Northern Synod

Task Team Ministry Development

Report 13 November 2024

1. Assignment

To review the current programme in order to continue presenting workshops.

2. Task team members

The following persons are part of the task team, or were at a certain stage:

- Bennie Powell
- Christoph Muller
- Dawie Rotteveel
- Derick du Toit
- Dewald Roux
- Hannes Bezuidenhout
- Lizl-Louise Schoeman
- Paul Grobler
- Paullet Grobler
- Rehan Rheeder
- Roelf Opperman (Task team leader)
- Simon van den Heever

3. Execution of the assignment

The task team redesigned the present ministry development course. The main aim of the present course is to help ministers, regarding their own skills as ministers, to heighten their self-awareness and understanding of self. The course will also help ministers to become aware of the skills they have to develop further. The course has now been developed specifically for ministers in the DR Church in the Northern Synod. It is an opportunity to acquire more clarity about:

- insight into their own skills as ministers and possible areas to be developed;
- transformational leadership skills;
- their own calling and vision for the congregational ministry.

After careful consideration the task team decided to use the following 5 meta-skills as basis against which ministers can measure themselves in their ministry:

- Spirituality
- ‘Sensemaking’
- Vision
- Relationships and
- Implementation.

These five skills were explored in a Delphi-investigation and described in doctoral research published by Dr. Leon Venter in 2021 at Nijmegen University. 25 DR Church leaders and divinity lecturers reached strong consensus on the five skills and their definitions. The task team also invited Dr Leon Venter to meet with the task team a few times to develop the measuring instrument. After the model had been developed, we invited three ministers to serve as ‘ guinea pigs’ by coming to subject themselves to the process. After that, we refined the content of the measuring instrument even further.

The ministers were:

- Dawie Rotteveel
- Francois Esterhuizen
- Peet Venter

In the process they were also trained to acts as future observers/facilitators/guides.

4. Recommendations

The SSC decides

- to again appoint a task team to present the newly developed programme at three workshops per year and to expose and many ministers as possible to the programme;
- to change the name of the task team to ‘Ministry Development Team’;
- to ask Bennie Powell and Paullet Grobler to act as task team leaders.

5. Final remarks

Well-equipped ministers are still the church’s greatest ‘asset’. The synod will do well to keep on investing in the training and growth of her ministers.