

GENERAL ASSEMBLY DECISIONS AFFECTING MINISTERS AND CONGREGATIONS – 2021

1. The General Assembly instructs the Presbyteries and Fellowships to
 - a. give attention to planning, implementation, monitoring, evaluation, and reporting in line with the strategic plan of the UPCSA; and
 - b. submit their plans to the office of the General Secretary by the *end of February 2022*.

2. The General Assembly
 - a. adopts the report on patriarchy and unequal gender relations in the UPCSA;
 - b. concedes the urgent need for equal representation in all church councils;
 - c. Instructs the ABC to work with the Gender Desk before the General Assembly/Executive Commission in ensuring equal representation; and
 - d. instructs the Clerk of Assembly to send the report down to congregations for information and action.

3. The General Assembly
 - a. notes the development of a resource for Bible study by women in the church on women of the Bible; and
 - b. instructs all presbyteries and congregations to avail themselves of this resource in its draft form and to promote its use by their women, providing feedback for improvements to the Women’s Consultation and its Resource Team.

4. The General Assembly instructs all councils in the church to read this report and develop a system to achieve equal representation in church leadership, reciprocity, and mutual partnership with immediate effect.

5. The General Assembly encourages all councils and fellowships to create spaces that allow the perpetrators of gender-based violence in the structures of the church (local church, Presbytery and GA) to confess and the victims to speak out, so that there could be healing and reconciliation.

6. The General Assembly instructs the ministers in the UPCSA congregations to, regularly, facilitate discussions and update on the life and work of the Youth Desk in all the levels of the denomination.

7. The General Assembly resolves that the Finance Committee should NOT approve any applications for assessment relief unless

accompanied by a copy of the title deeds (if one is not on file at the Central Office).

8. The General Assembly:
 - a. notes that the amount of approximately R 6.2 million was paid from the General Assembly to the UPCSA South African Pension Fund, to bring arrear contributions, late payment penalties and interest up to date; and
 - b. Instructs the Finance Committee to recover the outstanding contributions from the Congregations through Presbyteries so that all outstanding monies are received by 30 September 2021 and further instructs congregations to sign an acknowledgement of debt together with a payment plan of how the arrears will be settled and submit the plan to Finance Committee by 31 December 2021.
9. The General Assembly reminds all congregations of their obligation to pay assessments.
10. The General Assembly
 - a. commends the ministers, congregations and structures that play a prominent role in promoting local ecumenism;
 - b. encourages all the structures in the denomination to engage in the ventures to promote ecumenism at local, regional, and provincial levels and
 - c. encourages congregations to submit reports quarterly to the Presbytery Ecumenical Relationships Committee on their involvement in their locality; Presbyteries to submit reports to the General Assembly Ecumenical Relationships Committee.
11. The General Assembly encourages every member to commit him/herself to contribute, to the Bible Societies, the cost of one Bible per annum.
12. The General Assembly urges congregations, Presbyteries and Fellowships to invite the Bible Societies to services, meetings, and various activities to address them about the work they are doing.
13. The General Assembly encourages Denominational, Presbytery and Congregational leadership to provide conveners with data to participate in virtual meetings/consultations.
14. The General Assembly commends ministers and elders on the way they have adapted their ministries, in order to continue to serve the church during these difficult times and commends their creativity and ingenuity in the way they have prepared and delivered the Word of God.

15. The General Assembly allows each Session and Minister to make a prayerful consideration as to whether they want to do online communion.
16. Assembly urges all UPCSA members to visit www.upcsa-mad.org.za.
17. Assembly adopts the recommended Minimum Stipends, Pulpit Supply and Travel Allowances for 1 Jan – 31 Dec 2022 as shown in the table below.

Minimum Stipend as of 1 Jan 2022

Years of Experience	Zambia	Zimbabwe	RSA
0-5	4580	104	9700
6-15	5000	112	10480
16-25	5341	121	11300
26-35	5770	131	12200
35+	6230	141	13200

Travel: (Zam) 400 (Zim) 50 (RSA) 7300
Pulpit fee: (Zam) 350 (Zim) 15 (RSA) 500

18. Assembly encourages UPCSA members and congregations to support the work of the Scripture Union.
19. Assembly notes that the focus of the Mission and Discipleship Committee for the next ten years will be "Going for Growth: Sowing, Growing, Reaping" and notes the initiatives planned to roll out this vision.
20. The General Assembly instructs Presbyteries & congregations to prioritise the ministry for the marginalised and vulnerable.
21. The General Assembly affirms that the Church is an essential service and communicates this decision to all and makes this proclamation to all its members thus reaffirming its our commission and calling from God.
22. The General Assembly agrees that the Church should diligently guard against any undue interference from the state in the governance and work of the Church.
23. General Assembly acknowledges and thanks ministers and congregations involved in schools generally and encourages others to follow in these strides.

24. General Assembly expresses its sincerest thanks to all those who have made donations to the PEF to help the ongoing work of the fund and thanks the members of the Task Team for their service.
25. General Assembly reminds congregations of its decision that Sunday June 13, 2021, declared PEF Sunday and requests all congregations to hold a retiring offering for the PEF if they have missed June 13, 2021, or donate from congregational funds.
26. The General Assembly declares Sunday 12 June 2022 PEF Sunday.
27. The General Assembly further requests congregations and Fellowships to make their donations timeously so that funds are available for the payment of PEF awards well before the end of the financial year.
28. General Assembly notes that the deadline for submission of completed application forms is September 30, annually and that late submissions will neither be accepted nor considered.
29. The General Assembly instructs all Ministers and Session Clerks to screen PEF applications stringently, by checking that applicants have completed the forms correctly and in full, and have included all required documentation, before signing the forms.
30. General Assembly encourages Congregations to take advantage of the Eldership enrichment course that has been made available.
31. General Assembly encourages Presbyteries and Congregations to be on the lookout for the KIDS ALIVE website and to login to it and download the teaching materials available there.
32. The General Assembly urges Synods, Presbyteries, congregations, and Fellowships to designate Clerks/secretaries to liaise with the GA Communications Committee for stories to be publicised.
33. The General Assembly encourages the members of the UPCSA to use the available channels of communication effectively.
34. The General Assembly
 - a. adopts the revised policy; and
 - b. encourages all the Councils, structures, and members of the UPCSA to familiarise themselves therewith and adhere to the tenets thereof.