

GESTRUKTUREERDE ONDERHOUDSKEDULE

BYLAE 5a

Datum: September 2004

Onderhoud op 20

Navorsers: J L C du Preez

Respondent:

GOS-nommer:

AFDELING A DEMOGRAFIESE BESONDERHEDE: LERAARS

1. Huistaal

Afrikaans	Engels	Sepedi	Tswana	Zoeloe	Ander
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2. Taalvoorkeur

Afrikaans	Engels
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3. Geslag

Manlik	Vroulik
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4. Bevolkingsgroep

Blank	Bruin	Swart
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5. Ouderdomsverspreiding

< 30 jaar	30-39	40-49	50-59	jaar
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6. Huwelikstatus

Getroud	Geskei	Ongetroud	Ander
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7. Hoe lank is/was u 'n leraar van die VGKSA?

< as 5 jaar	5-9 jaar	10-19 jaar	20-30 jaar	jaar
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8. Was u voorheen 'n evangelis gewees?

Nee	Ja	aantal jare as evangelis
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9. Hoe lank dien u in u huidige gemeente?

1-2 jaar	2-4 jaar	4-6 jaar	7-8 jaar	9-10 jaar	jaar
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10. Wat is die aard van u bediening?

Voltyds	Deeltyds
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11. Dui u hoogste akademiese kwalifikasie aan

3 jr dipl	B- graad	Hons- graad	NDT	Post-Bacc-Bacc- graad	M-graad	D- graad	Ander
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12. Dien u ook die VGKSA in 'n breër kerklike verband - bv. ring of sinode?

Ja	Nee
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13. Indien JA, vermeld die hoedanigheid:

AFDELING B
DEMOGRAFIESE BESONDERHEDE:
OUDERLINGE AS PLAASLIKE GEMEENTELEIERS

14. Huistaal

Afrikaans	Engels	Sepedi	Tswana	Zoeloe	Ander
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15. Taalvoorkeur

Afrikaans	Engels
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16. Geslag

Manlik	Vroulik
--------	---------

17. Bevolkingsgroep

Blank	Bruin	Swart
-------	-------	-------

18. Ouderdomsverspreiding

18-29 jaar	30-39 jaar	40-49 jaar	50-59 jaar	jaar
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19. Huwelikstatus

Geskei	Getroud	Ongetroud	Ander
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20. Hoe lank is u 'n lidmaat in die gemeente?

< as 5 jaar	5-9 jaar	10-19 jaar	20-30 jaar	jaar
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21. Hoe lank dien u as ouderling in die gemeente?

1-2 jaar	2-4 jaar	4-6 jaar	7-8 jaar	9-10 jaar	jaar
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22. Is u betrokke by enige van die volgende aktiwiteite in die gemeente?

CVB	CMB	CJB	Kategese	Koor	Ander
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23. Dui aan die hoogste standerd op skool geslaag

geen	1	2	3	4	5	6	7	8	9	10
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24. Dui u hoogste akademiese kwalifikasie aan

Geen	1 jr sert	2 jr sert	3-jr dipl	B-graad	Hons-graad	M-graad
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AFDELING C

DATA-INSAMELING:

GESTRUKTUREERDE ONDERHOUDSKEDULE OOR SAKE EIE AAN PASTORES

1. Bedien u die gemeente alleen?

Ja	Nee
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2. Indien u die gemeente nie alleen bedien nie, watter hulp het u in terme van -

medeleraar(s)	
evangeliste	
ouderlinge	
pastorale werkers	
lekewerkers	

3. Hoe groot is die gemeente wat u bedien in terme van doop- en belydende lidmate?

Dooplidmate	Belydende lidmate

4. Waar sou u dié gemeente plaas in terme van die aantal **belydende lidmate**?

18	>	400	
401	>	800	
801	>	1600	
1601	>	2500	
2501	>	3500	
3501	>	6500	

5. Watter van die volgende klassifikasies in terme van die getal **belydende lidmate** sal u gemeente die beste beskryf?

klein gemeente	tot 400	
medium gemeente	tot 800	
medium-groot gemeente	tot 1600	
groot gemeente	tot 2500	
baie groot gemeente	tot 3500	
mega-gemeente	tot 6500	

6. Is daar enige **wykskerke** in die gemeente wat u bedien? Indien wel, hoeveel?

Ja	Nee	Aantal
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7. Hoe sou u die konteks van die gemeente beskryf in terme van die volgende klassifikasies?

klein dorp	
groot dorp	
stad	
klein dorp PLUS platteland	
groot dorp PLUS platteland	
stad PLUS platteland	
oorwegend platteland	

DEEL D
DATA-INSAMELING
GEMEENSKAPLIKE SAKE MET OUDERLINGE AS GEMEENTELEIERS
GESTRUKTUREERDE ONDERHOUDSKEDULE VIR PASTORES

1. Sien u ouderlinge as gemeenteleiers?

Ja	Nee
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2. As 'n predikant op Sondag nie in die *gemeente* of by 'n *wykerk* is nie, wie lei dan die erediens?

Ouderling	Diaken	Ander
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3. Watter van die volgende pligte word oor die algemeen in die VGKSA **in die afwesigheid van predikante** deur ouderlinge in gemeentes en wykerke gedoen? Dui die frekwensie aan in die blokkies 1 tot 3. Die blokkies beteken: [1 = Nooit 2 = Sporadies (nou en dan) 3 = Gereeld]

Preek	1	2	3
Bidure	1	2	3
Huisbesoek	1	2	3
Siekebesoek	1	2	3
Ouderlinge sorg	1	2	3
Begrafnisse	1	2	3

4. Is ouderlinge amptelik deur die VGKSA opgelei om die take vermeld in 3 te doen?

Ja	Nee
----	-----

5. Dink u opleiding is noodsaaklik vir hierdie take?

Ja	Nee
----	-----

6. Bied die VGKSA amptelike opleiding hiervoor aan?

Ja	Nee	Onseker
----	-----	---------

7. Dink u dat 'n gemeente 'n predikant nodig het?

Ja	Nee	Onseker
----	-----	---------

8. Wat is u persoonlike siening van die bediening in 'n omvattende sin?

Net die predikant	
Predikant en kerkraad	
Die hele gemeente	

9.

Onseker	
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 Hoe sou u die algemene organisering van gemeentes in die VGKSA beskryf? (Let daarop dat die **organisering van 'n gemeente** te make het met die **model** waarop 'n gemeente **gestruktureer** is).

herder-kudde	liggaam van Christus
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10. Hoe sou u die manier beskryf waarop u gemeente georganiseer is?

herder-kudde	liggaam van Christus
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11. Laat die manier waarop julle gemeente georganiseer is ruimte vir **lidmate** om hul geestelike gawes binne die gemeente te gebruik?

Ja	Nee	Onseker
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12. Hoe is die leierskapstruktuur in u gemeente?

net die predikant	predikant plus	enkelinge neem leiding
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13. In die gebiedsinode van Noord-Transvaal (VGKSA) is daar 128 gemeentes. Hiervan is **48** - of dan **38%** - sonder 'n eie predikant. Wat dink u **veroorzaak** hierdie situasie? Die blokkies 1 tot 3 beteken: [1 = Speel GEEN rol nie 2 = Speel 'n KLEIN rol 3 = Speel 'n GROOT rol]

Finansiële armoede	1	2	3
Grootte en ligging van gemeente	1	2	3
Tekort aan predikante	1	2	3
Gebrek aan finansiële rentmeesterskap by lidmate	1	2	3
Onbetrokkenheid van kerklidmate	1	2	3

14. Van die 48 gemeentes wat sonder 'n eie predikant is, is **23** - of dan **48%** - klein gemeentes. Vir die doeleindes van dié ondersoek word 'n *klein gemeente* gesien as 'n gemeente met tot 400 belydende lidmate. Sou u hierdie situasie beskryf as -

'n ernstige probleem	
'n klein probleem	
geen probleem nie	

15. Sou u ook die *wykkerk* in 'n groot gemeente beskou as 'n *klein gemeente* wat soortgelyke probleme ervaar as die 23 gemeentes waarna in 14 hierbo verwys is?

Ja	Nee	Onseker
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16. In die voormalige NGKA en NGSK was dit moontlik om *bewese plaaslike gemeenteleiers* in uitsonderlike gevalle as predikante toe te laat. As ons dié erkende praktyk by ons huidige

situasie kan aanpas (deur byvoorbeeld aan sulke plaaslike kerkleiers opleiding en toerusting te gee), sou u dit sien as 'n moontlike oplossing vir klein en arm gemeentes op die platteland wat sukkel om 'n eie predikant te hê?

Ja	Nee	Onseker
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17. As bewese plaaslike kerkleiers in klein gemeentes as predikante toegelaat sou word, moet hulle voor toelating eers opleiding kry?

Ja	Nee	Onseker
----	-----	---------

18. Die kernvraag is: *Wat moet 'n predikant in klein plattelandse gemeentes kan doen?* Om dié werk binne daardie spesifieke konteks te kan doen, wat - na u mening - moet die vlak van opleiding daarvoor wees?

Minder as 3 jaar	Drie jaar	Meer as 3 jaar
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19. Dui aan hoedat u die opleiding sou wou sien plaasvind.

Slegs deur indiensopleiding (IDO)	
Slegs deur afstandsonderrig	
Indiensopleiding PLUS kursusbywoning (blokke)	
Indiensopleiding PLUS afstandsonderrig	
Indiensopleiding PLUS afstandsonderrig PLUS kursusbywoning (blokke)	

20. Hoe belangrik sien u die volgende in die **toerusting van plaaslike leiers** vir moontlike aanvaarding as predikante? Die blokkies 1 tot 3 beteken: [1 = Onbelangrik 2 = Belangrik 3 = Noodsaaklik]

'n Grondige kennis van kern Bybelse leerstellings	1	2	3
Preekvaardighede	1	2	3
Kennis van die kerk as organisasie	1	2	3
Basiese bestuursvaardighede	1	2	3
Basiese kennis van motivering	1	2	3
Basiese kommunikasievaardighede	1	2	3
Bestuur van konflik	1	2	3
Beginsels en tegnieke van kleingroepe	1	2	3
Rentmeesterskap in die kerk	1	2	3
Die werking van mag en gesag in die gemeente	1	2	3

21. Hoe belangrik ag u die volgende **kwaliteite in kerkleiers**? Die blokkies 1 tot 3 beteken: [1 = Onbelangrik 2 = Belangrik 3 = Noodsaaklik]

Verbintenis tot 'n visie	1	2	3
Effektiewe kommunikasievaardighede	1	2	3

Betroubaarheid	1	2	3
Positiewe selfagting	1	2	3

22. Hoe belangrik is die volgende aspekte in 'n **kerkleier se lewe**?
Die blokkies 1 tot 3 beteken: [1 = Onbelangrik 2 = Belangrik 3 = Noodsaaklik]

Die leier se gebedslewe	1	2	3
Die leier se geestelike groei	1	2	3
Die leier se gedrag en reputasie	1	2	3
Die leier se huwelikslewe	1	2	3
Die leier se gesinslewe	1	2	3
Die leier se bereidwilligheid om te dien	1	2	3
Eerlikheid	1	2	3
Nederigheid	1	2	3
Tydsbestuur	1	2	3
Fisiese oefeninge	1	2	3

23. Ons kry in die VGKSA **voltydse** en **deeltydse predikante**. Albei is gelykwaardig in *bevoegdheid of status*, maar verskil in terme van *taakoms krywing* as die hoeveelheid werk wat verwag word. Na 'n deeltydse predikant word dikwels as 'n **tentmaker** verwys. Dit dui op Paulus wat tente gemaak het om vir homself en sy medewerkers te sorg sodat hy die evangelie kon verkondig sonder om 'n geldelike las op gemeentes te plaas. Ons kan Paulus se tentmakerbediening vandag vergelyk met ouderlinge en diakens wat sonder betaling in gemeentes werk.

Wat is u mening oor die toelating van bewese plaaslike kerkleiers in klein gemeentes wat - soos Paulus - **nie vir 'n vaste salaris nie** as predikante sal werk **in die gemeentes waarin hulle woon?**

Dit is 'n MOONTLIKE oplossing	
Dit is 'n WERKBARE oplossing	
Dit is NIE 'n oplossing nie	
Onseker	

24. Volgens Bepaling 52 van die Kerkorde (VGKSA Noord-Transvaal) word kerkraadslede net vir twee jaar aangestel.

1. Hoe sou u hierdie bepaling se invloed op die werk in klein gemeentes beskryf?

Positief	Negatief	Onseker
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2. Hou u gemeente by hierdie Bepaling?

Ja	Nee	Onseker
----	-----	---------

3. Is hierdie kerklike praktyk in ooreenstemming met leierskap vanuit 'n Afrika-opvatting?

Ja	Nee	Onseker
----	-----	---------

25. Ouderlinge word in die VGKSA toegelaat om te preek, maar mag die sakramente van doop en Nagmaal nie bedien nie. Wat is u mening oor die *Gereformeerde standpunt* wat die VGKSA handhaaf dat die sakramente net deur geordende bedienaars van die Woord bedien mag word binne 'n situasie waar as ***noodmaatreël aan regerende ouderlinge preekmag*** gegee is?

Ek stem saam met die amptelike standpunt	
Ek verskil van die amptelike standpunt	

DEEL E

DATA-INSAMELING

SAKE VAN GEMEENSKAPLIKE BELANG MET PASTORES

GESTRUKTUREERDE ONDERHOUDSKEDULE VIR OUDERLINGE AS GEMEENTELEIERS

1. Sien u ouderlinge as gemeenteleiers?

Ja	Nee
----	-----

2. As 'n predikant op Sondag nie in die *gemeente* of by 'n *wykerk* is nie, wie lei dan die erediens?

Ouderling	Diaken	Ander
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3. Watter van die volgende pligte word oor die algemeen in die VGKSA **in die afwesigheid van predikante** deur ouderlinge in gemeentes en wykerke gedoen? Dui die frekwensie aan in die blokkies 1 tot 3. Die blokkies beteken: [1 = Nooit 2 = Sporadies (nou en dan) 3 = Gereeld]

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Huisbesoek	1	2	3
Siekebesoek	1	2	3
Ouderlinge sorg	1	2	3
Begrafnisse	1	2	3

4. Is ouderlinge amptelik deur die VGKSA opgelei om die take soos in 3 vermeld te doen?

Ja	Nee
----	-----

5. Dink u opleiding is noodsaaklik vir hierdie take?

Ja	Nee
----	-----

6. Bied die VGKSA amptelike opleiding hiervoor aan?

Ja	Nee	Onseker
----	-----	---------

7. Dink u dat 'n gemeente 'n predikant nodig het?

Ja	Nee	Onseker
----	-----	---------

8. Wat is u persoonlike siening van die bediening in 'n omvattende sin?

Net die predikant	
Predikant en kerkraad	
Die hele gemeente	

Onseker	
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9. Hoe sou u die algemene organisering van gemeentes in die VGKSA beskryf? (Let daarop dat die **organisering van 'n gemeente** te make het met die **model** waarop 'n gemeente **gestruktureer** is).

herder-kudde	liggaam van Christus
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10. Hoe sou u die manier beskryf waarop u gemeente georganiseer is?

herder-kudde	liggaam van Christus
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11. Laat die manier waarop julle gemeente georganiseer is ruimte vir **lidmate** om hul geestelike gawes binne die gemeente te gebruik?

Ja	Nee	Onseker
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12. Hoe is die leierskapstruktuur in u gemeente?

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13. In die gebiedsinode van Noord-Transvaal (VGKSA) is daar 128 gemeentes. Hiervan is **48**- of dan **38%** - sonder 'n eie predikant. Wat dink u **veroorzaak** hierdie situasie? Die blokkies 1 tot 3 beteken: [1 = Speel GEEN rol nie 2 = speel 'n KLEIN rol 3 = speel 'n GROOT rol]

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Gebrek aan finansiële rentmeesterskap by lidmate	1	2	3
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'n ernstige probleem	
'n klein probleem	
geen probleem nie	

15. Sou u ook die **wykskerk** in 'n groot gemeente beskou as 'n **klein gemeente** wat soortgelyke probleme ervaar as die 23 gemeentes waarna in 14 hierbo verwys is?

Ja	Nee	Onseker
----	-----	---------

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Ja	Nee	Onseker
----	-----	---------

17. As bewese plaaslike kerkleiers in klein gemeentes as predikante toegelaat sou word, dink u dat hulle voor toelating eers opleiding moet kry?

Ja	Nee	Onseker
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18. Die kernvraag is: *Wat moet 'n predikant in klein plattelandse gemeentes kan doen?* Om dié werk binne daardie spesifieke konteks te kan doen, wat - na u mening - moet die vlak van opleiding daarvoor wees?

Minder as 3 jaar	Drie jaar	Meer as 3 jaar
------------------	-----------	----------------

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Slegs deur afstandsonderrig	
Indiensopleiding PLUS kursusbywoning (blokke)	
Indiensopleiding PLUS afstandsonderrig	
Indiensopleiding PLUS afstandsonderrig PLUS kursusbywoning (blokke)	

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Basiese bestuursvaardighede	1	2	3
Basiese kennis van motivering	1	2	3
Basiese kommunikasievaardighede	1	2	3
Bestuur van konflik	1	2	3
Beginsels en tegnieke van kleingroepe	1	2	3
Rentmeesterskap in die kerk	1	2	3
Die werking van mag en gesag in die gemeente	1	2	3

21. Hoe belangrik ag u die volgende **kwaliteite in kerkleiers**?

Die blokkies 1 tot 3 beteken: [1 = Onbelangrik 2 = Belangrik 3 = Noodsaaklik]

Verbintenis tot 'n visie	1	2	3
Effektiewe kommunikasievaardighede	1	2	3

Betroubaarheid	1	2	3
Positiewe selfagting	1	2	3

22. Hoe belangrik is die volgende aspekte in 'n **kerkleier se lewe**?

Die blokkies 1 tot 3 beteken: [1 = Onbelangrik 2 = Belangrik 3 = Noodsaaklik]

Die leier se gebedslewe	1	2	3
Die leier se geestelike groei	1	2	3
Die leier se gedrag en reputasie	1	2	3
Die leier se huwelikslewe	1	2	3
Die leier se gesinslewe	1	2	3
Die leier se bereidwilligheid om te dien	1	2	3
Eerlikheid	1	2	3
Nederigheid	1	2	3
Tydsbestuur	1	2	3
Fisiese oefeninge	1	2	3

23. Ons kry in die VGKSA **voltydse** en **deeltydse predikante**. Albei is gelykwaardig in *bevoegdheid of status*, maar verskil in terme van *taakomsdrywing* as die hoeveelheid werk wat verwag word. Na 'n deeltydse predikant word dikwels as 'n **tentmaker** verwys. Dit dui op Paulus wat tente gemaak het om vir homself en sy medewerkers te sorg sodat hy die evangelie kon verkondig sonder om 'n geldelike las op gemeentes te plaas. Ons kan Paulus se tentmakerbediening vandag vergelyk met ouderlinge en diakens wat sonder betaling in gemeentes werk.

Wat is u mening oor die toelating van bewese plaaslike kerkleiers in klein gemeentes wat - soos Paulus - **nie vir 'n vaste salaris nie** as predikante sal werk **in die gemeentes waarin hulle woon?**

Dit is 'n MOONTLIKE oplossing	
Dit is 'n WERKBARE oplossing	
Dit is NIE 'n oplossing nie	
Onseker	

24. Volgens Bepaling 52 van die Kerkorde (VGKSA Noord-Transvaal) word kerkradslede net vir twee jaar aangestel.

1. Hoe sou u hierdie bepaling se invloed op die werk in klein gemeentes beskryf?

Positief	Negatief	Onseker
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2. Hou u gemeente by hierdie Bepaling?

Ja	Nee	Onseker
----	-----	---------

3. Is hierdie kerklike praktyk in ooreenstemming met leierskap vanuit 'n Afrika-opvatting?

Ja	Nee	Onseker
----	-----	---------

25. Ouderlinge word in die VGKSA toegelaat om te preek, maar mag die sakramente van doop en Nagmaal nie bedien nie. Wat is u mening oor die *Gereformeerde standpunt* wat die VGKSA handhaaf dat die sakramente net deur geordende bedienaars van die Woord bedien mag word binne 'n situasie waar **as noodmaatreël aan regerende ouderlinge preekmag** gegee is?

Ek stem saam met die amptelike standpunt	
Ek verskil van die amptelike standpunt	

STRUCTURED INTERVIEWING SCHEDULE

ANNEXURE 5b

Date: September 2004 Interview on 20
Researcher: J L C du Preez Respondent:
SIS-number:

PART A DEMOGRAPHIC PARTICULARS: PASTORS

26. Home language

Afrikaans	English	Sepedi	Tswana	Zulu	Other
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27. Language preference

Afrikaans	English
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28. Gender

Male	Female
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29. Population group

White	Brown	Black
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30. Age distribution

< 30 years	30-39	40-49	50-59	years
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31. Marital state

Married	Divorced	Single	Other
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32. How long are/were you a minister of the URCSA?

< than 5 yrs	5-9 yrs	10-19 yrs	20-30 yrs	years
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33. Were you an evangelist previously?

No	Yes	number of years as evangelist
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34. How long are you serving in your present congregation?

1-2 yrs	2-4 yrs	4-6 yrs	7-8 yrs	9-10 yrs	yrs
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35. What is the nature of your ministry?

Full-time	Part-time
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36. Indicate your highest academic qualification

3 yr dipl	B- degree	Hons- degree	PGDT	Post B-B- degree	M- degree	D- degree	Other
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37. Do you also serve the URCSA in a wider ecclesiastical context - e.g. presbytery or synod?

Yes	No
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38. If YES, mention the capacity:

PART B
DEMOGRAPHIC PARTICULARS:
ELDERS AS LOCAL CHURCH LEADERS

39. Home language

Afrikaans	English	Sepedi	Tswana	Zulu	Other
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40. Language preference

Afrikaans	English
-----------	---------

41. Gender

Female	Male
--------	------

42. Population group

Black	Brown	White
-------	-------	-------

43. Age distribution

18-29 yrs	30-39 yrs	40-49 yrs	50-59 yrs	yrs
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44. Marital status

Married	Single	Divorced	Other
---------	--------	----------	-------

45. How long have you been a member of your congregation?

< than 5 yrs	5-9 yrs	10-19 yrs	20-30 yrs	yrs
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46. How long are you serving as an elder in the congregation?

1-2 yrs	2-4 yrs	4-6 yrs	7-8 yrs	9-10 yrs	yrs
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47. Are you involved in any of the following activities in the congregation?

CWM	CMM	CYM	Catechesis	Choir	Other
-----	-----	-----	------------	-------	-------

48. Indicate your highest standard passed at school

None	1	2	3	4	5	6	7	8	9	10
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49. Indicate your highest academic qualification

None	1 yr cert	2 yr cert	3-yr dip	B-degree	Hons-degree	M-degree
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PART C

DATA-COLLECTION:

STRUCTURED INTERVIEWING SCHEDULE ON MATTERS DISTINCT TO PASTORS

1. Do you serve the congregation alone?

Yes	No
-----	----

2. If you do not serve the congregation alone, what help do you get in terms of -

joint minister(s)	
evangelist(s)	
elders	
pastoral workers	
lay workers	

3. What is the size of your congregation in terms of baptised and confirmed members?

Baptised members	Confirmed members

4. Where would you place your congregation in terms of the number of **confirmed members**?

18	>	400	
401	>	800	
801	>	1600	
1601	>	2500	
2501	>	3500	
3501	>	6500	

5. Which of the following classifications in terms of the number of **confirmed members** would best describe your congregation?

Small congregation	up to 400	
medium congregation	up to 800	
medium-large congregation	up to 1 600	
large congregation	up to 2 500	
very large congregation	up to 3 500	
mega congregation	up to 6 500	

6. Are there any **ward churches** in your congregation? If so, how many?

Yes	No	Number
-----	----	--------

7. How would you describe the context of the congregation in terms of the following classifications?

small village	
large town	
city	
small village PLUS rural area	
large town PLUS rural area	
city PLUS rural area	
predominantly rural area	

PART D

DATA-COLLECTION

MATTERS OF COMMON INTEREST WITH ELDERS AS LOCAL CHURCH LEADERS

STRUCTURED INTERVIEWING SCHEDULE FOR PASTORS

1. Do you see elders as leaders in the congregation?

Yes	No
-----	----

2. If a minister is not available, who conducts the service in the *congregation* or at a *ward church*?

Elder	Deacon	Other
-------	--------	-------

3. Which of the following duties are generally performed by elders in the URCSA in the **absence of ministers** in congregations and ward churches? Indicate the frequency in the blocks 1 to 3.

The blocks mean: [1 = Never 2 = Sporadic (now and then) 3 = Regularly]

Preaching	1	2	3
Prayer meetings	1	2	3
House-visitations	1	2	3
Visits to the sick	1	2	3
Mutual care	1	2	3
Burials	1	2	3

4. Are the elders officially trained by the URCSA to perform the tasks mentioned in 3?

Yes	No
-----	----

5. Do you think training is necessary for these tasks?

Yes	No
-----	----

6. Does the URCSA provide official training for these tasks?

Yes	No	Unsure
-----	----	--------

7. Do you think a congregation needs a minister?

Yes	No	Unsure
-----	----	--------

8. What is your personal view of the ministry in a broad sense?

Only the minister	
Minister and church council	
The whole congregation	
Unsure	

9. How would you describe the general organising of congregations in the URCSA? (Please note that the **organisation of a congregation** has to do with the **model** on which a congregation is **structured**).

shepherd-flock	body of Christ
----------------	----------------

10. How would you describe the way in which your congregation is organised?

shepherd-flock	body of Christ
----------------	----------------

11. Does the way in which your congregation is organised leave room for **church members** to make use of their spiritual gifts in the congregation?

Yes	No	Unsure
-----	----	--------

12. How would you describe the leadership structure in your congregation?

only the minister	minister plus	individuals take the lead
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13. The regional synod of Northern Transvaal (URCSA) has 128 congregations. Of these **48** - or **38%** - are without a minister of their own. What do you think **causes** this situation? The blocks 1 to 3 mean: [1 = Plays NO role 2 = Plays a SMALL role 3 = Plays a MAJOR role]

Financial poverty	1	2	3
Size and location of congregation	1	2	3
Shortage of ministers	1	2	3
Lack of individual financial stewardship	1	2	3
Indifference of church members	1	2	3

14. Of the 48 congregations without a minister of their own, **23** - or **48%** - are small congregations. For the purpose of this investigation a *small congregation* is seen as a congregation with up to 400 confirmed members. Would you describe this situation as -

a serious problem	
a small problem	
no problem at all	

15. Would you also view the *ward church* in a large congregation as a *small congregation* that faces similar problems as the 23 congregations referred to in 14 above?

Yes	No	Unsure
-----	----	--------

16. In the former DRCA and DRMC it was possible that in exceptional cases *proven local leaders in congregations* could be licenced as ministers. If we could adapt this recognized practice to our present situation (for instance by training and equipping such local church leaders), would you see this as a possible solution for small and poor rural congregations who struggle to have

a minister of their own?

Yes	No	Unsure
-----	----	--------

17. Should proven local church leaders in small congregations be admitted as ministers, must they be trained before being admitted?

Yes	No	Unsure
-----	----	--------

18. The central question is: *What must a minister be able to do in a small rural congregation?* To do the work required within that specific context, what - in your opinion - must the **level of training** be?

Less than 3 years	3 years	More than 3 years
-------------------	---------	-------------------

19. Indicate how you would like to see training for local leaders happen.

In-service-training only (IST)	
Distance education only	
In-service-training PLUS course attendance (blocks)	
In-service-training PLUS distance education	
In-service-training PLUS distance education PLUS course attendance (blocks)	

20. How important do you see the following in the **equipping of local leaders** for possible acceptance as ministers? The blocks 1 to 3 mean: [1 = Unimportant 2 = Important 3 = Necessary]

A sound knowledge of core biblical doctrines	1	2	3
Preaching abilities	1	2	3
Knowledge of the church as an organisation	1	2	3
Basic management skills	1	2	3
Basic knowledge of motivation	1	2	3
Basic communication skills	1	2	3
Management of conflict	1	2	3
Principles and techniques of small groups	1	2	3
Stewardship in the church	1	2	3
The working of power and authority in the church	1	2	3

21. How important do you value the following **qualities in church leaders**? The blocks 1 to 3 mean:

[1 = Unimportant 2 = Important 3 = Necessary]

Commitment to a vision	1	2	3
Effective communication skills	1	2	3
Reliability	1	2	3

Positive self-regard	1	2	3
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22. How important are the following aspects in the **life of a church leader**? The blocks 1 to 3 mean:

[1 = Unimportant 2 = Important 3 = Necessary]

The leader's prayer life	1	2	3
The leader's spiritual growth	1	2	3
The leader's behaviour and reputation	1	2	3
The leader's married life	1	2	3
The leader's family life	1	2	3
The leader's willingness to serve	1	2	3
Honesty	1	2	3
Humility	1	2	3
Time management	1	2	3
Physical exercise	1	2	3

23. In the URCSA we find **full-time** and **part-time ministers**. Both are equal in *competence or status*, but differ in terms of *job description* as the amount of work that is expected. A part-time minister is often referred to as a **tentmaker**. This points to Paul who made tents to support himself and his co-workers so that he could preach the gospel without placing a financial burden on congregations. We can compare Paul's tentmaker-ministry today with elders and deacons who work in congregations without any pay.

What is your opinion on the licencing of proven local church leaders in small congregations who - like Paul - will **not work for a fixed salary** as ministers **in the congregations in which they live?**

It is a POSSIBLE solution	
It is a WORKABLE solution	
It is NOT a solution	
Unsure	

24. According to Stipulation 52 of the Church Order (URCSA Northern Transvaal) members of the church council are inducted for a period of two years only.

1. How would you describe the influence of this Stipulation on a small congregation?

Positive	Negative	Unsure
----------	----------	--------

2. Does your congregation keep to this Stipulation?

Yes	No	Unsure
-----	----	--------

3. Is this practice of the church in accordance with leadership from an African outlook?

Yes	No	Unsure
-----	----	--------

25. Elders are allowed to preach in the URCSA, but they may not administer the sacraments of baptism and Holy Communion. What is your view on the *Reformed standpoint* maintained by the URCSA that sacraments may only be administered by ordained ministers within a situation where as an ***emergency measure governing elders are given the power to preach?***

I agree with the official standpoint	
I disagree with the official standpoint	

PART E
DATA-COLLECTION
MATTERS OF COMMON INTEREST WITH PASTORS
STRUCTURED INTERVIEWING SCHEDULE FOR ELDERS AS CHURCH LEADERS

1. Do you see elders as leaders in the congregation?

Yes	No
-----	----

2. If a minister is not available, who conducts the service in the *congregation* or at a *ward church*?

Elder	Deacon	Other
-------	--------	-------

3. Which of the following duties are generally performed by elders in the URCSA in the **absence of ministers** in congregations and ward churches? Indicate the frequency in the blocks 1 to 3. The blocks mean: [1 = Never 2 = Sporadic (now and then) 3 = Regularly]

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Mutual care	1	2	3
Burials	1	2	3

4. Are the elders officially trained by the URCSA to perform the tasks mentioned in 3?

Yes	No
-----	----

5. Do you think training is necessary for these tasks?

Yes	No
-----	----

6. Does the URCSA provide official training for these tasks?

Yes	No	Unsure
-----	----	--------

7. Do you think a congregation needs a minister?

Yes	No	Unsure
-----	----	--------

8. What is your personal view of the ministry seen in a broad sense?

Only the minister	
Minister and church council	
The whole congregation	
Unsure	

9. How would you describe the general organising of congregations in the URCSA? (Please note that the **organisation of a congregation** has to do with the **model** on which a congregation is **structured**).

shepherd-flock	body of Christ
----------------	----------------

10. How would you describe the way in which your congregation is organised?

shepherd-flock	body of Christ
----------------	----------------

11. Does the way in which your congregation is organised leave room for *church members* to make use of their spiritual gifts in the congregation?

Yes	No	Unsure
-----	----	--------

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-----	----	--------

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2. Does your congregation keep to this Stipulation?

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I agree with the official standpoint	
I disagree with the official standpoint	