<td>11</td>
<td>40</td>
<td>72</td>
<td>59</td>
<td>159</td>
<td>129</td>
<td>37</td>
<td></td>
<td>11</td>
<td>695</td>
</tr>
<tr>
<td>Total Local Preachers</td>
<td>1105</td>
<td>1963</td>
<td>1872</td>
<td>1669</td>
<td>690</td>
<td>910</td>
<td>1360</td>
<td>1393</td>
<td>2015</td>
<td>2568</td>
<td></td>
<td>15646</td>
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</tr>
<tr>
<td>Total Preaching Places &amp; Societies that have closed this year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>New Societies this year</td>
<td>0</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>2</td>
<td>0</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>Full Members, total</td>
<td>49423</td>
<td>40017</td>
<td>34894</td>
<td>35093</td>
<td>16250</td>
<td>19642</td>
<td>35617</td>
<td>50470</td>
<td>60234</td>
<td>43163</td>
<td>383239</td>
<td></td>
<td></td>
</tr>
<tr>
<td>On trial members Conf. Classed</td>
<td>873</td>
<td>928</td>
<td>966</td>
<td>2447</td>
<td>263</td>
<td>745</td>
<td>1798</td>
<td>1796</td>
<td>1415</td>
<td>2081</td>
<td>13313</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior Members</td>
<td>5470</td>
<td>6109</td>
<td>4867</td>
<td>4477</td>
<td>1545</td>
<td>4798</td>
<td>6749</td>
<td>9197</td>
<td>7715</td>
<td>20038</td>
<td>69910</td>
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<td></td>
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<tr>
<td>Total members and adherents</td>
<td>58566</td>
<td>47986</td>
<td>42265</td>
<td>40177</td>
<td>18528</td>
<td>26654</td>
<td>48281</td>
<td>69832</td>
<td>55090</td>
<td>73185</td>
<td>5934*</td>
<td>158595</td>
<td>646153</td>
</tr>
<tr>
<td>Difference 2016-2017 in membership</td>
<td>+6382</td>
<td>+3194</td>
<td>+6361</td>
<td>-1689</td>
<td>+6403</td>
<td>-8676</td>
<td>-2663</td>
<td>-9468</td>
<td>+28153</td>
<td>-27601</td>
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<tr>
<td>Baptisms (+)</td>
<td>108</td>
<td>1060</td>
<td>1567</td>
<td>1622</td>
<td>524</td>
<td>943</td>
<td>1276</td>
<td>41</td>
<td>1685</td>
<td>578</td>
<td>9389</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Growth by Confirmation (+)</td>
<td>946</td>
<td>837</td>
<td>1045</td>
<td>509</td>
<td>234</td>
<td>837</td>
<td>1429</td>
<td>1000</td>
<td>1649</td>
<td>302</td>
<td>9228</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Growth by conversion (+)</td>
<td>665</td>
<td>617</td>
<td>680</td>
<td>335</td>
<td>147</td>
<td>330</td>
<td>602</td>
<td>500</td>
<td>617</td>
<td>173</td>
<td>4818</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Growth by transfer (+)</td>
<td>490</td>
<td>263</td>
<td>793</td>
<td>144</td>
<td>29</td>
<td>96</td>
<td>577</td>
<td>797</td>
<td>359</td>
<td>12</td>
<td>2400</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net by transfers out (-)</td>
<td>356</td>
<td>257</td>
<td>122</td>
<td>129</td>
<td>29</td>
<td>220</td>
<td>191</td>
<td>394</td>
<td>317</td>
<td>24</td>
<td>2039</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loss by death (-)</td>
<td>671</td>
<td>889</td>
<td>571</td>
<td>652</td>
<td>293</td>
<td>369</td>
<td>807</td>
<td>560</td>
<td>910</td>
<td>72</td>
<td>5795</td>
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<tr>
<td>Loss by ceased to meet (-)</td>
<td>2250</td>
<td>706</td>
<td>405</td>
<td>684</td>
<td>293</td>
<td>537</td>
<td>408</td>
<td>1071</td>
<td>688</td>
<td>23</td>
<td>7217</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Used the last year’s figures.

| Total Members and Adherents                  | 2015: 561685 | 2016: 629975 | 2017: 646153 |
## Connexional Statistics on the Ministry with Youth and Children for the Year 2017

<table>
<thead>
<tr>
<th>District</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Sunday School Teachers</td>
<td>362</td>
<td>401</td>
<td>51</td>
<td>200</td>
<td>424</td>
<td>618</td>
<td>336</td>
<td>611</td>
<td>1289</td>
<td>4292</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Children’s Prachthouses): Up to Confirmation class</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On trial members: Confirmation Class</td>
<td>873</td>
<td>928</td>
<td>966</td>
<td>2447</td>
<td>263</td>
<td>745</td>
<td>1799</td>
<td>1796</td>
<td>3069*</td>
<td>1415</td>
<td></td>
<td>2081</td>
<td>14382</td>
</tr>
<tr>
<td>Junior Members (Those in Sunday School, Youth Groups, cradle Roll)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baptisms</td>
<td>103</td>
<td>1040</td>
<td>1567</td>
<td>1632</td>
<td>524</td>
<td>943</td>
<td>1276</td>
<td>41</td>
<td>1685</td>
<td>578</td>
<td>9389</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Growth by Confirmation (+)</td>
<td>945</td>
<td>837</td>
<td>1045</td>
<td>909</td>
<td>234</td>
<td>837</td>
<td>1429</td>
<td>1000</td>
<td>1688</td>
<td>302</td>
<td>9228</td>
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<td></td>
</tr>
<tr>
<td>Preschool centres are run by the church</td>
<td>17</td>
<td>12</td>
<td>1</td>
<td>17</td>
<td>10</td>
<td>20</td>
<td>29</td>
<td>26</td>
<td>33</td>
<td>0</td>
<td>165</td>
<td></td>
<td></td>
</tr>
<tr>
<td>After school centres are run by the church</td>
<td>4</td>
<td>8</td>
<td>0</td>
<td>4</td>
<td>2</td>
<td>7</td>
<td>8</td>
<td>6</td>
<td>22</td>
<td>1</td>
<td>62</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Primary schools are run by the church</td>
<td>13</td>
<td>15</td>
<td>4</td>
<td>23</td>
<td>3</td>
<td>25</td>
<td>15</td>
<td>17</td>
<td>12</td>
<td>0</td>
<td>126</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Primary schools (in total) are situated in the area where your Circuit operates?</td>
<td>473</td>
<td>298</td>
<td>302</td>
<td>168</td>
<td>363</td>
<td>492</td>
<td>747</td>
<td></td>
<td></td>
<td></td>
<td>2843</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Primary schools are supported or visited by churches in the Circuit?</td>
<td>103</td>
<td>158</td>
<td>192</td>
<td>38</td>
<td>96</td>
<td>92</td>
<td>123</td>
<td>0</td>
<td>802</td>
<td></td>
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</tr>
<tr>
<td>High schools (total) are situated in the area where your Circuit operates?</td>
<td>774</td>
<td>231</td>
<td>194</td>
<td>96</td>
<td>298</td>
<td>223</td>
<td>451</td>
<td></td>
<td></td>
<td></td>
<td>1766</td>
<td></td>
<td></td>
</tr>
<tr>
<td>High Schools are supported or visited by churches in your Circuit</td>
<td>83</td>
<td>105</td>
<td>106</td>
<td>52</td>
<td>62</td>
<td>123</td>
<td>77</td>
<td>49</td>
<td>657</td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

*Used the last year's figures
CHAPTER 4

AMENDMENTS TO THE METHODIST BOOK OF ORDER
(Laws and Discipline 12th Edition – revised 2016)

From Conference 2018
The Methodist Book of Order: CONTENTS: CHAPTER 9: THE FINANCE UNIT,
The General Treasurers
Amend to: “The General Treasurer”

MINISTRY OF WORD AND SACRAMENT
GENERAL
4.1 to read: Except where the context indicates otherwise, ‘Ministers’ shall include
Ordained Ministers, Supernumeraries and Probationer ministers who have
been collared. (Amended 2017)

4.7 A Candidate shall have the minimum credits as prescribed by EMMU from
time to time and be a fully accredited Local Preacher. (Amended 2018)

4.1 Points 1-4 move from 4.1 to 4.25 (Amended 2017)

New Heading
4.54 TRANSFERS FROM CUC or WMC CHURCHES
An Ordained Minister from a CUC member church or a World Methodist Council
member recognised by the MCSA who desires to enter the Methodist Ministry
shall apply to the local Bishop or, if they are from outside the Connexion, the
General Secretary.

Before the Connexional Executive accepts their application or otherwise, all
such applicants shall:
4.54.1 Provide a letter of recommendation from their church.
4.54.2 Possess the basic education qualification (Grade 12) or equivalent and
at least a theological Diploma equivalent to that which was offered by
the Joint Board until 2005, or a Diploma or degree in Theology from
a Seminary or University recognised by EMMU.
4.54.3 Complete the relevant application forms provided by the General
Secretary.
4.54.4 Be interviewed by a District Screening Committee chaired by the
Bishop and including the Director of EMMU or the General Secretary
or their representative.
4.54.5 The report of the screening Committee interview is presented to Synod
(appointed by the General Secretary if the person is from beyond the Connexion) for deliberation and recommendation.

4.54.6 If recommended by Synod, the name and report of the person wishing to transfer is sent to the Connexional Executive for decision and stationing.

4.54.7 The person undergoes the same two years On Trial as all other Ministers transferring in.

A Minister seeking to transfer from any other church goes through the process as described in the Laws and Discipline. (4.53) (Amended 2016)

4.68 Delete the whole paragraph referring to Ministers without appointment being deemed to have resigned after two years. (Amended 2017)

4.69 Ministers ‘Without Appointment (Marriage)’
Delete the Sentence: “If so classified, the Minister’s category is to be changed to that of “Non Itinerant and Non Stipendiary.” (Amended 2018)

LEAVE OF ABSENCE

4.110 A Minister may apply for Leave of Absence for vocational and personal reasons annually, up to a maximum of 3 years. No Minister shall be without an appointment or be absent from the Circuit, other than on leave provided for by the Connexional Executive, without being granted Leave of Absence by the Connexional Executive or….” (Amended 2018)

4.121 In the Holy Scriptures in Mark 10 verse 5ff Jesus responds to the Pharisees saying “it was because your hearts were hard that Moses wrote you this Law” that permitted a man to divorce his wife. Then Jesus teaches against divorce as he goes on to refer to the book of Genesis 2 verse 24.

The Church, realising the realities that certain marriages are painful and complex, recognises that marriages do fail, and when that happens the Church should approach this reality pastorally in responding to the Ministers and their families who are going through divorce.

While exercising this ministry of caring, the Church’s position is clear that divorce shall not be viewed as normative. The Church shall strengthen its pastoral and counselling ministry in respect of family life, with particular attention to the Minister, his or her Spouse and Children. However, in seeking to deal pastorally with Ministers who divorce, the Church shall not surrender to the idea that divorce should ever be an easy option.

It is therefore permissible in principle, subject to careful scrutiny and safeguards, to admit persons who are divorced, or divorced and remarried, as Ministers in Connexion with The Methodist Church of Southern Africa.
A Minister who considers the option of Divorce is strongly counselled to make this known to the Bishop in order for the Bishop to offer counselling and guidance or to refer the matter for counselling or guidance. *(Amended 2016)*

4.124 The District Bishop in consultation with the ex-officio members of the District Executive shall appoint a District standing committee on Divorce and Remarriage consisting of no less than three (3) and not more than five (5) persons who are skilled, knowledgeable and experienced in marriage counselling and divorce. The Committee shall serve for a three (3) year term eligible for re-appointment for two (2) more, three (3) year consecutive terms. The Bishop shall also appoint a Convener of this Committee. *(Amended 2016)*

4.125 The District Standing Committee shall interview the parties involved in and or affected by, the proceedings, to investigate and make an assessment within twenty one (21) days of the suspension of the Minister. *(Amended 2016)*

The functions and duties of the District Standing Pastoral Committee on Divorce and Remarriage shall include:

4.125.1 To meet with the divorcing Minister within twenty one (21) days of suspension, individually or jointly with the spouse, to determine the cause of divorce or explore any possibility of reconciliation and professional assistance.

4.125.2 To investigate if there was any act of misconduct by the Minister. If the Committee concludes there was alleged misconduct then the Committee shall recommend to the Presiding Bishop that disciplinary procedures be followed.

4.125.3 To determine what pastoral assistance is needed especially towards the children (if there are any), to minimise the negative impact of the divorce.

4.125.4 To determine the state of negotiations with regard to a divorce settlement with special attention to the Church Pension Fund and Medical Aid as it affects the children and the vulnerable Partner in the marriage, and how fair this settlement is for the whole family.

4.125.5 If the divorce is inevitable, what are the implications on the calling and stationing of the Minister, and the state of the two individuals’ readiness especially in relation to the future welfare of the children, and their future as individuals.

4.125.6 The impact the divorce may have on the congregation and what remedial measures are necessary.

4.125.7 The advisability of forfeiture of emoluments to be made by the Presiding Bishop.
The District Standing Committee on Divorce and Remarriage is also to consider cases of re-marriage in the following instances:

(a) An application for reinstatement of a former Minister who has been divorced,
(b) An application to marry by any Minister who has been divorced,
(c) An application by any Minister to marry a person who has been divorced,
(d) The candidature of any person who has been divorced or who is married to a divorced person.

The Standing Committee on Divorce and Remarriage makes recommendations to the Connexional Executive and/or the Presiding Bishop as to the readiness of the couple to re-marry and to recommend permission to be granted or otherwise. Re-marriage shall normally only be considered after two (2) years have passed since divorce. *(Amended 2016)*

In the case of (a) and (d) above, the Standing Committee shall report to the Bishop, for reporting to Synod.

In the case of (b) and (c) above, the Standing Committee shall report to the Presiding Bishop who may approve any application in regard to remarriage, reinstatement, candidature of a divorced person, subject to ratification by the Connexional Executive. *(Amended 2016)*

**REGULATIONS FOR FULL-TIME NON-ITINERANT ORDAINED MINISTERS**

Delete clause relating to selection of non-itinerant ministers. *(Amended 2017)*

(a) Delete clause relating to procedure of appointment of non-itinerant ministers *(Amended 2017)*

**MEMBERSHIP OF CONFERENCE**

Add to the membership: “Chair of Connexional Trust Properties Committee” *(Amended 2018)*

Amend to read: The Lay General Treasurer and the Senior Accountant of the Finance Unit; *(Amended 2018)*

**THE PRESIDING BISHOP**

Add point AFTER 5.7.1.5:

“A Minister may be suspended when the Presiding Bishop is satisfied that the Minister is instigating dissension or strife in the Society/Circuit or District, or the Minister is bringing the Church into disrepute”. *(Amended 2017)*
5.10 THE GENERAL SECRETARY
5.10.4.2 to read
To be the custodian of Connexional documents including property deeds in conjunction with the General Treasurer (ref 9.11) *(Amended 2018)*

5.11.8 CONNEXIONAL EXECUTIVE
Membership: Delete: Finance Unit Director *(Amended 2017)*

5.12 The functions and duties of the Connexional Executive include:
Add clause: ..”receiving the report on all Ministers Beyond the Connexion and their answering of the Discipline questions through the Office of the General Secretary; together with a statement of where they are stationed, as well as a report from their Conference/Synod annually.” *(Amended 2017)*

5.13.1 THE CONNEXIONAL REGISTRAR
Amend to read:
5.13.1 The Conference shall appoint a Registrar in the office of the Presiding Bishop who shall be a member in good standing with knowledge of both Church polity, Alternative Dispute Resolution (ADR) and Law who shall:
5.13.1.1 assist the Church in legal proceedings;
5.13.1.2 work in conjunction with the Presiding Bishop and General Secretary to ensure that appropriate and proper instruction takes place in legal, ADR and disciplinary matters;
5.13.1.3 be the point of reference for procedural matters relating to church discipline and alternative dispute resolution;
5.13.1.4 prepare and maintain manuals of procedure for disciplinary hearings and training. *(Amended 2017)*

6.4.2 Add: “The District Lay Leader” (after 6.4.1) *(Amended 2016)*

6.4.9 MEMBERSHIP : (SYNOD)
Add after current 6.4.9: “District Secretary.” *(Amended 2017)*

6.11.3 ELECTION AND APPOINTMENT OF BISHOPS
6.11.3 The District Secretary shall invite all Circuit Quarterly Meetings within the District to nominate any Minister(s) in full Connexion, whether in the District concerned or not, at the January Quarterly meeting. These nominations are to be submitted to the General Secretary by 31st March. *(Amended 2017)*

6.23 Election and Appointment of District Lay Leader
The District Lay Leader shall be nominated, with motivation, at District Synod for election and appointment for a 3 (three) year term, and may be re-elected for a further term. The District Lay Leader is ex-officio a member of Synod and of all District Mission Groups and committees. *(Amended 2016)*
6.24 **Role and Functions of a Lay Leader**
Within the broad parameters of the following, each District shall determine the nature and functions of this role within its own context. 
*(Amended 2016)*
The Lay Leader shall operate under the direction of the District Bishop. 
*(Amended 2018)*

6.28.6 to submit to the General Treasurer before 31st March a District Finance Report in the prescribed format; *(Amended 2018)*

6.28.9 to report any matter of concern pertaining to finance and administration to the General Treasurer of the Methodist Church of Southern Africa. *(Amended 2018)*

**Stationing of Ministers**

7.15.1.14 A District Stationing Committee consisting of the District officials as well as five Synod-elected lay people and five Synod-elected clergy shall meet at least once before the annual Synod. The District Supervisor of Studies shall be invited where necessary. *(Amended 2017)*

7.15.1.15 Amend to read:
“A Standing Commission called by the General Secretary shall investigate each case in which a Minister is left without a station for the ensuing year. The Standing Committee shall include representatives from EMMU and HR. The report shall be submitted, including proposals for any remedial action, to the General Secretary within 28 days of the rising of Conference for the consideration of the Presiding Bishop. *(Amended 2018)*

7.15.1.16 Connexional Stationing is the work of Conference as delegated to the Preliminary Stationing Meeting by Bishops and the Connexional Executive, and the final affirmation of stations shall take place at Conference. *(Amended 2018)*

7.25 No Circuit, Society or organisation shall overdraw any account of the Church or enter into a hire-purchase agreement in the name of the Church without the permission of the General Treasurer. *(Amended 2018)*

**7.46 MEMBERSHIP OF SOCIETY LEADERS MEETING:**
Add after 7.46.4 further members: “Secretary of the Leaders’ meeting, the Treasurer, and the Trust Committee Convener; when applicable”. *(Amended 2017)*

**8.10 METHODIST CHILDREN AND YOUTH UNIT**

8.10.1 Replace 8.10 entirely, with: CE 2018
CHILDREN AND YOUTH UNIT IN THE MCSA

8.10 Methodist Children and Youth Unit

8.10.1 Conference establishes the Methodist Children and Youth Unit and allots its Mission work on Youth and Children’s Ministry to the Unit. The Youth and Children’s Ministry shall operate at Connexional, District, Circuit and Society levels and its control shall be through Conference, Synod, Circuit and Society.

8.10.2 Conference notes the distinctive nature of this Unit, in that it has entities within it and thus allows it to operate in accordance with the Appendix 6A

8.10.3 An annual Connexional Youth Conference shall be held, under the general direction of the Conference.

8.10.4 Conference or Connexional Executive shall appoint a Connexional Coordinator/Director as nominated by the Connexional Youth Conference to the Unit on a Full time or Part time basis to hold Office for a three (3) year term, renewable for one final term.

8.10.5 Connexional Youth Conference shall elect a Connexional Youth Committee to oversee and manage the work of the Unit as directed by the Connexional Executive and Conference.

8.10.6 The Children and Youth Unit shall be represented at Connexional Executive by the Connexional Co-ordinator / Director. At Conference the Unit shall be represented by the Coordinator/ Director and the General Secretary.

8.10.7 The Presiding Bishop or Bishop deputed by him or her shall be the Chairperson of the Connexional Youth Conference, and the Connexional Youth Committee shall be responsible for all secretariat and administrative work of the Unit. The Unit may have part time or full time Staff to assist the Unit in executing its duties.

8.10.8 In each District an annual Youth Synod shall be held under the general direction of the District Synod.

8.10.9 The Youth Synod shall be the decision making body within the District to formulate resolutions and recommendations regarding Youth and Children’s work in the District. All matters affecting policy and strategy shall be sent to the Connexional Youth Conference and matters that have been referred by Conference to the Unit.

8.10.10 Scope and Responsibilities of the Unit

The Children and Youth Unit shall comprise of the following Ministries:

8.10.10.1 Youth Ministry

Youth Ministry shall be responsible for the following:

(a) All Youth work as informed by the doctrine and ethos of Methodism.
(b) Co-ordination of all Youth Entities recognized by the Church from time to time.

(c) The scope of the said Youth work shall be determined by the Connexional Youth Conference and approved by Conference or Connexional Executive from time to time.

(d) To ensure that all the Youth Entities shall operate in accordance with the MYU Appendix as approved by Conference from time to time.

8.10.10.2 Children’s Ministry

(a) Conference appoints the Children and Youth Unit to be responsible for all Children’s Ministry in accordance with the Methodist doctrines and ethos.

(b) In executing this responsibility Conference directs the Children and Youth Unit to coordinate all forms of Children’s Ministry in the Church and to consult the Mission Unit in regard to internal and external legal protection of Children’s rights, Children’s policies and Children’s homes.

(c) The Children and Youth Unit is responsible for providing ongoing training of Children in Christian faith through dedicated Sunday Schools or Children’s Church or any other recognised formations that provide Children’s programmes.

(d) To develop forms of worship conducive and relevant to “All Age Worship” in all the contexts of the Connexion.

(e) To encourage all parents, Congregations and Ministers to be involved in the Ministry of Children.

(f) To establish robust Child care programmes that promote just treatment and welfare for children.

(g) To encourage the Church at all levels to provide all the necessary resources for the success and effectiveness of Children’s Ministry in the Church.

8.10.10.3 Appointment of Children’s Ministry Leaders

(a) Conference directs the Children and Youth Unit in consultation with the Mission Unit to be responsible for the appointment of all Leaders who shall handle Children’s Ministry in all its forms.

(b) All those who evidence a call to the Children’s Ministry shall be appointed through the Children and Youth Unit in the various relevant Structures of the Church, they shall be screened and trained to determine their fitness in working with Children.

(c) At all levels of Youth Leadership the Statutory requirements regarding vetting and child safety regulations, of all member countries, must be observed.

(d) Such Leaders shall be Full Members of the MCSA in good standing,
and they shall demonstrate reasonable knowledge and experience of working with Children, have skills, passion and giftedness in working with Children.

(e) Such Leaders shall possess qualities of personal commitment to the Lord Jesus Christ, regular attendance to worship and participation in the services of the means of Grace.

8.10.10.4 Youth Training

Any Christian education activities of the Youth and Youth Leadership training are done in conjunction with the lay training office of the EMMU. (Amended 2018)

9.2 THE FINANCE UNIT: ADMINISTRATION

To read: “The affairs of the Unit shall be administered by a Finance Unit Executive Committee appointed by Conference, who shall also appoint a General Treasurer who shall act under the direction of the Finance Unit Executive Committee.”. (Amended 2018)

9.4 FINANCE UNIT EXECUTIVE

The Finance Unit Executive Committee consists of the Presiding Bishop, the Lay President, the Bishop of the District in which Finance Unit is located, the General Secretary and the General Treasurer, the Ministerial and the Lay General Officers of the Supernumerary Fund, the Finance Unit Senior Accountant, Human Resource Director, Connexional Trust Property Chairperson and 4 (four) Ministers and eight (8) Lay Members nominated by Synods and appointed by Connexional Executive for a three (3) year term, renewable twice. (Amended 2017 and 2018)

9.6. In every case replace General Treasurers with General Treasurer. (Amended 2018)

9.7 THE GENERAL TREASURER:

Amend the second paragraph: “The Lay General Treasurer is appointed by the Connexional Executive after a proper search and interview process has taken place and shall hold office for a five (5) year term, renewable. The Lay General Treasurer is a member of Conference and of the Connexional Executive. (Amended 2018)

THE GENERAL TREASURER

9.7 To read: ”There shall be a General Treasurer who shall become the accounting officer of all financial matters of the Church”. (Amended 2018)

The duties of the General Treasurers are, inter alia, to:

Amend to read: “The duties of the General Treasurer are, inter alia,
9.8 All Mortgage Bonds or other Deeds or Documents of security for monies lent or invested by the Office or for any other cause of debt to it shall be passed in favour of ‘the General Treasurer for the time being of the Methodist Connexional Office’, who .... Amend to read: “All Mortgage Bonds or other Deeds or Documents of security for monies lent or invested by the Office or for any other cause of debt to it shall be passed in favour of the General Treasurer and the General Secretary for the time being of the Methodist Connexional Office’, who .... (Amended 2018)

9.9 The General Treasurer shall carry out the directions of the Connexional Executive in respect of the Funds the Office administers, but decisions in discretion shall be with the Executive Committee and shall be reported to the following Connexional Executive. (Amended 2018)

9.11 Amend to read: “The Office of the General Secretary is the Custodian of Deeds (para. 10.12) in conjunction with the office of the General Treasurer and has charge” (Amended 2018)

9.20 and 9.81 to be merged:

CONNEXIONAL REMOVALS to read: (Amended 2018)

9.20 “The Unit shall meet the claims of Ministers (including Supernumeraries and Probationers) as well as Deacons, and their families, for expenses incurred in moving to new appointments, subject to the conditions determined by Conference;

• Removals of Ministers shall normally be arranged by the Joint Removal Scheme; where this does not apply, the arrangements and quotation for the removal must be approved by the Bishop of the District to which the Minister is moving, and this approval must be obtained before the removal takes place, failing which any excess costs shall be borne by the Minister.

• One grant is made for the removal expenses of a Minister who becomes a Supernumery, or of the surviving spouse of a deceased Minister, provided the removal is within the Connexion and within a 3 year period of superannuation;

• Candidates attending the Seminary: 9.22.1 as a rule are not part of the MJR scheme. Furnished accommodation is provided at the Seminary and a minimal amount of personal belongings are allowed. Only in exceptional cases, approved by the Finance Unit, will seminarian moves be considered. These moves require approval from the Finance Unit by the 10th October annually, through the District MJR Coordinator. No reimbursement will be considered without supporting vouchers.

• Removal expenses incurred by a Supernumery sent by the Presiding Bishop as a Supply to a Circuit are a charge on the Removals Account.

• The Finance Unit shall not pay removal costs of Ministers taking official positions outside the Church. This includes, inter alia: Chaplaincies, Leave
of Absence, Study Leave, Secondment, Resigned or Discontinued, Ministers Beyond the Connexion or Transfers Out.

- If any item is disallowed by the Bishop or by the General Treasurer the claimant may appeal to the Finance Unit Executive Committee.
- When a Circuit invites a Minister for a period of 5 (five) years and the Minister removes prematurely, due to a subsequent invitation, the Circuit making such invitation is responsible for the removal costs;
- The costs of All Risks in Transit Insurance cover shall not be included in the claim but the General Treasurers shall arrange a Group Removals Policy. In the event of damage or loss of goods, such claims should be submitted to the Finance Unit;
- Removal claims must be submitted by no later than 1 (one) month after the date of removal;
- The value of reimbursement for privately arranged transport is recorded in the Yearbook;
- When a Minister who is a citizen of one country of the Connexion is sent to serve in another country within our Connexion the cost of the required work permit and its renewal shall be borne by the Finance Unit.

9.40 The General Treasurer is authorised to insure or reinsure any Trust Property and to arrange any type of insurance which may be required. (Amended 2018)

9.43 The Finance Unit may distribute to Connexional Funds, on the recommendation of the General Treasurer, any surplus that may accrue from insurance. (Amended 2018)

9.49 *Grant-aided Circuits and Entities*
Units, Institutions and grant-aided Circuits that wish to increase stipends above the minimum rates shall first consult the General Treasurer and General Secretary. (Amended 2018)

9.54.1 Priority must be given to the settlement of arrears. If a Circuit is unable to pay all arrears as well as the current month’s assessments at once, it shall, in consultation with the General Treasurer, (Amended 2018)

9.55.2 Where a Circuit falls more than 2 (two) months in arrears with assessments, and does not make arrangements with the Finance Unit to bring such arrears up to date, the General Treasurer and General Secretary shall request the Bishop to… (Amended 2018)

(b) provide a written report to the Presiding Bishop within 60 days of being advised by the General Treasurer and General Secretary…. (Amended 2018)

(d) provide, as at the target date, a written report to the Presiding Bishop and General Secretary and General Treasurer, confirming specifically what
action was taken and how the arrears are being eliminated. \textit{(Amended 2018)}

9.55.3 The General Treasurer and General Secretary are authorised, after consultation with the Presiding Bishop, the District Bishop, District Treasurer/s and any other persons, to \textit{(Amended 2018)}

9.61 \textbf{LONG LEAVE}

9.61.1 “The first long leave for a Minister is granted after 6 (six) years of contributing to the fund. Thereafter long leave is granted after every 6 (six) years of service;” \textit{(Amended 2017)}

9.61.2. Years on Secondment, Leave of Absence or Study Leave or any other non-remunerative service do not count as service for Leave. \textit{(Amended 2017)}

9.61.6. The Long Leave Grant is 10% (ten percent) of the annual Stipend Assessment. \textit{(Amended 2017)}

\textit{Accommodation for Ministers}

9.68 In addition to the payment of minimum stipends, Circuits shall provide Ordained Ministers and Probationers with suitable free furnished accommodation. When a Circuit rents a home for a Minister’s manse, the Circuit is responsible for the full amount of the rental. \textit{(Amended 2018)}

9.71 \textit{Allowances for Ministers Without Appointment}

Where the Connexional Executive decides to leave a Minister without an appointment, if the Minister has not found alternative employment, and subject to any disciplinary or other circumstance, the Presiding Bishop in his sole discretion may decide that an ex-gratia allowance be paid to the Minister for a period of 3 (three) months from 1 January of the year immediately following. The amount of the allowance shall be revised annually by the General Treasurer. An application for the allowance must be channelled through the Bishop to the General Secretary by no later than 31 March of that year. \textit{(Amended 2018)}

9.73 \textit{Funeral Grants}

\textit{Amend to read}: For Ministers and their spouses who are members of the Supernumerary Fund, The Funeral grant will be determined by the Finance Unit Executive from time to time. \textit{(Amended 2017)}

9.78.2 The General Treasurer is authorised to utilise the Fund at their discretion, in consultation with the Bishops where necessary. \textit{(Amended 2018)}

9.79.5 The minimum sum insured on any manse is recorded in the Yearbook. The General Treasurer is authorised to vary the levies by no more than twenty percent (20%) \textit{(Amended 2018)}
9.79.6 Other insurance cover is available from this Fund. Detailed information is circulated to Circuits and can be obtained from the General Treasurer. *(Amended 2018)*

9.82.3 *Outside Loans*

The General Treasurer is authorised to borrow in terms of Laws & Discipline, paras 9.6.6 and 10.7 as necessary and on terms and conditions to be approved by him or her. *(Amended 2018)*

**Banking accounts**

9.84.1 The General Treasurer, the Senior Accountant and the Administrative Officer of the Methodist Connexional Office or Deputy. The name of the account is: “The Methodist Church of Southern Africa Methodist Connexional Office”.

9.84.2 The account in the name: Methodist Connexional Office – Secretary’s Account, is reaffirmed for which the signatories be any two of:

9.84.3 The General Treasurer, the Senior Accountant and the Administrative Officer as per the decision of the Finance Unit Executive. *(Amended 2018)*

9.87.5 the Superintendent Minister shall be relieved of her/his Superintendency until confirmation from the Finance Unit that the Form 4C Schedules have been satisfactorily received, whereupon the Bishop, with the consent of the General Secretary and General Treasurer, shall decide whether to reinstate such Superintendency or not *(Amended 2018)*

9.89 The Presiding Bishop is authorised, after consultation with the Bishop/s, General Treasurer and General Secretary and any other persons, to re-organise, amalgamate or disband the Circuit and remove or station the Minister elsewhere, if: *(Amended 2018)*

**10.6 REGISTRATION OF TITLES AND FORM OF TRANSFER**

All immovable property belonging to, or which may at any time be acquired by the Church for the benefit of The Methodist Church of Southern Africa shall in accordance with the provisions of Section 8 of Act 111 of 1978 be registered in the name of the Presiding Bishop for the time being. *(Amended 2017)*

**BORROWING OF MONEY**

10.7 Conference represented by the General Treasurer and General Secretary may raise or borrow money by way of mortgage, bank overdraft, or in any other way, upon the security of any property belonging to the Church or otherwise. *(Amended 2017)*
CONNEXIONAL TRUST PROPERTIES COMMITTEE

Membership:

Delete current 10.13 and Replace with:

10.13 The Connexional Trust Properties Chair who is a Minister appointed by the Connexional Executive, chairs the Committee, serves on the Finance Unit Executive and is a member of Conference. The Chair is appointed for three (3) years at a time, and is eligible for reappointment. (Amended 2017)

The Committee shall consist of: (Amended 2017)

- The Presiding Bishop
- Lay President
- Lay General Treasurer
- Ministerial General Treasurer
- Connexional Trust Property Chair
- Two (2) people with legal background
- Two (2) people with property background
- One (1) person with business background
- The Property Officer
- Four DTP Secretaries, serving for three (3) years at a time on rotational basis (one being replaced annually)

The functions and duties of the Connexional Committee are: (Amended 2017)

- To develop Connexional Property Strategies in terms of the missional use of buildings,
- To develop Connexional strategies for underutilised property for income generation for Connexion, District, and Circuit
- To oversee properties that are used by the Connexion (e.g. MCO building, Connexional manses, properties owned the Connexion for income generation etc.)
- To call meetings and facilitate training for District Trust Properties committees,
- To keep the Property chapter in the Laws and Discipline current,
- To employ Church insurers,
- To develop and oversee the implementation of policies and procedures for:
  - To development of manuals
  - To develop and maintain safety guidelines
  - To developing processes for Heritage buildings and cooperate with Heritage committee and national Heritage structures
  - To consider unused or underutilised buildings, land, and glebes
  - To consider business developments; Commercial properties and cooperative developments
  - To deal with Land claims
  - To facilitate environmental impact issues and energy efficiency
  - To audit accessibility of buildings
• To consider partnerships with NGOs, government departments, etc.
• To consider to country-specific regulations

**Property Officer** *(Amended 2017)*

10.14 *Amend to* “The Connexional Executive shall appoint a Property Officer upon recommendation from the Finance Unit who shall report to the Lay General Treasurer.

10.15 The Property Officer conducts the correspondence and business of the Committee subject to its directions.

**District Trust Properties Committees**

**Membership:**

10.16 Each Synod shall annually appoint a District Trust Properties Committee consisting of the Official Trustee - the Presiding Bishop, Bishop, the Vice-Chairperson, the District Secretary, the Statistical Secretary, three Ministers and five (5) Lay Members. The Committee shall elect its own Recording Secretary. The committee may include at least one (1) person with a property/building background, and one (1) person with a legal background. *(Amended 2017)*

**Secretary**

*Insert below heading:* The DTP Secretary is appointed annually by Synod. (Ref App 5: 6.39) *(Amended 2017)*

10.18 *The duties of the Secretary of the District Trust Properties Committee are inter alia:*

**LOCAL TRUST PROPERTIES COMMITTEES**

10.19 The immediate oversight and administration of local Church property shall be undertaken by a local Trust Properties Committee on behalf of the Official Trustee who is the Presiding Bishop. *(Amended 2017)*

**Membership:**

10.21 The members of a local Trust Properties Committee shall not be fewer than five or more than fifteen, including the Official Trustee - the Presiding Bishop, the Superintendent, the Minister(s) serving the Society, and the Circuit Stewards. *(Amended 2017)*

10.23 The Annual Society Meeting shall appoint a member of the local Trust Properties Committee to chair its meetings. *(Amended 2017)*

10.24 The person who chairs the Committee is a member of the Circuit Quarterly Meeting. *(Amended 2017)*
The functions and duties of the Local Properties Committee are inter alia:

**10.26.8** Insert new point: “To ensure compliance with all relevant safety regulations”  
(Amended 2017)

10.31 All members of Local Trust Property committees shall declare any conflict of interest that may exist in relation to all property matters. A register of Conflicts of Interest having been declared shall be kept and submitted to the District Trust Property Secretary and the General Secretary. (Amended 2018)

10.46.3 Loans from Connexional Funds shall be repaid in monthly installments which include repayments of capital, and interest at the rate determined by the General Treasurer; (Amended 2018)

**CHAPTER 11 DISCIPLINE OF MEMBERS AND MINISTERS**

[In all cases replace “accused” with “defendant” and” accuser” with “complainant”.
]

11.3 To read: “Ministers who have an accusation against them in respect of character, doctrinal beliefs, fitness for the work of the ministry, or observance of Methodist Laws and Discipline may have a complaint laid against them by a member with the District Discipline Registrar. This shall be in writing.  
(Amended 2018)

11.4.1 Amend to read: Whether there is a breach of the Laws and Discipline.  
(Amended 2017)

11.4.4 Insert new clause:

“The DDR may request the person against whom the complaint is made to make written submission if they so wish, in reply to the DDR before it is determined whether a charge be laid, and within 5 (five) calendar days of receiving such communication from the DDR.” (Amended 2017)

11.6 If the District Discipline Registrar decides that the complaint does not demand a charge and hearing the District Discipline Registrar shall inform the accuser accordingly within Fourteen (14) days and may refer it to another appropriate forum of the Church. The Complainant may appeal to the Presiding Bishop in writing, against the decision, who will refer the complaint to another DDR. The decision of the referred-to DDR shall be final. If the DDR decides the complaint warrants a charge and a hearing, he/she refers the matter to the original DDR for processing in the normal manner. (Amended 2018)

11.16a Add point: In the event of harassment cases the complainant may appoint a member to be present without participation (refer to the Harassment Policy L&D App 15: 6.5.1) Although not required, the parties to the complaint are
welcome to bring a personal supporter of their own choosing to any interview proceedings to provide emotional support and act as an observer. (*Amended 2018*)

11.6.1 *Insert new clause:* Where the complaint has been referred to another appropriate forum of the church and the complainant is not satisfied with the outcome thereof, the provisions of Appendix 14 of the L&D shall apply. (*Amended 2017*)

11.7.1 *If a charge is laid:*
In the case of a member, if the Superintendent considers the charge to be sufficiently serious and it is in the best interests of the Church, the said Superintendent shall instruct the Member in writing to cease to exercise the functions and privileges of membership and any official position pending the finalisation of the hearing of the District Disciplinary Committee and review by the Connexional Disciplinary Committee, which shall be concluded as soon as possible. The Superintendent shall forthwith inform the Bishop of the decision to suspend the member. If the period of suspension is to exceed one month the written approval of the Bishop is required. (*Amended 2017*)

11.7.2 In the case of a Minister, the Bishop shall inform the Presiding Bishop of the charge. If, after consultation with the Bishop, it is deemed to be in the interests of the Church, the Presiding Bishop may direct that the Minister who is charged must cease to exercise any ministerial functions until the verdict has been reached. Such direction of the Presiding Bishop shall be delivered to the defendant in writing. The Presiding Bishop shall not give the said Minister a prior hearing. (*Amended 2017*)

11.7.4 *Insert new clause: (after 11.7.1)*
“In the case of an Evangelist or Bible Woman, the Superintendent shall inform the Bishop of the charge. If, after consultation with the Superintendent, it is deemed to be in the interests of the Church, the Bishop may direct that the Evangelist or Bible Woman who is charged must cease to exercise any functions of their role until the verdict has been reached. Such direction of the Bishop shall be delivered to the defendant in writing and be copied the Warden of the Order.” (*Amended 2017*)

**District Disciplinary Committee:**

11.8 *Amend to read:* Each Synod shall appoint a District Disciplinary Committee of 7 (seven) persons as per recommendations of District Executive, having considered qualifications and required competency. The committee comprises three ordained Ministers and four Lay Members. The term of office for members serving on the District Disciplinary Committee shall be three years for up to
three (3) consecutive three year terms. Synod shall appoint a Convener from among the members of the committee. A quorum shall comprise 3 (three) members of which at least one shall be an ordained minister and at least one shall be a lay person. Furthermore, at least one of the quorum shall have the applicable qualifications referred to in paragraph 11.41. (Amended 2017)

11.9 The Committee shall meet within 21 days of receiving a charge and conclude in a reasonable period of time. If it does not meet within 21 days of receiving the charge, the charge lapses unless the delay is caused by circumstances beyond anyone’s control. This will not preclude the District Discipline Registrar from forwarding the charge a second time to the District Disciplinary Committee provided that the District Disciplinary Committee shall meet within 10 (ten) days of such an event. If it does not meet within this period, the charge lapses permanently. (Amended 2017)

Appointment and qualifications of the District Disciplinary Committee, the District Discipline Registrar and Connexional Disciplinary Committee

11.10 The District Discipline Registrar who serves as the Chair of the District Discipline Registry, and at least one member of a District Disciplinary Committee and one member of the Connexional Disciplinary Committee shall be persons who have the equivalent of at least five (5) years High Court experience as an attorney or advocate or five (5) years of commensurate litigation experience. The same person can be appointed as the District Discipline Registrar for more than one District. (Amended 2017)

11.11 (from 11.42) Insert and Amend to read: Synod shall appoint the District Discipline Registry as per recommendation of District Executive, having considered qualifications and required competency. The Office of the District Discipline Registry shall consist of three persons, a person with the appropriate legal background as stipulated in 11.10, one Minister and one lay person. The DDR shall operate from the office of the Minister on the team, and shall consider all cases together under the chair of the legally qualified member. The term of office for the District Discipline Registry shall be 3 (three) years and is eligible for re-appointment. (Amended 2017)

11.10. hear all charges referred to it by the District Discipline Registrar and, in the event of a conviction, to impose whatever sentence it deems appropriate, which shall include the suspension or termination of the membership of the defendant, or discontinuance of a Minister; (Amended 2017)

11.11.1 The DDR shall notify the accused in writing of the terms of the charge and of the date, place and time of the meeting of the District Disciplinary Committee that will hear the charge. The charge shall be sent by Registered
Post or by e-mail to the last known address of the defendant, in which case the defendant shall be deemed to have received the charge 10 days after posting or e-mail, or, in the presence of at least one competent witness, handed to the defendant or delivered to the last known residential address of the accused, leaving it in the letter box or affixing it to the front door or putting it under the front door or handing it to a person apparently over the age of 16 who resides at the said premises. *(Amended 2017)*

11.11.2 The District Discipline Registrar shall within 21 days inform the Bishop and Superintendent(s) of the Circuit(s) in which both the complainant and the defendant reside, of the charges that have been laid. The Bishop and Superintendent shall treat the matter as strictly confidential and shall not interfere with the process; *(Amended 2017)*

11.14 *Amend to read:* The District Discipline Registry shall appoint a member of the MCSA in good standing to present the case against the accused at the hearing. Such person shall have no interest in the matter. *(Amended 2017)*

11.17 *Add new clause: before current 11.17*  
No legal representation shall be allowed in the District Disciplinary Committee hearing. *(Amended 2017)*

11.17 **DISTRICT DISCIPLINARY COMMITTEE PROCEDURE** *(Amended 2017)*

11.23 The verdict and the sentence shall be in writing and the finding shall be delivered as soon as possible within reasonable time to the defendant and the complainant as provided for in para.11.13.1 or 11.14.

**Commencement of Sentence:**

11.25 No sentence shall take effect until the Connexional Disciplinary Committee has reviewed the matter. The General Secretary shall communicate the sentence to the accused, the Bishop and Superintendent (when relevant) and the DDR and DDC Convener. The District Discipline Structure shall correspond with the complainant. *(Amended 2017)*

11.35.2 In the absence of an appeal, review every record of District Disciplinary Committees within 30 days of receipt of the record of the District Disciplinary Committee’s decision; *(Amended 2017)*

11.35.5 *Delete the clause:* prepare and maintain manuals of procedure for disciplinary hearings; *(Amended 2017)*
11.35.10 Insert new point: (After 11.35.9) “be empowered to condone late submissions from DDC’s;” (Amended 2017)

11.35.11 Insert new point: The decision of the CDC on a verdict is final. Only matters of procedure on disciplinary cases may be referred to the Arbitrator. (Amended 2017)

Appeals:
11.36 Any appeal must be lodged in writing with the Convener of the Connexional Disciplinary Committee within twenty one (21) days of the date on which the decision appealed against is conveyed to the person entitled to appeal, and shall set out the grounds of appeal. The Connexional Disciplinary Committee must endeavour to finalise the appeal within 30 (thirty) days of the appeal being lodged, unless good cause is shown. Either the accused or the person presenting the case against the accused may appeal against the decision of a DDC. (Amended 2017)

11.39 All appeals shall be decided on the written record of the proceedings before the District Disciplinary Committee and on hearing such argument by the accused and the person presenting the case against the accused as the Connexional Disciplinary Committee shall permit. No new evidence shall be heard on appeal unless the Committee decides to call for such evidence. The CDC may call for written submissions from anyone. (Amended 2017)

12.2 District Local Preachers’ Committee
Amend: Synod shall elect a Local Preachers Committee for a period of 3 years ….. (Amended 2018)

12.9 Amend to: Only fully accredited local preachers may Candidate for Ministry. (Amended 2018)

13.1 NON-ITINERANT CATEGORY OF THE ORDER OF DEACONS: Insert:
13.1.1 Deacons belong to an Itinerant order of ordained ministry of the Methodist Church of Southern Africa. (Amended 2017)

13.32 Leave of Absence
Add new point: “A Deacon on leave of absence may continue to be a member of the MCSA pension and medical aid schemes, subject to the rules of the fund. (Amended 2017)

14.4.6 CANDIDATING INTO THE OF ORDER OF EVANGELISM
Have a grade 10 or equivalent educational level. (Amended 2017)
Chapter 14 ORDER OF EVANGELISM

Delete the clause and replace with: “The Order of Evangelism is a lay ministry that includes Biblewomen and Evangelists called into the service of God and the Church to assist in evangelisation, church planting/growth and pastoral care. The Order shall operate subject to the Laws and Discipline and all other policies, decisions, practices and usages of the Church. (Amended 2018)

14.1 All affairs of the Order are administered by the General Committee consisting of a Chairman, who shall be one of the District Bishops appointed by Conference, the Warden, the Secretary who shall be an Ordained minister … (Amended 2017)

Add new APPENDIX: 3A (Amended 2018)

PRINCIPLES GUIDING THE PRESBYTERS’ CONDUCT IN THE MCSA

THE PREAMBLE:
The Methodist Church understands ministry as the task of the whole Church because all believers are baptised into Christ as His followers and servants. All Christ’s followers are called to minister, to be fishers of people (Mark 1:17), to be witnesses of Christ (Acts 1:8) and to be where Christ is as servants (John 12:26). They are also a community of priests (1 Peter 2:9). They represent the priesthood of Jesus Christ in their lives as they serve people and the world on behalf of God.

Whilst all who follow Christ must exercise ministry and priesthood, the Church sets apart Presbyters who are called by God, by the act of ordination.

Whilst the ordained share the same commission to minister, ordination places them in a relationship with Christ and with the church that is different. The Presbyters in particular, are set apart to serve as pastors and overseers of the flock of Christ and for the ministry of Word and Sacrament. They are given authority to care, to teach, to lead and to equip the people of God for ministry and mission. They have spiritual oversight of the congregations and are to preach Christ in word and in deed, and model themselves on Him who is the good Shepherd. It is therefore incumbent upon them and expected that they be exemplary in:

• actively living as disciples of Christ,
• exhibiting exemplary moral and religious character,
• modelling of humility and servant leadership,
• modelling Methodist discipline, doctrine and Wesleyan spirituality.

The following Principles are reaffirmed as the traditional hallmark of the Methodist experience and understanding of discipleship which is “watching over each other in love”. These principles also help Circuit Superintendents, Bishops and all those
involved in the task of guiding and holding the Ordained and Probationer Presbyters in the MCSA, to account.

THE PRINCIPLES:
1. As Members of the Christian Community, the MCSA presbyters are guided in their behaviour and conduct by the law of Christ, “the law of Love”. (Methodist ethos) (Mark 12:30-31)

2. As Members of the Methodist Movement, the MCSA presbyters are guided in their conduct by the Rule of Life drawn by John and Charles Wesley in 1743, that of;
   - “Doing no harm, avoiding evil of every kind, especially that which is more generally practiced”
   - “Doing good by being merciful after one’s own power, doing good of every possible sort to the bodies of people as well as their souls, as far as possible to all”.
   - “Attending upon all the ordinances of God”. (L&D, 12th edition Revised, 3.5)

3. As Preachers in the Methodist Movement, the MCSA presbyters are guided in their conduct by the Twelve Rules of a Helper outlined by John Wesley for Methodist Preachers in 1744:
   - Be diligent. Never be unemployed. Never be triflingly employed. Never while away time, or spend more time at any place than is strictly necessary.
   - Be serious. Let your motto be “Holiness to the Lord”. Avoid all lightness, jesting and foolish talking.
   - Be guarded in your conversation and friendships lest you be led into temptation.
   - Take no steps towards marriage without solemn prayer to God, and consulting your colleagues.
   - Believe evil of no one unless fully proved; take heed how you credit it. Put the best construction you can on everything. You know the judge is always supposed to be on the prisoner’s side.
   - Speak evil of no one. Keep your thoughts to yourself till you come to the person concerned.
   - Tell everyone what you think wrong in them, lovingly and plainly and as soon as may be else it will fester in your own heart.
   - Do not pretend to be of high station. A preacher of the Gospel is the servant of all.
   - Be ashamed of nothing but sin. Regard nothing as beneath you.
   - Be punctual. Do everything exactly at the time. And do not mend our rules but keep them, and that for conscience’ sake.
   - You have nothing to do but to save souls. Therefore spend and be spent in this work. And go always not to those who want you but to those who want you most.
- Act in all things not according to your own will but as a child in the Gospel and in union with your colleagues. (L&D, 12th edition Revised, Appendix 3)

4. We must meet them at least an hour every week; talk with them whenever we see any of them at home; pray in earnest for them; diligently instruct and vehemently exhort all parents at their own houses. Some will say, “I have no gift for this.” Gift or no gift, you are to do this, or else you are not called to be a Methodist Preacher. Do it as you can, till you can do it as you would. Pray earnestly for the gift, and use every help God hath put into your way, in order to attain it. Preach expressly on the education once a year.

5. As the Ones who have received the Divine call to set examples of Christ-like life for believers (1 Timothy 3:1-7) and as ones set aside and authorised by the church to act in its name, the MCSA presbyters are guided in their conduct by the Methodist discipline obligations of:
- Exemplary Moral and Religious character.
- Believing and teaching sound Christian doctrine as held by the Methodist church.
- Observing and enforcing Methodist discipline
- Having competent abilities for the work of a minister. (L&D, 12th edition Revised. App. 5, 5.4)

6. As the Ones Ordained to the office and work of the Ministry of Word and Sacraments, the MCSA presbyters are guided in their conduct by their ordination vows i.e.
- Being faithful in personal prayer, meditation and study of Holy Scriptures.
- Submitting to the discipline of the church.
- Providing an example to all God’s people, of one in whose life the fruit of the Spirit is seen to be growing.
- Caring for one’s own family as a sacred trust and duty.

7. As the Ones in a Covenantal relationship with the Conference / Connexion, sharing a fellowship of each other, enjoying the care and protection of the Conference, the MCSA presbyters are guided in their conduct by the undertakings they make when they are received into Full Connexion – that of;
- Adhering to the Laws and Discipline and all other policies, decisions, practices and usages of the church.
- Accepting and obeying the discipline and decisions of Conference and the Connexional Executive
- Going to whichever circuit or station they are appointed.
- Not maligning the MCSA, its ministers, doctrines and practices.
- Not conducting another ministry in the area to which they are appointed when they leave the MCSA ministry.
- Not encouraging members to follow them when they leave the MCSA
- Accepting the decision of CE or of the Presiding Bishop governing the termination of service and occupancy of church property when they leave the MCSA. (L&D, 12th edition Revised 4.46)

**APPENDIX 5**

5.4  Delete the entire clause on Is there any objection to any Minister or Probationer?
Insert this in its entirety in Order of Business for Convocation Appendix 5A:

1 (Amended 2018)

5.4.6  Delete entire point (Amended 2018)

7  Elections

7.3  **Amend**: Whom do we appoint as District Secretary? (Amended 2017)

**MISCELLANEOUS**

8.4  **Amend to read**: What new legislation, adopted by Conference is now submitted to Synods for noting? (Amended 2018)

**Add new Appendix 5A ORDER OF BUSINESS FOR THE PRESBYTERS’ CONVOCATION**

 Devotions
 Calling of the Roll

Annually appoint a Secretary of the Convocation, if the District Secretary is a Lay person. (Amended 2018)

**Insert (from Appendix 5 point 5):**

1.1  Is there any objection to any Minister or Probationer?

1.1.1  Is there any objection to their moral and religious character?

1.1.2  Do you believe and teach sound Christian Doctrine as held by the Methodist Church?

1.1.3  Do you duly observe and enforce our discipline?

1.1.4  Have they competent abilities for our work?

1.2  Before any objection may be raised against the name of a minister in terms of para 5.4 the following shall apply:

(a)  the objector has informed the minister beforehand in the presence of a witness of the nature of the objection;

(b)  the objector has appraised the Bishop before-hand of the intention and nature of the objection;

(c)  At no stage may these questions be used to humiliate any minister of the Church. Any person who misuses this procedure in a manner which vilifies any other person may be charged.
2. What is the conversation on the clergy Vocation and virtues of the Ordained?

3. What is the report of the Convocation having heard the Ordinands’ Oral Examination concerning each Candidate for Ordination? (set by EMMU – led by the Bishop- assessed by a committee appointed by the District Supervisor of Studies and the Bishop) Relevant questions from the floor of Convocation are allowed. (A report to be given to Synod)

4. What is the Report on Continuing Ministerial Formation?

5. What is the Report on the Engagement with the doctrinal/ ethical/ theological/ contemporary issues affecting the church? (A report is presented to Synod)

6. Presbyters’ undertaking:
All Presbyters shall make a renewal of Ordination vows and repeat annually at the Convocation, the undertakings made at Candidature and Ordination as per L&D 4.17.
(i) I will adhere to the Laws and Discipline and all other policies, decisions, practices and usages of the Church;
(ii) I will accept and obey the discipline and decisions of Conference and the Connexional Executive;
(iii) I will go to whichever Circuit or Station I am appointed;
(iv) will not malign this Church, its Ministers, doctrines or practices;
(v) Should I leave the Ministry of this Church for any reason, I will not conduct another Ministry in the Circuit or area to which I was appointed;
(vi) Should I leave this Church, I will not encourage any member or adherent of the Church to follow me;
(vii) Should I leave this Church I will accept the decision of the Connexional Executive or of the Presiding Bishop governing the termination of my service and my occupancy of Church property.

7. Is there any other business for Synod?

Closing Ceremonies
   Hymn
   Prayer
   Benediction

Add new Appendix (Amended CE 2018)

APPENDIX 6A METHODIST CHILDREN AND YOUTH UNIT
1. FOREWORD
1.1 God ordained and established the Church to call people into communication with Godself and with one another according to the eternal purpose in Jesus Christ, the only begotten Son, our Lord.
1.2 Conference establishes the Methodist Children and Youth Unit and allots its Mission work on Youth and Children’s Ministry to the Unit. The Youth and Children’s Ministry shall operate at Connexional, District, Circuit and Society levels and its control shall be through Conference, Synod, Circuit and Society (L&D paragraph 8.1)

1.3 Conference notes the distinctive nature of this Unit, in that it has entities within it and thus allows it to operate in accordance with “the Laws & Discipline of the MCSA.

1.4 The following abbreviations as contained the Appendix shall mean

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>MY</td>
<td>Methodist Children and Youth Unit</td>
</tr>
<tr>
<td>CYE</td>
<td>Connexional Youth Executive</td>
</tr>
<tr>
<td>CYC</td>
<td>Connexional Youth Conference</td>
</tr>
<tr>
<td>DYU</td>
<td>District Children and Youth Unit</td>
</tr>
<tr>
<td>DYE</td>
<td>District Youth Executive</td>
</tr>
<tr>
<td>CYU</td>
<td>Circuit Children and Youth Unit</td>
</tr>
<tr>
<td>CYUE</td>
<td>Circuit Children and Youth Unit Executive</td>
</tr>
</tbody>
</table>

2 NAME OF THE UNIT

The name of the unit shall be the METHODIST CHILDREN AND YOUTH UNIT (hereinafter referred to as the “MYU”) and shall incorporate youth groups, Children’s Ministry and any other entities engaged in youth ministry within the Methodist Church of Southern Africa (MCSA).

3 AIMS AND OBJECTIVES

3.1 To promote discipleship in Christ amongst young people and children inside and outside the Church, in particular those within the Children and Youth Unit, through practical implementation of credible youth programmes as employed within the diverse youth groupings.

3.2 To encourage young people and children to play a vital role in the growth and development of their church undergirded by receiving and exercising the Grace of Christ.

3.3 To help acquaint young people and children with biblical knowledge and to encourage them to actively participate in Christian Evangelistic programmes that foster a Christ-like lifestyle.

3.4 To promote enthusiasm and loyalty for the work of God as exercised through the Church in particular.

4 DIVISIONS OF WORK:

The work of the MYU is focused on the following groupings:

(a) Children’s Ministries

(b) Youth Associations/fellowships, and related ministries.

(c) Methodist Student Societies (i.e. Student-based groups mostly in tertiary institutions, functioning with a Methodist ethos)
(d) Senior Guild/Senior Youth Fellowships/Young Adults Groups, and related ministries.
(e) Wesley Guild
(f) Girls’ and Boys’ Brigades within the MCSA.
(g) any other organisations engaged in youth ministry within the Methodist Church of Southern Africa.

5 MEMBERSHIP OF THE ENTITIES:
5.1 Membership shall be open to all members of the Methodist Church of Southern Africa, subject to the Constitution of the various entities.
5.2 All members and prospective members shall comply with the membership requirements of the respective entity as stipulated in the Constitutions from time to time.

6 DISCIPLINE MATTERS:
In seeking to win souls rather than a punitive process, the Children and Youth Unit shall observe the provisions of Chapter 11 of the Laws & Discipline, in the event that a member contravenes or fails to adhere to the discipline of any of the entities pertained in the relevant constitution or any rule of the MCSA as provided.

7 UNIT STRUCTURES:
A. The Methodist Children and Youth Unit consists of the following organs for operational purposes;
   1. The Connexional Youth Conference, which nominates the Connexional Youth Executive for appointment by Conference.
   2. The District Youth Synods, which nominate District Youth Executives for appointment by District Synods.
   3. The Circuit Y Children and Youth Unit. Annual General Meetings elect the Circuit Youth and Children’s Ministries Executive for appointment by Quarterly Meetings.
   4. The Society Children and Youth Unit Annual General Meetings which elect the Society Youth and Children’s Ministries Executive for appointment by Leaders’ Meetings.
B. 1. Circuits may be grouped together into Regions where appropriate or necessary for purposes of effective management, fellowship, communication and mission work.
   2. Societies and individual entities are encouraged to use or adapt these structures in line with their contextual demands, so long as they continue to maintain the basic concepts, such as the 4 C’s of Christ or any other programmes as approved from time to time.
   3. It is recognised that Youth Ministry and Children’s Ministries are separate entities, with different needs and focuses. With this in mind,
the two can either be run separately or as a single unit, but every effort should be made to ensure that the needs of all children and youth are met.

8 **THE CONNEXIONAL YOUTH CONFERENCE (CYC)**

8.1 **Composition of CYC**

8.1.1 An annual Connexional Youth Conference shall be held, under the general direction of the Conference. The Presiding Bishop or his/her designated deputy, shall preside over the Youth Conference.

8.1.2 Each District shall be represented by ten (10) delegates who must be representative of all existing entities chosen at the District Youth Synod. The District Co-ordinator and District Children and Youth Unit Secretary and Treasurer, as members of CYE, are de facto members of CYC in representing their Districts. Districts are to ensure equity in the representation of all entities in the CYC delegation.

8.1.3 The annual Conference of the MCSA shall be the supreme ruling body of the Methodist Children and Youth Unit

8.2 **Functions and Duties of the Connexional Youth Conference:**

8.2.1 To nominate, for appointment by Conference, the Connexional Youth Executive comprising of the following officers: The Connexional Youth Co-ordinator (who may be designated as Unit Director); The Connexional General Secretary; The Connexional General Treasurer.

8.2.2 To receive, discuss and/or formulate resolutions and reports for submission to Conference or Connexional Executive.

8.2.3 To appoint Task Teams or ad-hoc committees for specific tasks to be undertaken within clearly defined time frames and terms of reference.

8.2.4 To receive and deliberate upon reports and or recommendations emanating from the meeting or extra-ordinary consultations of the Connexional Youth Executive, entities or any other duly recognised structure or committee of the Church.

8.2.5 Envisioning, strategising and planning.

9 **THE CONNEXIONAL YOUTH EXECUTIVE (CYE):**

9.1 **Membership and convening of Connexional Youth Executive**

9.1.1 The Connexional Youth Executive shall consist of the Connexional Co-ordinator/Director, Connexional General Secretary, Connexional General Treasurer, the District Co-ordinators, the District Children and Youth Unit Secretaries and Treasurers.

9.1.2 The Connexional Co-ordinator shall be the Chairperson of the Connexional Youth Executive, the Presiding Bishop, or his/her
designated deputy shall provide an oversight and shall be an ex-officio member.

9.1.3 The Connexional Youth Executive shall be convened annually sitting immediately prior to CYC. A special CYE may be convened as and when necessary.

9.2 *Functions and Duties and of Connexional Youth Executive*

9.2.1 Receive reports from Districts regarding past events and future plans.

9.2.2 Receive proposals and recommendations regarding Youth and children’s work within the Connexion.

9.2.3 Receive and discuss matters referred to the MYU by Conference.

9.2.4 Encourage inter-District communication, liaison or joint ventures in matters of national urgency, Connexional coherence and development capacity along shared visions and focus.

9.2.5 Facilitate and engage the youth and children in the international issues and ecumenical matters.

9.2.6 Promote Connexional unity, cross-cultural interaction and further developments for youth and children’s ministries.

10 **DISTRICT YOUTH SYNOD**

10.1 In each District an annual Youth Synod shall be held under the general direction of the District Synod. Functions and duties of the Youth Synod shall follow the Order of Business for Youth Synod as per the Laws and Discipline of the MCSA (Methodist Book of Order Appendix 6).

10.2 Youth Synod shall be the decision making body within the District to formulate resolutions and recommendations regarding Youth and children’s work in the District, however all matters affecting Unit policy and strategy shall be sent to CYC and matters that have been referred by Conference to the Unit.

10.3 Representation at Youth Synod shall be ten (10) delegates per circuit consisting of the Circuit YU Convener, Secretary, and eight (8) additional members who shall be representatives of all the different entities within the Circuit.

10.4 The District Youth Executive shall consist of:

10.4.1 The District Bishop, District Co-ordinator, and the District Children and Youth Unit Secretary and Treasurer who shall be elected from amongst the members of the District Youth Synod.

10.4.2 Seven (7) additional members, consisting of five (5) lay Members representing the various entities of the DYU and two (2) Ministers.

10.5 The District Co-ordinator shall be elected by the District Youth Synod and shall either be an ordained Minister or a lay person of the DYU for endorsement by the District Synod.
10.6 The District may constitute a District Youth Council where necessary, where such Council shall meet twice a year for purposes of effective management, fellowship, communication and subject to the direction of Youth Synod.

10.7 The District Youth Executive shall meet as and when necessary.

11 CIRCUIT CHILDREN AND YOUTH UNIT

11.1 Each Circuit Children and Youth Unit shall constitute an Executive consisting of:

11.1.1 At least one (1) Minister within the Circuit shall be designated by the Circuit Executive.

11.1.2 Circuit Youth Co-ordinator and Secretary or their designated alternatives, shall represent the CYU at the Circuit Quarterly Meeting.

11.1.3 At least five (5) additional members who are representative of the various divisions of work within the Circuit, who shall be not less than eighteen (18) years of age.

11.1.4 The functions of the Circuit YU Executive, which shall meet at least once a quarter, shall be (inter alia):

11.2 Functions and Duties:

11.2.1 To co-ordinate, assess and develop youth work within the Circuit and prepare reports for the relevant structures.

11.2.2 To keep the DYU Executive informed about the existing, revival or establishment of any youth and children’s work for action and pastoral guidance.

11.2.3 To ensure the election of representatives to Youth Synods and other church structure events as may be required.

11.2.4 To convene a Circuit YU General Meeting which shall be the decision making body within the Circuit to formulate resolutions and recommendations regarding Youth and children’s work in the Circuit for ratification by the Circuit Quarterly Meeting. Elections for the above Office Bearers shall be held at the Annual General Meeting for recommendation to the Circuit Quarterly Meeting.

11.2.5 To organise events and programmes for the Circuit and Societies.

11.3 The Circuit YU Executive shall be directly accountable to Circuit Superintendent

12 SOCIETY

12.1 The Society Children and Youth Unit shall practically and actively implement the youth and children’s programmes as set by the Quarterly Meeting and Circuit Youth Unit.

12.2 Society Children and Youth Unit shall actively participate in church activities and be supportive of the growth and life of the church.
13 **DUTIES OF THE OFFICE BEARERS**

All duties as outlined below shall be the same at District level.

13.1 **The CONNEXIONAL CO-ORDINATOR shall:**

13.1.1 Be the Executive Officer of the Methodist Children and Youth Unit.

13.1.2 Monitor the growth and extent of youth work within the Connexion.

13.1.3 See to the various structures and systems of operation of the Connexional Unit function effectively, and assist where necessary.

13.1.4 Chair all Connexional Youth Committee meetings as per directive of the Presiding Bishop.

13.1.5 Attend Connexional Youth Forums, and District Synods when available, Connexional Executive and Conference.

13.1.6 Together with the Committee, co-ordinate inter-District and ecumenical events.

13.1.7 Oversee the work of the District/Connexional youth committee.

13.1.8 Together with the General Treasurer and General Secretary, be bank Signatories, with the General Treasurer being a compulsory signatory.

13.1.9 Be the official representative and liaison officer of the Methodist Children and Youth Unit. To also be the chief communicator, working with the Office of the Presiding Bishop and Communication’s Director.

13.1.10 Be the originator and implementer of the Vision and Mission of the Methodist Youth Unit. as approved by the CYC.

13.2 **The General Secretary shall:**

13.2.1 Be the Chief Administrative officer of the MYU.

13.2.2 Be responsible for recording and taking minutes of all structural meetings; where necessary a Recording Secretary may be appointed.

13.2.3 See that the various structures and systems of operation of the Connexional/District unit function effectively, and assist where necessary.

13.2.4 Attend and report to all Connexional Youth Forums, and other relevant bodies.

13.2.5 Together with the Committee, co-ordinate inter-District and ecumenical events.

13.2.6 Oversee the work of the Connexional Youth Committee.

13.3 **The Children and Youth Unit General Treasurer shall:**

13.3.1 Be the financial accounting officer of the MYU and be responsible for its financial management.
13.3.2 Be responsible for initiating and executing plans for fundraising, preparing annual budgets, and dealing with other financial matters related to the operations of the MYU.

13.3.3 Be the custodian on behalf of the Presiding Bishop, of all property of the MYU subject to provisions contained in the L&D on church property.

13.3.4 Prepare and present annual audited financial statements of the MYU.

13.4 If/when ADDITIONAL MEMBERS are elected, for the attainment of the Mission goals of the MYU, they shall perform all such duties as delegated to them by either the executive or the MYU.

14 ELECTIONS:
14.1 Only full Members of the Methodist Church of Southern Africa shall be eligible to vote on any matter.

14.2 Elections shall be chaired by the Presiding Bishop/District Bishop/Superintendent or his/her appointed deputy within the respective electing structure as the case may be.

15 TERMS OF OFFICE:
15.1 The term of office for the Connexional Youth Executive shall be three (3) years, with the possibility of re-election for one final term. All office bearers at Connexional level shall be elected at CYC for ratification by Conference.

15.2 A committee member may, with valid reasons, be suspended or withdrawn from the executive committee by the relevant structure in consultation with the Bishop/Superintendent and the Executive Committee.

15.3 The Executive Committee, in consultation with the Bishop/Superintendent and Executive Committee, has the power to co-opt a replacement for the suspended/withdrawn member for the remaining term of office, pending ratification by the Youth Synod/CYC.

15.4 If for any reason the Co-ordinator is incapacitated or cannot fulfil his/her responsibilities, the Presiding/District Bishop, in consultation with the Executive Committee has the power to appoint an interim Co-ordinator until the next Youth Synod/CYC.

15.5 Any review of the Executive Committee may only be done by the Connexional Youth Conference (at Connexional level), or by the Youth Synod (at District level), or Circuit Quarterly Meeting (at Circuit level), Leaders meeting (at society level) through a resolution by a two-thirds majority of eligible voters.

15.6 Any decision taken by the Youth Synod/CYC during such a review shall be ratified by the immediate next District Synod/Conference or Connexional Executive.
QUORUM:
16.1 Quorum at Youth Synods and Connexional Youth Conference shall be at least 51% of circuits and districts present.
16.2 Quorum at Circuit level shall be at least 51% of the Circuit record of active full members present.
The Chairperson shall adjourn the meeting in the event of lack of quorum. After adequate notice has been given, a rescheduled meeting post the no-quorum adjournment shall sit regardless of whether a quorum is reached or not.

Appendix 8
Add question:
   9.1 Add point to read: Whom does the Circuit appoint as the Circuit Trust Property Co-ordinator?. (Amended 2017)

Appendix 11
Amend point 2: The District Secretary shall invite all Circuit Quarterly Meetings within the District to nominate any Minister(s) in Full Connexion, whether or not in the District concerned, at the January Quarterly Meeting. (Amended 2017)
11.7 Add bullet: The Required Majority is having 50% PLUS 1, irrespective of how many candidates stand. (50% plus 1 of those Present and voting). Simple Majority is when there are ONLY 2 candidates, and the 1 has more votes than the other). (Amended 2017)

Appendix 12
PROCEDURE FOR ELECTING THE LAY PRESIDENT
2. Circuits should nominate Candidates by 31 March to the District Secretary.
   Delete: “Such candidates shall be interviewed by a Committee appointed by the District Executive. A report on each nominee shall be made at Synod” (Amended 2017)
4. Delete entire clause: “The Interviewing Committee shall brief Synod on each person nominated and answer any questions for clarification.” (Amended 2017)

Appendix 14
1. Mediation
   1.1 Connexional Panel
      (iv) amend to: all disbursements of the panelists in the exercise of their mediatory service shall be borne by the Connexion at the rates determined by the General Treasurer from time to time. (Amended 2018)
2. Arbitration
   2.1 Panel
      (iii) amend to: all disbursements of the panelists in the exercise of their arbitration services shall be borne by the Connexion at the rates determined by the General Treasurers from time to time. (Amended 2018)
MEDIATION AND ARBITRATION PROCESSES

Add new point:
14.2.2 (x) that only matters of procedure on disciplinary cases may be heard by the Arbiterator. *(Amended 2017)*

Add New Appendix 16: *(Amended 2016)*
Order of Business for Connexional Executive

Order of Opening:
   Devotions
   Calling of the Roll
   Constitution of CE
   Appointment of CE officials
   Appointment of the Hours of Session
   Adoption of the Agenda

1. Do we adopt the Minutes of the Previous Meeting?
2. What are the Matters arising from the previous meeting?
3. What business of Conference is referred to the Connexional Executive?
4. What report do we receive from the Finance Unit?
5. What reports do we receive from Connexional Discipline, Arbitration and Mediation Committees?
6. What report is received from the Education for Ministry and Mission Unit regarding Candidates, Probationers and Ordinands?
7. What Resolutions, Notices of Motion and Memorials are before the Connexional Executive?
8. What amendments to the Laws and Discipline are proposed by the Revision Committee and what amendments are proposed to constitutions of Organisations?
9. What matters are referred to Districts, Units, and Circuits from the Connexional Executive?
10. What matters are before the Connexional Executive relating to Supernumeraries?
11. Who is appointed (when the term of office comes to an end) as Lay General Treasurer?
12. Who is appointed (when the term of office comes to an end) as Wardens of the Orders?
13. Whom do we appoint as Connexional Registrar?
14. Whom do we appoint as Connexional Marriage Registrar?
15. Whom do we propose to the Conference for appointment as Bishops and Unit Leaders?
16. Whom do we appoint to the Finance Unit Executive?
17. Whom do we appoint as trustees of the Pension Funds?
18. Whom do we appoint to Connexional Discipline, Mediation and Arbitration committees?
19. Whom do we appoint to Connexional Committees?
20. What District and Circuit Boundary changes are accepted?
21. What changes are received of Clergy personnel status regarding:
   (a) Deaths
   (b) Applications to superannuate
   (c) Applications for Secondment
   (d) Leave of Absence
   (e) Resignations/Discontinuances
   (f) Ministers who will be deemed to have resigned if not stationed
   (g) Reinstatements or Transfers in
   (h) Change of Category
   (i) Study Leave
   (j) Transfers out and Ministers beyond the Connexion
   (k) Permission to Explore
   (l) Applications for remarriage
   (m) Divorce proceedings
   (n) Local Preachers’ status
   (o) Ministers without Appointment: Marriage
   (p) Ministers Beyond the Connexion
22. What is the final Draft of Stations to be presented to Conference?
23. What administrative matters are before the Connexional Executive?

Add New Appendix 17: (Amended 2016)

Order of Business for Conference
   Calling of the Roll
   Constitution of Conference
   Appointment of Conference Committees and officials
   Appointment of the Hours of Session
   Reception of Conference Reports, Resolutions
   The Address of the Presiding Bishop and Conversation on the Work of God

1. What is the report of the Lay President?
2. What is the report of the Lay General Treasurer?
3. What is the report of the General Secretary?
4. What are the reports of the Districts, Units, Committees, Orders, Seminary and Organisations?
5. Whom do we receive as Ecumenical Guests to Conference?
6. Whom do we appoint to Connexional Committees?
7. Whom do we appoint as Unit Directors?
8. Are there any Units to be closed?
9. Are there any Units to be established?
10. What is the report of the Connexional Boundaries Committee as to District boundaries?

11. Whom do we appoint as our Bishops?

12. Whom do we elect as the General Secretary (in years this is to be held)?

13. Whom do we elect as the Lay President (with nominations from Synod, in years that this should be done)?

14. Who is proposed by each Organisation as the General President Elect? (Amended 2017)

15. Which ministers who have died since last Conference are remembered at the Memorial Service?

16. Who are the Ordinands approved to be Ordained and Received into Full Connexion at this Conference?

As per Laws and Discipline, each Ordinand shall be required to give the following undertakings:

4.46.1 I will adhere to the Laws and Discipline and all other policies, decisions, practices and usages of the Church;

4.46.2 I will accept and obey the discipline and decisions of Conference and the Connexional Executive;

4.46.3 I will go to whichever Circuit or Station I am appointed;

4.46.4 I will not malign this Church, its Ministers, doctrines or practices;

4.46.5 Should I leave the Ministry of this Church for any reason, I will not conduct another Ministry in the Circuit or area to which I was appointed;

4.46.6 Should I leave this Church, I will not encourage any member or adherent of the Church to follow me;

4.46.7 Should I leave this Church I will accept the decision of the Connexional Executive or of the Presiding Bishop governing the termination of my service and my occupancy of Church property.

17. What is the Statistical report of the Connexion?

18. What is the final draft of Stations?

19. What are the resolutions of Conference?

20. When and where will the next Conference be held?

21. What are the decisions relating to all reports and discussion papers?

22. What is the Message to the Methodist People?

23. Closing Ceremonies
CHAPTER 5
FINANCE UNIT

PROFILE OF THE METHODIST FINANCE UNIT

CHALLENGES TO THE CHURCH
1. The MCSA’s property portfolio is under-utilized. The huge reliance on circuit assessment for the running of the MCSA places the Church’s operations at risk. The Church needs to strategically position its property portfolio in line with market trends by investing in property research and audits. Strategically investing in property and land may provide an opportunity for the Church to establish a property portfolio that can generate income for the benefit of the whole Connexion. The Connexional Trust Properties, as endorsed by conference 2017, has begun to work on strategies that could guide the Church in this regard.

2. The MCO expects all Circuits to pay their assessments on time. As at May 2018, 17% of circuits were over 2 months in arrears. We appeal to District Treasurers to proactively monitor the arrears reports in order to exercise control in limiting the arrears.

3. Noncompliance with submission deadlines threatens the church’s tax exemption status, but also makes it difficult for this office to assist circuits in their financial planning. Financial 4C and 4S Schedules must be completed, audited, approved by the April Quarterly Meeting and 2 copies submitted to the District Treasurer well before Synod annually. One copy is to be sent to the Finance Unit Compliance team as soon as possible but by no later than 2 weeks after the Synod meeting. Late submission of these Schedules is not acceptable. Please refer to paragraph 9.87 of the Book of Order Revised 12th edition.

4. All Church owned property is to be registered in the name of the Presiding Bishop, and all Title Deeds lodged with the MCO for safekeeping. This includes properties which are fully paid for in cash at the time of purchase. A copy of the Title Deed must also be sent to the MCO where properties are bonded to a bank. This needs to be done in every instance.

5. Based on current economic challenges and the looming recession, we strongly discourage circuits from offering additional stipends that are exorbitantly high; the giving of excessive gifts is also becoming a challenge. We really urge all circuits, units and organisations to refrain from this practice and be realistic and considerate in exercising care.
HIGHLIGHTS AND SIGNIFICANT EVENTS
1. The Finance Unit team continues to seek ways of improving efficiency and processes through training, IT advances and industry interactions.
2. The Circuit assessment account is carefully monitored throughout the year to control costs. In an effort to assist the Church to achieve mission objectives we have maintained the Circuit Assessment at 20% of Ministers’ stipends plus allowances for 2019.

SCOPE OF RESPONSIBILITIES – A BRIEF OVERVIEW
• Pension/Provident Funds
The Finance Unit administers the Supernumerary Pension Fund, the Lay Staff Pension Fund and The Provident fund. Total assets under administration amount to R1.6 Billion.

• Payment of Stipends/Pensions
819 Ministers, Evangelists and Bible women, as well as 731 Supernumeraries are paid monthly through the Finance Unit.

• Insurance of Church Properties
The Finance Unit administers the insurance cover through Marsh Insurance for the Church’s assets.

• Medical Aid
The Finance Unit, in conjunction with Fedhealth Medical Scheme, administers the medical aid that covers active members, supernumeraries and dependents.

• Property
The Finance Unit holds Title Deeds and administers the records of over one-and-a-half thousand properties owned by the MCSA.

• Supernumerary Reserve Fund.
The Finance Unit administers the Supernumerary Reserve Fund. It is a Church Fund established in 2003. The aim of the Fund is to underwrite retirement benefits and also assist with ill-health retirements and ex-gratia death benefits.

• Church Reserve Fund
The Finance Unit administers the Church Reserve Fund established in 2007. It is a Church Fund. This fund is instrumental in Mission Resource funding.

• Mission Resource Fund
Conference 2014 resolved that 25% of any contribution to the Church Reserve in any one year would be allocated as seed money for Church Planting; This fund is aimed at assisting the church “Igniting Discipleship Communities” by funding current or new missional work throughout the Connexion.
OBJECTIVES AND STRATEGY OF THE FINANCE UNIT
The Finance Unit exists to facilitate the vision of a Christ-healed Africa by:

Objective No. 1: Care for Ministerial staff and their families:

Strategy
(a) Listen and respond positively to Ministerial staff, Supernumeraries and widows;
(b) Provide Ministerial staff with information about the facilities the Church offers them in their Ministry, such as facts about the itinerant ministry, stipends and allowances, Pension benefits, income tax, health care and general financial management advice.

Objective No. 2: Effectively administer Connexional Funds in accordance with missional objectives in an accountable and responsible manner:

Strategy
(a) Provide appropriate administrative and financial systems and services;
(b) Control Connexional expenditure within reasonable limits;
(c) Exercise management oversight of out-sourced specialized services to those who have the financial resources and expertise, such as insurance, investment management, processing medical claims.

Objective No. 3: Offer administrative and financial facilities to the Church:

Strategy
(a) Provide Connexional financial and management guidelines to ensure integrity, accountability and responsibility and monitor such;
(b) Encourage and train Ministerial and Lay leadership in management principles;
(c) Provide Bishops and Superintendent Ministers with financial and other information to enable them to manage effectively;
(d) Circulate an Administration/Financial procedure manual.

Objective No. 4: Initiate financial resourcing for mission growth and development:

Strategy
(a) Maximize income and capital growth on Connexional money and assets;
(b) Utilize the Millennium Fund as effectively as possible;
(c) Consider vacant church-owned land and buildings in such a way as to formulate strategies to utilize the asset effectively.
(d) Contribute to a Church Reserve Account for financing purposes as opportunities arise.
5 THE FOLLOWING PARAGRAPHS SHOULD BE READ IN CONJUNCTION WITH THE 12\textsuperscript{th} EDITION OF THE LAWS AND DISCIPLINE (Book of Order), CHAPTER 9, and PAGES 102 – 121.

5.1 Administration

5.1.1 Finance Unit Executive Committee
The Presiding Bishop, the Bishop of the Central District, the Secretary of Conference, the Lay President, the General Secretary and General Treasurer, Director – Human Resources, Revs M Sibeko, F Marumo, C Bell and S McGuigan, Mesdames N Hlati, J Simons, R Stoltz, N Mnconywa, C Cronje and Ms. A Mpiriane, Mr. L Panya and Mr. M Sabelo.

5.1.2 General Treasurers
The 2013 Conference appointed Rev C Morgan as General Secretary for a period of five (5) years (2015-2019).

The 2014 Connexional Executive appointed Mrs. T Ngonyama as General Treasurer for a period of five (5) years (2015-2019).

5.2 Financial Statements
The Finance Unit Executive received and adopted the audited Annual Financial Statements of the Methodist Connexional Office and the Millennium Mission Resource Fund as at 31 December 2017.

5.3 Connexional Funds
5.3.1 Connexional Assessment Fund
See paragraph. 9.12 – 9.13.1

5.3.1.1 Circuit Assessments
To maintain the Connexional Funds the levy on all Circuits in 2019 shall remain 20\% of the amount paid by Circuits and/or Societies for stipends, bonuses and all allowances (excluding travelling and housing (recommended up to R6 500pm)) of Ministers and all other pastoral agents for the period ended 31 December 2017. The above stipends, bonuses, allowances and payment for Pulpit Supplies and private contributions paid for the support of Evangelists,
and allowances made to theological students for supply work in Circuits are also subject to assessment.

5.3.1.2 Medical Expenses (previously called Extraordinary Affliction Grants):
To maintain Medical expenses in 2019 of R 33 237 737 (2018 – R30 374 823) the levy on all Circuits remains 19% of the amount paid by Circuits and/or Societies for stipends, bonuses and all allowances (excluding travelling and housing (up to R6 500pm)) of Ministers, Probationers, Supernumeraries, Bible women, Deacons and Evangelists for the period ended 31 December 2017.

5.3.1.3 Circuit contributions to the Supernumerary Fund and the Supernumerary Fund Reserve/Church Reserve shall not be a charge against the Circuit Assessment Fund but shall be paid directly to the Finance Unit by Circuits.

5.3.1.4 NB: Of the total amount of the estimated assessment income for 2019 – R13 554 239 (2018 – R12 846 516) is to be used directly for the care and maintenance of the ministry.

This is made up as follows:

<table>
<thead>
<tr>
<th></th>
<th>Budget 2018</th>
<th>Budget 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministerial Training EMMU/SMMS</td>
<td>9,010,700</td>
<td>9,397,561</td>
</tr>
<tr>
<td>Removals</td>
<td>2,100,000</td>
<td>2,400,000</td>
</tr>
<tr>
<td>Long Leave Grants</td>
<td>1,542,816</td>
<td>1,563,678</td>
</tr>
<tr>
<td>Exigencies of Stations</td>
<td>110,000</td>
<td>110,000</td>
</tr>
<tr>
<td>Bursaries</td>
<td>45,000</td>
<td>45,000</td>
</tr>
<tr>
<td>Work permits</td>
<td>22,000</td>
<td>22,000</td>
</tr>
<tr>
<td>Children’s Educational Grants</td>
<td>16,000</td>
<td>16,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>12,846,516</strong></td>
<td><strong>13,554,239</strong></td>
</tr>
</tbody>
</table>

5.3.1.5 Administrative expenses make up the balance as follows:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa Methodist Council</td>
<td>20,000</td>
<td>20,800</td>
</tr>
<tr>
<td>Alcohol and Drug Concerns</td>
<td>2,500</td>
<td>2,700</td>
</tr>
<tr>
<td>Description</td>
<td>2019</td>
<td>2018</td>
</tr>
<tr>
<td>-------------------------------------------------</td>
<td>-------</td>
<td>-------</td>
</tr>
<tr>
<td>All Africa Council of Churches</td>
<td>11,000</td>
<td>11,440</td>
</tr>
<tr>
<td>Auxiliary grants</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Bishops administration allowances</td>
<td>295,000</td>
<td>309,750</td>
</tr>
<tr>
<td>Botswana Council of Churches</td>
<td>3,000</td>
<td>3,240</td>
</tr>
<tr>
<td>Bursary Fund Assessments</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>Children's Desk</td>
<td>252,000</td>
<td>252,080</td>
</tr>
<tr>
<td>Christian Council of Lesotho</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Christian Council of Mocambique</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Christian Council of Namibia</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Christian Council of Swaziland</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Church Unity Commission</td>
<td>55,000</td>
<td>60,000</td>
</tr>
<tr>
<td>Communications Grant</td>
<td>320,000</td>
<td>320,000</td>
</tr>
<tr>
<td>Conference Printing</td>
<td>48,000</td>
<td>50,000</td>
</tr>
<tr>
<td>Connexional Chaplaincy Committee</td>
<td>53,000</td>
<td>53,000</td>
</tr>
<tr>
<td>Connexional Committees</td>
<td>890,000</td>
<td>1,100,000</td>
</tr>
<tr>
<td>Connexional Executive and Conference Planning</td>
<td>480,000</td>
<td>518,400</td>
</tr>
<tr>
<td>Connexional IT</td>
<td>50,000</td>
<td>54,000</td>
</tr>
<tr>
<td>Connexional Marriage Registrar</td>
<td>2,000</td>
<td>2,160</td>
</tr>
<tr>
<td>Connexional Office expenses</td>
<td>7,134,192</td>
<td>7,490,902</td>
</tr>
<tr>
<td>Connexional Schedules</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Dept. of Archives</td>
<td>1,000</td>
<td>1,080</td>
</tr>
<tr>
<td>Doctrine Ethics and Worship Committee</td>
<td>80,000</td>
<td>84,000</td>
</tr>
<tr>
<td>Ecumenical Affairs</td>
<td>175,000</td>
<td>183,750</td>
</tr>
<tr>
<td>Heritage Desk</td>
<td>80,000</td>
<td>83,200</td>
</tr>
<tr>
<td>Human Resources</td>
<td>500,000</td>
<td>520,000</td>
</tr>
<tr>
<td>Legal expenses</td>
<td>1,017,000</td>
<td>1,037,340</td>
</tr>
<tr>
<td>Minutes of Conference</td>
<td>245,000</td>
<td>254,800</td>
</tr>
<tr>
<td>Office of the Lay President</td>
<td>120,000</td>
<td>124,800</td>
</tr>
<tr>
<td>Office of the Presiding Bishop</td>
<td>1,231,040</td>
<td>1,329,523</td>
</tr>
<tr>
<td>Office of the Secretary of Conference</td>
<td>962,000</td>
<td>1,038,960</td>
</tr>
<tr>
<td>Overseas Conferences</td>
<td>220,000</td>
<td>220,000</td>
</tr>
<tr>
<td>Presiding Bishop’s Travel Costs</td>
<td>400,000</td>
<td>432,000</td>
</tr>
<tr>
<td>Regional Meetings</td>
<td>15,000</td>
<td>16,200</td>
</tr>
<tr>
<td>SA Institute of Race Relations</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>School Chaplain</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Sec of Conference Travel Costs</td>
<td>246,750</td>
<td>259,088</td>
</tr>
<tr>
<td>South African Council of Churches</td>
<td>80,000</td>
<td>84,000</td>
</tr>
<tr>
<td>World Council of Churches</td>
<td>250,000</td>
<td>257,500</td>
</tr>
<tr>
<td>World Methodist Council</td>
<td>100,000</td>
<td>100,000</td>
</tr>
<tr>
<td><strong>Total of all other Connexional expenses</strong></td>
<td>15,367,482</td>
<td>16,329,912</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURE</strong></td>
<td>28,213,998</td>
<td>29,884,151</td>
</tr>
</tbody>
</table>
5.3.1.6 **Without Agency** (paragraph 9.44)
Where a Circuit is without agency the Circuit assessment is one-third of the assessment payable on the stipend of a Probationer Minister and that if no Minister is stationed in the Circuit for more than 5 consecutive years the Circuit be disbanded and attached to a neighboring Circuit.

5.3.1.7 **Assessments of Ministers with Permission to Labour, on Leave of Absence or Seconded** (paragraph 9.45)
Ministers and Deacons who are granted permission to Labour or who are on Leave of Absence, appointed to Chaplaincies or Seconded, shall contribute each year the assessed cost of Supernumerary Fund contributions, Supernumerary Fund Reserve/Church Reserve contributions, Extraordinary Affliction grants, Furlough allowances, Removal reimbursements, and any other grants, if such benefits apply to them.

Where a Minister or Deacon has contributed the assessed cost to the Extraordinary Affliction Fund for less than 10 years immediately prior to retirement, that Minister or Deacon may, from retirement date, apply for grants from the Extraordinary Affliction Fund, limited to the same number of years for which such assessed cost was made.

5.3.1.8 **Assessments for Non-Stipendiary Personnel** (paragraph 9.46)
Where a non-stipendiary Minister, Probationer, Supernumerary or Deacon is appointed to a Circuit, the Circuit Assessment is 50% of the stipend assessment payable on the minimum stipend of an ordained Minister. This would apply after the normal two years waiting period.

5.3.1.9 **Assessments of Ministers Stationed in United Churches** (paragraph 9.47)
Ministers serving in United Churches shall contribute each year, if such benefits apply to them, the assessed cost of Supernumerary Fund contributions, Supernumerary Fund Reserve/Church Reserve contributions, Extraordinary Affliction grants, Furlough allowances and Removal reimbursements, together with an annual amount of approximately 50% of the residual assessment per Minister.

The amount of 50% of the residual assessment per Minister is **R13 600 for 2019**
5.4 Ministers’ Stipend Allowances

5.4.1 Stipend Augmentation Fund
Conference 2009 endorsed the proposal which addressed the issue of ‘parity of stipends’ by implementing a Stipend Augmentation Fund to enhance the stipends of those Ministers who are paid the least in order to bring them up to a minimum overall income package.

The Fund is administrated by the Finance Unit but managed by Trustees appointed by Conference.

From 2019 this package is R21 305.50 (R19 949: 2018) before tax for ordained ministers and R17 622 before tax for Probationers (R16 500: 2018). Based on a formula, the SAF is financed by Stipend Augmentation Assessment levied on Circuits who pay stipends and allowances higher than R21 305.5 before tax, based on the 2019 total stipends for ordained ministers.

There is no intention to limit stipends to a maximum but the requirement is that all income received by Ministers is disclosed to the MCO. A policy of transparency and trust is the objective of the proposal.

5.4.2 Voluntary Stipend Fund
In view of the successful implementation of the Stipend Augmentation Fund CE approved that the Voluntary Stipend Fund be amalgamated with the Stipend Augmentation Fund and that the one Fund attends to both the needs. Where a minister does not receive a stipend, the District Bishop will be required to send a written application (including an outline of measures taken to assess the situation) to the trustees requesting augmentation for the minister. The minister will be augmented for 3 consecutive months.

The granting of a basic stipend, or part thereof, to any Minister who does not receive a stipend is dependent on funds being available; thus every Minister who receives more than the total stipend is encouraged to voluntarily contribute to the Stipend Augmentation Fund and is invited to indicate to the Finance Unit if they want to contribute, subject to a minimum of 2% of Basic and Additional Stipend. All Organisations are encouraged to contribute to the Fund on a voluntary basis.

5.4.3 Stipends for 2019
The recommended total Stipend increase for 2019 is 6.8%.

CPI for the year ending 30 April 2018 to be 4.5%, the Connexional Executive recommends that:
The Minimum/Basic Stipends and stipend assessments for 2019 be increased by 5.8% to R11 331.00 for ordained ministers per month and that Total Stipends increase by not more than 6.8% for 2019. We request that this be complied with as far as possible.

Minimum/basic stipend allowances for 2019 shall be:

<table>
<thead>
<tr>
<th></th>
<th>Monthly</th>
<th>Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ministers</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ordained</td>
<td>R11,331.00</td>
<td>R135,972.00</td>
</tr>
<tr>
<td>Probationers</td>
<td>R9 63.35</td>
<td>R115,576.20</td>
</tr>
<tr>
<td><strong>Deacons</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ordained</td>
<td>R8 498.25</td>
<td>R101,979.00</td>
</tr>
<tr>
<td>Probationers</td>
<td>R7,224.00</td>
<td>R86 688.00</td>
</tr>
<tr>
<td><strong>Evangelists and Biblewomen</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commissioned</td>
<td>R5,523.86</td>
<td>R66,286.35</td>
</tr>
<tr>
<td>Probationers</td>
<td>R4,605.00</td>
<td>R56 540,00</td>
</tr>
</tbody>
</table>

5.4.4 **Combining Statements and Payments**
All assessments and payments due by circuits shall be reflected on a monthly statement. The circuit shall make a single combined payment to the Finance Unit or pay via monthly debit order by the 15th of each month.

5.4.5 **Payment of Stipend Allowances**
The amount of stipend paid shall relate to the total amount received by the Finance Unit in respect of the combined charges in terms of par 9.53 and subject to the allocation priority in terms of paragraph 9.54.

5.4.6 **Research regarding non-payment of assessments, Circuit ability to conduct and sustain mission:**
The Connexional Executive mandates that in regard to stipends:

5.4.6.1 Each District shall be required to appoint a qualified task-group to research and study the problem of some Ministers not receiving stipends, financial governance processes including the costing of options they may seek to recommend;

5.4.6.2 The recommendations of the District task-groups be sent to their own Circuits and Synods for discussion in February annually;
5.4.6.3 The work of Districts be submitted to the General Secretary and combined into a definitive discussion document to be considered by the Connexional Executive in September annually;

5.4.7 **Travelling Allowance** (paragraph 9.58)

The Travelling Allowance for 2019 is based on the Value of the Vehicle being between **R170 000 and R255 000** and calculated on the basis of travelling 1 420 km per month in line with the 2018/2019 SARS tax directive. The recommended Travelling Allowance for **2019 is R 8 705.00 per month**.

Where the distance travelled exceeds 1 420 km per month, the excess mileage may be claimed at **R4.80 per km**.

5.4.8 **Extraordinary Affliction Grants** (paragraph 9.70)

5.4.8.1 In terms of par 9.70, with effect from 1 August 2018 various benefits and limits are granted under the Fedhealth Medical Scheme for day-to-day, Chronic and hospital costs as well as major conditions requiring treatment, subject to pre-authorization having been obtained and the terms and conditions of the Medical Schemes Act and agreements concluded between the Scheme and the Church from time to time.

(a) **In-Hospital Benefits**

- No overall limit
- Co-payment required by the member in 2019 will be outlined based on plan type, however all other shortfalls may be covered by Gap Cover. Any hospital Treatment that forms part of Prescribed Minimum Benefits in terms of the Medical Schemes Act will be covered by Fedhealth
- Gap Cover will be provided by Turnberry as per group Policy. The Gap Cover is subject to an overall limit of R150 000 per insured per annum.
- Co-payment cover under this benefit is R30 000 per admission per insured, subject to the OAL.
- Medical expenses Shortfall cover increases the medical aid rate up to 500%.

(b) **Out-of-Hospital Benefits**

- Ministers and Supernumeraries will be allocated a Medical savings account for Day to Day costs.
- The total of what is allocated annually will
differ for each member based on family size. Should savings run out members will be able to get unlimited annual consultations at approved network providers as per Fedhealth Network list.

- Co-payments for MRI, CT and PET Scans will be covered up to R30 000.00 per admission per insured subject to the OAL with a R20 000.00 sub-limit.

5.4.8.2 The conditions and limits referred to in par 9.15.2 are as follows:

“Members of the Order of Evangelism qualify for extraordinary affliction grants, if they are paid the minimum stipend through the MCO; retired Evangelists and Bible women also qualify if they had at least 10 years’ service immediately prior to retirement having been paid the minimum stipend through the MCO. All such grants remain subject to a limit of R4500 per family per year.”

5.4.8.3. With effect from January 2019 the required contribution from Ministers towards the medical expenses of Ministers, Supernumeraries, Deacons, Evangelists and Bible women will be remain at 6% of their Basic plus Additional Stipend with a maximum of R1 278 per month in 2019 (2018: R1 196 per month).

Due to pension increases and the increasing cost of medical on the fund, with effect from 1 January 2019 the required contribution from Supernumeraries will be based on an average percentage contribution for each pension category.

5.5 Children’s Funeral Grants (paragraph 9.73)
The limit for 2019 remains R2 500.

5.6 Children’s Education

6.6.1 School Uniforms (paragraph 9.74.2)
The amount for 2019 is R550.00

5.7 Supernumerary Fund

5.7.1 Member and Circuit Pension Contributions
The annual pensionable stipend and contribution remains 10% of the total Stipend for 2019. Thus the pension table will no longer be the basis for pension contributions.
The contribution from the Circuit towards the Supernumerary Fund and Supernumerary Fund Reserve shall be two-times the personal contribution and shall be paid directly to the MCO by the Circuit.

5.7.1.1 The distribution of the contribution will be variable as between the Supernumerary Fund, Supernumerary Fund Reserve and the Church Reserve. The estimated contribution for 2019 will be 1 times to the Supernumerary Fund, 1 times to the Supernumerary Fund Reserve and zero times to the Church Reserve.

5.7.1.2 Ministers will receive an annual benefit statement which will indicate their Individual Member Balance in the Supernumerary Fund and also an indication of the Church underwrite (where applicable) they will receive from the Supernumerary Fund at retirement and in the event of death, to enable them to arrange their personal finances.

5.7.1.3 Amendments to the rules of the Supernumerary Fund shall be made as and when necessary by the Board of Trustees and submitted to the Registrar of Pension Funds for approval.

5.7.1.4 The Rules of the Supernumerary Fund are available on request from the Methodist Connexional Office.

5.7.1.5 In terms of the rules the Church representatives of the Supernumerary Fund shall include the Ministerial General Treasurer/General Secretary and the General Treasurer ex officio.

5.7.1.6 The 2015 Connexional Executive appointed Rev Z D Siwa, Mrs M Hildyard as Church representatives of the Supernumerary Fund for the term (2016-2020).

5.7.1.7 The 2016 Connexional Executive appointed Ms Candice Pungavanam as Church representatives of the Supernumerary Fund for the term (2017-2021).

5.7.1.8 The 2017 Connexional Executive noted the election by members and pensioners of Rev V Nyobole, Rev P Oosthuizen, and Rev CHS Bell as Elected Trustees of the Supernumerary Fund for the term (2016-2020), Rev V Vilakati and Rev R Robertson as elected Trustees of the Supernumerary Fund for the term (2017-2021).
5.8 Lay Staff Pension Fund and Provident Fund Trustees

5.8.1 The 2001 Connexional Executive appointed the Ministerial General Treasurer and the Lay General Treasurer as ex officio Church representatives of the Lay Staff Pension Fund.

5.8.2 The 2015 Connexional Executive appointed Ms Ankie de Boer as Trustee for the term (2016-2020).

5.8.3 The 2016 Connexional Executive appointed Rev ZD Siwa and Ms Candice Pungavanam as Church representatives of the Lay Staff Pension Fund for the term (2017-2019).

5.8.4 The 2017 Connexional Executive noted the election by members and pensioners of Mesdames M Kasselman, M Hildyard, B Ive, S Malo and Mr J Mitchley as Member-Elected Trustees of the Lay Staff Pension Fund the term (2018-2020).

5.8.5 The 2001 Connexional Executive appointed the Ministerial General Treasurer and the Lay General Treasurer as ex officio Church representatives of the Provident Fund.

5.8.6 The 2015 Connexional Executive appointed Ms Ankie De Boer as Trustee for the term (2016-2020).

5.8.7 The 2016 Connexional Executive appointed Rev ZD Siwa and Ms Candice Pungavanam as Church representatives of the Provident Fund for the term (2017-2019).

5.8.8 The 2017 Connexional Executive noted the election by members and pensioners of Mesdames M Kasselman, M Hildyard, B Ive, S Malo and Mr J Mitchley as Member-Elected Trustees of the Lay Staff Pension Fund the term (2018-2020).

5.9 Property Protection Fund (See paragraph 9.79)

5.9.1 Circuits may recover from Ministers the premium on that portion of the Ministers’ furniture which is insured for more than R300 000.

5.9.2 The minimum Sum Insured on any manse building is R680 000 and R500 000 for any Church building.

5.10 Ministerial Students’ Fund

5.10.1 Contributions to the Ministerial Students’ Fund (See paragraph 9.34.2)
5.10.2 Ordained Ministers are invited to contribute a voluntary amount to the Ministerial Students’ Fund for deduction from their stipend payment by the Connexional Office.

5.10.3 Donations from Districts to the Ministerial Students’ Fund
The following donations were received from the Districts:

<table>
<thead>
<tr>
<th>DISTRICT</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSF - CONTRIBUTIONS CAPE</td>
<td>244,394.01</td>
<td>250,027.07</td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS GRAHAMSTOWN</td>
<td>91,377.85</td>
<td>59,762.50</td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS QUEENSTOWN</td>
<td>0.00</td>
<td>3,100.00</td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS K &amp; B</td>
<td>0.00</td>
<td>44,708.50</td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS NFS &amp; L</td>
<td>42,708.00</td>
<td>40,027.00</td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS NATAL COAST</td>
<td>91,420.95</td>
<td>85,962.00</td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS NATAL WEST</td>
<td>3,154.40</td>
<td>700.00</td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS CENTRAL</td>
<td>254,263.37</td>
<td>253,102.70</td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS HIGH/SWAZI</td>
<td>0.00</td>
<td></td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS LIMPOPO</td>
<td>257,614.97</td>
<td>147,720.88</td>
</tr>
<tr>
<td>MSF - CONTRIBUTIONS CLARKEBURY</td>
<td>66,500.00</td>
<td>31,425.00</td>
</tr>
<tr>
<td>MISCELLANEUS</td>
<td>21,558.91</td>
<td>57,550.43</td>
</tr>
<tr>
<td>INTEREST ON BEQUEST</td>
<td></td>
<td>40,707.90</td>
</tr>
<tr>
<td></td>
<td>1,072,992.46</td>
<td>1,014,793.98</td>
</tr>
</tbody>
</table>

5.10.4 Ministerial Students’ Fund Cost of Ministerial Training (See Laws and Discipline, paragraph 9.34.3)
The cost of Seminary Training to be met by any Minister or Student who does not complete five (5) years of ordained service to the Church is R60 400 for the study year 2019.

The cost of In Circuit Training for Probationers to be met by any Minister who does not complete 5 years of ordained service to the Church is R18 000 for the study year 2019

The cost of Ministerial Training to be paid by Ministers who have completed all training in respect of 2019 is 30% of the Seminary Training Cost per Seminarian for 2019 and for In Circuit Training 30% of the In Circuit Training Cost per Probationer for 2019, payable after ordination as follows:

<table>
<thead>
<tr>
<th>Training Cost</th>
<th>Minister’s 30% Portion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prob. at Seminary</td>
<td>R60 400</td>
</tr>
<tr>
<td>Prob. in Circuit</td>
<td>R18 000</td>
</tr>
</tbody>
</table>

5.11 Removals (See, paragraph 9.81)
5.11.1 Where travel is by private transport, the reimbursement from 1st June 2018 shall be R4.80 per km upon submission of a claim form by the 30th March of each year.
5.12 Loans

5.12.1 Building Loan Interest Rate (See Laws and Discipline, paragraph 9.82.1)
The Connexional interest rate on building loans will be an appropriate rate as determined by the General Treasurer from time to time.

5.12.2 Outside Housing Loans (See Laws and Discipline, paragraph 9.82.3)
There is no formal agreement with banks to make property housing loans available to Ministers and full-time employees of the Church. The MCO does not stand surety with any of the banks. However, all the banks are willing to assist with housing loans but preferential interest rates and options will be negotiable between the bank and each applicant.

5.13 Investment of Funds (See Laws and Discipline, paragraph 9.83)
The interest rate on money invested at call will be an appropriate rate as determined by the General Treasurer from time to time.

5.14 Banking Accounts (See Laws and Discipline, paragraph 9.84)
The Finance Unit conducts a number of bank accounts all of which have been approved by the Finance Unit Executive Committee.

5.15 Bursaries for Tertiary Education for the Children of Ministers and Laity
An amount of R45 000 is allocated for bursaries for Ministers’ children from the Circuit Assessment Account. Such bursaries are:

<table>
<thead>
<tr>
<th>School</th>
<th>R2 500</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tertiary</td>
<td>R8 500</td>
</tr>
</tbody>
</table>

Per annum tenable for a maximum of 4 years at an approved tertiary education institution.

5.16 Bursary Fund Levy (See paragraph 9.91.4)
The Bursary Fund levy on Circuits remains R400 per annum per Minister for 2019.

5.18 Connexional Bursary Secretary
Private Bag x11, Garden view, 2026
Tel: 011- 6151616

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The following paragraphs should be read in conjunction with the 12th Edition of the Laws and Discipline- Book of order, Chapter 10)

1. Vesting and Administration (See paragraph 10.1)

2. All members of the trust properties Committees are urged to declare any property interest in so far as it may relate to any property of the church. Refer to paragraph 10.31 of the general regulations

3. The District Trust Properties Committee must refer all schemes, contracts, purchases and sale agreements etc. in excess of R1 million to the Connexional Trust Properties Committee for approval.

4. No building contract exceeding R300 000 in value may be entered into without the District Trust Properties Committee’s approval.

5. A Registered Architect, or an approved Building Design Consultant, is to be appointed where expenditure is between R70 000 and R300 000. A Registered Architect and a Registered Engineer must be appointed where expenditure exceeds R300 000. When Societies wish to owner-build, the permission of the District Trust Properties Committee must be obtained.

6. At least two tenders are required for schemes where expenditure will exceed R300 000. “Contractors All Risks and Public Liability Insurance” must be arranged for all erections, alterations, additions or renovations to buildings.

7. An organ costing more than R75 000 shall require the approval of the Quarterly Meeting and the District Trust Properties Committee before being purchased. Organs costing less than R75 000 and other Church furnishings may be purchased without District Trust Properties Committee approval, provided that no debt is incurred.
Appendix 1

POLICY ON EFFECTIVE FINANCIAL MANAGEMENT FOR THE METHODIST CHURCH OF SOUTHERN AFRICA

THIS POLICY IS MANDATED FOR ALL SOCIETIES, CIRCUITS, DISTRICTS, INSTITUTIONS, ORGANISATIONS, TRUSTS AND CONNEXIONAL UNITS

(Approved by the Methodist Connexional Executive Committee – August 2001, updated August 2015 and July 2016)

PREAMBLE

1 CORINTHIANS 4:2 states “It is required of stewards that they be found trustworthy.” We are required to be accountable to God and to each other for the proper care of money and possessions that God has entrusted to us. No aspect of Church involvement has greater potential for creating doubt, suspicion or disunity than money. So we need to be wise in leadership by offering full disclosure to as many people as possible and comply with standards of good governance and accountability.

Please note the requirement for each Institution, Organisation, Trust and Unit to also complete annually an Institutional Competency Assessment (to check if viable, ethical and effectual) and submit such together with the 4D, 4C & 4S Schedules to Synods, Connexional Executive or the Board of Mission Meeting and the Finance Unit of the Methodist Connexional Office.

OBJECTIVES

The main objectives are to provide:

1. A clear statement of the financial affairs of the Society, Circuit, District, Unit, Organisation, Institution, Trust or Fund;
2. Regular and prompt quarterly and audited Annual Financial Statements;
3. Simple accounting records which can be taken over by new people without difficulty when Treasurers or Officials move; and
4. Management information to facilitate decision-making by the respective Executive Committees as well as the Synod, Methodist Connexional Office – Finance Unit and the Connexional Executive.

REQUIREMENTS RELATING TO FINANCIAL REPORTING

In accordance with the regulations it is required that the respective Executive Committees of Societies, Circuits, Districts, Units, Organisations, Institutions and Trusts adequately manage all their funds, keep proper accounts of income and expenditure and submit them to their respective Executive Committee.
The Methodist Book of Order, par. 7.21 states that it is the **duty of the Circuit Stewards** to manage all the Circuit funds on behalf of the Quarterly Meeting, keep proper accounts of income and expenditure and submit them to the Quarterly Meeting. The Circuit Treasurer, where appointed, shall operate under the direction of the Circuit Stewards. Superintendent Ministers must ensure that Circuit Stewards do exercise this management duty.

The Superintendent Minister has the power and duty to ensure that all monies held by organisations or departments in the Circuit are reported to the Quarterly Meeting and the accounts audited before being presented to Synod.” (Par.7.18.13);

It is a crucial requirement therefore that **ALL** monies received and spent by Circuits, Societies, Organisations and Departments, including **ALL** Rhona, fundraising and projects be accounted for and reported to the Quarterly Meeting. No Circuit or Society income or expenditure of whatever nature is exempt from being disclosed and accounted for in this way. To give effect to this requirement, Organisations, departments projects etc. may continue to produce their own separate audited Financial Statements but such must be submitted to the Society Steward/Treasurer (or Circuit Treasurer if there is one) as the case may be, who will ensure that this information is disclosed in Section 11 and 12 of the 4C or 4S Schedule.

The **year-end** of all Societies, Circuits, Districts, Units, Organisations, Institutions and Trusts is the 31st December. Financial Statements, Schedules 4D, 4C and 4S shall be **audited**. **Societies** with an income of R100 000 or less will not be required to have an Audit, but must be reviewed by someone with an accounting qualification.

A registered Accountant or Auditor (registered with the Independent Regulatory Board for Auditors (IRBA), South African Institute of Chartered accountants (SAICA), South African Institute of Professional Accountants (SAIPA)) or Chartered Institute of Management Accountants (CIMA) can both prepare and audit Financial Statements. **Connexional** and **District** Financial Statements must be audited by a person registered with the Independent Regulatory Board for Auditors (IRBA) or South African Institute of Chartered Accountants (SAICA).

Financial Statements prepared for **Societies** and **Circuits** by a person other than a registered Accountant must be audited by a person with an accounting qualification, whose qualifications shall be stated in the audited Annual Financial Statements.

This **Policy Document** should be made available to the Auditor to assist him/her with the audit.

Where the services of qualified persons are not available, there should be consultation with the District, Circuit or the Finance Unit of the Methodist Connexional Office so that the accounts are handled by a firm of Accountants.
The audited Annual Financial Statements are submitted, in the case of a Society to the Church Council for approval, and in the case of a Circuit to the Circuit Quarterly Meeting, and thereafter to the Synod, via the District Treasurer (The Methodist Book of Order – L & D 6.28.8). In the case of a District to the Synod, via the District Treasurer (Book of Order 6.28.5). The District Treasurer will then submit a copy to the Compliance Unit of the Methodist Connexional Office within two weeks of Synod. All income and all expenditure of whatever nature must be accounted for in the books of the District/Circuit/Society and shown in the Annual Financial Statements so that there is proper accountability to our members, Synod and the Connexion. Similarly monies may not be hidden in various bank and other accounts. All account balances must be disclosed in the audited Financial Statements. A serious view will be taken of any attempts to withhold full and honest disclosure of all income and expenditure (including stipends, allowances, honorariums, donations and gifts to Ministers) as well as bank, savings and investment balances at year end. A serious view will be taken of any attempts to withhold full and honest disclosure of all Circuits/Societies that are operating bank accounts and who have not advised the MCO of their existence in order not to submit 4C and 4S Schedules. It is the duty of the Circuit Treasurer and Superintendent to ensure that the MCO is notified of these Circuits and Societies.

The audited Annual Financial Statements of District Units, Organisations, Institutions and Trusts are required to be submitted first to their respective District (Controlling) Executive Committee and then the District Treasurer for reporting to and inclusion in the Synod Blue Book and for consideration by the Synod. Thereafter the District Treasurer will submit all audited Financial Statements to the Methodist Connexional Office – Compliance Unit.

The audited Annual Financial Statements of Connexional Units, Organisations, Institutions and Trusts are required to be submitted first to their respective Connexional (Controlling) Executive Committee and then to the Methodist Connexional Office – Compliance Unit for consideration by the Connexional Executive Committee. These requirements also apply to special funds collected, invested and expended such as Building, Rhona or Special Effort funds.

The MCSA wishes to retain its Tax Exempt status in terms of the Income Tax Act. In terms of the Tax Act all Public Benefit Organisations (PBO’s), (which includes religious organisations) are required annually to submit a consolidated Financial Report to SA Revenue Services reflecting accurate details of all District, Circuit and Society Income and Expenditure. This statutory requirement highlights the crucial and urgent necessity to ensure that Circuits are structured into viable units which are effectively managed and comply with good governance in terms of our Laws & Discipline but also the laws of the Land.
CONTROL AND MANAGEMENT OF FINANCES IN ACCORDANCE WITH
GENERALLY ACCEPTABLE ACCOUNTING PRINCIPALS

1. All money collected is banked immediately or on the next business day. Money held overnight must be locked away in a safe or strong room.

2. Receipts are issued for money collected and handed from one person to another, prior to banking. If it is not feasible to issue receipts, proper records are to be kept to substantiate the source of all money received with at least two persons signing such record.

3. All payments should be made by either cheque or electronic transfer using Business Online Banking and every payment must be authorised by the Unit Leader or relevant responsible person. Salary registers must be authorised by the Unit Leader or relevant person, other than the person responsible for the actual payment thereof.

4. Electronic payments are only permissible where dual control of authorisation on a payment instruction is a requirement of the banking system and separate confidential password codes are used.

5. Cheques, payable to any payee for goods or services, must be signed by two authorised signatories one of which must be the Unit Leader or a relevant responsible person. Cash cheques may NOT BE ISSUED. DO NOT SIGN BLANK CHEQUES. Cheque books must be kept in a safe place to prevent unauthorised access thereto. Unused cheques that are stolen/lost must be reported to the Bank and SAPS immediately and a ‘stop payment’ must be placed on these cheques with the bank.

6. Wherever possible invoices must be obtained to substantiate payments made and recorded on a Payment Requisition Form.

7. At year end, all vouchers, receipts, invoices, receipt records, bank deposits, paid cheques and bank statements together with the cash book and other bookkeeping records are given to the auditor.

8. Each expense must be allocated, in the financial records, to the relevant budget item it relates to.

9. For any large items of expenditure, e.g. repairs or maintenance, three quotes must be obtained prior to going ahead with the work. The most reasonably priced quote must be accepted and authorised by the Unit Leader, Finance Committee or person responsible.

10. Extra staff may not be taken on if not budgeted for.

11. No unbudgeted item of expenditure shall be purchased or commitment made to purchase without the prior approval of the appropriate Finance Committee or Connexional authority. The General Treasurers must be consulted when appropriate.

12. The issue and use of Credit cards is strongly discouraged. In designated instances credit cards may be authorised by the MCO provided their use is only related to budgeted items or emergencies.
13. Accounting data, in respect of Connexional Units must be sent timeously to the Finance Unit of the Methodist Connexional Office according to the agreed deadlines.

14. In accordance with paragraph 7.31 and 9.91.1 of The Methodist Book of Order – L&D, no loan from Circuit or Connexional Funds may be made to any private person or body.

15. It is essential that Lay persons with business and accounting skill and knowledge are represented on Executive Committees or Boards to assist management.

16. It is required that Districts, Circuits and Societies have the necessary accounting software installed on their computers so as to provide the required accounting records in order to produce and complete the 4D, 4C and 4S Schedules.

17. It is essential that elected District, Circuit and Society Treasurers have a financial background to enable them to fulfil their obligations.

18. A compulsory Governance Checklist for Districts, Circuits, Societies and Organisations to be introduced with effect 1 January 2017. The completed form will form part of the 4D, 4C and 4S submission from 1 January 2018.

BUDGETING

1. Accurate and realistic annual budgets for all income, expenditure and capital expenditure should be compiled. The prior year’s budget, and actual data should be used as a guide to determine what budget is required for the following year. Refrain from simply adding a percentage to the previous year’s actual figures but calculate accurately and be able to justify each budget item.

2. Budgets should be submitted to and approved by the controlling Executive Committee by previously agreed deadline dates.

3. Capital Expenditure must be budgeted for. The purchase of Capital Expenditure items such as vehicles, equipment, furniture and properties where necessary must be regarded as an expense in the annual budget.

4. Any Grants normally received, which are part of the budgeted income, must be confirmed with the relevant sponsor prior to preparation and approval of the budget.

5. Expected Ministerial Stipends and allowances for the budget if relevant, must be verified with the General Treasurers.

6. Student expenses, if relevant, must be calculated on the number of students expected for that year.

7. If students are housed while studying, careful consideration must be taken as to whether there is sufficient accommodation for them to avoid unbudgeted for acquisition or renting of properties.

8. Where necessary inflation increases must be budgeted for, i.e. municipal electricity, postage, telephone costs.

9. Travel expenses need to be calculated on the basis of the number and destination of any trips required for the purpose of the administration of the unit or organisation.
10. The budget exercise should result in an excess income or breakeven situation for the year but definitely not an excess of Expenditure over Income.

COMPARISON OF BUDGET TO ACTUAL INCOME AND EXPENSES

1. A Financial Statement shall be prepared by the relevant Accountant/Treasurer on a quarterly (or monthly) basis, as agreed, by a specified deadline.

2. The Financial Statement shall show the full Budget for the year, the Budget apportioned on a year to date basis for the period involved, the Actual Income/Expenditure on a year to date basis for the period involved and the variance between the Budget and Actual year to date figures.

3. Any details required by the responsible person with regard to this report shall be supplied timeously by the Accountant/Treasurer.

4. Any major variances may be highlighted by the Accountant/Treasurer for the attention of the relevant responsible person.

5. The Financial Statement described above and details of major variances must be referred to the relevant body for discussion and approval.

6. Should a major variance occur, an explanation will be expected from the Unit Leader/responsible person at the Leaders Meeting or relevant Executive Committee.

7. At the year end, 31st December, the Annual Financial Statements including Balance Sheets shall be prepared, audited and approved by the Leaders Meeting or relevant body in accordance with the previously agreed deadline date.

OVERSEAS and DOMESTIC TRAVEL

1. Any travel on official and authorised MCSA business should be part of the budget and shall not cause annual expenditure to exceed annual income;

2. Overseas trips must be approved by the Presiding Bishop in the case of Connexional Units or the Controlling Executive Committee in all other cases and an itinerary should be handed to him/the Committee;

3. As part of the expenses of the trip an Out of Pocket Allowance should be paid for incidental expenses. This allowance is intended to cover meals, bus, train and taxi fares, tips and similar incidental costs. It is assumed that the relevant Unit of the MCSA or overseas host would pay for airfares, accommodation, conference registration and related expenses. The Out of Pocket Allowance will depend on circumstances. The maximum Daily Allowance shall be as follows:
   - Overseas travel where travel is outside the connexion as defined in the book of Order, the allowance shall be **US$140** per day;
   - Where travel is domestic (Within the Borders of South Africa), the allowance shall be **R150 per day**;
   - Where travel is within countries inside the connexion other than South Africa (Namibia, Botswana, Lesotho, Mozambique and Swaziland, the allowance shall be **US$50 per day**.
Prior motivation to and approval by the Presiding Bishop in the case of Connexional Units or the Controlling Executive Committee is required. If this amount is actually exceeded, vouchers need to be provided to account for such expenditure.

As a benchmark, accommodation will be covered at the tariff rate charged by a three star hotel establishment where this cost is for the Church.

Where domestic travel is by private transport the reimbursement, from 1st June 2016, shall be R4-00 per kilometre. (This rate changes from time to time – see Yearbook).

4. On return from the trip a brief report needs to be presented to the Presiding Bishop or Controlling Executive Committee giving observations and recommendations arising from the trip and giving account of;
   (a) Traveller’s cheques, foreign currency and Out of Pocket Allowance issued to the individual for the trip;
   (b) Details of expenses actually incurred on the trip together with supporting vouchers where possible;
   (c) Unused Travellers cheques and foreign currency not spent. These need to be immediately banked back into the Unit or Organisation’s bank account.

5. A copy of the report specified in 4 above needs to be sent to the Lay General Treasurer.

CASH RESOURCE MANAGEMENT
1. Any surplus funds held by any Society, Circuit, District, Institution, Organisation, Trust or Unit which will not be required in the near future should be either transferred into a Bank Call account or another Investment account.
2. All Bank account balances, be they Call or Current, must be reported to the relevant authority whenever appropriate.
3. Quarterly administration grants to Units need only be paid if cash resources will not be sufficient for the forthcoming quarter. A partial quarterly grant need only be paid if cash resources are left over from the previous quarter.
4. Continually look for ways of saving on costs and avoiding unnecessary expenses.
5. Carefully monitor all expenses.
6. Ensure where possible that all budgeted income is received.

CAPITAL INCOME AND EXPENSE MANAGEMENT
1. Any proceeds from the sale of properties administered by any Society, Circuit, District or Unit may not be used for the normal day to day “running” expenses, unless this had been specifically provided for in the budget and approved by the Connexional Trust Properties Committee.
2. Careful planning is required for the purchase of capital items of equipment, furniture and vehicles in view of the magnitude of such purchases and the possible impact on Circuit Assessments.

3. Careful forward planning needs to be done, where necessary, regarding the acquisition or development of properties.

**CONTRACTUAL OBLIGATIONS**

In terms of Chapter 10 of the Laws and Disciplines of the Methodist Church of Southern Africa no contract for the purchase, exchange, lease or disposal of movable or immovable properties may be exercised by anyone other than the Presiding Bishop or Secretary of Conference acting on behalf of the Presiding Bishop.

**BANK OVERDRAFTS**

No bank overdraft may be operated on or applied for without first obtaining permission from the Methodist Connexional Office – Finance Unit. Overdrafts will only be approved if the facility is for a short time and there is matching collateral to support the overdraft e.g. 32 days’ notice deposit. Please do not operate overdrafts without approval.

**DONATIONS TO A PUBLIC BENEFIT ORGANISATION**

The Methodist Church of Southern Africa (MCSA) is registered as a Public Benefit Organisation No. 18/11/13/690 with the South African Revenue Service (SARS). The MCSA, although registered as a PBO, is a religious organisation.

The issuing of these section 18A tax deductible receipts by the Church is not permitted as The Church (MCSA) was not approved for exemption under an activity listed under Part II of the Ninth Schedule to the Income Tax Act 58 of 1962.

The MCSA and all Churches and organisations that fall under its constitution thus do not qualify for a tax deduction and **may not under any circumstances issue** Section 18A Certificates for any tithes, offerings and donations for religious activities.

The above changes and amendments to the Policy on Effective Financial Management have been tabled and approved by the Methodist Connexional Executive Committee on 4 July 2016.

Mrs. Thini Ngonyama
General Lay Treasurer
Appendix 2

INSTITUTIONAL COMPETENCY ASSESSMENT

THIS QUESTIONNAIRE IS MANDATORY AND IS TO BE COMPLETED AND SUBMITTED ANNUALLY BY ALL CONNEXIONAL AND DISTRICT ORGANISATIONS, UNITS, TRUSTS, FUNDS, INSTITUTIONS, SCHOOLS, CHILDREN’S HOMES, HOMES FOR THE AGED (REFERRED TO AS “INSTITUTIONS”)
(Approved by the Finance Unit Executive)

PREAMBLE
1. To ensure that the above Institutions are viable, ethical and effectual it is required that the undermentioned assessment be completed by 30 April each year.
2. All “Institutions” are referred to the Methodist Church of Southern Africa Policy on Effective Financial Management which must be adhered to.
3. It is the responsibility of the leader of each “Institution” to ensure that this assessment is completed by the Board or Executive Committee by 30 April each year and submitted together with the audited Annual Financial Statement for the previous year to:

   (i) The Connexional Executive (attention Lay General Treasurer) – in the case of all Connexional “Institutions” which are required to report to the Connexional Executive;
   (ii) The Connexional Board of Ministries (attention Lay General Treasurer) – in respect of all Connexional Units;
   (iii) District Synods (attention District Treasurer) – in the case of all “Institutions” in such District which are required to report to Synod.

NAME OF ORGANISATION, UNIT, INSTITUTION, HOME

..............................................................................................................................
Management
Does the Board/Executive Committee operate under its own constitution?
• If Yes, attach copy of Constitution.
Does the Board/Executive Committee have a sufficient diversity of age, talent, skills, experience, gender, ethnic and racial groups and have geographic representation?
Does the Board/Executive Committee meet at least quarterly with agendas received prior to the meeting and minutes distributed after the meeting?
Do Board/Executive Committee members receive all appropriate information necessary for guidance and decision making?
Does the Board/Executive Committee review the organisation’s past performance and future plans annually?
Does the Board/Executive Committee have a formal method of appraising the performance of the executive director?

Plan
Does the Board/Executive Committee have a current strategic plan which includes:
• Values, vision and purpose statement?
• Identification of the internal and external weaknesses?
• 90 day, 1 year and 2 year goals?
Are the 90 days goals reviewed by the board every 90 days and new 90 days goals established?

Financial
Does it have a current 2 year funding plan?
Is there a trustee committee in place that regularly monitors investor performance of funds?
Do we have a yearly independent financial audit?
Are we complying with the Policy on Effective Financial Management for Connexional and District Departments, organisations, institutions, trusts and funds as set out by MCSA?
Are we staying within the SARS requirements?
Are all donations receipted in a timely fashion?
Are accounts being paid within 30 days?

Staff
Are all essential tasks identified and assigned to staff?
Are staff records in place including employment contracts?
Are appropriate disciplinary, grievance procedures in place and are they being observed?

Do the staff have up-dated job descriptions?

Do the staff have at least yearly performance evaluations?

Is the Executive Director, Unit Leader, Chairman, President etc. [still] suited for the job?

- Does he/she have a clear vision and enthusiasm for the work of the Organisation?
- Is he/she staying on task with strategic thinking/planning; fund development, staff management/development; financial controls; board relations?

Technology/Systems

Are there systems in place which assist staff, the Organisation and help to maximize effectiveness?

Governance

Have all necessary registration documents been attended to?

Have the registrations and lodgings been made to ensure incorporation of Section 21 Company?

Has the constitution been recently reviewed?

Reporting

In accordance with Methodist Church of Southern Africa policy for all “Institutions” which are required to report to Synod:

Are arrangements in place, to ensure the inclusion in the blue book for Synod, the following?:

- A narrative report, signed by the authorised representative of the institution concerned, indicating the caring, missional and pastoral goals achieved during the past year, how funds were effectively used, plans and needs for the future, the Strengths, Weaknesses, Opportunities and Threats of the institution, and the names on the management committee, which should include people with management, accounting and other appropriate skills. Is this in place?

- In certain instances Government regulations or healthy trading practices require that business plans be drawn up. Where appropriate, are such business plans in place?

If so, are they submitted to Synod?

- Are audited annual financial statements, reflecting income from all sources, all expenditure, excess income over expenditure and a balance sheet of assets and liabilities and funds at year-end submitted to Synod?
Ethics
Is there at least 75% attendance at each board meeting?
Does a board member meet with the executive director monthly to review how he/she is doing professionally?
  • Spiritually [Is he/she growing spiritually or pursuing growth]?
  • Financially [Is their salary placing undue pressure/burden on their family]?
  • Maritally [How often is he/she away from home? How does his/her spouse feel about their job]?
  • Physically [Is their life style putting them at risk]?
  • Has the board determined what is unethical, imprudent and immoral and set corresponding policy?
  • Are financial/contractual obligations being met in a timely fashion?

Risk Areas
Are there any potential or real areas of litigation?
Are there any other risk areas that need to be noted?

NAME OF PERSON COMPLETING THIS REPORT
______________________________

DESIGNATION OF PERSON COMPLETING THIS REPORT

______________________________

TELEPHONE NUMBER

______________________________

SIGNATURE OF AUTHORISED OFFICIAL

______________________________

DATE

______________________________
Appendix 3

STIPEND AUGMENTATION FUND REPORT TO CONFERENCE 2018

Bishop Gary Rivas, Chair

INTRODUCTION

Conference 2009 adopted the following resolution:

• To form a Stipend Augmentation Fund that would aim at increasing the stipends of ministers who receive stipends below the minimum stipend to a predetermined minimum.
• That from 2010 the SAF be subsidised by the Circuits that are already paying ministers’ stipends and other allowances in excess of R13 000 before tax;
• That each of these Circuits contribute to the fund in terms of an agreed formula;
• That the amount applicable to each Circuit will be calculated by the MCO and forwarded to Circuits for inclusion in their 2010 budgets and assessments;
• That the SAF be managed by a Board of Trustees appointed by Conference.

The current Board of Trustees, as approved by conference 2016, are Bishop Gary Rivas (Chair), Rev Jacob Freemantle, Rev Litaba Mothibi, Mrs Renny Stoltz, Ms Linda Makalima (Finance Unit representative), Mrs Lwethu Madi (HR representative) and the General Secretary and the Lay General Treasurer (ex-Officio).

A Stipend Augmentation Fund Handbook has been updated and will be distributed to Districts.

The implementation of the SAF is managed by the Methodist Connexional Office – Finance Unit.

The Finance Unit reports that the SAF is stable with a Balance of R4,415,865 as at the 31st December 2017.

R1,421,222 was distributed in 2017 and 45 ministers benefited.

We still continue to struggle with the late submission of stipend authorisation and allowance forms. Without these forms, Ministers and Deacons who require financial assistance, are overlooked. Due to additional tax implications relating to non-submission of these forms, MCO has reported that forms not submitted by 15 January 2019, will result in Ministers and Deacons not being paid until such time as the forms are received by the Office. Please ensure that stipend authorisation and allowance forms are submitted timeously.

The Trustees would also like to highlight that all categories of stipend (i.e. Ministers and Deacons) may benefit from the ‘Voluntary Stipend Fund’.

Bishops are requested to make application to The Chairperson of the Board (Bishop
Rivas) in writing when requesting assistance from the Voluntary Stipend Fund. This Fund assists ministers who, as a result of various issues within the circuit, would not receive a stipend.

The maximum period that this Fund will pay benefits is three months, within which a Pastoral Commission report must be submitted to the MCO.

MINISTERS STATIONED IN MOZAMBIQUE DISTRICT
In 2018, the Fund was able to augment ministers in Mozambique with an amount of R2000.00 per month. The Trustees are happy to report that we are able to set aside R2 000 per month in order to augment stipends of Mozambique Ministers per month during 2019.

MINISTERS STATIONED IN LESOTHO CIRCUITS
The Mission Resource Fund has been funding the Lesotho Circuits (Maseru, Quthing, Mafeteng, Leribe and Mokhotlong) for the past 3 years. Upon a request from the Mission Resource Fund Committee, the Stipend Augmentation Fund started augmenting stipends of ministers in Lesotho from January 2018.

RECOMMENDATIONS FOR APPROVAL
The Trustees of the Stipend Augmentation Fund and the Voluntary Stipend Fund calls on Conference to reaffirm the importance of these Funds in:
1. Ensuring that a minimum stipend of R21 305.5 is paid to Ordained Ministers;
2. Ensuring that a minimum stipend of R17 622 is paid to probationer Ministers;
3. Ensuring that a basic stipend is paid to Ministers, Deacons, Biblewomen and Evangelists, in the event that they are not paid, for a period of up to three months.
4. Ensuring that pensions of ministers who were directly impacted by injustice issues of the past, be augmented up to a determined minimum pension based on the number of years in service.

The Trustees request that Ministers, Deacons, Biblewomen and Evangelists remember these Funds and contribute a minimum of R200pm of their stipends to assist in growing this Fund to meet its objectives.

The Finance Unit Executive recommended that the Stipend Augmentation Fund role of this board should be extended to include the investigation and implementation of the Pension Augmentation fund as per resolution 2.18 Conference 2016. The Trustees therefore recommend the following additional people to the Board, for Conference approval: Mrs N Mnconywa and Rev S Nkwanyana.

The current Board of Trustees as approved by conference 2019 are Bishop Gary Rivas (Chair), Rev Jacob Freemantle, Rev Litaba Mothibi, Rev Sondlile Nkwanyana, Mrs Renny Stoltz, Mrs. N Mnconywa, Ms Linda Makalima (Finance Unit representative), Mrs Lwethu Madi (HR representative) and the General Secretary and the Lay General Treasurer (ex-Officio).
Appendix 4

Connexional Gifts Policy

1. **Preamble**

WHEREAS The Methodist Connexional Office encourages all Societies, Circuits and Organisations to care for Ministers and their families; and

WHEREAS there is a need to ensure that all organisational resources are accounted for in accordance with the principle of effective financial management;

THEREFORE The Methodist Church of Southern Africa 2015 Conference has resolved to formulate a Gift Giving and Acceptance Guideline that will assist the Districts, Circuits, Societies, Organisations and Units in giving gifts that will be given according to ability, circumstance and affordable amounts noting the viability and status of financial resources for each District, Circuit, Society, Organisation and Unit.

2. **Purpose:**

To provide guidelines on the types of gifts that may be given at any official occasion/event within any MCSA structure; to allow officials to engage and explore Districts, Circuits, Societies, Organisations and Unit financial positions prior to the giving of gifts; and to ensure that there is financial accountability, governance and reporting in respect of gifts given and accepted in line with the guidelines in the Book of Order and tax implications.

3. **Definitions**

Unless the context clearly indicates to the contrary, the following words bear the meaning ascribed thereto below:

- MCO – The Methodist Connexional Office.
- MCSA – The Methodist Church of Southern Africa.
- Gifts – Monetary gifts; honoraria; tangible personal property such as art, furniture, livestock, jewellery, equipment, electronics, boats, clothes, and any other personal property item etc.
- Units – refers to the Finance Unit, EMMU, Mission Unit, Communications Unit and HR Unit.
- Organisations – all Organisations as defined in the Laws & Disciplines.

4. **Scope**

This guideline applies to all Clergy, Evangelists, Biblewomen, Deacons, Lay Persons and any other person deemed to be a recipient as a result of services
rendered within any MCSA organ (District, Circuit, Society, Organisation and Unit).

5. Recommendations/guidelines
   • Where a Circuit or Society is in arrears with assessments due to the District or the Connexion, no monetary gifts may be given or gifts purchased until arrears have been settled.
   • In an instance where a circuit is in arrears, farewell and welcoming functions may only be hosted in consultation with the district bishop and district treasurer.
   • All gifts given from MCSA accounts must be budgeted for and declared in all 4D, 4S and 4C schedules as per the Book of Order.
   • All monetary gifts collected must be banked immediately in accordance with the MCSA’s policy on effective financial management and recorded correctly prior to being paid out by cheque or EFT to the recipient. This is to ensure that an accurate statement of receipts is kept and accounted for.
   • Where gifts are intangible, a gift register must be kept. The recipient is responsible for ensuring that gifts are adequately insured. This gift register is to be kept for audit purposes.
   • Recipients of gifts are to ensure that all gifts received are declared to the Connexional Office in order to ensure compliance with tax legislation.

6. Conclusion
   This guideline is to be reviewed from time to time in full consultation with MCSA structures, and shall be adhered to at all times. Amendments to this guideline shall be submitted to Synods for noting.
Appendix 5

The Methodist Church of Southern Africa

The Supernumerary Fund Reserve and the Church Reserve, May 2017

These are funds of the Methodist Church of Southern Africa, operated by the Finance Unit and reported at the Connexional Executive and included in the financial statements made available through Conference.

The Supernumerary Fund Reserve was initiated at the time when the MCSA changed its Supernumerary Fund from a Defined Benefit Fund to a Defined Contribution Fund as guided by South African law on 1 January 2003. (See the MCSA Yearbook 2011 page 33-39 for detailed background) The rule of the Pension Fund requires that the church (“employer”) and the individual member on the pension fund (“employee”), contribute equal parts to the pension fund. In the past, there have been times that pensions were so low, and the fund so small, that the church had made the decision to pay up to five times or three times, the amount that a minister pays. The church has some years ago, upon advice from its actuaries, reverted back to equal amounts from minister and church as the fund is in a very healthy position.

At the time of reverting to equal contributions from church and member, the Conference took a decision that, because Circuits are accustomed to contributing three times the fund member’s pension contribution, a Supernumerary Reserve Fund would be established which received the equivalent of two times the contribution from the church to a Ministers’ pension. The purpose of this fund is described below.

Thereafter, in 2006, the actuarial review of the fund concluded that we no longer needed to contribute this amount to this Fund, as it was very healthy. Hence, in 2007, Conference agreed that the Church Reserve Fund should be a recipient of some of the funds. Annually, the church would decide how the three portions that Circuits contribute, would be allocated to the different funds (Church Reserve, Supernumerary Reserve and Supernumerary). This came to be called, the Variable Contribution Rate. Since then, the “three portions” have been divided, one part to a Minister’s pension, one part to the Church Reserve, and one part to the Supernumerary Fund Reserve. Later, the division was none to the Church reserve, and one to the Minister’s pension, and two parts to the Supernumerary Reserve Fund.

In 2016 Conference decided to reduce the contribution to the Supernumerary Reserve Fund, to one part, and keep the contribution to the Minister’s pension, at one time. The third part is not required of Circuits presently.
Both these funds are completely separate from the Pension Funds of the Church. Whereas the Pension Funds are directed by a Board of Trustees, put in place by church as well as elected from among members as per its rules, and very carefully controlled by the Financial Services Board, the Supernumerary Fund Reserve and the Church Reserve are administered by the Finance Unit Executive under direction of the Connexional Executive and Conference.

The Supernumerary Fund Reserve
The Supernumerary Reserve Fund exists for the benefit of the pensioners on the Supernumerary Fund and provides for the difference in pensions for Members of the Supernumerary Fund who entered Ministry when the Defined Benefit Fund was in existence, but who are now, with all others, in a Defined Contribution Fund. If a Pensioner would have received a greater pension under the old system, that difference is calculated by the actuaries, and the difference is paid to the Pensioner from this fund. The church undertook to do this as long as it was financially able to do so. The proposal of the Finance Unit Executive to Connexional Executive is that this system ceases with the intake of new Ministers in 2016. Such individuals will be on a purely Defined Contribution system. Therefore, apart from justice issues that might still need to be addressed, this fund’s purpose will greatly diminish at that time.

If an annual Pension increase granted to pensioners cannot be afforded by the Fund, the church will pay the difference from the Supernumerary Reserve Fund. (There is a formula by which annual increases of pension are calculated, based on the Consumer Price Index.)

The third reason for the Supernumerary Reserve Fund is to identify issues of justice that have existed in the church relating to stipends and pensions, and to make further payments to those whom the church identifies as most in need of additional pensions. To this end, Conference 2016 approved a Pension Augmentation Fund:

*Conference resolves that Finance Unit creates a Pension Augmentation Fund and designs guidelines for governing the fund and for the purposes of addressing pension justice issues. Any surplus from the Supernumerary Fund Reserve in any one year, as determined by the Actuary, shall be calculated and 10% be set aside for addressing issues of justice through the Pension Augmentation Fund.*

The Church remains with Resolution 13 of Conference 2008 that the Supernumerary Reserve Fund be utilised only to meet pension-related obligations.

The Church Reserve
The Church Reserve Fund was established in 2005. In 2007 Conference agreed to place money derived from income through the Variable Contribution Formula, to the Church Reserve Fund. Conference 2008, whilst in the midst of a Pension Funds dispute, resolved that from 2008 no money would be spent from this fund, with
the exception of income directed into the fund from sources other than the Circuit
ccontributions, until the dispute was cleared.

In 2011 the Lay General Treasurer reported that the Church agreed to match
donations to the Seminary on a Rand-for Rand basis up to R33 million from the
Church Reserve.

The Lay General Treasurer report in Yearbook 2012 p 33 points out that the church
had agreed that this fund ensures the financial health of the church, and had added
issues such as justice issues, new seminary, medical contingency, church development
and education as worthy means of spending Church Reserve funds.

The above mentioned dispute was cleared in favour of the church by January 2015,
which enables the church to access the Fund as it sees fit.

At Conference 2015, Conference directed 25% of any distribution to the Church
Reserve to be set aside for Church Planting.

The Finance Unit Executive 2017 proposes to Conference that the Church Reserve
Serves as a Reserve to guarantee that in a financial eventuality of calamitous
proportions the Church Reserve may be used to safeguard the finances of the church
and guarantee its obligations.

That the intention of the Church Reserve is further for the purpose of church
development and clergy care.

That unless a clear proposal to use funds is made and accepted by the Connexional
Executive for another purpose or to a greater amount, a maximum of 35% of the
income in interest to the fund may be used in any one year until the fund reaches a
capital value of R 200 000 000, at which time the percentage shall be reconsidered.

The funds allocated be managed by a committee consisting of members of the
Finance Unit and Mission Unit as well as the General Treasurers, and be reported at
the Finance Unit Executive and in the annual financial statements.
Appendix 6

MISSION RESOURCE FUND – August 2016

It is the intention of the Mission Resource Fund to have the financial means to establish new work, igniting discipleship communities. This includes initiating new discipleship communities (even before they can be called societies), establishing what could be called “ecclesial communities” in schools, mines, colleges, universities, hospitals, etc, as well as revitalising weak communities with potential.

Mission is at the heart of the existence of this fund, together with creating opportunity for new work to develop in places of the Connexion where resources are scarce, but the need is great.

In 2014 Conference passed a Resolution by which 25% of what comes into the Church Reserve Fund is used annually for Church Planting. Having considered the intention of the Resolution, Conference 2015 agreed to the establishment of a Mission Resource Fund for “Igniting Discipleship Communities”- some being churches that have struggled, have clear potential, and need help to ignite their potential; some being new work that could not even be called “Societies” or “Churches” yet, and some being Newly-Imagined Missional work, for example on Tertiary Campuses, in mines, schools, newly developing areas, etc.

The intention is not to get struggling Circuits “out of trouble” or perpetuating battling Circuits. The idea is not to use this fund to bring assessment arrears up to date, or to pour money into a Circuit that will look no different now, from what they will do in 12 months’ time.

Key is to remember that this funding is for 12 months only. We do not know what, or whether there will be money in this fund in 12 months’ time. Therefore, this fund cannot be treated as a Vanguard situation. Funding is only available for ONE year. If in the subsequent year there are funds available in the Mission Resource Fund, it is possible, with strong motivation, to consider a reduced grant for a second year.

Districts are asked to carefully consider what strategy they have for stationing agency in these places, as having a missional, co-operative, imaginative, energetic person will be vital for the success of these positions. When an amount is approved for a particular work, it is imperative that the District Leadership meets with the Circuit involved, for them to adopt the concept, be willing to cooperate, and understand the parameters of the funding. There needs to be a strong missional intention and a willingness to “spend and be spent” in the process. In Mission Resourcing, finance is only the tip of the iceberg. Passion, strategy and a willingness to work hard and work in consultation with others, are key in igniting discipleship communities. Circuits
are required to strategise for the development of this position, together with the office of the Bishop. Intentional work needs to be done.

Application Forms, signed by District and Circuit officials, are submitted to the General Secretary by the Bishop.

In assessing the application, the Committee consisting of the Presiding Bishop, Mission Unit Director and General Treasurers, considers inter alia the region and the potential of the area, the nature of the work conceived, what agency is needed, what infrastructure is available, what the local church can contribute in terms of finance and skills, as well as who in the District can assist to partner or mentor.

Circuits who benefit from this fund will be required to submit quarterly reports to the Presiding Bishop, Bishop and District Mission Coordinator. Such reports include considerations of progress, goals, financial statements, enquiring as to lay involvement and training, a self assessment of growth and development, plans for the next quarter.

The amount annually is not standard, as the calculations need to be done in consultation with our actuary. In 2015, eleven stations were served by an ad-hoc grant made available by the MCO before the establishment of the fund. In 2016, twenty four Circuits were served by this fund, and with Conference consent, the Connexional Mission Congress was subsidised.
Appendix 7

Treasurers Code of Conduct of the MCSA

Preamble

Context

Treasurers are appointed for various bodies within the MCSA. They come from a variety of backgrounds and have disparate skills. Great responsibility is given to them, but often they are required to work in isolation without collegiate support. The Book of Order details WHAT must be done but not HOW the task should be approached. The District Treasurers Consultation, recognising the difficulty this created for Treasurers throughout the Connexion, requested the Treasurers General to facilitate the introduction of a Code of Conduct for Treasurers.

Approach

In its 2007 International Good Practice Guidance, "Defining and Developing an Effective Code of Conduct for Organizations", the International Federation of Accountants provided the following working definition:

"Principles, values, standards, or rules of behaviour that guide the decisions, procedures and systems of an organization in a way that (a) contributes to the welfare of its key stakeholders, and (b) respects the rights of all constituents affected by its operations."

This code of conduct lays out the MCSA's expectations and guiding principles for appropriate behaviour of Treasurers. It is a set of statements outlining the social norms and rules and responsibilities of, or proper practices for, Treasurers.

Scope

This document deals with the conduct of the Treasurers but does not specifically deal with their roles, duties and responsibilities. The roles, duties and responsibilities of the Treasurer are dealt with in the Book of Order. If there is any conflict between the Code of Conduct and the Book of Order, the Book of Order takes precedence.

Terminology

MCSA Methodist Church of Southern Africa
Treasurer Unless otherwise indicated shall refer to District, Circuit, Society, Unit, and Organisation Treasurer and Finance Committee Member.

Applicability

This document applies to all Treasurers and members of Finance Committees within the MCSA.
Conduct
A Treasurer will:
• Act from a basis of Methodist spirituality
• Act at all times with integrity
• Promote good governance
• Act with discretion when entrusted with confidential information
• Encourage transparency of Church finances
• Act with impartiality
• Disclose any relevant interests and conflicts
• Not seek personal advantage to the detriment of the MCSA, and will actively seek to enhance the image of the MCSA
• Continuously engage in ongoing learning.

Details
Methodist Spirituality

Act from a basis of Methodist spirituality
Our Christian understanding and Methodist heritage give insight into the proper use of money. The Treasurer should understand that we deal with God’s money which is to be used for God’s mission.

The Treasurer should consider the implications of his/her actions in terms of God’s work in the world, taking into account issues of Social Justice and Economic Empowerment.

The Treasurer should strive to discern the providence of God in the preparation of budgets, the moderation of expenses and the raising of funds.

Integrity
Act at all times with integrity
Integrity implies wholeness, soundness, completeness: anything the member does should be done competently. Where necessary, additional guidance or expertise should be obtained from qualified advisers.

A Treasurer should act in a manner based on trust and good faith towards all with whom he or she is associated.

A Treasurer should express an opinion on a subject only when it is founded on adequate knowledge and honest conviction, and will properly qualify any opinion expressed outside the level of professional competence attained.

A Treasurer should not deliberately make false or exaggerated statements as to the state of financial or governance affairs.

A Treasurer should only sign a document after becoming fully satisfied of the veracity of the document.
Governance

Promote good governance

Good governance is about creating a sound environment within which decisions are taken. It ensures the inclusion of stakeholders, efficiency and effectiveness, and responsiveness. The Treasurer should establish policies, processes and procedures which enhance:

- Participation
- Cost effectiveness and value for money
- Timeliness

The Treasurer must be seen to be working as part of the District leadership team and not taking arbitrary decisions.

The Treasurer must ensure, as far as possible, that all people involved in the decisions have correct and complete information.

Confidentiality

Act with discretion when entrusted with confidential information

A Treasurer shall take adequate measures to ensure the confidentiality of information entrusted to him/her.

Various kinds of information can be considered to be confidential and the Treasurer must carefully consider the level of confidentiality.

The financial affairs of individual members and other donors or suppliers must be treated as confidential.

Where a supplier requests that terms of a supply contract are confidential this must be respected.

Transparency

Encourage transparency of Church finances

The Treasurer shall be transparent in the management of Church finances, keeping members abreast of the current financial position.

The Treasurer must remember that not all members have a financial background, and should prepare budgets, reports and schedules in a way that makes them as accessible as possible to members. Extra time may be required to allow people to interrogate finances prior to meetings.

The Treasurer will need to balance the requirement for Confidentiality against the requirement for transparency.

Impartiality

Act with impartiality

The Treasurer must operate from the basis of evidence and not favour any party in terms of analysis and recommendations.
The Treasurer must rise above the conflicting agendas of ministers, staff, stewards, organisations and other interested parties.

Disclosure

*Disclose any relevant interests and conflicts*

The Treasurer is often in a position where it is possible to sway a decision. In some cases the decision may benefit friends or family, or negatively affect others. Any such interest should be disclosed in advance.

Where possible the Treasurer should recuse himself or herself from the decision-making process, constraining their role to giving information to the decision makers.

Personal Advantage

*Not seek personal advantage to the detriment of the MCSA, and actively seek to enhance the image of the MCSA.*

The position of Treasurer must not be leveraged to gain personal advantage either in the Church or outside of the Church.

Ongoing Learning

*Continuously engage in ongoing learning*

The financial domain is subject to continual change because of changes in legislation, technology, and the macro-economic situation. In addition, the requirements of the MCSA and the local church raise further changes.

The Treasurer should make every effort to remain abreast of changes which affect the execution of their portfolio.

The financial domain is vast and no person can claim to know everything. The Treasurer should make every effort to expand his/her knowledge and the application of their knowledge so as better to execute their role.

Disciplinary Procedure

All Treasurers undertake to abide by this Code of Conduct and to faithfully execute their responsibilities as laid out in the Book of Order. Should a Treasurer not adhere to this undertaking then the Disciplinary Process as laid down in the Book of Order will be followed.
CHAPTER 6

ECUMENICAL AFFAIRS UNIT

Rev Mike Vorster, Unit Director

WHAT IS ECUMENISM: Methodism and the Church Universal. The All Africa Conference of Churches (AACC) offers a description of the rationale for ecumenism; “The primary underlying theological principle of ecumenism is that the entire human race bears the same origin and we are children of the same parent-God… To pray and address God “our father” has a great ecumenical significance, a significance beyond the unity of the denominations of the Christian church, to that of the unity of humankind”.

MCSA Methodist Book of Order:
1.3 This one flock of Christ is at present gathered in many folds, yet united as one indivisible fellowship ‘in faith and knowledge of the Son of God. A congregation of the faithful in which the pure Word of God is preached and the Sacraments are duly administered according to Christ’s ordinance’.
1.4 Within the Christian Church, ‘one, holy, catholic and apostolic’, which is the Body of Christ, the Methodist Church holds a true place, and cherishes this not alone for itself as an organised community, but for its Members wherever two or three are gathered together in the name of Christ and in obedience to the Spirit.
1.5 The Methodist Church throughout the world confesses the Headship of our Lord Jesus Christ, acknowledges the Divine revelation recorded in Holy Scripture as the supreme rule of faith and practice, rejoices in the inheritance of the Apostolic Faith, and loyally accepts the fundamental principles of the historic Creeds and of the Protestant Reformation.

WHAT UNITES US or NOT?

Doctrine divides and Service unites, why is it important to get agreement on doctrinal issues when Paul seems to think it is not the important? In the letter of Philippians chapter one he states: 15 “Some proclaim Christ from envy and rivalry, but others from goodwill. 16 These proclaim Christ out of love, knowing that I have been put here for the defence of the gospel; 17 the others proclaim Christ out of selfish ambition, not sincerely but intending to increase my suffering in my imprisonment. 18 What does it matter? Just this, that Christ is proclaimed in every way, whether out of false motives or true; and in that I rejoice.”

Yet in Ephesians 4 he states: “Make every effort to keep the unity of the Spirit through the bond of peace… just as you were called to one hope... one Lord, one
faith, one baptism, one God and Father of all, who is over all and through all and in all.” He urges us to use the Grace and gifts given to us “... until we reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming.” Juxtapose this with Matthew 25: 31 to 46, especially verse 45: “...Truly I tell you, whatever you did not do for one of the least of these, you did not do for me”. Here it is about service before doctrine that pleases the Lord. In fact, doctrine could alienate one from the Lord as we read in Matthew 7:21: “Not everyone who says to me, ‘Lord, Lord,’ will enter the kingdom of heaven, but only the one who does the will of my Father who is heaven.” Does this perhaps not indicate that unity in service surpasses unity in belief or doctrine?

What then brings us together? Some would argue that Unity in doctrine is important before unity in service, but is this ever achievable? Or is it in essence a doctrine of service; a doctrine of Diakonia that we seek? These thoughts emerged from the District Ecumenical Affairs Secretaries at the Ecumenical Affairs/ Mission Unit Consultation 6 to 8 March 2018

**ANGLICAN-METHODIST CO-OPERATION IN SOUTHERN AFRICA**

The purpose of these meetings is ongoing bi-laterals with the Methodist Leadership. Key to our discussions was education with both Anglican-Methodist theological Leaders leading the meeting in matters of possible collaboration and other doctrinal challenges we both share.

**CHURCH UNITY COMMISSION (CUC):**

*Appointment of Secretary General:* We thank the Revd. Keith Griffiths who came to the end of his term of office as Secretary General in December 2017 after six years in this position. We congratulate Rev Sikawu Makubalo of the Methodist Church on his appointment. He was inducted as the CUC Secretary General at a service in Randburg Methodist Church on 8 March 2018. Rev Sikawu has been a stalwart of the Central Committee for a number of years and this will ensure a smooth handover as he settles into these new responsibilities.

According to the 2018 CUC report there are three major projects under the auspices of the Church Unity Commission: These three projects across South Africa are being managed and run by the Central Committee of the Church Unity Commission. These projects engage communities across all nine Provinces of South Africa and the Commission is rightly proud of the work being done across the country. (These form part of the five CUC trajectories: Building united local ministry and mission; Developing Preaching and Liturgy; Centres of Hope; Mapping direction for ecumenical engagement Leadership; Children, Women.)
1. Hearings for Healing (Centres of Hope): The establishment of chapters in each of the Provinces to assist in the work that gives safe spaces for South African citizens, as well as for groups of people from other countries of Africa seeking safety in South Africa. Working with a number of NGO’s and legal bodies, the aim is to confront substantial trauma arising from the abuse of vulnerable people in both the present and the past. The NGO’s include local groups who work in specific fields and within narrow boundaries, as well as well-established groups with specific legal skills. The work itself encompasses a wide range of interventions that often call for very specific skills and connections.

2. Ecumenical Theological Education: The importance of bringing together those who are training and teaching at Seminaries and other tertiary educational establishments has been recognised for some time. Most churches are facing difficulties with regard to recruiting and training staff with an adequate background that will enable them to equip lay and ordained ministers with the skills that are vital to the work such ministers are called to do in this century. This will impact on syllabi, on individual development and an understanding of the current needs of the church across all levels of society. A major part of the work of this group has been to draw up a list of specific questions that will need to be addressed if the Church of the future is to make any impact at all on the Society it serves. The group has drawn together a committee from a very wide range of denominations and institutions, and it is hoped that they will be at the core of tackling the work to be done at the September Conference, marking the 50th anniversary of the Church Unity Commission which is reported on elsewhere in this report.

3. Joint Declaration of the Doctrine of Justification of Faith, discussions: The focus of the Working Group has been discussions on Ministry, Apostleship, Power and Authority. These four are viewed differently by the representatives from the participating Churches, and steps are being taken to find the common ground on which all can build, as well as the specific issues that might need bilateral discussions.

COUNCILS OF CHURCHES IN DIFFERENT COUNTRIES AND REGIONS OF THE CONNEXION:

(i) All Africa Conference of Churches – we are active
(ii) Botswana Council of Churches – need to strengthen participation
(iii) Christian Council of Lesotho – need to strengthen participation
(iv) Christian Council of Mozambique – we are active
(v) Council of Swaziland Churches – need to strengthen participation
(vi) Namibian Council of Churches – need to strengthen participation
(vii) South African Council of Churches – we are active
(viii) Church Unity Commission – we are active
(ix) World Council of Churches – we are active
World Methodist Council – The MCSA is part of the World Methodist Council consisting of 76 million members worldwide. The former MCSA Presiding Bishop, Ivan Abrahams is the current General Secretary of the WMC.

Africa Methodist Council – we are active: Heads of Churches Summit took place from 20 to 23 February 2018 at the Methodist Resort and Conference Centre, Nairobi Kenya.

The purpose of the summit was to bring together heads of Methodist Churches in Africa, Secretaries, Ecumenical Officers of the Methodist family across East, Southern and Central Africa of the Methodist Council “to arrive at major decisions on the operations of the Africa Methodist Council in Africa; the proposed General Assembly for Africa and other issues which are needed to be addressed as members of the Methodist Family in Africa. A special session is going to be devoted to addressing the issues of illegal migration across the continent.” The Presiding Bishop; General Secretary; Communications Director and Ecumenical Affairs Director represented the MCSA. Bishop Dinis Matsolo represented the Methodist Church in Mozambique.

Fellowship of Council of Churches in Southern Africa (FOCCISA) – need to strengthen participation. Conversations have begun between the SACC General Secretary and the Chairperson of FOCCISA. It has much potential for facilitation of the work within the SADC region. Currently its most effective programme is the Economic Justice Network (EJN)

Regional Ecumenical bodies:
1. KZN has the strongest regional Ecumenical footprint in South Africa: Natal Coastal District and Natal West District are active in the following:
   (i) KwaZulu-Natal Christian Council
   (ii) Diakonia Council of Churches
   (iii) KwaZulu Regional Christian Council
   (iv) Midlands Christian Council
   (v) South Coast Christian Council
   (vi) Tugela-uMzinyathi Christian Council
   (vii) KZN Inter-Religious Council
   (viii) Religions for Peace, KZN)
   (ix) KwaZulu-Natal Church Leaders Group
   (x) Pietermaritzburg Agency for Community Social Action (PACSA)
   (xi) Church Land Programme
2. EC: Eastern Cape Council of Churches – need to strengthen participation
3. WC: Western Cape Council of Churches – need to strengthen participation
4. Gauteng: Gauteng Council of Churches – need to strengthen participation
5. Limpopo: – need to strengthen participation
6. North West: – need to strengthen participation
7. Mpumalanga: – need to strengthen participation
8. Northern Province: – need to strengthen participation
9. Free State: – need to strengthen participation

MISSION/ECUMENISM BEYOND OUR CONNEXION IN AFRICA
(a) Together with churches in the Democratic Republic of Congo and Congolese in the diaspora, living in the RSA, a DRC Kairos document is being developed. This is jointly facilitated by the MCSA EA Unit Director and KwaZulu-Natal Christian Council. Kairos South Africa have also offered their support.
(b) Methodist Church in Zimbabwe – the MCSA Connexion and Natal Coastal District have had a twinning relationship with the Bulawayo District since 2013.

ARISING OUT OF DISCUSSIONS from The District Ecumenical Affairs Secretaries at The Ecumenical Affairs/ Mission Unit Consultation 6 to 8 March 2018 in which we highlighted a myriad of issues needing attention. It must be noted that most if not all of these issues have been referred to Conference in resolutions for implementation over many years.

ACTION
Of all the pressing issues it was felt that as Ecumenical Affairs we would focus on the following:
• Further work on Interfaith dialogue is needed (see Methodist Book of Order, Miscellaneous Conference Resolutions, Paragraph 30 Guidelines for Interfaith Observances, pp. 222 to 224)
• Facilitating Ecumenical dialogues on Mining for inland Provinces. Already initiatives have started and we need to link with these. Plans are already underway, Gosiame Choabi is representing the MCSA Ecumenical Affairs Unit. Bishop Dinis Matsolo has prepared a Dewcom paper. – EA Director and EAB
• Identifying resolutions on the stated challenges and follow up implementation
• Discussions on citizenship and identify within the context of Africa a discussion to be held with the Justice and Service Desk and Lawyers for Human Rights – EA Director and EAB
• District Ecumenical Affairs Secretaries (DEAS) make use of current forums provided by the church: conferences, conventions, synods, camps to promote an understanding of ecumenism.
• DEAS to influence the agenda for convocations to address resolutions related to ecumenism
• To encourage lobbying and advocacy on social justice issues through ecumenical bodies, especially the Councils of Churches – all the EA Unit Directors will arrange meetings with District Bishops and their respective DEAS to understand the ecumenical mission vision of each respective District.
• The EA Unit Director will endeavour to visit all Councils of Churches in the coming 18 months, starting with a visit to the Christian Council of Mozambique,
before September 2018. The EA Director will work out a visiting roster and share
with the Ecumenical Affairs Advisory Board.

- EA Director to facilitate dialogues with new ecclesial structures with specific
reference to those who embrace Apostles, Prophets and Pastors as terms of
oversight. Read: “A New Christianity for a New South Africa: Charismatic
Christians and the Post-Apartheid Order” - André P. Czeglédy, Journal of
- From the Year Book 2018: 2.20 Ecumenical Land Distribution Indaba, this is in
hand. What is the theological distinctiveness of Methodism within the context of
the Church universal?
- Ecumenism Defined handbook is available online at MCSA webpage.
- Ecumenical Affairs representative to Dewcom is Rev Raymond Keet.

ECUMENICAL ADVISORY BOARD MEMBERS
Bishop Dinis Matsolo (Conference-appointed Chairperson); Revds: Tablet Mgcina;
Raymond Keet; Sikawu Makubalo; Michael Vorster (EA Director); Mr. Mbongeni
Magagula; Mrs. Pam Caulston; Mrs Zime Nyembezi.

Ex-Officio: Presiding Bishop Zipho Siwa and Rev Charmaine Morgan (General
Secretary)

ISSUE FOR CONFERENCE TO ENDORSE:
Noting the growing quid pro quo international influence of the MCSA in other parts
of Africa, it is proposed that the Ecumenical Affairs Unit, in collaboration with the
Mission Unit, develop and strengthen immersion and exchange programmes for
clergy and laity, beyond our Connexion to other African Methodist Conferences

Ecumenical Affairs Advisory Board:
Rev. Charmaine Morgan  Bishop Mike Vorster
Bishop Dinis Matsolo  Rev. Musi Losaba
Rev. Skawu Makubalo  Rev. Raymond Keet
Mr. Mbongiseni Ngwenya  Rev Thabiso Mcinga
Ms Zime Nyembezi  Ms Pam Clouston

CONCLUSION
I have had the privilege of visiting some of our mission groups/organisations at
Connexional and District level and have been encouraged by the reception and
commitment of our people on the ground. The spirit of ecumenism is alive in the
family – unity is within us.
CHAPTER 7

EDUCATION FOR MINISTRY AND MISSION UNIT REPORT.

Rev Purity Malinga

OUR MANDATE:
The mandate of the Education for Ministry and Mission Unit (EMMU) is located in the Mission Statement of the MCSA i.e. “proclaiming the gospel of Jesus Christ for healing and transformation”. The Unit is tasked with equipping all Methodist people for this mission. It is to enhance discipleship, vocation and passion for the gospel of Jesus Christ through training for specific ministries and continuous formation of lay and ordained members. Even for this period of reporting, the Unit has endeavoured to fulfil this mandate. All the members of the Unit at Connexional and District levels have contributed to what has been achieved.

THE OBJECTIVES:
Over and above the general activities, the portfolio of Training for the Ordained Ministry identified the following as objectives for the period of reporting:
• Ensuring the uniformity and equity of the selection/screening process in the Connexion.
• Ensuring the uniformity in conducting EMMU business in the District Synods.
• Ensuring the efficiency and equity of the assessment of Ordinands in the Connexion.
• Continued training and monitoring the Probationer Mentoring Committees.
• Arranging for Continuing Ministerial Formation.

ACHIEVEMENTS:
1. The expected competencies for those who are to be accepted as candidates for the ministry in the MCSA are:
   • Basic understanding of the Christian faith and the distinct Methodist doctrines (assessed through a written examination).
   • Ability to give an account of personal commitment to Jesus Christ and how this has shaped her/his life.
   • Ability to give an account of call to the specific ministry and some understanding of what that ministry entails.
   • Ability to express maturing character and readiness for further formation. (the three assessed through oral Screening by a District Screening Committees appointed by Bishops)

Our candidature procedures seek to ensure that the discernment of call to the ministry begins and is rooted in a local church community i.e. society or circuit.
The local leadership i.e. Superintendents and Circuit Quarterly Meetings are expected and tasked with the Discernment of call. Sending people to the Seminary as Private Students is NOT a route to Ministry. It is now happening that some people resign from their work and attend Seminary at great expense, and still fail the candidature process. The Superintendents/ ministers are requested to give appropriate guidance to those who seek to candidate for the ordained ministry.

This year we have witnessed a slight improvement in the numbers of those who passed the Candidates examination as well as improved presentations during Screening. This could be attributed to the School of Vocation programme taking place in all the districts. We thank the Superintendents for encouraging members to attend the School of Vocation. In terms of the Screening Committees, Districts have been encouraged to ensure that the committees are appointed as per the stipulation of the Methodist Book of Order 4.16. We have seen a general improvement in the Connexion even though one or two districts can still do better, with the help of the District Bishops. The District Supervisors of Studies are commended for the hard work they put in, for this process to be credible.

2. The Director of the Unit has visited a number of District Synod to observe and ensure uniformity in the manner in which EMMU business is handled at Synods. This raised an issue of efficiency and equity on the way in which Ordinands’ examinations are handled by different Synods. Committees were not guided as to what they were assessing. This year we saw a uniformed assessment of Ordinands in all Convocations/Synods with the help of the Assessment forms that the Unit produced- one for the Oral Theology Exam and the other for the Public Witness/ Testimony.

3. The monitoring of growth and continuing formation of Probationers in Circuits through the Probationer Mentoring Committees (PMC) has begun to take shape in the Connexion. The Supervisors of Studies continue to train, and give guidance to these committees where necessary and as required. With this system of Formation taking shape, it is envisaged that it will be possible to have Circuits or Regions that will become “hubs “ for the stationing and training of our Probationers. Instead of stationing them in stations where they are on their own, (which the unit has been requesting that it does not happen) it will improve our training to place them in circuits and regions where they will be accompanied and mentored by experienced mentors. The members of the PMCs that have been trained and are gaining experience in mentoring Probationers will be valuable resources to the Unit and to the church at large.

4. Conference 2017 resolved to introduce a mandatory participation of all active ministers in a Continuing Ministerial Formation (CMF). Through Personal Review and accountability ministers will identify areas of weakness that affect their ministry or areas of interest that relate to their ministry. They will work on these areas through study, or seminars etc. The Unit was tasked with identifying and proposing preferred institutions and programmes for CMF. The Unit together with the Seminary have identified a Programme put together by Rev
Vido Nyobole, to kick start CMF in 2018. This and other Programmes offered by other institutions will be presented at Conference.

GRATITUDE:
The Unit’s ability to fulfil its mandate depends on the working together of the General Committee, the EMMU office and the District EMMU Committees. A special gratitude goes to the Co-ordinators of the School of Vocation, the IST Conveners and the Supervisors of Studies in each District. The team spirit that has existed among these servants has made it easy to handle the challenges that come up as we work. The amount of time and effort they put in the Unit’s work is highly appreciated! To all the Methodist people who continue to support the Unit especially through Ministerial Student Fund, your generosity encourages us! It is our resolve to do our best in ensuring that those whom God calls into ministry are well equipped to participate in God’s mission.

7.1 RECEIVED INTO FULL CONNEXION
7.1.1 Conference 2018 received the following PROBATIONERS into Full Connexion and resolved that they be ordained:

<table>
<thead>
<tr>
<th>Surname</th>
<th>Name</th>
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<tbody>
<tr>
<td>Buthelezi</td>
<td>Mevana</td>
</tr>
<tr>
<td>Cele</td>
<td>Nosipho</td>
</tr>
<tr>
<td>Chibindje</td>
<td>Abel</td>
</tr>
<tr>
<td>Cira</td>
<td>Thembeka</td>
</tr>
<tr>
<td>Fumba</td>
<td>Zukisa</td>
</tr>
<tr>
<td>Gobingca</td>
<td>Zobongile</td>
</tr>
<tr>
<td>Kameya</td>
<td>Evaristo</td>
</tr>
<tr>
<td>Ketshabile</td>
<td>Reginald</td>
</tr>
<tr>
<td>Lubbe</td>
<td>Carol</td>
</tr>
<tr>
<td>Makgalane</td>
<td>Sonamzi</td>
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<tr>
<td>Moloabi</td>
<td>Kagiso</td>
</tr>
<tr>
<td>Mosiane</td>
<td>Rebekka</td>
</tr>
<tr>
<td>Mtapane</td>
<td>Lesizi</td>
</tr>
<tr>
<td>Neveling</td>
<td>Carol</td>
</tr>
<tr>
<td>Nokwe</td>
<td>Lindela</td>
</tr>
<tr>
<td>Quluba</td>
<td>Luba</td>
</tr>
<tr>
<td>Rose</td>
<td>David</td>
</tr>
<tr>
<td>Senakgomo</td>
<td>Ramoshodi</td>
</tr>
<tr>
<td>Silosini</td>
<td>Kunjulwa</td>
</tr>
<tr>
<td>Thwala</td>
<td>Annah</td>
</tr>
<tr>
<td>Wernich</td>
<td>Louise</td>
</tr>
<tr>
<td>Yelverton</td>
<td>Ralph</td>
</tr>
<tr>
<td>Zono</td>
<td>Kholly</td>
</tr>
</tbody>
</table>
7.1.2 Conference 2018 received the following **DEACON** and resolved that she be ordained:

<table>
<thead>
<tr>
<th><strong>Surname</strong></th>
<th><strong>Name</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Ngomane</td>
<td>Simi</td>
</tr>
</tbody>
</table>

7.2 **PREPARING FOR ORDINATION 2019**

7.2.1 Subject to satisfactory results as indicated in the Handbook for Probation the following **PROBATIONERS** are to prepare for Ordination in 2019:

<table>
<thead>
<tr>
<th><strong>Surname</strong></th>
<th><strong>Name</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Ciliza</td>
<td>Sakhi</td>
</tr>
<tr>
<td>Dipali</td>
<td>Sam</td>
</tr>
<tr>
<td>Dlamini</td>
<td>Philani</td>
</tr>
<tr>
<td>Gaven</td>
<td>Kholeka</td>
</tr>
<tr>
<td>Gertze</td>
<td>Colin</td>
</tr>
<tr>
<td>Gertze</td>
<td>Davy</td>
</tr>
<tr>
<td>Gujulwa</td>
<td>Milile</td>
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<td>Legodi</td>
<td>Gift</td>
</tr>
<tr>
<td>Lethale</td>
<td>Solly</td>
</tr>
<tr>
<td>Lilokoe</td>
<td>Thapelo</td>
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<tr>
<td>Mandla</td>
<td>Siyabonga</td>
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<tr>
<td>Mcinga</td>
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<tr>
<td>Mdubeki</td>
<td>Sipho</td>
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<tr>
<td>Mouton</td>
<td>Reggie</td>
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<tr>
<td>Msibi</td>
<td>Msizi</td>
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<tr>
<td>Mthembu</td>
<td>Thokozani</td>
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<tr>
<td>Mtiki</td>
<td>Xolelwa</td>
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<td>Ndlovu</td>
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<tr>
<td>Nkosi</td>
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<tr>
<td>Pillay</td>
<td>Wesley</td>
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<tr>
<td>Saki</td>
<td>Mvusi</td>
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<td>Seitshiro</td>
<td>Kelebogile</td>
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<tr>
<td>Thabethe</td>
<td>Theophilus</td>
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<tr>
<td>Tongo</td>
<td>Liyanda</td>
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<tr>
<td>Windvogel</td>
<td>Juliet</td>
</tr>
<tr>
<td>Zitha</td>
<td>Shirley</td>
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</tbody>
</table>
### 7.3 PROBATIONERS

7.3.1 The following PROBATIONERS will continue their ministerial training in circuit in 2019

<table>
<thead>
<tr>
<th>Surname</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Butelezi</td>
<td>Bheki</td>
</tr>
<tr>
<td>Caluza</td>
<td>Mxo</td>
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<tr>
<td>Dyantyi</td>
<td>Luntu</td>
</tr>
<tr>
<td>Galela</td>
<td>Mihlali</td>
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<tr>
<td>Gwaxaza</td>
<td>Michael</td>
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<tr>
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<td>Mcineka</td>
<td>Noziphlo</td>
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<td>Meloa</td>
<td>Sibusiso</td>
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<tr>
<td>Memeza</td>
<td>Monde</td>
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<td>Mkhunyana</td>
<td>Viwe</td>
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<tr>
<td>Mkula</td>
<td>Vukani</td>
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<td>Setshedi</td>
<td>Eric</td>
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<tr>
<td>Songwiqi</td>
<td>Lifa</td>
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7.3.2 The following **SEMINARIANS** will continue their ministerial training at SMMS in 2019

<table>
<thead>
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<tr>
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<tr>
<td>Botha</td>
<td>Charles</td>
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<td>Dlamini</td>
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<td>Fox</td>
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<td>Jaco</td>
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<td>Jalubane</td>
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<td>James</td>
<td>Harry</td>
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<td>Anneli</td>
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<td>Simlindele</td>
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<td>Xolisani</td>
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<td>Taylor</td>
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</tr>
<tr>
<td>Thoabala</td>
<td>Phumelele</td>
</tr>
<tr>
<td>Uys</td>
<td>Iain</td>
</tr>
<tr>
<td>van Wyk</td>
<td>Sarah</td>
</tr>
</tbody>
</table>

7.3.3 The following **DEACON PROBATIONERS** will continue training in 2019

<table>
<thead>
<tr>
<th>Surname</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boekhouer</td>
<td>Margaret</td>
</tr>
<tr>
<td>Dugmore</td>
<td>Wendy</td>
</tr>
<tr>
<td>Mchunu</td>
<td>Smanga</td>
</tr>
</tbody>
</table>
Mdaka Nonceba
Moodley Sadhaseevan
Motsepe-Masemola Malekgotla
Ndebele Ntombie
Sejanamane Thabo
Sheasby Christopher
Templeton Bruce

7.4 CANDIDATES FOR THE ORDAINED MINISTRY

7.4.1 FULL-TIME ITINERANT candidates received on-trial who will commence/continue training at SMMS in 2019

<table>
<thead>
<tr>
<th>Surname</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jansen</td>
<td>Adolf</td>
</tr>
<tr>
<td>Jibiliza</td>
<td>Xolisa</td>
</tr>
<tr>
<td>Kakudi</td>
<td>Leepile</td>
</tr>
<tr>
<td>Letlatsa</td>
<td>Mokhethi</td>
</tr>
<tr>
<td>Mavumengwana</td>
<td>Thando</td>
</tr>
<tr>
<td>Mayekiso</td>
<td>Lubabalo</td>
</tr>
<tr>
<td>Mkwanazi</td>
<td>Themba</td>
</tr>
<tr>
<td>Mnisi</td>
<td>Nonhlanhla</td>
</tr>
<tr>
<td>Tshomela</td>
<td>Msawakhe</td>
</tr>
</tbody>
</table>

7.4.2 FULL-TIME ITINERANT candidates received on-trial as PROBA-TIONER MINISTERS who will commence training in circuit in 2019

<table>
<thead>
<tr>
<th>Surname</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masola</td>
<td>Matheko</td>
</tr>
<tr>
<td>More</td>
<td>Sapelo</td>
</tr>
<tr>
<td>Moroke</td>
<td>Matshane</td>
</tr>
<tr>
<td>Mthalane</td>
<td>Nhlanhla</td>
</tr>
<tr>
<td>Shabalala</td>
<td>Sibongakonke</td>
</tr>
<tr>
<td>Vuba</td>
<td>Thando</td>
</tr>
</tbody>
</table>

7.4.3 Candidates for the ORDER OF DEACONS received on-trial who will commence training in 2019

<table>
<thead>
<tr>
<th>Surname</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fourie</td>
<td>Charmain</td>
</tr>
<tr>
<td>Kunene</td>
<td>Nonhlanhla</td>
</tr>
<tr>
<td>Nyandoro</td>
<td>Patricia</td>
</tr>
<tr>
<td>Sithole</td>
<td>Xholiswa</td>
</tr>
<tr>
<td>Tembe</td>
<td>Phanuel</td>
</tr>
</tbody>
</table>
7.4.4 **ORDAINED MINISTER** received on-trial commencing training in 2019

<table>
<thead>
<tr>
<th>Surname</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Magxa</td>
<td>Valithuba</td>
</tr>
</tbody>
</table>

7.5 **CANDIDATING PROCESS**

- No candidate aged 50 or beyond in the year of acceptance will be accepted.

7.5.1 **NOMINATING PROCEDURE**

In order to be **NOMINATED** as a **CANDIDATE FOR THE MINISTRY OF WORD AND SACRAMENT** one needs to:

- Be a practicing **Christian, committed to Jesus Christ**
- Feel a clear call to the **Ministry of Word and Sacrament**
- Be a **member in full standing** of the Methodist Church of Southern Africa for at least 2 years
- **BE A FULLY ACCREDITED LOCAL PREACHER** in order to be nominated
- Hold at least a **COMPLETED Higher Certificate in Theology or Ministry (120 credits, NQF 5)** from TEEC or an MCSA approved Institution with Proclamation as an elective and Wesley Studies with EMMU
  - OR
  - A **COMPLETED Higher Certificate in Theology (120 credits, NQF 5)** from SMMS
  - OR
  - Have completed required credits as set out below at Diploma or Degree level from an MCSA approved institution with Proclamation as an elective.
  - Have attended **District School of Vocation** for a minimum period of 1 year

The MCSA requires the following academic courses from TEE College. **Please note:** Candidates must have **completed** these courses **before being nominated**.

**DEGREE**

- Engaging with people pastorally and ethically (7002)
- Growing spiritually, thinking theologically (7003)
- Interpreting Texts. (7004)
- Exploring our Christian Foundation (7155)
  - OR
DIPLOMA IN THEOLOGY
- Getting to know the Bible (85100)
- Church History 1 (85130)
- Systematic Theology 1 (85240)
- Spirituality 1 (85250)
- Ethics 1 (85260)
- Practical Theology 1 (85370)

7.5.2 ORDAINED MINISTERS WISHING TO TRANSFER FROM OTHER CHURCHES
- All applicants for transfer must be able to serve the MCSA for at least ten years, including their years of training as MINISTERS on TRIAL.
- No application will be considered of people above 65 years of age, who apply to be considered Supernumeraries in the MCSA.
- The applicant’s denomination must be part of the traditional mission churches.
- Bishops send the names of applicants to EMMU no later than 31st July.
- The EMMU will send to the applicant the necessary forms to be completed and submitted to EMMU no later than 31st October.

All other procedures and requirements are the same as for candidates for Word and Sacrament.

Successful applications for transfer are required to complete a minimum of two years but not more than 4 years on trial and have to complete and participate in all aspects of probationer training.

7.5.3 CANDIDATING FOR THE MINISTRY OF WORD AND SERVICE
- No candidate aged 50 or beyond in the year of acceptance will be accepted.
- Conference 2015 (Yearbook 2016, Par 2.43) resolved that the “Non-Itinerant category of the ordained ministry be discontinued in its current form and no new candidate will be received.” (see also Yearbook 2017, Par 2.8) However, deacons can still be accepted as Full Time Non-Stipendiary.

In order to be NOMINATED as a CANDIDATE FOR THE MINISTRY OF WORD AND SERVICE one needs to:
- Be a practicing disciple of Jesus Christ
- Be a full member in good standing of the MCSA for at least 2 years
• Have a sense of a divine calling to a Ministry of Word and Service and not a failed or thwarted sense of vocation somewhere else (e.g. Word and Sacrament).
• Have a Senior Certificate or Matriculation (or equivalent)
• Be a fully accredited Local Preacher
• Have attended District School of Vocation for a minimum period of 1 year
• Have completed the following academic courses:

BASIC CERTIFICATE IN THEOLOGY (Khovo Bible School)
[Mozambique only]
  o Introduction to New Testament (Part 1 and 2)
  o Introduction to Old Testament (Part 1 and 2)
  o Homiletics (Part 1)
  o Christian Life

Or

BACHELOR IN THEOLOGY (TEEC)
  o Engaging with people pastorally and ethically (7002)
  o Growing spiritually, thinking theologically (7003)
  o Interpreting Texts. (7004)
  o Exploring our Christian Foundation (7155)

Or

DIPLOMA IN THEOLOGY (TEEC)
  o Getting to know the Bible (85100)
  o Church History 1 (85130)
  o Systematic Theology 1 (85240)
  o Spirituality 1 (85250)
  o Ethics 1 (85260)
  o Practical Theology 1 (85370)
    • A completed qualification from a South African Qualifications Authority registered institution acceptable to the MCSA.
    • All other candidating procedures are the same as for Word and Sacrament.
    • In addition
      o The EMMU District Screening Committee forwards the approved applications to the Methodist Order of Deacon’s Convocation. Successful candidates must attend the Convocation to share their testimony and call to the diaconal ministry. The Convocation may make additional recommendations to Synod where necessary.
6.6 CANDIDATE NOMINATION PROCEDURE

- The Circuit Quarterly Meeting recommendation shall be in accordance with the provided Circuit Quarterly Meeting guide AND the Superintendent’s evaluation report (both these documents can be downloaded from www.methodisttraining.co.za) or obtained from EMMU.

- “INTENTION TO NOMINATE A CANDIDATE” (can be downloaded from www.methodisttraining.co.za or obtainable from EMMU) must be submitted by Superintendent Ministers to reach EMMU before 31 July.

- Candidates’ forms
  - Personal information and ALL required attachments
  - School of Vocation Certificate
  - Detailed Self-Evaluation
  - Superintendent’s Report
  - Doctor’s Evaluation of candidate’s health
  - Police Clearance Certificate

- These documents must be submitted to EMMU not later than 31st October. Documents received after this date will not be considered.

- Theological competency and academic ability will be assessed in the form of a written examination to be assessed by EMMU.

- Vocational Readiness assessed through screening done by a panel that comprises nominated individuals appointed by the District Bishop. It is mandatory that a person with experience in the field of Psychology be present within this panel together with a representative or representatives from the Connexional EMMU.

- Conference 2012 directed that a person whose candidature has not been accepted for 3 consecutive years may only apply to re-candidate after a period of 2 (two) years.

- Applicants appear before their Synods to give testimony. The Synod recommends acceptance to EMMU General Committee.

- Connexional Executive to approve the acceptance based on the recommendation from the EMMU General Committee.

- Individuals who candidate having completed a period of study at Seth Mokitimi Methodist Seminary prior to candidature, may be awarded a maximum of one year reduction period from the years of probation. This would result in a candidate serving a minimum period of four years on probation before being received as an ordinand, subject to having completed all EMMU requirements as stipulated in the Yearbook from time to time.

- Individuals who have successfully satisfied the candidature requirements for Word and Sacrament, including those with completed academic qualifications from other registered and accredited theological
institutions, shall be required to spend the first three years of their training at Seth Mokitimi Methodist Seminary to satisfy the Spiritual, Character Formation and Skills Development requirements for the ordained ministry.

- Individuals who have successfully satisfied the candidature requirements for Word and Service will pursue their academic qualifications through TEEC.

7.7 STUDENT MINISTERS

7.7.1 DISCIPLINE GUIDE AND RUBRICS FOR MINISTERS-IN-TRAINING

Note: A comprehensive document of the disciplinary processes is available on our website www.methodisttraining.co.za and in the yearly updated “Handbook for Probation”.

7.7.2 SYNOD EXAMINATIONS

Required reading
Tim Attwell and Dion Forster, Exegesis for Preachers and Scholars, (Four page pamphlet available from your DSS, EMMU or download from www.methodisttraining.co.za.

Preparing for the Examination
Read the 4 page pamphlet Exegesis for Preachers and Scholars/ Teachers of the Bible. Following carefully the exegetical method detailed in the pamphlet, prepare a 1000 word exegesis on the following passages.

Psalm 2:1-12
Mathew 3:13-17

In the exegesis you must use each one of the three “points of focus” in the pamphlet, and show how these three points work together. Most especially, you must show how the “living word” in the reading relates to your own context and to the broader context in Southern Africa.

This exegesis must be sent to the District Supervisor of Studies at least 4 weeks before the examination. The examiner will distribute copies to the members of the examining committee. Failure to meet this deadline will be recorded as a failure in the Synod Oral Examination.

The Examination:
This will be in the form of a discussion among a group of Student Ministers and the committee. Student Ministers will be asked to
explain how they did their exegesis, and then respond to the positions of others in the group. Marks will be awarded on the basis of:
(i) Preparation for the examination, as evidenced by the exegesis and the oral response.
(ii) The Student Ministers’ understanding of their own position.
(iii) Understanding and flexibility of response to the positions of others.

7.8 GENERAL REGULATIONS

7.8.1 Probationer Mentoring Committee

For consistent support, encouragement, accountability and mentoring, the Superintendent of a Circuit where a Probationer is stationed shall appoint a Probationer Mentoring Committee consisting of five (5) people including Leaders of the Society/Section/Circuit along with a Minister with whom the Probationer works closely.

- Unless there is a reason for change, the same committee is to walk alongside the Probationer until the ordination year or until s/he leaves the station
- A Minister will be the convener of the meetings and meet with the Probationer at least once a quarter
- The committee is expected to compile a minimum of two (2) progress reports annually (April and October)
- These reports should be signed by the Superintendent and sent to the District Supervisor of Studies

Internship:
(a) All itinerant Student Ministers in circuit, Ordained Ministers on Trial and Deacon Probationers shall be part of Internship Training. This involves 5 days in January (January Seminar) and 5 or more days during the year.

Trial Services:
It shall be standard practice for the Trial Service Committee to meet with a Student Minister or candidate to give constructive and helpful comments and for this to take place immediately, or as soon as possible, after the service.

7.9 EXIT PROCEDURE FROM PROBATION TO ORDINATION

A Probationer under FINAL WARNING may not be advanced to ordination.

Only when a Probationer Minister has COMPLETED ALL academic requirements in the previous year and if the Superintendent of a Probationer Minister judges the Probationer
• Of sound moral and religious character,
• As believing and teaching sound Christian doctrine as held by the Methodist Church,
• As observing and enforcing our doctrine,
• And as having competent abilities for the work of an Ordained Minister in the MCSA,
• AND the Probationer having served the required minimum years on probation.

1. The PMC conducts an interview with the probationer and makes a recommendation to the April Quarterly Meeting.
2. The April CQM receives the reports then forward them along with their recommendation to Synod and EMMU, through the DSS.
3. The District Supervisor of Studies convenes a District Screening Committee before the District Synod, including members of the District EMMU Committee. This committee will review the Probationer’s Circuit Assessment and CQM recommendation and then interview the probationer to assess personal and spiritual growth of the Probationer.
4. The Synod Listening Committee conducts an Oral Examination of the recommended probationer in committee (not on the floor of the synod). This examination will assess the probationer’s understanding of Methodist doctrine and theology and will be set by EMMU.
5. Synods receive the names of all Probationers whose advancement is recommended by the Circuit Quarterly Meetings for consideration and recommendation of advancement by the District Screening and Listening Committees.
6. Probationer Ministers submit the required Assessment Documents (content to be determined from time to time) to EMMU, by 01 June of the year in which Synod has recommended their name for advancement to Ordination.
7. The General Committee of EMMU, having received all the reports from District Synods, shall on the basis of such reports (through its Assessment Committee) make a recommendation to the Connexional Executive pending satisfactory end of year results.

7.10 PREPARATION FOR ORDINATION
• All candidates for Ordination shall write three assignments set by the EMMU in the year of their Ordination, attend two retreats in January and September.
• Ordinands shall undergo a Theology Oral examination on the floor of the Clergy Convocation. EMMU sets the exam annually and forwards it to the Bishops prior to Convocation.
7.11 DISTRICT SUPERVISORS OF STUDIES FOR 2019

Cape of Good Hope  Rev Mervin Williams
Grahamstown       Rev Rod Burton
Queenstown        Rev Thamsanqa Mdingi
KNB               Rev Xolisile Gedezana
N. Free State and Lesotho Rev Trevor Hingle
Natal Coastal     Rev Brenda Timmer
Natal West        Rev Zakhele Radebe
Central           Rev Sva Waqu
Highveld and Swaziland Rev Thabo Shabalala
Limpopo           Rev Kedibone Mntambo
Mozambique        Rev Maria Mucamba
Clarkebury        Rev Kereng Matlawe

7.12 LAY TRAINING

Rev. Pumla Mtshiselwa
(Co-ordinator for the Training of Lay Ministries)

1. INTRODUCTION

The call for the “rediscovery of every member ministry or the priesthood of all believers,” summons us to train and capacitate all Methodists for ministry and mission. The Lay Training portfolio of the Education for Ministry and Mission Unit continues to ensure that training of laity, Local Preachers and members of the Order of Evangelism takes place and is in line with policies and doctrine of the Methodist Church of Southern Africa.

2. LOCAL PREACHERS

The past three years have been a milestone in local preacher’s training in the MCSA. It was during this period that the following transpired:
1. The phasing out of the Award in Theology (TEEC - Theological Education by Extension College)
2. The phasing out of the Certificate of Competence in Theology (TEEC)
3. The launch of HCCM
4. The launch of CCM
5. The re-establishment of the local preachers department portfolio at Connexional and District level.

THE HIGHER CERTIFICATE IN CHRISTIAN MINISTRY continues to thrive at SMMS (Seth Mokitimi Methodist Seminary) and is designed for individuals with Grade 12 or an equivalent. The involvement of EMMU with this course remains an integral part.

CERTIFICATE OF COMPETENCE IN MINISTRY is designed for preachers with Grade 6 to Grade 11. The course is offered and administered by EMMU as
from January 2018. Registrations are currently taking place and will be closed on the 31 of January 2019 for Semester 1. We continue to rely on Ministers to communicate administrative matters with their Circuits Local Preachers department.

**THE FOUNDATION CERTIFICATE IN MINISTRY** was launched in the 2\textsuperscript{nd} Semester of 2018. This course will be offered through EMMU and will cater for local preachers with no formal schooling up to those with Grade 5. Discussions on structure and roll out of FCM continue amongst the staff of EMMU.

3. **TRANSLATIONS**

The necessity for translation is undeniable. Translation work has started for the following languages:

1. IsiXhosa – Led by Mr Nkululo Lawu
2. Portuguese – Led by Rev Maria Mahota and Rev Nelson Chacate

We are in urgent need for translators in Zulu, Tswana, Sotho and Afrikaans.

4. **YOUTH PASTORS**

There is a growing demand for youth pastors in the various contexts of our connexion. What was predominantly perceived as something for affluent English and suburban churches is now gaining popularity in vernacular and township churches. This necessitates that such individuals be equipped for this ministry. The contractual nature of the relationship between a youth pastor and his/her circuit makes the matter complex in terms of setting EMMU regulations as the contract is between the individual and their employer. However, we recommend some form of theological training for those aspiring to be youth pastors. The following programmes are recommended:

1. The 4G Program (Based in West View Methodist Church)
2. Youth Ministry higher certificate (To be launched by TEEC in 2019)
3. Volmoed youth leadership training programme (Based in Cape Town)

5. **CHRISTIAN EDUCATION**

An EMMU lay training panel is in establishment. The role of this panel will be to consider programmes that are of Methodist ethos and avail these to the connexion. This panel will also annually evaluate the course content of local preachers and members of the order of evangelism amongst many others. The panel will comprise of 6 members and will include a youth pastor and the connexional youth co-ordinator so that attention can be given to educating the youth and children.

6. **ORDER OF EVANGELISM**

There are currently 9 members of the order who will graduate in 2018 and there are 7 members who will proceed on their second year of training in 2018. The
2017 training for the order had a few new additions to the curriculum. The Health Desk Co-ordinator i.e. Ms Pearl Moroasui, gave a well-received presentation on communicable diseases. We will continue to equip members of the order on some practical elements of this ministry.

7.12.1 LOCAL PREACHERS

It is important to note that a person wishing to apply to become a Local Preacher in the Methodist Church of Southern Africa must be a member of the church in good standing for at least two years.

We strongly urge circuits to appoint Supervisors of Studies to liaise with EMMU and also to initiate learning events for the preachers in the circuits.

EMMU relies on the integrity of the individual and the circuit for preachers to register according to their academic qualifications.

The probation period is at least two years but not, except in very special circumstances, more than three (3) years. Refer Methodist Book of Order p.148, para 12.7.3.

7.12.2 LOCAL PREACHERS ON TRIAL WITH AN EDUCATIONAL STANDARD BELOW GRADE 6.

THE FOUNDATION CERTIFICATE IN MINISTRY (FCM)

- The Foundation Certificate in Ministry (FCM) is a two year course offered by EMMU for Preachers with no formal education up to those who have Grade 5. This course is designed for people who are 60 years and older. Such preachers will be examined orally, once a year.
- FCM Candidates shall be registered with EMMU, with proof of age. An exemption to do FCM for people who are below 60 will only be granted on provision of the following: an affidavit, a written declaration, relevant medical report in the case of learning difficulties or impairment and a Superintendent’s motivation.
- The District LPD (Local Preacher’s Department) Secretary becomes the course facilitator at District level. He or she may call on the services of other ministers to assist. The LPD secretaries may form regional study centres with facilitators. They may also call upon other ministers to assist them especially when there are language barriers.
- FCM registrations must happen through EMMU for the purpose of records and control.
- The registrar then forwards a list of registered preachers per District to the District LPD Secretaries.
• At least two contact sessions must take place per Semester. The form and shape of these sessions will be determined by the District LPD Secretary after a careful consideration of the number of students received and the distances to the meeting centre. An attendance register must be kept.
• FCM utilises the same study material as CCM. A course schedule will be drawn up. This schedule will clearly stipulate the areas that must be covered for FCM.
• The course material will only be given to the LPD Secretary and regional study centre facilitators at their request.
• An orientation session with all the LPD secretaries was held in April/May of 2018 in preparation for the launch in July.
• The course assessment will be an oral examination which will take place at District Centers in the presence of an EMMU official.
• FCM candidates will be registered with EMMU before the 30th of June each year and will be examined during May of the following year.
• An administration fee is payable for each candidate. Circuits can obtain the necessary Study Guides for each year from the Unit.

LOCAL PREACHERS ON TRIAL WITH AN EDUCATIONAL STANDARD BETWEEN GRADE 6 AND 11

THE CERTIFICATE OF COMPETENCE IN MINISTRY (CCM)
• The Certificate Of Competence in Ministry (CCM) caters for people with Grade 6 – 11 (old Standard 4-9)
• The CCM Programme will take 2 years with students registering for 4 courses per year, two courses per semester.
• Only one assessments of 100% per course will apply for the CCM level

Year 1
BIB 101  (Introduction to the Bible/Scripture)
THEOL 101 (Introduction to Christian Theology)
DEV 101  (Introduction to Community Development)
WES 101  (Wesleyan Studies and Spirituality)

Year 2
BIB 102  (Old Testament Theology and Exegesis)
BIB 103  (New Testament Exegesis)
PCM 101  (Introduction to Homiletics)
CHH 101  (Introduction to the History of the MCSA)
REGISTRATION LOGISTICS

- Application Forms can be obtained from EMMU or be downloaded from the EMMU website www.methodisttraining.co.za.

NB: No course readers will be available to students unless full payment for the course is made.

7.12.3 LOCAL PREACHERS ON TRIAL WITH AN EDUCATIONAL STANDARD OF GRADE 12 OR ABOVE

Higher Certificate with TEEC

First Year
45000 (Introduction to Theological Study Skills)
45111 (Introduction to the Old Testament)
45121 (Introduction to the New Testament)
45241 (Introduction to Theology)

Second Year
45251 (Introduction to Spirituality)
45261 (Introduction to Christian Ethics)
45378 (Christian Proclamation: Preaching)

Wesley Studies through EMMU

PLEASE NOTE: THIS QUALIFICATION MUST BE COMPLETED IN ITS ENTIRETY AND NOT JUST SELECTIVE COURSES.

A HIGHER CERTIFICATE CAN ALSO BE OBTAINED BY DISTANCE EDUCATION FROM THE SETH MOKITIMI METHODIST SEMINARY.

Students with SMMS do not need to register with EMMU for Wesley Studies as this component is covered in the syllabus.

Diploma Courses with TEEC

First Year
85260 (Ethics)
85370 (Practical Theology)
86378 (Proclaiming our Faith)

Second Year
85240 (Systematic Theology 1)
85250 (Spirituality 1)
85100 (Getting to know the Bible)
Wesley Studies through EMMU

Degree Courses with TEEC

First Year
7002  (Engaging with people pastorally and ethically)
7372  (Proclaiming our faith)

Second Year
7003  (Growing spiritually, thinking theologically)
7004  (Interpreting texts: Biblical and other sources)

Wesley Studies through EMMU

Wesley Studies registration with EMMU FROM NOVEMBER with a CLOSING DATE of 28 February each year. Registration forms obtainable from EMMU or can be downloaded from our website www.methodisttraining.co.za

7.12.4 LOCAL PREACHERS CERTIFICATES
To be received on Full Plan (Accredited)
The following documents need to be submitted to EMMU by the Circuit Superintendent:

• **Assessment of preacher to be received onto Full Plan** (obtainable from EMMU or download from www.methodisttraining.co.za)
• **Assessment of Trial Service** (obtainable from EMMU or download from www.methodisttraining.co.za)
• **Copy of ID document**
• **Copies of results for ALL Local Preachers’ studies**

There is no cost involved for the first issue of a certificate. Certificates are posted to the Circuit Superintendent. EMMU does not issue certificates on the request of individual preachers.

Long Service Certificate
EMMU only issues certificates of Long Service for 25 years and 40 years. The following information must be submitted to EMMU by the Circuit Superintendent for these certificates to be issued:

• Copy of ID document
• Copy of LP Certificate or a copy of the inscription in the Bible given to a preacher when accepted onto Full Plan.
INTRODUCTION
The Lay Training portfolio encompasses training for Local Preachers and members of the Order of Evangelism and education for Christian service. We continue to ensure that training of the Local Preachers and the Order of Evangelism is in line with the policies and doctrine of the Methodist Church of Southern Africa.

The Lay Co-ordinator continues to enjoy the support of markers and facilitators for local preachers and the Order of Evangelism. This ensures that there is always a number of people who are knowledgeable on the training, assessing and coordination of the training. The strategic establishment of a Lay Training Board has created a pool for envisioning, strategising and implementation of programmes.

1. LOCAL PREACHERS
Local Preachers remain an important component in the life of the Church. Training continues to be outsourced to Seth Mokitimi Methodist Seminary (SMMS) for preachers with Matric or the equivalent. Preachers with Matric may also study through the Theological Education by Extension College (TEEC).

1.1 UPDATE ON NEW COURSES
The Higher Certificate of Competence in Ministry was launched in 2016 and is offered through the Seth Mokitimi Seminary. The course is assisted in course writing, facilitation and marking by Methodist ministers and EMMU.

The Certificate of Competence in Ministry (CCM) was launched in 2017. This course was received with great enthusiasm. Glitches were experienced along the way, but the course still enjoys a significant number of applicants. Initially, the course administration was conducted through SMMS, whilst EMMU undertook course facilitation. January 2018 saw the implementation of a new approach where the administration and facilitation of CCM are done entirely by EMMU. This then necessitated an additional staff member i.e. Ms Nomthandazo Nyembe, who is an administration assistant. The Co-ordinator for lay training, Connexional Local Preachers’ Department Secretary and members of the lay training board continue to visit District gatherings in an attempt to support and orientate preachers on local preacher’s studies in the MCSA.

The Foundation Certificate in Ministry (FCM) was launched in the 2nd Semester of 2018. This course caters for Local Preachers with no formal
education, up to preachers who hold a Grade 5. This course runs from July to June and can be completed in 2 years. FCM is facilitated at District level by the LPD Secretaries and a District team. Examinations are oral and are annually prepared by EMMU. The examination will be conducted in the presence of an EMMU official. Translation teams are working on making the course available in vernacular languages.

**MOZAMBIQUE LOCAL PREACHERS**
Work has been done for Portuguese speaking Local Preachers who wish to pursue studies within the MCSA. Portuguese translations for the 1\textsuperscript{st} year subjects have been completed and the translation for 2\textsuperscript{nd} year courses is underway. We are indebted to Rev Maria Mucamba Mahota and Rev Nelson Hlacate for their assistance with translations into Portuguese.

**CATEGORIES FOR LOCAL PREACHERS STUDIES**
- Higher Certificate of Competence in Ministry (HCCM) Grade 12 or equivalent (Former Standard 10), offered by SMMS.
- Certificate of Competence in Ministry (CCM) Grade 6-Grade 11 (Former Std 4-Std 9), offered by EMMU.
- Foundation Certificate in Ministry (FCM) Grade 0-Grade 5 (former Std 0-Std 3), offered by EMMU and facilitated by the District.
- Higher Certificate- Grade 12 or equivalent, offered by TEEC.
- Diploma in Theology Grade 12 or equivalent, offered by TEEC.
- Degree in Theology Grade 12 or equivalent, offered by TEEC.

**THE ORDER OF EVANGELISM**
The training of Biblewomen and Evangelists is going smoothly, although numbers have gone down, due to the age-limit of candidates, the standard of entry to the Order of Evangelism and the cancellation of the part-time category.

There are currently nine (9) probationers who have completed their studies in 2018. These students were recognised at a Graduation service that was held on the 14\textsuperscript{th} of July 2018 in Pretoria. There are seven (7) second year probationers for 2018. We have five (5) candidates who will commence training in October 2018. The Mission Unit is also involved in the training of members of the Order from a practical and mission-based perspective.

**CHRISTIAN FORMATION**
The Co-ordinator for Lay Training continues to facilitate training events for discipleship, Methodism and leadership. This is done through engagements with Districts, Synods, Organisations and Units. Attendance of the annual Lay Leaders’ consultation has facilitated dialogue with various Districts on the training needs and strategies implemented around the Connexion.
The engagement of EMMU with the Youth Unit on the Children’s Ministry Curriculum has been a reminder that material produced and recommended by Units and Organisations must be theologically and doctrinally sound. *The Every Member Ministry* booklet is a joint project between the publishing house and EMMU. Work continues to be done on this booklet which will be available for Methodists by the end of 2018.

Please note that the Co-ordinator for Lay Training is available for lay empowerment and development. Please contact the Co-ordinator should you need a facilitator.
CHAPTER 8

SETH MOKITIMI METHODIST SEMINARY REPORT
TO CONFERENCE 2018

Rev Vuyani ‘Vido’ Nyobole
Interim President

The Seminary prides itself on being one of the major players in forming transforming leaders for Church and Nation at a time when there is a deficiency of ethical leaders. This is a global phenomenon that exists both in and out of the Church setting. The report is an overview of how the Seth Mokitimi Methodist Seminary (SMMS), as an institution and a community seeks to live out this noble vision of forming transforming leaders. It highlights some of the achievements, challenges and future plans. More detailed information can be viewed on the Seminary’s website, Facebook and Newsletters.

HIGHLIGHTS

Provisional Accreditation B.Th. Honours

It is with great excitement and joy that we report that SMMS has now been accredited (with conditions) by the Council of Higher Education (Accreditation Authority) to offer a Bachelor of Theology Honours in Christian Leadership degree (NQF LEVEL 8 – 128 Credits).

The duration of the programme, which we hope to launch in January 2019 will be one (1) year Full-time and two (2) years Part-time. This is in addition to the three (3) fully accredited undergraduate programmes, SMMS presently offers:

• Higher Certificate in Christian Ministry (Distance) – NQF level 5 – 120 credits
• Diploma in Practical Ministry – Full Time Contact NQF level 6 – 360 credits
• Bachelor’s Degree in Theology – Full Time Contact NQF level 7 – 384 credits

Governance Restructuring

In order to fulfil all legal and regulatory requirements of a non-profit company (NPC), SMMS had to restructure its Governance structure. The SMMS (NPC) is now governed by a Trust of five (5) Trustees and a Board of Directors of sixteen (16) members or as stipulated in terms of its Articles of Incorporation or Memorandum of Incorporation (MOI). The names of the Trustees and Directors are as reflected at the end of this report.

Improved staff relationships

The Seminary family has managed to rid itself of previous afflictions and managed to conquer the relational challenges by working together as a team. The structural and
systemic problems that had contributed to the breakdown in working relationships has been attended to. The main thing is now to keep the main thing the main thing, as Stephen Covey, would say.

**Growing student intake**

We continue to celebrate the increase and diversity in students’ enrolment. The demographics are as follows:

<table>
<thead>
<tr>
<th>Nationality</th>
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</tr>
</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>International students</td>
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<tr>
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<td>34</td>
</tr>
<tr>
<td>Men</td>
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<table>
<thead>
<tr>
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<tr>
<td>White</td>
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</tr>
<tr>
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<table>
<thead>
<tr>
<th>Various Categories</th>
<th>Number</th>
</tr>
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<tr>
<td>UCCSA</td>
<td>12</td>
</tr>
<tr>
<td>Presbyterian</td>
<td>1</td>
</tr>
<tr>
<td>Private</td>
<td>69</td>
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<td>43</td>
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<tr>
<td>Degree</td>
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<tr>
<td>Diploma</td>
<td>41</td>
</tr>
<tr>
<td>Honours</td>
<td>6</td>
</tr>
<tr>
<td>Masters</td>
<td>1</td>
</tr>
<tr>
<td>Formation Intensive</td>
<td>2</td>
</tr>
<tr>
<td>Higher Certificate in Christian Ministry</td>
<td>325</td>
</tr>
</tbody>
</table>

Whilst this growth is celebrated, it also presents challenges in terms of teaching space, staff capacity and non-payment of fees, to mention a few. Management of these growth-associated dynamics has become critical.

**The feeding of all seminarians**

Previously the Seminary was offering lunch only to non-private seminarians, but from the beginning of the second Semester lunch was offered to all seminarians due to the generosity of Methodist organisations, local churches, individuals and business enterprises. The seminarians have seen this as a concrete expression of the ‘oneness and undividedness’ of the Body of Christ. A donation was also received for recreation equipment to ensure that the seminarians keep fit. More assistance is needed.
ACHIEVEMENTS

Formation
Since the beginning of this year much emphasis has been placed on enforcing discipline and accountability. Chapel attendance and adherence to the formation rubrics has been strictly enforced and monitored. The Covenant Groups and Field Education Ministry have helped to instill a culture of accountability and mission consciousness.

Growing the funding base
During the period under review the Seminary has been able, through the efforts of the previous President and the Communication/Marketing team, to raise an amount of R589 442.99 for specific projects aligned to the formation of seminarians.

Higher Certificate on line
The HCCM programme has shown tremendous growth. This year we celebrated the graduation of 25 HCCM students who have completed their studies for the first time. The numbers continue to grow and this programme has the potential to increase the income of the institution, while the required resources are very minimal. However, the challenge is adequate staffing in order for it to operate optimally. This has resulted in the engagement of a former student of the institution who now assists the co-ordinator to manage the administrative work. This has been very successful. The current number of students in the HCCM Programme is 327 Students.

This course can now be done online and can be accessed on SMMS Distance Learning website: smmsdist.dyndns.org/moodle/my/

Collaborative networks
The Seminary continues to search for opportunities to expand its network base locally, continentally and globally as a strategic way of surviving in the ever shrinking space of theological education. This is an ongoing work that needs the support of the MCSA under whose auspices the Seminary operates.

SMMS currently has established relations with the following institutions: Duke University, Wesley House-University of Cambridge, Candler School of Theology-Emory University, Vanderbilt University, Humboldt University in Berlin, Perkins School of Theology at the Southern Methodist University, as well as partnership with the General Board of Higher Education and Ministry (GBHEM). It is also registered as a member of important Methodist institutions such as the Association of African Institutions of Higher Education (AAMIHE) and the International Association of Methodist Schools, Colleges and Universities.
CHALLENGES

Long-term Sustainability
The newly appointed Finance Sub-committee of the SMMS Board will be urgently addressing the long-term financial stability of the SMMS, especially now with the depreciation of the magnificent infrastructure that was built ten (10) years ago. The employment of an Institutional Development Officer (IDO) has been identified as one of the creative ways of addressing this risk factor.

Re-accreditation
This year (2018) the Seminary is due for evaluation by the Department of Higher Education and Training (DHET) for re-accreditation with the Council on Higher Education (CHE). This process brings with it lots of work and responsibilities especially to the Academic Department. These are now done online and the Department has already communicated its requirements. We have confidence that our Academic Office and its personnel, who are working on this process, will meet the set timelines and stringent requirements.

Staff Turnover
Staff turnover, especially at leadership level posed a challenge of stability, continuity and institutional integrity. The HR Subcommittee of the Board is working on a staff retention strategy to ensure long term stability. It is hoped that the yet to be appointed President will be able to serve for a sustainable period of time.

FUTURE PLANS

Mandela Lecture
The Seminary, in conjunction with the Presiding Bishop’s Office will be hosting a Mandela Public Lecture as part of the Mandela 100 Celebrations. The Lecture will be at the Seminary on 12th October and the speaker is a reputable journalist, the author of *The Spiritual Mandela*, Mr. Dennis Cruywagen.

Continuing Ministerial Formation
SMMS in collaboration with EMMU will be launching a Continuing Ministerial Formation (CMF) as per last year’s Conference directive. This is an exciting venture for SMMS as this programme is in congruence with its vision of forming transforming leaders. Details of this programme are available from EMMU and SMMS.

10th Anniversary Celebrations
The Seminary will be celebrating its 10th Anniversary next year. Plans are already afoot for this year-long programme, which will kick off with the launch of the logo in October this year. Your prayerful support and participation will be much appreciated.
CONCLUSION

Appreciations
Methodist People Support
The Seminary, since its birth, has continued to enjoy the support of the people called Methodists in various forms. No words can fully convey the Seminary Community’s appreciation. Your visits, your generous monetary and material contributions mean a lot to seminarians. ‘Do not grow weary in doing good, for at the proper time you will reap a harvest of blessing if you do not give up. Gal.6:9

Prof. R Smangaliso Kumalo
The SMMS Governing Board and the whole Seminary community acknowledges with gratitude Prof. Kumalo’s contribution to the compilation of this report and his role in positioning SMMS as an internationally recognised theological institution. The Seminary shall forever be thankful to God for gifting his Church with a person of Prof. Kumalo’s intellectual capability and scholastic achievement.

Seminary Staff
The Seminary is blessed to have a team of dedicated ‘vineyard’ workers who give and do not count the cost, sometimes at a great sacrifice to themselves and their families. Without their servant hearts and positive attitudes the Seminary would not have been able to reach the current heights.

NEW GOVERNANCE STRUCTURE
(For noting and endorsement of names by Conference)
Trust: Bishop Ziphozihle Siwa (MCSA Presiding Bishop), Rev Charmaine Morgan (MCSA General Secretary), Dr Phumla Mnganga (Chairperson of the SMMS Board), Mr Sibongiseni Ngundze (Financial Expert appointed by the Presiding Bishop) Rev MM Khetsi (an additional member of the CUC).

NPC - (The NPC Members are the shareholders of the Company, non-executive): Bishop William Dlamini (Natal-West District Bishop); Mrs Thini Ngonyama (MCSA General Treasurer); Rev Lea Marumo (A member appointed by the MCSA Conference); Rev Charmaine Morgan (One of the trustees of the Trust); Rev Thulani Ndlazi (UCCSA - a member appointed by the CUC); Prof Gordon Zide (first additional member); Prof Marina Xaba-Mokoena (second additional member).

Directors on the SMMS Board:
The President of SMMS (to be announced); The Chairperson of the Board (Dr Phumla Mnganga); Member of the NPC (Rev Lea Marumo); MCSA Lay General Treasurer (Mrs Thini Ngonyama); MCSA Lay President (Mr James Nkosi); The MCSA General Secretary (Rev Charmaine Morgan); The EMMU Director (Rev Purity Malinga); Ministerial representative of the MCSA Conference (Rev Nomathemba Mnanzana);
Lay representative of the MCSA Conference (Ms Nomabelu Manyala); Audit and Risk Management (Mr Thulani Gcabrashe); Financial Expertise (Mr Erich Roberts); Academic Expertise (Prof Mokhele Madise); HR Expertise (Rev Dr Vukile Mehana); Legal Expertise (vacant); Fundraising Expertise (Mrs Ingrid Roberts); Registrar of SMMS (Mrs Christel Robinson).
“Listen with curiosity. Speak with honesty. Act with integrity. The greatest problem with communication is we don’t listen to understand. We listen to reply. When we listen with curiosity, we don’t listen with the intent to reply. We listen for what’s behind the words.”

Roy T. Bennett

We all see the world and interpret what we see through the lens of our frame of reference and this is what directs our actions and thoughts. Effective communication comes from a deep understanding of one’s own perceptions and those of others. For example there’s a huge distinction between expensive and valuable; rich and stylish; perception and assumption plays a great role in these. The more aware we are of our perceptions; the more emotionally intelligent and mature we become, and the more discerning we will be when we trawl through the deluge of information we are constantly flooded with.

Strong, effective communication is the key to fostering innovative approaches to mission, securing stakeholder commitment and engagement, and advancing proactive solution development. Unfortunately, attaining this level of productive communication is incredibly challenging. Communication is the single greatest challenge to organisational development especially when the organisation is voluntary and as fluid as the church is.

Can our stakeholders communicate and act on our vision of a Christ healed Africa for the Healing of Nations and our mission of healing and transformation? Or has this message become garbled and distorted along the way? Can they, with the passion of a convinced ambassador own the church vision and mission and pass it along? Is the communication morphing into changed lives, changed situations, changed communities as the vision and mission is translated into concrete action steps?

**FAKE NEWS**

The issue of false information going viral is not something limited to secular media but has also reared its ugly head in the church as well. When hearsay is spread as gospel truth; when half-baked information is prematurely shared; when there is irresponsible sharing of opinions by influential individuals etc. We are all being called to become more responsible and accountable for what we share, post, repost etc.
Even in terms of secular media we are called to check our sources before we share. Most fake news is salacious and meant to tickle our ears. Spend a few moments checking the veracity of the information and the credibility of the source before clicking ‘share’. Remember also that counterfeits look very much like the genuine—we all need to learn how to tell the two apart.

We will endeavour to share as much timely information as possible to avert the sharing of half-truths and malicious misinformation which can be very damaging not just to individual reputations but to the church as a whole.

NEW DIMENSION
We have been able to maintain our print run and distribution figures but we are struggling with keeping some of our volunteer writers/columnists. We are grateful for the consistency of Rev Tim Attwell, Rev Michael Vorster and we welcome Mr James Nkosi’s articles on Leadership. The Unit is facing a challenge we faced a few years ago in that postal services are once again unreliable. This is a serious challenge because we are forced to sit with the paper for weeks and delivery takes far longer than it should. This problem may be here to stay and if so, we will once again have to consider going paperless and resorting to an online publication. This will disadvantage our rural constituency but it may be a bridge we will need to cross sooner rather than later.

The monthly production, printing and posting of the paper is approximately R35000 with an estimated monthly income of R63175.50 (This figure is not constant because some subscribers do not pay consistently)

WEBSITE
The website is up and running and we are still dealing with a few kinks as and when they occur. Because of the use of social media for all the dynamic, constantly changing information, most of the information on the website is static. We continue to try and improve it and add as much content to it as possible and as is made available to us. We encourage Organisations and Societies to have their own websites that maintain our corporate colours and brand. These can then be put on the main website. The yearbook and the Book of Order are the most popular downloads from the websites.

BRANDING
We continue to encourage all our stakeholders to respect and protect our brand lest we also be found to be bringing the name of Jesus into disrepute. Heads of Organisations and Unit Leaders have been given the official letterhead with the scallop logo and our name appearing on the left, for when another logo will be used, or in the middle of the page when only the scallop will be used. This must be used in all of our correspondence. We have accredited a handful of companies and individuals to sell MCSA branded materials. Anyone selling without the proper
accreditation is working against our laws. The database is still open to accept more approved service providers.

CRISIS COMMUNICATION
Crisis communication guidelines have been drawn up to deal with any possible flare ups within our Connexion. These guidelines are attached for your scrutiny. It is integral that we, as far as possible, follow the communication strategy outlined to encourage timeous sharing of information, to do away with the spread of false information that may lead to widespread social and other media hysteria and panic.

The advent of the smart phone has seen the growth in citizen journalism and the photography of some of the most vulnerable people we serve. Attached as part of this report is a list of **MCSA Photography Guidelines** to help us in situations when we are tempted to be trigger happy.

Because the coming year will be the year of youth and children we also look quickly at communicating with youth and children:

COMMUNICATING WITH CHILDREN
In a bid to make our churches child and youth centred we need to also be aware of their communication needs. They have a right to clear and interesting child-centred communication; communication that meets their needs and interests at the various stages of their development. Simply adding child-like characters or a child-friendly production format, such as using animation or comics, does not automatically make something “appropriate for children”.

Children should not be forced to try and interpret adult communication, but reached with material that speaks to their specific needs using age-appropriate language, characterisation, stories, music and humour.

As a church, may we make the time to educate ourselves about child developmental stages and tailor our communication and messaging to their specific developmental ages.

MILLENNIALS AND COMMUNICATION
The Millennial generation is the most techno savvy generation. Born between the early 1980’s and the 2000’s, social media is their communication platform of choice. Many, however, have not learnt the restraint and social filters needed to hold ourselves in check before we post or share information. The MCSA is not against effective, respectful, constructive use of social media, in fact it is encouraged. Social media is an effective and efficient way of getting messages out quickly. However, we also believe in the adage, do unto others as you would like done to you- in other words, love your neighbour as you love yourself. If you cannot say it to someone’s face- please do not malign them on social media; if you have a gripe with the church- please exhaust all processes towards getting a solution.
The Unit has been asked several times by ministers and members alike, why the MCSA does not have its own TV channel. My first answer to this is always that it’s a very expensive venture and we would need to have content 365 days a year, 24 hours every day and a full complement of staff to run it. We did some research to find out how much having a slot in already established networks would cost and found that a 30 minute slot on eTV would cost R30 000 (excluding VAT) between 05H00-05H30 and a similar slot on TBN would cost between R6 000 and R11 000 also excluding VAT. OVHD – 07H00-07H30 would cost R20 000, excluding VAT.

STARTING A RADIO STATION
Funding is important when setting up a community or Christian radio station. A short-wave radio station that broadcasts to all the countries of our Connexion would cost approximately R7 million and take about 6 years to start running. On the other hand, Internet radio will cost from about R10 000, and take just weeks to set up. This too would need quality content and someone to manage it. The minimum fee for a Satellite Hub Station would be approximately R60 000. Short-wave licences may take a few years to acquire but no licence is needed for the Internet. There are new regulations for Community Radio licences but a new Broadcasting act may take some years before it comes into effect. The moratorium on radio licences has not been lifted.

CONCLUSION
Let me conclude by thanking a few people without whom all that we accomplished this year would not have been possible. Jodene Louw, for all her hard work within the Unit; Presiding Bishop Zipho Siwa, the Chairperson of the Unit’s Advisory Board; the Board Members for making the time to attend meetings and for their invaluable advice and assistance and Siphokazi Nogaya, the Grahamstown District Communications Officer who is doing a sterling job of profiling the District as well as keeping us informed.

May our ability to communicate more effectively as individuals, organisations and a church body grow in leaps and bounds as together we serve our Lord and Saviour Jesus Christ.

The Sovereign Lord has taught me what to say,
so that I can strengthen the weary.
Every morning he makes me eager
to hear what he is going to teach me. Isaiah 50:4
Appendix 1

Guidelines for Photography in the MCSA

• A photographer may take pictures of persons and or buildings in public areas – individuals cannot use the right to privacy as a defence against such pictures being taken in public areas.

• This is different from pictures taken in the private residence of an individual or a public space where reasonable privacy applies.

• A proviso may be announced or printed at all conventions and conferences to say that photographs will be taken at the event, and if anyone has issues with this please see the organisers of the event.

• Exercise exceptional care and consideration when reporting about children. We cannot identify children who have been victims of abuse, exploitation, or who have been charged with or convicted of a crime, without the consent of their legal guardians (or a similarly responsible adult) and the child (taking into consideration the evolving capacity of the child), a public interest is evident and it is in the best interests of the child.

• The best interests of each child are to be protected over any other consideration, including advocacy for children’s issues and the promotion of child rights. Avoid visually or otherwise identifying children unless it is overwhelmingly in the interest of the child.

• Take the views of the child into account to respect the child’s right

• Do not publish a story or an image that might put the child, siblings or peers at risk even when identities are not revealed.

• Uphold the rights of vulnerable children.

• Be sensitive and accurate when reporting issues involving children.

• Consider carefully the consequences of reporting any information governing children.

• Seek independent verification of information provided by children and take special care to ensure this takes place without putting child informants at risk.

• Endeavour to avoid the use of sexualised images of children.

• Similar care should be taken when photographing any vulnerable groups including the aged, disabled and mentally challenged.
Presiding Bishop and the CE, delegates, observers and the host of Conference 2018, allow me to greet you all in the name of our Saviour Jesus Christ. Firstly, as the incoming executive we must commend the great work done by our predecessors for this Unit. May God continue to bless them and their families. This being the first report of the term, it does not have a lot of information on the work of the connexion. The theme for the year is: “Together creating a Youth and Children-centered church through Grace and Love”.

The first part of this report will be the consolidation of the Connexional projects for the years 2011 to 2017. The Presiding Bishop declared that 2019 will be the year of Youth and Children in the Methodist Church of Southern Africa. It will be in the best interests of this conference to take the lead in this regard to ensure that the youth and children are part and parcel of everything that will be done. This report will contain the following information:

- Administration
- 2018 Connexional Youth Conference “Children and Youth Centred Church”
- Consolidation of Connexional Youth projects
- Report on mission work across the Connexion.
- Matters of interest for the youth.

ADMINISTRATION
The executive was elected at last year’s conference in Cape Town and started working in January this year. This should be noted because normally the committee starts working after induction, but this has changed. It is unfortunate that this report does not contain any statistics as only one district reported on statistics. Any organisation that is serious about its work must be able to account on its membership. The district reports are silent on these but should be encouraged to report them. CYC 2017 had discussions around a constitutional review and a number of proposals were made. At the beginning of 2018 a strategic session was held at Magaliesburg where the discussion on a constitutional review took a somewhat different turn from the previous proposals that were heard. This document was sent out to districts for finalisation. The Wesley Guild Constitution was also adopted at the 2017 Conference and it was agreed at the meeting in Magaliesburg that the Constitution should be implemented by districts. Districts are encouraged to work on any amendments they
may seek to make in the meantime, so that when the time comes to forward these there is something to report on. CYC 2018 should come up with ways on how to ensure that work that is assigned at Conference is actually done because it seems that the last time we deal with Connexional issues is when we meet at CYC, and after that no work is done. The year plan for the Connexion is as follows:

We would like to thank all of the districts that have opened their doors to host Connexional events for this year; we hope others will do so in the upcoming years. This conference needs to look at the technicalities surrounding hosting and clarify some issues that might be challenges in the future, such as the responsibilities of the hosting District.

<table>
<thead>
<tr>
<th>Programme</th>
<th>Date</th>
<th>Venue</th>
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<tbody>
<tr>
<td>Strategy for MCSA Youth with MCSA Leadership</td>
<td>11-13 January 2018</td>
<td>Magaliesburg</td>
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<tr>
<td>Children’s Ministry Indaba</td>
<td>15-17 February 2018</td>
<td>Natal Coastal</td>
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<tr>
<td>Youth Day celebration</td>
<td>16 June 2018</td>
<td>CCMYT, Durban</td>
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<tr>
<td>Connexional Youth Conference and Executive Induction</td>
<td>5-8 July 2018</td>
<td>SMMS, Pietermaritzburg</td>
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<tr>
<td>MCSA Conference and Ordination</td>
<td>5-9 September 2018</td>
<td>Maputo, Mozambique</td>
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<tr>
<td>Connexional Wesley Guild Consultation</td>
<td>24-28 October 2018</td>
<td>Bloemfontein</td>
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**CONNEXIONAL YOUTH CONFERENCE**

Inspired by the call by the Presiding Bishop Zipho Siwa who declared the 2018 Conference to have a Children and Youth Focus, the conference met under the theme:

“Together creating a Youth and Children Centred Church through grace and love”, with three focus points, which are Envisioning, Reconfiguring and Re-imagining.

- Envisioning is a process of visualising future possibilities. When we envision ourselves reaching goals that we have set for ourselves, our brains start finding ways of making it happen. This process should start with an honest reflection on where we are as the Methodist Church of Southern Africa when it comes to Children and Youth Ministry. Children and Youth should not be a “by the way” or an extra to the ministry and mission of the church; it should be an integral part of the church’s daily existence. We need to envision and seek to achieve
worship experience that will reach and nurture the spirituality of children and the youth. Liturgy should be considerate to young people and prayers should be contemporary and relevant to young people.

- Reconfiguring is a process of rearranging the elements of a system to make it better equipped for the purpose. The Methodist Youth Unit is a system with various elements such as Youth Pastors, Children’s Ministry, Wesley Guild, MethSoc, Youth Groups etc. We are siblings, yet we do not seem to find one another. “Unity within the Unit” does not mean we should be the same but, because we belong to one body of Christ, we should be able to form a relationship with one another. It does not mean we should be the same and do ministry the same way, but we should treat each other with love and grace. Reconfiguring the youth ministry in MCSA needs to address the things that are a challenge, such as the definition of youth ministry.

- Re-imagining is an ongoing and continuous activity of reflection, reframing decisions and uncovering a new sense of being alive. Indeed, Albert Einstein is correct in saying: “We can’t solve problems by using the same kind of thinking we used when we created them”. We need to re-imagine a church that has its youth and children at the centre.

CONSOLIDATION OF CONNEXIONAL PROJECTS
This report on the past two terms’ work, focuses on what has happened, and where we are as the youth and concerning the projects we have. The three featured projects are Youth Economic Empowerment (YEE), Tsietsi Mashinini Mission and the Education Fund (TMMEF), and the Khoza Mgojo Enterprise. There has been some implementation of these projects and there are funds that need to be utilised by the youth. YEE has up until now funded five businesses. TMMEF is awaiting applications from young people across the Connexion.

REPORT ON MISSION WORK
The youth across the connexion are involved in a lot of mission work and the great thing is that these are not just hit and run projects but sustainable activities.

SPIRITUALITY
All across the connexion, youth and children are actively participating in growing their spirituality. Bible studies, revivals, camps and retreats are just a few activities that districts engage in to remain and grow spirituality. It is always admirable to see young people and children responding to various ministries in our church.

EVANGELISM AND CHURCH GROWTH
This is not only about the number of children and youth joining our structures, but it is about their spiritual growth as well. Some districts have reported growth in numbers and some a decrease. There are quite a lot of young people leaving the church and there are different views on the reasons for this. Circuits and districts
should not only report on growth without quantifying such growth. There should be exact statistics on new membership, retained membership and those that have left. As Methodists we have a responsibility to find our lost brethren.

HUMAN DEVELOPMENT AND ECONOMIC EMPOWERMENT
In the first quarter of 2018 the youth unemployment rate was sitting at 52.40% in South Africa. This further stresses the need for the youth to take this pillar seriously. Districts are responding positively by organising economic indaba where NYDA and other stakeholders are invited. One of the districts has a recruitment database which would help the young people of the district to get employment. Also districts are organising career expos. We should encourage young people to register in the government’s YES programme. We should also not forget the Human Development part of this pillar, especially for the children.

EDUCATION
There are more districts establishing bursary funds, which is something that needs to be applauded. One of the districts launched a library, which also must be commended. To increase the reporting areas around education, there should be a report on Education week as most districts do not participate in this great initiative by the church. In South Africa, the government has declared free education, which opens the door wider for those who did not stand a chance. Youth must be encouraged to take this opportunity by applying to study, especially now that some universities have waived the application fee. Youth can assist learners with online applications.

JUSTICE AND SERVICE
Districts are at the centre of being the voice for the voiceless. Across the connexion, districts are visiting prisons, hospitals and childcare centres. Marches are being held against child and women abuse. We must praise the youth in the connexion when the call was made against harassment, everyone stood up against harassment. As the youth across the connexion, we must monitor the implementation of the harassment structures in our Circuits and Districts so that the church is truly child and youth friendly. The Siyaphakama declaration must reach all of the districts in the connexion and we must all own it.

MATTERS OF INTEREST FOR THE YOUTH
We have taken time to go through the last 8 to 9 years of CYC minutes and resolutions and found some interesting things that this conference needs to be aware of. The list is endless but here is a sample of what the conference needs to apply its mind on.

- Youth Pastors and 4G training
- Full time youth co-ordinator
- Children’s ministry curriculum/ syllabus and structure
Jeffrey Pfeffer and Robert Sutton, authors of an article titled: “the Knowing Doing gap” advocate that knowing and doing are totally different things and that knowing what to do is just not enough. We have equated talking to action because talking is much easier. This article is interesting because for these past years these topics keep on appearing at this conference as points of discussion, rather than things to do.

**Youth Pastors**
In the past 10 years, this conference has passed resolutions and had at least two 4G presentations on Youth Pastors, but as most recently as this year, we still have issues on the church understanding the importance of Youth Pastors in youth and children’s ministry. This conference must not only come up with resolutions but practical solutions to challenges faced by Youth pastors.

**Full Time Youth Co-ordinator**
This has come to the youth in different forms and across the different leadership. The fact that this has been coming up means it is something that this conference must deal with once and for all. Some resolutions have called for it to be shelved and some have called for a commission to look at how this could work. All the information is there. Once again the conference must apply its mind on how we close this issue. A document with the profile and key performance areas of the incumbent was sent to districts, it is time that this issue is laid to rest by finding a solution that will grow this unit in the future.

**Children’s Ministry**
The recurring challenges faced by Children’s Ministry practitioners and the children themselves means we still have work that is not done. *The feed my Lambs* syllabus is not universally utilised and this hinders work at the local church. Also the issue around communion and screening of Practitioners is still coming up. Resolutions regarding financing of children’s’ activities have long passed before this conference but to this day, there is some movement but not enough for the church to be a youth and child-friendly church.

The chosen issues are just a drop in the ocean of the issues that have been before this conference and they keep coming back. Conference should have a committee to track the implementation of these and many resolutions that keep coming to conference and do not get resolved. The work of the youth and children in the MCSA cannot be delayed by resolutions that are not implemented or are delayed by this very conference.

**EXECUTIVE COMMITTEE**
Connexional Co-ordinator – Rev Simphiwe Mthembu  
General Secretary – Bro Mduduzi Mzanywa  
General Treasurer – Sr Amohelang Ledwaba
CONCLUSION
It is the wish of the executive that together we steer the youth and children of this Connexon not only to be made the centre of the Church, but to actively participate in the life of our church.
CHAPTER 11
HUMAN RESOURCES UNIT
Rev Dr Vukile Mehana
Unit Director

INTRODUCTION
The Human Resources Management function within the Church has expanded over the years and moved from mere administration of the traditional activities to playing a big role in both management and strategic planning in the Church. The main reason for the expanded role is that the MCSA has continues to grow and become much more complex, especially in dealing with the activities of employment, labour relations, compensation and benefits. The Human Resources Unit continues to provide for and coordinate all human resources in the MCSA as provided for in the Laws and Discipline of the MCSA.

In preparing this report, consideration has been taken to giving an overview of the work of the Human Resources Unit in the year under review, by looking into the strategic objectives which include the following:

SELECTION AND DISCERNMENT:
Employees of the church are an important part of its life and its functionality. The Unit has engaged the services of Emergence Growth to look into the organisation design of the Methodist Connexional Office with the aim of ensuring that the Office is able to meet the needs and service the Connexion. Organisation design is the holistic process of reshaping an organisation’s structure and roles. Effective organisation design is about improving an organisation’s ability to execute its strategy by aligning structure, roles and skills to business strategy. The optimal decision is often the result of a guided process that ensures the best design options are selected relative to the realities of the organisation and its market. The process will be concluded by the end of the year 2018.

DEVELOPMENT:
The Unit has noted that the Church has a great need for a Talent Management strategy and policy, and another important aspect is to look into how the Church can best use its Supernumeraries, to ensure that their skills and knowledge can be used by the Church. The objective to be achieved through an integrated Talent management Programme within MCSA include: an increase in employee engagement levels; an increase in productivity; employees who have purpose; creation of a high performance organisation and increased levels of morale. The Unit will continue to work on this project as it needs a great deal of consultation and research.
RETENTION:
Review of Ministry: In response to the 2017 Conference Resolution 2.6 (page 94, 2018 yearbook): “The HR Unit to provide a standard review format for the Review of Ministry.” As directed by Conference the Unit in consultation with EMMU has reviewed and produced a standard Review of Ministry document, which is the tool to be used to review Ministers, the aim being to ensure that Ministers are held accountable for the work they do and to assist them in identifying their strengths, passions, gifts and how to use these to contribute effectively to the life of the Church. The said document has been presented to District Bishops and will be circulated to Ministers accordingly.

CONFERENCE 2017 RESOLUTIONS:
Conference 2017 Resolution 2.10 (Order of Evangelism)
Noting the following 2016 Resolutions (2.9 and 2.14, 2.21, 2.34 pg. 96 to 102 – Yearbook 2017) Conference directs the General Secretary and Human Resource Director to include the content of these resolutions in the ensuing Indaba that will deal with all matters affecting the Orders of Deacons, Evangelism and Bible Women, planned for the first quarter of 2018. The report to be tabled at Conference 2018.

The conversations to address the matters affecting the Orders of Deacons, Evangelism and Biblewomen have been started, but a lot work still needs to be done.

Conference 2017 Resolution 2.26 (Sex Abuse in the MCSA)
In response to the Conference resolution 2017 that a process be put in place for women Ministers to share their stories of sexual harassment in a safe space, the HR Unit has therefore amended the Sexual Harassment Policy accordingly and the recommended change in the policy is as follows:

5.2.2 To allow women Ministers a place to share their stories of sexual harassment in a safe space, which will not preclude disciplinary processes or appropriate remedial action, a Connexional Team comprising of a minimum of three (3) Members be appointed to include: a Person with Psychology background, one with legal background, and a Supernumerary Minister to serve in receiving any complaints from Woman Ministers regarding any sexual advances or unacceptable or denigrating behaviour. The team will deal with such issues that are raised by individuals, in the same manner as Circuit teams do as per the Policy, and this Team will be appointed by Conference and accountable to the Presiding Bishop of the MCSA. The amendment will be presented to Conference 2018.

Conference 2017 resolution 2.27 (Wellness Policy)
“Conference refers this policy found in HR Report (Yearbook 2018) to Districts for further discussion and report back to Conference in 2018”
In response to the resolution, the Wellness Policy was referred back to Districts and the feedback received from Synods was as follows: Seven (7) Districts accepted, three (3) districts rejected the policy and no reports were received from two (2) Districts. Districts also gave positive feedback and some amendments to the policy. The Wellness Task Team together with the HR Committee will work on the feedback received and report to Conference accordingly.

**Conference 2016 Resolution 2.6 Page 96, Yearbook 2017 (Retirement Age of Ministers and Deacons)**

“Conference affirms current legislation on the retirement age of Ministers, and directs the Office of the General Secretary in consultation with the HR Unit, to investigate and provide guidelines on how the skills of Supernumeraries can be utilized”.

In response to the above resolution, the HR Committee has looked into the matter and resolved that this work needs a scientific approach which will look at the retirement age holistically, as it is clear that the Church has a number of Supernumeraries whose skills can still be utilised, and noting that the General Secretary has already done some work on the statistics and retirement trends in the Church. A workshop to look into the issue of the retirement age and look into retirement trends in the Country will be held before the end of the year 2018. The following People will be invited to the workshop; Stats SA, Pension Fund/Actuary, a Supernumerary Minister, EMMU, HR, Young Lay Person, a Young Minister and General Secretary. This exercise will therefore assist the Church in making an informed decision on the retirement age of Ministers and Deacons. A report will be tabled in Conference 2019.

**OTHER ACTIVITIES**

The Unit continues to assist on quite a number of legal matters, dispute resolution activities and governance related matters including participation in the revision committee. The Unit also services all of the Units at MCO on operational Human Resources matters including representing the church in arbitrations and CCMA matters.

**APPOINTMENT OF CONNEXIONAL HR COMMITTEE**

The Human Resources Director convenes the Connexional Human Resources Committee, which comprises individuals who are experts and professionals in the field of Human Resources Management who have voluntarily offered their time and expertise to the MCSA. The Unit therefore proposes that Conference appoints and/or re-appoints the following members for a three (3) year term:

1. Rev Prof Stephen Hendricks
2. Rev Pumla Mtshiselwa (Lay Training)
3. Rev Vusi Vilakati (DEWCOM)
4. Rev Purity Malinga (EMMU Unit Director)
5. Dr. Stanley Arumugam
6. Ms. Nombasa Hlathi
7. Ms. Laurie Less
8. Ms. Thobile Dlamini
9. Ms. Ankie de Boer (Finance Unit)

CONCLUSION
We thank God for all the work done as the Unit participates in the broader mission of the church and the extension of God’s Kingdom. We wish to express our heartfelt gratitude to the Presiding Bishop, General Secretary, Bishops and all colleagues at MCO and the church in general for your prayerful support as we discharge the responsibilities given to us by the Methodist people.

To God be the Glory.
Appendix 1

MCSA WELLNESS POLICY AND PROCEDURE MANUAL

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### DEFINITIONS

Description of acronyms and terms

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
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<tbody>
<tr>
<td>“AIDS”</td>
<td>Acquired Immune Deficiency Syndrome</td>
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<tr>
<td>“ART”</td>
<td>Anti-Retroviral Treatment</td>
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<tr>
<td>“Chronic Disease Programme”</td>
<td>Involve education and awareness, monitoring and referral to appropriate Health Practitioners, care and support of employees with chronic illnesses.</td>
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<tr>
<td>“Controlled disclosure”</td>
<td>Controlled disclosure to external parties (either enforced by law, or Discretionary).</td>
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<tr>
<td>“Confidentiality”</td>
<td>Refers to the obligation to refrain from willingly disclosing information that has been received in confidence and excludes situations in which a court or statute compels a person to disclose information</td>
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<tr>
<td>“employees”</td>
<td>Refers to any person employed by MCSA. For ease of reference this refers to both Ministerial and Lay staff. Permanent employees, fixed term contract employees, or temporary or internship contracts employees, unless specified otherwise.</td>
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<tr>
<td>“HPM”</td>
<td>Health and Productivity Management</td>
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<tr>
<td>“WMP”</td>
<td>Wellness Management Programme.</td>
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<tr>
<td>“Wellness Committee”</td>
<td>A committee that is established by the Human Resources unit to initiate, develop, promote, maintain and review measures to ensure the wellness of employees at the workplace. This is a multi-disciplinary team consisting of relevant representatives appointed from the different departments.</td>
</tr>
<tr>
<td>MCSA Wellness Programme</td>
<td>Programme designed to assist employees through the identification and resolution of personal and work related concerns that may adversely affect their job performance and productivity. Examples of such problems and concerns include, but are not limited to: health, marital, family, financial, alcohol, drug, legal, emotional, stress, or other personal or work-related concerns.</td>
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<tr>
<td>“ethical protocols”</td>
<td>Being in accordance with the accepted principles of right and wrong that govern the conduct of a profession.</td>
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<tr>
<td>Term</td>
<td>Definition</td>
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<tr>
<td>“external service provider”</td>
<td>Refers to a person or group that would have entered into a working agreement with MCSA, to assist with the resolution of employees’ personal, work and health problems for an agreed fee.</td>
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<tr>
<td>“Financial Wellness”</td>
<td>Is the ability to maintain a fully developed and well balanced plan for managing one’s financial life that is integrated with personal values and goals.</td>
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<tr>
<td>“Health”</td>
<td>Is a state of complete physical, social, spiritual, and psychological well-being and not merely absence of disease.</td>
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<tr>
<td>“Immediate Family”</td>
<td>Refers to a spouse or life partner, children or any legal dependent of an employee lay or Ministerial in the MCSA. Furthermore the MCSA recognizes all those family members identified on the medical aid as “immediate family” members. Any family dependent other than a spouse or life partner, children or legal dependent should reside in the same household with an MCSA employee to be eligible for this service.</td>
</tr>
<tr>
<td>“Intellectual Wellness”</td>
<td>Is the utilization of human resources and learning resources to expand knowledge and improve skills.</td>
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<tr>
<td>“Medical incapacity”</td>
<td>Refers to the inability or failure of an employee to perform some or all his or her core according to the requirements of the job contracted for due to an impairment.</td>
</tr>
<tr>
<td>“Physical Wellness”</td>
<td>Promotes taking care of your body for optimal health and functioning.</td>
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<tr>
<td>“SLA”</td>
<td>Service Level Agreement</td>
</tr>
<tr>
<td>“Sick Leave”</td>
<td>Any period during which an employee is not able to be at work due to such impairment not caused by misconduct on the part of the employee or by the employee’s failure to take reasonable care or precautions.</td>
</tr>
<tr>
<td>“Spiritual Wellness”</td>
<td>Refers to integrating our beliefs and values with our actions; it enhances the connection between mind, body and spirit.</td>
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<tr>
<td>“Social Wellness”</td>
<td>Emphasizes the positive and interdependent relationship with others and nature.</td>
</tr>
<tr>
<td>“Troubled employees”</td>
<td>Refers to individuals whose problems, such as alcoholism, drug addiction, marital difficulties, emotional distress, preoccupy them to the extent that in either their own or their supervisors’ judgement, work performance is disrupted</td>
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</tbody>
</table>
“Wellness”  
Is an active process through which the MCSA members become aware of, and make choices towards a more successful existence. For both the individual and the Church, the concept wellness is one where active steps can be taken to reduce chronic disease and mitigate its debilitating impact on personal lives and organizational productivity.

“Work-Life Balance”  
The achievement of equality between time spent working and one’s personal life.

1. BACKGROUND
Poor health within the Methodist Church of Southern Africa (MCSA) can result in decreased productivity due to increased absenteeism, declining morale, loss of technical skills and experiential knowledge, decreasing levels of self-efficacy, and increased staff turnover. A number of studies confirmed the significant impact of ill health and wellness on the workplace.

Clergy and Church employees’ wellness is an opportunity for active clergy, deacon and other pastoral staff to inform themselves about God’s call to a life of wholeness and health. Poor health among Clergy and Church employees’ affects the costs of running the Church by:
• Increasing the costs of health, life and safety insurance coverage;
• Shortening the accumulation period for retirement funds;
• Increasing the costs of providing medical assistance;
• Increasing the costs of death benefits;
• Increasing recruitment, training and retraining costs.

2. POLICY STATEMENT
The MCSA recognises that its Clergy and Church employees’ may experience personal, workplace, or family difficulties, which impacts negatively on their performance and worklife balance. These difficulties may be manifested through factors such as absenteeism, unpunctuality, poor work performance, turnover, early retirement of Ministers and conflict between church members and or employees. The MCSA is therefore committed to look after the health and wellness of its Clergy and Church employees’ by providing a Wellness Management Programme (WMP).

3. PURPOSE
The purpose of this policy is to create a professionalised environment and mechanism to assist Clergy and Church employees’ to manage and resolve personal, health and work-related problems that have a direct impact on their work performance, and to reach their full potential. The primary focus of the Wellness Management Programme is the early identification of psychological, social and physical challenges to enhance the Clergy and Church employee’s
wellbeing thus ensuring job satisfaction, productivity, efficiency and quality of work.

4. SCOPE
This policy is applicable to all Clergy and Church employees’. Access to the WMP will be made possible for:

• All employees and their immediate/dependent household family members as defined in the HR policy.
• Family members shall include the following: one spouse, children under the age of 18, parents, siblings, parents of spouse and or any immediate dependent living in the members’ home.
• Contract workers who are paid directly by the MCSA via the MCSA payroll system.
• Temporary, part time and volunteering staff.

5. OBJECTIVES
The WMP policy intends to provide a supportive environment and programmes to address wellness issues that:

• Promote a healthy and balanced lifestyle to minimize stress related diseases;
• Provide support facilities that address psychological, social, emotional, occupational, spiritual, financial, intellectual, and physical wellness;
• Reduce the burden of lifestyle diseases;
• Improve care, treatment and support;
• Reduce stigma and discrimination, as well as the promotion of the respect of peoples’ rights at the workplace;
• Create a Church climate and culture that is conducive to wellness and comprehensive identification of psycho-social health risk;
• Promote work-life balance through flexible policies in the Church that accommodates, work, personal and family needs
• Address wellness needs of Clergy and Church employees’ through preventative and curative measures.

6. GUIDING PRINCIPLES
The MCSA’s Wellness Management Programme is underpinned by the following principles:

6.1 Individual wellness is the promotion of the physical, social, emotional, occupational, financial, spiritual, and intellectual wellness of individuals. This is achieved through the creation of a Church climate and culture that is conducive to wellness and the comprehensive identification of psycho-social health risks.

6.2 The Wellness and Care ministry of the Church ensure the establishment and nurturing of a culture of health, safety, and mutual care within the MCSA through specific ministries of safe church, clergy wellness, pastoral
care, recovery ministries, and clergy family support thus empowering one another to develop healthy, safe environment in which to learn, grow, and thrive.

6.3 Wellness is promoted through a culture that is conducive to individual and organizational wellness and work-life balance in order to enhance the effectiveness and efficiency of the organization. The intended outcome of wellness management is to maximize and sustain the potential of human capital and an effective and efficient workforce is performance geared to maintain high levels of productivity.

6.4 Wellness management has emerged as a priority due to increasing recognition that the health, safety and wellness of employees directly impact on the productivity of the entire organization. As employees and the clergy are the life-blood of the organization it is vital to help them produce at their optimum levels. Both personal and workplace factors influence overall wellness and performance.

6.5 Only registered professionals will be allowed to provide therapeutic interventions.

6.6 The provision of health and wellness services to all MCSA Clergy and Church employees’ will be done in a professional, ethical, non-discriminatory and confidential manner e.g. psychological support.

6.7 The provision of information on adequate monitoring and management of acute and chronic illnesses must be treated with full and complete confidentiality.

7. CONFIDENTIALITY

MCSA provides the full assurance to its Clergy and Church employees’ utilising the Wellness Management Programme (WMP) of confidentiality, except in cases of risk to self and others or in terms of legislation.

7.1 Confidentiality is an integral component for the successful administration of any wellness initiative. The identity of Clergy and Church employees’ who use the service will be protected. Nothing relating to a counselling session will be revealed or discussed with anyone else. All communication between Clergy and Church employees’ and the responsible HR professional or the line manager is privileged and will be protected.

7.2 In all cases where person-specific information is generated as a result of any WMP intervention, this information shall not be divulged and will be managed in line with ethical protocols. Non person-specific trends for study and evaluation purposes may be released to inform management or direct operational decisions.

7.3 Clergy and Church employees’ confidential information may only be divulged with the employee’s expressed consent and the information so supplied will be treated with due sensitivity.
8. Recognition of Wellness Management as Workplace Issues
Wellness Management includes psychosocial, communicable as well as non-communicable diseases, not only because they affect employees, but also because the MCSA can play a meaningful and vital role in reducing the spread and impact of lifestyle diseases.

9. Broad Leadership Commitment
Strong leadership and commitment at all levels are essential for implementing this WMP as well as a sustained and effective response to wellness issues in the MCSA; thus leadership for managing and overseeing this policy will include the Presiding Bishop, General Secretary, District Bishops, clergy, pastoral staff, MCO staff, and other relevant technical or non-technical stakeholders (such as doctors, psychologists etc).

10. Equitable Employment Practices
10.1 Clergy and Church employees’, who are of poor health are perceived to be, or who are affected by wellness issues have the same opportunities and obligations in the MCSA as all other employees.
10.2 Every person whether infected or affected has the right to fair labour practices in terms of recruitment, appointment and continued enjoyment of employment, promotion, training and benefits.
10.3 Disease screening and testing including HIV testing as a requirement for employment within the MCSA is prohibited.
10.4 Employees living with any lifestyle disease should be able to work or study for as long as he/she is medically fit to do so.

11. Unfair Discrimination and Reduction of Stigma
11.1 The principles of equality and non-discrimination are provided for in the Constitution of all the countries that the MCSA operates in.
11.2 Any discrimination therefore based on any grounds such as sex, race, ethnicity, language, political or any other opinion, disability, age or sexual orientation contravenes such constitutional imperatives.
11.3 In the interests of an effective workplace environment and respect for human rights, there shall be no discrimination against an employee because of the state of their health.
11.4 Unfair discrimination and stigmatization inhibit efforts for prevention, care, treatment and support. The MCSA shall adopt a proactive approach to avoiding and eliminating stigma and discrimination as part of this Policy.

12. Gender Equality
Conditions within the MCSA and the general workplace impact men and women differently because of socio-cultural and economic reasons and women tend to be more vulnerable due to unequal gender relations.
12.1 Any discrimination and/or action that may put an employee of either sex at a disadvantage because of their sex or sex related roles and responsibilities strictly violates the basic principles of this policy and shall be reported and dealt with in accordance with relevant disciplinary policies and procedures.

12.2 Education programmes within the MCSA shall address the roles and responsibilities of men in promoting gender equality as well as protecting the rights of men and women.

12.3 Application of this policy is designed to take account of these unequal gender relations and enable all Clergy and Church employees’ to benefit equally from this policy.

13. ROLES AND RESPONSIBILITIES

13.1 Roles of the Church/MCSA

13.1.1 To ensure that all clergy and employees have reasonable opportunity to access the WMP.

13.1.2 To ensure that Church leadership/management and employees attend the WMP training and awareness programmes offered by the MCSA.

13.1.3 To facilitate an understanding amongst leaders and clergy/employees of the importance of the early identification and intervention of any physical, social or psychological problem and be informed of the advantages of accessing the relevant WMP.

13.1.4 To effectively use the WMP as a tool for managing poor performance, where relevant and follow the agreed access and linked practices processes.

13.1.5 To stay abreast of any developments, information, processes and programmes offered to management and employees in order to enhance wellness and performance.

13.1.6 To maintain a dialogue and or feedback loop with the Human Resources Office to ensure the WMP relevance and effectiveness.

13.2 Role of the WMP Focal Person

The MCO and each District shall appoint a focal person;

13.2.1 To ensure that all relevant processes are documented, implemented and monitored.

13.2.2 To make recommendations for changes in practices based on implementation of processes that support the practice.

13.2.3 Manages and administers the WMP training of leaders/management and employees as well as Wellness Champions, in relevant processes and the implementation thereof.

13.2.4 Communicates process steps and any changes to processes to all employees.
13.2.5 To provide a consulting service, regarding the practice processes, to management and employees.

13.2.6 Manages the co-operation with other relevant process owners, e.g. other employee health related practices to limit gaps and overlaps in linked processes.

13.2.7 Manages the website information process for the practice and ensure that information on the website is up to date and accurate.

13.2.8 Co-ordinate and administers wellness events including but not limited to, Family, Sports and Health days and World AIDS Day, Cancer month and other related commemorated days.

13.2.9 Provide counselling and or referral as the case may be.

13.3 Line managers of MCSA employees will be responsible for:

13.3.1 Providing an enabling environment and support to all MCSA employees.

13.3.2 Always be alert and observe the performance of employees to identify any change in behaviour and decline in performance and refer the employee concerned, accordingly.

13.3.3 Employees have the right to access appropriate and affordable wellness services and support.

13.3.4 Every employee has the responsibility to fully utilize wellness services and participate in activities provided by the church.

13.3.5 Every employee has the responsibility to report communicable and infectious diseases.

13.4 Employees will be responsible for:

13.4.1 Their personal wellness and for attending the awareness programmes and workshops as organised by the MCSA.

13.4.2 Having the responsibility to recognise when they need assistance and to seek appropriate help, be it within or outside of the organisation.

13.4.3 As a condition of service, belong to the MCSA’s medical aid scheme.

13.4.4 Applying motivation, commitment, behaviour, self-management, attitude and skills towards achieving personal fitness, health and organisational goals.

13.5 The Role of the Steering Committee

Each District shall establish a Steering Committee preferably chaired by the District Bishop.

13.5.1 The Steercom shall provide a practice framework, processes and access to programmes based on this policy.
13.5.2 Establish links between WMP and other Human Resources practices such as sick leave, Proactive Incapacity Management, Clergy Work Relations, Occupational Health & Safety, and general Health care.

13.5.3 Take cognisance of clergy/employee wellness issues that impact on employees, and develop practices and training programmes to constructively deal with the challenges these issues may bring to the workplace.

13.5.4 Determine clergy and employee wellness needs and responsibilities, for example: The need for acounselling and debriefing facility for clergy and employees of the church.

13.5.5 Develop new, review, benchmark and update existing programmes as required.

13.5.6 Obtain the buy-in, of all stakeholders, for the implementation of new programmes and practices.

13.5.7 Train, inform, communicate, promote and monitor the implementation of programmes and practices for all beneficiaries.

13.5.8 Provide a consulting service, regarding the practice, to the leadership, clergy and employees.

13.5.9 Provide statistical information and district specific profiles based on recorded geographical and/or demographical wellness data.

13.5.10 Annually review and negotiate the WMP Implementation Plan with external service providers (where applicable) as this is optional.

13.5.11 Communicate the practice or any changes to the practice to all Clergy and employees and other relevant parties via the appropriate media channels.

13.5.12 Make recommendations to the Human resources Committee on policy changes.

13.6 Role of Wellness Champions

Each District shall appoint and train Wellness Champions

13.6.1 Wellness Champions are the foot soldiers of the WMP.

13.6.2 They shall provide district/circuit health educational sessions at least once a quarter in their staff or District Executive Committee meetings.

13.6.3 They shall provide one-on-one counselling support to their peers.

13.6.4 They shall compile and submit quarterly reports to the district committee meetings through the district bishop’s office.

14. Conducive Caring and Supportive Environment

14.1 Clergy and or employees who have a severe health condition (non-communicable disease or mental health issues such as depression) and or have contracted HIV or TB needs empathy, care, treatment and support.
14.2 Equal access to comprehensive care and affordable health services shall be guaranteed for all employees in poor health and or infected and affected by disease.

14.3 The MCSA shall establish and form partnerships with national health programmes of care and support that guarantee access to treatment and provide for reasonable accommodation, counselling services, healthy living information/education (on nutrition, positive living, and risk-reducing sexual behaviour), including life skills education where relevant and necessary.

15. **Healthy and Safe Work Environment**

15.1 The MCSA as a workplace shall be healthy and safe as prescribed by the Occupational Health and Safety Standard.

15.2 While there is no risk of non-communicable diseases including HIV transmission through normal casual contact, universal precautions shall be applied to avoid transmission in the event of accidents and the risks shall be reduced or eliminated for infectious diseases including TB (refer here to the OHSA policy).

16. **Health and Productivity Management**

16.1 Health and Productivity Management (HPM) is defined as “the integrated management of health risks for chronic illness, occupational injuries & diseases, mental health and disability to reduce employees’ total health-related costs, including direct medical expenditures, unnecessary absence from work, and lost performance at work - also known as “presenteeism” in the workplace.

16.2 HPM activities are convergent efforts to promote and maintain the general health of employees through prevention, intervention, awareness, education, risk assessment, and support in order to mitigate the impact and effect of communicable and non-communicable diseases and injuries on the productivity and quality of life of individuals.

17. **Social Partnerships and Networking**

17.1 The success of this WMP requires cooperation, trust and networking between the Church leadership, Clergy, employees and relevant stakeholders such as the designated MCSA medical Aid and the Department of Health.

17.2 The greater effective involvement of people living with lifestyle diseases is crucial for an effective response to general Clergy and employee wellness.

18. **Health and Wellness in the Church**

18.1 **General Health Activities**

18.1.1 The MCSA will facilitate health and wellness seminars/discussions – with guest speakers in the workplace where necessary.
18.1.2 All parties are encouraged to participate in the health and wellness in the workplace campaigns.
18.1.3 Quarterly and annual reports will incorporate health and wellness undertaken in the circuits and districts.
18.1.4 Establish a Health and Wellness page in the New Dimension newsletter.
18.1.5 The Church will facilitate training in areas such as: team building, assertiveness, time management, mental and emotional wellness, communication skills, and personal finance management.
18.1.6 Where possible, the Church will introduce health promotion videos playing in waiting areas.
18.1.7 The Church will set aside health and wellness awareness days or events including families of employees.
18.1.8 The Church will facilitate periodic on-site health risk assessments to take account of health and lifestyle related behaviours.
18.1.9 The Church will encourage employees to pursue activities that are good for their health.

18.2 Alcohol and Substance Abuse
18.2.1 The Church will provide platforms for support and referral for employees with an alcohol or substance use problem for professional assistance and or treatment.
18.2.2 The Church will continue to discourage the use of alcohol and substances by its employees.
18.2.3 The information about agencies and organizations dealing with alcohol or substance misuse problems will be readily made available to all employees.

18.3 Healthy Eating
18.3.1 The Church will encourage Clergy and employees towards good healthy eating.
18.3.2 Clergy and Employees will be allowed to eat or drink at regular intervals if they need to as part of medical treatment for various eating disorders, diabetes or other medical condition.

18.4 Physical Activity
18.4.1 Employees will be encouraged whenever possible to use stairs rather than elevators as part of exercise.
18.4.2 The Church will facilitate access to training or sports facilities where possible to enable employees to recuperate.
18.4.3 The Church will facilitate access to group exercise classes like yoga, aerobics or similar sessions before work/in lunch breaks/after work as suitable.
18.5 Smoking
18.5.1 The Church will be conscious of smoking in the workplace, and will implement national anti-smoking laws to protect Clergy, employees and its broader membership from passive smoking.
18.5.2 If smoking is allowed then it will be restricted to designated smoking areas.
18.5.3 The Church will provide information that can help for employees who want to give up smoking and where possible allow paid time off for employees to attend stop smoking counselling or group sessions.

18.6 Mental Health
18.6.1 The Church will commission stress and wellness audits to identify problem areas and stressful jobs/circuits in the MCSA.
18.6.2 There will be stress and wellness action plans to tackle address stress problems in the MCSA.
18.6.3 There will be awareness raising sessions and workshops for all staff on recognizing stress and mental ill health symptoms in themselves and others, and how they can address it.
18.6.4 The training will also include leaders, managers, supervisors, staff representatives on recognizing stress and mental ill health symptoms in themselves and others.
18.6.5 The Church will take all necessary precaution to avoid stigmatization of people who have taken time off or sick leave for mental health reasons.
18.6.6 Relaxation, aromatherapy, yoga or similar sessions before work/in lunch breaks/after work will be encouraged where possible.
18.6.7 There will be mechanisms in place to assist in rehabilitating back into the workforce anyone who has been off sick with mental health related problems.
18.6.8 The Church will encourage social activities among work colleagues as a means of reducing stress.

19. Raising Awareness and Empowerment
19.1 This component recognizes that, even in situations where HIV prevalence is high, the majority of employees are still uninfected. Prevention in the MCSA therefore remains a priority as part of a comprehensive continuum of prevention, care and support.
19.2 The Church will aim to raise awareness on wellness programmes in the workplace as well as link the implementation framework to existing legislation and policies.
19.3 The Church will aim to empower all employees to make informed decisions and lifestyle choices by providing information, knowledge and skills on wellness including HIV and TB and other health conditions.
20. Implementation of the minimum Workplace Wellness Program

The Minimum Wellness Program is aimed at assisting the Church to meet the minimum compliance requirement of this policy and further provide a platform from which they could develop suitable and effective wellness programs for their Districts.

20.1 Establishment of Wellness Committee

20.1.1 Develop terms of reference for a wellness committee or a Wellness Focal Person.

20.1.2 Set up the wellness (Steering) committee comprised of District management and/ staff.

20.1.3 Identify a Wellness Focal Officer to lead the process.

20.1.4 Train and develop capacity for the committee on workplace wellness issues.

20.2 Organization Wellness Policy Formulation

20.2.1 Identify the wellness priorities of the Church through consultations and questionnaire led survey of employees where possible.

20.2.2 Wellness Committee should facilitate consultations with employees on the identified wellness priorities and further educate them about the Wellness Policy and their rights.

20.2.3 Committee formulates an MCSA wide draft wellness programme and or reviews the policy from time to time, which shall be circulated among Clergy and employees for comments (draft is revised and further consultations undertaken for adoption, ownership and support).

20.2.4 The Wellness Committee must ensure that the MCSA wellness policy is in line with the doctrines, laws and practices of the MCSA.

20.2.5 The Wellness Committee should document health and information services that are already available and those to be provided at the workplace.

20.3 Implementation of the Organization Wellness Policy

20.3.1 The Wellness Committee shall develop a plan of action, with clear timeframes to implement the policy.

20.3.2 The Wellness Committee shall develop a budget to finance the wellness program which shall be presented to the employees for input and forwarded to management for approval.

20.3.3 There should be at least one wellness activity/program undertaken per quarter.

20.3.4 In line with the MCSA’s Wellness Management Policy, the Wellness Committee shall ensure that MCSA displays the wellness policy statement at the reception and all waiting areas.
21. Monitoring and Evaluation
Monitoring and evaluation has a significant role to play in Wellness interventions as it assists in assessing whether the programme is appropriate; cost effective and meeting the set objectives.

21.1 The Wellness Committee should constantly monitor the impact of the wellness programs and revise it as and when necessary.

21.2 Establish evaluation tools.

21.3 The Church should integrate the policy and program into the overall vision and strategy of the MCSA.

21.4 Regular monitoring of progress on Wellness Management programmes should be conducted bi-annually, through reports submitted to the Human Resource Director and the Presiding Bishop.

21.5 These reports will inform the implementation, monitoring and evaluation, and future planning which is overseen by the HR Committee of the Church.

21.6 An effective, efficient and implementable monitoring and evaluation systems is required for the successful measurement of achievements of the policy objectives.

22. Implementing the Policy
The Church will appoint and provide training for a Wellness Coordinator and where practicable a Wellness Committee, comprised of representatives of both leadership and employees, as commensurate to its size and resources, in order to apply and monitor this Policy.

22.1 The HR Wellness Committee shall guide all MCO and Districts that facilitate as implementing partners.

22.2 A copy of this policy is to be kept on display at the Church receptions and entrances and made available to all employees for reading and implementation.

22.3 All forms of communication normally used in organizations – e.g. posters, circulars to employees, meetings, notices of governing bodies, SYNODs, Conference, and electronic mail shall be used to make the WMP policy known and help ensure its application including for illiterate or semi-literate employees.

22.4 Provisions in the policy shall be discussed at suitable opportunities and translated into time-bound implementation plans, with clearly defined outputs and responsibilities.

22.5 Review and Reporting on the Policy
This policy will be reviewed after every three years to regularly take account new developments in medical information or experience in the management of workplace wellness programmes. The results of such reviews and changes in the Policy shall be made known to all relevant
stakeholders. Evaluation of compliance is based on the analysis of formal and informal feedback, received through surveys and reports from various other HR Practices and Service Providers. Quarterly reports will be prepared and shared with key stakeholders and the reports shall reflect statistical trends such as:

- Bio-geographical utilization of the various programmes.
- The increase or decrease of specific wellness issues/challenges.
- Newly emerging issues/challenges.
- Any positive impact the WMP programme may have on any aspect including; Medical Aid Fund, annual leave, and sick days claims.

This information is key to plan strategically for future interventions and preventative programmes, not only for the Church but its employees their families and the broader communities that we work in.

23. COMMUNICATION OF POLICY

The Wellness Management Policy of the MCSA must be made available to all Clergy and employees, on the MCSA intranet as well as on relevant media channels, especially during orientation. The presiding Bishop is the custodian of the Employee Wellness Policy.

24. EFFECTIVE DATE

This policy becomes effective on the date of approval by Conference 2018.

Signing on behalf of the Methodist Church of Southern Africa

Full Name .................................................................

Designation .................................................................

Signature.................................................................Date.................................................................

Signing on behalf of Employees of the Church

Full Name .................................................................

Designation .................................................................

Signature.................................................................Date.................................................................
INTRODUCTION

Through its Conference, Districts, Circuits, Societies and Mission Group initiatives, the MCSA is involved in mission and outreach locally, regionally and, in some instances, worldwide. The people called Methodists promise to support the church with our prayers, our presence, our gifts, our service, and our witness. Thus, we are present in all these important ways wherever there is need – physical or spiritual – offering our minds, hearts, hands, feet and voices to foster healing, hope and wholeness and transformation in the name of Jesus Christ.

Our local churches, individually and through their Circuits and districts, reach out with funds, volunteers, donated materials, advocacy, promotion and prayer. As the MCSA, we thank God for such commitment which witnesses to our participation in the work God is doing in all of creation. We continue to thank God who always journeys with us as we respond to the challenges and opportunities we experience as we respond to the call to partner for the Kingdom.

Semonkong Children’s Centre: The call of conference to consider Semonkong as a Connexional project, under the close eye of the Northern Free State and Lesotho District, has taken off. The journey has not been easy but managerial and administrative structures are in place. We are pursuing partnerships with those who are interested in working with children and matters of health in general, and would like to encourage all mission groups to own this vision. The Methodist people are also encouraged to visit Semonkong and make their contribution in whatever way they can. (See more on the project below – Health and HIV/AIDS Desk)

Chaplains in Institutions of Higher Learning: During the course of this current year the Unit met with some of our ministers serving in institutions of Higher Learning. At the first meeting, the Mission Resource Fund (MRF) workshop, it became clear that there is a lot that needs to be done to grow this ministry. Those who are currently serving in these appointments seem to be experiencing several challenges which need our attention. We are also realising that the MRF will need to reconsider its policy with regard to funding this work. A consultation will be organised before the end of the year involving those currently in these appointments and those with the experience of such work.
Conversations on Inner City Mission: Our work in the Inner City needs the support of the church. We need to have a clear strategy for this ministry. Our original approach and rationale need to be revisited so that we are clear with regard to the challenges and opportunities the cities in our Connexion are presenting to us. We are also planning to hold a consultation on Inner City Mission.

CHILDCARE DESK
The Connexion Childcare Desk Co-ordinator has tirelessly engaged churches to get all members more responsible in handling matters which impact our children. These matters include making churches safe sanctuaries, ensuring the safety of buildings, and in particular the spaces for children and toilets, and addressing potential harm from adults, by these adults agreeing to be screened.

Methodist Children’s Homes: In 2017 two homes were established in Swaziland, Hlathikulu Girls Home and Lwandle Boys Home in Manzini with huge needs in terms of infrastructure, human resources and improvement in operations where endorsed. Semonkong Children’s Centre in Lesotho, under the Northern Free State and Lesotho District, has been approved as a Connexional project. The three homes are priority programmes and they need energy, resources and support to bring them up to acceptable standards. There are also hostels which accommodate children who have to travel long distances to schools in Vryburg, Big Bend and Namaqualand. Over time these had fallen off the radar, but there are still children who need to be looked after, particularly in the wake of the abuse of children in the Northern Cape. The range of childcare facilities render services to neglected, abandoned and deprived children and many who are affected by chronic diseases, disabilities and HIV/AIDS. As the church has declared 2019 the year of the child, it is important that our focus be on raising the standards in all places of care for children.

Objectives for the Childcare Desk include strengthening Methodist Youth and Childcare Centres; facilitating the ECD strategic process; reviewing Childcare Protocols with the inclusion of protocols for Lesotho, Swaziland, Botswana, Namibia and Mozambique; a revision of the MCSA Safeguarding and Compliance Policies; building capacity for childcare across the spectrum of care and stimulation; and collaborating with the World Wesleyan Church Partners’ Child-to-Child Programme.

Through presentations at Connexional and District Children Indabas, most of the Districts are able to facilitate screening for their District Children’s Ministry Practitioners, Boards and ministers. More is needed to encourage all to join the campaign of “Being Safe for our Children”. This year H&S reported that 48 people were screened at the gathering held at Ermelo during Child Protection Week. Young people who volunteer to work with Sunday school complete a Staff Behaviour tool which is kept in the individual’s file at the church where they serve. During youth
gatherings, many Circuits try their best to follow safety protocols. Some Circuits are also putting in place safe recruitment standards and employ the ‘two persons policy’ when working with children, completing registers of children on the premises as well as getting indemnity forms completed when holding or hosting children’s camps. We encourage the facilitation of parenting and abuse support programmes across the Connexion.

**An Early Childhood Development (ECD) Strategic Process:** In 2017 the Presiding Bishop called for a High Level ECD meeting to look at providing quality ECD for all children, particularly those in disadvantaged communities. A series of meetings was held and culminated in documents which would assist to:

- Close the cognitive ability gap which exists between people on the basis of socio-economic status.
- Ensure equality from the foundation phase through ECD and quality stimulation.
- Look at ECD programmes within MCSA
- Standardise an MCSA ECD programme which aims to ensure quality care, learning and formation of individuals to grow and perform equally whether they are from affluent or lesser-resourced corners of our Connexion.
- Monitor and evaluate all programmes so that all maintain minimum standards and norms across the Connexion.
- Support ECD programmes which uphold the vision, mission, values and ethos of the MCSA.
- Recruit individuals who will uphold, maintain and aspire to the ideals of the ECD philosophy of MCSA.
- Mobilise resources to ensure that implementation is sustained.

The ECD Task Team aims to have the MCSA Strategic draft document ready so that Synods engage with the document to be ratified for implementation at Conference 2019.

**HIGHLIGHTS**

All country representatives have submitted their national Child policies to enable protocol reviews.

District Childcare Desk Co-ordinator orientation has proven to be a great success as Districts’ childcare work is being attended to and, in some cases, well reported.

Seminarians have been given an assignment which seeks to address the objective of “Becoming a Youth and Child Friendly Church”. This task is in partnership with EMMU and is dealing with understanding a Children’s Theological framework, creating enabling environments in our churches and addressing child participation in the church.

There is an increase in requests from Circuits asking for help to address and handle issues concerning children, birth certification of children without identification,
procedures to follow in correcting property usage where children are concerned, and steps to follow in cases where church individuals wish to clear their names. Finally, assistance has also been requested for children who are neglected and or abandoned.

Through the Childcare Desk, thirty practitioners are enrolled in Child and Youth Care training which will be completed by the end of 2018.

**CHALLENGES**

- Mission work at Society and Circuit level is under-reported.
- There is insufficient data for all children services happening at local churches
- There is lack of integration in doing and improving children’s services
- Insufficient resources are set aside for children’s work.
- Capacity building is required at all levels of the church regarding safeguarding.
- There are no funds to support child participation and formation of children’s spirituality.
- Support is needed to develop and share appropriate material for child stimulation and developmental programmes across the Connexion.
- Translators are needed for content and key messages.

**Future plans:** The Childcare Desk will

- Continue supporting and facilitating the ECD strategy and implementation process into 2019
- Support efforts of local churches to be compliant in matters concerning children
- Build capacity of practitioners to ensure quality care, support and services for children
- Support the orientation of stewards who are passionate about safeguarding children
- Support strengthening of partnerships with the national and global churches who advance poverty reduction and holistic formation of children, with emphasis on parenting, safety and protection.
- Guide the operations of Childcare Desks and Children’s facilities at District level with specific focus on the Northern Free State and Lesotho and Swaziland in the Highveld and Swaziland District.
- Support the collection and collation of data and input that informs mission
- Follow-up on resolutions with regard to safe transport and quality care protocols.

**EDUCATION IMPERATIVE**

The Education and Christian Formation Pillar of the MCSA seeks to promote the decentralisation of education issues from the Connexional level to Society level for speedy implementation and action. One of the aims is to strengthen the framework by ensuring that all twelve Districts have District Education Co-ordinators who, in turn,
work with Co-ordinators at Circuit level. Such a network of operations will ensure that any incident related to education can receive the attention of the local Minister. The state of education in the schools of all countries in the Connexion varies and challenges faced include a shortage of teachers, poor infrastructure in Swaziland where most of the Methodist Schools need repairs; high pupil-teacher ratios, hunger, challenges with transport to schools; high levels of educator absenteeism in South African schools resulting in poor learner performance and outputs and limited access to schools and books in Mozambique.

At the Annual Mission Unit Consultation held in March this year, the Education Co-ordinators from the District raised several critical issues which included:

• All Circuits to have Circuit Educational Co-ordinators to report to their Quarterly Meetings and the District Educational Co-ordinator.
• To facilitate the involvement of Ecumenical structures to tackle the issue of education together as the body of Christ in our communities.
• To create partnerships with all mission organisations: e.g. Manyanos
• Funding for our Educational portfolio: to be included in the budget on all levels of our church.
• To create a database of all retired educators who could offer assistance in after-school care/homework support groups in our churches.
• To reclaim all the schools that are under the MCSA – making them our priority as a model of what we aspire the government schools to be
• Re-emphasis on the Educational Sundays to be arranged on an ecumenical basis and inclusive of local communities.
• It was a great joy to learn that the building of the first Methodist School in Mozambique is in progress

**Regional Hub for Education:** The MCSA and the United Methodist Church (UMC) Global Board of Higher Education (GBHEM) have signed a partnership agreement to be part of the setting up of one of ten Global Regional Leadership, Education and Development (LEaD) Regional Hubs. These Hubs are part of the UMC processes to reach out and ensure that mission has local context and is relevant and acceptable. The purpose of the Regional Hubs is:

• to share a common understanding of education and leadership development
• to promote education and leadership development as components of vibrant ministry and
• to pursue multiple tasks in global education and leadership development in order to train ethical leaders and peacemakers, improve health education and well-being, develop educational solutions to eliminate poverty and promote social justice, and support partnerships in various locations.

The Connexional Education Portfolio visited as many Synods as possible in May 2018 to share with the Districts the work done in and by the portfolio in the Connexion
and shared about the HUB. While there are serious challenges in education, we are resolved to make a difference. The vision of the Presiding Bishop is that every church should have an after-school care project. To this end, we have asked all the District Co-ordinators to do a survey of all such facilities in their Districts, where-after we will compile a database of existing after-school care projects and see which of these can be held up as models of good practice. We have churches with facilities which could be used for the extension of God’s work for the benefit of our children. The idea is to invite retired teachers to become involved, as well as local businesses to provide meals for children after school. This is an exciting development and we call upon all Methodists to participate. Children will be assisted with their academic homework, their reading and writing and the development of listening skills. At the same time these children will be kept in a safe environment.

HUMAN EMPOWERMENT AN ECONOMIC DEVELOPMENT PILLAR
In our Connexion, the voices and lamenting of the unemployed, poor and youth are crying out for the opportunity for entrepreneurship, employment and job creation. The Church has been listening and is responding through the Mission Unit and pillar of Human Empowerment and Economic Empowerment. Entrepreneurship and Workplace Readiness programmes have been presented, piloted and documented in some regions within South Africa. The impact of combining Business Skill modules, together with Discipleship and Mentoring has been encouraging. The church is the best distribution channel we could ever have hoped for, God’s chosen vessel to change the world. The Church’s gift of resourced professionals, business owners and volunteers is at the heart of economic transformation. The impact of 682 graduates this year has been tremendous. These 682 have directly impacted the lives of 2046 others through job creation, financial support, spiritual upliftment and directly impacting their families, communities and the nation. John Wesley said “What one generation tolerates, the next will embrace”. Our generation is standing up against unemployment and poverty.

JUSTICE AND SERVICE DESK
Land Restitution: Conference 2017 resolved that an Ecumenical Indaba be convened to address the land issue in South Africa. The Connexional Mission Unit Consultation held from 6 to 8 March 2018, recognising that issues of land affects all countries of the Connexion, recommended that land conversations for all countries of the Connexion be held to fully understand the nature of the challenges and possible solutions. The purpose of the conversations is to gain an understanding of national land policies, ownership, compliance with regulation and insurance of such property. This should assist the MCSA to developing its own position on issues of land restitution. The MCSA continues to be part of ongoing conversations with the South African Council of Churches and the Moral Regeneration Movement with regard to this topic.

Summit on Social Justice Issues: Since Conference 2014, a number of resolutions
have been directed at the Mission Unit regarding initiation schools, gender-based violence, drug/substance abuse, abuse of children, human trafficking, etc. Conference also noted with concern the impact of these issues especially on rural communities. The issues of Ukuthwala (forced marriages of minors) and heinous crimes, mainly in the Eastern Cape, required the Mission Unit to host the Eastern Cape Districts Regional Summit to address these issues collectively. This created a platform for faith communities, community leaders and members, NGOs and government departments to reflect together on the causes, impact and possible strategies for intervention, and provided an opportunity for the three MCSA Districts to work together in addressing the issues. A recommendation from the Summit to Conference and the Districts concerned is that this be an annual gathering to enable the church to address social issues affecting people at the grassroots level and for the church to work with organs of Society to affect meaningful transformation of our Society.

The Mission Unit Connexional Consultation received the report and recommends that regional summits be conducted throughout the Connexion that would assist all Districts to address issues of justice. The summits are to include issues of racism, tribalism, classism, inequality, discrimination, human rights, Connexionalism, patriarchy, diversity, unity and obedience. These summits will bring together faith communities, community leaders, community organisations and relevant government departments to deal with community issues and create a platform to hold each other accountable on issues such as service delivery, land restitution, crime, gender-based violence, human trafficking, child abuse, drug/substance abuse, violence, heinous crimes, etc.

**Child Abuse/Murders:** Almost 900 children were murdered in South Africa from 2015 to 2016, according to the Institute of Race Relations. According to police figures, each year 800 to 900 children are murdered. In the Western Cape alone, 22 young girls were killed between June and November 2017. The Church’s role within communities should be to create an enabling environment in which children are nurtured and cared for in safe and secure homes and to encourage communities to promote children’s well-being. We encourage local churches to offer safe after-care spaces especially for those who cannot afford to pay for such services. With the lack of a culture of active, responsible citizenship, the needs of poor and vulnerable children are not being addressed. Saving the lives of children is not only the responsibility of the police, social workers or other professionals. We can all make a difference. The Desk works alongside various initiatives to address child abuse/murders and wishes to acknowledge the work of Mr Petros Majola and Rev Loyiso Madalane in the Eastern Cape region with regard to issues of ukuthwala and child neglect and abuse.

**Gender-based Violence:** A report presented at the Human Rights Commission on 5 June 2018 stated that within 68 days, 68 women had been murdered by their intimate partners. While these figures may be alarming, we need to keep in mind that
this is only within South Africa and excludes the other countries of the Connexion. In 2019, we intend to escalate support for efforts to address gender-based violence in all countries of the Connexion.

We participated in the National Symposium on Violence against Women and Children organised by the South African National Department of Social Development. This was a gathering of researchers, activists and policy makers at which the Justice & Service desk had the opportunity to present a paper titled “The Church and Intimate Partner violence: Patriarchy, Gains and Opportunities”. Emerging from this is the need for enhanced work to be done with men and boys aimed at the transformation of toxic masculinities that contribute to the high rates of intimate partner violence. This will be one of our focus areas in 2019.

**Amplify Change Project**: The J&S Desk report 2016 highlighted the partnership with Sonke Gender Justice, Christian AIDS Bureau of Southern Africa (CABSA), Tearfund and Zoe-Life in a research project aimed at assessing the knowledge, attitudes, beliefs and practices of faith communities on issues of sexual violence. The research report has been circulated to all the Bishops and J&S District Co-ordinators and it provides valuable insight into the challenges and possible interventions the MCSA can implement to assist local churches and communities to respond to the plight of victims of sexual violence and hate crimes.

**Human Trafficking**: The rates in reported incidents are increasing, especially with regard to women and children. The Mission Unit requests Conference to assist in escalating the effort to address human trafficking, especially at local level.

Research on human trafficking in border towns of South Africa is currently underway. The purpose of the research is to assist the MCSA in understanding the complexities relating to cross-border trafficking in Southern Africa as well as identifying current gaps in relation to the prevention of trafficking in persons, the protection of victims as well as the prosecution of perpetrators. It is hoped that the findings will enable the Desk to identify a clear niche in addressing human trafficking.

**Southern African Wesleyan/Methodist Regional Church Leaders Initiative to Combat Human Trafficking**: The plan of action and funding proposal were adopted at the Church Leaders Consultation held from 19 to 20 March 2018. The meeting requested the MCSA to be the host and implementer of the project until such time that it is self-sustaining or decided otherwise by the church leaders. Country co-ordinators have been appointed and member churches are implementing their projects in their local churches and within their countries. The final report is available from the Mission Unit office.

**Day of Courageous Conversation**: On 30 November 2017, representatives of the South African mining sector, both industry and labour, civil society, government and
faith communities met at the invitation of the Anglican Archbishop Rev Dr Thabo Makgoba to envision a new future for mining in South Africa. The shared goal is to improve the lives of those living around the mines and the need to respect and engage with each other and genuinely move to support this goal. The general agreement of participants was that both government and industry, along with the church, needs to give more credence to self-determination in decision making. Through this initiative we address concerns as well as develop projects to address community needs and create spaces for engagement between communities, industry and miners.

**Challenges Confronting the Work of the Desk:**

- Research capacity: The need for research capacity is crucial given the complex nature of the issues we are often required to respond to.
- Lack of resources for training, promotional materials, awareness-raising, development of educational resources and holding of reflective sessions/consultations/workshops is one of the major challenges we face.
- The Connexon is vast and justice issues are complex in nature, requiring us to equip local teams to respond to the challenges in order to make an impact.

**HEALTH AND HIV/AIDS DESK**

The MCSA Conference has in past years expanded the work of this desk to encompass all aspects of health as well as drug and substance abuse. The ability for the church to find itself addressing these health challenges effectively on the ground depends on:-

- how much will-power and commitment is there to carry out Conference decisions and act on them
- releasing of available and willing human resources
- capacity building
- distribution of information
- harnessing partnerships with similar-minded organisations and
- prioritisation when it comes to mobilisation and distribution of funds by those in leadership

**World AIDS Day (WAD) Commemorations:** Methodists continue to recognise this Day by holding of meaningful events in various districts of the Connexon. The Districts who held district events in 2017 are Queenstown, Natal-West, Clarkebury, Natal Coastal, and Highveld and Swaziland. The youth from one city mission church also held a Circuit event which was youth-friendly with relevant messages. Alexandra Society held a moving service on this day with messages and health-screening on site. Last year Natal West joined in the practice when they held their first District WAD event at Port Shepstone in the Gamalakhe Circuit. We thank the District Bishop’s Office for the support given towards the success of this event. The Queenstown District week-long programme climaxed with a commemoration service held at Bisho Methodist Church, which was addressed by the Premier of the Eastern Cape Province, wherein he pledged his solidarity to the MCSA’s continued response to challenges in the province.
Non-Communicable Diseases (NCDs): The work of the Desk is in line with the call by the World Health Organisation in calling for the world to be fully conscious of and intentional in preventing, taking care of and managing the NCDs which have become common chronic illnesses. Our Connexion falls within the Sub-Sahara region of Africa which carries the heaviest burden of disease. The Desk fights to bring about awareness through training events throughout the Connexion. Training of trainers which started in February 2017 is on-going and planned for more districts for the last half of 2018, i.e. Mozambique and the Gauteng Districts. The Connexional Health Desk together with the Cape of Good Hope Health Desk Co-ordinator attended a resourceful Global Mental Health Summit in February 2018 at the University of Witwatersrand. The information gained is in the process of being distributed. There is to be a printed brochure and on-going training.

Methodists against Substance and Drug Abuse (MASA): Drug and Substance abuse have now become a pandemic in our region. This has found its way into all communities, families, age-groups and classes. Four of the MCSA Districts who already have initiatives in response to drug and substance abuse have been visited, viz., Central, Natal West, Clarkebury and Grahamstown. More are to be visited during the rest of the year. Training needs analysis is part of these visits whose expected outcome is capacity building and establishment of relevant centres in districts with the highest addiction incidence. This ongoing assessment of the status quo will provide a basis for our interventions. The Connexional Health Desk Co-ordinator attended the 22\textsuperscript{nd} International AIDS Conference in Netherlands during July and thereafter visited Zittau in Germany to learn about the Come-Back Programme.

Response to HIV in the Connexion: 90:90:90 Goals: In the face of dwindling funding across the globe, our Connexion still makes an effort to be of service in response to HIV/AIDS and TB. HIV/AIDS and TB are still ravaging our communities and yet we have the 2030 goal to reverse HIV and AIDS coupled with the Sustainable Developmental Goals to ensure communities are free from diseases. The countries which make up the Connexion are all geared to and committed to these targets. Prevention is one of the key vehicles which could take us to the targeted percentages by 2030. A range of prevention methods include behaviour change, condom use, medical male circumcision, culturally-approved abstinence methods, delaying sexual debut and adherence to treatment once initiated. Prevention starts with knowing one’s status. It is for this reason that Methodists are encouraged to be screened. There is no stigma attached to full screening because a range of illnesses such as cholesterol, hypertension, HIV, TB, diabetes etc. are tested for and patients get referred immediately to the nearest facility. The Test and Treat approach is meant to ensure immediate enrolment of every person who has tested positive to HIV into treatment, irrespective of the CD4 count. Such an approach, if well implemented, planned and resourced can yield
good results in reducing new infections and deaths. It needs a good referral system that ensures that the client, after getting positive results and being counselled, is referred to a facility that will manage, guide and place them immediately on treatment without the link being broken at any stage.

Non-adherence to treatment has proved to be an expensive drawback in the response to HIV, because it also results in drug-resistance. XDR TB is one of the most stubborn and expensive to treat types of TB which results directly from treatment non-adherence. Support groups are established to educate, share experiences and support one another. Out of these support interventions, adherence champions are born and they influence and encourage retention of clients on treatment.

**Restoration of Semonkong Hospital:** This forms part of the Semonkong Connexional Project since it is on the same property as the Semonkong Children’s Centre. Historically the services which were rendered by Semonkong Hospital reached a wide community around the remote and far-flung Semonkong area. Doctors used to come and volunteer their services in this hard-to-reach area. This historical hospital, which was dedicated by our own Dr Gqubule, is presently in a state of disrepair. Consultations in November 2017 in partnership with the NFS and Lesotho District team bore positive results in coming up with a strategic plan for Semonkong. The Basotho passion and willingness to be part of Semonkong restoration resulted in pledges towards the sustenance of the Children’s Centre. A sister organisation, Beautiful Gate, has also given support. The Lesotho Ministry of Health is in receipt of a letter from the MCSA Presiding Bishop wherein the intention of MCSA to resurrect the Semonkong Hospital in partnership with the Health ministry is expressed. Vigorous fund-raising is planned for this initiative.

**APPRECIATION**

The Mission Unit would like to thank Rev Dr Ketshabile for his service and leadership of the Mission Unit from 2007 to 2017. During his term, the Childcare and Justice and Service Desks were established and the Education portfolio was incorporated into the Mission Unit. We are also eternally grateful to our overseas partners for their support of mission work in our Connexion. The Advisory Board of the Mission Unit and the staff would like to thank all Methodist people for the prayers and support in a variety of ways which enable mission to happen.

**THE MISSION UNIT ADVISORY BOARD FOR 2019 IS TO CONSIST OF:**

Chairman – Bishop Sidwell Mokgothu
Rev Mike Vorster (Director – Ecumenical Affairs)
Rev Faith Whitby
Ms Yolisa Tashe
Mr. Mbongeni Magagula
Rev Musi Losaba
CHAPTER 13

METHODIST ORDER OF DEACONS

Deacon Douw Grobler
(Warden)

It is with humble gratitude that I offer this report on our convocation held at eMseni Conference Centre in Benoni on 23rd-27th April 2018. The MOD Connexional Executive met on Monday 23rd April and the new members were welcomed. Permission was granted for myself as Warden and Dcn Ngumane as an Ordinand to attend the British Order of Deacons’ Convocation in May in response to their invitation.

The examination of our one Ordinand for the year, Dcn Simisile Ngomane was conducted and she acquitted herself very well; answering all questions with clarity and a depth of understanding. She was recommended to Conference for Ordination in 2018.

Bishop Gary Rivas facilitated two sessions on leadership that challenged the Order and inspired us to greater commitment and focus. We are most grateful for his input.

There seemed to be a lack of understanding that candidates have to attend Convocation to share their testimonies with the deacons. We wish to emphasise this requirement. Convocation heard the testimonies of the candidates, and we then proceeded as reported below:

• On Wednesday, the Order visited the Apartheid Museum where once again they found themselves challenged and reminded of the depth of wounds still prevalent in society. The deacons engaged well with the experience which had a huge emotional impact on most.
• This was followed by a visit by the Modderbee Prison Choir who came to perform for the Order at eMseni.
• The emotional journey continued, as these offenders: murderers, rapists, child molesters, thieves, and robbers sang with angelic voices songs of regret and repentance, songs of pain and wasted lives.
• A time of reflection followed where the Deacons could examine their own responses to offenders and their behaviour. The obvious shock and anger experienced at the images seen at the Apartheid Museum contrasted with the feelings of wonder and unity whilst listening to offenders singing to them.
• On Wednesday afternoon, I was inducted as the new Warden of the Order by Bishop Linda Mandindi in a deeply meaningful and relevant service. His
authentic message on leadership and service inspired not only me as inductee, but all those present. In this – his first official public act as ‘our’ Bishop, he won the hearts and minds, support and cooperation of all of the deacons, and we committed ourselves to assist him in any way we could.

After discussions on the challenges we face, the opportunities and problems to resource mission, and the application of deacons in the context of the local church, we held a rededication ceremony with Rev Stephen Barry leading and administering communion.

The members of the Methodist Order of Deacons Connexional Executive are as follows:

- **Presiding Bishop**: Ziphozhile Siwa
- **Bishop (Chairman)**: Linda Mandindi
- **General Secretary**: Charmaine Morgan
- **Warden**: Douw Grobler
- **Presbyters**: Themba Mntambo; Jim Ramage; Wesley Olivier
- **Deacons**: Deacon Vernon van Wyk and Deacon Fozia Majoe
- **Lay Members**: Mary Ellerbeck District WA President; Theresa John, District WA President; Renny Stoltz Treasurer; Dudu Nhlapo District Women’s Manyano President; (Secretary) Ans Grobler
It humbles me to present my first conference report as the Warden of the Order of Evangelism. The outstanding legacy from the former Warden, Rev Bishop Freemantle, has set the standard to continue with the mission laid before us. I also take this opportunity to express my sincere appreciation to the MCSA Conference for the privilege of being appointed in this office. With the help of the Lord I pledge myself to serve with great humility.

Being guided by Chapter 14 of the MBO page 158–159, the Order of Evangelism still adheres to the Rules and Regulations of the MCSA. We acknowledge with appreciation the mandate given by Conference 2017 to the Wardens of both orders (Evangelism and Diaconate) to consider how best we can work together with regard to synergizing work while remaining contextual ministries of MCSA. The Order of Evangelism began this term by stepping into a transitional period wherein the MCSA is embarking on a process of aligning the work of the orders with the mission strategy of the church. There are continued conversations which resulted in the appointment of the two committees to look at:

1. Profiling and formation
2. Mission and resourcing

So this is the time of finding a significant place and how best the Order can fit into the mission of the church. It is loud and clear that the Order of Evangelism is an Order not an Organisation.

**Constitution vs Methodist Book of Order**
Noting that the ongoing process has been initiated, we acknowledge with appreciation the serious attention given by the General Secretary and the February Indaba to enhance the progress of synergizing the Order of Evangelism and the Diaconate Order, and to eliminate confusion and ambiguity within the Order of Evangelism. The General Committee resolves that when the process has been completed, Chapter 14 of the Methodist Book of Order be endorsed as the sole constitution of the Order.

**Medical Assistance**
Having seen no progress in increasing the medical assistance, due to high escalating medical expenses, the General Committee has approached the Finance Unit Executive to ask that the Medical assistance be raised from R4000 to R5000 per
family per year. The Order requests the Synergising the Orders Committee to take up the conversation about Medical Aid for Members of the Order who are Full time and Stipendiary, understanding that this will come at a cost to Circuits who have Members. Furthermore, the Order of Evangelism requests Superintendent Ministers to inform Bible Women and Evangelists who have medical expenses, that the Extraordinary Affliction Fund can be approached as per Yearbook 2018 5.4.8.2.

Registration of Bible Women and Evangelists employed by Circuits
Having been faced with the vast predicament of Bible Women and Evangelists who are not registered to MCO by their circuits, we note with concern that this practice, as much as it contradicts with our regulations, undermines the witness and mission of the church. It also impairs the dignity and humanity of our humble servants. We therefore resolve to ask Conference to seriously consider how best this practice can be dealt with.

We urgently need Bishops to look into the matter of the registration of Bible Women and Evangelists, ensuring that all serving Members of the Order are registered with the MCO, have a PF number, and receive their stipends via the MCO.

Evangelists and Bible Women transferring in from other Denominations
Currently there is no mechanism by which Members of the Order can transfer from one denomination to another. Having noted that there are Bible Women and Evangelists who join the MCSA from other Denominations, and also having noted that Circuits make use of these Bible Women and Evangelists due to existing local needs and dynamics, the General Committee requests the Synergising the Orders Committee to consider the possibility:

1) That these Evangelists and Bible Women be placed on a trial period whereafter a recognition Service is held for them;

2) That the EMMU be requested to develop appropriate material for assignments for such Bible Women and Evangelists, with the view of introducing them to the ethos of the Order of Evangelism and also to Methodist Doctrine. Alternatively, that such Bible Women and Evangelists be encouraged to attend one training course hosted by EMMU.

3) If there are any Circuits making use of Bible Women or Evangelists originating from other Denominations, such names must be submitted to the Warden of the Order and MCO.

Convention to Convocation
Noting that the Order of Evangelism is an Order within the MCSA, and noting that it has a Biennial Convention where the policies, administration matters and other issues are dealt with; the Order of Evangelism recommends that ‘Biennial Convention’ falls away and is substituted by ‘Biennial Convocation’.
Process of Candidature
The process of candidature is regulated as it is stipulated in the Methodist Book of Order (L&D) Chapter 14; clause 14.5

Robing of Evangelists and Bible Women
Refer to the Methodist Book of Order (L&D) chapter 14; clause 14.6

Remuneration and Leave
Refer to the Methodist Book of Order (L&D) chapter 14; clause 14.7

General Rules
Refer to the Methodist Book of Order (L&D) chapter 14; clause 14.8

Training
1st Year
1. Introduction in Methodist Doctrine; Vision and Mission
2. Introduction to Church Planting
3. Introduction to Evangelism (New Ways)
4. Introduction to Small Groups
5. Introduction to Pastoral Counselling and Crisis Counselling

2nd Year
1. Pastoral Counselling and Crisis Counselling
2. Evangelism (Faith Sharing)
3. Methodist Doctrine
4. Church Planting
5. Small Groups as tools of Evangelism

Candidates 1st Year 2018
(to be considered by Conference 2018)
1. 1026 Dlamini-Gamede Nozipho, B/W
2. 1005 Motaung Khethiwe Maureen, B/W
3. 1026 Kunene Delisiwe Phindile, B/W
4. 2082 Dada Hombakazi Pumzile, B/W

2nd Year Students
1. 0218 Maqethuka Mteteleli Macdonald, Ev.
2. 0218 Tarrence Mosele, Ev.
3. 0324 Hola, Neliswa Rosy, B/W
4. 0702 Mqadi, Welbu Lindelani, Ev.
5. 0911 Mahupela, Elizabeth Mokupi, B/W
6. 0921 Thloomberg, Elizabeth Modialapa, B/W
7. 1005 Motaung, Khethiwe Maureen, B/W
Graduands 2018
1. 0319 Bopelo Siviwe Wilberforce
2. 1345 Dandala Samkelo
3. 1140 Frank Evelyn Kefentse
4. 0339 Matanda Sanuse
5. 0813 Mkhize William Ngunezi
6. 0214 Mkosane Siphiwo John
7. 1026 Mokoena Tsepo Aubrey Andrew
8. 1020 Nkosi Johannes Indonesia
9. 0216 Rooibaard Mandilakhe

2019 STIPENDS (B/W and EV.)

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</table>

Medical Assistance 4, 000, 00 per family per year

Pastoralia
The Order of Evangelism pays tribute and respect to all Bible Women and Evangelists who have since passed on. They have faithfully run the race. We keep their families in our thoughts and prayers. May their souls rest in peace and rise in glory.

Triennial Convention – Roster
The Order of Evangelism Biennial Convention was held in the Northern Free State and Lesotho District on 7-10 June 2018. If there is another Convention before the work of the Synergising the Orders work is wrapped up, it will be scheduled as follows:
2021 – Kimberley Namibia and Bloemfontein District

Chairperson: Rev Bishop Linda Mandindi
President of the Biennial Convention: Rev Tshidiso Sibi
Secretary of the General Committee: Rev James Adams

District Secretaries
Rev GT Masuku Cape of Good Hope
Rev Z Mnkani Grahamstown
Rev C Mfuleni Queenstown
Rev TJ Kgotle NFSL
Rev A Mokoena KNB
Rev JD Mhlophe Natal Coastal
Rev AM Gwala Natal West
Rev N Nomqolo Central
Visits
Last year (2017) I was privileged to be part of the visiting team to Mozambique for the Commissioning of the Bible Women and Evangelists. I also attended EMMU General Meetings and training for the 1st and 2nd years’.

Conclusion
The Bible Women and Evangelists are still committed to their call to serve, assist, church planting and pastoral care. We applaud them for the outstanding service they offer to their Circuits.
CHAPTER 15

CONNEXIONAL COMMITTEE ON CHAPLAINCY

Bishop Themba Mntambo
Convener

The Connexional Committee on Chaplaincy continues its task given by the church, which is to hold all Methodist chaplains appointed to the security services accountable to the church for their ministry.

The ministry of a chaplain involves spiritual leadership and care, pastoral care, preaching and teaching, and any other task expected of a minister of the Methodist Church of Southern Africa. Their work is also governed by the rules, regulations and laws of the respective security services to which the church has allowed them to exercise their ministry. Part of the task of the Connexional Committee is to ensure that whatever duty the security service requires them to perform is not in conflict with the broad ethos of the church. Regulations governing chaplaincy, including the appointment of chaplains, are contained in The Methodist Book of Order (Laws and Discipline), 12th Edition, Chapter 15.

NUMBER OF CHAPLAINS

The Methodist Church of Southern Africa has 12 chaplains in service for the year under review. These have been appointed to the three Security Services, namely the South Africa National Defence Force (SANDF), the South African Police Service (SAPS) and the Department of Correctional Services (DCS). No chaplains have been appointed to other countries of the Connexion (Botswana, Lesotho, Swaziland and Mozambique). On inquiring with Security Services of at least two of these countries, we have been informed that the criteria for employing chaplains are different from South Africa’s criteria; they employ chaplains without reference to the churches.

The MCSA is entitled to at least 12 chaplains within the SANDF, according to the number of members with some connection with our church. We have raised the matter with the Chaplain General’s Office and at our quarterly meeting in the Security Services Christian Advisory Board and received assurances that the matter will receive attention. No feedback has been received to date.

TRANSFERS

The Rev. Thandi Nkuna, a chaplain with the DCS applied to be transferred from Newcastle (Watervaal Correctional Centre) to Johannesburg in order to be close to
her family. The transfer process is underway and it has been reported that she will be officially transferred in August 2018.

MEMORANDUM OF UNDERSTANDING BETWEEN THE MCSA AND DCS
The MCSA has submitted its draft of the memorandum and awaits response from the DCS legal department. Once all parties agree, then it will be signed by representatives for implementation. This is taking longer than expected, but the DCS has assured us that it is receiving attention.

APPLICATIONS FOR APPOINTMENT TO CHAPLAINCY
No new applications were received.

RESERVE CHAPLAINS
As reported last year, regulations for the appointment of Reserve Chaplains have been drafted and submitted to the Revision Committee for consideration and inclusion in our regulations. We will hear from this committee in due course.

THE CONNEXIONAL COMMITTEE ON CHAPLAINCY
The following are members of the Committee: The Presiding Bishop, General Secretary, Bishops of the three Northern Districts, the Limpopo District Bishop, being chair of the committee, the Principal Chaplain (Rev. Nzingo Noto), Liaison Chaplains (Revs. Nzingo Noto – SANDF, Molefi Matsane – DCS, Morake Finger – SAPS), three ministers who are not chaplains (Revs. Lentikile Phokontsi, Raymond Keet and Deacon Douw Grobler), and three Lay Persons (Mesdames Matsie Morolo, Ans Grobler and Colonel Simon Shabangu).

SECURITY SERVICES CHRISTIAN ADVISORY BOARD
In our last report it was mentioned that the MCSA shared its procedures for the appointment of chaplains with some denominations in the SSCAB. We have received feedback that our contribution has been helpful to those denominations who have applied such procedures. In time we believe most denominations will adopt this and it will help standardise the appointment of chaplains across denominations.

ANNUAL RETREAT
The Annual Chaplains Retreat was cancelled last year due to the unavailability of most chaplains because of commitments within their respective services. The next retreat is scheduled for November 2018.

MILITARY VETERANS
We have received a request from the SANDF to consider making our chaplains available to minister to military veterans. This request has been considered by the Committee and it has been agreed that such ministry be given when required.
CONCLUSION
Our chaplains continue to serve the church and country with commitment. Methodist chaplains have been singled out as the best example of commitment, dedication and excellence in the work to which God has called them.

The current chair of the committee will be retiring from the office of the Bishop at the end of 2018 and wishes to thank all who gave their time and abilities to support this work and wishing all who will continue well.

Grace and Peace
Conference 2016 resolved that a Property division be established within the Finance Unit and that a dedicated person be appointed to this division. Conference 2018 agreed to an expanded Connexional Trust Properties Committee (CTPC). Mr J Schorn was appointed as the Property Officer in October 2017. The expanded CTPC began functioning in 2018.

The Committee has met three times: in February, June and August. At its first meeting, the functions and duties of the CTP were set out, and four task teams were established to address the following aspects of the work of the CTP:

- **Strategy**
  This team is tasked with developing strategies for the missional use of properties and for the use of underutilised and unused property. A draft strategy document has been prepared and the final document is to be presented at the CTP meeting in October.

- **Revision of L&D and preparation of manuals**
  A first revision of Chapter 10 has been prepared for submission to the Connexional Executive. The major addition to Chapter 10 in this revision is a section specifying the regulations for the leasing of property. The work on the preparation and revision of manuals has yet to start.

- **Training, Communication and Engagement**
  A training presentation has been prepared and a training session for District Trust Property Secretaries is planned for later this year. This presentation highlights the types of properties owned by the MCSA, the property database, the ownership of MCSA property, regulations for all property transactions; including the purchase and sale of properties; the erection and alteration of buildings; the leasing and renting of properties; the maintenance of properties; the procedures to be followed for loans and the importance of ensuring that properties and contents are adequately insured. It also covers the problems experienced in processing property transactions.
• **Inventory and Classification**

A commercial software package has been acquired for the development of a comprehensive database of all church properties. Existing data is currently being converted from Excel spreadsheets to the new database. In addition, the land audits conducted previously by the Church Land Programme are being incorporated into the database.

The Property Office has a huge task before it to ensure that church property is properly utilised to the glory of God, but the progress being made is encouraging.

The Committee is constituted as follows:
- **CTP Chair (to be appointed by CE)** – currently Presiding Bishop
- **Presiding Bishop** – Rev Z Siwa
- **Lay President** – Mr J Nkosi
- **General Secretary** – Rev C Morgan
- **General Treasurer** – Mrs T Ngonyama
- **Property Officer** – Mr J Schorn
- **Four DTP Secretaries:**
  - Central – Mr R Ngwenya
  - Highveld and Swaziland – Rev J Ebersohn
  - Clarkebury – Mr D Sipeliti
  - Cape of Good Hope – Rev S McGuigan

Additional members with legal, property and business backgrounds:
- Judge A Mathiba
- Rev J Rivas
- Mr V Summerton
- Mr R Fandam
- Mr P Ndlumbini
- Mr G Roelofsz
CHAPTER 17

DOCTRINE, ETHICS AND WORSHIP COMMITTEE

Bishop Mthobeli Matyumza

The Methodist Church of Southern Africa operates in a territory of vast diversity. Cultures, languages, ideologies, contexts, levels of social stratification of various groups of people that make up the membership of the MCSA are just but a few examples that point to the diversity of our mission territory. The fast-changing society within which we live and operate, the variations in government policies and statutes of the various nations that form part of the MCSA, the ever growing secularization of communities and the widening market from which people can “pick and choose” the form of spirituality to adopt, are some of the challenges that a discipleship movement such as ours cannot continue to ignore. Thus, theological reflection on matters of doctrine, ethics and worship is made all the more challenging. It is incumbent upon the church therefore to continue not just reflecting, but listening with a discerning ear to what the Spirit of God may be saying through those reflections. This committee receives input from the Methodist people through Conference and after consideration and reflection, advises Conference on the best possible ways in which they may address certain issues. Often, this committee will flag out to the Methodist people, through Conference, certain issues of contemporary significance that the church should attend to. The present report gives account of the work of this committee since the last Conference. As usual, the committee met twice, in February and July of 2018.

DOCTRINE

LGBTIAQ Conversation
DEWCOM (Doctrine, Ethics and Worship Committee) submitted a number of resolutions to the previous Conference regarding issues pertaining to the LGBTIAQ+ community. While it is regrettable that Conference 2017 did not have sufficient time to consider those resolutions, it is noted that some of them were referred to district synods for consideration. Thus, DEWCOM awaits feedback from those deliberations. It is to be noted that while the discussion has mostly been focused on how the church should offer pastoral care to its members who are lay people, there are also clergy persons who need as much care. Provision of safe spaces within which both laity and clergy can express themselves without the threat of marginalization and stigmatisation is of utmost importance. The commitment of the church to keep the conversation going is most appreciated. Once more, the Methodist people are
encouraged to use the resource “In search of grace and truth” as a tool through which conversations on this matter could be facilitated. Methodist people should be reminded of the profession of the MCSA’s unity and diversity within the context of the Church’s conversation on same sex relationships (The Methodist Book of Order, 2016, para. 17, pp. 227-228).

**An understanding of Christian Marriage in the MCSA**
The society’s understanding of what marriage is continues to evolve. There seems to be growing divergence in opinion and understanding even within the church. DEWCOM is working on a discussion document on the understanding of Christian marriage in the MCSA.

**Workbook on Sacraments and Christian Calendar**
DEWCOM has undertaken to produce a workbook on sacraments for discipleship and training purposes. We are exploring producing the work in small chunks that will have good theological substance and offer practical guidelines.

**Sex Education and Pregnancy**
A document on sex education and pregnancy is being worked on. It is envisaged that it will be an empowering tool for young people to make informed choices when it comes to decisions about engaging in sexual acts. This may mitigate the negative consequences of teenage pregnancy and sexually transmitted infections among young people.

**The language of “minister” in the Book of Order.** DEWCOM wishes to advise Conference on the use of the term “minister” in the Book of Order. In certain instances, this term is used without clear distinction between the presbyteral and diaconate orders. It could be most beneficial and less confusing to use the terms “presbyter” and “deacon” to identify members of these orders instead of generalising the application of the term “minister.”

**ETHICS**

**Poverty and food security** remain matters of concern as they directly impact upon the communities within which the MCSA operates. This is a standing matter of reflection on the agenda of DEWCOM.

The current debate on land issues in South Africa demands that the church addresses very urgent questions such as, for example, (i) Who owns the land? (ii) What rights do those who “own” land have in respect of their ownership? (iii) What responsibilities do those who “own” land have towards the dispossessed and poverty stricken? The MCSA should conduct a land audit that would indicate how much land is in the hands
of the church, how that land is currently being used and how that land could be used in order to benefit the poor. DEWCOM wishes to flag this matter to Conference as it has potential to cause conflict in the region over which we have pastoral oversight.

**Patriarchy and gender discrimination in the MCSA**
DEWCOM has resolved that this be a standing item for reflection on the agenda. DEWCOM wishes to register its support for the resolution from the Structures Committee that will be tabled at Conference 2018 with regard to the implementation of the 40/40/20 policy. It is the mind of the committee that denying women and young people opportunities for exercising their leadership can only make the church poorer.

**WORSHIP AND LITURGY**
DEWCOM wishes to advise Conference that it recommends the appointment of the following people to make up the sub-committee on worship and liturgy:
(i) Rev. Luvuyo Sifo (Chairperson).
(ii) Rev. Lauren Matthew (Secretary).

It is further recommended that they be given powers to co-opt and consult with other people as and when the need arises.

**FOR INFORMATION**
*In search of grace and truth.* DEWCOM remains committed to ensuring that the resource *In search of grace and truth* is accessible to the Methodist people and it continues to inspire the conversation on matters concerning the LGBTIAQ+ community. To this effect, DEWCOM will start negotiations with the Methodist Publishing House about the possibility of distributing the material to each minister in the Connexion. Further, DEWCOM is pleased to report that the work of translating that booklet into Swati has been completed. Ongoing exploration of translation to other languages continues.

**Task Teams and Committees.** DEWCOM requests from Conference that there should be clear communication channels between DEWCOM and related task teams appointed by Conference. Often, there is no clear channel between our work and the work of the task teams to which our work is referred. Communication between the various task teams of Conference is vital in order to avoid duplication. Conference could explore the possibility of assigning each task team it appoints to a particular Unit or Committee in order to facilitate this collaboration.

**DEWCOM COMMITTEE FOR 2019**
Herewith are the names to serve in the Committee in 2019:
Bishop Mthobeli Matyumza (Convenor and Chair).
Rev. Luvuyo Sifo (Secretary and SMMS Rep.).
Bishop Jonathan Anderson  
Rev. Vusi Vilakati  
Rev. Madika Sibeko  
Rev. Tim Attwell  
Rev. Purity Malinga  
Rev. Prof. Wessel Bentley  
Rev. Mantima Thekiso  
Rev. Raymond Keet (Ecumenical Affairs Rep.)  
Mr. Anele Siswana

Bishop Dinis Matsolo.  
Rev. Jenny Samdaan.  
Rev. Pumla Mtshiselwa.  
Rev. Dr. Roger Scholtz.  
Rev. Simphiwe Mthembu.  
Rev. Lauren Matthew.  
Rev. Pierre Naude  
Mr. Peter Frow.
CHAPTER 18

METHODIST ARCHIVES

Meg Hartzenberg
Convener

During the period July 2017 to June 2018 the following requests were dealt with by the Archives Convener:

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<td>Burial records</td>
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<td>Family tree information</td>
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The Methodist Archives are also used extensively by the staff at the Cory Library and the Genealogist at the Albany Museum to supply material requested by the public. Many researchers visit the Archives themselves and use the resources there. The material in the Archives is used by people all over South Africa as well as in other countries. There seems to be an increasing interest in recording the history of Societies and Circuits in the MCSA.

Requests for marriage records have increased significantly, because people applying to Home Affairs for original marriage records, which are required for visas or citizenship applications are told that they have to bring the B1 30 form from the register of the minister who married them. Only a small number of ministers have sent their used registers to the Archives which means that very few of these requests can be supplied. In the past ministers were required to hand in their used registers to Home Affairs where they are now apparently inaccessible.

Resources available in the Archives are the following:
- Dimension / New Dimension
- The Methodist Churchman
- Minutes of Conference dating back to the early 1800’s
- Church registers – marriage, baptismal and burial
- Books on the history of the MCSA over the past 200 years
- Pamphlets, newspaper cuttings, photographs relevant to the MCSA

Churches are urged to send to the Archives their marriage, baptismal and burial registers, pamphlets, brochures and leaflets giving the history of particular Societies
and any documentation pertaining to the history of the MCSA. In particular there is a big gap in our holdings as far as church registers from the former Transvaal churches, and especially Johannesburg, are concerned. There are registers going up to about 1950 and very few after that.

Please do not send financial records such as bank statements, old cheque books, financial reports etc., as they take up space and are not of general interest. Only financial records of specific or unusual interest will be kept.

Thank you to the staff at the Cory Library for processing all the material sent to the Archives and for their assistance in accessing the material.
CHAPTER 19

METHODIST PUBLISHING HOUSE AND CHRISTIAN CONNEXION

Rev Ken Leverton
Acting General Manager

In June of 2018, the General Manager of the Methodist Publishing House, Mr Deon Swanepoel, resigned with immediate effect. The Board of Management of the Publishing House appointed the Rev Ken Leverton to act as manager in the interim, while decisions were taken concerning the longer-term structure of MPH, after which a new manager will be appointed. This development means that this report is compiled in the absence of certain information which may have been helpful.

Trading conditions over the last year have remained extremely difficult. The Bloemfontein store had to be closed, and the Johannesburg central store was closed after some pressure from the landlord (the Central Methodist Mission). In addition, it was decided to close one of the two stores in Mthatha. There are currently 10 stores around the country, of which at least half are marginal in terms of profitability. Further closures are a distinct possibility.

The difficult trading conditions have resulted in cash flow tensions which are being carefully managed. Arrangements with existing creditors have been made to give us some breathing space, while new and replenishment orders are being monitored. However, this is having an impact on our ability to keep our stores adequately provided with stock.

The simple fact is that the longer-term future of MPH is probably a situation where there will be a few flagship stores, and a fully functional website offering online purchasing. Previous attempts to create such a website have not produced the desired results, so there is still work to be done.

Since the last Conference, the following titles have been published:
* The MCSA 2018 Yearbook
* The Revised Constitutions of the Organisations – in a single volume
* Individual constitutions for most of the organisations
* A revision of Let the Children Come – children and Holy Communion

The resignation of the General Manager, together with the absence for an extended period of time of our Wholesale Manager because of ill-health, plus a malfunction
on our server which left us without critical operational facilities for some weeks, have all contributed to making the last few months difficult ones for the Methodist Publishing House. However, we believe that once we regain some stability, we will be able to continue to serve both Methodist and non-Methodist Christian people.
CHAPTER 20

WOMEN IN MINISTRY

Rev Dr Libuseng Lebaka-Ketshabile

INTRODUCTION
The issue of the emancipation of women and the creation of spaces for open and honest dialogue about their leadership in the Methodist Church of Southern Africa still remains a challenge.

Regardless of these limitations, Women in Ministry continue to search for constructive and bold engagement in the life of the Church.

The number of women in ministry continues to grow, although very slowly. This is one area on which the church needs to intentionally focus by encouraging women to offer for the ministry, as well as participating in positions of leadership across the board. This project should target women of all ages in the Methodist Church of Southern Africa.

HIGHLIGHTS

WOMEN IN MINISTRY CONSULTATION OF 2017
The Theme of the 2017 Consultation was “Let Me Be an Agent of Transformation”. The Consultation was opened by the General Secretary Rev. Charmaine Morgan with biblical reflections. She highlighted the importance of role models in the life of the ministry of women in church and society.

Some of the areas that the consultation focused on were:

• Team building which was conducted by the vibrant, sincere and outspoken Mr. Ivan Samdaan
• A Panel on “The Influence of Patriarchy in the life of the Church” led by Professor Christina Landman and Rev. Bafana Khumalo who is a Lutheran minister and gender activist.

This was the highlight of the consultation and was hosted by Kempton Park Methodist Church under the pastoral leadership of a creative young man by the name of Rev. Simphiwe Mthembu, with some congregation members in attendance. We thank God for their support and hospitality for the evening. The Presiding Bishop also spent the evening with us. Dr. Dimakatso Maboea led us in an eye-opening session on “Masculine versus Feminine Leadership Styles in the Workplace and its Effects
on the Emotional Functioning of Women”. The Doctor pricked our consciences on how our work places and the negative practices and attitudes there can cause anxiety and depression. Ms. Gloria Mbokota spoke to us about transformation – its meaning and practices. She outlined three phases of transformation which are: disruption, critical reflection and rational dialogue. Serious transformation is usually preceded by the intentional disruption of the status quo. There were also crucial sessions that dealt with health matters as well as the possibilities for women ministers to initiate and get involved in exchange partnerships, both within the connexion and internationally.

CHALLENGES
1. WIM continues to face the challenge of the lack of financial resources. Connexionally there are no funds set aside for the consultation and programmes for the empowerment of women across the board in the MCSA. We look forward to a time when resources can be set aside for this important work. Furthermore, most Circuits do not financially support their women ministers when it is time for them to attend the consultation. However, we are grateful to the Circuits, Districts and Units that have given support in this regard.
2. The vastness of the Connexion and the distances between where most women Ministers are stationed makes it difficult for frequent meetings, opportunities for District and regional meetings and time to fellowship together, sharing and strengthening one another.
3. The grip of patriarchy continues to be a monster from which we need to be liberated. Unfortunately patriarchy has divided women to the extent that they are not able to support each other in challenging it. This is a challenge that Women in Ministry, Methodist Women in general and the whole of the MCSA must deal with if we are to experience healing and transformation.
4. We recognise that women are not a homogeneous group but we should strive to create a greater sense of sisterhood. As indicated elsewhere “sisterhood experience is the affirmation of one’s own womanhood and the affirmation of the same in other women … if I affirm myself as a leader I must see that potential in another woman regardless of how different we are, and never allow ourselves to pull each other down as women”.
5. Lack of collective solidarity. I often hear some of our male leaders saying that “women should liberate themselves” or “women should lead their own liberation”. Although I agree with the sentiment, the liberation of women should be a collective responsibility of all humanity. There is no reason why men who are wise and aware of the oppression of women cannot lead or be supportive to women in planning and executing the liberation plan. We would not have been able to achieve freedom in South Africa if we did not have people of all races who together planned and executed the liberation of the majority in the country. The struggle for the liberation of women is a struggle for their dignity and the struggle for dignity is what God requires of all humanity.
6. The huge responsibility for the freedom of the oppressed and bringing to the centre those on the periphery is equally the responsibility of the leadership.

MAIN GOALS TO BE ACHIEVED
Goals set in 2017 have not been implemented and are still significant for the growth of women in the MCSA. Possible partners are indicated in bold and communication with them has to continue.

- To make theological discourse an integral part of Methodist women’s lives (WiM is in the process of exploring registering with the Circle of African Women Theologians)
- To establish a feminist/womanist/African women theological training institute for Methodist people (MCSA) (will be done in partnership with SMMS)
- To incubate, support, educate, advise and advocate for Methodist women (will be done by women ministers themselves in their circuits)
- To forge relationships with other Wesleyan Women in the Continent and Abroad – (communication with British Women Ministers is to continue)

OPPORTUNITIES

- To begin to educate and socialise children (both girls and boys) and young people differently, because to break the back of patriarchy we need to socialise our children and our youth in an egalitarian way
- To continue with conscientisation to encourage a different epistemology (ways of knowing)
- To organise gender workshops for both men and women
- The inclusion of co-ordinators in the district management and Connexional executive structures is vital and should be pursued. Rules or policies that prevent this should be changed.

GRATITUDE
We are grateful to bishops, male ministers and women and men in our church who continue to support the cause of women. Paul says ‘we are all parts of one body’. If one part is not well the body will never function effectively. The church leadership should be seen to be leading in supporting and aggressively pushing for an inclusive leadership and participation of women in all structures of the church.
WOMEN IN MINISTRY TASK TEAM REPORT

Presiding Bishop Z D Siwa

Introduction
The MCSA Conference 2016 resolved to appoint a Women in Ministry Task Team to work on all matters that will enhance the ministry of women within the MCSA. Such matters would include substantive recommendations of the Women in Ministry constitution, namely discrimination and justice issues relating to the ministry of women; representation of women in all structures of the church; reviewing and changing legislative and election processes; removing barriers to leadership; development of materials for addressing gender bias and sexism; and the holistic empowerment of Women in the Ministry.

Project Plan
The Task Team is currently working on the Project Plan that will articulate the vision, strategic goals, action programme, monitoring and evaluation framework toward making sure that the agenda of Women in Ministry is part of the life of the MCSA. Included as part of the Project Plan will be resources allocation and stakeholder mobilisation and co-operation.

The Project Plan is currently a work in progress. Consultation on the Project Plan between the Conference Task Team and Women in Ministry Consultation is on-going. This is to ensure the buy-in of women in ministry and that they are the conscientious primary agents of their own liberation. Once the CE and Conference approve the proposed Project Plan, then the Task Team will carry the responsibility of cascading and influencing the integration of the programme through the Districts’ structures, including organisations, to all Circuit and Societies.

Task Team
The Office of the Presiding Bishop appointed the following people to serve on the Task Team of Women in Ministry:

1. Presiding Bishop Ziphozinhle Siwa (Chairperson)
2. Rev. Charmaine Morgan (General Secretary)
3. Rev. Dr. Libuseng Lebaka-Ketshabile (Connexional Convenor of WiM)
4. Rev. Mogomotsi Diutlwileng (Secretary of the Task Team)
5. Mr. Vusi Chuta (Member of Committee)
6. Ms. Nancy Herron (Member of Committee)
7. Rev. Lauren Matthews (Member of Committee)
8. Rev. Faith Whitby (Member of Committee)
9. Rev. Terry Booysen (Member of Committee)
10. Bishop Mike Vorster (Member of Committee)
11. Rev. Purity Malinga (Member of Committee)
CHAPTER 21

STRUCTURES COMMITTEE

Bishop Michel Hansrod

Introduction:
The committee appointed by Conference for a three year term works within the terms of reference as described from time to time by the conference, to deal with all structural proposals to assist the church in attaining its Missional goals and serving as a conduit for its Missional Strategy.

Year under Review:
During the year under review the committee has undertaken the following tasks-
1. Ensuring that all structural changes proposed have been promulgated and included as new legislation in the 12th Edition of the Laws and Discipline, as well as in the Revised Edition.
2. Receiving and monitoring the submission of reports on matters referred to various Units and Organisations by Conference pertaining to structural matters.
3. Establishing and overseeing the work of the Connexional Boundaries Committee as a Structures sub-committee.
   3.1. Facilitating the Boundaries Change Proposals of Conference, through Training, Inter Circuit, District and Inter District Consultations
   3.2. Preparing proposals and Resolutions for the Formation of New Districts.
   3.3. Preparing Implementation Plans for the Formation of New Districts
4. Facilitating conversations with the Connexional Women in Ministry Committee to prepare proposals in respect of Women in Leadership and Representivity.

Connexional Boundaries Committee:
The Connexional Boundaries Committee undertook the following tasks during the past year:
1. Facilitated and assisted conversations with all Districts in respect of the 2017 Conference Proposals on the re-alignment of District Boundaries. Prepared guidelines for the boundary Conversations across the Connexion.
2. Convened Two Inter-District Conversations on Boundaries where there were apparent contestations in respect of the Conference Proposals following Synod Decisions
3. Preparing a discussion Document on how best the Missional Strategy of the Church may be implemented with our present boundaries or possible redrawn boundaries. This includes, resourcing, demographics, staffing, vision and strategic missional planning and implementation.
Connexional Structures Committee:
Conference of 2015 appointed the following as members of the Connexional Structures Committee for the period 2016 -2018:
Bishop Michel Hansrod (Convenor), Presiding Bishop, General Secretary, Lay General Treasurer, Lay President, Directors of Finance, Mission, and HR Units, plus 6 members of which one will be from a sovereign state:
Rev Mzwandile Molo, Mrs Thobile Dlamini (Swaziland), Rev Kenealone Ketshabile, Rev Lea Marumo, Rev Mogomotsi Diutwileng, Mr Vusi Chuta.

We recommend the Committee’s reappointment for the term 2019-2021.

Conclusion:
The Connexional Structures Committee will actively engage in the process of the establishment of the New Proposed Districts over the next 3 years, to establish how best the Structures of the Church can become a conduit to encourage, facilitate, resource and implement the Strategy, Vision and Missional Goals of the church to best serve the present age.

Addendum to the Connexional Structures Report

“SHAPEING TOMMORROW TODAY”

Preamble
2018 Marks the 212th Anniversary of Methodist Witness, Mission and Ministry in Southern Africa and 133 years of Autonomy as a Connexion. The journey as Wesleyan Pilgrims has been a daunting, exciting and challenging one, as the church has throughout the ages sought to fulfil its Evangelical and Missional Calling in this most Southern tip of Africa. Gifted with many able, sincere, committed leaders and members - all Christ Followers – we have constantly sought to become a conduit for God’s Mission in establishing the Reign of God, in the various settlements, villages, towns and cities in the Six Countries which form the Connexion.

Sixty years ago, facing the evil, sinful systemic policies of Apartheid, the church boldly declared “That it was God's Desire that the Methodist Church of Southern Africa would be One and Undivided.” In Obedience to God’s Call the Methodist Family gathered in 1981 and received from God a clear Missional Vision in affirming its desire to “Be One and Undivided”. This lead to us seeking to become more obedient to God’s Dream and Vision for the Methodist Family in the darkest period in the History of Southern Africa.

In 1993 as Political Changes in Southern Africa became inevitable, we engaged in a process of reshaping our church through the “Journey to a New Land”. This significant and remarkable journey led to substantial and valuable changes in how we were structured as a Church, Organisationally, Missionally and Administratively and
birthed a fresh Missional Direction. A decade later through an inspiring, challenging and invigorating Mission Congress we received and adopted “The Mission Charter” which was to become our Strategical Guide and Compass in moving from “Maintenance to Mission”.

Following a 20-year journey in seeking to fulfil its God-given Vision of “A Christ Healed Africa for the Healing of the Nations” believing that “We are called to proclaim the Gospel of Healing and Transformation” the MCSA has most recently being on a Journey of Being Better Shaped for Mission as a Transforming Discipleship Movement, recognising that such large-scale Boundary Changes were last embarked on over 45 years ago. To this end Conference 2014 appointed a Connexional Boundaries Committee and resolved to engage all Districts through 4 Regional Consultations to engage on “How the MSCA may be Better Shaped for Mission”. These consultations were held during 2017 and emanating from these Consultations, proposals for possible realignment of Circuits and Districts was endorsed by Conference 2017 and referred to Circuits and Districts for discussion and recommendation through 2018 Synods and report-back to the 2018 Conference.

The Regional Consultations agreed that the following serve as the Broad Reasons to Re-Consider our Current Circuit and District Boundaries:

- That Districts exist for Mission – Church Shaped for Mission
- That Districts exist for Accountability, Fellowship, Administration
- The Sovereignty of our Six Nations and use of Terminology, District vs Synod may be unintentionally misunderstood.
- That there was a need for change
- That cognisance be taken of the Financial implications
- That our Connexional Boundaries are to remain static
- An overwhelming agreement that our current Shape is not desirable

The Following were identified as Possible Obstacles to Change:

- A District vs Connexional mind-set and challenge
- An inherent aversion to change
- The fear of the unknown
- The Financial implications involved
- The Organisational Identity and Culture

The Principles Agreed to were:

- The desire for Inclusivity and Diversity be prioritised
- Smaller Districts of approximately 4hrs maximum travelling to the centre
- Mission-centred Structures recognising that Mission determines Structure
- That Connexionality remain the cornerstone of our Togetherness
- That our Methodist and Wesleyan Theology and Ethos serve as a guide
• To ensure the Sustainability of all our work
• That all our Boundaries meet our current needs
• That All spaces in our Connexion are worthy of MCSA Ministry irrespectively
• That Districts should support each other through a process of *Kenosis* “self-giving”

**The Responses received from All Districts Affirmed:**
• The Missional Intent of the proposals as seeking to be better shaped for Mission.
• That the Mission Charter remains central to our Missional Strategy and serves as both our Strategic Guide and Compass and demands that we ensure that all our structures become conduits for God’s Mission, since underlying our ecclesiological self-understanding is the realisation that **“The Church does not have a Mission, (but that) God’s Mission has a church”** *(Phil Meadows).*
• That the review of our current boundaries calls for a deeper and sincere review of all our structures and boundaries including our circuits and requires us to reshape our Connexion, Districts, Circuits, Societies and Organisations for Mission.
• The Recognition of the opportunities presented in fulfilling our Evangelical Call of Making Disciples of All People and serving God’s People wherever they may be found, is offered through this process.
• That the process of Boundary Changes be staggered to allow for further consultation and adequate preparation, where necessary.
• That care be given to ensure inclusivity, diversity, viability and Missional Intent in any changes proposed.
• That Our Connexional Identity is to remain intact.
• That our Wesleyan Theology and Ethos remains non-negotiable.
• All places are worthy of Methodist presence through Evangelism and Ministry opportunities.
• That Distances within District Boundaries are currently difficult, costly and problematic
• That there is a need for Circuit Boundary engagement as equally important as District Boundaries.
• That Affirmation of the Sovereignty of all Countries is important
• That the classification of New Districts as Mission Districts for mutual support is essential

**Whilst it recognised the concerns and challenges of the:**
• Rapid pace of the Boundaries Conversation.
• Financial Implications, Feasibility and Viability of possible New Districts.
• Population density, Geographical Distances and Methodist Presence.
• Impression of a top-down Agenda amongst the general membership.
• Perceived exclusive nature of the proposed Districts in respect of culture, language, colour and ethnicism.
• Racial Segregations of our past structures remaining an indictment on our witness (e.g. 2 Circuits in 1 Town).
• Possibility of badly structured Districts leading to a derailing of our Missional Strategy.
• Resourcing in respect of Agency, Funding and other factors.
• Socio-economic conditions which may impact negatively on the proposals.

Invigorated by the Generational Privilege offered to this 2018 Conference of SHAPING TOMORROW TODAY, the Connexional Structures Committee recommends the following process to assist the Methodist Church of Southern Africa in its future direction:
• A staggered approach be utilised in the formation of new Districts.
• That further conversations be held across the Connexion with a view of further possible realignments.
• That all Districts engage on possible new District names describing their Missional areas during 2019.
• That Conference recommends the change of the secular geographical term Districts to the Ecclesiastical descriptive name of Synods.

The Structures Committee further recommends the following Strategy and Process to be endorsed by Conference:
• The Appointment by Conference of a Connexional Shaping for Mission Enabler to facilitate the Birthing of the New Districts, under the specific direction of the Presiding Bishop’s Office and Connexional Structures Committee, and in consultation with the Connexional Units, Districts and Circuits,. This appointment is to be for renewable 3-year term starting 2019-2021.
• October – December 2019 Retraining of District Boundary Convenors and Facilitators (District Shaping for Mission Enablers) to assist with the implementation process relating to the Circuit and Boundary Changes.
• Convening of Inter-District/Inter-Circuit Consultations affected by Boundary Changes, to prepare for Mission Synods.
• Districts to appoint Implementation Committees. The Committees are to design and formulate contextual outlines for finance, resources, agency, shaping of District Offices, consideration of new Mission Hubs and implications for all Mission Groups and Organisations.
• January and February 2019/2020 Mission Synods be held for New Districts.
• February-April: Participation in proposed Regional Mission Unit Consultations.
• 12-14 March 2019 Special Connexional Executive: Appointments of District Leadership, Financial, Administrative and other logistics in respect of New Districts for endorsement by Synods and the Final Resolution at the Connexional Executive to be held in September 2019.
• March-May 2019 Implementation Committees finalise the Implementation and Strategy Processes.
• 16-18 May 2019 Affected Synods to receive and resolve on proposals from the Implementation Committees, Mission Synods, Inter-District and Circuit Consultations and the Special Connexional Executive. All Synods to engage on and propose New Names for Districts.
• May-September Implementation Committees continue planning including Inter-District Consultations.
• 9-14 September 2019 Connexional Executive and Conference to receive and endorse Final/Progress Reports in respect of New Districts for birthing in 2020 and 2021 respectively, as well as progress reports on further Inter-District Consultations and approve Name Changes.
• October-December 2019 District Leadership to be Commissioned/Inducted and District Planning for 2020 in respect of the Karoo, Botswana and Namibia Districts.
• 1 January 2020 Inauguration of New Districts in Karoo, Botswana and Namibia.
• September 2018-September 2020 Continued Inter-District, Inter-Circuit Consultations as instructed by Conference 2018.
• September 2020 Connexional Executive and Conference to receive Final Implementation Reports on Aliwal North and Mpumalanga Districts and further Consultation reports Connexionally.
• October-December 2020 District Leadership to be Commissioned/Inducted and District Planning for 2021 in respect of Aliwal North and Mpumalanga Districts.
• 1 January 2021 Inauguration of Aliwal North and Mpumalanga Districts.
• September 2021 Connexional Executive and Conference to receive Final Progress Reports from all Districts and resolve on any outstanding Boundary matters.
CHAPTER 22

MUSIC ASSOCIATION

Motto: “One song; one voice!”

OVERVIEW OF THE WORK OF THE ASSOCIATION

Appreciation and thanksgiving to the Almighty for affording the Music Association an opportunity and strength to tirelessly do His work. Much appreciation to the 2017 Conference which approved the constitutional amendment which has always been an impediment to the running of the Association. As Methodist Choristers, we aspire to be like Levites and Angels surrounding God’s Throne, offering Him our praise, worship, adoration, confession, forgiveness and thanksgiving through music. This report calls for God’s Name to be praised as we report the work of the Music Association from eleven (11) Districts of the Connexion which are fully participating in Connexional activities. However there is still cause for concern with the 12th district, (Mozambique), and most Districts which have limited participation by a few Circuits in comparison to the total number of Circuits in those Districts.

OBJECTIVES OF THE CONNEXIONAL MUSIC ASSOCIATION

This report serves to reiterate objectives of the Organisation as entrenched in the Constitution which are:

• To provide and promote the music Ministry in the Church and to deepen spirituality through music in Church services.
• To lead worship in all services through liturgies, hymnals and relevant songs.
• To promote the establishment of Church Choirs within the Church and to promote fellowship and cooperation among Methodist People; other denominations in the spirit of ecumenism and other Choirs in the Communities.
• To promote and develop a high standard of music ministry in the Church and to encourage and enhance Youth participation in the Association’s ministry.
• To always be available to lead worship especially at pastoral services such as, formal and informal Services, including funerals, unveiling of tombstones and other related services that involve collective and individual Members of the Church, with diligence and dedication.
• To initiate and facilitate workshops, seminars and other relevant development programmes, not limited to ministering through Church Music, Choir conducting pedagogy, voice technique, but also to include effective and efficient administration and management strategies relevant to Church Choirs and coordinating structures of the Association.
• To facilitate and organise, whenever possible, Connexional choral music competitions and festivals exclusively for the Church Choirs of the Methodist
Church of Southern Africa; and to collaborate with other identified credible Organisers of choral music events in Southern Africa.

- To foster good interdenominational and intercontinental relations and cooperation with other Church Choirs and coordinating structures in Southern Africa, Africa and worldwide.

**IMPERATIVES OF MISSION ACTIVITIES**

**SPIRITUALITY**

As inspired by Psalm 96: “Sing a new song to the Lord, all the world: Sing to the Lord, and praise Him! Proclaim every day the good news that He has saved us”. District Choirs are always available to participate in all spiritual gatherings to lead worship. In ensuring that our music is not intended to be entertainment or performance, but to be an act of worship, prescribed songs for the 2017 music eisteddfod were proclaiming various attributes of God. Songs referred to are:

- And the Glory of the Lord;
- Ngewele, Ngewele, Ngewele;
- Worthy is the Lamb that was slain;

to mention just a few.

To deepen what the Association is all about and strengthening cultural relations, a Liturgy piece “Rea go Modimo” was also prescribed.

It is a concern that some congregants still find it difficult to understand the choral music of the choir in leading service and introducing new chants, as most Methodists use beats, whistles and drums during Divine services. However, the choirs continue to lift the spirits of the congregants by leading worship during church service. Most districts are embarking on reviving inactive choirs in different circuits to deepen the sense of spirituality.

**EVANGELISM AND CHURCH GROWTH**

The Association is mindful of the biblical prescription found in Colossians 3:16 which says: “Christ’s message in all its richness must live in your hearts. Teach and instruct each other with all wisdom. Sing psalms, hymns and sacred songs.” Since the introduction of youth and intermediate sections at Connexional level, Districts have reported growth in that area, but there is still much that needs to be done in ensuring that the young generation participates fully in music development. Districts which reported reduction in the number of Circuits participating and much struggle are: Limpopo and Clarkebury. The cause identified being the vastness of the Districts which demands resources for travelling purposes.

**JUSTICE AND SERVICE (Humanitarian Service)**

Districts have reported support to:

- Homes of the needy;
- Child-headed families; and
- Juvenile prisons;
- Places of safety
Some made donations to needy students through supply of sanitary pads, school uniforms etc. The Association continues to support the SMMS financially on an annual basis.

**HUMAN ECONOMIC EMPOWERMENT AND DEVELOPMENT**
The Districts utilise conventions as vehicles for development. Experts are invited to address specified topics at Conventions and to train choirs in the rendition of songs. Presenters who are specialists in some aspects of Church life are invited to clarify the role of choristers in church. Invaluable lessons are learned by attending Connexional events. Donations to different organisations’ conventions were made by Districts’ Music Associations to grow inter-relations. As means to growing funds for the Association, Districts continue producing CDs with recorded Church Music in different languages. We are proud to mention that these are used to exchange and learn the different chants and music growth in the Church.

**EDUCATION AND TRAINING**
Some Districts continue supporting Bursary schemes financially in aid of learners from disadvantaged families. Progressive Districts have sessions on music development in partnership with institutions of higher learning. Most Districts still find it difficult to implement this mission pillar.

In the Natal West District, the following was reported: Despite our choirs participating in Church Connexional Music Eisteddfod and leading worship in their societies, it has been observed that choir members have a serious problem of being musically illiterate. A strategy to address this challenge has been devised by Mr Hlanganani Khumalo from the Newcastle Circuit 830, whereby church members are taught Music and they are enrolled with the TRINITY COLLEGE IN LONDON. A class was started in 2017 and good results were obtained.

The first group of students wrote this international examination on 4 November 2017. The results are as follows:14 learners sat for the examination:13 learners obtained marks above 60%. Of these, 4 learners passed with Merit. One learner obtained 50% which is not a pass in this International College. In 2018 solo singing will be introduced as a Practical component of the course.

**ACHIEVEMENTS**
The Connexional Music Association held its Biennial music Eisteddfod which was hosted by the Northern Free State and Lesotho District at the Phuthadichaba Community Hall in Qwaqwa on 7th October 2017. It was a real success with Bishops from different Districts and Ministers blessing the occasion. It was the last activity with Rev. Mbatha as the Pastoral leader of the Association before he went on retirement. He delivered a word of encouragement to the Association on the day. Much appreciation goes to the Queenstown District who performed the Liturgy in Setswana outstandingly and scooped the trophy.
CHALLENGES
The Districts still face a challenge of a limited number of male voices. The younger generation are still not heeding the call to join the choirs, thus choir members remain a group of mature aged participants. Participation from other racial groups is non-existent. There is poor visibility of Ministers in choir activities.

Some Districts are still not financially viable, making it difficult for them to be fully participative in the Association’s activities. The wish for the establishment of a full relationship with the Mozambique District remains a dream. Some Ministers do not view the Music Association as an MCSA Organisation that requires support and inclusion in the plans at Society and Circuit level. There is a lack of support in other congregations where choirs are still in competition with other Organisations to lead services.

FINANCIAL POSITION
The financial status of the Connexional Music Association according to the audited financial statement as at 31 December 2017 was as follows:

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<th>Amount</th>
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<td>Expenditure</td>
<td>R289 278.23</td>
</tr>
<tr>
<td>Balance</td>
<td>R222 354.27</td>
</tr>
</tbody>
</table>

FUTURE PLANS
To continue to revive inactive Circuits and Districts. Finalise completion of the Connexional Music Booklet with specific reference to the birth of Music in the Methodist Church (from all districts) as well as the establishment of the Connexional Music Association. To enable all choirs in all districts to incorporate all Methodist hymn books and sing all liturgies in all languages. To have the Association’s own Music Academy, where Conductors and Pianists will be trained and also teach choirs an approach to good singing.

EXECUTIVE
Rev Vika PM – General President
Mr Motaung D – Deputy General President
Ms Moopelwa G – General Secretary
Me Lukhele B – Assistant General Secretary
Mr Mhlaba S – General Treasurer
Mr Khumalo H – Member
Ms Tolobisa P – Member
Mr Mbelebele M – Member
Mr. Masiane W – General Music Co-ordinator
CONCLUSION
The Connexional Music Association appreciates the support of the Ministers who continually encourage choirs and ensure the growth of the Music Ministry. Church choral music is an important facet in the life of the church. The choir members offer their time tirelessly to the work of God. The church needs to apply its mind to the fact that during seven days of the week, church choirs meet frequently to prepare for Sunday worship. Without the support of the Ministers and the congregants, the Music Ministry of the Methodist Church will flounder and perish. We are looking forward to the day when Districts will report that their Circuits and societies have formal church choirs that will help restore the Methodist culture of proper musical performance during services!
CHAPTER 23
LOCAL PREACHERS ASSOCIATION

Mr Magic Hlatshwayo

Motto: Igniting God's Fire for Discipleship and Mission

INTRODUCTION
The Local Preachers’ Association (LPA) is an organisation of the Methodist church of Southern Africa under the Auspices of the Local Preachers Department, the Preachers who have accepted the calling of Jesus Christ to proclaim his Gospel within the Holistic mission of the church. This Organisation has and shall always promote the fellowship of all Local preachers and the people of the Methodist Church of Southern Africa within the context of her progressively unfolding vision and mission with the statements: Called to be a community-centred church, graciously walking in God’s love, to serve, heal and transform and to spread a holistic life-giving gospel through leading a Christlike life.

In October 2017 at its Triennial Convention held in Lichtenburg, The LPA Inducted the General Executive Committee that introduced a new Theme for the period 2018 – 2020: ‘Igniting God’s fire for Discipleship and Mission’, extracted from the book of Leviticus 6: 13

STATISTICS AND OVERVIEW
The Year under review has revealed numbers of Preachers affiliated to the LPA.

Accredited Preachers: 7251
Preachers on trial: 749
Total Preachers: 8 000

Although some Preachers no longer submit annual fees, because they choose not to, they are still members of the Local Preacher’s Association. The LPA has sadly lost 489 Preachers who have been called to higher service (Died). All of the abovementioned Preachers are from our 11 Districts and we did not receive statistics from Mozambique. These statistics are as per year May 2017.

OBJECTIVES FOR PERIOD UNDER REVIEW
• Obligated to preach and spread the Gospel of Jesus Christ through the land, in season and out of season, so that God’s people may believe and repent
• Each one of us has a task to perform and to undertake God’s mission with compassion
• As Disciples of the word of God we must save souls and keep God’s fire on the altars burning
• To promote open air preaching to the poor, and every corner of our land
• To promote the forty, forty, twenty concept in the Districts and the Connexion at large
• To introduce the Local Preacher’s Retreats once or twice a year to all of our Districts
• To assist our vulnerable communities with our outreach programmes
• To encourage all Local Preachers to observe the vision and mission and be indebted to the MSCA ethos

ACHIEVEMENTS, HIGHLIGHTS, CHALLENGES AND FUTURE PLANS
• As the new Executive we haven’t achieved much yet, but have managed to collect +39 manels, waistcoats for our Mozambique Preachers and are planning to deliver them in due course.
• We successfully visited four District Conventions i.e. Central District, Grahamstown District, Natal Coastal and Natal West, where we experienced the power of God’s work especially with the outreach programmes.
• One of our challenges is the failure of the Trip to Rome from the previous Executive Committee and we are trying to get to the core of that and solve the matter.
• The Preacher’s Sunday is no longer set by the Districts or LPA Connexion office. It is now set by the Local Preachers’ Department, and the collection of the day will go to the LPD Office.
• Reverend Sandile H Makhaye from Natal Coastal was elected as the General President elect at the 2017 Triennial Convention.
• Our Annual General Committee meeting was held at Emseni in February 2018.
• The Evangelical Crusade name change was discussed.

RECOMMENDATIONS/PROPOSED
• After long deliberations the meeting suggested the new name for the Crusade to be …Methodist Evangelical Revival
• The proposed retreat for Preachers needs to be taken seriously to help uplift our Preachers

THE IMPERATIVES OF MISSION

SPIRITUALITY
• The Local Preacher’s Association will, as from 2018, embark on a District or Circuit Retreat concept to revive our Preachers and to help them promote unity among God’s people.
• We will continue with the DRD (Discipline, Respect and Discernment) in all our Districts and will be reviving it in Mozambique. This is a model to help our church fight against all kinds of social ills.
EVANGELISM AND CHURCH GROWTH
The LPA is engaging in all Pulpits and open air preaching in most of our Districts to proclaim the word of God to our communities and hospitals, prisons and to those who need them most. Evangelical Revivals are being held in three fold at District, Regional and Connexional levels, 2018 is at Regional level and the 2019 revival will be held at Connexional level in Bloemfontein on the 19th to the 20th October 2019.

JUSTICE AND SERVICE
The LPA Constitution has been updated and is now in print in all other South African indigenous languages, so that it could reach all its members with thorough understanding. The new LPA Executive is currently in conversation with the outgoing Executive and the affected agency to resolve the Trip to Rome debacle and will release the outcome after the completion of the findings.

HUMAN AND ECONOMIC DEVELOPMENT AND EMPOWERING
The LPA is continuing with its outreach programme where we assist our poor and vulnerable communities with various items they need.

We have continued the project of giving assistance to our Mozambique Preachers by collecting manels and other Preacher’s regalia. As soon as we have the travelling resources we will deliver them to them.

EDUCATION AND TRAINING
Training and the studies of the Local Preachers have been reviewed and the new programmes to encourage impeccable characters and ethics are found in the guidelines for Local Preacher’s studies by the Education for the Ministry and Mission Unit (EMMU) booklet.

THE STATE OF OUR FINANCES
We are struggling with finances to run our office of the LPA due to the zero bank balance we inherited from the outgoing committee. We are working on hand outs and that makes it difficult for us to execute some of our duties.

EXECUTIVE COMMITTEE
General President: Mr M.M. Hlatshwayo
Ex General President: Rev P.T. Sikotoyi
Vice General President: Mr I. Gulwa
General Secretary: Rev M. Sekhejane
Assistant General Secretary: Mrs M. Zondo
General Treasurer: Mr M. Maseko
General Committee Member: Rev M. Diutlwileng
General Committee Member: Mr D. Mabusela
General Committee Member: Mrs E. Mokhemise
IN CONCLUSION
To God be the Glory as we pursue our calling and we thank the Holy Spirit who keeps us on fire as we Ignite God’s Fire for Discipleship and mission, and not let the fire go out on our altars – it must be kept burning at all times.

Shalom
CHAPTER 24

WOMEN’S WORK

WOMEN’S ASSOCIATION

Mrs Valerie Palmer
General President

PREAMBLE

God is our Rock on whom we can be steadfast. It is through His grace that we are gathered here to discuss the work of the Almighty. It is by faith that the people of God are directed in one mission, GOD. It is my privilege to present the report of the Women’s Association of the Methodist Church of Southern Africa.

SPIRITUALITY

Spiritual growth is of the utmost importance, therefore women are busy with Bible studies, spiritual upliftment programmes, activities such as revivals, workshops, prayer meetings and ecumenical services. Every woman in the Methodist Church has a ministry calling and discipleship to fulfil. Prayer and fasting takes place regularly, it is a time for intercessory prayer and introspection. Social media are used to reach those who do not have a place to worship God. Modern technology ensures that the needs of the unwanted, abused, those who are torn asunder by crime are reached. All members are involved in the daily life of the church by means of preparing young ladies for leadership in the church and the community. Ecumenical services are held on a regular basis and women are encouraged to interact with the prisoners to encourage and give them hope for their future which lies ahead. We are called in humility, service and obedience to be bolder, more courageous and determined about being true Methodist disciples.

EVANGELISM AND CHURCH GROWTH

To ensure growth in our church, women conduct home visitations to members who ceased to be active in the church activities, to win them back into the fold. The Annual World Day of Prayer is an opportunity not missed, for all sisters in Christ to come together and share in the programmes. Inter-denominational services are held regularly where women meet with other sister churches. Throughout the Connexion Joint Committee meetings are acknowledged where the women meet to discuss projects. Acknowledgement is given to WFM&UCW during the month of October, and candlelight services are held to commemorate those infected and affected by HIV/AIDS.
JUSTICE SERVICE AND RECONCILIATION

God teaches us we should love our neighbour as we love ourselves. Outreach programmes are held by the women, observing Mandela Day, cleaning for elderly and disabled people, visits to orphanages as well as to hospitals. Other services rendered were cleaning campaigns, giving destitute families clothes, groceries and furniture. Protest marches are conducted in recognition of Women and children abuse. The campaign against domestic violence has women at the forefront, rendering assistance to the affected; hence adherence to the Thursdays in Black call. Women assist in shelters for abused women, police forums and anti-drug forums. Providing dignity to poverty stricken communities throughout the Connection with food parcels, soup kitchens and assistance to learners with stationery, school uniforms etc. is ongoing. Teenage pregnancies remain a pandemic and it has come to light that girls are becoming pregnant at an alarmingly younger age, therefore education for girls and boys regarding teenage pregnancy is highlighted and ongoing. Donating sanitary towels to young girls and educating them around the issues of sexuality. Outreach to the needy, the lonely and the frail – being instruments in the hands of an almighty God – knowing Him and making Him known. Knitted toys and jerseys bring comfort and joy for those in need, especially the children. Feeding schemes and soup kitchens are operated by the women to distribute to the needy in informal settlements and the communities. Women have voiced their opposition to corruption and wrongdoing and have a strong voice against the escalating abuse of women and children. Rape victims are provided with necessary clothing, gifts of toiletries and an encouraging verse from the Scriptures. Prayers are shared on a regular basis with those victims.

Generous gifts of toiletries, computer equipment and furniture items were donated by the women to other needy projects. Families are assisted, who from rural areas have to be hospitalised for extensive periods with accommodation, transport and meals. At Christmas time the women give grocery hampers to the elderly and the needy and toys to the children’s shelters. Women donate generously to the Homes of disabled, Centres for HIV/AIDS, hospitals and different Havens. Small and medium scale initiatives continue to form part of the Connectional and Districts’ programmes to provide justice and service to communities.16 Days of activism, human trafficking, xenophobia and HIV/AIDs are acknowledged on their respective days.

Our Father’s love has raised us above all the tribulations of our new country, and we continue to rely on that love to guide us through the several incidents of xenophobia and the current period of corruption.

DEVELOPMENT AND ECONOMIC EMPOWERMENT

One of the challenges of the women is to empower the needy, so women embark on self-help schemes such as sewing, gardening, knitting projects. Some of the retired educators empower our people with Abet classes. Reading corners are established to help women and children upgrade their reading skills. Beneficiaries of a feeding
scheme were shown how to make garden furniture from used tyres, to be self-sufficient. Workshops were held on how to write out a last will and testament and on child labour. The ladies were involved in International Literacy Day and how to conserve water and sanitation. Women are equipped with basic skills such as knitting, baking, sewing and planting vegetables. Through fund-raising women build or renovate houses for the destitute. Young ladies are being prepared for leadership and how to support themselves financially through workshops. To empower our women and youth, computer lessons and skills training are also presented. Programmes are held to help the people to become self-reliant and to steer them into the right direction regarding the status of unemployment. Women help many people with the little they have through their dedication to God. To women, mission work is first and foremost making disciples of all nations.

EDUCATION AND CHRISTIAN FORMATION
Education plays a vital role in the lives of children and also their parents. Education Sunday is to dedicate both teachers and learners for the hard work they put in. Reading corners and donation of books are in most churches. Uniforms and learning aids are donated to schools and learning centres. Teachers conduct afternoon classes to assist learners with Mathematics and Reading books, stationery and educational toys are donated to schools. Parents of the learners in grade R are trained on how to use the educational toys. Women have undertaken to improve literacy levels and respond to the general educational needs of children in our churches, schools and communities. People realise that education means freedom from poverty. Promoting literacy amongst children by teaching them to read, write and the use of technology. All Districts donate annually a range of goods and services to local schools and churches for the education of 6- to 10-year-old children. Uniforms, shoes, toiletries have been given to schools. The women have established extra classes in Afrikaans for primary school learners. There have been several collections of pencils, books and other items needed for children starting their school careers. Transformation of young children from being half starved, dirty and homeless to becoming confident and able to recite passages of Scriptures is a delight.

Children Learn What They Live
If a child lives with criticism he learns to condemn.
If a child lives with hostility he learns to fight.
If a child lives with ridicule he learns to be shy.
If a child lives with sham he learns to feel guilty.
If a child lives with tolerance he learns to be patient.
If a child lives with encouragement he learns confidence.
If a child lives with praise he learns to appreciate.
If a child lives with fairness he learns justice.
If a child lives with security he learns to have faith.
If a child lives with approval he learns to like himself.
If a child lives with acceptance and friendship he learns to find love in the world.

By Dorothy Law Nolte (1954)

HIGHLIGHTS
A memorandum was handed to the police during the march of Black Thursday. To highlight the 200 years of Methodism in South Africa. The Women s Association donated R10 000 towards the Knysna Relief Fund.

FUTURE PLANS
All to become advocates of children’s work in the church. Focus more on the 16 days of Activism starting 25th November to 10th December.

EXECUTIVE:
Ms Cathy Robyn, General President
Ms Delphine Hawes, General Secretary
Mrs Eleanor Kensley, General Treasurer

TO GOD BE THE GLORY
WOMEN’S AUXILIARY

Mrs Cheryl Greaves
General President

NUMBER OF BRANCHES AND MEMBERSHIP

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<td><strong>3211</strong></td>
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Christ’s love compels us to give Him praise and glory for all the women in the Auxiliary who have known Him and made Him known in the past year. This year we have endeavoured to spiritually revitalise the women in the Church to a deeper relationship with our Lord and Saviour. The Auxiliary has engaged in and encouraged evangelical outreach as part of the ministry and mission of the Church. In the reports that follow, one realises that they heed the call of our Lord and Saviour Jesus Christ to “Come Follow” and “Go Tell and Show”.

CONNEXIONAL MEETINGS

Connexional Meetings were held from 17 to 19 August 2017 at Kloof Methodist Church in the Natal Coastal District. Our theme was “Christ’s Love Compels us to change from Glory into Glory” as we entered the Auxiliary’s new century. Bishop Mike Vorster in his address, urged us to live in the love of God. Rev Andrew Robinson, the Circuit Superintendent and Rev Roger Scholtz the Society Minister, administered the Sacrament of Holy Communion to all the delegates at the Opening Service.

The Connexional Meeting is always a time of fellowship and conversation around the work done by the Auxiliary across the Connexion, a time of reflection and a time of encouragement to continue to serve our Lord and Saviour as we Know Him and make Him Known.

Rev Mike Vorster addressed us on environmental issues and urged us, as women in leadership in the Church, to make a real difference in society by refusing to use products that are detrimental to the environment, thus leading the Church into environmental justice. The Rev Dr John Borman enlightened us with the history and production of the Faith for Daily Living devotional booklet which is published bi-monthly. 100 000 copies are circulated bi-monthly to all corners of the globe at no cost, the publication is covered by sponsorships. God’s Word is the cornerstone of our faith. Much discussion took place concerning the reluctance of women to take leadership in branches and Districts, and the Auxiliary is not attracting younger members. However, the fellowship and the diligent commitment to be Christ’s hands and feet in the Church and in the community, outweighs the lack of younger enthusiasm.
At our Service of Memory our founder members and those who had passed to higher service were remembered by the lighting of candles. Green candles were lit for the 30 branches which had recorded new members. Mrs Patsy Williams, an octogenarian who is a living witness of the grace and love of our Heavenly Father, reminded us that the God of Israel who created and rules over the entire world is also our Father who cares for and embraces His children and wants the best for us, His beloved daughters. At our Closing Service reading from John 14, she highlighted the truth that God chooses us to go and bear fruit that will last. She stressed the importance of each of us giving our will to God in obedience in order to glorify His name. Using a PowerPoint presentation, Mrs Judy Simons encouraged the women to trust fully in God. The General President encouraged the delegates to be angels of change turning negativity into positivity whenever an opportunity presented itself.

SPIRITUALITY
Following the commitment made at our Induction to dig deeply into God’s Word, the General Executive commenced each of our meetings with an indepth Bible study. The Districts and Branches start their meetings with a devotion. This is a spiritual growth point not only for those receiving, but also for those preparing the devotion. All Districts report that their Branches begin the Auxiliary year with a Service of Dedication and Communion. They use the Affirmation to rededicate themselves afresh to Christ’s service in the Church, in their homes and in the community. Spiritual messages are on the programme of the Branches and some have prayer partners and prayer chains, speedily communicated through the use of social media. Some Branches also benefited from spiritual retreats. One Branch had a teaching on John Wesley’s mother, Susannah, 1669-1742 and her influence on the Methodist Founders.

EVANGELISM AND CHURCH GROWTH
One of, if not the most important ministries of the Auxiliary is our Country and Postal ministry which maintains a link between the Church and those who are no longer able to attend Services. Many women have been brought into the Church through the Auxiliary and we continue to encourage women into a relationship with Christ through our meetings. All the garments lovingly made for distribution to those in need contain a message of God’s love. Our members visit and minister to folk in prisons, Retirement and Children’s Homes and to those living in informal settlements.

JUSTICE AND SERVICE
The General Justice and Service Secretary has throughout her term of office, strived to promote the Justice component of this portfolio. We continue to encourage the disuse of plastic, especially packets and straws, the preservation of the environment and the gifts which God so freely gives to us. The rights of the elderly and children have been promoted. We encourage awareness of the high rate of women and child
abuse by practising Thursdays in Black. The Auxiliary exemplifies Christ’s servant heart – an elderly lady takes sandwiches and fruit onto a Settlement on a dumpsite under police escort on a weekly basis. A Branch, when made aware of two siblings who were sharing their school feeding scheme sandwich with their household, built a wendy-house to provide secure accommodation for the family, and have assisted the grandmother to apply for an identity document to enable her to receive a grant – we cannot change the world but we can make a difference in the life of a family. “I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me” – Matthew 25:40

COUNTRY AND POSTAL
A monthly news and encouraging letter is sent by the General and District Country and Postal Secretary to all members who are shut in, frail, or living in outlying areas and no longer able to participate in worship services and meetings. This is one of the most vital ministries practised by the Auxiliary and much appreciated by those receiving the letters. Very often this is the only contact they have with the Church.

HUMAN AND ECONOMIC DEVELOPMENT AND EMPOWERMENT AND EDUCATION
Many of the Branches are involved in and assist Early Education Centres and Crèches. Human dignity is provided by the knitted and donated garments given to Hospitals to clothe new born infants who would have been taken home wrapped in newspaper. Rape and abuse victims are assisted by the donation of packs containing personal items, distributed through Police Stations and Crisis Centres. A Branch collects wool and knitting needles and on a routine basis teaches a class of children how to knit. Handwork classes are given.

Our Justice and Service Secretary has investigated all avenues and people in order to overcome the teenage girls missing school during their menstrual periods. We have not succeeded in obtaining the co-operation of the Minister of Health in regard to the free sanitary pad issue, but are aware that many Branches and Churches collect and distribute sanitary towels to schools.

JUBILEE FUND
The Auxiliary was able to financially assist the widow of a Minister with dependants, recommended by the Presiding Bishop. This recipient was extremely grateful for the gift.

FINANCE
All monies raised by the Auxiliary are used to further the Kingdom of God, be it to welcome new Ministers into the manse by providing a hamper of groceries, maintaining or upgrading Church property, purchasing table cloths, curtains, kitchen equipment etc. Children’s Homes and Homes for the Aged benefit by the financial
support of the Auxiliary. Ministries such as hospital visitation, Bible Society, Order of Deacons, Order of Evangelism, Seth Mokitimi, Knysna Fire Relief Fund and many others were financially supported. The total amount allocated across the Connexion for 2017 was R1 970 605.87.

Many of our members are pensioners and in the present economic climate of our country, many Societies are unable to meet their assessments. The Auxiliary members feel obliged to support their own Society and yet the mission work continues, usually in a tangible way. We salute the ladies who practice the same fortitude as our founders did when they started the Auxiliary.

WORLD FEDERATION OF METHODIST AND UNITING CHURCH WOMEN
Unfortunately we were not able to attend their meetings, but were represented by Mrs Gretta Makhwenkwe, the General President of the Woman’s Manyano. Our reports were submitted and received and our affiliation fees paid with difficulty. A donation of R4 781.65 was paid, as requested for the project chosen in Zimbabwe. World Federation Day was celebrated in October.

CONCLUSION
Christ’s love compels me to commend each and every lady who tirelessly serves our Lord through the avenue of the Auxiliary in the Church. In the past two years I have had the privilege of visiting most Branches and have been made aware of the dedication of the members particularly those in the rural areas of our country, who very often do not have a minister in their Society or Circuit, they are the Church.

The Auxiliary continues to be an aid to the Church and welcomes all women into a deeper relationship with Christ. We thank the Ministers who encourage and support the work of the Auxiliary. I encourage all Auxiliary members to speak boldly, to pray boldly and to act boldly to make a difference in the world. As the General Executive we praise and thank God for calling and equipping us to serve Him in this high office. As we hand over the baton to the Executive Elect we pray God’s continued grace, guidance and protection over our beloved Women’s Auxiliary.

I close with the words of a song by Tim Hughes:

“Lord will You be my vision, will You be my guide,
Be my hope, be my light, and the Way
And I’ll not look for riches, nor praises on earth
Only You’ll be the first of my heart –
I will follow You”

EXECUTIVE
Mrs Mary Ellerbeck, General President
Mrs Penny Howie, General Secretary
Mrs Mary Stierlin, Treasurer
INTRODUCTION
The Women’s Manyano is very grateful for the blessing and privilege of being a vehicle of God’s mission in the world. As per the mission statement of the Church, the Manyano chose to focus healing and transformation on women and children. The 2017-2020 focus-area is: “Inspire, empower and mentor the girl-child and women.” As missionaries, members are driven to “Go, tell… (Mark 16:7). Words to be used as the last resort in telling, actions and way of life should tell more.

OVERVIEW OF THE WORK

SPIRITUALITY
This imperative is fundamental to the existence of the organisation as this is a union of prayer and service. It is the strengthening of the inner being through the power of the Holy Spirit, leading to Christ residing in hearts and through faith. Members are taught that being a full member of the Church precedes being a Manyano member, thus involvement in class meetings is strongly encouraged to feed and nurture the soul. The spirituality of giving is taught and encouraged. With the help of the clergy, spiritual disciplines are taught and encouraged. Teachings strive that members be rooted and established in love which will extend to fellowship within the church and in the communities.

EVANGELISM AND CHURCH GROWTH
In the culture of the organisation many different methods are used to tell the story of the Good News. “Go, tell…” Is executed by house visits; ministry of presence where people are bereaved; laughing with those who celebrate; being part of mission campaigns;

• Warm reception of visitors and strangers at church; faith-sharing and many other ways of helping people create memories where the love of Christ will be evident.
• Growth is evident in the growing numbers shown by annual robing of new members.

JUSTICE AND SERVICE
This is another mission imperative that is at the core of the Manyano existence. The essence of the organisation is to pray and serve God and His creation. Serving God’s
people is executed through the CCS-wing which ensures that social justice prevails in Church and in the communities. Every effort is made to show God’s love to His people, especially the vulnerable and marginalised. In any outreach made, what is more important is for the beneficiaries to see and acknowledge Christ touching their lives more than the goodies given to them.

**HUMAN AND ECONOMIC DEVELOPMENT AND EMPOWERMENT**
All women are empowered in their areas of need, e.g. pension issues for widows and divorcees; importance of the last will and testament; single parenting; tackling substance abuse within families; stabilising finances after the loss of a spouse; healthy communication; personal branding and many other issues that empower the human capital of the Manyano. Starting and registering own companies are taught to members. Formation of co-operatives – women are educated on it and encouraged to form co-ops. Bursaries to tertiary students are offered.

**EDUCATION AND CHRISTIAN FORMATION**
Many ECD’s (Early Childhood Development Centres) were assisted with educational toys; jungle gyms, the lot. In some centres workers were funded to go for training and qualified as Early Childhood Development Practitioners. Needy learners have been given uniforms. Laptops loaded with programmes that improve teaching and learning for all learning areas, were donated to grades 8 and 9 learners to give them a solid foundation. Teachings were done and partnerships formed for advocacy and prevention of human trafficking. “Ukuthwala” (marrying off young girls) was another scourge tackled by the Organisation by teaching and empowering mothers. Matric intervention programmes to improve results, were engaged in.

**HIGHLIGHTS**
- R1 mil-R1,5 mil given to a District hosting Triennial as seed money to kick-start the erection of a District Centre. This decision was started as a response to a challenge of the heavy registration fees paid to hotels for conference, triennials and other Connexional and District meetings.
- Financial contribution to the Connexional Desk for Children’s Ministry was made.
- Connexional Mission Unit was also financially assisted to keep on helping ECD’s that seek help.
- Financial assistance to SMMS for meals to student ministers and their families continued.
- A group of girls registered with UNISA’s Teen Geeks Programme (development of apps that will solve community problems).
- “Dress a Child” programme was successful as more and more learners were clothed.
- The establishment of a Wellness Task Team by the organisation. Members of this task team went for a facilitation course accredited by SAQA.
• Intentional leadership development and discernment through convening the Ministers’ Wives Indaba and the Leadership Workshop for District Executives in Durban and Parys respectively.
• Methsoc-Manyano relationship was strengthened, especially in Natal Coastal and Grahamstown Districts.
• Successful training on entrepreneurship, animal and crop production was done.
• Order of Evangelism; Youth Unit and the Mozambique District were also supported by the organisation in the year under review.

FUTURE PLANS
• Skills training for women on: hat-making, fine beading and fabric-painting as well as carpet making.
• Mentoring Course with SAQA accreditation for the Task Team and those who have mentees under their wing.
• Digitising and safe storage of information of the organisation and having an archivist leading the task.
• Inspiring, empowering and mentoring the girl-child, developing the following;
  - Character formation
  - Public Speaking
  - DIY (Do It Yourself)

EXECUTIVE
Mrs Gretta Makhwenkwe General President
Mrs Busisiwe Nxitywa General Secretary
Mrs Abegail N Mpahlwa Treasurer

NOMINATION OF GENERAL PRESIDENT-ELECT:
The 2017 Triennial Convention unanimously nominated Mrs Thembi Gwala as General President Elect, to be moved for endorsement by Conference.

CONCLUSION
Thanks be to God for journeying with the organisation and her leadership during the year under review. Great things are yet to come through the power of the Holy Spirit. The Manyano will continue to strive to live in grace. The praying warriors that formed many of us were not simply born strong, but forged through the challenges of life. With each challenge they grew mentally and emotionally. They moved forward with their heads held high and a strength that cannot be denied. They are women who have been through storms and survived. They continued to say, “We can do all things through Christ who strengthens us.”

Onward Christian soldiers… Noxa ninganconywa apha, uMsindisi wonincoma.
PREAMBLE:
As YWM members, we confess the Lord Jesus Christ, as our Saviour and Redeemer, according to the Scriptures, and therefore seek to fulfil the common calling of the Mission work of the Church to the Glory of one God, Father, Son and Holy Spirit. We look to the Presence and Power of the Holy Spirit, to prosper creative and redemptive work in the World, even though we seem to have entered a difficult period where children and women are raped, brutally murdered and abducted, especially those living with Albinism. Our Mission focus is more on becoming a Church in solidarity with the poor and to respond vigorously to the crisis of HIV/AIDS, drug abuse, poverty, women and child abuse, hunger and unemployment, the need for Skills Empowerment and Education and Christian Formation.

OBJECTIVES
To be an Organisation that is healed holistically. To teach, guide and nurture the Junior Manyano. To expose members to Entrepreneurial skills, to support and empower those who head families in a holistic manner.

• Envisioned Outcomes: one or two YWM projects that can be done on a continuous basis to empower Young Women’s Manyano Members with the necessary Skills for Effective Leadership as well as the Growth of the Organisation.

• To build the opportunities for young women to learn about God through skilful communication, mentoring, supporting and nurturing the children’s development.

OVERVIEW OF THE YWM WORK

SPIRITUALITY
As an Organisation, we emphasise the deepening of Spirituality within the Organisation by organising workshops, Bible Studies, Retreats and Camps, teaching on contemporary issues which is done at both Local, District as well as Connexional levels. We are sticking to our objectives of living holy lives and form prayer buddies to grow the spirit within the Organisation.

EVANGELISM AND CHURCH GROWTH
We organise outreach campaigns to motivate the non-believers to believe in our Lord Jesus Christ and also to revive those that have fallen. We visit Prisoners, Hospitals,
Pensioners (old aged homes), Orphanages and Rehabilitation Centres to bring them hope. Clarkebury District had a joint service with Bible Women and visited the family of one of their members and prayed for the family. They also organised birthday parties for the Junior Manyano members, especially for those who have never had birthday parties at their homes. Queenstown District still contributes R10 000 annually to the District Mission Fund. Mozambique District Executive visited all Circuits in their District, except Macie and Matola Circuits. In their visits, they had joint activities with members of YWM in those Circuits. They visited their members, who have lost their loved ones as well an old lady, where they prayed and had fellowship with her.

**JUSTICE, SERVICE AND RECONCILIATION**

We empower victims of domestic violence and abuse, sexual slavery, human trafficking and encourage moral re-generation. We continually donate school shoes, uniforms disposable nappies, groceries, toiletries and sanitary pads to underprivileged learners in all our communities. We adopt school children and pay for their school fees, uniforms, books and stationery and support child headed families. Natal West District donated walking frames to people living with disabilities. Clarkebury District adopted an Orphanage home called Siyakhana and visit yearly with donations of toiletries, birthday cakes and some meals cooked for them. In Thembelihle Children’s Home, sanitary towels and toiletries were donated to 41 beneficiaries. They also brought fruit, sweets, biscuits and cakes so that the children could enjoy their presence and also feel loved.

Natal Coastal District invited people living with albinism to share their experiences about the discrimination they encounter, and donated sanitary towels, toiletries and disposable nappies to an organisation for people living with albinism. Beds and linen were donated to the Sisizakele Special School in iNgwavuma Circuit that had opened their doors allowing the District to use the place as the venue for the 2017 District Convention.

Limpopo District donated cement and paint for house renovations as well as a wheelchair for an elderly disabled woman. A 7-year disabled boy was identified and assisted with occupational therapy; he was later referred to a nearby hospital for Orthopaedic treatment and is now on the waiting list for surgical boots. In December, they went to the Mozambique District for the commemoration of Christmas, visited an Orphanage in Maputo, where they celebrated with the occupants. They offered diverse food parcels to the orphanage and shared a Biblical message and prayed together.

**HUMAN AND ECONOMIC DEVELOPMENT AND EMPOWERMENT**

Natal West produces vegetables, breeds chickens, sews clothes and sells to eradicate poverty and create employment. HISWA District started gardening projects for church feeding schemes and disadvantaged community members and is also embarking on an activity of utilising recycled material. A Small Business Fund project has been initiated, to help start up small businesses from different
Circuits. In the Natal Coastal District, the cluster (Durban 712, South Durban and Upper South) held a workshop teaching members how to make candles. KNB District initiated projects and are achieving short and long term goals (gardening project, Thusanang Community Centre). They continue with their food gardens with Bensonvale Circuit taking the project further by securing a piece of land (intsimi) where they plant different crops that are sold to the congregants and community. Mozambique District started a project which aims to teach young women to make sanitary towels.

EDUCATION
COGH YWM awarded the most needy and vulnerable school child with a full bursary. Clarkebury District held music competitions where Junior Manyano competed, singing Ndiyakholwa, Siyakudumisa and Gcobani so they could understand their meaning and importance. For one girl studying in Ganges High School in Durban doing Grade 11, Clarkebury District paid for school fees and school uniform and managed to pay 5 months boarding fees. The total amount that has been spent for two such learners is R20 000.00. The contribution of R10 000 has been made to the Mission Unit of the Clarkebury District towards the bursary fund of that District. The NFSL District has some Circuits visiting Community schools to share the Word of God, in their uniform, during school parade times. Limpopo District held their Annual Educational Sunday, where members come to church in their academic regalia to encourage young members on getting an education. Queenstown District continues with the Inkanyamba Fund-raising effort. Part of the fund is used for a bursary fund as well as the District Mission Fund. KNB – Re-launch of a Young Author, Reikantse Manaka, during Convention 2017; this is the second edition of her book – High Ten for Reikantse.

CHALLENGES
Perception of inexperience for the lack in leadership skills as well as lack of commitment. High rate of unemployment. Substance abuse. Geographic vastness of our Districts as well as members moving from rural to urban areas, leaving the rural circuit with financial constraints.

HIGHLIGHTS
Cape of Good Hope District celebrated their 10th Year Anniversary with a day of service, activities and entertainment. About 800 children participated.

The activities at the 2017 CCS Workshop included art skills that were transferred to JM members from circuits around Pretoria. Other children were assisted with clothing, a cellphone to assist with the exams and research for studies and examinations, school uniform and groceries for vulnerable children within the communities of the Limpopo District, as well as the assistance for Tertiary studies’ registration for 2018.
During 2018 CEM held in Bloemfontein, we donated groceries and cooking utensils to the Zastron Circuit that are busy with the project of making sure that the vulnerable people in their community have a meal at least once a day. The Circuit officials graced us with their presence.

ACHIEVEMENTS
We have financially supported the SMMS in 2017 with the amount of R50 000-00. The Kunene Housing Project done by Natal Coastal District has been handed over during the 2016 District Convention. In the Natal Coastal District, Durban Circuit 712 built a Church hall at Guga Society that was dedicated on the 2nd December 2017. Rev. Mcineka who is a member of the Natal Costal YWM was collared as a Minister. This year two members of NCD YWM participated and finished the Comrades Marathon within the 12-hour deadline.

HISWA District visited an Orphanage Home in KwaHluthukhlu – a Methodist Centre based in Swaziland which has been adopted by Mrs Simelane and accommodating 29 children – with the donation of the following items: A four plate electric/gas stove valued at R8000.00; dignity packs for girls; bed linen, as well as washing powder and shoes. Grahamstown District visited the Sivenathi Mental and Physical Institution and donated blankets, toiletries and food parcels. A YWM member was also assisted with blankets, clothing and other necessary household items after her house burnt down.

FUTURE PLANS
• Empowering members with Entrepreneurial skills.
• To have joint sustainable and continuous projects with other Organisations within the Church.
• During their 2018 District Convention, Queenstown District will be launching the Rev. Nomathamsaqa Rweqana Fund where a portion of the funds raised will assist some members to pursue their skills and also assist the sustainable projects in each Region.
• Mozambique District is busy putting in place plans to visit the Female Penitentiary in Maputo Province, hospitals and orphanages and involved in some activities there.

STATISTICS:

<table>
<thead>
<tr>
<th>District</th>
<th>Full Members</th>
<th>On-trial Members</th>
<th>Junior Mannyano</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central</td>
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<td></td>
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<tr>
<td>Clarkebury</td>
<td>534</td>
<td>83</td>
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<td>Kimberley, Namibia and Bloemfontein</td>
<td>Mozambique</td>
<td>Natal Coastal</td>
<td>Northern Free State and Lesotho</td>
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<tr>
<td>Limpopo</td>
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<td>TOTALS</td>
<td>4723</td>
<td>585</td>
<td>4260</td>
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</tbody>
</table>

**EXECUTIVE**

General President: Mrs. Nomonde Motswenyane  
General ex-President: Mrs. Zime Nyembezi  
General President-Elect: Mrs. Ncumisa Mehana  
General Vice-President: Miss Jaliswa Majwede  
General Secretary: Miss Nothemba Mhlauli  
General Assistant Secretary: Miss. Unathi Bongoza  
General Treasurer: Miss Ditshewane Lethebe  
General CCS: Miss Tsholofelo Seate

**CONCLUSION**

We are grateful for another year of Service, Discipleship and Fellowship, for His Love, Grace, Blessings, Wisdom and Protection. We honour, praise and glorify our Lord, Saviour and Redeemer Jesus Christ for calling, enabling and empowering us in doing the Discipleship work.

We are very grateful to all members of our Organisation for their support and prayers. We would like to take this opportunity to wish the Presiding Bishop, the MCSA Executive and Conference delegates to have a blessed and Holy Spirit-guided 2018 Conference.
INTRODUCTION
It’s an opportune time to report, on behalf of the Connexional YMG, the state of affairs of this gallant 106 years old movement. The report will give account on the work and ministry that continue to inspire communities around the church. As an organisation, we continue to reflect on our relevance and how we respond to challenges affecting us.

VISITS TO DISTRICTS
During the past year, the Executive Committee visited and interacted with general members in the Central District, Cape of Good Hope District, Natal West District and Natal Coastal District. The participation and attendance at district conventions by the Connexional Executive was appreciated by members who acknowledged the role played in motivating good work in the districts. We also attended the Local Preachers Association Triennial Convention and various other key denominational activities as guests.

FINANCE
The YMG was doing fairly well with its finances and continues to make efforts in ensuring stability to manage and implement its mission. By the end of December 2017 the organisation received a clean audit with a positive balance of R95 762. We continue to explore ways and means to improve our finances and steer away from depending on levies, which are declining with low membership trends.

MISSION IMPERATIVES
The following is a summary of activities conducted in various Districts with an attempt to address the mission imperatives and objectives of the Organisation:

SPIRITUALITY
This is the main and fundamental pillar of our journey to deepening spirituality so that “the world may believe.” We continue to hold Bible studies at our conventions and workshops with various related spiritual literature. Revivals are still key to our movement and we carry on leading them in all gatherings of our sister organisations. Weekly prayer meetings are conducted with visits to distressed families and members of the communities including those in institutions.
EVANGELISM AND CHURCH GROWTH
Many street revivals and door-to-door mission work is being conducted to evangelise the people of God. Some districts have partnered with Correctional Services centres and other institutions (Hospices, Hospitals, Drop-in Centres and ECD Centres) for dedicated prayer services. This is to spread the Gospel of Jesus Christ whilst on the other hand trying to “save souls”. Prayer services and night vigils are conducted for bereaved families. In some districts, evangelism work by the members resulted in the establishment of new Preaching Stations and/or Circuits.

DEVELOPMENT AND ECONOMIC EMPOWERMENT
Districts continue to empower their members to participate in the economy through relevant skills programmes. 17 circuits in the Queenstown District have benefitted from skills development training (Bricklaying and Tiling) towards employment opportunities. In some instances members are trained on livestock farming through “Pass a Gift” project. Unemployed members are given preference for business opportunities created by the Organisation, like when houses were built for identified deserving families. Skills audits are conducted to identify skills available for use during projects initiated by the organisation, congregants or church as a whole. Motivational speakers were invited to empower members on various useful topics.

JUSTICE, SERVICE AND RECONCILIATION
The District Organisations raised the bar on the drive to stand against the abuse of women and children. They continued to say we can’t tolerate men, including our members, abusing women and children. Marches were being held in all the districts to express our zero tolerance stance towards these social ills. On the other hand, we donated gifts like learning materials, blankets, floor mats, heaters, and microwaves to communities including ECD centres. The project of donating school shoes and uniforms to vulnerable children continues at various levels within the Districts. We also made monetary contributions on projects like building of the manse and towards the Semonkong Project. The Connexion has mandated the NFSL to lead the YMG participation and contributions towards the Semonkong Project. Other districts were committed to be fully involved on the issue of circumcision, considering the rising number of fatalities endured season by season. Charity projects activities, like sports day/golf day were conducted to build Christian citizenship in the communities.

EDUCATION AND CHRISTIAN FORMATION
Districts have established bursary funds to support poor students towards their education. The support was made available at all education levels including those at our Seminary. There are students in schools, universities and Technicon’s supported by the YMG. Various workshops (motivational and wellness) were conducted for the benefit of our members. During the wellness sessions, various specialists and/or professional practitioners were invited to conduct free tests for HPT, HIV, TB, Glucose, Cancer and related diseases affecting young and old, within our communities.
The YMG was also supporting the Children’s Ministry by conducting sessions with them. We have also partnered with the Black Methodist Consultation for the training and empowerment of leadership in the YMG and other sister organisations. The inaugural training summit would be held during October 2018.

GENERAL DEPARTMENT OF DEVELOPMENT AND SOCIAL RESPONSIBILITY

The YMG is still proceeding with the Philani Projects (Clinic) especially in the KNB District. However, it must be recorded that serious challenges have been experienced as the project implementation is now in the hands of the Eastern Cape Department of Health. With regard to the Halfway House Project, districts were being encouraged to identify homes/houses to be utilised. The full roll-out of the project has been on hold due to the outstanding Memorandum of Understanding (MoU) from the Department of Correctional Services. The matter was being given due consideration with the GDDSR Convenor managing the process.

YMG CONSTITUTION

The newly adopted YMG Constitution has been implemented effective 01st January 2018. The roles of additional members in the Executive Committee have been clarified and they have been provided with particular portfolios to ensure accountability. There was a principled agreement that new amendments to the constitution would be considered during the 2022 Triennial to give meaning to the current constitutional framework.

MEMBERSHIP OF THE YMG (STATISTICS)

DISTRICT STATS (#=Increase, *=Decrease)

Cape of Good Hope 609
Grahamstown 1 880*
Queenstown 1 901#
KNB 2 510*
NFSL 702*
Natal Coastal1 733*
Natal West1 769#

Central 1 828
Highveld and Swaziland 1 334#
Limpopo 2 268*
Mozambique 000
Clarkebury 1 560*
GRAND-TOTAL 18 094
We are still experiencing non-cooperation from Mozambique as they were not complying with many of the Organisational Resolutions. Several meetings were held with the leadership and commitments made, but no performance. The year under review has seen a serious drop in the membership of the Organisation. 50% of our districts have lost members, with Clarkebury suffering the greatest loss. Many factors like unemployment and poverty are contributing to this negative phenomenon despite concerted efforts by various Districts to grow the organisation. Many young people are recruited into the organisation but their membership is not sustained.

TRIENNIAL CONVENTION 2019
The Triennial Convention 2019 will be held in Botshabelo, Bloemfontein, KNB District from the 05th – 09th June 2019. During that Convention the YMG will be having the induction service of Rev N Geja as the new General President together with the elected Executive Committee. The movement would be glad to welcome members of the Conference during the service and other important activities during the duration of the Convention.

CONCLUSION
The Organisation like many others was affected by many challenges – social ills facing our communities, high rate of unemployment, lack of norms and standards for on-trial members, inconsistent membership statistics with poor verification capabilities, lack of commitment, dysfunctional Circuits – but is confronting them with vigour towards fulfilling our aims and objectives as stipulated in our Constitution.

EXECUTIVE
General President: Rev. M. S. Nhlapo
Ex-General President: Rev. L. E. Mandindi
General Vice President: Bro. B. Rasmeni
General Secretary: Bro. M. J. Mokoele
General Recording Secretary: Bro. C. T. M. Breakfast
General Treasurer: Bro. J. Matsho
General DDSR Convenor: Bro. A. M. Mathabe
Committee Members: Bro C. A. Mokobane and Bro. K. C. Taukobo
The Methodist Conference Award for Excellence in Service to Church and Society is awarded to the following:

<table>
<thead>
<tr>
<th>Year</th>
<th>Conference</th>
<th>Awarded to</th>
<th>Category</th>
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<tbody>
<tr>
<td>2014</td>
<td>Durban</td>
<td>Mrs Hluphekile Gladness Ntuli</td>
<td>For Excellence in Education</td>
</tr>
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<td>2014</td>
<td>Durban</td>
<td>Mr David Wylde</td>
<td>For Excellence in Education</td>
</tr>
<tr>
<td>2015</td>
<td>Port Elizabeth</td>
<td>Mrs Jabu Mngomezulu</td>
<td>For Excellence in Education</td>
</tr>
<tr>
<td>2015</td>
<td>Port Elizabeth</td>
<td>Mr Artur Julião Mukhatchua</td>
<td>For Excellence in Agriculture</td>
</tr>
<tr>
<td>2016</td>
<td>Pretoria</td>
<td>Mr Zandile Jakavula</td>
<td>For Leadership in the Church and Society</td>
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<tr>
<td>2016</td>
<td>Pretoria</td>
<td>Dr Cynthia Kabanyane</td>
<td>For Empowerment and Human Development work in the Church and Society</td>
</tr>
<tr>
<td>2016</td>
<td>Pretoria</td>
<td>Justice Dikgang Moseneke</td>
<td>For Exemplary Wesleyan witness within the public space</td>
</tr>
<tr>
<td>2017</td>
<td>Johannesburg</td>
<td>Mrs Joan Chilvers</td>
<td>For dedication to Methodist history and heritage in Southern Africa</td>
</tr>
<tr>
<td>2017</td>
<td>Johannesburg</td>
<td>Mr Roy Struthers McAllister</td>
<td>For life-long faithful service to the Church</td>
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<tr>
<td>2017</td>
<td>Johannesburg</td>
<td>Ms Nancy Herron</td>
<td>In recognition of championing justice and service throughout the Connexion</td>
</tr>
<tr>
<td>2017</td>
<td>Johannesburg</td>
<td>Mr Linda Twala</td>
<td>For excellence in Community building</td>
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<tr>
<td>2018</td>
<td>Maputo</td>
<td>Mr Nelson Rolihlahla Mandela</td>
<td>For Excellence in Leadership</td>
</tr>
<tr>
<td>2018</td>
<td>Maputo</td>
<td>Mr Vusi Chuta</td>
<td>For Excellence in Education</td>
</tr>
<tr>
<td>2018</td>
<td>Maputo</td>
<td>Ms Constance Simelane</td>
<td>For Excellence in Education in Swaziland</td>
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## ELECTIONS AND APPOINTMENTS

<table>
<thead>
<tr>
<th><strong>PRESIDING BISHOP</strong></th>
<th>2018-2022</th>
<th>Bishop Ziphozihle Siwa</th>
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<td>Previous Terms: 2012-2014; 2015-2017</td>
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<tr>
<th><strong>LAY PRESIDENT</strong></th>
<th>2018-2020</th>
<th>Mr James M Nkosi</th>
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<tr>
<th><strong>GENERAL SECRETARY</strong></th>
<th>2015-2019 (2020-2024)</th>
<th>Rev Charmaine Morgan</th>
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<th><strong>GENERAL TREASURER</strong></th>
<th>2015-2019</th>
<th>Mrs Thini Ngonyama</th>
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<th><strong>BISHOPS</strong></th>
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<tr>
<td><strong>Cape of Good Hope</strong></td>
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<td><strong>Grahamstown</strong></td>
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<tr>
<td><strong>Queenstown</strong></td>
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<tr>
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<tr>
<th><strong>Kimberley, Namibia and Bloemfontein</strong></th>
<th>2018-2022</th>
<th>Bishop Kenaleone Ketshabile</th>
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<tbody>
<tr>
<td><strong>Northern Free State and Lesotho</strong></td>
<td>2019-2023</td>
<td>Bishop Bana Setshedi</td>
</tr>
<tr>
<td><strong>Natal Coastal</strong></td>
<td>2018-2022</td>
<td>Bishop Linda Mandindi</td>
</tr>
<tr>
<td><strong>Natal West</strong></td>
<td>2018-2022</td>
<td>Bishop William Dlamini</td>
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<tr>
<td>Previous Term: 2015-2017</td>
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<tr>
<th><strong>Central</strong></th>
<th>2016-2020</th>
<th>Bishop Gary Rivas</th>
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<tr>
<th><strong>Highveld and Swaziland</strong></th>
<th>2018-2022</th>
<th>Bishop Jonathan Anderson</th>
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<tr>
<th><strong>Limpopo</strong></th>
<th>2019-2023</th>
<th>Bishop Sidwell Mokgothu</th>
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<tr>
<td><strong>Moçambique</strong></td>
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<td>Bishop Dinis Matsolo</td>
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<th>Bishop Mongameli Noqayi</th>
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<tr>
<th><strong>Warden of the Order of Deacons</strong></th>
<th>2018-2022</th>
<th>Deacon Douw Grobler</th>
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<td>Communications Unit Director</td>
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<td>Mrs Bonginkosi Moyo-Bango</td>
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<td>Ecumenical Affairs Unit Director</td>
<td>2018-2022</td>
<td>Rev Michael Vorster</td>
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<td>Education for Ministry and Mission Unit Director</td>
<td>2016-2020</td>
<td>Rev Purity Malinga</td>
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<td>Human Resources Unit Director</td>
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<td>Mission Unit Director</td>
<td>2018-2022</td>
<td>Rev Musi Losaba</td>
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<td>SMMS President</td>
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<tr>
<td>Youth Unit Co-ordinator</td>
<td>2018-2020</td>
<td>Rev Simphiwe Mthembu</td>
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<table>
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<tr>
<th>COMMITTEES</th>
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<tr>
<td>Arbitration Panel</td>
<td>Mr Sivuyile Zilwa</td>
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<tr>
<td>Connexional Disciplinary Committee</td>
<td>Adv Nokhana Moerane</td>
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<td>Local Preachers Department</td>
<td>Rev Morapedi Diutlwileng</td>
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<tr>
<td>Mediation Panel</td>
<td>Mr Pat Mkhize</td>
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<tr>
<td>Women In Ministry Co-ordinator</td>
<td>Rev Libuseng Lebaka-Ketshabile</td>
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## 2019 Connexional Diary

### JANUARY

<table>
<thead>
<tr>
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<td>1</td>
<td>New Year’s Day</td>
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<tr>
<td>7</td>
<td><em>MCO Opens</em></td>
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<tr>
<td>11-13</td>
<td>Youth Consultation</td>
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<tr>
<td>14-17</td>
<td>Ordinands’ Retreat</td>
<td>eMseni</td>
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<td>15-16</td>
<td>EMMU General Committee</td>
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<td>21-25</td>
<td>Probationers’ Seminar</td>
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### FEBRUARY

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<td>Woman’s Manyano – Ministers’ Wives Indaba</td>
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<td>Young Womens’ Manyano Triennial Convention</td>
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### AUGUST

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<td>Woman’s Manyano – Connexional CCS Workshop</td>
<td>Northern Free State and Lesotho</td>
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**SEPTEMBER**

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<td>Women’s Manyano – Workshop Leadership 2030</td>
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**OCTOBER**

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<td>10-13</td>
<td>Women’s Manyano – District President’s Retreat</td>
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<td>Local Preachers’ Evangelical Revival</td>
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<td>Music Association Convention</td>
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<td>District Secretaries’ meeting</td>
<td>Cape of Good Hope</td>
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<td>Bishops’ Meeting</td>
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<td>Women’s Manyano Workshop for Wives of Ministers on Probation</td>
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<td>Woman’s Manyano – Workshop for Wives of Ministers on Probation</td>
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<td>Women’s Federation Area Seminar of Southern and East Africa</td>
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<tr>
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<td><strong>Epiphany</strong> January 6</td>
<td>Isaiah 60:1-6</td>
<td>Psalm 72:1-7, 10-14</td>
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<td>Isaiah 62:1-5</td>
<td>Psalm 36:5-10</td>
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<td>Neh 8:1-3, 5-6, 8-10</td>
<td>Psalm 19</td>
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<td>Jeremiah 17:5-10</td>
<td>Psalm 1</td>
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**Season of Lent Liturgical Colour: Purple**

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<th>Joel 2:1-2, 12-17 or <em>Isaiah 58:1-12</em></th>
<th>Psalm 51:1-17</th>
<th>2 Corinthians 5:20b-6:10</th>
<th><em>Matthew 6:1-6, 16-21</em></th>
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<th>Isaiah 7:10-14</th>
<th>Psalm 45 or Psalm 40:5-10</th>
<th>Hebrews 10:4-10</th>
<th>Luke 1:26-38</th>
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<th>Isaiah 43:16-21</th>
<th>Psalm 126</th>
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**Holy Week Liturgical Colour: Purple**

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<tr>
<th>Wed</th>
<th>Isaiah 50:4-9a</th>
<th>Psalm 70</th>
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**Colour: Black**

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**Easter Liturgical Colour: White or Gold**

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| Easter 2  
April 28 | *Acts 5:27-32 | Psalm 118:14-29 or Ps 150 | Revelation 1:4-8 | John 20:19-31 |
| Easter 3  
| Easter 4  
| Easter 5  
| Easter 6  
| Ascension of the Lord  
| Easter 7  
| Day of Pentecost  
Colour: Red  

* During Eastertide a reading from Acts is often substituted for the lesson from the Hebrew Bible. On the Day of Pentecost, if the Old Testament passage is chosen for the first reading, the passage from Acts is used as the second reading.

| Season after Pentecost  
First OT Reading  
Alternate OT Reading  
Litururgical Colour: Green |
|-------------------------|-----------------|-----------------------------|-----------------|
| Trinity Sunday  
Colour: White  
June 16 | Proverbs 8:1-4, 22-31Psalm 8 | Romans 5:1-5 | John 16:12-15 |
| Proper 7  
| Proper 8  
| Proper 9  
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<td>Jer 32:1-3a, 6-15 Psalm 91:1-6, 14-16</td>
<td>Amos 6:1a, 4-7 Psalm 146</td>
<td>1 Timothy 6:6-19</td>
<td>Luke 16:19-31</td>
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<td><strong>October 6</strong></td>
<td><strong>Lament 1:1-6</strong></td>
<td><strong>Habakkuk 1:1-4; 2:1-4</strong></td>
<td><strong>2 Timothy 1:1-14</strong></td>
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<td><strong>or Psalm 137</strong></td>
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<td><strong>Jeremiah 29:1, 4-7</strong></td>
<td><strong>2 Kings 5:1-3, 7-15c</strong></td>
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<td><strong>Jer 14:7-10, 19-22</strong></td>
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<td><strong>November 1</strong></td>
<td>(or 1st Sun in Nov)</td>
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<td><strong>Ephesians 1:11-23</strong></td>
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<td><strong>Habakkuk 1:1-4</strong></td>
<td><strong>Isaiah 1:10-18</strong></td>
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<td><strong>Luke 1:68-79</strong></td>
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<td><strong>Isaiah 2:1-5</strong></td>
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<td><strong>Psalm 72:1-7, 18-19</strong></td>
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<td>Isaiah 35:1-10, Ps 146:5-10 or Luke 1:46b-55, James 5:7-10, Matthew 11:2-11</td>
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<td>December 22</td>
<td>Isaiah 7:10-16, Psalm 80:1-7, 17-19, Romans 1:1-7, Matthew 1:18-25</td>
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<td><strong>OR Nativity</strong></td>
<td>December 24 and 25</td>
<td>Isaiah 62:6-12, Psalm 97, Titus 3:4-7, Luke 2:(1-7), 8-20</td>
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<td><strong>OR Nativity</strong></td>
<td>December 24 and 25</td>
<td>Isaiah 52:7-10, Psalm 98, Hebrews 1:1-4, (5-12), John 1:1-14</td>
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<td><strong>First Sunday after Christmas</strong></td>
<td>December 30</td>
<td>Isaiah 63:7-9, Psalm 148, Hebrews 2:10-18, Matthew 2:13-23</td>
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<td>Ecclesiastes 3:1-13, Psalm 8, Revelation 21:1-6a, Matthew 25:31-46</td>
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<td><strong>Third Sunday after Epiphany</strong></td>
<td>January 26</td>
<td>Isaiah 9:1-4, Psalm 27:1, 4-9, 1 Corinthians 1:10-18, Matthew 4:12-23</td>
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<td>Rev Thomas Stanton, MBE; DD</td>
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Praise be to the God and Father of our Lord Jesus Christ!

In his great mercy he has given us new birth into a living hope through the resurrection of Jesus Christ from the dead, and into an inheritance that can never perish, spoil or fade. This inheritance is kept in heaven for you, who through faith are shielded by God’s power until the coming of the salvation that is ready to be revealed in the last time.

1 Peter 1:3-5
Obituaries that were not available for print in the 2018 Yearbook:
Rev Gatsi Simon Mabunda, now featured herein
Rev S E Motlasi Khomari, now featured herein

Obituaries that were not available for print in the 2019 Yearbook:
Rev Dr Brian Hutchinson
Rev Don Dinnie
Rev Desmond B Plint
Rev Manelisi Mwanda
Rev Tom F Cunningham
Rev A Tony C Solms

Ministers who have passed away September 2017-September 2018:
Rev Michael J Rees
Rev M Abraham Sincadu
Rev R Sebenzile Nkani
Rev FM Mike Basel
Rev Errol R Jacoby
Rev Sam Gova
Rev Edward St C Harrod
Rev R Harold Choonoo
Rev W John Parsons
Rev Edna Gerber
Rev Rennie Mannie
REV GATSI SIMON MABUNDA

Born: 5 April 1938. Passed: 11 February 2017

Rev SG Mabunda was born on the 5th April 1938 at Eastern Native Township (known as George Goch) in Johannesburg. Born from Christian Parents Isaiah and Elsie Mabunda. He is the Eldest of his siblings (three boys and a girl) namely Nomusa, Bhekizulu and Dumisani.

Rev Mabunda did his primary school at “Amalgamated Methodist School” locally and went to “Mamelong Nqabeni Senior School” in Brakpan where he achieved both junior and senior certificates. He augmented his education in Private Pharmaceutical College, which gave him the knowledge and opportunity to be a Senior Clerk and Dispatcher at Pharmpak and South African Drugist in Doornfontein.

Rev Mabunda was married to “Maggie Simelane“ on the 23th July 1963. He was blessed with five children (Synod – late, Bongani and Thamsanqa, Ndumiso and Nompi).

As a great lover of music Rev Mabunda became a choir instructor at Spes Bona Section and participated in music competitions of the District. He was robed at a tender age in the YMG in 1954. And was called into preaching in 1960 and was granted a full preacher in 1961. Rev Mabunda was called in to ministry in 1966 but it was delayed until 1969. As a probationer he was transferred for two years to Ermelo Circuit residing in Bethel.

In 1972 sent to John Wesley College in Alice.
In 1975 transferred to Pietermaritzburg Circuit.
In 1977 invited by Krugersdorp Circuit/Dobsonville (Built a Hall).
In 1984 transferred to St John Circuit BMF/Bicentenary (Extended the Church).
In 1987 invited as a Circuit Superintendent – multiracial Circuit – Bethlehem.
In 1995 transferred to Tuku Circuit/Eastern Cape where he retired in 2003.

Rev SG Mabunda in YMG
As a lay person Mr Mabunda in YMG was a District Presenter at SW Transvaal District. As a Minister he was the District President in 1981 and a Connexional General Secretary simultaneously. In the Northern Free State he was the General
Secretary for the second time. He was also a Connexional Presenter on special occasions.

**Rev SG Mabunda IOTT**
He joined this organization in 1964. In 1979 he was the first one to be elected as a director of youth work (newly founded department). He was a GTT for 15 years. In 1999 he was elected right worthy councillor until 2003 and he retired the same year from both the church and IOTT.

Rev SG Mabunda served as the chairperson of the South African Council of Churches in the Free State Region and as the Chair person of “Peace Accord” in the same region during turmoil.
REV MICHAEL J REES

Born: 14th October 1947. Passed: 16th July 2017

Mike Rees died on July 16th 2017 of a coronary thrombosis at his home in Pretoria in the arms of his wife of 45 years, Jane.

Mike was ordained as a Methodist minister in 1986 after 5 years of in-service training. He had previously heard a call from God to enter the Methodist ministry leaving his secular occupation.

He spent most of his ministry working in small congregations and loved being posted to rural areas, where his gift of visiting manifested itself. No road was too remote, dusty, narrow or potholed to stop Mike and Jane from visiting and connecting to the folk of that area, often taking communion also. Mike and Jane clocked thousands of kilometres driving to give worship and communion services to several small congregations every Sunday. Even preaching to the hostel pupils of a local secondary school.

It did not matter to Mike who you were, what you believed or what your living circumstances, he believed implicitly that God loved all his people and that love was unconditional and freely given.

He died at the age of 69 after several years of increasing disability and immobility due to osteoarthritis, hypertension and diabetes.
REV STEPHEN MOTLATSI KHOMARI

Born: 1927. Passed 19th October 2017

Stephen Motlatsi Khomari, the only son of the late Kobeli and Mapotsane Khomari, was the third of a family of five girls. He was born in Jammersdrift on the border of Lesotho and the Free State. He received his primary and secondary schooling at Jammersdrift and Weoerner, respectively. To fund his tuition, he worked in various forms of employment including a local mechanic, bakery and also tended the garden where his mother worked as a housekeeper and cook. He qualified as a teacher at Erom Moroka Missionary Institution, Thaba ‘Nchu. He started his teaching profession at Vlakplaas, and then proceeded to serve at Wepener, Jakosdal and Stilfontein schools. It was while teaching at Wepener, that his eyes caught the attention of the beautiful Elizabeth Moipone Machogo. They were joined in holy matrimony in 1950 and were blessed with two sons and two daughters. It was a time that he become affectionately known as “Daddy” to most, but always “my dear” to his wife.

Daddy’s sterling teaching profession spanned from 1943 to 1960. He was an excellent mathematician and an excellent English teacher. His students still speak highly of him to this day.

In 1961, while teaching at Vierfontein in Bothaville Circuit, under the late Rev Simon Mosai, Daddy received his calling into ministry. This ministry was to take him to many parts of South Africa. Having to serve at Qacha’s Nek, high in the mountains of Lesotho between 1961 and 1963. In the deep mountainous terrain of Lesotho, riding on horseback, he ministered to people deeply steeped in culture and traditional practices. His sincere commitment to the ministry led him to establish a church in this rural mountainous area. The years 1963 to 1966 saw him studying theology at the Wesley Seminary in Fort Hare, Alice.

As an ordinand in 1967 he was appointed to pastor students as their chaplain at Moroka Missionary Institution from 1967 to 1974. He also served on the Moroka Hospital Board of Directors. Thereafter he pastored the following congregations:

Wittenbergen where he established a church, Spes Bona in Johannesburg and finally, Klerksdorp Circuit as a Superintendent serving Matlosana, Khuma and Tigane Societies. He was the first geographic circuit superintendent. This process was to
break down the racial barriers that had existed in the church at that time, a truly momentous time in the history of the church. This was where his god-given leadership gifts became evident in his twilight years. Driven by his love for education, children and social development Daddy contributed to the development of Kefentse Kalaote pre-school, to the end, he served on the school board and registered the school with the department of education. Being the well-rounded and industrious man he was, registered with Sabta-Klerksdorp District as a taxi owner. He transported children to school daily, he supplied local communities, creches and old age homes with fresh farm milk every day. He served on the Tshepong Hospital Board of Directors in Klerksdorp.

Some saw Daddy as stern, strict and sometimes uncompromising, but what kind of man was Stephen Motlatsi Khomari? Few words can truly articulate who Daddy was. A meticulous writer, an avid reader of the word and a timekeeper of note. He had no desires for personal glory and no ambition for worldly fame, many will tell of his deep respect for church order and godly ethics, he produced many handwritten manuscripts of his sermons in both his home language; Sesotho and English. His wish was to compile these into a book. Daddy was an impressive, gifted and compelling preacher. He was passionate about language and the proper use of words. He had a love for mathematics and could do mental arithmetic for The Moroka High School Choir. He was a soccer player as a young man. He was a choir conductor who produced musical albums for Moroka Institution Choir. Daddy loved fishing, this became a favourite family pastime for his children and grandchildren.

To his children he was a provider, an anchor and a loving father.

Above all, we will remember Daddy not only for his love for his family, but his love for his wife. His affection for Mama was an amazing lesson in love for us all. Mama and Daddy kissed every morning and evening. They continued to hold hands and profess their love for one another until his final day. Not a single Valentine’s Day went by without a celebration of love.

It was on the 19th October 2017 that this servant of Christ passed away peacefully at home in the 90th year of his life, 67th of his marriage and 56th year of his ministerial calling. He spend his final precious moments of his life in conversation with his wife, Mama Moipone Elizabeth Khomari. He will be sorely missed by his three children, son-in-law, two daughters-in-law, 10 grandchildren and nine great-grandchildren, but most of all by his beloved “My Dear”.
Robert Harold Choonoo was born in Durban on 21 January 1938, the youngest child of the Rev and Mrs Arthur John Choonoo. He had an older brother and two sisters, all of whom became teachers. The Choonoo family played a significant role in the work of the Methodist Church among the people of Indian origin in Natal. His grandfather, John Choonoo, had served for 15 years as a catechist with the Church Missionary Society in Mauritius, and was brought to South Africa to assist in the developing Indian work in the Durban and Verulam area. His two sons, Reuben and Arthur John, were together Candidates for the Ministry in 1917, and they were subsequently ordained together in 1921.

After completing his schooling the young Harold Choonoo assisted his father, Rev Arthur Choonoo, in his missionary work shuttling between Durban and Verulam. It was therefore no surprise that in 1973 he responded to the call of Christ. He offered for the Ministry from the Natal Coastal District, and was accepted on probation by the Conference of that year. He was immediately designated for College training and spent the next three years at John Wesley College in Alice where he completed the Diploma in Theology course.

For the three years 1977 to 1979 he was stationed in the Durban North/West Circuit, in the final year acting as President's Assistant to the Rev Donald Veysie. Harold was ordained during the Cape Town Conference in October 1979. He married Ruby Miranda Francis, and they were blessed with a son, Cheslyn.

As an ordained minister Harold served for two years in the Pretoria St George's Circuit. This was followed by a three-year ministry in the South/West Rand Circuit. January 1985 saw him moving to Cape Town to serve the Mitchell's Plain Mission with his base at the Park Avenue Church. After five years in Mitchell's Plain he was transferred to the Cape Flats Mission to serve at Bonteheuwel and Kalksteenfontein under the superintendency of the Rev Cecil Begbie. Following a year's leave of absence during 1992 Harold went the next year to his final appointment at Epworth and Hanover Park in the Wynberg Circuit and remained there for five years.
He became a Supernumerary at the Conference of 1998 having been without appointment for that year. In retirement he lived initially in Pietermaritzburg before moving to Pretoria. Sometime during 2002 or 2003, when a cottage became available at the Gardener Supernumerary cottages in Rosebank, Harold returned to the Cape and lived here for the remainder of his life.

But his work as a minister was not over. While he no longer conducted a pulpit ministry, he recognised the needs of the increasing number of street and homeless people he encountered. It was he who initiated the ministry to this constituency that has become an ongoing outreach by the Rosebank Society where he worshipped.

Harold was a gentle, gracious and loving pastor of the people he ministered to. He was a faithful minister, dedicated to the work that he had been called to do. By nature quiet and softly spoken, he was a man of few words. Yet there was a playful sense of humour that would unexpectedly come to the fore.

Throughout his ministry Harold was something of a loner, tending to be withdrawn and introverted. It was never easy to relate to him on a personal level. The failure of his marriage in the early years of his ministry, and the subsequent divorce, saw him moving alone from appointment to appointment. The experience of rejection left him emotionally scarred, and as the years passed he became increasingly isolated and withdrawn.

He died at his home in Rosebank, Cape Town on Saturday 2 December 2017 after a protracted illness. He is survived by his son Cheslin and his family that includes two grandsons.
REV WALTER JOHN PARSONS (JOHN)

Born: 24 July 1930. Passed: 21 January 2018

John was born on 24 July 1930 in Southampton, England, to Wally and Maud (Clugston) Parsons. At the age of six his family immigrated to South Africa and took up residence in Cape Town. He was schooled in Somerset West and Bloemfontein.

Early 1950’s he moved to Port Elizabeth where he worked at John Dickenson’s as a travelling rep in the Eastern Cape. He took up local preaching at the Methodist Church Newton Park and through the church met Vivienne Fowlds who he married in 1954.

In 1961, under the guidance of Rev Hardy, he candidated for the ministry and was accepted with his first circuit being Port Alfred where he served from 1962 to 1963.

He was called to Heilbron from 1963 to 1966, where us “souties” learnt to speak Afrikaans albeit with an English accent. Societies in this circuit included Villiers, Frankfort, Petrus Steyn and Lindley with Heilbron centrally situated. While in Heilbron he was involved in cross-cultural preaching in the Dutch Reformed church, which was difficult for an English-speaking person with no Afrikaans background, however with his perseverance he delivered a sermon in Afrikaans.

John was ordained in Cape Town during the 1966 Conference and a move to the Burgersdorp Circuit in the NE Cape approved.

He served the Burgersdorp Circuit from 1967 until 1971 with societies in Springfontein, Jagersfontein, Verwoerd Dam Project (Oranjekrag, Oviston, and Midshaft), Bethulie and a couple of farm services at Knapdaar and Donkerpoort. Many a Sunday leaving home at 5am to travel the ±200kms, mainly on gravel roads, to be in time for the first service of the day in Jagersfontein. Then work his way back home for the evening service in Burgersdorp, having delivered 7 sermons for the day, with a wife and three children in tow.

He was called to Stanger from 1972 to 1977 with Societies of Tongaat, Westbrook, Umhlati, Groutville, Darnall and Mandini. He served as the Mayor’s chaplain while here. During the flooding on the North Coast in 1971, he spent endless days and nights delivering relief and food parcels to cut off areas.
John’s next circuit was Carletonville 1978 to 1983 with all its challenges of a mining community. It was while here that John became involved to a greater degree with the Christian Citizenship Department and Alcohol and Drugs Concern serving at one stage as General Secretary to the former.

He ended his formal ministry in the South Hills Circuit, Johannesburg, 1984 to 1997 from where he retired. During all his years in the Ministry John was always supported by his wife, Vivienne, although at stages during the 70’s and 80’s with trepidation of the Security Police.

In 1999 John moved to Nelspruit and joined his two daughters there. Here he was instrumental in helping to grow Dasha Foundation for the Disabled from its humble beginnings in the flat behind his house to close to what it is today with their two properties in De Kock Street. He tirelessly gave of his time to Dasha, doing the finances, maintenance and served on the management committee until 2012. He always said “if you fix something here and it does not break again you did a good job”.

John was a great example of how to live this thing we call life. He walked with absolute determination and meaning, he always had somewhere to go, something to do or someone he needed to assist or talk to. He instilled in his family a core value system that defined who he was and made them into the persons that they are today, and that was a man who kept promises, who honoured commitment, a man of integrity. He never quit and always saw things through to the end, saying “Do it. It just needs to be done.” As a minister he would always put others that needed care and support before himself and his family, he was dedicated to the needs of others to a fault. He was a stickler for punctuality and would rather be an hour early for an appointment than five minutes late.

These two traits influenced his children as can be seen in the dedication to Dasha by his daughters.

John was a keen bowler and also fond of doing woodwork and could often be found in his garage with some or other wood project on the go.

In early 2001, he willingly and without hesitation stepped into the role of resident minister in Nelspruit for the remainder of that year, after the untimely death of Rev Hansie Matheus. A number of years later he apparently at a Nelspruit church staff meeting handed his dog collar to the then minister saying “this is the end of my years of ministry. Please accept this as a token of appreciation for the years of ministry and caring for people.”

John spent the last year living in Rubicon retirement village in the assisted living section.
He is survived by his brother, Michael and wife Helen, his son Jeffrey and wife Aneth, his daughters Rosemary du Preez and Shirley Parsons, nine grandchildren and nine great-grandchildren.

HE IS NOW ASLEEP AND WE MUST WAKE WITHOUT HIM,
HIS WORK IS NOW DONE AND HE CAN FINALLY REST.

WALK EASILY IN YOUR NEW FREEDOM
REV EDNA GERBER

Born: 15 June 1932. Passed: 30 January 2018

Edna Ivy van Niekerk was born on the 15 June 1932 in Nouwpoort in the Cape. She was the second youngest of eight siblings. The family moved to Port Elizabeth where she grew up. With the loss of her father at an early age, some of Edna’s strength grew, as she left school to help support the family.

A sibling squabble was won by Edna and she won the heart of Les Gerber, whom she married in Port Elizabeth. The couple moved to Despatch in the Eastern Cape. Those early years were when their daughters, Susan, Desiree and Pauline were born and Edna displayed her utter dedication as a mother. The family moved to Durban and made their home in Hilliary. This meant their full participation in the County South Society. Edna was involved with the WA, became Sunday School Superintendent and heard the call to Local Preaching. Whilst Les was singing in the choir he suffered a heart attack and Edna faced the world alone as a mother of three children.

She re-entered the working world at the University of Kwa Zulu Natal, a wise move as it assisted her to fulfill her dream that each of her children need to further their education. At the same time she was hearing a call to the Full-time Ordained Ministry and candidated in 1986. Her first posting was to the Melmoth Methodist Church in Zululand and was ordained to the Word and Sacrament in 1989. Whilst all this was happening, Edna, a more mature Woman, saw the need of two young children, and started the journey again as a mother. Thembi and Linda were taken in and their single mother, Edna, cared for them as her own. It must be noted that this was the 1980’s in South Africa and Edna was to experience racist attacks on her adoption of these children. She struggled with finances and being an older single mother, but both these women have done their Mother proud. There can never be a line drawn between Edna’s five daughters, they are all her beloved children.

Edna’s home was to become the old Durban Central Circuit which developed into the present Durban Metropolitan Circuit. She faithfully served many of the Societies and picked up the work that many of the other Ministers did not want to do. Her deep compassion for people meant that no-one was exempt to her care, prayer and assistance. It must be noted that again this was the 1980’s and woman were not supported as Ordained Ministers. Edna experienced her fair share of sexism from
male colleagues, and those men under-estimated the bravery and courage of this woman, who when called by God, quietly went around the obstacles and the ministry was done amongst the lesser in the community.

Always dressed smartly, her auburn hair neatly combed into place, make-up and a quiet poise Edna shared her utter dedication in service to others. She was a true example of putting Christ’s love into action. Her courage came from a deep sense of God holding her firm in all circumstances. Never was a call-out too late, too far or too dangerous for an older woman, Edna always showed up. Her daughters have blessed her with 10 grandchildren and she loved nothing better than travelling to her family based in Ireland and Portugal. Whilst on a family holiday to celebrate Christmas, Edna was in Dublin and she suffered a set-back in health whilst sharing time with her grandchildren. Her last two weeks saw most of the family return to her to be at her side as she slipped peacefully into her Lord’s arms. A small service was held in Ireland and her ashes returned to South Africa. At a Memorial Service held at the Musgrave Methodist Church, her and her late husband, Les’s ashes were buried together, reunited after 38 years apart.

Edna’s lasting wish is that her God be given the Glory for her life and work. As her grand-daughter noted:

“We will be strong – like you taught us.
We will be brave – like you showed us.
And we will love each other – like you loved us.
Bust most of all, we will remember you.”
REV RS NKANI

Born: 11 October 1955. Passed: 10 April 2018


Ebufundisini Bakhe Nazi Circuits Atthe Wazihamba

Uye Wadlala Indima Enkulu Kakhulu Kwezi Circuits Ebezhimba
Kwa Ntshunqe: Mqanduli Circuit Wavula Enye I Society; E Phathekile Circuit Uye Watweza Indlu Yecawa Wayiqqiba; E Nyanisweni Circuit Wemka Eqale Ukwakha Indlu Yecawa.

Ubekwa Ngomnye We Members Eziphambile Kwi Council of Churches
Utat’umfundisi U Nkani Ebengumuntu Onamakhono Amaninzi: Ebengumkhokheli
Oqotho Okwaziyo Ukusebenzisana Nabantu; Ubenama Administrative Skills
Ekwazi Ukumamela Abantu


Ushiya Ngasemva Inkosikazi Yakhe, U Mamanci, Nabantwana Abahl Anu, U Nomfezeko, Sabelo, Babalwa, Anovuyo No Zimi, Kunye Naba Zukulwana Abane.
REV ABRAHAM MVUYISI SINCADU

Born: 2 November 1940. Passed: 1 April 2018

Reverend Abraham Mvuyisi Sincadu was born on the 2 November 1940 in Chamthu, Umzimkhulu by his humble parents the late Evangelist Zacharia Ndaweni Sincadu and his wife Nellie Nokweyisa Sincadu. He was the second son to his seven siblings of which three are late.

His early education started at the following schools: Bontrand Primary school, Mt Horeb Primary school and eHlontweni Primary school where he finished his primary and junior secondary school. He completed his matric at eNgwaqa High school.

He began his tertiary education in Durban to study law where he completed one year of study and due to financial constraints he sought a job in the mines in Kimberly. He contracted Tuberculosis at the time and as a result he was ineligible to work and was forced to return home. Thereafter, he worked in Madonela Store in Bontrand. He later worked as a policeman in the municipality of Johannesburg. In 1966, he married Nompumelelo Ellen Mbhele who is late.

His calling to Ministry began whilst working at the store and later strengthened in Johannesburg. Reverend Sincadu pursued his calling to Ministry under the guidance of his Superintendent, Reverend Setloane and he was accepted by the conference in 1967. In 1968, he moved to KwaNdunje Circuit as a probationer under the Superintendent, Reverend Langa. In 1970, he furthered his studies in Fort Hare eDikeni College in his Theology degree. In 1974, he was ordained in Cape Town.

Reverend Sincadu served the following Circuits:
- From 1968 till 1973 he Ministered at KwaNdunje Circuit in Mbizana
- From 1974 till 1975 he Ministered at Pamlaville Circuit in Matatiele
- From 1976 till 1978 he Ministered at eTyeni Circuit in Tsolo
- In 1978 he left eTyeni Circuit to Vereeniging Sebokeng Zone 3
- From 1980 till 1982 he Ministered at Dumsi Circuit in Ntabankulu
- From 1983 till 1991 he Ministered at eNgwaqa Circuit in Umzimkhulu
- In 1992 he was stationed at Dumsi in Ntabankulu but due to some reasons he had to go to Shawbury Circuit
- Therefore from 1992 till 1994 he Ministered at Shawbury Circuit in Qumbu
• From 1994 till 2005 he Ministered at eMfundisweni Circuit in Flagstaff
• Then 2006 he retire to come back home to eThembeni Circuit as a pensioner.

He married Ethel Nomangesi Mzizi in 2012 who is late. His Ministry was centered around communal praying (ubudlelwana) which involved pastoral care to the elderly. He was known for his infrastructure development. This includes but is not limited to water infrastructure, electricity generation, church and mission buildings. As a result of his Ministry, the number of societies and membership increased. A part of his proud accomplishments in his Ministry include:
• Being a Clarkebury President of the Evangelists and Biblewomen,
• He promoted women empowerment in the Church as he encouraged women to pursue Ministry, Circuit Stewards, Society Stewards, Local Preachers. He supported women pursuing leadership roles in District and Connexion,
• He played a vital role in mentoring aspiring Ministers.

He was known to promote discipline in all spheres of life which was evident through his punctuality. Reverend Sincadu was also a family man and he was so proud of his clan as he fondly called himself “ndiliBhaca”. He had two daughters and four sons of which two are late. He had six grandchildren and one great-grandchild. He was a great father who nurtured other children from his family and in the community. To him, all of these children were his own. One of his proudest moments is seeing the seed of education that he planted, grow. He was blessed to witness all his children graduate as doctors, engineers, teachers and various other degrees and diplomas.

He was passionate about agriculture, fishing and sport. His blood was black and gold, die-hard supporter of peace-loving people, Kaizer Chiefs.

_Lala ngoxolo Mshawu, Zosho, Deyi, Xakaza, Dubulinga;_  
_Umzamo omhle uyizamile, unqantso uluzezile_
REV MICHAEL BASEL

Born: 7 July 1932. Passed: 11 April 2018

Friedrich Michael Basel—or Mike as he was affectionately known as—born on the 7 July 1932 to Paul and Klara Basel in Kastellaun, Germany, was the oldest in a family of six boys. In 1935, seeing war looming in Germany, his parents decided to leave their homeland and settle in South Africa as Klara was Jewish by descent. With three little boys under the age of three and just 20 pounds in their pocket, they arrived in SA and settled in Paddock on the Natal South Coast.

Life was very hard and for many days at a time the only food the family had was sweet potatoes and occasionally some madumbies. Mike attended the little village school in Paddock and later in Wartburg where he was confirmed in the Lutheran Church in 1947. As a child he was greatly influenced by the Moral Rearmament Movement and through them he came to know Jesus as his Saviour.

During the war years his father was interned and at a young age Mike assisted his mother, shouldering many responsibilities for the running of the family farm and for the care of his brothers. After passing Standard 8, despite have been granted a scholarship to continue his studies, he left home to begin an apprenticeship as a Telecommunications Technician with the GPO so he could assist with family finances.

Whilst doing his apprenticeship he worshipped at the Montclair Methodist Church and came under the influence of the Rev Theo Kotze who mentored him in the most amazing way. Theo instructed him in Sunday School Teaching, Guild Leadership and Local Preaching. Mike gave himself totally to God’s work and in 1957 he was accepted by Conference and was sent to Northmead in Benoni under the superintendency of Rev Cyril Wilkens. During this time he completed his school studies and passing his Matric. In 1959 he was sent to Rhodes University but after a year was given “permission to marry” and he and Ailene were married in December by Rev Tom Parker at Umbilo Road in Durban. Mike had met Ailene at Guild Meetings and they had become engaged in 1957. They were a couple utterly devoted to each other and exercised a team ministry with Ailene supporting Mike in all he did.

Their first appointment was in Malvern Durban County South where their son Paul was born and in 1963 Mike was ordained in Port Elizabeth and moved to

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Potgietersrus. In 1967 the family moved from the Northern Transvaal to the lush green of Maclear where Mike, being a farm boy, was in his element amongst the farmers. He was often seen doing “huis besoek” riding on the back of their tractors or in the fields among the sheep. During these years, three daughters joined their family… Heidi, Ingrid and Michella. Family time was precious and holidays in the Game Parks. Sharing nature with his children was a favourite.

1971 saw a change as they left for Vincent in East London and after years they returned to Monclaire in Durban South from where he had candidated. During this time Mike obtained inHonours Degree under the tutelage of Rev Vic Bredenkamp. In 1985 Mike’s father passed away and he took a two-year “leave of absence” to assist his brother on the family farm. In 1987 he returned to full-time service and was stationed in Nelspruit from where he retired in 1997. During his years of service he served as Missionary Secretary, Superintendent, Synod Secretary and 12 years sat on the platform of Conference as Assistant Secretary (Record) of Conference.

Mike and Ailene moved to Henley on Klip in Gauteng where, apart from a short stay on the Natal South Coast, they have spent “Golden Years” of retirement. They were together for 62 years and married for 58.

Mike was a man … truly called by God … and totally committed to the work he was called to do. Although he never considered himself an academic, his preaching was inspired, uncompromisingly scriptural and a time of thought-provoking teaching. His greatest sorrow in his last few years was that his health no longer allowed him to preach.

After battling ill-health and increasing weakness he went to meet his Lord in his 85th year with his family around him, quietly and at perfect peace. We thank God for, and rejoice, in a life well lived.

MIKE – A MAN OF GOD.
Edward St Clair (Ted) Harrod was born in Beaufort West on the 23 May 1937. His parents were Jack and Daphne Harrod. Jack was a carpenter for the railways which encouraged Ted’s interest in the railways and designing and building things. He had two younger siblings, Maureen and Charles. He had many entertaining stories about his wonderful childhood in Beaufort West and was very involved in Sunday School, scouts and sport growing up.

After matriculating in 1954, he trained as a civil engineering draughtsman, being employed by the railways from 1955 to 1959 while training. During this time he was involved at Wynberg Methodist church where he felt a calling to the Ministry and was encouraged by Jack Cooke to start lay preaching. After qualifying, he resigned and spent six months working at Marsh Memorial Homes to pay for Bible College. He then studied at Kalk Bay Bible Institute where he met Mary Forbes, his future wife, who was also studying at BI. Once they finished studying, they got married on the 10 February 1962 and spent their honeymoon and first years of their married life in youth reformatory mission work in England. Their eldest son, Andrew, was born in England.

In 1964, they returned to South Africa where their second son, Lance was born. In 1965 Ted was inducted into the OCS and worked as the youth director at West Street Methodist Church in Durban. He was accepted as a candidate for Ministry at Synod and Conference in 1966. He was then a candidate minister in Parys in 1967 and Stutterheim (1968-1971) which was where his daughter, Kathy, was born.

He was ordained into the Ministry in 1971 and was stationed in Victoria, East London (1971-1974). He was then a minister in Aliwal North from 1974-1979. He become superintendent for the Blikana Circuit here and he and Mary were both very involved in the District churches and farming community. He graduated with a BTh from Unisa in 1977. They then moved to Parktown North Methodist (1979-1985). After this, they moved to Lyttleton Methodist Church (1985-1991). Their last church was at Vincent Methodist (1991-1997). Ted then became a supernumerary at the end of 1997. On retiring they moved into their self-built and well-loved house in Sedgefield. In 2002, they then moved into Santos Haven Retirement home in Mossel Bay.
Ted enthusiastically developed new projects and built up congregations in all his churches. He was very involved in the Emmaus Walk and Alpha programmes during his ministry and Mary was very involved in the Biblewomen and woman’s ministries. Ted was so loved by his family and friends as well as those that he pastored. They appreciated his solid, Bible based teaching, leadership and caring, encouraging nature. Never one to sit still or stop serving others, he continued his ministry while retired, both in Sedgefield and later in Mossel Bay.

His incredible faith, strength, courage, integrity, dignity, optimism, patience, sense of justice, strong work ethic and organisational skills, wisdom and devotion to caring for others was evident to all around him. This saw him through the sickness and later huge loss of his wife, Mary, in June 2015, and through his own long battle with cancer. He had so many interests in life. His smile, laugh, sense of humour, love for food and Westerns, stories of past adventures and vivid dreams, holiday travels, leading of Pilgrimage tour groups to Israel, exploring, caravanning, love of sport and nature and game reserves, hiking, creativity and building things, cultivating orchids, zest for life and curiosity and interest in everything around him will remain precious memories for us.

His amazing sparkle, kindness, gentleness, respectful and loving spirit towards others didn’t fail in tough times. He continued serving God and others right to the end, praying with and giving communion to those in the Santos Haven frail care where he spent his last few days at the end of 2017.

His love and care for Mary, his children, grandchildren, family, friends as well as his faith and devotion to the Methodist church and people will always be treasured.
Errol Jacoby was born on 9 May 1941 to Roland and Jean (Alfred Roland and Eugenie) Jacoby in Mafikeng. Most of his childhood, however, was spent in East London where he and his brother, Barry, were schooled at Selborne College. He matriculated in 1958. With his father working for many years for the South African Railways, he always maintained that the “soet” ran thick in his blood and his love for the romance of steam travel and SAR coffee never waned.

After working for Barclays Bank for a few years he entered the ministry, candidating in 1961. He completed his BA (Theology) at Rhodes University and started serving at the Wesley Methodist Church in Kimberley, the same church that he would return to years later before retiring.

After a long courtship, he married Jennifer Martin on 3 January 1966 and they enjoyed 52 years together. Together they had four children, Craig, Warrick, Mark and Karen. Six grandsons enjoyed their “grandpa” immensely and his story-telling ability was legendary. He loved children and always had a story or magic trick to for them. A seventh grandson, yet to be born, will complete his “soccer team” of 11 offspring.

He loved family life, instilling an appreciation of music, laughter, the beach, camping and community in those around him. He will be remembered for many things: his sense of humour, his love for people, his gentle nature, his unconditional love and hospitality. He was generous in every way and always saw the best in people. In his spare time he enjoyed working in his garage and workshop, fine tuning his cars and doing some DIY jobs.

He was a man of faith who “walked the talk”. His ministry was marked by deep compassion for people, with pastoral care always the backbone of his service. Countless people attest to his words of encouragement and prayer that touched them in their times of need. He also had a passion for children’s ministry and always included them in the service. He had a natural talent for music and the “Tea Box Double Bass”, piano, guitar and mouth organ were all used to enrich his ministry.

He served in Kimberley (Wesley), Mandini, Melville JHB, Molteno, East London (Cambridge), Pietermaritzburg (Wesley and Scottsville), Marsh Memorial Children’s
Home, Cape Town, and Wesley Kimberley before retiring to Jeffreys Bay where he continued to serve as a supernumerary.

During his ministry he also served in various leadership positions including being supervisor of studies, youth secretary and superintendent.

After complicated cardiac surgery he spent two weeks in ICU before passing away on 27 May 2018, aged 77. He is sorely missed by his family, friends and congregants.
Rev Sam Gova

Born: 17 July 1944. Passed: 10 June 2018

Samuel Gova was born in Old Location, Ugie, in the Eastern Cape on 17 July 1944. He was the fifth of eight children, six brothers and two sisters, of the late Dyantyi and Botshelwa (Bhelekazi). His fathers’ roots are at Upper Qhaga at Engcobo.

Sam did his primary education at Ugie Community School; the school was held in churches in this black township. After passing standard six, he proceeded to Raynier Methodist Mission School at Tsomo. He was supported financially by his two elder brothers. His mother was a domestic worker and a true Christian woman who worked very hard to support her children.

After passing Junior Certificate he could not further his education, so he found work at Teba (a company which was recruiting people to work for the mines). During this period he studied privately for his matric.

On 13 June 1969 he married the love of his life (Darly as he used to call her) NoCollege Sonti (Mawushe). They were blessed with three girls and two boys.

As a young man he participated in the following sports codes. He played tennis for Spes Bona and rugby for the Crusaders. He also played the flute and was a soloist. He was very active at Sunday School, he was an orator of note. He started serving in church as a choir member and a Sunday School teacher, subsequent to that he became the Secretary of the Circuit Quarterly Meeting.

On 5 February 1972 he was called to ministry and was accepted by the CQM, at the time the circuit was known as Maclear African Circuit headed by a white reverend. The late Rev Ngwanya was the black minister during that period.

1973   His first appointment was Tamara under Superintency of the late Rev Jafta.
1974-1975  He moved to Tsomo (where he did his Junior Certificate) under Rev TZ Bam
1976   He went to Pietermaritzburg to attend College
1979   He was ordained as a minister
1979-1990  He was stationed at Bulwer under supervision of the late Dr Mgojo and Rev E Miya.

During his tenure as minister at Bulwer he initiated a lot of projects, namely:
When people were forcefully removed from Piteli No. 1 to a new settlement Piteli No. 2, he trained them in Woodwork and sowing, upskilling them so that they can be able to support their families. At Nkelabantwana Society, where the Manse was, he built a big church hall; he also initiated a lot of farming activities: Pigs; cows (milking); sheep; vegetables and poultry.

He would also train and encourage church members and the community as a whole to start their own farming. After three years of service at Bulwer Dr Mgojo recommended him as a superintendent. His work extended as far as Mpendle, KwaGomana, Elugobani (Mpendle) and Gqumeni.

1991-2001  He was invited to serve at Standerton and Volktrust (Majuba) under Rev S Lukhele.

He built a new church hall with a kitchen at Sakhile and a church building at Volktrust in Daggakraal.

He was inducted as YMG District President of South Eastern Transvaal and Swaziland at the 25th Annual District Convention held at Boksburg St James Methodist Church of SA from 27-30 April 1995. His first Theme was: “Salvation Has Come”.

He retired at the end of 2001 and came back home.

2018 During the Synod held in May this year he was honoured/recognised and awarded for his 40 years of service since ordination.

**RETIREMENT**

Once in Ugie, he pursued farming full-time and bought a farm jointly with one of his younger brothers. He loved farming very much, both crop and stock. He planted maize, cabbage and potatoes and also had cows and sheep.

He loved entertaining people, and was very giving and full of love for his family. He is leaving behind his wife, Mawushe, sons, grandchildren, brothers and sisters.

Rest in Peace Mvulane, Msuthu, Ncilashe, Gcobani, Mpulane, Tata ka Sayi.
REV RENNIE MANNIE

Born: 22 August 1953. Passed: 6 August 2018

Reverend Renisen Mannie was born on 22 August 1953 in Pinetown, Kwazula-Natal to his parents Bomiana and Manikum Veerasamy. He attended Bayview Primary and matriculated at Heathfield Senior Secondary School in Cape Town.

He held several managerial posts in the warehouse and logistics sector over the years of employment at Plessey, Tedelex, Kohler Versapak and Huhtamaki before becoming self-employed. He was afforded the opportunity to outsource warehousing and transportation under the banner of his company, RLM Logistics.

Renisen married Lorraine Dawn Mannie (née van Reenen) on 19 September 1981 at the Darling Methodist Church. They had two children, Lee-Anne René Booys (née Mannie) and Lyle Ramesh Mannie. Upon his passing, he had three granddaughters: Mia, Renesmee and McKayla. Four months after his passing, Shurude, was born.

During his married life he attended Atlantis Methodist Church, where he played an active role in the church and became a society steward and thereafter a local preacher. Soon after he became a local preacher, he was called into ministry where he candidated in 2003 for part-time, non-itinerant, non-stipendiary ministry. He served the Atlantis congregation for eight years before he was called into full-time ministry. He was ordained at the Conference of 2009 in Pietermaritzburg. Renisen served as minister at Kensington Methodist Church for eight years and simultaneously for four years at Salt River Methodist Church. He retired in 2016. After retiring, he served Melkbos United Church for a period of 18 months where he passed away on 6 August 2018.

Renisen leaves behind his wife, Lorraine, two children and four grandchildren. He leaves a tremendous legacy behind which the family will forever treasure and respect. Rest in Peace Renisen.