

11.6 BESKRYWINGSPUNT STREEKSINODE NOORDWES – OPTIMALE BENUTTING VAN DIE GKSA SE HULPBRONNE

11.6 POINT OF DESCRIPTION REGIONAL SYNOD NORTH WEST – OPTIMAL USE OF THE GKSA'S RESOURCES

<p>A. BESKRYWINGSPUNT</p> <p>1. Inleidend</p> <p>Die diens van die kerk en Koninkryk in kerkverband vereis dat kerke geroepe is om mekaar by te staan om diensbaar op ekumeniese en gemeenskaplike vlakke te wees deur getuienisse op kerklike en staatkundige terreine te laat hoor. Dit alles vra ook bydraes en organisasie wat optimaal, binne die vermoë van die kerkverband bestuur moet word. Die GKSA besin reeds vir 'n geruime tyd oor hoe om die beskikbare hulpbronne meer effektief aan te wend, maar die huidige realiteit noodsaak verdere onmiddellike optrede. Hierdie voorlegging bevat 'n samevatting van realiteite en daarna spesifieke aanbevelings.</p> <p>2. Huidige realiteite</p> <p>2.1 <i>Finansiële las</i></p> <p>Dit is bekend dat die finansiële las op die individuele gemeentes (en dus die belydende lidmate) dramaties gestyg het oor die afgelope aantal jare. Vanaf 1982 was die styging in die ramings gemiddeld 12,5% per jaar wat die ekonomie groei aansienlik oortref oor so 'n lang periode (oor die laaste 19 Jaar was die gemiddelde groei 11% en vir die huidige jaar alleen 26%). Die gevolg hiervan is dat dit tans neig na ongeveer 20% van sommige gemeentes se jaarlikse begrotings. Weens die glyskaal wissel die druk op sekere gemeentes, want vir Potchefstroom-Die Bult was die raming per lidmaat bykans R800 per lidmaat teen die gemiddeld vir die GKSA van R667 (29% styging bo 2015). Die groot bekommernis is hierdie versnelling in tempo van die stygings.</p> <p>Dit is ook moeilik om presies vir die ramings te begroot. Die aanslag van die Administratiewe Buro kom eers teen Julie elke jaar. Dit is dus moeilik om die stygende tendens presies te voorspel vir gemeentes waarvan die begrotings oor die normale belasting-</p>	<p>A. POINT OF DISCUSSION</p> <p>1. Introduction</p> <p>The ministry of the church and Kingdom within the denomination calls on the churches to offer mutual support at ecumenical and communal level through witnessing on the church and political terrain. This requires funds and coordination that are optimally managed within the denomination. The GKSA has already for quite some time been considering how to apply resources more effectively, but the current state of affairs demands immediate action. This proposal outlines the realities and provides specific recommendations.</p> <p>2. Current state of affairs</p> <p>2.1 <i>Financial burden</i></p> <p>It is commonly known that the financial burden on individual congregations (by implication confirmed members) has dramatically risen over the past number of years. Since 1982 the average increase in "ramings" have come to 12,5% per annum, exceedingly higher than economic growth over the same period (over the past 19 year the average growth came to 11% and for this year alone 26%) and resulted in it making up approximately 20% of some congregations' annual budgets. Given the sliding scale, the burden varies between congregations, whereby the "ramings" for Potchefstroom-Die Bult comes to R800 per member as opposed to the average of R667 (29% increase over 2015) for the GKSA. The great concern is the rapid escalation of increases.</p> <p>It is also rather difficult to budget accurately for the "ramings", since the Administrative Bureau only receives the annual assessment in July of each year and is, therefore, unable to correctly predict the trend in increases of congregations whose budgets run over</p>
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<p>jaar loop.</p> <p>2.2 <i>Getalle</i> Daar kan ook nie verwag word dat die tendens vanself sal regkom nie. Sedert 2011 het die getalle lidmate in die kerkverband van 101 000 (61 000 belydende lidmate) met 13% (bykans 2% per jaar) na 89 000 (52 000 belydende lidmate) in 2017 afgeneem. Dit beteken dat die finansiële druk dan deurvloei na die onderskeie krimpemde gemeentes aangesien die oorhoofse koste van die GKSA nie ooreenkomstig die getalle afneem nie. As hierby in ag geneem word dat die gemiddelde ouderdom van ons gemeentes besig is om te styg, kan verwag word dat die finansiële vermoë van die meeste van ons gemeentes verder aan die kwyn is.</p> <p>2.3 <i>Ekonomiese realiteite</i> Die stand van die ekonomiese groei in Suid-Afrika gaan ook vir die afsienbare aantal jare groot druk plaas op dankoffers as ons in gedagte hou dat die ekonomiese groeikoers tans neig na 0% wat gaan inhou dat alle opbrengste in terme van beleggings, salarisse en pensioenfondse onder druk gaan wees vir minstens die afsienbare toekoms. Gegewe die jaarlikse groei in agterstallige ramings, vergroot dit ook die druk elke jaar op die ander gemeentes. Daar is dus die werklikheid dat kerke groter tekorte in die nabye toekoms gaan ervaar.</p> <p>2.4 <i>Kerklike vergaderings</i> Wat nog nooit werklik bereken is nie, is die koste van al ons kerklike vergaderings van plaaslike komitees, ad hoc kommissies, Kerkrade, Klassisse, Deputaatskappe, Streeksinodes en Algemene Sinodes. Benewens die koste van sulke byeenkomste kan daar ook ander direkte kostes wees (kerklik en privaat) soos administratiewe koste, private telefoonkoste, verblyf- en vervoerkoste. Daar is tans 30 Sinodale Deputaatskappe, waarby meer as 320 persone (afgesien van sekundi en adviseurs) betrokke is.</p> <p>2.5 <i>Tydsbenutting</i> 'n Kostefaktor wat buite rekening gelaat word, is dat in elke vergadering daar twee ernstige vrae gevra moet word: Regverdig die betrokke verga-</p>	<p>the normal financial year.</p> <p>2.2 <i>Numbers</i> It could hardly be expected that the trend will right itself. Since 2011 membership in the denomination has declined by 13% (almost 2% per annum) from 101 000 (61 000 confirmed members) to 89 000 (52 000 confirmed members) in 2017. This results in the redistribution of the financial burden to various shrinking congregations, given that a decline in membership does not correspondingly reduce the overhead costs of the GKSA. The financial capacity of most of our congregations is also expected to come under greater strain due to the rise in the average age of our congregations.</p> <p>2.3 <i>Economic realities</i> The 0% economic growth rate toward which South Africa is heading at present will have a tremendous impact on thanks-offerings for the foreseeable future, due to the pressure placed on investment returns, salaries and pension funds. The annual increase in outstanding "ramings" adds to the load the remaining congregations have to bear. Greater shortfalls in the churches will, therefore, become a reality in the near future.</p> <p>2.4 <i>Church assemblies</i> The cost of church assemblies (including local committees, ad hoc commissions, Church Councils, Classes, Deputies, Regional Synods and General Synods) has never truly been calculated. Added to the actual cost of these assemblies is the associated (church and private) administrative, telephone, accommodation and transport cost. There are at present 30 Deputy groups, comprising more than 320 individuals (excluding alternates and advisors).</p> <p>2.5 <i>Time management</i> Every assembly raises two fundamental questions in terms of its cost implication: Does the composition of the relevant meeting justify the attendance</p>
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dering se samestelling die aanwesigheid van al die lede/afgevaardigdes? Wat is die alternatiewe koste wat so 'n vergadering meebring, bv. die predikant/ouderling/lidmaat wat enersyds nie met sy gewone werk-/bedieningsverpligtinge kan voortgaan nie en waarskynlik ander addisionele kostes meebring soos plaasvervangers tydens afgevaardigdes se afwesigheid. 'n Eenvoudige voorbeeld: As die Algemene Sinode 2 weke lank vergader, beteken dit in wese dat die betrokke predikant se dienste vir daardie tydperk nie in sy gemeente beskikbaar is nie en dat iemand anders moet instaan. Dit geld vir alle vergaderings van die kleinste komitee tot die Sinode waardeur die kerklike bediening moontlik skipbreuk kan lei. Daar is geen twyfel dat werk buite die plaaslike kerk wel steeds verrig moet word, maar dan moet dit binne die balans van effektiewe bestuur en koste-effektiwiteit geskied.

2.6 *EVT*

Die grootste enkele verantwoordelikheid op gemeentes word deur emeritaatsversorging (EVT) meegebring. Die versorging van emeriti en hulle vroue en gesinne is egter 'n verantwoordelikheid van almal in die kerkverband om vir voldoende bydraes en effektiewe bestuur van fondse te sorg. Waar daar soveel druk op die bydraes is, sal elke klein poging tot meer effektiwiteit help om die druk te verlig. Een so 'n voorbeeld is dat gereelde ledevergaderings wat kosteverhogend is. As al die lede van die EVT hierdie vergaderings bywoon, moet 'n groot getal lede ver reis op eie koste en daarby bring die nuwe reëling van 3 streeksvergaderings weer addisionele reistyd vir die Trustees en meer reëlings deur die Administratiewe Buro mee.

2.7 *Gesindheid*

Daar bestaan tans 'n mate van negatiewe gesindheid by sommige lidmate teen ramings. Hoewel die Administratiewe Buro heelwat moeite doen om die betekenis daarvan deur te gee, veroorsaak die voortdurende toename van die ramings die

of all the members/delegates? What are the associated costs of such a meeting, e.g. the time taken from the minister's/elder's/member's usual activities/ministry obligations as well as other possible expenses, e.g. calling on alternates to replace delegates unable to attend. An example would be the 2-week absence of the minister attending a General Synod requiring the appointment of a substitute to address congregational needs over that time period. This pertains to all assemblies, from the smallest of committees to the Synod, and could possibly be of great detriment to church ministry. Work outside of the local church must undoubtedly continue, but then within the confines of effective time and cost management.

2.6 *EVT (retirement care)*

The single greatest responsibility of the congregations is that of caring for retired ministers. Caring for these ministers and their families requires all members of the denomination to work towards the provision of sufficient contributions and the efficient management of the funds. Every effort towards greater efficiency aids in lightening the financial load. One example relates to the costs associated with regular member meetings. The attendance of the entire EVT incurs great travelling expenses to a large number of members, while the institution of 3 regional assemblies entails additional travelling for the trustees as well as a greater administrative burden for the Administration Bureau.

2.7 *Attitude*

There is a degree of resentment over "ramings" among some members. The Administrative Bureau made every effort to cast light on the matter and yet the continued increase in "ramings" has gained a negative perception brought about by lengthy decision-making

<p>negatiewe persepsie omdat besluitnemingsprosesse so lank neem met die implikasie van “onnodige koste” wat op die gemeentevlak die indruk skep dat die direkte uitdra van die Evangelie gekortwiek word.</p>	<p>processes that both incur “unnecessary costs” and hamper the direct proclaiming of the Gospel.</p>
<p>3. Voorstelle vir optimale kerklike vergaderings</p>	<p>3. Suggestions for effective church assemblies</p>
<p>3.1 Sittings van die Algemene Sinode moet wesentlik verkort word. Om dit te bewerkstellig sal die prosedure en werkswyse van die Sinode so gou doenlik gerasionaliseer moet word. Dit sal vereis dat die Deputate vir Agenda, Korrespondensie en Programmering van Sinode dringend daaraan aandag gee met die oog op Sinode 2018.</p>	<p>3.1 General Synod sessions need to be significantly shortened, which will only be possible if the procedure and methodology of the Synod is rationalised as soon as possible. This would require immediate action from the Deputies Agenda, Correspondence and Programming in view of Synod 2018.</p>
<p>3.2 Streng dissipline moet by die toepassing van KO, art 30 toegepas word, sodat alleen sake wat nie op mindere vergaderings afgehandel kan word nie, op die Agenda van die Algemene Sinode geplaas word.</p>	<p>3.2 Strict adherence to the perimeters of CO, art 30 is required to ensure that only matters that cannot be resolved at minor assemblies be placed on the Agenda of the General Synod.</p>
<p>3.3 Hardekopie-kommunikasie moet so ver doenlik uitgefaseer word en toene-mend vervang word met elektroniese kommunikasie en virtuele vergaderings.</p>	<p>3.3 Hardcopy correspondence need to be phased out as much as possible and systematically replaced by electronic communication and virtual meetings.</p>
<p>3.4 Oor die aantal Sinodale Deputaat-skappe, hulle funksies en getal lede moet deeglik herbesin word.</p>	<p>3.4 The number of synodic deputy groups, their functions and membership numbers need to be thoroughly reviewed.</p>
<p>3.5 Die EVT behoort ledevergaderings af te skaf aangesien lede self geen besluitnemingsmagte het nie, behalwe in die benoeming van die Trustees. Laasgenoemde kan elektronies genomineer word en ook so verkies word. Dit is ook nodig dat daar net hoogs gekwalifiseerde persone oor die bestuur van Pensioenfondse as Trustees genomineer moet word.</p>	<p>3.5 The EVT should scrap member meetings, since the only decision-making authority it possesses is that of appointing of the trustees. The latter can be nominated and elected electronically. Only highly qualified individuals should be nominated as trustees for the management of the pension funds.</p>
<p>3.6 'n Omvattende koste-voordeel analise is 'n vereiste waar nie net die direkte kostes soos salarisse, vervoer, skryf-behoeftes, ens verreken word nie, maar ook die indirekte kostes soos die tyd wat verlore gaan met bywoning van vergaderings en kostes wat nie verhaal word nie soos lidmate se eie vervoer en administratiewe kostes.</p>	<p>3.6 A comprehensive cost-benefit analysis is required that not only accounts for direct costs (such as salaries, transport, stationery, etc.), but also indirect costs such as time lost through attendance at meetings and irrecoverable expenses members incur for travelling and administrative activities.</p>
<p>3.7 Behoorlike selfondersoek by Streek-sinodes, Klassisse en individuele gemeentes (Kerkrade) om bestuur-</p>	<p>3.7 Regional Synods, Classes and individual congregations (Church Councils) need to seriously reflect on</p>

<p>stelsels meer vaartbelyn te kry vir besluitneming en uitvoering van sulke besluite.</p> <p>4. Herbesinning oor samestelling en aanwending van ramings Die huidige stelsel van ramings werk op verskeie fronte teenproduktief in die hoofdoel van ons gemeentes, naamlik om die Evangelie so uit te dra dat ons 'n groeiende kerk van Christus word en nie 'n kwynende een nie. Die volgende behoort gedoen te word:</p> <p>4.1 <i>Ontleding van uitgawes</i> Dit sou nuttig wees om weer alle uitgawes te onderwerp aan 'n zero-basis begroting.</p> <p>4.2 <i>Glyskaalformule</i> Gegewe die struktuurverandering van die samestelling van die lidmate en hulle vermoëns, behoort die huidige glyskaalformule se toepaslikheid deur 'n aktuaris getoets te word.</p> <p>5. Beskrywingspunt Dat die Sinode in die lig van bogenoemde oorsig van realiteite en aanbevelings opnuut ernstig aandag gee aan die benutting van beskikbare hulpbronne in terme van tyd, geld en gawes om die belange van die kerkverband effektief te dien en gemeentes in staat te stel om te fokus op die bediening van die Woord.</p>	<p>how to streamline management systems in terms of decision making and execution.</p> <p>4. Reconsideration of composition and application of “ramings” The established system for “ramings” is counterproductive in various ways to the main objective of the churches, namely to proclaim the Gospel in a way that turns the GKSA into a growing church of Christ and not one in decline. The following actions must be taken:</p> <p>4.1 <i>Analysis of expenditure</i> It would be prudent to once again subject all expenditure to a zero-basis budget.</p> <p>4.2 <i>Sliding-scale formula</i> Given the structural change to the composition of the members and their skills, an actuary should test the applicability of the current sliding-scale formula.</p> <p>5. Point of description It is recommended that in light of the above overview of realities and recommendations the application of available resources is once again seriously reviewed in terms of time, funds and gifts to effectively serve the interests of the denomination and enable congregations to focus on ministry of the Word.</p>
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