

PART-TIME MINISTER

A three-year renewable ministry appointment

CONGREGATION AT A GLANCE

±200

Congregants

4

Sub-branches

12

Session members

SUB-BRANCHES

- Orlando East
- Orlando West
- Klipspruit
- Dube

MINISTRY LIFE

- Fellowship of Men
- Fellowship of Women
- Fellowship of Young Women
- Music & Choirs
- Youth
- Children's Ministry
- Non-Fellowship members

A DIVERSE CONGREGATION. A SHARED CALLING.

Situated on the eastern side of Soweto, Orlando Congregation serves a vibrant cosmopolitan community. Its membership reflects rich diversity in age, culture, race, language, literacy and skills. The Congregation is supported by a functional 12-member Session and a leadership forum representing its Fellowships.

VISION

To build a family of devoted followers of Christ that worships God, shares Christ's hope and love, and ministers to each other's needs and community needs.

MISSION

Committed to prayer; deepening faith in the stewardship of the Gospel in God's Word; and being Christ-centred in fellowship.

MISSION PRIORITIES

Evangelize • Maintain Ministry Holistically Reach out to poverty-stricken communities according to their needs

THE CALL

Applications are invited from suitably qualified and committed Ministers to provide spiritual, pastoral and administrative leadership. The appointment is for three years and is renewable, subject to creating an enabling environment for the achievement of the Congregation's vision and mission.

THE MINISTER WE SEEK

- Strong theological grounding and commitment to Reformed Christian ministry.
- Sound understanding, subscription to and consistent application of Presbyterian principles, systems, administration, protocol and liturgy as prescribed in the UPCSA Manual of Faith and Order.

- Understanding of current denominational dynamics, including Fellowships, with the maturity to navigate these positively and promote congregational stability.
- Visionary and strategic leadership with the ability to translate vision into practical ministry action.
- Ability to minister effectively within a cultural, linguistically and socially diverse congregation and community.
- Capacity to foster qualitative and quantitative holistic growth: spirituality, stewardship, emotional well-being and responsible participation.
- Ability to strengthen financial stewardship, growth and long-term sustainability.
- Ability to identify, nurture and deploy congregants' gifts, talents and latent skills in service of the Church.
- Commitment to harmonious cooperation among Fellowships and non-Fellowship members.
- Ability to deepen belonging, ownership and maximum congregational participation.
- Openness to constructive criticism, advice and contributions through appropriate Presbyterian structures, systems and channels.

WORSHIP • FELLOWSHIP • SERVICE • WITNESS

MINISTRY ROLE PROFILE

Pastoral leadership • Presbyterian governance • Mission • Growth • Stewardship

PURPOSE OF THE APPOINTMENT

The Orlando Congregation seeks a Minister who will lead with theological depth, pastoral sensitivity and disciplined Presbyterian governance. The central purpose of the appointment is to nurture a Christ-centred congregation in which worship, discipleship, fellowship, stewardship, pastoral care, evangelism and community witness reinforce one another. The Minister will work collaboratively with the Session and congregational leadership to translate the Congregation's vision and mission into a coherent and sustainable programme of ministry.

SPIRITUAL LEADERSHIP

Preach and teach the Word faithfully; strengthen prayer, worship, discipleship and Christian formation; administer ministry in accordance with UPCSA doctrine, liturgy and order.

PASTORAL CARE

Provide compassionate pastoral presence across generations and communities; support members through life transitions, bereavement, family pressures and other pastoral needs.

GOVERNANCE & UNITY

Work constructively with the Session, Fellowships and other leaders; uphold the Manual of Faith and Order; promote accountability, healthy processes, reconciliation and congregational stability.

MISSION & SUSTAINABILITY

Strengthen evangelism, community outreach, stewardship, participation and responsible financial sustainability while developing people and ministry capacity.

KEY MINISTRY RESPONSIBILITIES

- Lead regular worship, preaching, teaching, sacramental and liturgical ministry in accordance with the UPCSA's doctrine and order.
- Provide spiritual direction and pastoral care to the Congregation, ensuring that ministry remains attentive to children, youth, young adults, families, older people and vulnerable members.
- Work with the Session in setting ministry priorities, strengthening governance, implementing decisions and maintaining sound congregational administration.
- Guide the Congregation in deepening Christian discipleship, prayer, biblical literacy and faithful stewardship of time, talent and financial resources.
- Promote constructive relationships among the Fellowships, congregational structures and members who are not affiliated with a Fellowship.
- Develop and mentor lay leadership, identify gifts and emerging talent, and create meaningful opportunities for members to participate in ministry.
- Strengthen evangelism and the Congregation's Christian witness within Orlando and the wider Soweto community, with sensitivity to prevailing socio-economic realities.
- Encourage programmes that respond holistically to community needs while preserving the Church's spiritual identity and mission.
- Support responsible budgeting, giving, resource mobilisation and financial sustainability in partnership with the appropriate congregational structures.
- Promote a culture of respectful communication, accountability, constructive feedback and conflict management through appropriate Presbyterian channels.
- Help the Congregation evaluate ministry progress and adapt its programmes so that the vision and mission remain active rather than merely aspirational.

WHAT SUCCESS SHOULD LOOK LIKE

Over the three-year term, the Congregation seeks visible progress in spiritual vitality, congregational participation, leadership development, harmonious relationships, responsible stewardship, community engagement and sustainable ministry. The intention is not simply to fill a pulpit, but to establish a collaborative pastoral relationship that helps Orlando Congregation live more fully into its stated vision and mission.

THE CANDIDATE PROFILE

A pastoral leader able to hold theology, people, governance and mission together

PERSONAL LEADERSHIP ATTRIBUTES

- ✓ Spiritually mature and prayerful
- ✓ Pastorally sensitive and approachable
- ✓ Principled, consistent and accountable
- ✓ Strategic and forward-looking
- ✓ Emotionally steady in complex situations
- ✓ Collaborative without compromising proper governance
- ✓ Respectful of diversity and inter-generational ministry
- ✓ An effective communicator and listener
- ✓ Committed to developing others rather than centralising ministry
- ✓ Open to constructive advice through proper structures

MINISTRY CAPABILITY

- Sound theological and biblical grounding.
- Demonstrable understanding of Presbyterian polity and the UPCSA Manual of Faith and Order.
- Ability to preach, teach and lead worship meaningfully across a diverse congregation.
- Capacity to work effectively with a Session and multiple Fellowship structures.
- Ability to manage sensitive relationships and promote unity without bypassing due process.
- Understanding of stewardship, congregational sustainability and responsible use of Church resources.
- Ability to plan, prioritise, implement and review ministry programmes.
- Capacity to identify and mobilise the skills and gifts already present within the Congregation.
- Awareness of the socio-economic realities of Soweto and the role of the Church in holistic Christian witness.

WORKING RELATIONSHIPS

The Minister will exercise ministry within Presbyterian structures and in partnership with the 12-member Session, congregational leadership forum, Fellowship leadership, ministry teams and the wider membership. A healthy appointment will depend on mutual respect, clear roles, open communication, proper process and a shared commitment to the welfare and mission of the Congregation.

APPLICATION PROCESS

Closing date: 30 October 2026

Interested candidates should submit a comprehensive Curriculum Vitae to:

welcomezwane94@gmail.com

For enquiries and clarification: Mr Welcome Zwane, Session Clerk • 083 694 1659

ORLANDO CONGREGATION

Building a family of devoted followers of Christ • Worship • Fellowship • Stewardship • Mission • Service