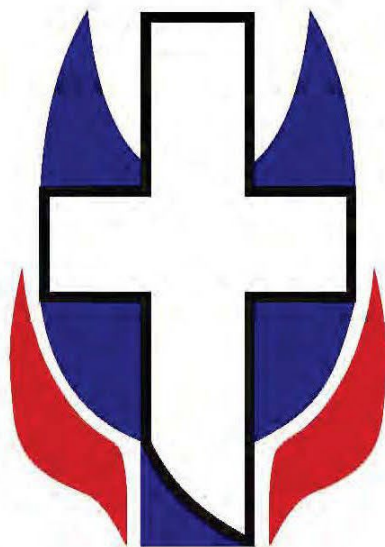


THE UNITING
PRESBYTERIAN
CHURCH IN
SOUTHERN AFRICA



NEC TAMEN CONSUMEBATUR

**SUPPLEMENTARY PAPERS FOR THE
EXECUTIVE COMMISSION 2024**

**PRETORIA, SOUTH AFRICA, AND
HYBRID VIRTUALLY ON ZOOM**

23-27 June 2024

THEME: STRONGER TOGETHER"

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**THE UNITING PRESBYTERIAN CHURCH IN SOUTHERN AFRICA
EXECUTIVE COMMISSION 2024**

**(STRONGER TOGETHER)
AGENDA(Final Draft)**

SESSION	TIME	EVENT	LENGTH
<u>SUNDAY, 23 JUNE 2024:</u>			
FIRST	10H00	Constituting/Opening Service <i>Welcome</i> <i>Public Worship</i> <i>Roll of Commissioners</i> <i>Moderators Address</i> <i>Holy Communion</i> <i>In Memoriam Minutes</i> <i>Recognition of Retiring Ministers</i> <i>Call for Notices of Motion</i>	120
	13H30	LUNCH	60
SECOND	14H30	General Session <i>Reading of the Notices of Motion by the movers</i> <i>Allocation of Notices of Motion</i> <i>Overtures & Petitions</i> <i>Assembly Business Committee</i> <i>Clerk of Assembly</i>	60
	15H30	TEA	
THIRD	16H00	Listening Session (1) <i>General Secretary</i> GENERAL ASSEMBLY CLUSTER <i>AARP Court of Assembly</i> <i>Communications</i> <i>Church Office and Human Resources</i>	90
	17H30	Evening Devotions	30
	18H00	Insaka Session (1) <i>General Secretary</i> <i>AARP Court of Assembly</i> <i>Communications</i> <i>Church Office and Human Resources</i>	60
	19H00	SUPPER	
<u>MONDAY, 24 JUNE 2024:</u>			
	07H30	BREAKFAST	
FOURTH	08H30	Morning Devotions	30
	09H00	Decision Session (1) <i>General Secretary</i> <i>AARP Court of Assembly</i> <i>Communications</i> <i>Church Office and Human Resources</i>	90

	10H30	TEA	30
FIFTH	11H00	Listening Session (2)	120
		GOVERNANCE AND ADMINISTRATION CLUSTER	
		<i>Finance</i>	
		<i>Audit</i>	
		<i>Pension Funds</i>	
		<i>Manual</i>	
		<i>Nominations</i>	
		<i>Assembly Standing Commission</i>	
	13H00	LUNCH	60
SIXTH	14H00	Listening Session (3)	90
		WORSHIP AND PASTORAL CARE CLUSTER	
		<i>Worship</i>	
		<i>Health and Wellness</i>	
		<i>Stewardship</i>	
		<i>Priorities and Resources</i>	
	15H30	Devotions	30
		TEA	
SEVENTH	16H00	Insaka Session (2)	120
		<i>Finance</i>	
		<i>Audit</i>	
		<i>Pension Funds</i>	
		<i>Manual</i>	
		<i>Nominations</i>	
		<i>Worship</i>	
		<i>Assembly Standing Commission</i>	
		<i>Health and Wellness</i>	
		<i>Stewardship</i>	
		<i>Priorities and Resources</i>	
	18H00	<u>SUPPER</u>	60
<u>TUESDAY, 25 JUNE 2024:</u>			
	07H30	BREAKFAST	60
EIGHTH	08H30	Morning Devotions	15
	09H00	Decision Session (2)	120
		<i>Finance</i>	
		<i>Audit</i>	
		<i>Pension Funds</i>	
		<i>Manual</i>	
		<i>Nominations</i>	
		<i>Assembly Standing Commission</i>	
		<i>Worship</i>	
		<i>Health and Wellness</i>	
		<i>Stewardship</i>	
		<i>Priorities and Resources</i>	
	11H00	TEA	30

NINTH	11H30	Listening Session (4)	90
		SERVICE AND WITNESS CLUSTER <i>Ecumenical Relationships</i> <i>Ethics and Discipline</i> <i>Church in Society</i>	
	13H00	LUNCH	60
TENTH	14H00	Listening Session (4) Continued	60
		<i>Church Fellowships</i> <i>People with Disabilities</i>	
	15H00	Devotions	30
		TEA	30
ELEVENTH	16H00	Insaka Session (3)	90
		<i>Ecumenical Relationships</i> <i>Ethics and Discipline</i> <i>Church in Society</i> <i>Church Fellowships</i> <i>People with Disabilities</i>	
	18H00	SUPPER	60
<u>WEDNESDAY, 26JUNE 2024:</u>			
	07H30	BREAKFAST	
TWELFTH	08H30	Morning Devotions	30
	09H00	Decision Session (3)	90
		<i>Ecumenical Relationships</i> <i>Ethics and Discipline</i> <i>Church in Society</i> <i>Church Fellowships</i> <i>People with Disabilities</i>	
	10H30	TEA	30
THIRTEENTH	11H00	Listening Session (5)	90
		PREACHING AND TEACHING CLUSTER <i>Mission and Discipleship</i> <i>Ministry</i> <i>Education and Training</i> <i>Doctrine</i>	
	13H00	LUNCH	60
	14H00	Tribute to the General Secretary	90
	15H30	Devotions	30
	16H00	TEA	30

FOURTEENTH	16H30	Insaka Session (4) <i>Mission and Discipleship Ministry</i> <i>Education and Training Doctrine</i>	90
	18H00	SUPPER	60

THURSDAY, 27 JUNE 2024:

	07H30	BREAKFAST	60
FIFTEENTH	08H30	Morning Devotions	15
	08H45	Decision Session (4) Mission and Discipleship Ministry Education and Training Doctrine <i>Nominations (Final Draft if available)</i>	90
SIXTEENTH	11H00	Closing Service During the service, the Moderator Designate will be invited to introduce his theme.	60
	12H00	LUNCH	60
	13H00	Departures	

**ROLL OF COMMISSIONERS
SUPPLEMENTARY PAPERS FOR EXECUTIVE COMMISSION 2024**

Name & Surname	M/F
Ex Officio	
The Rt Rev Lydia Neshangwe	F
The Rev Dr Peter Langerman	M
The Rev Dr Lungile Mpetsheni	M
The Rev Vusi Mkhungo	M
The Rev Melanie Cook	F
Mr Ryan Johnson	M
The Rev Dr Amon Kasambala	M
Amathole	
Rev Luzuko Qina	M
Ms Nosipho Mdedetyana	F
Alternates	
Mpho Khetsi	M
Gladys Booth	F
Central Cape	
Rev Armando Sontange	M
Ms Nqabisa Mtshake	F
Alternates	
Sandiso Njeza	M
Nomawethu Nelani	F
Copperbelt	
Rev Richard Mkandawire	M
Mr Jeremiah Ndhovu	M
Alternates	
Rev Lazarus Chirwa	M
Elder Sheila Kumwenda	F
Democratic Republic of Congo	
Rev Dr Allan Zibondo	M
Drakensberg	
Rev Nozinhle Madlala	F
Ms Nonhlanhla Vilakazi	F
Alternates	
Buso Pumlani	M
Mr Lucky Majози	M
East Griqualand	
Rev Shona Van der Lingen	F
Ms Phumla P Nonkonyana	F
Alternates	
Rev. L.J Ruka	M
Elder M.W Goqa	
eGoli	
Rev Christopher Judelsohn	M
Sisa Mtwā	M
Alt.	
Tieho Letsheleha	M
Ms Ntombi Currie	F
eThekwini	
Rev Jeremy Smith	M
Mr Aaron Nhlabathi	M

Alt.	
Rev Sibusiso Zungu	M
Valmai du Toit	F
Highveld	
Rev Nelson Manabile	M
Ms Lorraine Kubeka	F
Alternates	
Rev Ziphilele Lubambo	M
Elder Tom Borill	M
Lekoa	
Rev Xolelwa Kobese	F
Mr Tefo Khunong	M
Alternates	
Reverend Robert Thema	M
Mr Dan Mosounyane	M
Limpopo	
Rev Mvuyo Dick	M
Ms Mokgadi Modiba	F
Alternates	
Elder Sarah Mothapo	F
Rev. Ngoako Mohwibitswane	M
M'chinga	
Rev Edward Chirwa	M
Mr Benson Njobvu	M
Alternates	
Rev Nyirongo Moyo Jennie	F
Ms Rhoda Manda Mtande	F
Mthatha	
Rev Mthobi Jita	M
Ms Nonkanyiso Nggeleni	F
Alternates	
The Rev. Nkululeko Nojoko	M
Elder. Mxolisi Zibi	M
Munali	
Rev Kennedy M'hone	M
Ms Anna Chulu	F
Alternates	
Rev Judith Mkandawire	F
Elder Mathew Mkandawire	M
Thukela	
Rev Andile Nyawo	M
Elder PN Vanessa Mthembu	F
Alternates	
Rev Thamsanga Memela	M
Ms Khanyisile O Ngubane	F
Tiyo Soga	
Rev Peter Mpeke	M
Ms Nokuzola Madingana	F
Alternates	
Rev. Phamoli Motebele	M
Elder Vatiswa Qaba	F
Trans Xhariep	
Rev Charles MM Letseleha	M
Mrs Marcia .L Taaibos	F

Alternates	
Rev B. Ngebulana	F
Mr Lewatle J Ramokopu	M
Tshwane	
Rev Matshidiso Piroe	F
Mr Thabo Masete	M
Alternates	
Rev Sharon Simelane	F
Ms Kgomotso Kgwale	F
Western Cape	
Rev Natalie Gordon	F
Mr Malibongwe Gwele	M
Alternates	
Rev Unathi Ntseke	F
Ms Thulani Nayo	F
Zimbabwe	
Rev Talkmore Chilanga	M
Mrs Fannie Mkorongo	F
Alternates	
Rev Gleness Magovere	F
Mr Joseph Chirara	M
Synod of Zambia	
Rev Sauros Phaika	M
Rev Thomson Mkandawire	M

INSAKA GROUPS FOR EXECUTIVE COMMISSION 2024

GROUP ONE	
Name & Surname	M/F
Mr Jeremiah Ndlovu	M
Ms Anna Chulu	F
Ms Nonhlanhla Vilakazi	F
Mr Sisa Mtwana	M
Rev Jeremy Smith	M
Rev Xolelwa Kobese	F
Rev Luzuko Qina	M
Rev Charles M.M Letseleha	M
Rev Natalie Gordon (Facilitator)	F
GROUP TWO	
Name & Surname	M/F
Rev Sauros Phaika	M
Rev Richard Mkandawire	M
Rev Shona Van der Lingen	F
Rev Mvuyo Dick	M
Rev Mthobi Jita	M
Rev Andile Nyawo	M
Mr Aaron Nhlabathi	M
Ms Nokuzola Madingana	F
Mr Malibongwe Gwele(Facilitator)	M
Mr Thabo Masete	M
Mrs Fannie Mkorongo	F
GROUP THREE	
Name & Surname	M/F
Ms Nosipho Mdedetyana	F
Mrs Mercia L Taaibos	F
Ms Phumla P Nonkonyana	F
Ms Lorraine Kubeka(Facilitator)	F
Mr Tefo Khunong	M
Rev Edward Chirwa	M
Rev. Peter Mpeke	M
Rev Talkmore Chilanga	M
Rev Thomson Mkandawire	M
Rev Armando Sontange	M
Rev Dr Allan Zibondo	M
GROUP FOUR	
Name & Surname	M/F
Rev Matshidiso Piroe	F
Rev Nozinhle Madlala	F
Rev Christopher Judelsohn(Facilitator)	M
Rev Nelson Manabile	M
Rev Kennedy M'hone	M
Mrs Mokgadi Modiba	F
Mr Benson Njobvu	M
Ms Nonkanyiso Nggeleni	F
Elder PN Vanessa Mthembu	F
Ms Nqabisa Mtshake	F

ASSEMBLY BUSINESS COMMITTEE REPORT TO THE 2024 EXECUTIVE COMMISSION

MEMBERSHIP:

The following are the members of the Assembly Business Committee (ABC):
Revs, MI Cook (Convener), L Neshangwe (Moderator), A Kasambala (Moderator Designate)
Dr. Lungile Mpetsheni (General Secretary), Vusi Mkhungo (Clerk of Assembly), M Gwele,
B Gaborone, V Mabo and A Banda.

TERMS OF REFERENCE

The following are the terms of reference for the ABC:

- a) To organise meetings of the General Assembly and Executive Commission.
- b) To draw the agenda for the General Assembly and the Executive Commission.
- c) Formulate the Standing Orders of the General Assembly and the Executive Commission.
- d) Taking responsibility for conducting the business of the General Assembly and Executive Commission.
- e) Ensure communication and implementation of General Assembly and Executive Commission decisions.
- f) Attend to matters that may arise between the sitting of General Assembly and Executive Commission.
- g) Ensure the preservation of the UPCSA's organizational memory (Repository) as drawn from the decisions of the General Assembly and Executive Commission.

SET GOALS FOR THE ABC 2023- 2025

- To make a success of the Executive Commission 2024 which is being hosted by Central Office and the Presbytery of Tshwane.
- To support and monitor the preparations for the General Assembly 2025 in the Synod of JH Soga Memorial.
- To explore the possibility of the General Assembly 2025 being an in-person meeting, including the Committee Conveners and Commissioners.
- To distribute the papers of General Assembly 2023 and the Executive Commission 2024 timeously, and ensure implementation of its decisions, through Committees of GA, Presbyteries and congregations.
- To ensure that there was support offered to the Moderator and her team during the periods between sittings of General Assembly and Executive Commission.
- To assist Cluster Coordinators with their role and work in the denomination, offering resources and support.
- To continue to add to the virtual repository of all the decisions taken by the General Assembly and Executive Commissions.

COMMITTEE STRUCTURE AND MEMBERSHIP

The new structure and introduction of the Cluster Coordinators is now 2 years in, and after much discussion, it was decided to approach the Nominations Committee of GA to appoint the Cluster Coordinators to this committee, as its members, which was done. The ABC works closely with the Cluster Coordinators, in assisting and supporting them with their work, as their work contributes to the life and work of the General Assembly. In our meetings, we have been able to check on the work of the different committees and assist when problems arise. So far this has been beneficial, and we hope to continue to bring this new structure to its full potential.

STANDING ORDERS

The current Standing Orders which were developed for the 2021 General Assembly and the 2022 Executive Commission, include the virtual dimension of our meeting., The ABC continues to fine-tune elements, as we learn new lessons and find better ways of conducting our business in the hybrid format. The committee considers this document to be a living document that needs to be adjusted to fit the context of the meeting and decision-making in the UPCSA. The ABC wants to highlight the process of bringing a Notice

of Motion in the Standing Orders, as the procedure is outlined in the document and has been utilised during the sitting of the Executive Commission 2022 and General Assembly 2023.

ORIENTATION (DRY RUNS & PROCEDURES)

The Orientation booklet and the Zoom Etiquette document were sent out to all commissioners, which outlines the meeting format of the ExCom as a church council online. We encouraged all commissioners to familiarize themselves with the new way we are meeting, and the etiquette of using a digital platform. The ABC undertook to set 3 online meetings which were called "Dry Runs" to help orientate commissioners in preparation for the ExCom meeting. We endeavoured to make sure everyone was able to create a Zoom account, register for the ExCom, and become familiar as to how the sessions would look and feel. We also talked through the appropriate etiquette on this platform, as well as ensuring the commissioners had the correct UPCSA background. We also did a test run of the Widget that was created, in order for commissioners to show their cards (orange or blue) while building consensus, further, we also talked through how commissioners would be able to indicate if they wanted to speak using the widget. We were determined to make this sitting of the ExCom a success, which meant that each and every commissioner was important to us, and their ability to participate was pivotal.

We have 4 Insaka groups that have been created for ExCom, each with around 10 participants, selected randomly. Each Insaka group has a facilitator and a scribe that have been elected from the group.

This meeting will use the Westminster model of decision-making during the first Executive session and then the rest shall be under the Consensus decision-making Model. We wish to encourage all commissioners to ensure that they attend all the sessions of the consensus model namely the **Listening Session**, the **Insaka Session**, and the **Decision Session**.

All the proceedings of this ExCom shall be recorded and stored on the UPCSA's created cloud-based repository; this is in standing with the 2018 General Assembly decision.

ADOPTION OF THE PROPOSED AGENDA

The preliminary Draft agenda was sent to all commissioners with the ExCom papers. If you have not attended a GA/ExCom meeting for some time, you will note that the agenda has some major differences compared to previous agendas, as we are using the cluster model with the committees of General Assembly. The reports are now being given in accordance with the cluster that the committee is a member of. We are hoping that this will make it easier for commissioners and delegates, as we discuss committees that are doing similar or even overlapping work.

Each day will start and end with Devotions, as we centre ourselves in God's presence and Spirit, these are of vital importance as we embark on making good and sound decisions about the work and future of the denomination, and its presence in the world.

DECISIONS OF THE GENERAL ASSEMBLY

The decisions of the General Assembly 2023 were circulated to all Committees of GA, Presbyteries and congregations. Meetings were held with the Cluster Coordinators and Conveners of GA Committees, to alert them to the decisions and to request that they would attend to the matters that were related to their work. This is an ongoing process.

EXECUTIVE COMMISSION 2024

After a very successful Executive Commission held in 2022, it was decided that the Central Office team make the arrangements for this years Executive Commission. Once again, the team has worked hard to ensure that we have another successful meeting. They have been assisted by the Presbytery of Tshwane with the opening service, and some of the local arrangements. Our grateful thanks to all who have contributed and supported this meeting.

GENERAL ASSEMBLY 2025

Some time ago the Mthatha Presbytery invited the General Assembly to meet within its bounds, at the sitting of the General Assembly 2023 that invitation was graciously accepted. Plans are well underway for that meeting, along with a desire for the General Assembly to meet in person. The decision to meet in person has implications for the denomination's finances, so this will be discussed under the Finance report.

The proposed dates for the General Assembly are 21st to 27th June 2025.

FACILITATING TEAMS

We wish to present the following as members of the facilitating teams:

1. Drafting team:

- Mamolotje Magagane (Convener)
- Lungile Mpetsheni (GS)
- Vusi Mkhungo (Clerk)
- Vusi Mabo
- Boitumelo Gaborone
- Sifiso Ndala
- Lethabo Moloko

2. Minute Clerks: Rev. Z. Mtyhobile and Moyahabo Phosa.

3. Minute Scrutineers: Rev. Thembinkosi Nopapaza and Rev Thabani Masikane

4. IT Team: Melanie Cook, Christine Kasambara, Ryan Johnson, Theo Groeneveld, and all Presbyteries IT support personnel

PROPOSALS

1. The Executive Commission receives the report.
2. The Executive Commission adopts the Standing orders of the 2024 Executive Commission and the ZOOM Etiquette document as contained in the circulated papers, to be the guide for the ordering of its business.
3. The Executive Commission notes the notice of motion procedures as outlined in the body of the Standing Orders.
4. The Executive Commission adopts the proposed Draft Agenda as the final Agenda for the 2024 Executive Commission.
5. The Executive Commission notes that the decisions of the General Assembly 2023 were sent to all the relevant stakeholders for attention and action.
6. The Executive Commission thanks the Central Office team and the Presbytery of Tshwane for hosting and planning for the Executive to meet, in Pretoria.
7. The Executive Commission notes that the General Assembly 2025 will be hosted by the Mthatha Presbytery, (jointly with the JH Soga Memorial Synod, and sets the dates as Saturday 21st to Friday 27th of June 2025.
8. The Executive Commission appoints the following as facilitating team:
Drafting Team:
 - Mamolotje Magagane (Convener)
 - Lungile Mpetsheni (GS)
 - Vusi Mkhungo (Clerk)
 - Vusi Mabo
 - Boitumelo Gaborone
 - Sifiso Ndala
 - Lethabo Moloko

Minutes Clerks: Rev. Zwai. Mtyhobile and Moyahabo Phosa.

Minute Scrutineers: : Rev. Thembinkosi Nopapaza and Rev Thabani Masikane

IT Team: Melanie Cook, Christine Kasambara, Ryan Johnson, Theo Groeneveld, and all Presbyteries IT support personnel

CHANGES IN MINISTRY SUPPLEMENTARY REPORT TO THE EXECUTIVE COMMISSION 2024

TIYO SOGA MEMORIAL

1. The Rev. SD Gwala was transferred to the Care and Discipline of eThekwini Presbytery with effect from the 01st of January 2024, as a Minister without Charge.
2. The Rev. NL Qupuna was transferred to the Care and Discipline of Mthatha Presbytery as he had received an appointment from DV Sikhutshwa Memorial Congregation, with effect from the 01st of January 2024.
3. Probationer Mr Sihle Mantashe was licensed at Ndakana Congregation on the 25th of February 2024, and was placed in the same Congregation.
4. The Tiyo Soga Memorial Presbytery on the 28th of April 2024 had a service of Ordination and Appointment of the Rev. Qaqamba Xalisa. The Congregation is Njikelana.

TRANS-XHARIEP

1. **Rev S.S Mamabolo:** Presbytery **transfers** Rev S.S Mamabolo to the Care and Discipline of the Presbytery of Egoli. He is transferred as a Minister Emeritus. Seconded and **AGREED**.

MINISTERS EMERITUS SUPPLEMENTARY REPORT TO THE EXECUTIVE COMMISSION 2024

1. REV SELLO STANLEY MAMABOLO

(Extracted from the minutes of the Trans-Xhariep Presbytery)

Inter alia...

Presbytery of Trans-Xhariep in its sitting on the 11th of May 2024 received the request from the Rev Sello Stanley Mamabolo to retire from the active Ministry of the UPCSA.

Presbytery recommends the request and retirement, **effective as of the 1st of July 2024**. Presbytery instructs the Clerk to communicate in writing the decision of the Presbytery to the Clerk of Assembly, UPCSA Chief Financial Officer, and the Pension Fund of the Denomination. Seconded and **AGREED**.

TRIBUTE TO THE REVEREND SELLO STANLEY MAMABOLO

He was born on 12 November 1958 in Meadowlands, Soweto in Johannesburg, the fifth child amongst eight siblings. He was born to the late Mr Fannie Jonathan and Sinnah Tesia Mamabolo. He married, Amanda Sthabisile (nee' Mlambo) Mamabolo, on the 26th of March 1994, have a son Mfundo, and a granddaughter. His mother who was an elder at Meadowlands Presbyterian Church was a strong role model for his spirituality and in nurturing his faith.

Call to Ministry:

He received his calling, whilst in detention at Schoemansville Prison in 1986. He was mentored by Prof. Maake Masango and the late Rev. Stanley Hlongwane.

Education qualifications:

- Because of the hostile political environment at the time he attended his high school in Limpopo and completed his matric attending at SACRED TRUST.
- He obtained a Diploma in Theology at the Federal Theological Seminary (FEDSEM), Pietermaritzburg in 1990. In February 1992, he was placed for PAT at St. Andrews Presbyterian Church in Somerset East within the bounds of Central Cape Presbytery.

- He furthered his studies with the University of Pretoria from 2001 – 2003 and was awarded **Baccalaureus Artium Honors (Theology) with distinction in specialization in Practical Theology.**
- In 2008 he successfully completed the **Advanced Short Course in Stewardship and Church Financial Planning** with the University of Pretoria.

His passion and gift in ministry are Children's Ministry and Pastoral Care.

Ministry:

His active Ministry started in FEBRUARY 1994 when he was ordained as a Minister of Word and Sacrament and was appointed at St Andrews Presbyterian Church, Somerset East within the bounds of Central Cape, **(1994 – 1997)**. He was appointed to Soshanguve Presbyterian Church, in Pretoria **(1998 – 2011)** within the Tshwane Presbytery, where he helped the congregation to build the sanctuary. He also served St. Patricks Presbyterian Church, Diepkloof, **(2014 – 2018)**, and Zamdela Presbyterian Church, **(2021 -2024)** where he retires. He served as Interim Moderator in several Congregations. He also served as a chaplain in the South African Army **(2010 – 2013)**.

His journey in the Ministry has been sustained by Paul; **"I can do all, through Christ who strengthens me."** He remains eternally grateful for the opportunity given to him to serve God through the Church and His people.

2. REV COLIN LIONEL CAMPBELL

PRESBYTERY OF THE WESTERN CAPE - MINUTES OF ORDINARY MEETING OF PRESBYTERY HELD AT BRIDGETOWN PRESBYTERIAN CHURCH ON TUESDAY 9 APRIL 2024 AT 7:00 PM 24/50 MINISTRY

1. **Retirement and Long Leave Request** Having received correspondence from the Rev CL Campbell, the Clerk moved: 1. "The Presbytery notes the Rev CL Campbell's wish to retire on 31 March 2025 at the age of 67 and transmits the request to the Clerk of Assembly for decision at the 2024 UPCSA Executive Commission. 2. The Presbytery approves the application for long leave for the Rev CL Campbell from 1 January 2025 to his retirement date, 31 March 2025." These were seconded and **AGREED**.

TRIBUTE ON RETIREMENT - REV COLIN LIONEL CAMPBELL

The Rev Colin Campbell was born on 26 March 1958, as the second son of Ashton and Doreen Campbell. At that time, his parents were members of the Baptist Church in Cape Town and so Colin was dedicated at the Wales Street Baptist Church on 6 July 1958. The family having moved from Cape Town, Colin's early years were then spent in Cradock, and in Oranjemund, Namibia, where he went through his primary schooling years. While in Oranjemund the family was involved in the Oranjemund Presbyterian Church Fellowship, under the Presbytery of Cape Town.

In the early 1970's, the family having moved back to Cape Town, became members of the Pinelands Presbyterian Church. Colin then came to know Jesus as Savior and Lord at a youth camp in 1972 at Simonsberg Christian Campsite. During 1975, at a Keswick conference in Cape Town, Colin committed himself to serve God, at any place, at any time, and at any cost to himself, and throughout his life, he has sought to remain true to this commitment. Colin was baptised as an adult and accepted into membership at the Pinelands Presbyterian Church on 26 November 1976.

Colin's secondary school years were spent at Pinelands High School where he matriculated in 1976. Having then done his two years national service, Colin studied at the Cape and Wits Technikon and qualified as an Electrical Technician in heavy current engineering. Now staying in Johannesburg, in 1981, Colin began working for Siemens, Braamfontein in the Electrical Design Office, involved in the design of high and low voltage switchgear for industry.

While in Johannesburg, Colin became a member of the St George's Presbyterian Church in Joubert Park, where he served as Youth Leader and was Ordained and Inducted as an Elder in 1982. While attending St George's Presbyterian in Johannesburg, during 1982, and after leading several Youth Services, he felt a deep call of God into full time ministry, as God called him back to the commitment that he had made in 1975, to serve God, at any place, at any time, and at any cost to himself.

Having left full-time employment at Siemens, to begin studies for the ministry, Colin was approached by the Rev Danie van Zyl from St Columba's Presbyterian Pretoria, to become the Youth worker at the congregation, which enabled him to also study for his Bachelor of Theology degree through Unisa. He was a youth worker and student for the ministry from 1985 to 1989 and during this time, on 13 December 1986, Colin married Helen Elston, a High School Teacher, from St James Presbyterian Church in Bedfordview.

At the beginning of 1990, as change was taking place in the South African political landscape, Colin and Helen went to the Hatfield Presbyterian Church in Harare, Zimbabwe, as South Africans on a work permit, where Colin began his two-year' probation as a minister, from 1990 to 1991. After his Probation, Colin was Ordained as a minister on 17 January 1992 and obtained a further two-year work permit having been called as the minister, to the congregation.

When their time in Harare came to an end Colin was called to become the minister at St Andrew's Presbyterian Church in Walmer, Port Elizabeth, and served there from January 1994 to September 2003. Both their children, Dorianne and Jonathan were born during their ministry in Port Elizabeth. Colin then received a call to the St John's Presbyterian Church in Boksburg, Gauteng, and served there from October 2003 to December 2011. Then, from January 2012 to his retirement on 31 March 2025, Colin has served as a minister at the Goodwood Presbyterian Church in Cape Town.

Colin's ministry has not only been in the congregations he has served as minister, as he has also been Interim Moderator of many vacant congregations over the years and has served on various committees of Presbyteries and of the General Assembly. His recent ministry has been characterised by his involvement in the administration of the Western Cape Presbytery where he has assisted the Presbytery and many congregations with their administration and financial accountability. May God continue to use him in his retirement to assist congregations in this way.

IN MEMORIAM MINUTES

REV MALCOLM RONALD JONES 12 OCTOBER 1935 TO 27 FEBRUARY 2024

Malcolm Ronald Jones was born on 12 October 1935 in Ndola, Northern Rhodesia, now Zambia. He was the first white baby to be born in the hospital there, and his brother Neville and sister Jean followed. Malcolm was very proud of his Welsh and Scottish heritage. From 7 years of age, he was sent to Boarding school in Lusaka. He was a brilliant scholar coming first in his class in matric and he excelled in sport.

Malcolm studied first at Wits doing Electrical Engineering, but soon realised that it was not for him. Sensing a deep call from God, Malcom went to Rhodes to study a BA degree, majoring in Biblical Studies. His work amongst the youth at the YMCA had a great influence on his decision. On 11 April 1964 he was awarded his degree and ordained as a minister and inducted at Mayfair Presbyterian Church in Johannesburg. In 1968 he accepted a call to the Bellville Presbyterian Church where he was a popular minister till 1974 when sadly his marriage failed and ended in divorce. His ex-wife and three sons moved to East London while Malcolm left the ministry and remained in Cape Town. Malcolm was a brilliant preacher, counsellor, and listener. He was kind-hearted and had a gentle soul. He was witty and was a great and loyal friend. Yet he had a quick temper, and he did not suffer fools lightly. As a prolific reader and an active Rotarian, he also enjoyed adventure and was a keen outdoors man and fisherman.

Malcolm became involved in the business world in various fields but was not very successful. He then took on the position of Director of St John's Ambulance and was very successful in setting up clinics and helping to develop communities. He was a very down to earth, people's person and constantly thanked God and gave Him the glory in everything he did.

Malcolm married Lauraine in 1975 and they had 49 happy years together. Malcolm re-entered the ministry and became minister at Kraaifontein Presbyterian for several years until his retirement to Bonnievale in the early 2000's. In Bonnievale, he became involved in the English Community Church, and he also assisted at the Congregational church in Robertson. Ill health and family pressure forced Malcolm and Laurine to move to a retirement village in Kuil's River.

The Rev Malcolm Jones lived, loved, laughed, and left a great legacy, being remembered by his 37 children, grandchildren, and great-grandchildren. He always had time for every one of them. Rest in peace, good and faithful servant.

IN MEMORIUM MINUTES OF REV MBULELO SITHEMBILE MAJEKE

Mbulelo Sithembile Harris Majeke was born to Christian parents on the 7 May 1954 in the rural village of Gurha in Qumbu in the Eastern Cape. As his parents were devout Presbyterians, he was groomed under Presbyterianism's teachings, which included discipline and adherence to laws that governed the family and the Church. At home, there were three ordained Ministers. Two of them have passed on. The environment in which he grew up was that of total domination by the system of apartheid and his parents were respectful of the law.

Harris was exposed to the Bantu Education system from the very onset. In a rural village and schools, everything said by the Government was the law. It was unthinkable that one would hear a whim of protest from the students. Under such an environment Harris proceeded from Primary School (Std 6 which he passed with a First Class or "Bursary" in 1967). Harris started JC (Junior Certificate) in 1968 and passed with a First Class in 1970. High Schools were very scarce those days.

Harris struggled to get into a school because of his age, Ultimately, he was admitted doing Matric and completed it in 1972. In 1974 and 75 he studied and completed a Teacher's Certificate (JSTC) specialising in teaching Accountancy, Business Economics, Economics, and Typing. In 1978, he saw a flower at Cala in the Eastern Cape named Pumla Mahali, they got married in April 1980. They were blessed with three girls Bomkazi, Sinazo, and Anathi.

In 1981. Harris registered for a Diploma in Theology at the Federal Theological Seminary and completed it in 1983. In 1990 he did a BA bridging Course with the University of Transkei. In 1991 Harris corresponded with Knightsbridge College in Scotland and was awarded a Master of Theology. In 2018 he registered for Honours in Theology with the University of Pretoria, and I was awarded the Honours degree in Theology in 2019. Harris at a young age was introduced to politics when he joined High School in 1971.

At school, many students were running away from police harassment in places like Cape Town and Johannesburg. These students came with many teachings and influences for the rural students. They were followed by police spies and underground political leaders who went there to recruit potential cadres for the ANC. Harris was recruited by the ANC and started working for the ANC, and he went through various forms of training in and out of the country. Harris visited many countries in Africa and Europe and graduated as the Cadre of the Movement in 1978.

Between 1977 and 1979 Harris was responsible for recruiting the youth for training in Zambia. He was also responsible for bringing into the country combatants and organize hiding accommodation for them. Harris would organize transport, provide them with vital information for their missions, and create cells for the Movement in the country.

In 1988, when things were heating up, the ANC organized for Harris to take up a job as a Student Accommodation Director. One of Harris's responsibilities was to attend to all the affairs of the students that pertained to politicization, recruitment for skipping the country and distributing literature.

Harris in 1991 was appointed the first Regional Secretary of the ANC in the Transkei. His main task was to prepare the population for the eventuality of elections. In 1994 the ANC sent Harris to Parliament where he operated as a Member of Parliament until the end of 1997.

DIPLOMATIC DEPLOYMENT

Rev Harris Sithembile Majeke was deployed in 2009 as follows: -

- 2010 - High Commissioner to India
- 2013 - High Commissioner to Lesotho
- 2016 - Ambassador to Burkina Faso

He never relinquished his membership in the ANC even though he was no longer that very active.

WORK EXPERIENCE:

Harris in 1973, after he passed Matric, was appointed as a Clerk of the Court in the Magistrates Office of Lusikisiki.

From 1976 to 1980 Harris was a teacher in various schools in Transkei

From 1985 to 1988 Harris was the Minister at Malan Congregation in Willowvale.

From 1988 to 1994 Harris was Student Director at Unitra (WSU)

From 1994 to 1997 Harris was a MPL at the Eastern Cape Legislature

From 1998 to 2009 Harris was a director of various Departments in the Eastern Cape, including Agriculture, Public Works, and Economic Affairs.

He succumbed to his death after a long illness on the 05th of May 2024, living behind his beautiful wife (QAKS), his children, and his grandchildren.

FINANCE

SUPPLEMENTARY REPORTS TO THE EXECUTIVE COMMISSION 2024

1. CURRENT MEMBERS

The Rt Rev L Neshangwe, The General Treasurer (Mr RD Johnson), the Chief Financial Officer (Rev TK Nopapaza), the General Secretary (Rev Dr L Mpetsheni), the Clerk of Assembly (Rev V Mkhungo), Ms V Baloyi, the Ministry Secretary (Rev M Mtyhobile), Mr T Nyirenda (Zambia), Mr CW Gauld, Ms N Majokweni, Rev Dr A Kasambala, and Rev C Tungunu (Zimbabwe).

2. REPORT ON NON-CONTRIBUTING CONGREGATIONS

Despite several congregations who started paying Ministry Contributions since last year's General Assembly, (for which we are ever grateful and thankful for heeding our call and plea), we still require Presbyteries to provide us with a report of congregations with reasons as to why no Ministry Contributions has been paid.

After numerous requests, we are still not receiving reports from Presbyteries on non-contributing congregations.

This is still a continuous increasing worry, as it is one of the management-tools we have in place to monitor which congregations pay, and which don't, and what each Presbytery is doing to manage the situation.

Refer to *Annexures 4 and 5* for a detailed list of the congregations who have paid Ministry Contributions.

As mentioned in last year's General Assembly, compliance is becoming more onerous and important, both inside and outside the Church, and as such Presbyteries must be held responsible, in that the General Assembly must implement punitive measures for non-compliance. This is still not being dealt with adequately.

Please be reminded that in the last General Assembly it was agreed that Presbyteries and Congregations would receive no financial assistance in the form of grants, or any other financial assistance, where they do not comply with the request to supply a report with reasons regarding the non-adherence to submitting a report on non-contributing congregations with reasons thereof.

Proposal 3: *The Executive Commission reminds Presbyteries to submit up-to-date reports on non-contributory congregations with reasons for non-compliance, by 30th September 2024 at the latest (M).*

3. PROPOSED BUSINESS UNIT / NON-PROFIT COMPANY

We originally envisaged setting this company up in the past financial year being but delayed it due to numerous challenges, ranging from finance, to getting the required constitution and legal documentation drawn up. The finance committee will together with Dr Langerman, focus on reviving this immediately now after the Executive Commission and get the company registered, and the Directors in place.

Below is an update received from Dr Langerman regarding the business unit:

"The holding company (Pele Property Development (Pty) Ltd) would be

established by the GA and the individual development companies (e.g. Erf ABC (Pty) Ltd and Erf DEF (Pty) Ltd, would be partially owned subsidiaries of that holding company.

I would propose that the congregations get a stake in the development company that represents the market value of the property in question.

Once the development is complete, any profit would be distributed to the shareholders in proportion to their stake in the company.”

Once this sub-committee is revived, we will explore the options of establishing similar Non-Profit Company structures, when funds and resources become available in other countries where the UPCSA is represented.

Dr Langerman will do a proposal in the Executive Commission and provide more information in this regard.

Proposal 4: The Executive Commission notes that the Finance Committee together with Rev Dr P Langerman will facilitate the process of establishing the Non-Profit Company for the stand-alone business unit. (T)

4. PROPERTIES AND TITLE DEEDS

As mentioned previously, this pertains to those congregations who have their own buildings and who should have title needs in place. We remain satisfied with a previous ruling in that the Central Office of the General Assembly receive CERTIFIED COPIES of the original title deeds, together with a letter from the Minister and Session Clerk stating that they will not sell their property unless permission is sought and granted by both the Presbytery and General Assembly Finance Committees.

Congregations who have not submitted copies of their title deeds to the Central Office should please do so as soon as possible, as this will affect your ability to obtain any form of relief from Ministry Contributions. Refer clause 7.2 of the Manual of Faith and Order states: **“All applications for Ministry Contribution relief must be accompanied by: c) Copies of deeds of UPCSA owned land and buildings or proof from the institution which holds the deed where relevant.”**

We are also aware that certain congregations do not own their buildings and have the right to use the buildings in which they worship. In such cases, a PTO (Permission to Occupy) should be in place, and a copy of this too, should be submitted to the Central Office. Failure to have such certificate in place, is a risk to the congregation as their right to use the premises could be terminated at any stage.

Proposal 5: The Executive Commission again reminds all Presbyteries to assist congregations in transferring the property and obtaining title deeds from their local municipal offices for properties still in the local municipality’s name, into the General Assembly or congregation’s name. (M)

Proposal 6: The Executive Commission again instructs all Presbyteries and Churches who have not submitted certified copies of their title deeds to the Central Office yet, to do so by latest 30th September 2024, together with a letter stating they will not sell their property without the consent of both the Presbytery and General Assembly Finance Committee. If no title deed is submitted, a letter from the Presbytery and Session of the Congregation

concerned to be sent with reasons as to why the instruction was not carried out. (M)

Proposal 7: The Executive Commission again reminds all Presbyteries to assist congregations who have Permission to Occupy certificates in place to submit these to the Central Office, and where a certificate is not in place, to assist their congregations in obtaining one, and then to submit it to the Central Office. (M)

5. PENSION FUNDS

a. South African Pension Fund Arrear Contributions

In previous Executive Commissions and General Assemblies, the seriousness of the non-compliance with the UPCSA South African Pension Fund was conveyed to all present, and that 2 options were left at the disposal of the General Assembly and Executive Commission viz.:

1. Shut the Pension Fund down or
2. Continue operating the Pension Fund, but that Ministers' and congregations take this seriously and ensure contributions are paid on time.

Sadly, option 2 was not complied with, and we are still putting in about R 40,000 a month into the South African Pension Fund. This is costing us about R 500,000 a year still and we simply don't have the money anymore to put into the Fund.

We are also aware of a petition from a Presbytery to have the Fund closed, and that each Minister and congregation do their own form of Retirement Saving. Closing the fund down, was one of the options communicated previously, but subsequently the General Treasurer has been working closely with the Pension Fund Chairman, Principal Officer, and Administrators to look if there is any alternative to closing the fund down, without having to put in any further monies into the Fund.

Many Pension Funds are in the process of converting into Umbrella Funds. Umbrella Funds are not new, and have been around for a while, but due to the amount of non-compliance on traditional Pension Funds, traditional funds are converting to Umbrella Funds to bring their risk down.

Some pertinent facts to note:

1. Umbrella funds are FAR LESS ONEROUS on Trustees and Employers.
2. Contributions can be chopped and changed from month-to-month. They are not fixed, like traditional Pension Funds, so if for example one month, a congregation or Minister can't contribute, the General Assembly does not have to make good, and neither the congregation or Minister are penalised. For that month the contribution is recorded as NIL, or whatever amount the congregation pays into the fund.
3. As a result of point 2 above, the General Assembly Finance Committee will still determine on an annual basis, the Pension Contribution for congregations that should be put into the Umbrella Fund, so that congregations do not become silly, and stop contributing or reduce the contribution amount, just for the sake of reducing it.

4. It is cheaper to run an umbrella fund, than a traditional Pension Fund, which means more money goes into the retirement savings portion, as opposed to being spent on admin fees.
5. Members will not be any worse off.
6. By law, the employer has the final say on how to provide for Retirement Benefits and this decision is taken by the employer (commissioners to the General Assembly) and NOT members of the pension fund.
7. Each Minister can contribute a different amount, and the benefits can be tailored to suit each member's needs.
8. Umbrella Funds are run by Pension experts, and with all due respect, have more professional advice and experience, than Trustees on traditional Pension Funds (like ours).
9. A move to an Umbrella Fund will free up at least 40% of the time spent by the finance team in the Central Office, and this time could rather be spent on collecting Ministry Contributions, than running after non-compliant members.
10. There is no non-compliance if a member or congregation does not contribute, as is currently done now, which will currently save the General Assembly about R 40,000 a month.

The General Treasurer is the Chairman of a very large Pension Fund in South Africa, as is busy with the same exercise on his Corporate Pension which has over 18,000 members. Umbrella Funds are attractive to funds of all sizes. Please read the accompanying document, which explains the difference between a traditional Pension Fund and an Umbrella Fund for more information.

We want to propose now that we convert the South African Pension Fund into an Umbrella Fund as from 01 January 2025. We don't have money to continue injecting into the fund, and this is the only option at our disposal, opposed to closing the fund down. We would like the Executive Commission to grant us permission to start the process which will take several months, and during this process we will go out to tender, and invite companies to tender for this. An independent panel between the Finance Committee, Trustees of the Pension Fund, Members and Administrators will be appointed to review and decide.

We will keep both the Assembly Standing Commission and members of the current fund apprised throughout the process. Again, I wish to stress that no member will be any worse off, if anything members will be better off due to lower costs in running an Umbrella Fund.

Proposal 8: The Executive Commission instructs the Finance Committee in conjunction with the current Pension Fund Trustee Board, to proceed with the process of converting the South African Pension Fund into an Umbrella Fund. (M)

Proposal 9: The Executive Commission instructs the Finance Committee in conjunction with the Manual Committee, to update the Manual regarding how Retirement Benefits are treated in the UPCS and that the necessary changes are implemented and communicated to all concerned. (M)

b. Zimbabwe Pension Fund – called the Presbyterian Ministers’ Pension and Widows and Orphans Fund of Zimbabwe

In last year’s General Assembly, it was noted that the Finance Committee together with the Presbytery of Zimbabwe and Trustees of this fund, were in the process of closing the fund down, which was in a dysfunctional state and on the verge of collapsing. This process took many months but has now been completed.

The Presbytery of Zimbabwe have now started up a new fund, under the control and direction of the Presbytery with an outside service provider.

Proposal 10: The Executive Commission notes the work done in closing the Pension Presbyterian Ministers’ Pension and Widows and Orphans Fund of Zimbabwe, and to acknowledge that this fund is now officially closed. (T)

Proposal 11: The Executive Commission endorses its thanks to the Rev Peter Aiken (Principal Officer) and all Trustees of the Presbyterian Ministers’ Pension and Widows and Orphans Fund of Zimbabwe for their years’ service on the fund. (T)

Proposal 12: The Executive Commission notes the establishment of a new Pension in Zimbabwe, under the direction and control of the Presbytery of Zimbabwe. (T)

c. Zambia Pension Fund

We requested several times a schedule from the Clerk of the Synod, but sadly at the time of this report being written, we had not received anything as yet, and therefore are unable to comment on the state of affairs of the Retirement Benefits of our Ministers in Zambia.

Proposal 13: The Executive Commission again instructs the Moderator and Treasurer of Zambia to supply a schedule of all Ministers belonging to the Zambia Pension Fund as of 31st December 2023, together with a list of Ministers on NAPSA and the Madison’s Scheme, with a status for each member showing if their contributions are up to date and paid in full, and to provide reasons for any discrepancies, by 30th September 2024. (M)

6. FINANCE COMMITTEE INTERACTIONS WITH PRESBYTERIES

The General Treasurer and CFO have on separate occasions, visited Presbyteries around the country, to do presentations on tax and compliance related matters, and assisting congregations in registering for PBO status, etc. These sessions continue to be fruitful, and a lot of energy has been generated in these sessions in wanting to do the right thing. There is still a lot of work needed in this area, and Presbyteries are encouraged to engage with us, and invite us to attend, should they require any training, or assistance. We cannot spend money travelling to all Presbyteries but if Presbyteries can assist with travel costs, we will gladly oblige.

We still encourage Presbyteries and Congregations to engage with us and keep us abreast of things happening within the Presbytery or Congregation, that may be mutually beneficial to the wider Church. We welcome all forms of communication and ideas, that may benefit the wider finance function of our denomination.

Proposal 14: The Executive Commission notes the work done by General Treasurer and CFO with various Presbyteries. (T)

7. INVESTMENT SUB-COMMITTEE

A joint committee continues to function between the Pension Fund and the General Assembly Finance Committee looking after the interests of both the UPCSAs and the South African Pension Fund.

During the past few months, decisions were made as to where to invest our money, and the committee made a few recommendations as to a change in Asset Managers which was duly implemented.

We again express our thanks to the members who serve on the Investment committee:

- Chief Financial Officer (Rev T Nopapaza)
- Chairman of the South African Pension Fund (Mr A Wentzel) and Chair of the Investments Committee
- Investment Sub-Committee member (Mr P Davis)
- Investment Sub-Committee member (Mr B Dunstan)
- Seshego Benefit Consulting (Mr G Woolls)
- Actuary - Pension Fund (Ms. Ria V D Merwe)
- Principal Officer - Pension Fund (Mr M Olivier)
- Trustee - Pension Fund (Rev Christopher Judelsohn)
- General Treasurer (Mr RD Johnson)
- Rev Colin Campbell (Member alternate)
- Mr Colin Gauld (Employer alternate)

Proposal 15: The Executive Commission endorses thanks to the Investment Committee members. (T)

8. MINISTRY CONTRIBUTIONS

Ministry Contributions make up nearly all the UPCSAs's income. We are thankful to all our congregations for the work they have done this past year regarding the payment of Ministry Contributions to the General Assembly. We understand that congregations are still strained, and we encourage good stewardship of funds at your disposal.

We are very thankful and appreciative for the number of congregations who have started paying something towards their Ministry Contributions in this past year, after last year's Ministry Contribution reduction of 3% from 18% to 15%.

We wanted to pass another rate reduction this year, but sadly again, could not do so, until such time more congregations pay their Ministry Contributions. As such, the rate will have to unfortunately remain the same at 15%.

Again, we require EVERYONE to assist us with this, in ensuring more and more congregations start paying Ministry Contributions, and to encourage congregations to honour their Ministry Contribution obligation.

We had bank accounts in Zimbabwe and Zambia, in the past, but due to no deposits being done in them, were closed by the banks. We will once again open bank accounts again after the Executive Commission in the other countries where we are represented, so that congregations in those countries can pay Ministry Contributions into these accounts.

We continue to run awareness campaigns to inform presbyteries and congregations of the work done by the denomination and the costs to perform such work. We continue to review all expenditure and the way in which things are being done and run a tight budget, to ensure money is only spent on essentials and not nice-to-haves.

Proposal 16: The Executive Commission endorses thanks to those congregations who paid their Ministry Contributions during the past year. (T)

Proposal 17: The Executive Commission reminds all congregations in all countries of their obligation to pay Ministry Contributions to their Presbytery and to the General Assembly. (T)

9. FINANCIAL STATEMENTS

The DRAFT audited financial statements for 2023 from the auditors have been included with this report. These are not finalised at the time of writing this report, and we are still engaging with the auditors to finalise them. Once they are finalised, we will bring them to next year's General Assembly for approval.

The audited figures are still concerning, as they project that we are not a going-concern.

The past few years have not been favourable for the UPCS, with huge deficits being shown, compared to the previous years.

Highlights include:

- **Revenue (Ministry Contributions)** is as follows:

2019 R 12,621,875
2020 R 9,459,586 (25% decrease from 2019)
2021 R 6,801,356 (28% decrease from 2020)
2022 R 7,159,379 (5% increase from 2021)
2023 R 7,176,489 (0.24% increase from 2022)

- **Expenses** are as follows:

2019 R 17,155,378
2020 R 15,771,970 (8% reduction from 2019)
2021 R 13,414,930 (15% reduction from 2020)
2022 R 10,059,439 (25% reduction from 2021)
2023 R 10,769,992 (7.1% increase from 2022)

- **Surplus and (Deficits)** are as follows:

2019 (R 4,507,295)
2020 (R 5,591,211) (24% increase of deficit from 2019)
2021 (R 6,527,988) (17% increase of deficit from 2020)
2022 (R 1,873,839) (71% decrease of deficit from 2021)
2023 (R 3,133,092) (67.2% increase of deficit from 2022)

- **Investments** in the balance sheet were as follows:

2019 R 31,683,867

2020 R 19,658,046) (38% decrease from 2019)
2021 R 17,071,258 (13% decrease from 2020)
2022 R 21,379,288 (25% increase from 2021)
2023 R 18,799,049 (12.1% decrease from 2022)

- **Cash and Cash Equivalents** in the balance sheet were as follows:

2019 R 1,708,079
2020 R 1,173,525 (31% decrease from 2019)
2021 R 2,064,527 (8% increase from 2020)
2022 R 1,988,773 (4% decrease from 2021)
2023 R 1,018,349 (48.8% decrease from 2022)

- **Total Assets** in the balance sheet were as follows:

2019 R 43,908,442
2020 R 31,800,502 (28% decrease from 2019)
2021 R 29,405,989 (8% decrease from 2020)
2022 R 28,805,581 (2% decrease from 2021)
2023 R 24,803,361 (13.9% decrease from 2022)

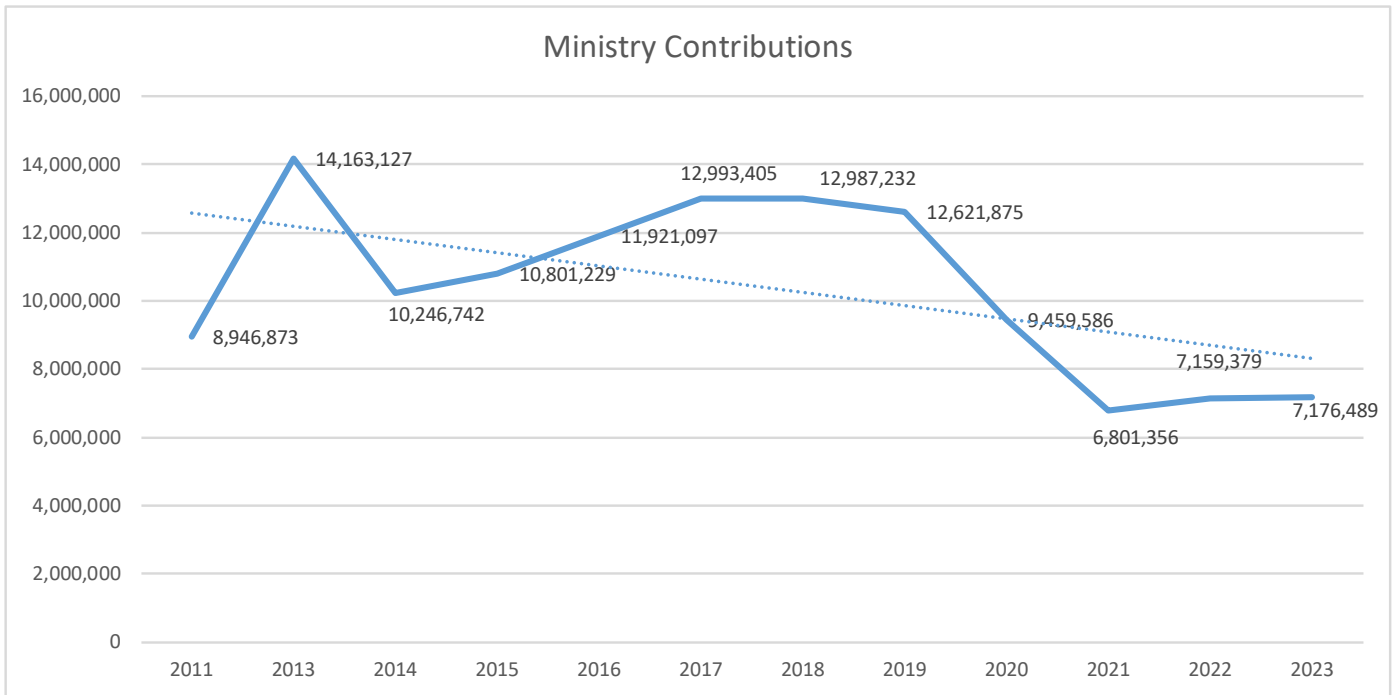
- **Restricted Purpose Funds** in the balance sheet were as follows:

2019 R 22,018,391
2020 R 23,119,505 (5% increase from 2019)
2021 R 25,632,619 (11% increase from 2020)
2022 R 25,773,377 (0.5% increase from 2021)
2023 R 9,290,038 (63.4% decrease from 2022)

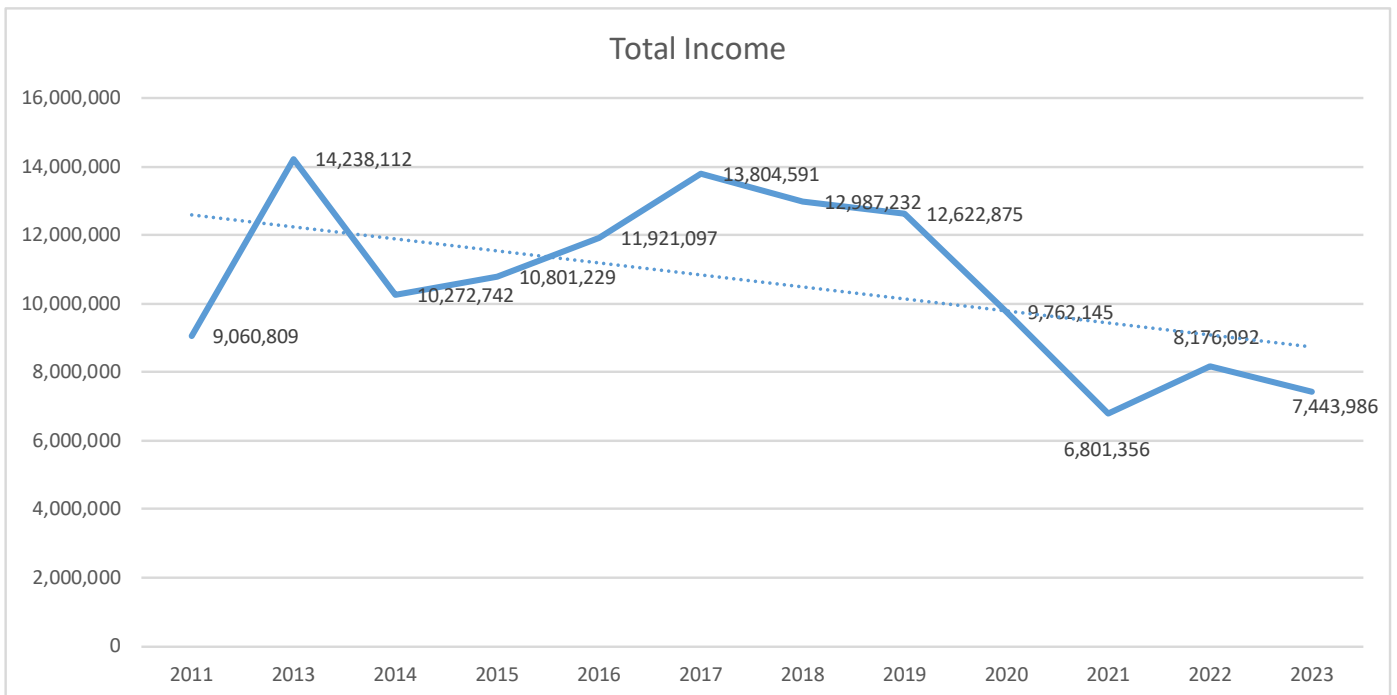
- **Reserves and Retained Income** in the balance sheet were as follows:

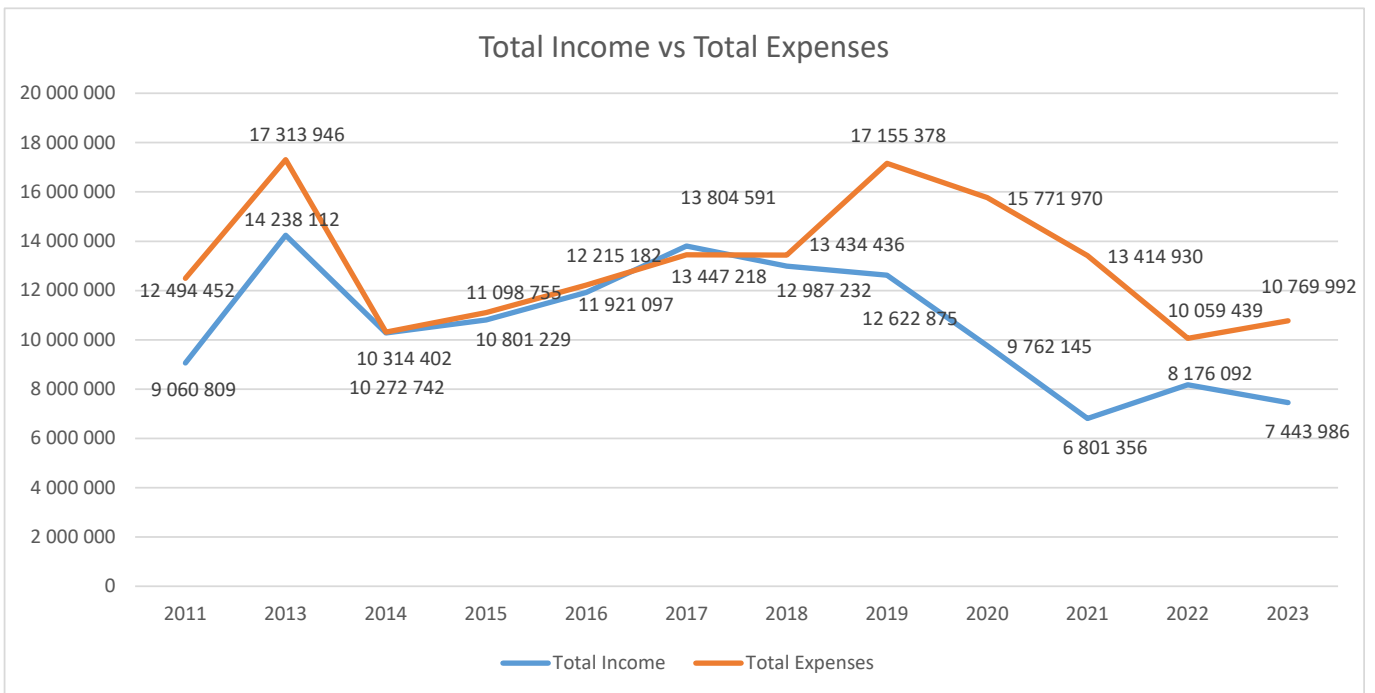
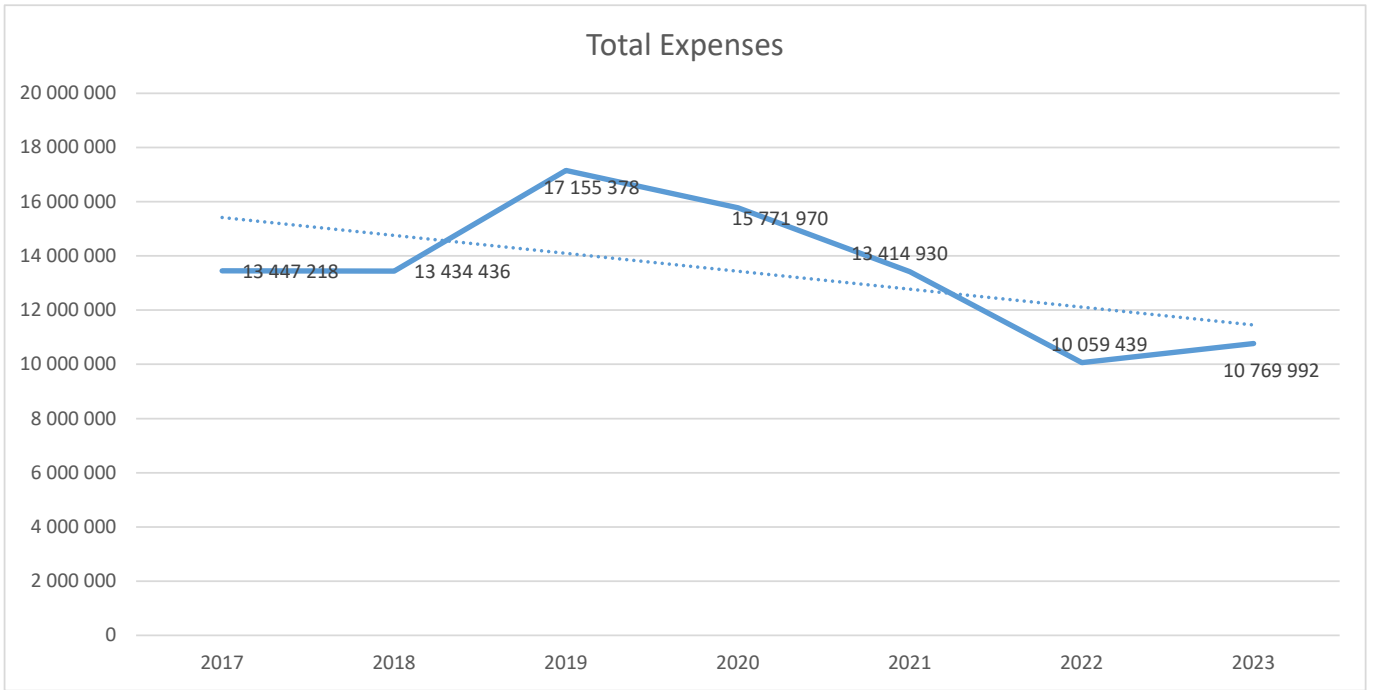
2019 R 8,299,159
2020 R 2,707,948 (67% decrease from 2019)
2021 (R 3,820,040) (241% decrease from 2020)
2022 (R 5,693,879) (49% decrease from 2021)
2023 (R 8,172,898) (243.5% increase from 2022)

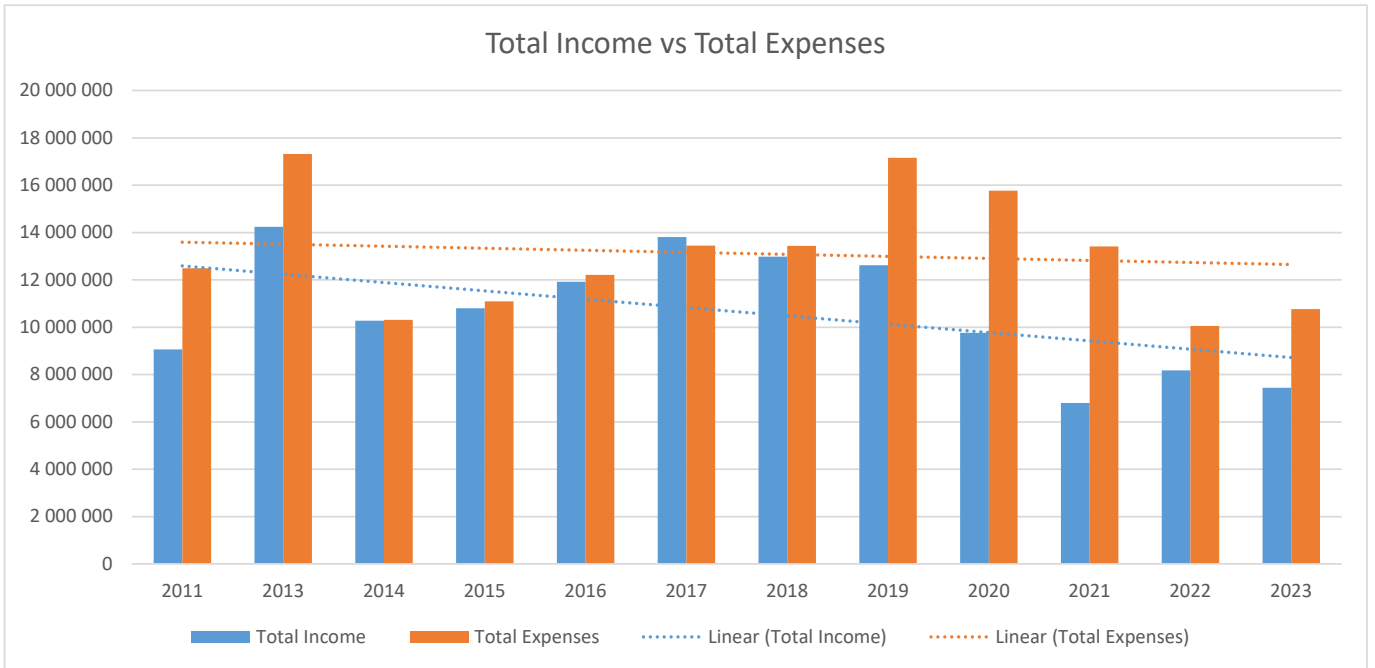
Graphs showing historical information for some of the items above is as follows:



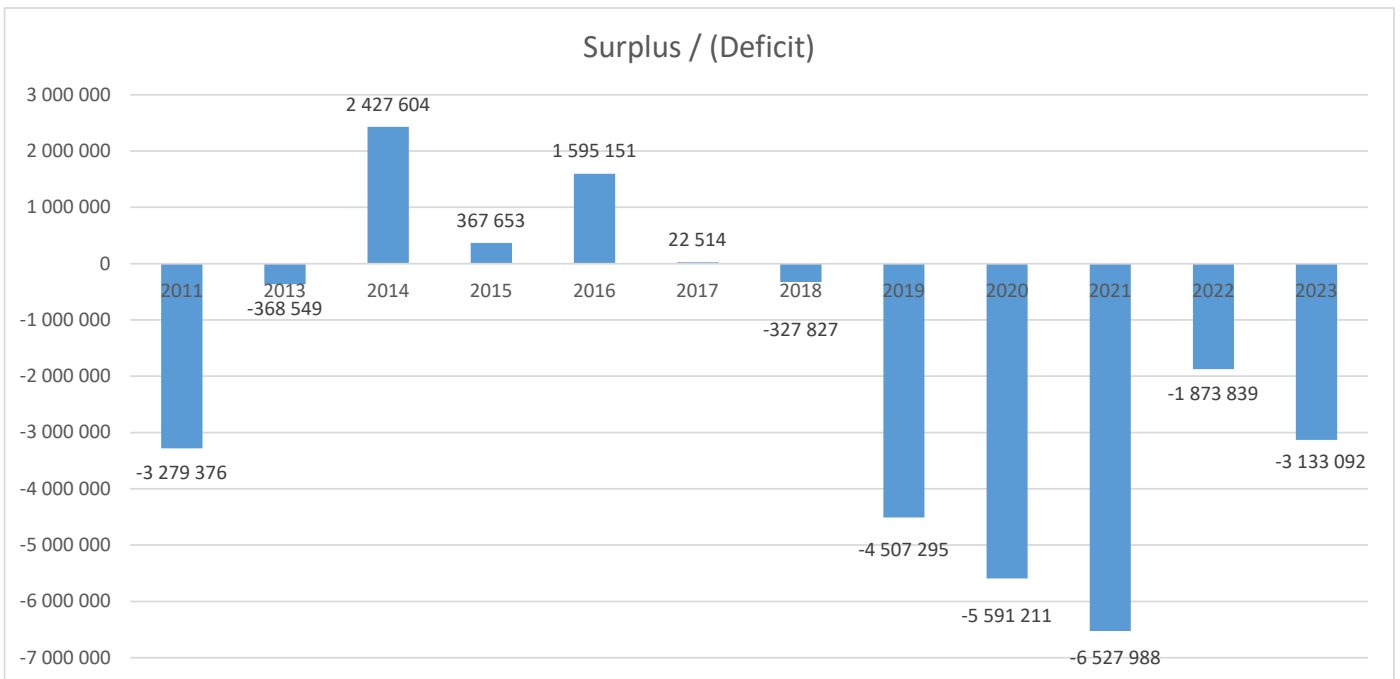
Note! Ministry Contributions are not increasing, despite numerous pleas.





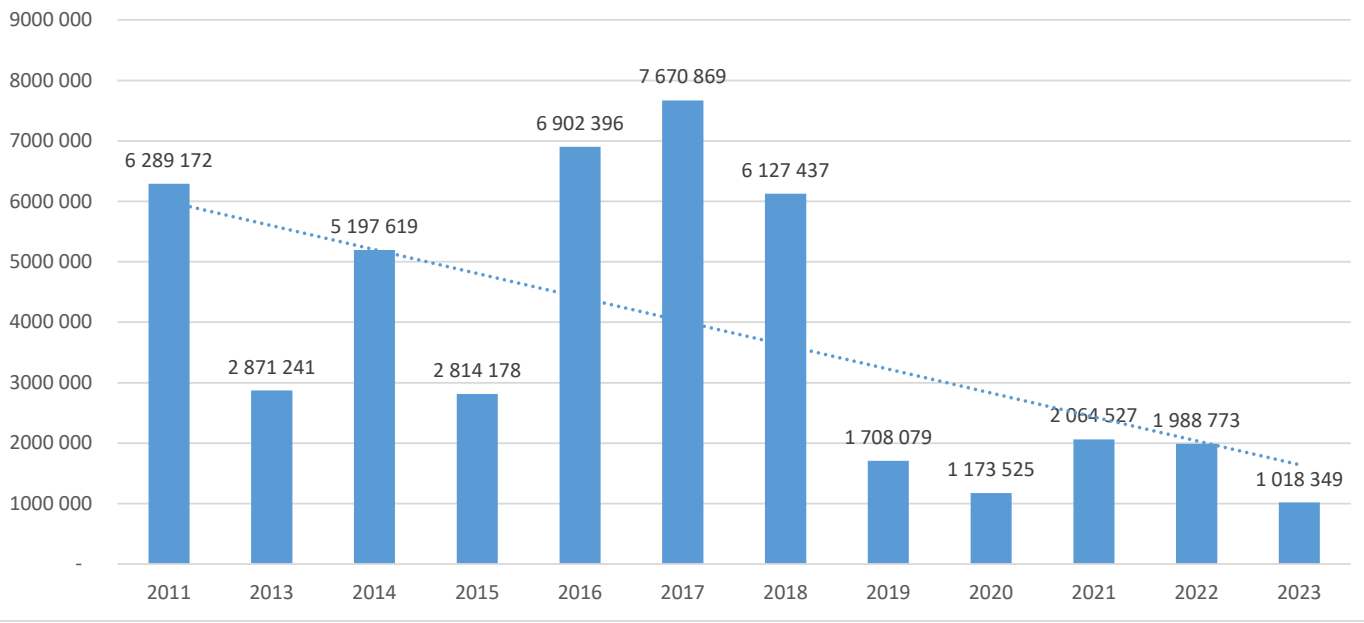


Note! Our expenses are more than our income – the blue line must always be above the orange line, not the other way around.

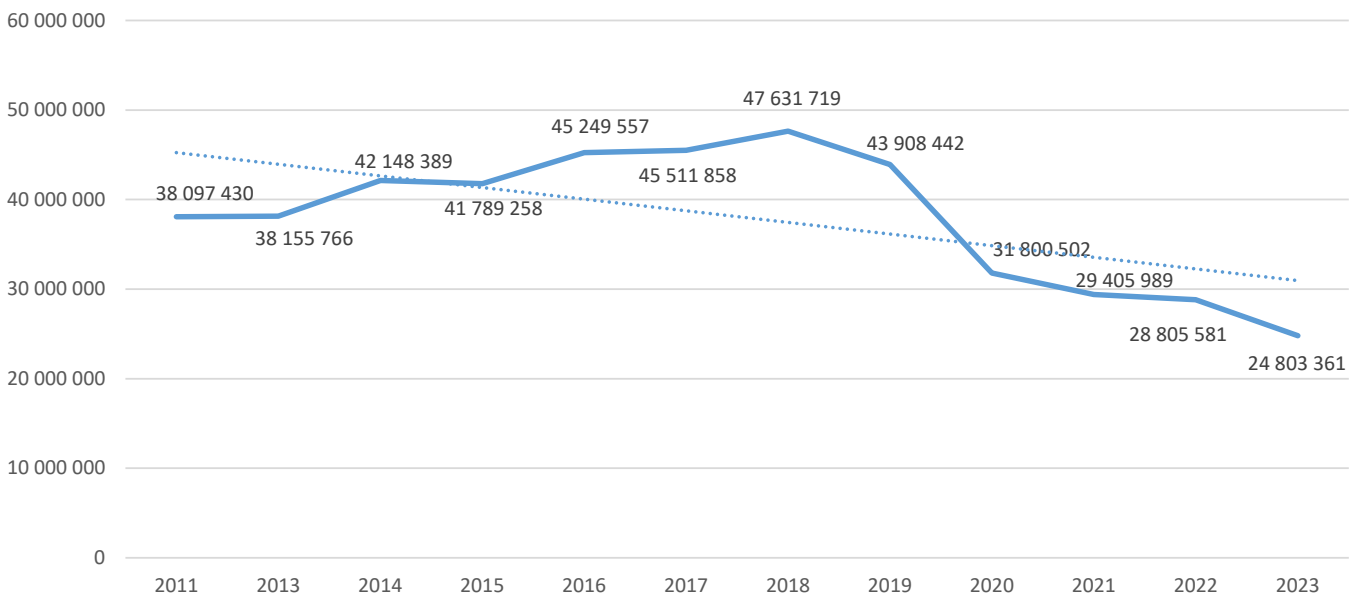


Note! Our deficit for the past five years is R 21.1 million!

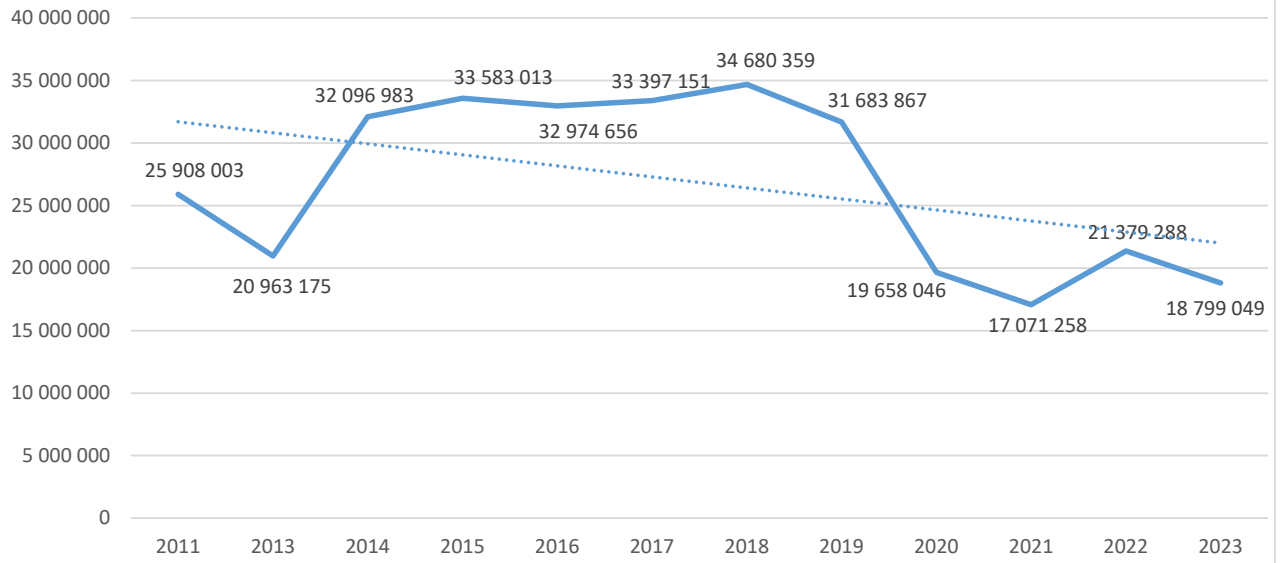
Cash and Cash Equivalents



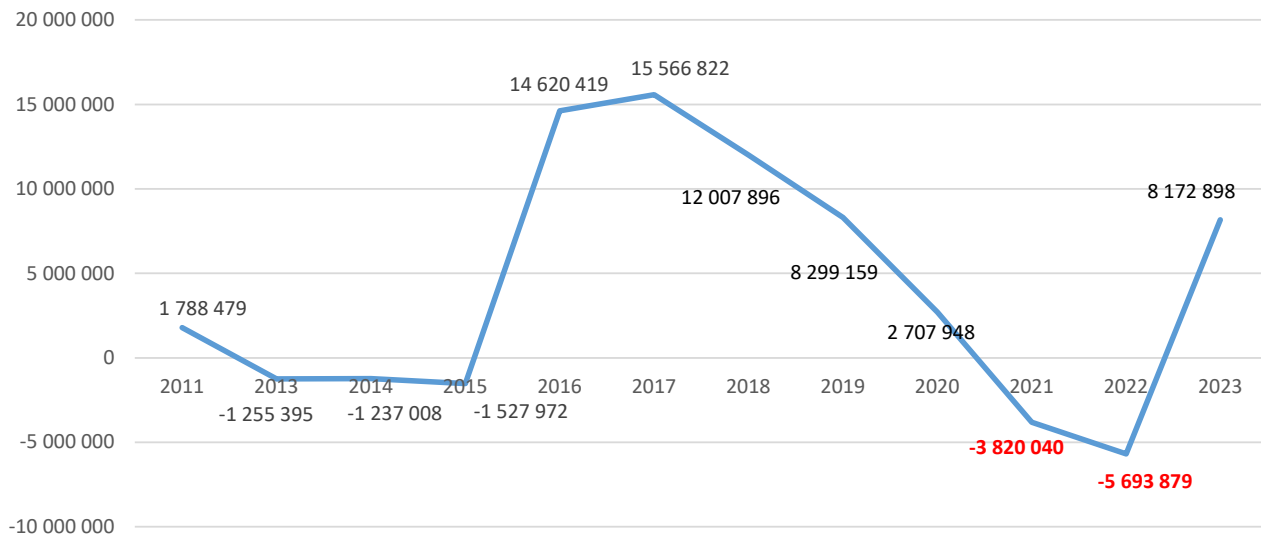
Total Assets

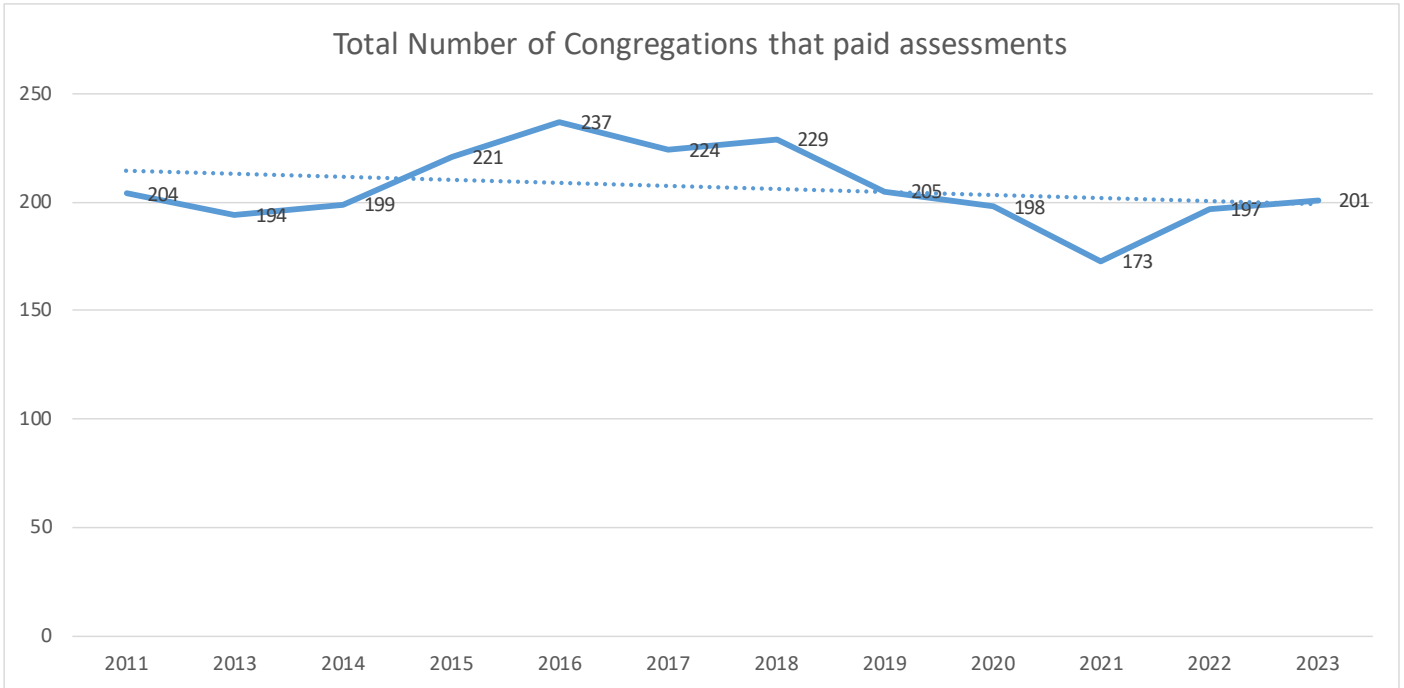
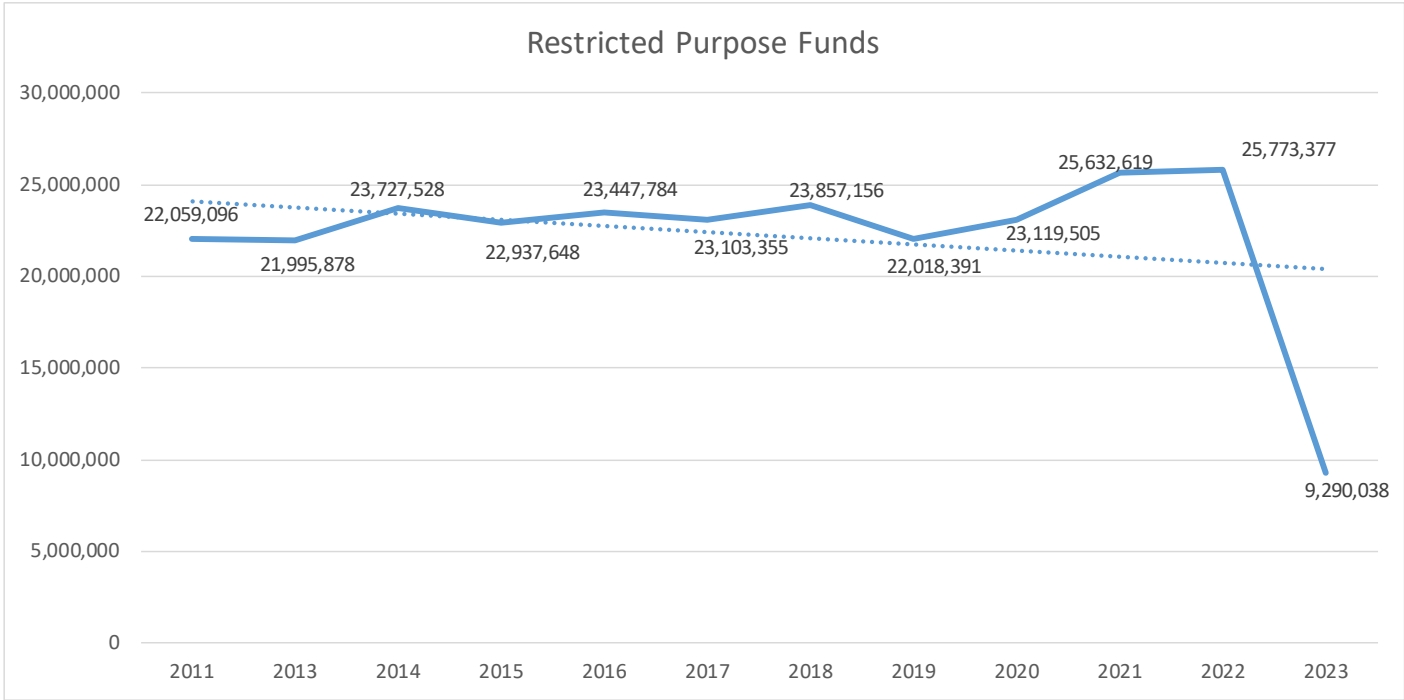


Investments



Retained Income





Refer *Annexure 1* for the 2023 DRAFT audited financial statements of the UPCSA.

Proposal 18: The Executive Commission approves the DRAFT Audited Financial Statements for 12 months for the 2023 financial year-end. (M)

Proposal 19: The Executive Commission appoints CM and Associates Inc. as auditors for the 2024-2025 financial year. (M)

10. THE SEDIBENG TRUST

The Sedibeng Trust continues to provide accommodation for students of the Ministry in Pretoria, Stellenbosch, and Harare (through Lovemore House). The Sedibeng House of studies accommodates students both from the UPCSA and the EPCSA from time to time, plus the odd private student from time to time.

A selection process for accommodation is in place for outside students, overseen by the Ministry Committee. Contracts are completed by all students staying in the Sedibeng House of Studies.

The house can accommodate approximately 15 students, and less than 3 students stayed in the house this past year. The Ministry Committee of the UPCSA decides where to play students for Tertiary studies, and if Pretoria University does not accommodate a large majority of our students, the house will remain vacant, making large deficits each year. The Trust and Ministry Committee have for the past 3 years tried to advertise and market the house outside of the UPCSA to provide students, and the uptake has been minimal if not non-existent, even though our fees we charge are a lot less than university-provided accommodation.

As such, the Sedibeng Trust, once again ended up on a deficit for the year. The surplus / (deficits) for the past few years is as follows:

2023 (R 323,562)
2022 (R 302,868)
2021 (R 178,730)
2020 (R 346,291)
2019 R 20,548
2018 R 68,920
2017 (R 341,848)
2016 (R 143,002)

Notes!

- 1. 6/8 years are a deficit.*
- 2. The total surpluses / deficits for the past 8 years are (R 1,547 mil.)*
- 3. The total deficits for the last 4 years are (R 1,152 mil.)*

Total Income for the financial years were as follows:

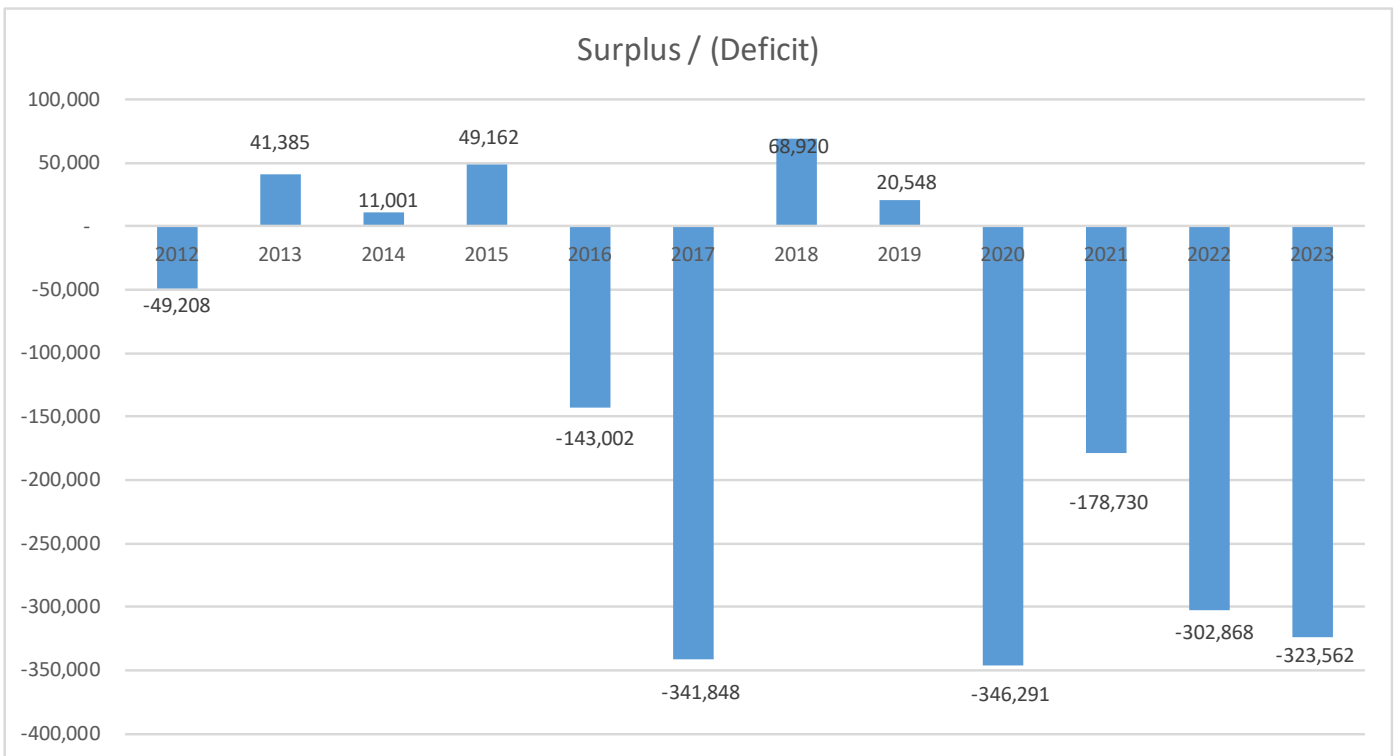
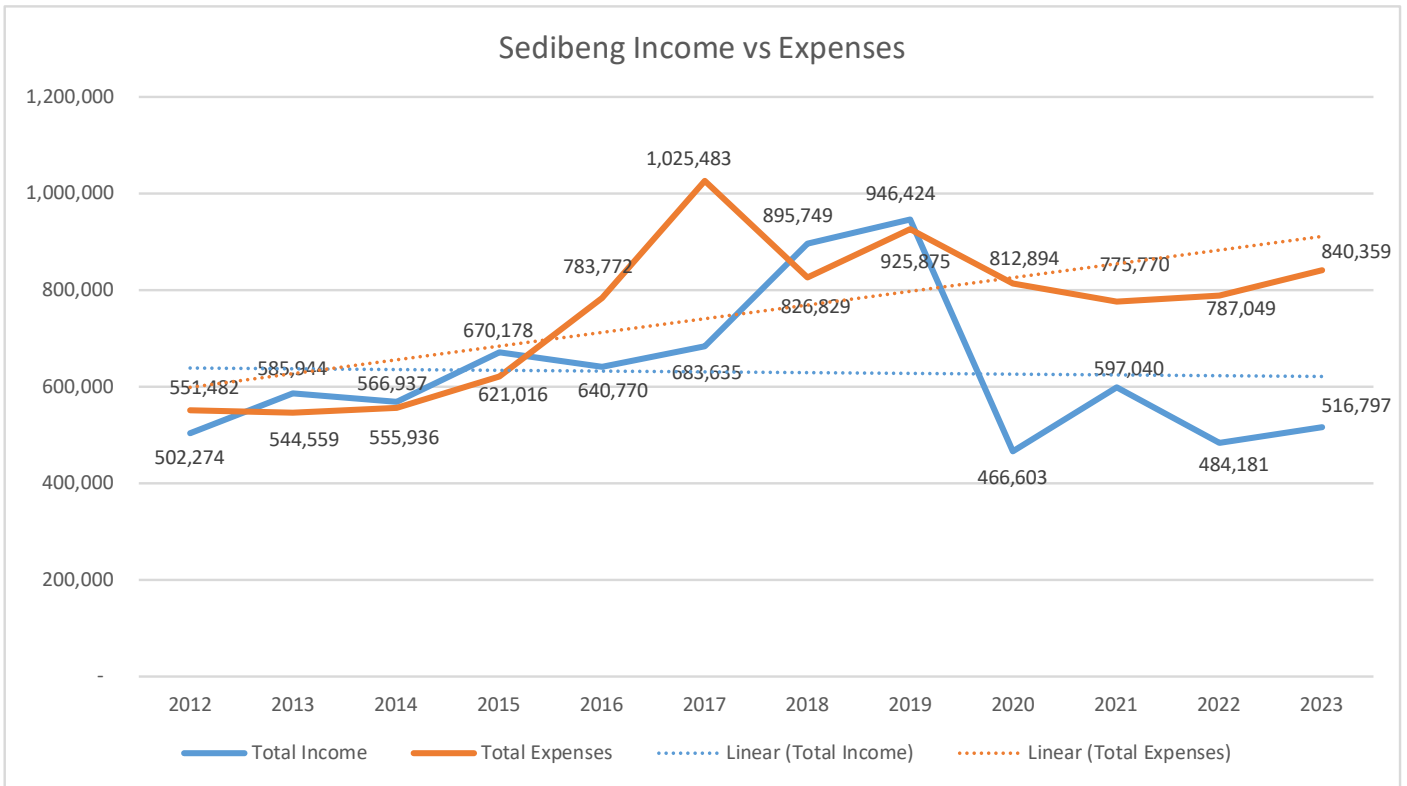
2023 R 516,797	2022 R 484,181	2021 R 597,040
2020 R 466,603	2019 R 946,424	2018 R 895,749
2017 R 683,635	2016 R 640,770	

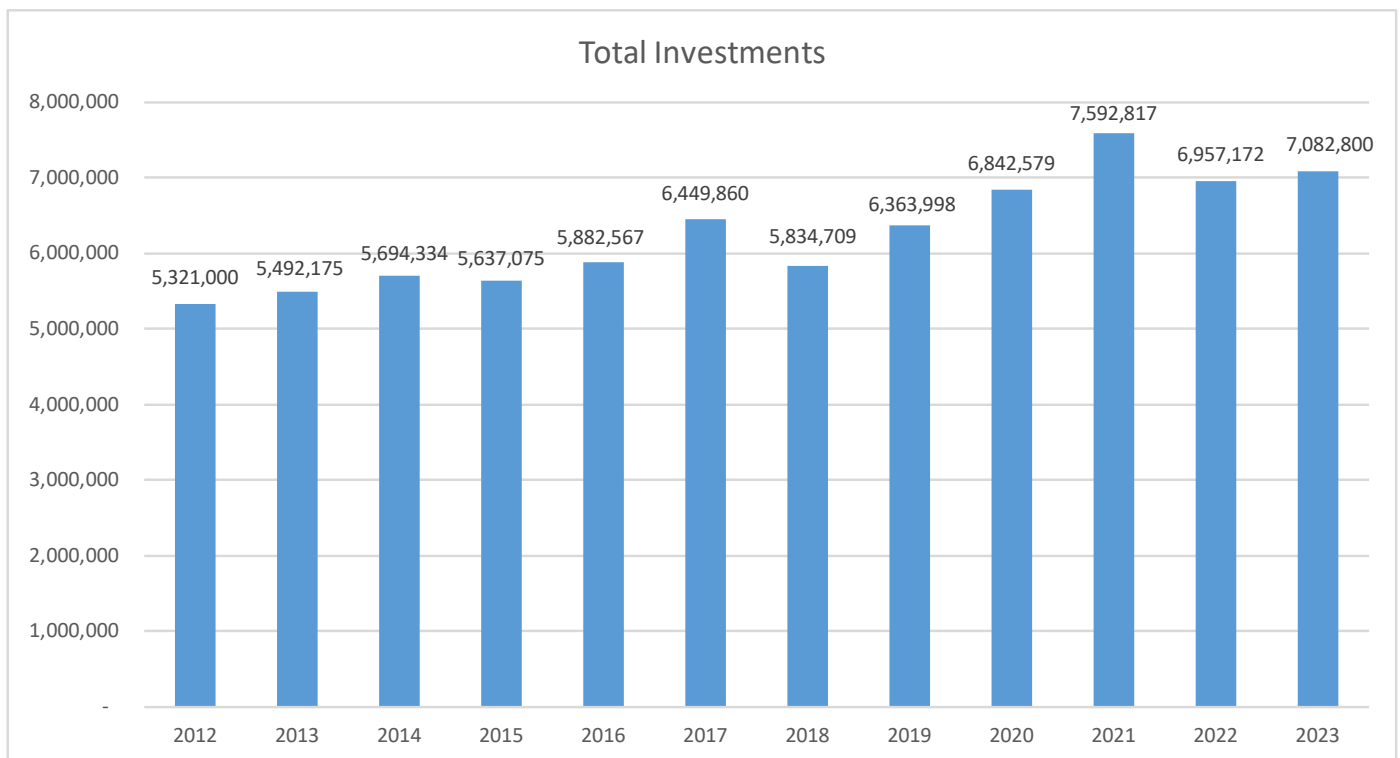
Total Expenses for the year were as follows:

2023 R 840,359
 2020 R 812,894
 2017 R 1,025,483

2022 R 787,049
 2019 R 925,875
 2016 R 783,772

2021 R 775,770
 2018 R 826,829





The Sedibeng House has been targeted again by criminals this past year, with minimal theft, except those of personal items (which are not covered by the Trust's insurance policy). Luckily no one was injured during any of these incidents.

Mrs Jabu Kesa continues to be the house manageress looking after the house.

The Trustees together with the Ministry Committee are exploring ways to try to alleviate or reduce the loss, failing which, an option to possibly close the house down, and sell it, may be the only alternative left. As mentioned previously, these proceeds do not belong to the UPCSA but must be used or donated to another cause similar to the activities of the Sedibeng Trust and the Sedibeng Trustees are busy exploring possible scenarios of what can be done in this regard, should the need arise. As soon as a way forward is decided, the Trustees will communicate their decision to the Assembly Standing Commission, before the next sitting of a General Assembly or an Executive Commission.

Please refer to the Ministry Committee report or the Ministry Secretary for the day-to-day student affairs pertaining to the Sedibeng House of Studies.

The current Trustees of the Sedibeng Trust as of 31 December 2023 (year-end) are (and remain unchanged):

- KV Baloyi
- EA Germiquet
- RD Johnson
- N Kgwale
- LM Mosotho
- AR Nemaikhwe
- ME Ramulondi
- EG Stopforth

Refer *Annexure 3* for the reviewed financial statements of the Sedibeng Trust as of 31 December 2023.

Proposal 20: The Executive Commission approves the Sedibeng Trust reviewed financial accounts for the year ended 31 December 2023. (T)

Proposal 21: The Executive Commission endorses thanks to the Sedibeng Trust for its on-going high levels of compliance and efficiencies. (T)

11. UPCSА BUDGET 2024-2025

The budget has been included as *Annexure 2*.

The budget process has not changed during the past few years, and Committee Convenors submit their budgets to the CFO, who peruses them, and tables minor changes to both the Finance Committee and the respective Convenor of the General Assembly Committee, to reach a consensus on proposed changes. Again, due to the financial constraints we have, we request convenors and committees to remain frugal and only spend money unless necessary.

The budget for 2024/2025 is as follows:

Total income is set at R 10.1 mil. (R 7.5 million from Ministry Contributions and R 0.6 million from donations and other sources).

Total expenditure is set at R 10.1 million. Committee expenses have had to be reduced a lot to take our current economic climate into account. After Central Office expenses, the Ministry Committee is the next biggest expense for the General Assembly.

The projected surplus for July 2024 to June 2025 is R 5,650. We remain hopeful that committees will not incur any un-budgeted expenditure, and that also many other congregations will start paying Ministry Contributions, to increase this small surplus, to start putting funds back after we drew a lot of funds over the past few years.

Proposal 22: The Executive Commission approves the budget for the 2024 financial year (July 2023 to June 2024) endorsing the need for more stringent financial controls at all levels. (M)

12. GUILD COTTAGE

The Guild Cottage is an NPO that is governed by the NPO Act of South Africa. The board of Guild Cottage is constituted based on the NPO Act and is governed by the same said Act. It is an independent Board and does not answer to UPCSА procedurally. The UPCSА retains two seats on the board of the Guild Cottage and a seat on the Trust.

There are 4 Board nominees from the UPCSА:

Mr Peter Hlapolosa (Chairperson)
Ms Ntombi Currie (E-Goli Presbytery)
Rev Melanie Cooke (St Columba's Parktown)
Ms Gloria Spelman (Elder)

The Guild Cottage remains in need of finance and funding. We encourage presbyteries and congregations to support the Guild Cottage financially, and to

promote it amongst its members and people affiliated to it, to assist in this important work.

Below is an extract of a note received from the Executive Director (Nandisa Tolayi) of the Guild Cottage:

"Your assistance over the years has meant every conceivable difference to traumatized girls that access rehabilitative care at Guild Cottage. Admitted without hope of a "normal" future, they are modelled into well-rounded, confident, and model citizens that fight against the abuse of the girl-child in our violence riddled societies in South Africa. As you would already know, Guild Cottage is a registered PBO. The organization was founded in 1907 and has provided short to long term residential treatment for vulnerable children. The Home was taken over as an Outreach Committee of St Columba's Presbyterian Church in 1982. This started a relationship which continues to this day. With a staff of 10 women, the Centre cares for and organises programmes for vulnerable for the girls. Guild Cottage is constant need of funding as the government grant doesn't cover all the needs of the organisation. We are, therefore, appealing to you by way of this letter to continue supporting us financially so we can continue to do the good work among abused girls. We managed to keep our programmes running amidst funding challenges. Please see our banking details below.

Account Name:	Guild Cottage
Bank Name:	Standard Bank
Account Type:	Cheque
Account Number:	401 938 999
Branch Name/Code:	Parktown/ 000335

You can either make an electronic transfer (EFT) or do a direct deposit. Any amount will go a long way to assist. Please also note that your contributions are tax-deductible, and we will be happy to send you a receipt of your deposit. For more information on Guild Cottage Treatment Centre for Girls, please visit our website www.guildcottage.com or our Facebook page – Guild Cottage."

Proposal 23: The Executive Commission notes the work done by the Guild Cottage and expresses thanks to all involved in its' operation. (T)

13. GENERAL ASSEMBLY AND EXECUTIVE COMMISSION COSTS

There have been numerous requests that future General Assemblies and Executive Commissions are held in person. Prior to COVID, a General Assembly would cost in the region of R 1.3 million to host, and an Executive Commission about R 750,000 to host.

We have been doing a lot of work this past year with the Assembly Business Committee to see if this would be a viable option. Next year's General Assembly would be held in Umtata in the Eastern Cape, and with our current finances, the General Assembly is able to only budget R 750,000 towards this Assembly. All other costs in hosting the full Assembly next year, and future assemblies and Executive Commissions would need to be borne by the host Presbytery or other Presbyteries combined.

It is for this reason that together with the Assembly Business Committee the following proposals are put forward, if the Executive Commission decides to host future General Assemblies and Executive Commissions in person. If these proposals do not go through, then sadly the finances will not allow for future

General Assemblies and Executive Commissions to be held in person.

Proposal 24: The Executive Commission instructs all Presbyteries to carry all future related travel, accommodation, and meal costs for their commissioners, for all future General Assemblies and Executive Commissions. (M)

14. APPRECIATION

Thanks, are expressed to the finance staff at the central office involved with the finance function of our denomination.

Rev Thembinkosi Nopapaza, has done very well in his new role as the new Chief Financial Officer, and is bringing stability into the finance department. Thank You Rev Nopapaza. Please support the CFO in any requests or instructions issued out of his office.

We also express our thanks to the Chairman of our South African Retirement Fund (Mr Allan Wentzel), and the Principal Officer (Mr Morne Olivier), and all administrators, and other personnel involved with the administration of our Pension Fund and Investments. This is a very highly regulated environment and carries a lot of risk and responsibility. They will be very involved in the year ahead regarding many changes taking place with our Pension Fund and we appreciate the time and effort they will put into this.

I would like to thank each member of the Finance Committee for their involvement and input over this past year. We meet on a monthly basis and are the committee that has had the most meetings throughout the year.

Proposal 25: The Executive Commission endorses thanks to the Pension Fund Chairman, the Pension Fund Administrators, the Investment Committee members of the Pension Fund and General Assembly, the finance team at the Central Office, and all members of the Finance Committee. (T)

IN CLOSING

The Finance Committee continues to meet monthly to explore ways on how we can work smarter, not harder, to reduce our expenses, and for looking for ways of how we can increase our income. We operate in very tough times and under stress and pressure. Please work closely with us, as we try our best to keep the denomination afloat.

We understand that congregations are still battling post-pandemic, but encourage those congregations who can do so, to please pay their Ministry Contributions, at the rate of 15%. As mentioned above, as more and more congregations pay, we can consider further reducing the rate. Our future sustainability and viability too, depend on this. We would really like to reduce the rate again but can only do this, once our income picks up and more and more congregations contribute.

We need to keep focusing on non-compliance and address it as soon as possible. Our compliance with laws, statutes, and our own internal policies will eventually be the downfall of this denomination if we do not correct it and abide by it. Non-compliance comes with fines, penalties, interest, and / or imprisonment, depending on the nature of the non-compliance.

Many of the finance committee members hold full-time positions in secular employment in large corporates, and government departments. Giving of their time is much and truly appreciated.

We need to all work and pull together, now more than ever, to support one another both spiritually and financially as our denomination is navigating through very turbulent times. Our cash is extremely tight and we are at the precipice of the denomination either 'making" or "breaking" from a financial perspective. Finance continues to be the backbone of any business, corporate, government entity, PBO or NPO, even in your personal capacity. Without finances, you can do nothing, and a lack of finances can lead to the downfall and demise of an entity. We need to encourage one another to support the wider work of the Church no matter how big or small it is.

Lastly, on behalf of the finance committee and the finance team at the central office, a huge thank you to those who continue to support our denomination financially and for those who uphold good governance and ethics. Your support is truly appreciated and an example for others to follow.

Kind Regards

Ryan Johnson
Convenor
Finance Committee

LIST OF ANNEXURES

- 1 Annual Financial Statements of the UPCSA as of 30 June 2023.
- 2 Budget for July 2024 – June 2025
- 3 Sedibeng Annual Financial Statement as of 31 December 2023
- 4 Ministry Contributions - ranking
- 5 Ministry Contributions - non-contributing congregations
- 6 Umbrella Fund vs Pension Fund presentation

PROPOSALS

1. The Executive Commission receives the report. (T)
2. The Executive Commission notes the various financial schedules and reports. (T)
3. The Executive Commission reminds Presbyteries to submit up-to-date reports on non-contributory congregations with reasons for non-compliance, by 30th September 2023 (M).
4. The Executive Commission notes that the Finance Committee together with Rev Dr P Langerman will facilitate the process of establishing the Non-Profit Company for the stand-alone business unit. (T)
5. The Executive Commission again reminds all Presbyteries to assist congregations in transferring the property and obtaining title deeds from their local municipal offices for properties still in the local municipality's name, into the General Assembly or congregation's name. (M)
6. The Executive Commission again instructs all Presbyteries and Churches who have not submitted certified copies of their title deeds to the Central Office yet, to do so by latest 30th September 2024, together with a letter stating they will not sell their property without the consent of both the Presbytery and General Assembly Finance Committee. (M)
7. The Executive Commission again reminds all Presbyteries to assist congregations who have Permission to Occupy certificates in place to submit these to the Central Office, and where a certificate is not in place, to assist their congregations in obtaining one, and then to submit it to the Central Office. (M)
8. The Executive Commission instructs the Finance Committee in conjunction with the current Pension Fund Trustee Board, to proceed with the process of converting the South African Pension Fund into an Umbrella Fund. (M)
9. The Executive Commission instructs the Finance Committee in conjunction with the Manual Committee, to update the Manual regarding how Retirement Benefits are treated in the UPCSA and that the necessary changes are implemented and communicated to all concerned. (M)
10. The Executive Commission notes the work done in closing the Pension Presbyterian Ministers' Pension and Widows and Orphans Fund of Zimbabwe, and to acknowledge that this fund is now officially closed. (T)
11. The Executive Commission endorses its thanks to the Rev Peter Aiken (Principal Officer) and all Trustees of the Presbyterian Ministers' Pension and Widows and Orphans Fund of Zimbabwe for their years' service on the fund. (T)
12. The Executive Commission notes the establishment of a new Pension Fund in Zimbabwe, under the direction and control of the Presbytery of Zimbabwe. (T)

13. The Executive Commission again instructs the Moderator and Treasurer of Zambia to supply a schedule of all Ministers belonging to the Zambia Pension Fund as of 31st December 2023, together with a list of Ministers on NAPSA and the Madison's Scheme, with a status for each member showing if their contributions are up to date and paid in full, and to provide reasons for any discrepancies, by 30th September 2024. (M)
14. The Executive Commission notes the work done by General Treasurer and CFO in Presbytery consultations. (T)
15. The Executive Commission endorses thanks to the Investment Committee members. (T)
16. The Executive Commission endorses thanks to those congregations who paid their Ministry Contributions during the past year. (T)
17. The Executive Commission reminds all congregations in all countries of their obligation to pay Ministry Contributions to their Presbytery and to the General Assembly. (T)
18. The Executive Commission approves the DRAFT Audited Financial Statements for 12 months for the 2023 financial year-end. (M)
19. The Executive Commission appoints CM and Associates Inc. as auditors for the 2023-2024 financial year. (M)
20. The Executive Commission approves the Sedibeng Trust audited accounts for the year ended 31 December 2023. (T)
21. The Executive Commission endorses thanks to the Sedibeng Trust for its on-going high levels of compliance and efficiencies. (T)
22. The Executive Commission approves the budget for the 2024 financial year (July 2023 to June 2024) endorsing the need for more stringent financial controls at all levels. (M)
23. The Executive Commission notes the work done by the Guild Cottage and expresses thanks to all involved in its' operation. (T)
24. The Executive Commission instructs all Presbyteries to carry all future related travel, accommodation and meal costs for their commissioners, for all future General Assemblies and Executive Commissions. (M)
25. The Executive Commission endorses thanks to the Pension Fund Chairman, the Pension fund Administrators, the Investment Committee members of the Pension Fund and General Assembly, the Finance and administration team at the Central Office and all members of the Finance Committee. (T)

**The Uniting Presbyterian Church In Southern Africa
(Registration number 18/11/13/1612)
Financial statements
for the year ended 30 June 2023**

**CM & Associates Inc.
Chartered Accountants (SA)
Registered Auditors**

The Uniting Presbyterian Church In Southern Africa

(Registration number: 18/11/13/1612)

Financial Statements for the year ended 30 June 2023

Index

The reports and statements set out below comprise the financial statements presented to the General Assembly:

	Page
Financial Committee's Responsibilities and Approval	2
Finance committee Report	3
Independent Auditor's Report	5 - 6
Statement of Financial Position	7
Statement of Comprehensive Income	8
Statement of Changes in Equity	9
Statement of Cash Flows	10
Accounting Policies	11 - 14
Notes to the Financial Statements	15 - 20
The following supplementary information does not form part of the financial statements and is unaudited:	
Detailed Income Statement	21 - 22

Level of assurance

These financial statements have been audited in compliance with the applicable requirements of the Companies Act 71 of 2008.

Preparer

CM & A Professional Accountants (Pty) Ltd

The Uniting Presbyterian Church In Southern Africa

(Registration number: 18/11/13/1612)

Financial Statements for the year ended 30 June 2023

Financial Committee's Responsibilities and Approval

The finance committee are required by the Companies Act 71 of 2008 South Africa, to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standard for Small and Medium-sized Entities. The external auditors are engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The finance committee acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the directors set standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all employees are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The finance committee are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The external auditors are responsible for independently auditing and reporting on the company's financial statements. The financial statements have been examined by the company's external auditors and their report is presented on page 7 - 20.

The financial statements set out on pages 7 to 20, which have been prepared on the going concern basis, were approved by the finance committee on 23 May 2024 and were signed on its behalf by:

Approval of financial statements



Chief Financial Officer



General Treasurer

The Uniting Presbyterian Church In Southern Africa

(Registration number: 18/11/13/1612)

Financial Statements for the year ended 30 June 2023

Finance committee Report

The committee have pleasure in submitting their report on the financial statements of The Uniting Presbyterian Church In Southern Africa for the year ended 30 June 2023.

1. Review of financial results and activities

The financial statements have been prepared in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Companies Act 71 of 2008 South Africa. The accounting policies have been applied consistently compared to the prior year.

Full details of the financial position, results of operations and cash flows of the company are set out in these financial statements.

2. Events after the reporting period

The committee is not aware of any material event which occurred after the reporting date and up to the date of this report.

3. Going concern

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

COVID-19 coronavirus outbreak has negatively affected the operations of the church both operationally and financially. On the operational side, UPCSA has dramatically curtailed some of its projects. The intake of new students at universities has been dramatically reduced to the level where the church can afford financially without compromising the whole operations of the church. On the financial side, ministry contributions have been severely reduced. To respond to these challenges, the Finance Committee had to review the whole budgeting system.

The ongoing effect of COVID-19 has resulted in a general decline of ministry contributions from congregations of the UPCSA. In the current financial year, there have been slight improvements in the ministry contributions of the church.

The General Assembly met in June 2021 and a thorough detailed finance presentation was put to the Assembly, detailing the going concern principle, and the possible use of restricted purpose funds should the need arise.

Impairment of receivables, loans and investments

Given the volatility in financial markets, we need to assess the value of investments for potential impairment, fortunately our investments have not been severely negatively affected. However as most of our ministers have been affected in various ways provision have been made on loans given to ministers.

Revenue recognition

There has been no changes on recognition of income. Income is only recognised when cash is received from congregations.

The Uniting Presbyterian Church In Southern Africa

(Registration number: 18/11/13/1612)

Financial Statements for the year ended 30 June 2023

Finance committee Report

4. Pension Fund Liabilities and Contingent Liabilities

The UPCSA Pension Fund – Defined Benefit Plan

The actuary of the UPCSA Pension fund has determined that fund has a certain group of members (EXPEPF members) who's fund credit constitutes of a defined benefit scheme which could give rise to potential defined benefit and related liabilities costs to the UPCSA. The number of members is reducing over time as members leave the organisation. We are unable to measure any resulting liability or related changes in the potential obligation to the UPCSA Fund due to the fact that an actuarial valuation has not been performed.

The Presbyterian Ministers' Pension and Widows and Orphans Fund of Zimbabwe.

This is a non-contribution Fund, according to Deed of Trustees, the UPCSA, is required to contribute monthly amount to this Fund, no contributions have been made for the past 10 years. The church is investigating means to dissolve the fund at minimum cost.

5. Auditors

CM & Associates Inc. continued in office as auditors for the company for 2023.

Independent Auditor's Report

To the Shareholder of The Uniting Presbyterian Church In Southern Africa

Opinion

We have audited the financial statements of The Uniting Presbyterian Church In Southern Africa (the company) set out on pages 7 to 20, which comprise the statement of financial position as at 30 June 2023, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of The Uniting Presbyterian Church In Southern Africa as at 30 June 2023, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Companies Act 71 of 2008 South Africa.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the document titled "The Uniting Presbyterian Church In Southern Africa financial statements for the year ended 30 June 2023", which includes the Finance committee Report as required by the Companies Act 71 of 2008 South Africa and the supplementary information as set out on pages 21 to 22. The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Statements

The directors are responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Companies Act 71 of 2008 South Africa, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent Auditor's Report

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



CM & Associates Inc.
Chartered Accountants (SA)
Registered Auditors

The Uniting Presbyterian Church In Southern Africa

(Registration number: 18/11/13/1612)

Financial Statements for the year ended 30 June 2023

Statement of Financial Position as at 30 June 2023

Figures in Rand	Note(s)	2023	2022
Assets			
Non-Current Assets			
Property, plant and equipment	2	3 690 766	4 211 334
Investments	3	2 799 049	21 379 288
Loans receivable	4	43 274	184 477
		<u>6 533 089</u>	<u>25 775 099</u>
Current Assets			
Inventories	5	234 439	234 806
Loans receivable	4	36 000	36 000
Trade and other receivables	6	981 484	770 903
Cash and cash equivalents	7	17 018 349	1 988 773
		<u>18 270 272</u>	<u>3 030 482</u>
Total Assets		<u>24 803 361</u>	<u>28 805 581</u>
Equity and Liabilities			
Equity			
Reserves		10 412 366	29 189 296
Retained income		8 172 898	(5 693 878)
		<u>18 585 264</u>	<u>23 495 418</u>
Liabilities			
Current Liabilities			
Trade and other payables	11	6 213 286	5 181 545
Provisions	10	4 811	128 618
		<u>6 218 097</u>	<u>5 310 163</u>
Total Equity and Liabilities		<u>24 803 361</u>	<u>28 805 581</u>

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Statement of Comprehensive Income

Figures in Rand	Note(s)	2023	2022
Revenue	12	7 486 926	7 378 823
Cost of sales		(93 526)	(219 444)
Gross profit		7 393 400	7 159 379
Other income	13	50 586	1 016 713
Operating expenses		(10 769 992)	(10 059 438)
Operating loss		(3 326 006)	(1 883 346)
Investment revenue	15	192 914	9 508
Loss for the year		(3 133 092)	(1 873 838)
Other comprehensive income		-	-
Total comprehensive loss for the year		(3 133 092)	(1 873 838)

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Statement of Changes in Equity

	Restricted purpose funds	Investment Revaluation reserve	Total reserves	Retained income	Total equity
Figures in Rand					
Balance at 01 July 2021	25 632 619	3 647 294	29 279 913	(3 820 040)	25 459 873
Loss for the year	-	-	-	(1 873 838)	(1 873 838)
Other comprehensive income	-	-	-	-	-
Total comprehensive loss for the year	-	-	-	(1 873 838)	(1 873 838)
Transfer between reserves	-	(231 375)	(231 375)	-	(231 375)
Net change in restricted purpose funds	140 758	-	140 758	-	140 758
Total changes	140 758	(231 375)	(90 617)	-	(90 617)
Balance at 01 July 2022	25 773 377	3 415 919	29 189 296	(5 693 878)	23 495 418
Loss for the year	-	-	-	(3 133 092)	(3 133 092)
Other comprehensive income	-	-	-	-	-
Total comprehensive loss for the year	-	-	-	(3 133 092)	(3 133 092)
Transfer between reserves	-	(2 293 591)	(2 293 591)	16 999 868	14 706 277
Net change in restricted purpose funds	(16 483 339)	-	(16 483 339)	-	(16 483 339)
Total changes	(16 483 339)	(2 293 591)	(18 776 930)	16 999 868	(1 777 062)
Balance at 30 June 2023	9 290 038	1 122 328	10 412 366	8 172 898	18 585 264
Note(s)	8	9			

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Financial Statements for the year ended 30 June 2023

Statement of Cash Flows

Figures in Rand	Note(s)	2023	2022
Cash flows from operating activities			
Cash receipts from customers		7 326 931	8 319 848
Cash paid to suppliers and employees		(9 324 296)	(7 272 874)
Cash (used in) generated from operations	16	(1 997 365)	1 046 974
Interest income		192 914	9 508
Net cash from operating activities		(1 804 451)	1 056 482
Cash flows from investing activities			
Purchase of property, plant and equipment	2	(115 722)	2 757 673
Proceeds from sale of property, plant and equipment	2	5 366	(1 285 518)
Net movement in investments		18 580 239	(4 308 030)
Cash receipts on repayments of loans		141 203	1 794 258
Net cash from investing activities		18 611 086	(1 041 617)
Total cash movement for the year		16 806 635	14 865
Cash and cash equivalents at the beginning of the year		1 988 773	2 064 527
Movement between reserves		(1 777 059)	(90 619)
Total cash at end of the year	7	17 018 349	1 988 773

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Financial Statements for the year ended 30 June 2023

Accounting Policies

1. Basis of preparation and summary of significant accounting policies

The financial statements have been prepared on a going concern basis in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities, and the Companies Act 71 of 2008 South Africa. The financial statements have been prepared on the historical cost basis, except for biological assets at fair value less point of sale costs, and incorporate the principal accounting policies set out below. They are presented in South African Rands.

These accounting policies are consistent with the previous period.

1.1 Significant judgements and sources of estimation uncertainty

Key sources of estimation uncertainty

Impairment testing

The company reviews and tests the carrying value of property, plant and equipment, investment property on the cost model and intangible assets when events or changes in circumstances suggest that the carrying amount may not be recoverable. When such indicators exist, management determine the recoverable amount by performing value in use and fair value calculations. These calculations require the use of estimates and assumptions. When it is not possible to determine the recoverable amount for an individual asset, management assesses the recoverable amount for the cash generating unit to which the asset belongs.

Further considerations resulting from the uncertainty caused by the covid-19 pandemic are discussed in note 19 and 20

1.2 Property, plant and equipment

Property, plant and equipment are tangible assets which the company holds for its own use or for rental to others and which are expected to be used for more than one period.

Property, plant and equipment is initially measured at cost.

Cost includes costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Expenditure incurred subsequently for major services, additions to or replacements of parts of property, plant and equipment are capitalised if it is probable that future economic benefits associated with the expenditure will flow to the company and the cost can be measured reliably. Day to day servicing costs are included in profit or loss in the period in which they are incurred.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the company.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Buildings	Straight line	50 years
Furniture and fixtures	Straight line	6 years
Motor vehicles	Straight line	5 years
IT equipment	Straight line	3 years

When indicators are present that the useful lives and residual values of items of property, plant and equipment have changed since the most recent annual reporting date, they are reassessed. Any changes are accounted for prospectively as a change in accounting estimate.

The Uniting Presbyterian Church In Southern Africa

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Financial Statements for the year ended 30 June 2023

Accounting Policies

1.2 Property, plant and equipment (continued)

Impairment tests are performed on property, plant and equipment when there is an indicator that they may be impaired. When the carrying amount of an item of property, plant and equipment is assessed to be higher than the estimated recoverable amount, an impairment loss is recognised immediately in profit or loss to bring the carrying amount in line with the recoverable amount.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in profit or loss when the item is derecognised.

1.3 Financial instruments

Initial measurement

Financial instruments are initially measured at the transaction price (including transaction costs except in the initial measurement of financial assets and liabilities that are measured at fair value through profit or loss) unless the arrangement constitutes, in effect, a financing transaction in which case it is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial instruments at amortised cost

These include loans, trade receivables and trade payables. They are subsequently measured at amortised cost using the effective interest method. Debt instruments which are classified as current assets or current liabilities are measured at the undiscounted amount of the cash expected to be received or paid, unless the arrangement effectively constitutes a financing transaction.

At each reporting date, the carrying amounts of assets held in this category are reviewed to determine whether there is any objective evidence of impairment. If there is objective evidence, the recoverable amount is estimated and compared with the carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

Financial instruments at fair value

All other financial instruments, including equity instruments that are publicly traded or whose fair value can otherwise be measured reliably, without undue cost or effort, are measured at fair value through profit or loss.

1.4 Tax

Current tax assets and liabilities

The organisation has tax exemption as a public benefit organisation under section 30 of the Income Tax Act.

1.5 Inventories

Inventories are measured at the lower of cost and estimated selling price less costs to complete and sell, on the first-in, first-out (FIFO) basis.

1.6 Impairment of assets

The company assesses at each reporting date whether there is any indication that property, plant and equipment may be impaired.

If there is any such indication, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset (or group of assets) in prior years. A reversal of impairment is recognised immediately in profit or loss.

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Financial Statements for the year ended 30 June 2023

Accounting Policies

1.7 Employee benefits

Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as leave pay and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

Defined contribution plans

Payments to defined contribution retirement benefit plans are charged as an expense as they fall due.

Defined benefit plans

For defined benefit plans the cost of providing the benefits is determined using the projected unit credit method.

Past service costs are recognised immediately as an expense.

Actuarial gains or losses are recognised in other comprehensive income.

Gains or losses on the curtailment or settlement of a defined benefit plan are recognised in profit or loss when the company is demonstrably committed to curtailment or settlement.

When it is virtually certain that another party will reimburse some or all of the expenditure required to settle a defined benefit obligation, the right to reimbursement is recognised as a separate asset. The asset is measured at fair value. In all other respects, the asset is treated in the same way as plan assets. In the statement of income and retained earnings, the expense relating to a defined benefit plan is presented as the net of the amount recognised for a reimbursement.

1.8 Provisions and contingencies

Provisions are recognised when the company has an obligation at the reporting date as a result of a past event; it is probable that the company will be required to transfer economic benefits in settlement; and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as interest expense.

Provisions are not recognised for future operating losses.

1.9 Revenue

Revenue is recognised to the extent that the company has transferred the significant risks and rewards of ownership of goods to the buyer, or has rendered services under an agreement provided the amount of revenue can be measured reliably and it is probable that economic benefits associated with the transaction will flow to the company. Revenue is measured at the fair value of the consideration received or receivable, excluding sales taxes and discounts.

Interest is recognised, in profit or loss, using the effective interest rate method.

1.10 Statement of Financial Position

The statement of financial position does not reflect the assets and liabilities of congregations, presbyteries, schools and missions, even where assets and liabilities of those entities may be registered in the name of The Uniting Presbyterian Church in Southern Africa.

The Uniting Presbyterian Church In Southern Africa

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Financial Statements for the year ended 30 June 2023

Accounting Policies

1.11 Restricted Purpose Grants and Donations

Donations and grants received to be utilised for specific purposes are presented as reserves on the date of receipt.

Any interest income earned on the unspent fund is credited to the restricted purpose fund balance and is not recognised as finance income in the organisation's income statement.

An expense incurred on the specific project is deducted from the restricted purpose fund and is not reflected as expenditure on the income statement.

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Financial Statements for the year ended 30 June 2023

Notes to the Financial Statements

Figures in Rand

2023

2022

2. Property, plant and equipment

	2023			2022		
	Cost or revaluation	Accumulated depreciation and impairment	Carrying value	Cost or revaluation	Accumulated depreciation and impairment	Carrying value
Land and Buildings	310 000	-	310 000	-	-	-
Buildings	2 121 766	(1 711 468)	410 298	2 431 766	(1 539 018)	892 748
Leasehold property	3 420 719	(550 671)	2 870 048	3 420 719	(208 599)	3 212 120
Furniture and fixtures	70 015	(70 015)	-	70 015	(70 015)	-
Motor vehicles	135 630	(135 630)	-	135 630	(110 765)	24 865
IT equipment	724 770	(624 350)	100 420	650 089	(568 488)	81 601
Total	6 782 900	(3 092 134)	3 690 766	6 708 219	(2 496 885)	4 211 334

The United Methodist Church In Southern Africa

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Financial Statements for the year ended 30 June 2023

Notes to the Financial Statements

Figures in Rand

2. Property, plant and equipment (continued)

Reconciliation of property, plant and equipment - 2023

	Land and Buildings	Buildings	Leasehold property	Furniture and fixtures	Motor vehicles	IT equipment	Total
Cost or revaluation	310 000	2 121 766	3 420 719	70 015	135 630	724 770	6 782 900
Accumulated depreciation and impairment	-	(1 711 468)	(550 671)	(70 015)	(135 630)	(624 350)	(3 092 134)
Net book value at 30 June 2023	310 000	410 298	2 870 048	-	-	100 420	3 690 766
Net book value at beginning of year	-	892 748	3 212 120	-	24 865	81 601	4 211 334
Additions	-	-	-	-	-	107 176	107 176
Disposals and scrapping's - cost	-	-	-	-	-	(32 495)	(32 495)
Reclassifications	310 000	(310 000)	-	-	-	-	-
Depreciation	-	(172 450)	(342 072)	-	(24 865)	(55 862)	(595 249)
Net book value at end of year	310 000	410 298	2 870 048	-	-	100 420	3 690 766

Reconciliation of property, plant and equipment - 2022

	Buildings	Leasehold property	Furniture and fixtures	Motor vehicles	IT equipment	Total
Cost or revaluation	2 431 766	3 420 719	70 015	135 630	650 089	6 708 219
Accumulated depreciation and impairment	(1 539 018)	(208 599)	(70 015)	(110 765)	(568 488)	(2 496 885)
Net book value at 30 June 2022	892 748	3 212 120	-	24 865	81 601	4 211 334
Net book value at beginning of year	3 865 825	3 212 120	-	24 865	162 965	4 211 334
Additions	51 326	-	-	-	59 218	110 544
Disposals and scrapping's - cost	(3 441 024)	-	-	-	-	(3 441 024)
Disposals and scrapping - accumulated depreciation and impairment	572 807	-	-	-	-	572 807
Depreciation	(156 186)	-	-	-	(140 582)	(296 768)
Impairment loss	-	-	-	-	-	-
Net book value at end of year	892 748	3 212 120	-	24 865	81 601	4 211 334

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Financial Statements for the year ended 30 June 2023

Notes to the Financial Statements

Figures in Rand	2023	2022
3. Investments		
At Fair Value	Carrying amount 2023	Carrying amount 2022
Unit Trusts - Oikocredit	1 332 961	470 069
Unit Trusts - Foord Balanced Fund	-	19 807 571
Discovery Flexible Investment	1 466 088	1 101 648
	2 799 049	21 379 288
<p>The restricted purpose funds (refer to note 8) comprise of donations and bequests that are to be used for specific purposes only. The funds are transferred and maintained in the above investments Unit Trust accounts as the donations and bequests received for the restricted purposes are not recognised as income but are recognised as a special purpose reserve.</p> <p>During the 2023 financial year, the Company redeemed 242,680 units of its unit trust investments with Foord, totaling R17,494,947.91. These redemptions were made in accordance with the terms of the respective unit trust agreements.</p>		
4. Loans to (from) group companies		
Loan receivable balance consists of the following:		
Organisation Extension and Aid Loans	4 949	128 756
<p>Loans are unsecured and interest free, with no fixed terms of repayment. In the absence of contractually agreed repayment terms, the fair value of these loans are deemed to be equal to the carrying value. Long outstanding loans where repayments are not deemed likely are identified at each balance sheet date and assessed for impairment</p>		
Minister's Loan	74 325	91 721
<p>Loan is unsecured, interest free, and repayable in equal installments of R3 000 per month</p>		
	79 274	220 477
Net loans to (from) group companies		
Non-current assets	43 274	184 477
Current assets	36 000	36 000
	79 274	220 477
5. Inventories		
Organisation resources	352 727	353 094
	352 727	353 094
Write-downs	(118 288)	(118 288)
	234 439	234 806
6. Trade and other receivables		
Trade receivables - from ministers	392 560	316 983
Prepayments - Mafungo Tshaka Attorneys	-	57 051
Pension admin to be recovered	147 335	(108 060)
Trade receivables - customers	138 104	14 975
Guild Cottage expenses to be recovered	303 485	489 954
	981 484	770 903

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Notes to the Financial Statements

Figures in Rand	2023	2022
7. Cash and cash equivalents		
Cash and cash equivalents consist of:		
Cash on hand	-	4 803
Bank balances	17 018 349	1 983 970
	17 018 349	1 988 773

The Uniting Presbyterian Church in Southern Africa has a facility of R255 000 from Standard Bank which is reviewable annually in April of every year.

8. Restricted purpose funds

Restricted purpose funds comprise donations and bequests that are to be used for specific purposes only. Donations and bequests received for restricted purposes are not recognised as income but are recognised as a special purpose reserves. Similarly, disbursements made from these funds are not recognised as expenditure in the income statement but are offset against the reserves.

Reserve exchange	8 296	45 588
Justice and social development funds 555	58 864	323 458
Church Growth Funds	41 065	225 651
CWM Mission Program Support Fund *	70 489	231 489
EE Coutts Funds	(171 336)	5 340 846
Presbyterian education/bursary funds	-	778 122
Century Thanks Giving Fund	5 114	1 183 656
Robert Niven Trust	9 198	50 546
Alexander and Mary Robertson Kerr Memorial Fund	1 189 606	1 470 197
External Mission Fund	11 834	65 029
Fedsem Educational Fund	85 148	467 889
J A Swan Will Trust	98 158	-
Mission Priorities	165 810	2 296 147
R B Haggart Medical Help Fund	18 920	106 598
Maintenance Ministry Funds	301 233	1 659 576
Guild Cottage Trust Fund	3 464	810 114
Sunday Schools Trust Fund	15 421	15 421
Ministry Funds	273 412	1 826 754
K M C Duncan Legacy Will Trust	276 586	1 519 848
Merge of old Funds	4 267	997 860
Disaster Fund	35 410	194 576
Andrew Smith Bursary Trust	564 797	5 546 436
Motsepe Foundation	225 605	892
Ministry Training Trust Fund	120 000	120 000
General restricted funds	5 878 677	496 684
	9 290 038	25 773 377

*Below details a reconciliation of the CWM Mission Program Support Fund:

Reconciliation		
Opening balance	231 489	305 438
Income received or (utilized) - COVID 19	(161 000)	(73 949)
	70 489	231 489
Surplus/(deficit)		
Investment balances	5 231 453	21 379 289
Restricted funds balance	(9 290 038)	(25 773 377)
	(4 058 585)	(4 394 088)

Notes to the Financial Statements

Figures in Rand	2023	2022
9. Investment revaluation reserve		
Investment revaluation reserve	1 122 328	3 415 919
10. Provisions		
Reconciliation of provisions - 2023		
	Opening balance	Utilised during the year
		Closing balance
Provision CEA Loans	128 618	(123 807)
		4 811
11. Trade and other payables		
Non-trade payables and accrued expenses	613 221	1 477 210
Accrued leave pay	347 572	377 170
Accrued medical aid	(13 080)	(21 791)
Long leave fund	2 991 539	3 368 292
Other payables	1 795 909	1 806 674
UPCSA pension fund accrual	478 125	(1 826 010)
	6 213 286	5 181 545
12. Revenue		
Ministry contributions	7 176 489	7 145 273
Resources	310 437	233 550
	7 486 926	7 378 823
13. Other income		
Bequests	-	461 913
Donations received	50 586	554 800
	50 586	1 016 713
14. Auditor's remuneration		
Fees	328 326	399 323
15. Investment revenue		
Interest revenue		
Bank	192 914	9 508
16. Cash (used in) generated from operations		
Net loss before taxation	(3 133 092)	(1 873 839)
Adjustments for:		
Depreciation, amortisation, impairments and reversals of impairments	603 795	(24 898)
Loss on sale of assets	27 129	1 285 518
Movement in provisions	(123 807)	-
Investment income	(192 914)	(9 508)
Changes in working capital:		
(Increase) decrease in inventories	367	59 673
(Increase) decrease in trade and other receivables	(210 581)	(75 688)
Increase (decrease) in trade and other payables	1 031 738	1 364 051
	(1 997 365)	725 309

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Financial Statements for the year ended 30 June 2023

Notes to the Financial Statements

Figures in Rand

2023

2022

17. Going Concern

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

COVID-19 coronavirus outbreak has negatively affected the operations of the church both operationally and financially. On the operational side, UPCSA has dramatically curtailed some of its projects. The intake of new students at universities has been dramatically reduced to the level where the church can afford financially without compromising the whole operations of the church. On the financial side, ministry contributions have been severely reduced. To respond to these challenges, the Finance Committee had to review the whole budgeting system.

The ongoing effect of COVID-19 has resulted in a general decline of ministry contributions from congregations of the UPCSA. In the current financial year, there have been slight improvements in the ministry contributions of the church.

The General Assembly met in June 2021 and a thorough detailed finance presentation was put to the Assembly, detailing the going concern principle, and the possible use of restricted purpose funds should the need arise.

Impairment of receivables, loans and investments

Given the volatility in financial markets, we need to assess the value of investments for potential impairment, fortunately our investments have not been severely negatively affected. However as most of our ministers have been affected in various ways provision have been made on loans given to ministers.

Revenue recognition

There has been no changes on recognition of income. Income is only recognised when cash is received from congregations.

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Financial Statements for the year ended 30 June 2023

Detailed Income Statement

Figures in Rand	Note(s)	2023	2022
Revenue			
Ministry income		7 176 489	7 145 273
Resources		310 437	233 550
	12	<u>7 486 926</u>	<u>7 378 823</u>
Cost of sales		(93 526)	(219 444)
Gross profit		7 393 400	7 159 379
Other income			
Bequests received		-	461 913
Donations received		50 586	554 800
		<u>50 586</u>	<u>1 016 713</u>
Expenses (Refer to page 22)		(10 769 992)	(10 059 438)
Operating loss		(3 326 006)	(1 883 346)
Investment income	15	192 914	9 508
Loss for the year		(3 133 092)	(1 873 838)

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Financial Statements for the year ended 30 June 2023

Detailed Income Statement

Figures in Rand	Note(s)	2023	2022
Operating expenses			
Administration and management fees		2 075	(148 085)
Auditors remuneration	14	(328 326)	(399 323)
Bad debts		(5 645)	-
Bank charges		(82 627)	(51 875)
Bursaries		(371 493)	(1 000)
Celebrations expenses		(1 625)	(208 783)
Commission paid		-	(32 500)
Committee expenses - including travel		(1 527 015)	(717 732)
Computer expenses		(183 002)	(273 566)
Depreciation, amortisation and impairments		(603 795)	(296 767)
Employee costs - Central office own expense		(4 681 535)	(4 367 426)
Employee costs - Other UPSCA expense		-	(7 000)
Entertainment		(156)	-
Gifts		(19 366)	(19 735)
Grants *		(137 900)	(48 108)
Insurance		(397 336)	(362 650)
Moderator costs		(310 187)	(115 906)
Motor vehicle expenses		(53 705)	(5 825)
Pension fund claim expense		-	(800 000)
Postage		(156 749)	(59 782)
Printing and stationery		103 932	(164 549)
Profit/(loss) on sale of assets		(27 129)	(1 285 518)
Repairs and maintenance		(314 864)	(423 822)
Staff welfare		(77 516)	(26 869)
Subscriptions		(115 231)	(78 212)
Sundry expenses - Ministry and committees		(534 369)	(64 299)
Telephone and fax		(11 561)	(56 691)
Training		(3 203)	-
Transport and freight		-	(1 630)
Travel - GA		(931 664)	(41 785)
		(10 769 992)	(10 059 438)

Annexure 2

Annual Budget 2024-2025

	July	August	September	October	November	December	January	February	March	April	May	June	Year to Date Actual	Year to Date Budget
Sales														
Sales - inventory	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	360,000.00	
Cost of Sales	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	24,000.00	288,000.00	
Adjustment	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	72,000.00	
Other Income	627,500.00	627,500.00	627,500.00	647,500.00	627,500.00	1,107,500.00	733,500.00	627,500.00	627,500.00	627,500.00	627,500.00	627,500.00	8,136,000.00	4,611,600.00
Ministry Contributions	625,000.00	625,000.00	625,000.00	625,000.00	625,000.00	625,000.00	625,000.00	625,000.00	625,000.00	625,000.00	625,000.00	625,000.00	7,500,000.00	
Interest Received	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	30,000.00	
Donations													0.00	
Fellowships Donations				20,000.00									20,000.00	
Donations Other						480,000.00							480,000.00	
Other Income							106,000.00						106,000.00	

Convenor Name: Melanie Cook
Amount Requested: R52 000

		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
2006/000	ABC	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	25,500.00	500.00	16,500.00	5,500.00	52,000.00	59,426.00
2006/216	Assembly Business Committee ABC Accom													0.00	
2006/135	Data Base ABC													0.00	
2006/150	Printing and Stationery ABC											5,000.00		5,000.00	
2006/155	Refreshments ABC													0.00	
2006/171	Resources materials Utilised ABC													0.00	
2006/201	Cell phone costs ABC	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00		
2006/215	Travel ABC									15,000.00		15,000.00		30,000.00	
2006/216	Accommodation Costs ABC									10,000.00		1,000.00		11,000.00	
2006/226	Transport ABC													0.00	
														0.00	

No.1 Convenor Name: Benny Boshielo
No.2 Amount Requested: R24 000

		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
2010/000	Communications Committee	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	24,000.00	27,896.00
2010/103	Bank Charges Communication Com													0.00	
2010/150	Printing and Stationery Communication Co													0.00	
2010/155	Refreshments													0.00	
2010/189	Salaries other allowances Communication	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	24,000.00		
2010/215	Travel and Conference Communication Com													0.00	
2010/216	Accommodation Communication Com													0.00	
2010/221	Administration													0.00	
														0.00	

Convenor Name: Lydia Neshangwe
Amount Requested: R192 240

		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
2011/000	Moderator	16,020.00	16,020.00	16,020.00	16,020.00	16,020.00	16,020.00	16,020.00	16,020.00	16,020.00	16,020.00	16,020.00	16,020.00	192,240.00	205,000.00
2011/099	Moderator Ring Clothing													0.00	
2011/103	Bank Charges Moderator													0.00	
2011/201	Cell Phone costs Moderator	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	3,600.00		
2011/213	Moderators expenses													0.00	
2011/214	Subsistence Allowance Moderator													0.00	

2011/215	Travel and Conference Costs Moderator	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	120,000.00	
2011/216	Accommodation Moderator	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	60,000.00	
2011-217	Travel agency and Parking fees	220.00	220.00	220.00	220.00	220.00	220.00	220.00	220.00	220.00	220.00	220.00	2,640.00	
2011/220	Moderator IT and Internet Costs	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	

Convenor Name: Yolisa Mlandle Amount Requested: R6 000		Break down (No.3)												Proposed Budget	Previous Year
		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2012/000	Nominations Committee	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	7,500.00
2012/150	Printing and Stationery Nomination Com													0.00	
2012/201	Data and Cell phone Nominations	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	
2012/215	Travel and Conference costs Nominations													0.00	
2012/216	Accommodation Nominations Com													0.00	

Convenor Name: Amon Kasambala Amount Requested: R24 000		Break down (No.3)												Proposed Budget	Previous Year
		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2013/000	Moderator Designate	0.00	0.00	6,000.00	0.00	0.00	6,000.00	0.00	0.00	6,000.00	0.00	0.00	6,000.00	24,000.00	37,000.00
2013/099	Moderator Ring etc													0.00	
2013/155	Refreshments													0.00	
2013/155	Refreshments													0.00	
2013/201	Cell Phone costs Moderator Desig													0.00	
2013/211	Moderator designate expenses													0.00	
2013/212	Moderator Designate travelling													0.00	
2013/214	Subsistence Allowance Moderator Desig													0.00	
2013/215	Travel And Conference Moderator Desig			3,000.00			3,000.00			3,000.00			3,000.00	12,000.00	
2013/216	Accommodation Moderator Desig			3,000.00			3,000.00			3,000.00			3,000.00	12,000.00	
2013/220	Moderator designate IT Costs													0.00	

Convenor Name: Thabani Masikane Amount Requested: R40 000		Break down (No.3)												Proposed Budget	Previous Year
		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2014/000	Church Fellowships Committee	8,000.00	8,000.00	8,000.00	8,000.00	0.00	0.00	0.00	0.00	8,000.00	0.00	0.00	0.00	40,000.00	20,850.00
2014/058	Working Group													0.00	
2014/103	Bank Charges Church Fellowships													0.00	
2014/155	Refreshment Costs Church Fellowships													0.00	
2014/201	Telephone													0.00	
2014/215	Travel and Conference Church Fellowships	4,000.00	4,000.00	4,000.00	4,000.00					4,000.00				20,000.00	
2014/216	Accommodation Church Fellowships	4,000.00	4,000.00	4,000.00	4,000.00					4,000.00				20,000.00	

Convenor Name: Amount Requested: R0		Break down (No.3)												Proposed Budget	Previous Year
		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2016/000	Ad Hoc Committees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2016/016	AARP													0.00	
2016/150	Printing & Stationery AARP													0.00	
2016/155	Refreshments													0.00	
2016/171	Materials Utilised AARP													0.00	
2016/215	Travel and Meeting Ad Hoc Committees													0.00	
2016/216	Accommodation Ad Hoc Committees													0.00	

Convenor Name: Glynis Goyns Amount Requested: R70 000		Break down (No.3)												Proposed Budget	Previous Year
		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2019/000	Church Office Committee COCHR	15,000.00	0.00	20,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	35,000.00	70,000.00	30,000.00
2019/155	Refreshments COC													0.00	
2019/171	Resources material utilised													0.00	

2019/180	Administration Costs													0.00	
2019/215	Travel and Conference COC	10,000.00		10,000.00									20,000.00	40,000.00	
2019/216	Accommodation COC	5,000.00		5,000.00									10,000.00	20,000.00	
2019/180	Administration Costs			5,000.00									5,000.00	10,000.00	

<i>No.1</i> Convenor Name: Allan Wentzel		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget	
<i>No.2</i> Amount Requested: R8 400		July	August	September	October	November	December	January	February	March	April	May	June			
2020/000	Pension Fund Administration	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	8,400.00	9,240.00
2020/101	Audit Fees Pension Fund														0.00	
2020/103	Bank Charges Pension Fund	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00	8,400.00	
2020/155	Refreshments														0.00	
2020/215	Travel and Conference costs pension														0.00	
2020/216	Accommodation Costs Pension														0.00	
2020/221	Administration Pension Fund														0.00	
2020/292	Pension Fund Administration														0.00	

Convenor Name: David Mushayavanhu		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget	
Amount Requested: R0		July	August	September	October	November	December	January	February	March	April	May	June			
2022/000	Doctrine Committee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,500.00
2022/150	Printing And Stationery Doctrine Com														0.00	
2022/155	Refreshments Doctrine Committee														0.00	
2022/215	Travel and Conference Doctrine Committee														0.00	
2022/226	Ramatsia Transport Doctrine Committee														0.00	

Convenor Name: Ryan Johnson		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget	
Amount Requested: R0		July	August	September	October	November	December	January	February	March	April	May	June			
2026/000	Finance Committee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2026/150	Printing and Stationery														0.00	
2026/155	Refreshments Finance Committee														0.00	
2026/171	Resources material utilised														0.00	
2026/215	Travel And Conference Finance Committee														0.00	
2026/216	Accommodation Costs Finance														0.00	

Convenor Name:		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
Amount Requested: R4 678 382		July	August	September	October	November	December	January	February	March	April	May	June		
2027/000	Central Office	316,162.00	316,162.00	428,662.00	316,162.00	386,162.00	563,662.00	350,235.00	350,235.00	357,735.00	350,235.00	350,235.00	592,735.00	4,678,382.00	4,957,972.00
2027/048	IT Costs Central Office	5,000.00	5,000.00	25,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	80,000.00	
2027/057	Far Away Office Tamarisk	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	14,400.00	
2027/074	Assets Written Off													0.00	
2027/101	Audit Fees Central Office					70,000.00								70,000.00	
2027/102	Bad Debts Central Office													0.00	
2027/103	Bank Charges Central Office	4,500.00	4,500.00	4,500.00	4,500.00	4,500.00	4,500.00	4,500.00	4,500.00	4,500.00	4,500.00	4,500.00	4,500.00	54,000.00	
2027/104	Depreciation Motor Vehicle Central Off												25,000.00	25,000.00	
2027/105	Depreciation Computers and Equip Central												50,000.00	50,000.00	
2027/106	Depreciation Office Furniture Central Of													0.00	
2027/107	Arrear Pension Written off													0.00	
2027/108	Depreciation Buildings Central Office												160,000.00	160,000.00	
2027/109	Maintenance Equipment/other Central Office	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	14,400.00	
2027/110	Insurance Central Office			85,000.00										85,000.00	
2027/111	Interest Allocated Central Office													0.00	
2027/112	Interest Paid Central Office													0.00	
2027/113	Training Central Office													0.00	
2027/114	Legal fees Central Office													0.00	

2027/115	Manse Costs & Maintenance													0.00
2027/116	Property Costs Central Office	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	144,000.00
2027/118	Subscription and Affiliation fees Centra													0.00
2027/119	WCA Annual assessment Central Office													0.00
2027/120	Motor Vehicle Exp Fuel/oil Central Office													0.00
2027/121	Motor Vehicle Exp Maintenance Central Off													0.00
2027/122	Motor Vehicle Exp Insurance Central Off													0.00
2027/123	Motor Vehicle Excess/accidents Central													0.00
2027/125	Disposal of Assets Central Office													0.00
2027/126	Strategic Planning Central Office													0.00
2027/130	Office Rent Central Office													0.00
2027/140	Data and telephone costs Central Office	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	42,000.00
2027/141	Postage Resources	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	12,000.00
2027/150	Printing and Stationery Central Office			5,000.00									5,000.00	20,000.00
2027/153	Newsletter Expenses Central Office													0.00
2027/154	Metrofile Storage			2,500.00									2,500.00	10,000.00
2027/155	Refreshments Central Office	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	30,000.00
2027/156	Staff Welfare Central Office Central Off													0.00
2027/159	Relocation Costs Central Office													0.00
2027/160	Removal Expenses Central Office													0.00
2027/169	Resources Cost of Sales Central Office													0.00
2027/171	Resource Material Utilised Central Office													0.00
2027/178	Pension Administration Central Office													0.00
2027/180	Administration and Secretarial fees Cent	2,300.00	2,300.00	2,300.00	2,300.00	2,300.00	2,300.00	2,300.00	2,300.00	2,300.00	2,300.00	2,300.00	2,300.00	27,600.00
2027/181	Salaries Basic Central Office	204,146.00	204,146.00	204,146.00	204,146.00	204,146.00	444,146.00	218,436.00	218,436.00	218,436.00	218,436.00	218,436.00	218,436.00	2,775,492.00
2027/182	Medical Aid Central Office	22,475.00	22,475.00	22,475.00	22,475.00	22,475.00	22,475.00	22,475.00	22,475.00	22,475.00	22,475.00	22,475.00	22,475.00	269,700.00
2027/183	Salaries Pension Contributions Central O	16,112.00	16,112.00	16,112.00	16,112.00	16,112.00	16,112.00	17,315.00	17,315.00	17,315.00	17,315.00	17,315.00	17,315.00	200,562.00
2027/184	Salaries UIF Contributions Central Office	2,076.00	2,076.00	2,076.00	2,076.00	2,076.00	2,076.00	20,200.00	20,200.00	20,200.00	20,200.00	20,200.00	20,200.00	133,656.00
2027/185	Salaries Car Allowance Central Office	9,633.00	9,633.00	9,633.00	9,633.00	9,633.00	9,633.00	9,633.00	9,633.00	9,633.00	9,633.00	9,633.00	9,633.00	115,596.00
2027/186	Salaries Housing Allowance Central Office													0.00
2027/187	Recruitment Costs Central Office													0.00
2027/188	Salaries Leave Pay Central Office	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	10,800.00
2027/189	Salaries Other Allowances Central Office													0.00
2027/190	Salaries Sundry and Temporary Central Of													0.00
2027/191	Salaries Donations Central Office													0.00
2027/192	Salaries Assignment Central Office													0.00
2027/193	UPCSA Portion of Sedibeng Salary Central													0.00
2027/194	Zimbabwe Pension Fund													0.00
2027/195	Pulpit fee													0.00
2027/200	Telephone Office	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	60,000.00
2027/201	Data and Cell phone Central Office	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00
2027/202	Pta University costs Central Office													0.00
2027/213	Staff travelling Central Office	6,520.00	6,520.00	6,520.00	6,520.00	6,520.00	6,520.00	6,976.00	6,976.00	6,976.00	6,976.00	6,976.00	6,976.00	80,976.00
2027/214	Subsistence allowance Central Office													0.00
2027/215	Travel and Conference Central Office	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	120,000.00
2027/216	Accommodation Exp Central Office	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	36,000.00
2027-217	Travel agency and Parking fees													0.00
2027/218	Contingency Exp Central Office													0.00
2027/220	Sundry Expenses Central Office													0.00
2027/221	Administration expenses Central Office	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	31,200.00
2027/223	Year End Stock Write Off Central Office													0.00
2027/225	Insurance Cover funerals													0.00

No.1	Convenor Name:	Break down (No.3)											Proposed Budget	Previous Year	
No. 2	Amount Requested: R0	July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget

2029/000	Faith and Order Committee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2029/155	Refreshments Faith & Order														0.00
2029/215	Travel And Conference Faith & Order														0.00

Convenor Name: Rory Spence		Break down (No.3)												Proposed Budget	Previous Year
Amount Requested: R0		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2030/000	Ethics and Discipline Committee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,500.00
2030/155	Refreshments Ethics and Discipline													0.00	
2030/215	Travel and Conference Exp Ethics And Dis													0.00	

Convenor Name:		Break down (No.3)												Proposed Budget	Previous Year
Amount Requested: R0		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2031/000	Executive Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2031/114	Legal Costs ExCom													0.00	
2031/126	Strategic planning ExCom													0.00	
2031/140	Postage ExCom													0.00	
2031/150	Printing And Stationery ExCom													0.00	
2031/151	Printing Assembly Papers													0.00	
2031/155	Refreshments													0.00	
2031/171	Resource Materials Utilized ExCom													0.00	
2031/201	Wi-Fi Costs ExCom													0.00	
2031/215	Travel and Conference ExCom													0.00	
2031/216	Accommodation ExCom													0.00	

Convenor Name: Thembazana Ngalwana		Break down (No.3)												Proposed Budget	Previous Year
Amount Requested: R95 000		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2032/000	Church In Society Committee	16,666.67	16,666.67	16,666.67	1,666.67	1,666.67	1,666.67	16,666.67	1,666.67	1,666.67	1,666.67	16,666.67	1,666.63	95,000.00	50,000.00
2032/050	Pimville rental													0.00	
2032/115	Manse costs and Maintenance													0.00	
2032/150	Printing and Stationery													0.00	
2032/214	Healing of Memories CIS						0.00							0.00	
2032/155	Data and Cell phone Costs CIS	1,666.67	1,666.67	1,666.67	1,666.67	1,666.67	1,666.67	1,666.67	1,666.67	1,666.67	1,666.67	1,666.63	20,000.00		
2032/215	Travel and Conference	5,000.00	5,000.00	5,000.00				5,000.00					5,000.00	25,000.00	
2032/216	Accommodation	10,000.00	10,000.00	10,000.00				10,000.00				10,000.00		50,000.00	
2032/218	Research and education						0.00							0.00	
2032/219	Natural Problems/Floods/Fire						0.00						0.00	0.00	
2032/227	Projects CIS						0.00						0.00	0.00	

Convenor Name: George Marchinkowski		Break down (No.3)												Proposed Budget	Previous Year
Amount Requested: R26 000		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2033/000	Manual committee	500.00	500.00	5,500.00	500.00	500.00	5,500.00	500.00	500.00	5,500.00	500.00	500.00	5,500.00	26,000.00	7,500.00
2033/150	Printing and Stationery Manual Com													0.00	
2033/155	Refreshments Manual Committee													0.00	
2033/201	Data and Cell phone	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00		
2033/215	Travel and Conference Manual Committee			5,000.00			5,000.00			5,000.00			5,000.00	20,000.00	
2033/221	Administration Manual Committee													0.00	
2033/226	Accommodation Manual Committee													0.00	

Convenor Name: Theo Groeneveld		Break down (No.3)												Proposed Budget	Previous Year
Amount Requested: R378 800		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2034/000	Mission and Discipleship Committee MAD	11,800.00	15,000.00	10,000.00	50,000.00	45,000.00	77,000.00	40,000.00	90,000.00	10,000.00	30,000.00	0.00	0.00	378,800.00	301,050.00
2034/227	OLM Admin Gratuity					10,000.00								10,000.00	
2034/228	MCP: Future Focus Printing	10,000.00												10,000.00	

2034/229	MCP:Discipleship Bible Study Printing			15,000.00			15,000.00							30,000.00
2034/230	MCP: IM Training Production and Printing	15,000.00												15,000.00
2034/231	G4G: Inspire conference 2025									20,000.00				20,000.00
2034/232	G4G: Artwork, travel, printing		10,000.00		10,000.00			10,000.00		10,000.00				40,000.00
2034/233	Admin - Printing and Stationery					2,000.00								2,000.00
2034/234	Admin – Website Costs	1,800.00												1,800.00
2034/235	Evangelism training - L10T, Alpha		10,000.00							10,000.00				20,000.00
2034/236	Indaba: Provision of Ministry MAD, P&R & MIN							30,000.00						30,000.00
2034/237	G4G – Roadshow to Presbyteries							50,000.00						50,000.00
2034/238	G4G – Strategic Partnership Bible Society					50,000.00								50,000.00
2034/239	Church Growth			25,000.00	25,000.00	25,000.00	25,000.00							100,000.00

Convenor Name: Chris Mkandawire		Break down (No.3)												Proposed Budget	Previous Year
Amount Requested: R3 105 138		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2035/000	Ministry Committee Min	79,954.00	76,954.00	419,454.00	76,954.00	76,954.00	178,204.00	607,954.00	751,854.00	565,954.00	81,454.00	81,454.00	107,994.00	3,105,138.00	2,435,224.00
2035/010	Ministerial Marriage & Family Care						20,000.00						20,000.00	40,000.00	
2035/020	Forms of Ministry													0.00	
2035/030	Ongoing Academic Training								50,000.00					50,000.00	
2035/060	Grants Institutions Min								94,000.00					94,000.00	
2035/063	TEE College Ministry								0.00					0.00	
2035/064	United Theological College grant								0.00					0.00	
2035/076	Justo Mwale University								0.00					0.00	
2035/077	PAT Conference costs			325,000.00						325,000.00				650,000.00	
2035/079	Student Selection Conference Min								120,000.00					120,000.00	
2035/081	Study Allowances Min	3,000.00		3,000.00			3,000.00			3,000.00			3,000.00	15,000.00	
2035/082	Book Allowances Min													0.00	
2035/083	Personal Allowance Min													0.00	
2035/084	Travel Allowances Min						22,000.00			22,000.00				44,000.00	
2035/085	Academic Fees Min								526,400.00					526,400.00	
2035/087	Students Medical Help Min	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	26,400.00	
2035/089	Accommodation fees Sedibeng Min							230,500.00						230,500.00	
2035/090	Student Grants Min													0.00	
2035/091	Tuition Fees Zambia JMTC Min													0.00	
2035/092	Grants Zambia Min													0.00	
2035/101	Audit Fees Min													0.00	
2035/103	Ministry Bank Charges													0.00	
2035/104	Depreciation Motor Vehicles Min													0.00	
2035/109	Maintenance Equipment & Other													0.00	
2035/120	Motor Vehicle Exp Fuel/Oil Min Min	750.00	750.00	750.00	750.00	750.00	750.00	750.00	750.00	750.00	750.00	750.00	750.00	9,000.00	
2035/121	Motor Vehicle Maintenance Min	1,580.00	1,580.00	1,580.00	1,580.00	1,580.00	1,580.00	1,580.00	1,580.00	1,580.00	1,580.00	1,580.00	1,620.00	19,000.00	
2035/122	Motor Vehicle Insurances Min	260.00	260.00	260.00	260.00	260.00	260.00	260.00	260.00	260.00	260.00	260.00	260.00	3,120.00	
2035/123	Motor Vehicle Accidents/Excess Min												3,500.00	3,500.00	
2035/140	Postage Min													0.00	
2035/150	Printing and Stationery Min			2,000.00						2,000.00				4,000.00	
2035/155	Refreshments Min			5,000.00						5,000.00				10,000.00	
2035/156	Staff Welfare Min													0.00	
2035/159	Relocation costs													0.00	
2035/160	Removal Expenses													0.00	
2035/171	Resource Materials Utilised Min			7,500.00						7,500.00				15,000.00	
2035/181	Salaries Basic Min	55,950.00	55,950.00	55,950.00	55,950.00	55,950.00	111,900.00	60,150.00	60,150.00	60,150.00	60,150.00	60,150.00	60,150.00	752,550.00	
2035/182	Salaries Medical Aid Min	1,625.00	1,625.00	1,625.00	1,625.00	1,625.00	1,625.00	1,625.00	1,625.00	1,625.00	1,625.00	1,625.00	1,625.00	19,500.00	
2035/183	Salaries Pension Contribution Min	6,089.00	6,089.00	6,089.00	6,089.00	6,089.00	6,389.00	6,389.00	6,389.00	6,389.00	6,389.00	6,389.00	6,389.00	75,168.00	
2035/184	Salaries UIF Min													0.00	
2035/186	Housing Allowance Min													0.00	
2035/189	Salaries Other allowances Min													0.00	

2035/193	Sedibeng Portion Of Salaries Min																							0.00		
2035/201	Telephone and Cell costs Min																								0.00	
2035/202	Pta University Costs 30% Min																								296,000.00	296,000.00
2035/203	Data for Students Ministry																								0.00	
2035/214	Subsistence on Travel																								0.00	
2035/215	Travel and Conference Costs Min	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	66,000.00		
2035/216	Accommodation Min	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	36,000.00		

Convenor Name: Philani Mbanjwa		Break down (No.3)												Proposed Budget	Previous Year
Amount Requested: R210 890		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2036/000	Education Committee/PEF	19,640.00	13,640.00	13,640.00	19,640.00	13,640.00	27,150.00	20,590.00	24,590.00	14,590.00	14,590.00	14,590.00	14,590.00	210,890.00	224,906.00
2036/048	IT Costs PEF													0.00	
2036/090	Grants PEF													0.00	
2036/103	Bank charges PEF	130.00	130.00	130.00	130.00	130.00	130.00	140.00	140.00	140.00	140.00	140.00	140.00	1,620.00	
2036/135	Data Base PEF													0.00	
2036/140	Postage PEF													0.00	
2036/150	Printing And Stationery PEF													0.00	
2036/155	Refreshments													0.00	
2036/181	Salary Basic PEF	13,510.00	13,510.00	13,510.00	13,510.00	13,510.00	27,020.00	14,450.00	14,450.00	14,450.00	14,450.00	14,450.00	14,450.00	181,270.00	
2036/184	Salaries UIF PEF													0.00	
2036/201	Data for Students													0.00	
2036/215	Travel And Conference Costs PEF	3,000.00			3,000.00			3,000.00	5,000.00					14,000.00	
2036/216	Accommodation PEF	3,000.00			3,000.00			3,000.00	5,000.00					14,000.00	
														0.00	

Convenor Name: Lungile Mpetsheni		Break down (No.3)												Proposed Budget	Previous Year
Amount Requested: R100 000		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2040/000	Ecumenical Relations Committee ERC	0.00	0.00	25,000.00	0.00	0.00	25,000.00	0.00	0.00	25,000.00	0.00	0.00	25,000.00	100,000.00	256,000.00
2040/040	Church Unity Commission													0.00	
2040/103	Bank charges ERC													0.00	
2040/118	C.W.M Annual Subsc ERC													0.00	
2040/124	Subs & Affiliation Fees													0.00	
2040/150	Printing & Stationery ERC													0.00	
2040/155	Refreshments ERC													0.00	
2040/214	S & T Ecumenical Relations													0.00	
2040/215	Travel and Conference Costs ERC			10,000.00			10,000.00			10,000.00			10,000.00	40,000.00	
2040/216	Accommodation ERC			15,000.00			15,000.00			15,000.00			15,000.00	60,000.00	
														0.00	

Convenor Name:		Break down (No.3)												Proposed Budget	Previous Year
Amount Requested: R876 000		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
2041/000	General Assembly	500.00	500.00	5,500.00	500.00	500.00	55,500.00	500.00	500.00	5,500.00	500.00	500.00	805,500.00	876,000.00	450,000.00
2041/016	AARP													0.00	
2041/058	Mediation/ Working Committee			5,000.00			5,000.00			5,000.00			5,000.00	20,000.00	
2041/103	Bank Charges GA													0.00	
2041/114	Legal Fees GA						50,000.00						50,000.00	100,000.00	
2041/126	Strategic Planning Costs GA													0.00	
2041/131	UCCSA Negotiations													0.00	
2041/135	Data Base General Assembly													0.00	
2041/140	Postage GA													0.00	
2041/150	Printing and Stationery GA													0.00	
2041/151	Printing Assembly Papers GA													0.00	
2041/152	Printing Presbyterian Link GA													0.00	
2041/155	Refreshments													0.00	
2041/201	Wi-Fi Costs GA	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	

2041/213	Moderators Expenses GA														0.00
2041/215	Travel and Conference costs GA												150,000.00	150,000.00	
2041/216	Accommodation GA												600,000.00	600,000.00	
2041/218	Ministers' Conference GA													0.00	
2041/219	Ministers Retreat GA													0.00	
2041/220	Zambian Spouses													0.00	
2041/227	GA 2019 Celebration													0.00	
2041/228	Gender & Youth Desks													0.00	
2041/230	DRC Presbytery													0.00	

Convenor Name: Peter Langerman Amount Requested: R100 000		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
	Court of the Assembly	0.00	0.00	0.00	0.00	0.00	0.00	50,000.00	0.00	0.00	0.00	0.00	50,000.00	100,000.00	26,000.00
2043/000	CWM Mission Expenses GA													0.00	
2043/201	Data and Cell phone Court of the Assembly							50,000.00					50,000.00	100,000.00	
2043/215	Travel Expenses GA													0.00	

Convenor Name: Dr Nomzi Zibi-Hlophe Amount Requested: R6 000		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
2055/000	Health & Wellness Committee HIV	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	42,500.00
2055/103	Bank charges HIV													0.00	
2055/150	Printing & Stationary													0.00	
2055/155	Refreshments HIV GA													0.00	
2055/201	Data and Cell Phone HIV	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	
2055/215	Travel HIV													0.00	
2055/216	Accommodation HIV													0.00	

Convenor Name: Nomhlobo Ngqungwana Amount Requested: R6 000		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
2056/000	Audit committee	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	7,500.00
2056/110	Data audit com	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	

Convenor Name: No. 2 Amount Requested: R0		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
2129/000	Zimbabwe Costs HIV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2129/101	Bank Charges Zim HIV													0.00	
2129/178	Pension Admin Costs Zim													0.00	

Convenor Name: No. 2 Amount Requested: R0		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
2210/000	CWM expenditure	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2210/215	Travel CWM														

Convenor Name: No. 2 Amount Requested: R0		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
2297/000	Ministers Conferences	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2297/215	Travel and Conference Ministers Conf														

Convenor Name: Mike Muller No. 2 Amount Requested: R0		Break down (No.3)												Proposed Budget 2024/2025	Previous Year Budget
		July	August	September	October	November	December	January	February	March	April	May	June		
0000/000	Worship Committee	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	7,500.00

Convenor Name: Sibusiso Gwala Amount Requested:R6 000		Break down (No.3)											Proposed Budget	Previous Year	
		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
0000/000	Stewardship Committee	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	7,500.00

Convenor Name: Jonathan Langerman Amount Requested:R6 000		Break down (No.3)											Proposed Budget	Previous Year	
		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
0000/000	People with Disabilities	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00	6,000.00	7,500.00

Convenor Name: Kefilow: DR Kefiloe Masiteng Amount Requested:R110 500		Break down											Proposed Budget	Previous Year	
		July	August	September	October	November	December	January	February	March	April	May	June	2024/2025	Budget
0000/000	Priority and Resources		40,000.00		3,500.00	30,000.00			3,500.00	30,000.00	3,500.00			110,500.00	73,500.00

Total **10,127,350.00** 9,266,564.00

Robert Niven Grant MAD	125,000.00
CWM FUNDING	1,800,000.00
NET PROFIT/LOSS	5,650.00

THE SEDIBENG TRUST
ANNUAL FINANCIAL STATEMENTS
31 December 2023

GENERAL INFORMATION

Trustees

KV Baloyi
EA Germiquet
RD Johnson
N Kgwale
LM Mosotho
ME Ramulondi
EG Stopforth
A Nemaukhwe

Registered office
21-9th Street West
Menlo Park
Pretoria

Place of business
Pretoria

Nature of business
Church Trust

Bankers
Standard Bank of South Africa

Accounting officer
J.Bhika

Norah Kgwale
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THE SEDIBENG TRUST
ANNUAL FINANCIAL STATEMENTS 31 December 2023

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APPROVAL OF ANNUAL FINANCIAL STATEMENTS

The Trustees of the Trust are responsible for the preparation of the annual financial statements of The Sedibeng Trust, and to ensure that appropriate accounting policies have been applied in the preparation thereof. The trustees of the trust confirm that as at 31 December 2021, the assets of the corporation exceeds its liabilities.

The annual financial statements have been approved by all trustees or by trustees holding at least 51% interest and are signed on their behalf by two of the following trustees:-

KV Baloyi
EA Germiquet
RD Johnson
N Kgwale
LM Mosotho
ME Ramulondi
EG Stopforth
A Nemauxhwe

Date: 01/04/2024

Edwinia Stopforth

REPORT OF THE ACCOUNTING OFFICER

I have performed the duties of Accounting Officer to The Sedibeng Trust, in accordance with South African Statements of Generally Accepted Accounting Policies for small to medium size Entities. No audit was conducted. Accordingly I do not imply or express an opinion or any other form of assurance on the annual financial statements.

Compilation engagement

In addition to my duties as accounting officer and on the basis of information provided by the members, I have compiled, in accordance with the International Standards on Related Services (ISRS4410) applicable to compilation engagements, the financial statements set out on pages 1 to 7 for the year ended 31 December 2021. These financial statements comprise the statement of financial position as at 31 December 2021, and the statement of comprehensive income, statement of changes in funds and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes. The trustees are responsible for these financial statements.

Duties of accounting officer

I have determined that the annual financial statements are in agreement with the accounting records, summarised in the manner required by the Act, and have done so by adopting such procedures, and conducting such enquiries in relation to the accounting records, as I considered necessary in the circumstances. I have also reviewed the accounting policies that the Trustees requested to be applied in the preparation of the annual financial statements, and I consider that they are appropriate to the business.

Date: 2024/03/25

THE SEDIBENG TRUST
STATEMENT OF FINANCIAL POSITION – 31 December 2023

	<u>Notes</u>	<u>2023</u>	<u>2022</u>
ASSETS			
Non-current assets			
Property, plant and equipment	2	1 196 660	1 226 148
Investments	3	7 082 800	6 957 172
Total non-current assets		R <u>8 279 460</u>	R <u>8 183 320</u>
Current assets			
Trade and other receivables	4	657 338	676 285
Cash and cash equivalents	5	256 823	46 965
Total current assets		R <u>914 161</u>	R <u>723 250</u>
Total assets		R <u>9 193 621</u>	R <u>8 906 571</u>
FUNDS AND LIABILITIES			
Capital and reserves			
Trust Capital	6	6 871 705	6 871 705
Reserves	7	4 553 917	3 953 289
Accumulated Deficit		(2 270 147)	(1 946 585)
Total capital and reserves		R <u>9 155 476</u>	R <u>8 878 410</u>
Current liabilities			
Trade and other Payables	8	38 145	28 161
Total current liabilities		R <u>38 145</u>	R <u>28 161</u>
Total liabilities		R <u>38 145</u>	R <u>28 161</u>
Total members' funds and liabilities		R <u>9 193 621</u>	R <u>8 906 571</u>

THE SEDIBENG TRUST

STATEMENT OF COMPREHENSIVE INCOME – for the year ended 31 December 2023

	<u>Notes</u>	<u>2023</u>	<u>2022</u>
Revenue		516 797	484 181
Accommodation income		97 000	79 000
Food income		107 500	103 750
Investment income		211 497	201 351
Recoveries UPCSAs		100 800	100 080
Other income		-	-
Selling, administrative and general expenses		840 359	787 049
Accounting (book-keeping) fees		18 000	18 000
Auditors remuneration		11 484	10 308
Bad debts and provision for bad debts		-	3 000
Bank charges		2 449	2 402
Depreciation		43 483	45 049
Food, cleaning costs and general expenses		165 040	148 787
Insurance		22 366	24 237
Municipal charges		151 921	108 513
Rates and Taxes		7 810	7 397
Repairs and maintenance		33 219	48 668
Salaries and wages		359 824	335 480
Security expenses		9 536	10 367
Travel costs trustees (taxable)		-	6 885
Telephone, internet, computer and printing		15 227	17 955
Surplus / (Deficit) for the year		R (323 562)	R (302 868)

THE SEDIBENG TRUST
STATEMENT OF CHANGES IN FUNDS – for the year ended 31 December 2023

	<u>Trust Capital</u>	<u>Retained income</u>	<u>Reserves</u>	<u>Total</u>
Balance at 31.12.2021	R <u>6 871 705</u>	R <u>(1 647 244)</u>	R <u>4 338 934</u>	R <u>9 563 395</u>
Changes in equity for 2022				
Deficit / Surplus for the year		(302 868)	(385 645)	(688 513)
Fair Value Adjustments		3 528	-	3 528
Balance at 31.12.2022	R <u>6 871 705</u>	R <u>-1 946 585</u>	R <u>3 953 289</u>	R <u>8 878 410</u>
Changes in equity for 2023				
Deficit / Surplus for the year	-	(323 562)	-	(323 562)
Fair Value Adjustments - unit trusts			600 628	600 628
Balance at 31.12.2023	R <u>6 871 705</u>	R <u>(2 270 147)</u>	R <u>4 553 917</u>	R <u>9 155 476</u>

THE SEDIBENG TRUST
CASH FLOW STATEMENT – for the year ended 31 December 2023

	<u>Notes</u>	<u>2023</u>	<u>2022</u>
Cash generated from operating activities		-602 266	-204 894
Cash receipts from tenants		204 500	282 830
Cash paid to suppliers and employees		-806 766	-487 724
Cash flows from investing activities		812 125	201 351
Acquisition of property, plant and equipment		-	-
Investment income		211 497	201 351
Fair Value Adjustment		600 628	-
Cash flows from investing activities		-	-
Donation of UPCSA Federal Seminary Funds		-	-
Net increase/(decrease) in cash and cash		209 859	(3 543)
Cash and cash equivalents at beginning of year		46 965	50 508
Cash and cash equivalents at end of year		R 256 823	R 46 965

THE SEDIBENG TRUST
NOTES – 31 December 2023

1. Significant accounting policies

1.1 Basis of preparation

The financial statements have been prepared on the historical cost basis except for the revaluation of certain non-current assets and financial instruments. The principal accounting policies are set out below.

1.2 Property, plant and equipment

Land and buildings held for use in the production or supply of goods or services, or for administrative purposes, are stated in the statement of financial position at their original cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Properties in the course of construction for production, rental or administrative purposes, or for purposes not yet determined, are carried at cost, less any recognised impairment loss. Cost includes professional fees and, for qualifying assets, borrowing costs capitalised in accordance with the company's accounting policy. Depreciation of these assets, on the same basis as other property assets, commences when the assets are ready for their intended use.

Freehold land is not depreciated.

Depreciation is charged so as to write off the cost or valuation of assets, other than freehold land and properties under construction, over their estimated useful lives, using the straight-line basis. The estimated useful lives, residual values and depreciation methods are reviewed at each year end, with the effect of any changes in estimate accounted for on a prospective basis.

Depreciation is provided on all property, plant and equipment other than freehold land, to write down the cost, less residual value, by equal instalments over their useful lives as follows:

Item	Useful life
Buildings	50 years
Plant and equipment	5 years
Office equipment	5 years

Assets held under finance leases are depreciated over their expected useful lives on the same basis as owned assets or, where shorter, the term of the relevant lease.


The gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in profit or loss.

1.3 Investment property

Investment property, which is property held to earn rentals and/or for capital appreciation, is measured initially at its cost, including transaction costs. Subsequent to initial recognition, investment property is measured at fair value. Gains and losses arising from changes in the fair value of investment property are included in profit or loss in the period in which they arise.

1.4 Financial assets

Investments are recognised and derecognised on trade date where the purchase or sale of an investment is under a contract whose terms require delivery of the investment within the time frame established by the market concerned, and are initially measured at fair value, plus transaction costs, except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value.


Norah Kgware

Financial assets are classified into the following specified categories: financial assets at fair value through profit or loss' (FVTPL), 'held to maturity' investments, 'available for sale' (AFS) financial assets and 'loans and receivables'. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

Effective interest method

The effective interest method is a method of calculating the amortised cost of a financial asset and of allocating interest revenue over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts (including all fees on points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial asset, or where appropriate, a shorter period.

Revenue is recognised on an effective interest basis for debt instruments other than those financial assets designated as at FVTPL.

1.4.1 Financial assets at FVTPL

Financial assets are classified as at FVTPL where the financial asset is either held for trading or it is designated as at FVTPL.

A financial asset is classified as held for trading if:

- * it has been acquired principally for the purpose of selling in the near future; or
- * It is a part of an identified portfolio of financial instruments that the entity manages together and has a recent actual pattern of short-term profit-taking; or
- * It is a derivative that is not designated and effective as a hedging instrument.

A financial asset other than a financial asset held for trading may be designated as at FVTPL upon initial recognition if:

- * such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- * the financial assets forms part of a group of financial assets or financial liabilities or both, which is managed and its performance is evaluated on a fair value basis, in accordance with the entity's documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- * it forms part of a contract containing one or more embedded derivatives, and IAS 39 *Financial instruments: Recognition and Measurement* permits the entire combined contract (asset or liability) to be designated as at FVTPL.

Financial assets at FVTPL are stated at fair value, with any resultant gain or loss recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any dividend or interest earned on the financial asset. Fair value is determined in the manner described .

1.5 Loans and receivables

Trade receivables, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as loans and receivables. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment. Interest revenue is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial.

1.6 Taxation

There is no provision for taxation as the trust is a registered Public Benefit Organisation and enjoys tax exempt status in terms of Section 10(1) of the Income Tax Act.

1.7 Provisions

Provisions are recognised when the entity has a present obligation (legal or constructive) as a result of a past event, it is probable that the entity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

1.8 Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable. Revenue is reduced for value added tax, estimated customer returns, rebates and other similar allowances.

1.8.1 Rendering of services

Revenue from a contract to provide services is recognised by reference to the stage of completion of the contract. The stage of completion of the contract is determined as follows:

* Servicing fees included in the price of products sold are recognised by reference to the proportion of the total service cost of providing the servicing for the product sold, taking into account historical trends in the number of services actually provided on past goods sold; and

1.8.2 Dividend and interest revenue

Dividend revenue from investments is recognised when the shareholder's right to receive payment has been established.

Interest revenue is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount.

THE SEDIBENG TRUST

NOTES – as at the 31st of December 2023

2. Property, plant and equipment

	<u>2023</u>			<u>2022</u>		
	<u>Cost/ valuation</u>	<u>Accumulated depreciation</u>	<u>Carrying amount</u>	<u>Cost/ valuation</u>	<u>Accumulated depreciation</u>	<u>Carrying value</u>
Land	200 000	-	200 000	200 000	-	200 000
Buildings	1 580 548	(597 206)	983 342	1 580 548	(565 606)	1 014 942
Computers and office equipment	13 995	(3 499)	10 496	-	-	-
Furniture, fittings and equipment	26 732	(23 911)	2 821	26 732	(15 526)	11 206
	<u>R 1 821 275</u>	<u>R (624 615)</u>	<u>R 1 196 660</u>	<u>R 1 807 280</u>	<u>R (581 132)</u>	<u>R 1 226 148</u>

Land and buildings comprise of ERF 334 Menlo Park ,Reg Div JR, Gauteng with improvements consisting of a residential unit situated at 21 9th street, Menlo Park, Pretoria. Acquired in 2004. Unencumbered, measured according to the cost model. Depreciated over a period of 50 years on the straight line method.


 Norah Kgware

THE SEDIBENG TRUST
NOTES – as at the 31st of December 2023

	<u>2023</u>	<u>2022</u>
3. Investments		
Available for sale Instrument:		
Coronation Equity Fund	5 732 800	5 132 172
Money Market Account	1 350 000	1 825 000
	<u>7 082 800</u>	<u>6 957 172</u>

4. Trade and Other receivables

Debtors	664 388	647 038
Provision for Doubtful Debts	(12 000)	(12 000)
	<u>652 388</u>	<u>635 038</u>
Deposits	4 950	5 650
	-	13 231
Expenses Prepaid (Insurance)	-	22 366
	<u>R 657 338</u>	<u>R 676 285</u>

5. Cash and Cash Equivalents

Standard Bank Cheque Account	12 179	24 105
Market Link Account	242 462	22 847
Cash on hand	2 182	13
	<u>R 256 823</u>	<u>R 46 965</u>

6. Trust Capital

Trust Capital arises from the following donations:

6.1 Estate of the late I M Lusi and the trustees of the Isabel Lusk Charitable Trust		5 876 713
6.2 The General Assembly of the UPCSA of the Federal Seminary Funds.		465 888
6.3 Other Accomodation Projects (funds)		400 000
	<u>-</u>	<u>6 742 601</u>

7. Reserves

	<u>4 338 934</u>
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Fair Value Adjustments arising from revaluation of available for sale instruments.
 Recognised directly into equity.

	<u>2023</u>	<u>2022</u>
8. Trade and other payables		
Student Emergency Fund	1 453	1 453
Bookkeeping and Audit Fee Accrual	14 392	10 758
Student Deposits	6 400	3 550
Bank Charges	400	400
Workmen's Compensation	12 000	12 000
Other payables : UPCSA	3 500	-
	<u>38 145</u>	<u>28 161</u>

9. Taxation

There is no provision for taxation as the trust is a registered Public Benefit Organisation and enjoys tax exempt status in terms of Section 10(1) of the Income Tax Act.


 Norah Kgware

ANNEXURE 4

Ministry Contributions 2022-2023

July 2022	
Midrand	99,650.00
Haenertsburg	51,051.70
Hillcrest	34,404.32
Gateway	25,638.89
St Andrew's - Benoni	25,000.00
Rondebosch United	21,076.00
Somerset West United	19,448.00
Emmanuel	18,000.00
St John's - Middelburg	14,500.00
St Francis - Waterkloof	14,000.00
Mowbray	13,480.85
Trinity - Meadowridge	12,408.00
MP Dubey Memorial/Gugulethu	12,000.00
St Kieran's	10,483.00
St Mungo's United Bryanston	10,023.03
George	9,749.00
Trafalgar	8,832.00
St Columba's - Parktown	8,273.21
Stellenbosch United	7,019.24
Tygerberg	7,019.00
St John's - Boksburg	6,000.00
Port Alfred	5,815.00
Margate	5,000.00
St Andrew's - Kgotso/Bothaville	4,800.00
Stuartville	4,200.00
St Paul's United - Mulbarton	4,118.63
Makwarela	4,087.68
Merebank	3,500.00
St Nicholas' United	3,215.42
Mitchell's Plain United	3,112.87
Edendale - Presby Church	3,000.00
Gooldville	3,000.00
Mount Herob	3,000.00
JL Zwane Memorial	3,000.00
Summerstrand United	2,941.86
Khayelihle	2,600.00
WV Masinda Memorial	2,500.00
Diepkloof Zone 3	2,450.00
Nyanga	2,400.00
Matangari	2,400.00
St Paul's - Welkom	2,180.00
Bridgetown	2,000.00
JY Hliso Memorial	2,000.00
St Mark's - Yeoville	2,000.00
St Peter's Boipatong	2,000.00
KwaMagxaki-Dwesi	2,000.00
ME Bashman	1,743.00
Newcastle	1,600.00
Randpark Ridge United	1,528.15
Assessment unidentified	1,520.00
Goodwood	1,500.00
Greyville	1,500.00
New Edenvale	1,500.00
Bedford	1,400.00
Trinity - Grahamstown	1,363.00
GG Ndotyana Memorial	1,200.00
Dr Ntsikelelo	1,200.00
The Hill	1,000.00
St Columba's - Port Elizabeth	1,000.00
St James' - Zwide	1,000.00
St Mark's - Daveyton	1,000.00
Kensington United	1,000.00
Rustenburg	1,000.00
St Andrew's - Vergenoeg	800.00
St Mark's - Moregloed	800.00
St John's - Bloemfontein	793.00
St Magnus	751.09
All Saints United - PMB	654.16
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
Johannesburg	600.00
St Andrew's - Beaconsfield	500.00
Mabopane	500.00
St John's - Batho	400.00
Ikageng	400.00
St Andrew's - Witbank	330.33
Richards Bay	300.00

August 2022	
Midrand	261,213.00
Auld Memorial	100,000.00
Trinity - Edenvale	58,670.77
Hillcrest	38,454.86
St Andrew's - Benoni	25,000.00
Somerset West United	21,554.00
George	20,042.00
Rondebosch United	18,956.00
Emmanuel	18,000.00
Gateway	15,643.44
St John's - Middelburg	14,000.00
St Kieran's	13,314.00
Trinity - Lynwood	13,100.54
Plumstead	12,106.00
St Mungo's United Bryanston	10,023.03
Mount Faith	9,309.34
St Columba's - Parktown	7,712.61
St Francis - Waterkloof	7,000.00
Stellenbosch United	6,952.56
Assessment unidentified	6,610.00
Makwarela	5,300.00
Port Alfred	5,815.00
Tygerberg	5,593.00
Margate	5,000.00
St Andrew's - Kgotso/Bothaville	4,800.00
Stuartville	4,200.00
Gardens	4,010.00
St Margaret's - Dannhauser	3,715.00
St Paul's United - Mulbarton	3,586.75
Ladysmith	3,000.00
Gooldville	3,000.00
Mount Herob	3,000.00
JL Zwane Memorial	3,000.00
Summerstrand United	2,816.62
St Andrew's - Scottburgh	2,738.88
Newcastle	2,600.00
St Nicholas' United	2,550.35
WV Masinda Memorial	2,500.00
Semple Memorial	2,400.00
Bridgetown	2,000.00
JY Hliso Memorial	2,000.00
KwaMagxaki-Dwesi	2,000.00
St Andrew's - Walmer	1,931.00
Mitchell's Plain United	1,804.70
ME Bashman	1,743.00
Randpark Ridge United	1,707.23
Parkside	1,690.32
Goodwood	1,500.00
Greyville	1,500.00
New Edenvale	1,500.00
Trinity - Grahamstown	1,363.00
Khayelihle	1,300.00
st Peter's Boipatong	1,050.00
St Columba's - Port Elizabeth	1,000.00
St Mark's - Daveyton	1,000.00
Kensington United	1,000.00
Rustenburg	1,000.00
St Mark's - Yeoville	1,000.00
Zwide	1,000.00
St Magnus	845.49
Thembaletu	800.00
BE Ngubane	800.00
Weirdale	800.00
St Mark's - Moregloed	800.00
Ikageng	800.00
All Saints United - PMB	654.16
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
Johannesburg	600.00
St Paul's - Kwamashu	540.00
St Andrew's - Beaconsfield	500.00
St James' - Zwide	500.00
Mamelodi East	500.00
Mabopane	500.00
Mpolweni	410.00
St Andrew's - Vergenoeg	400.00
St Andrew's - Witbank	351.33

September 2022	
St Luke's - Vereeniging	77,795.00
Trinity - Edenvale	38,000.58
Hillcrest	36,117.56
St Andrew's - Benoni	25,000.00
Midrand	23,117.00
Rondebosch United	20,321.00
Emmanuel	18,000.00
Masibulele	15,010.79
Amazintoti	15,000.00
St Francis - Waterkloof	14,000.00
St John's - Middelburg	14,000.00
Somerset West United	12,465.00
Gateway	12,082.61
St John's - Boksburg	12,000.00
Tygerberg	10,725.00
St Mungo's United Bryanston	10,023.03
George	9,749.00
St Columba's - Parktown	9,565.44
St Kieran's	8,710.00
Stellenbosch United	7,721.35
Heidelberg	7,000.00
Upper Umgeni	6,231.11
Port Alfred	5,815.00
Makwarela	5,300.00
Margate	5,000.00
St Paul's United - Mulbarton	4,423.78
Stuartville	4,200.00
St Margaret's - Dannhauser	3,715.00
Summerstrand United	3,443.32
St Nicholas' United	3,074.50
Mount Herob	3,000.00
JL Zwane Memorial	3,000.00
JJR Jobe Memorial	3,000.00
WV Masinda Memorial	2,500.00
St Peter's - Mothotlong	2,400.00
St John's - Keiskamamahoe	2,400.00
Bridgetown	2,000.00
JY Hliso Memorial	2,000.00
The Hill	2,000.00
KwaMagxaki-Dwesi	2,000.00
St Andrew's - Walmer	1,931.00
Randpark Ridge United	1,838.57
ME Bashman	1,743.00
Newcastle	1,600.00
St John's - Bloemfontein	1,559.00
Goodwood	1,500.00
Ladysmith	1,500.00
Greyville	1,500.00
New Edenvale	1,500.00
Trinity - Grahamstown	1,363.00
Tsoane Abraham Poho Memorial	1,300.00
Khayelihle	1,300.00
Midlands	1,200.00
St Mark's - Daveyton	1,000.00
Kensington United	1,000.00
Rustenburg	1,000.00
St Mark's - Yeoville	1,000.00
BE Ngubane	800.00
St Mark's - Moregloed	800.00
Ikageng	800.00
St Paul's - Alberton	750.00
All Saints United - PMB	654.16
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
Johannesburg	600.00
St Magnus	562.02
St Andrew's - Beaconsfield	500.00
St Luke's - Hoopstad	500.00
St James' - Zwide	500.00
Mabopane	500.00
Zwide	500.00
St Paul's - Welkom	440.00
St Andrew's - Vergenoeg	400.00
Weirdale	400.00
St Andrew's - Witbank	378.33
Richards Bay	300.00
St David's - Nigel	300.00

St Andrew's - Walmer	300.00
Ebenezer - Vosloorus	300.00
St David's - PMB	300.00
St Paul's - Alberton	300.00
Pholela	300.00
Centurion West	300.00
Endumisweni	250.00
St Ninian's	250.00
Parys	200.00
Kuils River United	150.00
St Matthew's - Carltonville	100.00
538,835.43	

Douglas	350.00
Richards Bay	300.00
St David's - PMB	300.00
Pholela	300.00
Centurion West	300.00
Endumisweni	250.00
St Ninian's	250.00
St John's - Batho	200.00
St Paul's - Welkom	200.00
Kuils River United	150.00
Vulindela	100.00
790,702.98	

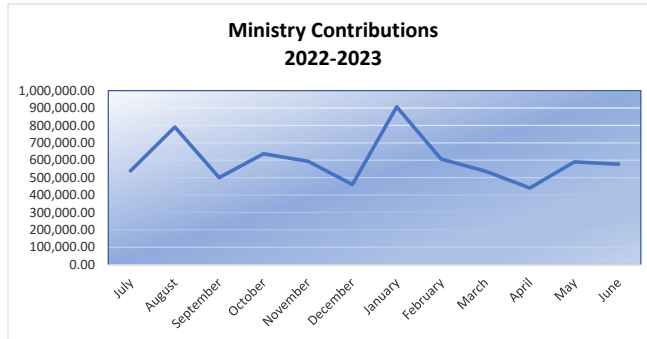
Ebenezer - Vosloorus	300.00
Pholela	300.00
Centurion West	300.00
Endumisweni	250.00
St Ninian's	250.00
Assessment unidentified	250.00
Trafalgar	240.00
Parys	200.00
St John's - Batho	200.00
Kuils River United	150.00
499,690.15	

Current Fincial year 2022-2023	7,176,489.18
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<i>Previous Financial Year 2021-2022</i>	<i>7,159,379.00</i>
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Average per month 2022-2023	598,040.77
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Number of Congregations contributed - 201	
Non contributing congregations 240 (See Annex 5)	



October 2022

Midrand	139,508.00
JL Zwane Memorial	80,181.87
Trinity - Lynwood	48,280.46
Hillcrest	39,339.28
St Andrew's - Benoni	25,000.00
Rondebosch United	20,537.00
St George's - East Lon	20,000.00
George	19,457.00
Emmanuel	18,000.00
Somerset West Unite	14,599.00
Mount Faith	14,119.62
St Francis United Sedg	14,000.00
St John's - Middelburg	14,000.00
Linden	10,000.00
St Columba's - Parkto	9,565.44
Durbanville	9,331.55
Gateway	9,320.50
St Kieran's	8,159.00
Stellenbosch United	6,450.02
St John's - Boksburg	6,000.00
Port Alfred	5,815.00
Makwarela	5,300.00
Tygerberg	4,825.00
Mfuleni Congregation	0.00
Stuartville	4,200.00
Strubens Valley Unite	4,064.00
Upper Umgeni	3,870.91
St Margaret's - Dannh	3,715.00
St Paul's United - Mul	3,689.01
Mitchell's Plain Unite	3,335.87
Amanzimtoti	3,000.00
Gooldville	3,000.00
JJR Jobebe Memorial	3,000.00
Mount Herob	3,000.00
Assessment unidentif	2,820.00
Summerstrand United	2,809.20
St Andrew's - Scottbu	-2,738.88
WV Masinda Memori	2,500.00
St Nicholas' United	2,441.44
DM Soga Memorial	2,400.00
GT Mcoteli	2,400.00
Semple Memorial	2,400.00
Bridgetown	2,000.00
JY Hliso Memorial	2,000.00
KwaMagxaki-Dwesi	2,000.00
St Columba's - Port El	2,000.00
The Hill	2,000.00
Tableview United	1,791.00
ME Bashman	1,743.00
Newcastle	1,600.00
Goodwood	1,500.00
Greyville	1,500.00
Ladysmith	1,500.00
New Edenvale	1,500.00
Trinity - Grahamstow	1,363.00
Khayelihle	1,300.00
Duncan Village	1,200.00
Kagiso	1,000.00
Kensington United	1,000.00
Moletsane	1,000.00
Rustenburg	1,000.00
St Mark's - Daveyton	1,000.00
St Mark's - Yeoville	1,000.00
BE Ngubane	800.00
St Mark's - Moregloe	800.00
St Paul's - Alberton	750.00
BM Molaba Memoria	714.53
All Saints United - PM	654.16
St Magnus	647.97
Worcester United	625.00
St Paul's - Sharpville	610.00
Gillispie	600.00
Johannesburg	600.00
Milnerton	600.00
Adelaide Township	500.00
Mabopane	500.00
St Andrew's - Beacons	500.00
St Andrew's - Walmer	500.00

November 2022

Darling	103,955.00
Trinity - Edenvale	65,180.31
Midrand	51,003.00
Knysna	28,533.00
St Andrew's - Benoni	25,000.00
Rondebosch United	22,325.00
Somerset West Unite	20,967.00
St Mungo's United Br	20,046.06
St George's - East Lon	20,000.00
George	19,457.00
Emmanuel	18,000.00
Trinity - Lynwood	13,545.01
Stellenbosch United	11,631.06
Upper Umgeni	10,938.28
St John's - Middelbur	9,500.00
St Kieran's	8,805.00
St Columba's - Parkto	8,511.96
William Gavin Memo	8,000.00
Plumstead	6,000.00
St John's - Boksburg	6,000.00
Port Alfred	5,815.00
Margate	5,000.00
Ndakana	4,800.00
Stuartville	4,200.00
Erskine	4,150.00
Strubens Valley Unite	4,064.00
St Paul's United - Mu	4,038.83
St Margaret's - Dannh	3,715.00
Gooldville	3,000.00
JL Zwane Memorial	3,000.00
Mount Herob	3,000.00
Assessment unidentif	2,980.00
Njikelana	2,400.00
St Nicholas' United	2,752.32
Randpark Ridge Unite	2,656.61
WV Masinda Memori	2,500.00
Semple Memorial	2,403.00
Duff	2,400.00
Kidston	2,400.00
Lundie Memorial	2,400.00
Maclay	2,400.00
Columba Mission	2,400.00
St Anthony's - Seboke	2,400.00
St Luke's - Vereenigin	2,400.00
Tutura	2,400.00
Summerstrand Unite	2,238.12
Bridgetown	2,000.00
JY Hliso Memorial	2,000.00
KwaMagxaki-Dwesi	2,000.00
ME Bashman	1,743.00
Newcastle	1,600.00
Newcastle	1,600.00
Goodwood	1,500.00
Greyville	1,500.00
Ladysmith	1,500.00
New Edenvale	1,500.00
St Paul's - Alberton	1,500.00
st Peter's Boipatong	1,380.00
Khayelihle	1,300.00
Kensington United	-1,000.00
Rustenburg	1,000.00
St Mark's - Daveyton	1,000.00
St Mark's - Yeoville	1,000.00
BE Ngubane	800.00
St Mark's - Moregloe	800.00
Thembaletu	800.00
St John's - Batho	750.00
Worcester United	625.00
St Andrew's - Witban	601.00
Gillispie	600.00
Johannesburg	600.00
Milnerton	600.00
Pholela	600.00
St Paul's - Sharpville	600.00
Buchanan	500.00
Mabopane	500.00
St Andrew's - Beacon	500.00
Zwide	1,000.00
St Paul's - Welkom	440.00

December 2022

St Andrew's - Beno	81,242.89
Midrand	45,473.00
Gateway	33,991.27
Rondebosch United	22,631.00
St George's - East L	20,000.00
Emmanuel	18,000.00
Somerset West Un	17,851.00
Amanzimtoti	16,066.38
Paarl United	15,320.70
Stellenbosch Unite	14,124.89
St Philip's - Zwelits	13,110.00
Assessment unider	12,900.00
Makwarela	11,812.32
St Mungo's United	10,023.03
Upper Umgeni	8,565.50
St Kieran's	8,151.00
Trafalgar	7,197.00
Heidelberg	7,000.00
St John's - Boksbur	6,000.00
Port Alfred	5,815.00
St Nicholas' United	4,630.86
Summerstrand Uni	4,458.49
Stuartville	4,200.00
The Hill	4,000.00
Gooldville	3,000.00
Mount Herob	3,000.00
JL Zwane Memoria	3,000.00
St Columba's - Park	2,594.20
WV Masinda Mem	2,500.00
Bridgetown	2,370.00
Randpark Ridge Ur	2,193.11
Plumstead	2,000.00
Margate	2,000.00
JY Hliso Memorial	2,000.00
St Columba's - Port	2,000.00
KwaMagxaki-Dwes	2,000.00
Mitchell's Plain Uni	1,922.18
ME Bashman	1,743.00
Newcastle	1,600.00
Goodwood	1,500.00
Ladysmith	1,500.00
Greyville	1,500.00
New Edenvale	1,500.00
Strand United	1,500.00
St John's - Bloemfo	1,417.00
All Saints United - f	1,308.32
Khayelihle	1,300.00
Bhongweni Townst	1,200.00
Tsakane	1,200.00
St Anthony's - Sebc	1,115.00
BW Zulu	1,112.00
Retreat	1,000.00
St Andrew's - Waln	1,000.00
St Mark's - Daveytc	1,000.00
Kensington United	1,000.00
St Mark's - Yeoville	1,000.00
Plettenberg Bay	1,000.00
Adelaide Township	1,000.00
Trinity - Grahamstc	934.00
BE Ngubane	800.00
St Mark's - Moregld	800.00
George	626.00
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
Johannesburg	600.00
St Andrew's - Beac	500.00
St James' - Zwide	500.00
Mabopane	500.00
Zwide	500.00
St Andrew's - Witb	489.33
Weirdale	400.00
St David's - PMB	300.00
Pholela	300.00
Centurion West	300.00
Endumisweni	250.00
St Ninian's	250.00
St Paul's - Alberton	240.00

January 2023

St James - Bedford	399,913.24
Trinity - Edenvale	71,817.75
Darling	57,495.00
Midrand	41,595.00
Bellville	25,000.00
St Andrew's - Beno	25,000.00
Abraham Marama	20,000.00
St George's - East L	20,000.00
St Columba's - Park	19,218.72
Emmanuel	18,000.00
Durbanville	17,635.15
Somerset West Un	14,777.00
Gateway	12,462.22
George	11,161.00
St Mungo's United	10,023.03
St John's - Middelh	9,500.00
St Kieran's	9,086.00
Upper Umgeni	8,163.60
St Paul's United - M	8,103.35
Khobongqaba	7,000.00
Stellenbosch Unite	6,480.22
St John's - Boksbur	5,999.00
Mitchell's Plain Un	5,751.45
Makwarela	5,300.00
Mount Faith	4,271.52
Stuartville	4,200.00
Margate	3,000.00
Gooldville	3,000.00
Mount Herob	3,000.00
JL Zwane Memoria	3,000.00
JJR Jobebe Memori	3,000.00
Springside	3,000.00
WV Masinda Mem	3,000.00
Assessment unider	2,940.00
Summerstrand Uni	2,523.83
Port Alfred	2,200.00
Bridgetown	2,000.00
Plumstead	2,000.00
JY Hliso Memorial	2,000.00
The Hill	2,000.00
KwaMagxaki-Dwes	2,000.00
St Paul's - Alberton	1,800.00
ME Bashman	1,743.00
Newcastle	1,600.00
Khayelihle	1,600.00
Goodwood	1,500.00
Ladysmith	1,500.00
Greyville	1,500.00
Bedford	1,400.00
b	1,288.00
Retreat	1,000.00
St Mark's - Daveytc	1,000.00
Kensington United	1,000.00
Rustenburg	1,000.00
St Mark's - Yeoville	1,000.00
BE Ngubane	800.00
St Mark's - Moregld	800.00
All Saints United - f	743.12
JZS Ncevu Memori	733.33
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
Johannesburg	600.00
St Andrew's - Beac	500.00
St Andrew's - Waln	500.00
St James' - Zwide	500.00
Mabopane	500.00
Zwide	500.00
Weirdale	400.00
St Andrew's - Witb	345.33
St David's - PMB	300.00
Pholela	300.00
Centurion West	300.00
Endumisweni	250.00
St Ninian's	250.00
St Paul's - Kwamas	240.00
St John's - Batho	200.00
St Paul's - Welkom	200.00

St James' - Zwide	500.00
Zwide	500.00
St Paul's - Welkom	440.00
St Andrew's - Vergem	400.00
Weirdale	400.00
Centurion West	300.00
Pholela	300.00
Richards Bay	300.00
St David's - PMB	300.00
Endumisweni	250.00
St Ninian's	250.00
St Paul's - Kwamashu	240.00
St John's - Batho	200.00
Tsoane Abraham Poh	200.00
Vulindela	200.00
Kuils River United	150.00
St Matthew's - Carlton	100.00
637,123.95	

St Andrew's - Vergem	400.00
Weirdale	400.00
St Magnus	395.66
Centurion West	300.00
St David's - PMB	300.00
Endumisweni	250.00
St Ninian's	250.00
Kuils River United	150.00
593,504.22	

St Paul's - Welkom	200.00
Vulindela	100.00
460,053.47	

BW Zulu	200.00
Kuils River United	150.00
Vulindela	100.00
906,784.86	

February 2023	
Pinelands	203,364.00
Midrand	41,089.00
Trinity - Edenvale	37,708.76
Trinity - Lynwood	26,945.40
Bellville	25,000.00
St Andrew's - Beno	25,000.00
Rondebosch Unite	21,614.00
St Francis - Waterk	21,000.00
Abraham Marama	-20,000.00
St George's - East L	20,000.00
Emmanuel	18,000.00
Gateway	17,918.30
St Columba's - Park	17,803.98
Somerset West Un	16,116.00
St Mungo's United	10,023.03
St John's - Middelh	9,500.00
Upper Umgeni	7,592.04
St Andrew's - Cons	6,600.00
George	6,186.00
St John's - Boksbur	6,000.00
Stellenbosch Unite	5,551.78
Stuartville	4,200.00
Knysna	4,122.90
Strubens Valley Un	4,064.00
WPT Ndiabongo Me	4,000.00
St Paul's United - N	3,281.01
Gooldville	3,000.00
Mount Herob	3,000.00
JL Zwane Memoria	3,000.00
WV Masinda Mem	3,000.00
St Nicholas' United	2,677.62
Margate	2,500.00
Port Alfred	2,200.00
Bridgetown	2,000.00
St Andrew's - Newc	2,000.00
JY Hliso Memorial	2,000.00
The Hill	2,000.00
Summerstrand Uni	1,797.10
ME Bashman	1,743.00
Newcastle	1,600.00
Khayelihle	1,600.00
Assessment unider	1,600.00
Goodwood	1,500.00
Ladysmith	1,500.00
Greyville	1,500.00
New Edenvale	1,500.00
Mitchell's Plain Un	1,425.27
Bedford	1,400.00
Trinity - Grahamsto	1,288.00
Alfred County	1,200.00
Retreat	1,000.00
St Mark's - Daveyto	1,000.00
Kensington United	1,000.00
St Mark's - Yeoville	1,000.00
KwaMagxaki-Dwes	1,000.00
St Kiaran's	829.38
St Andrew's - Verg	800.00
BE Ngubane	800.00
St Mark's - Moregl	800.00
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
Johannesburg	600.00
St Andrew's - West	500.00
St James' - Zwide	500.00
Mabopane	500.00
Zwide	500.00
Mpolweni	410.00
Weirdale	400.00
Pholela	400.00
St Andrew's - Witb	399.33
St John's - Bloemf	386.00
Richards Bay	300.00
Khobonqaba	300.00
St David's - PMB	300.00
Centurion West	300.00
Endumisweni	250.00
St Paul's - Alberton	240.00

March 2023	
Midrand	51,350.00
Gateway	33,653.74
Trinity - Lynwood	32,439.60
Bridgetown	26,014.00
St Columba's - Park	25,262.67
Bellville	25,000.00
St Andrew's - Benoni	25,000.00
Rondebosch United	23,732.64
St George's - East Lon	20,000.00
Emmanuel	18,000.00
Trinity - Meadowridg	17,799.00
Durbanville	17,742.40
Somerset West Unite	16,266.00
St Andrew's - Germis	13,856.27
Summerstrand Unite	13,722.83
Upper Umgeni	12,399.31
St Mungo's United Br	10,023.03
Linden	10,000.00
St John's - Middelh	9,500.00
Assessment unidenti	7,677.00
Mount Faith	7,624.90
Heidelberg	7,000.00
St John's - Boksburg	6,000.00
George	5,600.00
Makwarela	5,300.00
Stellenbosch United	5,071.21
Stuartville	4,200.00
Knysna	4,122.90
Strubens Valley Unit	4,064.00
St Paul's United - Mu	3,398.23
Gooldville	3,000.00
Mount Herob	3,000.00
JL Zwane Memorial	3,000.00
WV Masinda Mem	3,000.00
All Saints United - PM	2,606.24
Margate	2,500.00
Tableview United	2,400.00
Highland Hills United	2,400.00
Duff	2,400.00
St Nicholas' United	2,352.10
Trafalgar	2,244.00
Port Alfred	2,200.00
Mitchell's Plain Unite	2,148.70
JY Hliso Memorial	2,000.00
WPT Ndiabongo Mem	2,000.00
KwaMagxaki-Dwesi	2,000.00
Randpark Ridge Unit	1,863.23
ME Bashman	1,743.00
Ladysmith	1,731.62
Newcastle	1,600.00
Khayelihle	1,600.00
Goodwood	1,500.00
Greyville	1,500.00
New Edenvale	1,500.00
Bedford	1,400.00
Trinity - Grahamstow	1,288.00
Khobonqaba	1,200.00
Plumstead	1,000.00
St Andrew's - Newcas	1,000.00
St Columba's - Port E	1,000.00
St Mark's - Daveyton	1,000.00
GaRankuwa	1,000.00
Kensington United	1,000.00
St Mark's - Yeoville	1,000.00
BE Ngubane	800.00
Bedford	800.00
Trinity - Grahamstow	1,288.00
Plumstead	1,000.00
St Andrew's - Newcas	1,000.00
St Columba's - Port E	1,000.00
St Mark's - Daveyton	1,000.00
GaRankuwa	1,000.00
Kensington United	1,000.00
St Mark's - Yeoville	1,000.00
BE Ngubane	800.00
St Mark's - Moregl	800.00
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
Johannesburg	600.00
St John's - Bloemfont	550.00
St Andrew's - Beacon	500.00
St Andrew's - Walme	500.00
St James' - Zwide	500.00
Mabopane	500.00
St Ninian's	500.00
Zwide	500.00
Adelaide Township	500.00

April 2023	
Midrand	57,765.00
Trinity - Edenvale	54,623.81
Westville	44,781.09
Bellville	25,000.00
Gateway	21,972.05
St George's - East L	20,000.00
St Columba's - Par	19,392.38
Trinity - Lynwood	17,166.45
Somerset West Un	17,090.00
St Andrew's - Gern	13,856.27
Ramoeti-Masemol	10,200.00
St Mungo's United	10,023.03
St John's - Middelt	9,500.00
Upper Umgeni	8,733.25
Stellenbosch Unite	8,643.31
George	5,600.00
Makwarela	5,300.00
Assessment unider	4,668.00
Stuartville	4,200.00
Mount Faith	4,173.44
Knysna	4,122.90
Strubens Valley Ur	3,921.00
Gooldville	3,000.00
Mount Herob	3,000.00
JL Zwane Memoria	3,000.00
WV Masinda Mem	3,000.00
St Nicholas' United	2,885.53
Paarl United	2,579.79
Margate	2,500.00
St David's - PMB	2,445.00
East Rand	2,400.00
Port Alfred	2,200.00
Summerstrand Un	2,034.07
Bridgetown	2,000.00
Plumstead	2,000.00
Retreat	2,000.00
JY Hliso Memorial	2,000.00
WPT Ndiabongo Me	2,000.00
ME Bashman	1,743.00
Ladysmith	1,731.62
Newcastle	1,600.00
Khayelihle	1,600.00
Goodwood	1,500.00
Greyville	1,500.00
New Edenvale	1,500.00
St Andrew's - New	1,000.00
St Andrew's - Beac	1,000.00
St Andrew's - Walr	1,000.00
St Columba's - Por	1,000.00
St Mark's - Daveyto	1,000.00
Kensington United	1,000.00
St Mark's - Yeoville	1,000.00
KwaMagxaki-Dwes	1,000.00
BE Ngubane	800.00
St Mark's - Moregl	800.00
Kagiso	750.00
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
St Paul's - Welkom	600.00
Johannesburg	600.00
Dr Ntsikelelo	600.00
Makanoskop	500.00
St James' - Zwide	500.00
Mabopane	500.00
Adelaide Townshp	500.00
St Andrew's - Verg	400.00
Pholela	400.00
BW Zulu	330.00
Richards Bay	300.00
Bophelong	300.00
Centurion West	300.00
Endumisweni	250.00
St Andrew's - Witb	212.00
St John's - Batho	200.00
Welkom	200.00
Kuils River United	150.00
Vulindela	100.00

May 2023	
St James - Bedfordvie	96,980.00
Upper Umgeni	50,000.00
St Andrew's - Benoni	50,000.00
Midrand	45,274.00
Rondebosch United	26,937.23
St Columba's - Parkto	24,593.02
Gateway	20,564.11
St George's - East Lon	20,000.00
St John's - Boksburg	18,000.00
Somerset West Unite	15,802.00
St Andrew's - Germist	13,856.27
Trinity - Meadowridg	11,866.00
St Paul's United - Mul	11,272.65
St Mungo's United Br	10,023.03
St John's - Middelburg	9,500.00
EN BONO	8,856.00
Durbanville	8,565.70
St Columba's - Queen	8,000.00
Trafalgar	7,741.00
WV Masinda Memori	6,000.00
Makwarela	5,300.00
William Mpamba Mem	5,000.00
Stellenbosch United	4,686.78
Stuartville	4,200.00
Knysna	4,122.90
Jonas Lediga Memori	4,000.00
Strubens Valley Unite	3,921.00
DD Stormont Memori	3,400.00
Mitchell's Plain Unite	3,089.09
Amanzimtoti	3,000.00
Edendale Presby Chu	3,000.00
Gooldville	3,000.00
Mount Herob	3,000.00
JJR Jobobe Memorial	3,000.00
Rustenburg	3,000.00
St Nicholas' United	2,721.85
Summerstrand United	2,586.30
Margate	2,500.00
Main	2,400.00
GT Rafuza Memorial	2,400.00
St Augustine's - Mots	2,400.00
Cunningham	2,400.00
Goodwood	2,400.00
Port Alfred	2,200.00
Westville	2,027.34
Plumstead	2,000.00
Richards Bay	2,000.00
JY Hliso Memorial	2,000.00
ME Bashman	1,743.00
St Paul's - Alberton	1,740.00
Ladysmith	1,731.62
Randpark Ridge Unit	1,626.78
Newcastle	1,600.00
Khayelihle	1,600.00
Goodwood	1,500.00
Greyville	1,500.00
New Edenvale	1,500.00
All Saints United - PM	1,486.24
Trinity - Grahamstow	1,288.00
Assessment unidentif	1,240.00
Gordon Memorial	1,200.00
Retreat	1,000.00
St Andrew's - Newcas	1,000.00
St Columba's - Port El	1,000.00
St Mark's - Daveyton	1,000.00
Kensington United	1,000.00
St Mark's - Yeoville	1,000.00
Zwide	1,000.00
KwaMagxaki-Dwesi	1,000.00
BE Ngubane	800.00
Weirdale	800.00
St Mark's - Moregloec	800.00
BM Molaba Memoria	785.98
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
Johannesburg	600.00
Glenwood	500.00

June 2023	
St Columba's - Koks	65,641.00
Upper Umgeni	50,518.00
St Peter's - Tembisa	50,000.00
Midrand	41,218.00
St Andrew's - Beno	25,000.00
Grace	24,846.00
Gateway	24,685.95
St Luke's - Vereenig	24,661.00
St George's - East Lon	20,000.00
Somerset West Uni	17,131.00
Linden	15,000.00
Trinity - Lynwood	14,101.50
St Andrew's - Germ	13,152.86
Makwarela	10,600.00
St Mungo's United	10,023.03
St John's - Middelh	9,500.00
Stellenbosch United	7,362.25
Merebank	7,000.00
Premier Mine	6,008.25
Heidelberg	6,000.00
St John's - Boksburg	6,000.00
Trinity - Meadowrid	5,933.00
M Makwetu Memo	5,500.00
Auld Memorial	5,000.00
William Mpamba M	5,000.00
George	4,974.00
Summerstrand Unit	4,403.03
Stuartville	4,200.00
Knysna	4,122.90
St Paul's United - M	4,001.15
Assessment uniden	3,740.00
New Edenvale	3,100.00
Mount Herob	3,000.00
WV Masinda Memc	3,000.00
St Nicholas' United	2,951.06
Paarl United	2,579.79
Margate	2,500.00
Diepkloof Zone 3	2,450.00
Westville	2,420.70
St Andrew's - Kgots	2,400.00
Irvin Njoloza	2,400.00
Tutara	2,400.00
Polokwane	2,200.00
Bellville	2,000.00
Gardens	2,000.00
Plumstead	2,000.00
JY Hliso Memorial	2,000.00
WPT Ndiabongo Mer	2,000.00
St Paul's - Alberton	1,800.00
ME Bashman	1,743.00
Ladysmith	1,731.62
Newcastle	1,600.00
Khayelihle	1,600.00
Goodwood	1,500.00
Greyville	1,500.00
Mitchell's Plain Uni	1,401.27
Trinity - Grahamsto	1,288.00
Trinity - Edenvale	1,245.60
Langa	1,200.00
Bhongweni Townsh	1,200.00
Retreat	1,000.00
St Andrew's - Newc	1,000.00
St Barnabas' - Kwaz	1,000.00
St Columba's - Port	1,000.00
St Mark's - Daveyto	1,000.00
St Mark's - Yeoville	1,000.00
KwaMagxaki-Dwesi	1,000.00
BE Ngubane	800.00
St Mark's - Moreglo	800.00
BM Molaba Memor	785.98
All Saints United - F	743.12
Worcester United	625.00
Milnerton	600.00
Gillispie	600.00
Johannesburg	600.00
Dr Ntsikelelo	600.00
BW Zulu	550.00
Glenwood	500.00

St Paul's - Welkom	200.00
Kuils River United	150.00
Vulindela	100.00
	<u>606,500.90</u>

St Andrew's - Vergen	400.00
Weirdale	400.00
Pholela	400.00
St David's - PMB	300.00
Centurion West	300.00
St Andrew's - Witban	282.33
Endumisweni	250.00
St Paul's - Kwamashu	240.00
St Paul's - Alberton	240.00
St John's - Batho	200.00
Kuils River United	150.00
Vulindela	100.00
	<u>536,333.95</u>

St John's - Bloemf	24.00
	<u>440,091.99</u>

St Andrew's - Beacons	500.00
St Andrew's - Weston	-500.00
Makanaskop	500.00
St Andrew's - Walmer	500.00
St James' - Zwide	500.00
Mabopane	500.00
St Ninian's	500.00
M Makwetu Memorial	500.00
Adelaide Township	500.00
St Andrew's - Vergend	400.00
Pholela	400.00
St Andrew's - Witbank	397.00
St Monica's - Kutlwani	300.00
St David's - PMB	300.00
Centurion West	300.00
Endumisweni	250.00
Welkom	200.00
Kuils River United	150.00
Vulindela	100.00
St John's - Batho	50.00
	<u>589,799.89</u>

St Andrew's - Beaco	500.00
Makanaskop	500.00
St Andrew's - Walm	500.00
Mabopane	500.00
Kensington United	500.00
Zwide	500.00
BD Yanta Memorial	440.00
St Andrew's - Verge	400.00
Weirdale	400.00
Pholela	400.00
St Andrew's - Witba	399.33
Richards Bay	350.00
Tsoane Abraham P	300.00
St David's - PMB	300.00
Centurion West	300.00
Endumisweni	250.00
St Andrew's - Some	250.00
St Ninian's	250.00
St Paul's - Kwamash	240.00
AR Poho Memorial	200.00
St John's - Batho	200.00
Glen Avon	200.00
Welkom	200.00
Kuils River United	150.00
Vulindela	100.00
	<u>577,067.39</u>

Annexure 5

	Non-contributing congregations 2022-2023
1	Atlantis United
2	Blue Downs United
3	Camps Bay United
4	Kraaifontein
5	Eastridge United
6	Heideveld-Manenberg United
7	Khayelitsha United
8	Maitland
9	Oranjemund United
10	St Andrew's - Cape Town
11	St George'd Wellington
12	Salem United
13	Vredenberg United
14	Woodstock
15	Kenilworth
16	Delft United
17	Mbulu
18	Abraham Maramani Memorial
19	Glenbain
20	Mafube
21	Northdale
22	St John's United - PMB
23	Richmond
24	Scottsville
25	St John's Gowrie
26	Tiyo Soga - Langa
27	Trinity - Dundee
28	Vryheid
29	St Michael's United - Modemolle
30	Rainy
31	Ross
32	St James - Matsulu
33	Msinga
34	Edenvale
35	Peniele - Sasolburg
36	Christ The Redeemer
37	Clermont
38	Durban Central United
39	Ernest Reim Memorial
40	Eshowe
41	St Andrew's - Scottburgh
42	North Durban
43	Pinetown

44	Esikhawini
45	St George's - Bluff
46	St Margaret's - Bluff
47	Shalom
48	Mgwali
49	Trinity - Estcourt
50	Macfarlan
51	Gcuwa Mission
52	K Manakaza Memorial
53	Alice
54	Cambridge
55	Dorrington
56	St John's United - Fort Beaufort
57	Gonubie
58	John Knox Bokwe - Bisho
59	Mdantsane
60	St Andrew's - East London
61	St Andrew's - Kingwilliamstown
62	St Andrew's - Mthatha
63	Tsekong
64	Gordon's Bay United
65	St Paul's - East london
66	Stirling - East london
67	Stutterheim & District
68	Tarkastad - Wheatlands
69	Freeman Bavuma Memorial
70	Butterworth
71	Jeffrey's Bay
72	Hammarsdale
73	Estcourt
74	Stuart Memorial
75	Ulundi
76	Mbonda Mission
77	Frankfort - Villiers
78	Phomolong
79	St Andrew's - Heilbron
80	St Andrew's - Henley-on-Klip
81	St Andrew's - Kroonstad
82	David Livingstone Memorial Zambia
83	Graaff Reinet
84	Sommerset East
85	St Andrew's - Westonaria
86	All Saints - Klerksdorp1001
87	St Stephen's - vd Bijl
88	St Timothy's - Sebokeng
89	Thaba Nchu-Botshabelo
90	Trinity - Klerksdorp
91	Vryburg United

92	St Silas - Evaton
93	Miller
94	Balasi
95	Blaauwberg
96	Adelaide
97	Arcadia
98	Davidson Memorial
99	St Matthew's - Motherwell
100	Nonzwakazi
101	Oudtshoorn
102	St Martin's - Port Elizabeth
103	St Thomas' - KwaNobuhle
104	All Saints United - Somerset East
105	Burnhill
106	SB Ngcobo Memorial
107	Donhill
108	Dundee
109	DV Sikhutswa
110	Steadville PC
111	All Saints - Balfour
112	Dalpark
113	DT Plaatjie Memorial
114	St Andrew's - Brakpan
115	St Michael's - Springs
116	St Peter's - Duduza
117	St Peter's United - Secunda
118	EE Xokozela
119	Trinity - Katilehong
120	Elgin United
121	Entambeni
122	Ernest Ntuli Memorial
123	Alfred Maja Memorial
124	Saints
125	Ebenezer - Koppies
126	St Andrew's - Pretoria
127	St Columba's - Hatfield
128	ET Legodi
129	Soshanguve
130	Seshego
131	William Samson Memorial
132	Mahwelereng
133	Mamelodi Gardens
134	Lebowakgomo
135	Alexandra
136	John Knox Bokwe - Ugie
137	Jokweni
138	Khulani
139	Rapodile Street

140	Baragwanath
141	Daxina
142	Hamilton Memorial
143	Mayfair
144	Meadowlands
145	Dobsonville
146	Orlando
147	St Barnabas' United - Florida
148	Masiphumele
149	St Giles
150	Garden Route
151	St John the Evangelist
152	St John's - Turffontein
153	St Patrick's
154	Stilfontein
155	St Stephen's - Turffontein
156	Solomon Rathebe Memorial
157	KwaZakhele
158	Lovedale
159	Lower Ngqwara
160	Lower Rainy
161	Mpharane
162	Ncisininde
163	St John's - Groutville
164	Melkbosstrand United
165	Tantyi
166	Mthatha
167	Kuyasa
168	St Peter's United - Denysville
169	Ndabakazi
170	JL Sokupa
171	St Luke's - Rotunda
172	Paballong
173	GaKgapane
174	St Andrew's - Hillside Bulawayo
175	Unallocated Assessments
176	St Michael's - Boston
177	Elsies River
178	AMT Cawa
179	ZS Tyandela
180	Nqandu
181	Phalabora
182	Pietermaritzburg
183	Pirie
184	Stirling Memorial
185	Themalihle
186	T.P. Finca Memorial
187	Phola

188	Upper Mkemane
189	St Columba's - Mutare
190	Viljoenskroon
191	Yekelo-Mbali Memorial
192	Pretoria Central
193	Rietvlei
194	Chelstone
195	Ruighoek
196	Matero
197	Somerville
198	Lundazi
199	Chimwemwe Presbyterian Church Zambia
200	Wasukile Presbyterian Church
201	St Paul's Presbyterian Church
202	Khayakulu
203	Diepkloof Zone 3
204	Mbekweni
205	Winterberg
206	Columba Mission
207	VV Dipa Memorial
208	St Andrew's Presbyterian Church
209	Solwezi Presbyterian Church
210	Tzaneen
211	St Mark's vd Bijl
212	Embalenhle
213	Kabushi Presbyterian Church
214	Protea Valley
215	Wattville
216	St Peter's Presbyterian Church Zambia
217	Thumedi Makgahlela
218	St Columbas Presbyterian Church Kabwe
219	Bwacha Presbyterian Church Zambia
220	GT Vika Memorial
221	St John's Presbyterian Church Kapiri
222	Kapiri Zambia Copperbelt
223	Henry Arends Memorial
224	Lingelihle
225	Fourways United
226	Mchinga
227	John Knox - Ndola
228	St Andrew's - Kitwe
229	St Columba's - Kabwe
230	St John's - Kalwelwe
231	St Peters - Ndola
232	St Barnabas - Kabwe
233	Twapia - Ndola
234	St Paul's - Kitwe
235	Kwamaxaki-Dwesi

236	St Columba's - Lusaka
237	GT Rafusa
238	ACTS
239	Mfuleni Congregation
240	St Davids Kuruman

AUDIT COMMITTEE

The Uniting Presbyterian Church in Southern Africa (UPCSA)

REPORT OF THE AUDIT COMMITTEE

We are pleased to present our report for the financial year ended June 2024.

AUDIT COMMITTEE MEMBERS

Ms Nomhlobo Ngqungwana (Convener)

Mr Ryan Johnson (Finance Committee Convener)

Mr Thembinkosi Nopapaza (The Chief Finance Officer and Finance Committee member)

Independent members:

- Ms Vuyolwethu Mndawo,
- Ms Ntombi Mbobela,
- Mr Tom Borril
- Rev Colin Campbell
- Advocate Lulama Halam
- Mr Simphiwe Mzozoyane
- Mr Thabo Gumede
- Mr Matthew Mkandawire

The Audit Committee was appointed by General Assembly in June 2023.

Terms of Reference of the Audit Committee

As a new Committee of General Assembly, it is necessary to formulate the Terms of Reference of the Committee.

The Committee is currently busy with the updating of the Terms of Reference for the Audit Committee. Once finalised the Terms of reference will be shared with the relevant committees for consideration and then will be submitted in the next Executive Commission for review and approval. Currently the committee is acting based on the previous committee's terms of reference.

Review of Annual Financial Statements (AFS)

The new Committee met for the first time on 15 August 2023 via Zoom platform for introductions (meet and greet) and a way forward.

The Annual Financial Statements (AFS) for the financial years 30 June 2020 to 30 June 2022 were discussed and reviewed at the Audit Committee meeting held in October 2023. The Committee subsequently approved the AFS and recommended that they may be approved and signed by the Finance Committee.

The Audit Committee has discussed and reviewed the draft AFS for year ending 30 June 2023. The Committee had also reviewed the final draft AFS after corrections and few adjustments were made by external auditors and recommended approval of the Finance Committee.

It must be noted that significant delays and lack of communication were experienced from the Auditors, and these delays seriously impacted the finalisation of the review of the AFS by the Finance and Audit Committees.

Review of Management Letter

The letter from the auditors to management relating to the audits of the AFS for the years ended 30 June 2020-2022 could not be reviewed as it was not made available by the Auditors. The Auditors were charging additional costs for the issue of management letter and have not included these costs as part of the initial agreed audit budget. It was agreed with the Auditors that for the next audits, the management letter should be included in the audit fee and not separated.

Audit Plan and Risk Review

A meeting with management (CFO), Finance Committee Convener and the external auditors regarding the 2023 audit convened in November 2023. This meeting focussed

on the scope and budgeted audit fees of the 2023 audit for the financial year ended 2022/23.

The external auditors agreed to commence with the audit during November 2023. We have met with the Auditors also to ensure that there are no unresolved issues prior commencing with the audit.

Kind regards

Ms N Ngqungwana
(Audit Committee Convener)

PROPOSALS

The Committee proposes that the Executive Commission receives the report.

DOCTRINE COMMITTEE SUPPLEMENTARY REPORT

(Addendum to the Report of the Doctrine Committee to the Executive Commission 2024

The UPCSА Confession of Faith

1. The Amendment to Article 5.3

In 2023 the Task Team proposed that the Assembly

- a) adopt the following amendment to Clause 5.3 of the UPCSА Confession of Faith:

God is one and the same being, yet threefold. The one indivisible God who said, "I am who I am," and is named Yahweh ("the One who is/will be") has always existed and will always exist in three distinct and different but inseparable modes of being: as Father, Son and Holy Spirit.¹ Each mode is wholly and fully God, the same in majesty, glory and power, but distinguished by different relations to the others. They all exist eternally with, for, and in one another, in mutual self-giving; yet all retain their distinct identities in their personal relationships with one another. . . [etc.];

- b) send the amendment along with the argument for it in the section of the 2023 Report on "The UPCSА Confession of Faith: Clause 5.3 on the Trinity" to all Presbyteries for them to consider the proposed amendment and report back in terms of the "barrier" procedure (*The Manual*, par. 12.50).

The Assembly adopted the amendment and sent it to the Presbyteries as proposed. If a majority of the Presbyteries have concurred, the amendment will thus be due to be enacted at the forthcoming Executive Commission. On further reflection, however, the Task Team would propose that it be enacted with

- a small change to the parenthesis (suggested by a member of the Doctrine Committee), so that it reads "(who is and who was and who is to come)" (cf. Rev. 1:8); and
- the addition of two words after "modes of being", so that the word "ways [of being]" is retained, in apposition, from the previous wording and the amendment reads, "... three distinct and different but inseparable modes, or ways, of being" For the reasons that last year's report set out, the term "modes of being" (Greek *tropoi hyparxeōs*, Latin *modi entis*) that goes back to the time of the Cappadocia Fathers is more appropriate than the present "ways of being". (To exclude any possible 'modalistic' understanding it is qualified by the words "has always existed and will always exist".) But it is also a less familiar term and more difficult to translate into the vernacular languages. The synonym "..., or ways, ..." in apposition to "modes" in the English translation will alleviate this problem.

2. The Confession of Faith on the Website

More than one member of the Task Team has noticed that the draft of the Confession under the heading "OUR FAITH" on the UPCSА website is an outdated one with a "Prefatory note concerning the amendments adopted and remitted in 2013" and several omissions (and also underlinings), so that it does not fully accord with the revised version of the Confession adopted by the General Assembly and approved the Presbyteries in 2013, enacted by the Assembly in 2014 and subsequently printed for inclusion in the *Manual of Faith and Order* as "The Faith of the Church. **Replacement Pages 2014**".

A proposal is therefore included below requesting the UPCSА webmaster to rectify this.

3. The Word of God and Scripture

The Doctrine Committee Report this year raises three issues concerning the Word of God and Scripture:

- a) It notes that the footnote to Art. 6.4 in the Confession of Faith outlines three different views of the relation between the Word of God and Scripture that are held by members of the UPCSА and maintains that these three views "can at times lead to significant divergence[s] in their interpretation[s] and application[s] of Scripture". On that basis it poses the question "whether these three divergent views lead in fact to division rather than unity, and [so] whether or in what form all these views should be permitted or acknowledged in our Confession of Faith".
- b) It poses as "another crucial query" the question "how the Bible and revelation(s) from beyond the Bible relate to one another. How does God speak to us today? How ought we to view modern-day 'prophecy' and so-called 'prophetic voices'?"
- c) It posits the need to develop "a common hermeneutic[al] methodology to aid in roundtable discussions and tackle the issues".

The Task Team would at this stage make merely the following three comments on these issues:

- a) The relation between the Word of God and the Bible is dealt with not only in the footnote to Article 6 but in fact at some length in Article 6 as a whole and also in Articles 11 and 12. That does not mean that it should not be discussed again. But the Task Team would caution that any revision of these Articles,

¹ The classic formula in Latin was "*tres personae una substantia*", which meant "in three roles but sharing one substance, or being", or "one being in three (eternal) roles". *Tres personae* does not mean three individual persons, which is tritheism.

- including specifically the footnote, needs to be carefully formulated, so that it does not itself become divisive and cause disunity in the Church. More specifically, for instance, no attempt should be made to impose a view of Scripture as inerrant on the UPCSAs as a whole, as that will not be generally acceptable.
- b) The issues mentioned in both (b) and (c) above are already dealt with in principle and at some length in Articles 6, 11 and 12 of the Confession.
 - c) The Task Team nevertheless recognizes that Article 6 needs to be reworked by the Task Team (and the Doctrine Committee?), so that it asserts the historical and factual truth of the gospel more specifically in opposition to the repeated and continuing assertions of a dissenter in our Church that:
 - “the Christian narrative” is merely a myth²,
 - the genuine “historical Jesus” differs radically from the Christ of the creeds, and
 - the biblical or “theistic image of God”³ is obsolete.

The *Filioque*

In 2013 the Task Team presented a report on the need for a more accurate translation of the “Nicene” Creed (more accurately, the Niceno-Constantinopolitan Creed), together with a proposed new translation. The Assembly and the Presbyteries approved the revised version in 2013/14, and in 2014 the Assembly enacted it in three translations, English, Afrikaans and isiXhosa, as the standard version for use in the UPCSAs. The new version replaced the old one in the *Manual*, and the three translations were all placed on the UPCSAs website (*Proceedings and Decisions 2014*, p.459 #9 and pp.517f. #9).

The Nicene Creed was promulgated in 381 at the Council of Constantinople, which is also known as the Second Ecumenical Council. It described the Holy Spirit as “proceeding from the Father” (quoting Jesus’ words in Jn. 15:26). In early 6th century Spain some parishes began to add immediately after these words in the Latin version of the Creed recited at the eucharist the word *filioque* (meaning “and [from] the Son”). Then in 589 the **Third Council of Toledo**, officially approved the addition. The aim of the addition was to emphasize and safeguard, in opposition to Arianism, the status of the Son as equally the origin of the Spirit and so equally divine with the Father. From Spain the addition spread through the Latin-literate West until Pope Benedict VII (973-974) was persuaded to adopt it in Rome, though reluctantly; and in 1014 it was officially acknowledged as part of the Creed used in the Roman Mass.

The Eastern Orthodox Church, however, especially under the leadership of Photius, the learned Patriarch of Constantinople (858-67 and 877-886), strongly opposed the addition to the Creed, on two main grounds:

1. the *formal* ground that no merely local council and not even the Pope had the right to alter a creed that an ecumenical council of the Church had adopted; only another ecumenical council could do that; and
2. the *material* ground that the Father alone was the eternal Source or hypostatic Origin of the eternal being of both the Son (by begetting, or generation) and of Spirit (by procession) and that the denial of this singularity threatened the unity of the Trinity.

On this basis Photius went so far as to indict the Western Church as being guilty of heresy.

Theologians in the West then argued in defence of the *filioque*. This dispute became part of a long-simmering complex of political and theological causes of tension between the East and the West that eventually led to the “schism” between the Eastern and Western Churches that is usually dated as having taken place in 1054. And even though the credal issue was not the only, or even the main, point of dispute, it became the main symbol of this breach. Thus even though the issue may be regarded as abstruse or esoteric, it became very important in the history of the Church, and it remains a key obstruction in the way of its unity. The Protestant Reformers subsequently took over the Western form of the Creed, without questioning the addition. Some critical issues are involved in the dispute, however, and the debate on the issue has been revived in more modern times, not least by Karl Barth.

In proposing a revised translation of the Creed in 2013, therefore, the Task team retained the addition of “and the Son” in line with the Western tradition, but recognized that the arguments for and against the addition needed to be examined. The new version was thus placed on the UPCSAs website with the addition for the time being. But in its report in 2023 the Task Team in 2023 listed the need to consider the arguments for and against the *filioque* as one of the tasks still before it.

On behalf of the Task Team the convener has therefore done some research on the issue, but (due partly to a period of illness) has not managed to complete this in time for the Task Team (and the Doctrine Committee) to consider and discuss it and so for it to be included in the *Papers* for the Executive Commission this year. Instead the report on this will have to be postponed until next year.

Other Work

[See the *Papers 2019*, pp.271f.]

² Or *mythos*, the Greek word that Plato used for a story that was illustrative but fictional or non-historical.

³ *Theism* is the view of God as the Creator of the universe, who is transcendent over it and distinct from it but continually sustains it and, whenever He chooses to, intervenes in it. It is defined in contrast to:

- *deism*, which views God as distinct from the universe and letting it go on its own way, subject to laws that He has set for it, but never otherwise intervening in it;
- *pantheism*, which identifies God with the totality of all being and thus with the universe;
- *panentheism*, which sees God’s being as including, but also extending beyond, the being of the universe; and
- *mysticism*, which tends to dissolve the multiplicity of all things into one undiversified and impersonal Being.

The Task Team still needs to do the following work:

- to complete work on the *filioque*;
- to consider the critique of the Apostles' Creed by the well-known German Reformed theologian, Prof. Jürgen Moltmann, that in it "the earthly life of Jesus is reduced to a mere comma between 'born' and 'suffered'"⁴ and what, if anything, can and should be done about this;
- to revise the introductions to some of the various confessions of faith that have been placed on the UPCS website, in order to make them more appropriate for this;
- to draft a summary version of the UPCS Confession of Faith for use by lay, and especially young, people;
- to revise the old RPC catechism to align it more closely to the Confession of Faith, for use in the UPCS; and
- to draft further confirmation lessons, in accordance with the instruction of the Executive Commission in 2009 to the Confessions Task Team "to draft a course on the basics of the faith for use in preparing young people for believers' baptism or 'confirmation'—when it has finished its other work" (*Papers, Proceedings and Decisions* of the Executive Commission 2009, pp.49, 290).

Proposals

1. The Executive Commission receives the Report.
2. The Executive Commission notes the suggestions in the Report concerning the amendment to Article 5.3 of the Confession of Faith and its enactment.
3. The Executive Commission instructs the webmaster (in consultation with the Task Team convener) to bring the version of the UPCS Confession of Faith in the UPCS website up to date.
4. The Executive Commission
 - a) notes the comments of the Task Team on the questions concerning the relation between the Word of God and Scripture that the Doctrine Committee Report raises, and
 - b) refers them to the Doctrine Committee.
5. The Executive Commission notes that work on the question of the inclusion of the *filioque* in the Nicene Creed is proceeding.

⁴ J. Moltmann: *Wer ist Christus für uns heute?* (Gutersloh: Chr. Kaiser, 1994), p.8f.

NOMINATIONS COMMITTEE

SUPPLEMENTARY REPORT TO THE 2024 EXECUTIVE COMMISSION

Since the 2023 Assembly, the Nominations Committee did not have any meetings until communication was received in March 2024 that the Nominations Committee Convener had resigned. Through the Governance and Administration Cluster Co-ordinator, the Rev Dr A Kasambala, and with the knowledge of the UPCSA Moderator, General Secretary, and Clerk of Assembly, the Rev CL Campbell, a member of the Nominations Committee, was approached to call a meeting of all the members of the Nominations Committee.

That meeting took place on 13 March 2024. At that meeting, the Nominations Committee agreed that the Rev CL Campbell should act as caretaker Convener until his appointment as Convener is confirmed at the 2024 Executive Commission meeting.

The Nominations Committee then met again on 3 April 2024 and went through the list of Committees and Members. The list was revised, with minor changes. These changes have involved removing members who have passed away, or who have left the denomination, and replacing some with names suggested by Conveners of Committees. The final meeting of the Nominations Committee took place on 22 May 2024. At that meeting the Draft Nominations Committee report was agreed to by the Committee for submission to the 2024 Executive Commission, for acceptance.

The Draft Nominations Committee report is outlined below. We are pleased to report that as far as we know as a Nominations Committee, all Committees of the UPCSA are functioning well.

Rev C Campbell
Acting Convener – Nominations Committee

Proposals:

1. The Executive Commission receives the report.
2. The Executive Commission approves the appointment of the Conveners and Committee members as listed in the Nominations Committee draft report in the Supplementary Papers.

UPCSA COMMITTEES OF GA-2023/25		
COMMITTEE CONVENERS & MEMBERS NAMES		M/F
1	AARP/COURT OF ASSEMBLY	
	Convener: Rev Dr Peter Langerman	M
	Ministers:	
	Rev Jane Nyirongo	F
	Rev Mary-Anne Molifi	F
	Rev Christel Erasmus	F
	Rev Dr Chris Mukandawire	M
	Rev Thabani Masikane	M
	Alternate Ministers	
	Rev Lulama Mshumpela	M
	Rev Thamsanqa Memela	M
	Rev Awedzani Nemaikhwe	M
	Elders:	
	Adv Irene Mukwevho	F
	Mr Harry Bopape	M
	Mr Siphon Nhlabathi	M
	Mr Thembinkosi Masuku	M
	Adv Lulama David Halam	M
	Mr Makhudu Thema	M
	Alternate Elders:	
	Mr Matthews Sesoko	M
	Mr Zola Gebeda	M
	Mr Simon Radasi	M
2	ASSEMBLY STANDING COMMISSION	
	Moderator: (as chair) Rt Rev Lydia Neshangwe	
	Immediate Former Moderator: Rev Siphon Mtetwa	
	Moderator Designate: Rev Dr Amon Kasambala	
	General Secretary: Rev Dr Lungile Mpetsheni	
	Clerk of Assembly: (as secretary) Rev Vusi Mkhungo	
	General Treasurer: Mr Ryan Johnson	
	Ministers:	
	Rev George Marchinkowski	M
	Rev Boitumelo Gaborone	F
	Rev Jane Nyirongo	F
	Elders:	
	Mr Augustice Stuurman	M
	Ms Mathandi Mbense	F
	Mr Welsh Linqa	M
3	ASSEMBLY BUSINESS	
	Convener: Rev Melanie Cook	F
	Members:	
	Moderator : Rt Rev Lydia Neshangwe	F
	Moderator Designate: Rev Dr Amon Kasambala	M
	General Secretary: Rev Dr Lungile Mpetsheni	M
	Clerk of Assembly: Rev Vusi Mkhungo	M
	Mr Malibongwe Gwele	M
	Rev Anna Banda	F
	Rev Boitumelo Gaborone	F
	Rev Vusumzi Mabo	M
4	CHURCH FELLOWSHIPS	

	Convener: Rev Thabani Masikane	M
	Members:	
	Mr Nondo Zombe Zam	M
	Rev Andrew Makunda Zim	M
	Mr Siphamandla Fayaka	M
	Ms Asanda Mjobo	F
	Rev Caroline Hlati	F
	Rev Nonyamezela Tati	F
	Dr Mmameno Pataki	F
	Mr Green Moeketsi	M
	Rev Zukiswa Klaas	F
	Presidents / Secretaries of Fellowships	
	Corresponding Members:	
	Presbytery Conveners of Fellowships	

5	CHURCH OFFICE AND HUMAN RESOURCE	
	Convener: Rev Glynis Goyns	F
	Members:	
	Moderator: Rt Rev Lydia Neshangwe	F
	General Secretary: Rev Dr Lungile Mpetsheni	M
	General Treasurer: Mr Ryan Johnson	M
	Dr Inette Taylor (Specialist)	F
	Rev Kennedy Mhone	M
	Mr Mpendulo Mkentane	M
	Rev Awedzani Nemauxhwe	M
	Ms Mashalaba Nonceba	F
	Ms Thandiwe Hlam	F
	Presbytery Administrator Faresy Sakala Zim	F

6	CHURCH in SOCIETY	
	Convener: Rev Thembazana Ngalwana	F
	Members:	
	Mr Oliver Muwowo	M
	Rev Sam Kudakwashe Ruzivo	M
	Rev Matshidiso Piroe	F
	Rev Heidi Petersen	F
	Ms Kelebogile Milanzi	F
	Ms Anda Mtshutshwana	F
	Rev Frikkie Botha	M
	Ms Zintle Fili	F
	Ms Belinda Crawford	F
	Rev Robert Stiener	M
	Mr Angus Howse	M
	Rev Mzwamadoda Mfene (Eco-Justice Champion)	M
	Mr Sakhele July	M
	Corresponding members:	
	Conveners: Presbytery Church in Society Committees	

7	COMMUNICATIONS	
	Convener: Benny Boshielo	M
	Members:	
	General Secretary: Rev Dr Lungile Mpetsheni	M
	Clerk of Assembly: Rev Vusi Mkhungo	M
	Rev Garikai Gwangwava	M
	Mr Ralph Mvula	M

	Mr Lawrence Makani	M
	Ms Esinathi Ngcobo	F
	Mr Geoff Jooste	M
	Mr Thabo Molaba	M
	Ms Yonela Dekeda	F
	Mr Solly Maluleke	M
	Ms Nomawethu Makapela	F
	Ms Grace Ngidi	F
	Corresponding members:	
	Conveners of Presbytery Communications Committees	

8	ECUMENICAL RELATIONSHIPS	
	Convener: Gen Sec Rev Dr Lungile Mpetsheni	M
	Members:	
	Moderator: Rt Rev Lydia Neshangwe	F
	Moderator Designate: Rev Dr Amon Kasambala	M
	Clerk of Assembly: Rev Vusi Mkhungo	M
	Church Unity Commission Rep: Rev Kim Brown	F
	Rev Thomson Mkandawire	M
	Ms Samkeliso Siwela Zim Presbytery Clerk	F
	Miss Karabo Mamabolo	F
	Ms Afika Rwayi	F
	Rev Zwai Mtyhobile	M
	Rev Dr Fundiswa Kobo	F
	Rev Mautji Pataki	M
	Rev Wayne van Heerden	M
	Rev Craig Morrison	M
	CIS Representative	
	Corresponding members: Conveners of Presbytery Ecumenical Relations Committees	

9	EDUCATION AND TRAINING	
	Convener: Rev Philani S Mbanjwa	M
	Members:	
	PEF Administrator: Mr Ronnie Maqubela	M
	Mr Shepherd Masaraure	M
	Ms Rhodah Mtande	F
	Ms Mmule Mabuse	F
	Mr Dumisani Khoza	M
	Rev Xolisile Mlotshwa	F
	Mr Twasile Mbandazayo	M
	Ms Nolly Vellem	F
	Ms Yolande Faba	F
	Ms Fiona Benzon	F
	Corresponding members: Conveners of Presbytery Education & Training	

10	FINANCE	
	Convener: General Treasurer Mr Ryan Johnson	M
	Members:	
	Moderator: Rt Rev Lydia Neshangwe	F
	General Secretary: Rev Dr Lungile Mpetsheni	M
	Chief Finance Officer: Rev Thembinkosi Nopapaza	M
	Clerk of Assembly: Rev Vusi Mkhungo	M
	Ministry Secretary: Rev Mzwamadoda Mtyhobile	M
	Moderator Designate: Rev Dr Amon Kasambala	M

	Rev Clarence Tungunu	M
	Mr Tronnie Nyirenda	M
	Mr Colin Gauld	M
	Ms Violet Baloyi	F
	Ms Nobabalo Majokweni	F
	Corresponding Members:	
	Treasurers of Presbyteries	
	Rev Gleness Magovere (Central Fund) Zim	F
	Church Fellowships Treasurers	
	Associated with the Committee:	
	Representative from Priorities and Resources Committee	

11	AUDIT COMMITTEE	
	Convener: Ms Nomhlobo Ngqungwana	F
	Members:	
	General Treasurer: Mr Ryan Johnson	M
	Chief Finance Officer: Rev Thembinkosi Nopapaza	M
	Mr Matthew Mkandawire	M
	Adv Lulama David Halam	M
	Mr Simphiwe Mzozoyane	M
	Ms Ntombikayise Mbobela	F
	Rev Colin Campbell	M
	Ms Vuyolwethu Mndawo	F
	Mr Thabo Gumede	M
	Pension Fund Trustee:	
	Mr Tom Borril	M

12	MISSION AND DISCIPLESHIP	
	Convener: Rev Theo Groeneveld	M
	Members:	
	Rev Brian Mazanhi	M
	Rev Dr Godfrey Msiska	M
	Bible Society: Rev Zolani Makalima	M
	OLM Administration: Ms Eddie Stopforth	F
	Rev Mzwamadoda Mfene	M
	Rev Jackie Barker	F
	Rev Matshidiso Piroe	F
	Rev Wayne Van Heerden	M
	Mrs Buhle Tafatawona (Moyo)	M
	Ms Mokgadi Modiba	F
	Rev Richard Mkandawire	M
	Rev Dr Victor Letuka	M

13	MINISTRY	
	Convener: Rev Dr Chris Mkandawire	M
	Members:	
	Ministry Secretary: Rev Mzwamadoda Mtyhobile	M
	Dr Inette Taylor (Specialist)	F
	Ms Joslina Sehoana (Specialist)	F
	Rev Tatenda Garande	M
	Mr Nathi Ndlovu	M
	Rev Yolisa Mlalandle	F
	Rev Fezeka Jobela	F
	Ms Nomawethu Mayekiso	F
	Rev Douglas Bower	M

	Rev Thanduxolo Nkayi	M
	Rev Patricia Phiri	F

14	NOMINATIONS	
	Convener: Rev Colin Campbell	M
	Members:	
	Rev Andile Nyawo	M
	Mr Augustice Stuurman	M
	Ms Nomfundiso Mdoda	F
	Ms Nobuntu Pona	F
	Rev Yolisa Mlalandle	F
	Rev Armando Sontange	M
	Mr Arthur Nhau	M
	Mr Siyanda Mqalo	M
	Rev Nozinhle Madlala	F
	Corresponding Members:	
	From Presbytery Reps & Gender Desk	

15	PRIORITIES AND RESOURCES	
	Convener: Dr Kefiloe Masiteng	F
	Members:	
	Moderator: Rt Rev Lydia Neshangwe	F
	Moderator Designate: Rev Dr Amon Kasambala	M
	General Secretary: Rev Dr Lungile Mpetsheni	M
	Clerk of Assembly: Rev Vusi Mkhungo	M
	General Treasurer: Mr Ryan Johnson	M
	Ministry Secretary: Rev Mzwamadoda Mtyhobile	M
	Rev Talkmore Chilanga Zim Moderator	M
	Ms Sarah Masekela	F
	Rev Bongiwe Ngebulana	F
	Rev Iain Kemp	M
	Rev Sauros Phaika	M
	Mr Sisa Mtwana	M
	Rev Christopher Judehlson	M
	Mr Pedzisayi Sakuhuni	M

16	STEWARDSHIP	
	Convener: Sibusiso Gwala	M
	Members:	
	Chief Finance Officer: Rev Thembinkosi Nopapaza	M
	Rev Simbarashe T Nota	M
	Rev Lazarus Chirwa	M
	Rev Celani Mbhele	M
	Ms Akhona Dyantyi	F
	Rev Buhle Mpofu	M
	Rev Xola Mluma	M
	Rev Khonani Maselesele	M
	Rev Xolelwa Kobese	F
	Mr Nathi Mncwabe	M
	Ms Nomsa Ndiki	F
	Rev Chumisa Makalima	F
	Rev Shona van der Lingen	F

17	MANUAL	
	Convener: Rev Dr George Marchinkowski	M

	Members:	
	Rev Anna Banda	F
	Rev Jane Nyirongo	F
	Rev Alastair Rodger	M
	Ms Thulani Nayo	F
	Ms Fikile Ndlovu	F
	Ms Irene Mukwevho	F
	Ms Thembie Nxumalo	F
	Rev Robert Thema	M
	Rev Bongiwe Ngebulana	F

18	HEALTH & WELLNESS	
	Convener: Dr Nomzi Zibi-Hlophe	F
	Members:	
	Mrs Pauline Mushayavanhu	F
	Mrs Inonge Mubiana Kasaro	F
	Ms Nombeko Mpongo	F
	Ms Nosisa F Mkosana	F
	Ms Nomakhaya Matutu	F
	Ms Yolisa F Bomela	F
	Ms Nomlibo Jacobs	F
	Rev Graham Fryer	M
	Mrs Matsidiso Mamabolo	F

19	WORSHIP	
	Convener: Rev Mike Muller	M
	Members:	
	Rev Kim Brown	F
	Rev Douglas Bax	M
	Rev Bonisile Mdyesha	M
	Rev Hendry Fortuin	M
	Rev Amos Nyirenda	M
	Rev Zephney Kennedy	F
	Rev Lulama Mshumpela	M
	Rev Garikai Gwangwava	M
	Ms Fuziwe Qithini	F
	Church Design Subcommittee (Convener)	
	Rev Tony Robinson	M
	Corresponding members	
	Representatives from Presbyteries	

20	DOCTRINE	
	Convener: Rev Dr David Mushayavanhu	M
	Members:	
	Rev Biggie Mususa	M
	Rev Judith Mkandawire	F
	Rev Douglas Bax	M
	Rev Dr Malinge Njeza	M
	Rev Willingmore Mhlanga	M
	Rev Dr Fundiswa Kobo	F
	Ms Beauty Khensani Matumba	F
	Rev Lulama Mshumpela	M
	Mr Kieren Edge	M
	Mr Kevin Bestwick	M
	Rev Jeremy Smith	M

21	ETHICS AND DISCIPLINE	
	Convener: Rev Rory Spence	M
	Members:	
	Rev Biggie Mususa	M
	Rev Judith Mkandawire	F
	Ms Kalipa Qaba	F
	Rev Phindile Nqakwana	M
	Rev Dr Allan Nyoni	M
	Adv Sharon Mthimunye	F
	Ms Fezekile Mtete	F
	Mr Kevin Bestwick	M
	Mr Lucky Dinake	M
	Rev Bulelani Mandiyase	M
	Rev James Lungu	M
	Rev Charles Magagane	M

22	JOINT COMMISSION ON UNION (UPCSA/UCCSA)	
	Convener: Rev Natalie Gordon	F
	Members:	
	General Secretary: Rev Dr Lungile Mpetsheni	M
	Rev Talkmore Chilanga	M
	Rev Melanie Cook	F
	Rev Heidi Petersen	F
	Rev Patricia Phiri	F
	Rev Dr Victor Letuka	M
	Rev Nkululeko Nojoko	M
	Ms Gloria Spelman	F
	Ms Naume Somo	F
	CFC Rev Thabani Masikane	M

23	PEOPLE LIVING WITH DISABILITIES COMMITTEE	
	Convener: Mr Jonathan Langerman	M
	Members:	
	Mr Peter Silwimba	M
	Rev Greg Howse	M
	Rev Mawande Mashiyi	M
	Ms Nomhi Ngcizela	F
	Ms Mpho Ledwaba	F
	Mrs Anita Howse	F
	Mr Henry Chivhanga	M
	Mr Lawrence Mzwanele Ngese	M

CLUSTERS		
	NAME OF CLUSTER AND CONVENER	M/F
1	PREACHING AND TEACHING	
	Rev Vusumzi Mabo	M
2	WORSHIP AND PASTORAL CARE	
	Rev Anna Banda	F
3	SERVICE AND WITNESS	
	Rev Boitumelo Gaborone	F
4	GOVERNANCE AND ADMINISTRATION	
	Dr Amon Kasambala	M
5	GENERAL ASSEMBLY	
	Mr Malibongwe Gwele	M

CHURCH OFFICE & HUMAN RESOURCES

Supplementary Report to the Executive Commission 2024

Greetings Brothers and Sisters in Christ.

The COHRC was obliged to submit a supplementary report due to the timing related to the search and appointment process for a new General Secretary. This report deals with the procedures followed in discerning a candidate called to this position. The name of this candidate will be revealed only when this report is presented to the Executive Commission in June 2024.

Preliminary Action Taken

At its first meeting on 22 August 2023, the newly constituted Church Office & HR Committee established an Equity Task Team in addition to the COHRC's usual HR Task Team to address work opportunities for both youth and gender equity in the workplace. This task team was asked to give input to the HR Task Team about how to encourage women to apply for this position.

On 31 October 2023, the cross-gender empowerment allocated by GA 2023 to the Ministry Committee (MinComm) in liaison with the Gender Desk and the COHRC was discussed. It was agreed this was an important step to take but would have to be initiated by MinComm as GA had allocated this task to them. There was a strong feeling that the term "cross-gender empowerment" evaded the issue and it should be referred to as "women empowerment". The COHRC Equities Task Team in liaison with its Extension Task Team recognized the need to extend opportunities to women, and across tribes and geographic areas in the denomination. At this meeting, the HR Task Team circulated a draft timeline for recruitment of a General Secretary emphasizing the need for a strategy to recruit women to this position. It was agreed to start working with immediate effect according to this timeline. It was pointed out that an advertisement for the position of General Secretary legally could not specify age, gender, religion, or race but that a preference for women was acceptable. Professional legal opinion was sought in this regard which clearly confirmed the COHRC's understanding that male applicants could not be prevented from applying and being considered for this position. In view of the dilemma confronting the COHRC with reference to national labour law, our official UPCSA HR Policy Document, and the General Assembly requirements, it was agreed to state the latter early in the vacancy advertisement.

Advertising the Position & Receiving Applications

On 12 December 2023, it was agreed to publicize the position in advance of the December holiday period and to circulate it a second time towards the middle of January with a closing date for applications of 23 February 2024. This was done and marked the beginning of the search and appointment process.

On 29 January 2024 a request was made to the Clerk of Assembly to circulate as widely as possible a memo from the Convenor of the COHRC drawing attention to the already twice publicized vacancy and emphasizing the GA requirement for a woman to be appointed. This memo urged women to "seriously consider this important position" pointing out that the role of the General Secretary "contributes towards effective and efficient mission and ministry throughout the UPCSA". Women were urged to "seriously and prayerfully consider this exciting position with a view to either applying in person or urging someone suitably qualified to do so". Names of suitable women were requested to

be e-mailed or telephonically relayed to the COHRC Convenor. On 30 January 2024 a photographic image of this memo was also circulated to our UPCS women in ministry via the WIM WhatsApp group. No names of women were forthcoming.

The HR Task Team of the COHRC met on 15 February 2024 to discuss the responses received to date with concern expressed that only male applicants had responded. Confusion and misunderstanding had been noted concerning the basic requirements for the position. It was therefore agreed to extend the deadline to 29 February 2024 and to circulate a covering memorandum explaining that candidates needed a post-graduate qualification but not necessarily in theology, and that the position was not reserved for ordained ministers. This did not represent a change in the requirements stipulated by the COHRC; it was merely an explanation of what was intended from the outset. The Clerk was asked on 16 February 2024 to circulate this new advertisement and covering memo extending the deadline.

On 16 February two posts were sent out via the WIM WhatsApp Group, the first one reminding our women in ministry of the wonderful opportunity available to them to apply for the position of General Secretary, and the second to point out that the post-graduate qualifications did not need to be in theology and that the position wasn't exclusive to ordained ministers. Our women in ministry were asked to circulate details concerning the vacancy to lady friends who were not ordained ministers. On 27 February, another reminder was circulated on the WIM WhatsApp Group that the closing date for applications was 29 February and encouraging the women to respond to "this exciting leadership position".

Between 16 and 29 February, the names of two potential women for this position were put to the COHRC Convenor. She contacted them personally strongly encouraging them to apply for the position. One indicated outright that she was not interested, while the other said she would prayerfully and carefully consider the role if the appointment could be delayed to mid-2025 when she would be relieved of other responsibilities. However, within a few days she also responded in the negative saying that the timing wasn't appropriate at present.

The Gender Desk was copied in on all advertisements and timelines with a special request for them to promote the position and to encourage women to respond.

Confronting a Dilemma

By the extended deadline of 29 February 2024, only one more applicant had responded. This was a male, so there were still no female applicants. As a result, a special meeting of the COHRC was called on 08 March 2024 to discuss the dilemma and agree on a way forward. Three possibilities were considered:

- Completing the process with the six male applicants who had responded by 29 February. However, it was felt that there might have been other males who would have responded but were discouraged by the emphasis on the GA requirements regarding the appointment of a woman. It was therefore decided it would be unfair to go ahead with a male appointment without giving other men a chance to apply.
- Re-advertising the post with a further extension in deadline and an emphasis on the fact that both men and women could apply, but that preference would be given to a woman. The COHRC felt it could not take this option given the fact that its request had been refused to waive the GA requirement to appoint a woman.

- Referring the matter to the Executive Commission explaining the difficulties being experienced in fulfilling the requirements of GA regarding appointment of a woman. It was noted that if this action was taken, it would result in a delay in the appointment of a General Secretary. The current General Secretary's contract terminates at the end of August 2024. The contract of the current General Secretary would therefore have to be extended for at least another year; or the Clerk would have to be approached to ask whether he would be willing and able to act in a dual capacity as both Clerk of Assembly and Acting General Secretary for at least one year.

It was agreed to follow option three and both the current General Secretary and the Clerk of Assembly were approached respectively to explore the feasibility of the above two options. It was pointed out that an extension in contract of just one year for the General Secretary could result in the loss of significant employment opportunities, but an extension of three years would be more manageable. The Clerk indicated his willingness to do his best in an acting capacity on condition that the Moderator would be willing to carry the bulk of the global ecumenical responsibilities. However, in the interim it came to the COHRC's attention that the employment contract of the Clerk would terminate at the end of July 2025. This would mean that the two most senior positions in the Church Office would need to be filled simultaneously with GA 2025 approving both appointments. Furthermore, the two other members of the team of four senior managers at the Church Office were appointed only recently, namely the CFO and the Ministry Secretary. That would leave the UPCS with a weakened top management structure at a time when it is experiencing significant financial challenges, among others.

Bearing this in mind, a second special meeting of the COHRC was held on 19 March 2024 and the matter re-opened for debate. Intense discussions were held, with members in a quandary about how best to fulfil their responsibilities to the denomination given these circumstances. Ever present was awareness of the need to comply with both the national labour laws that preclude exclusive advertising and appointment practices, and the GA requirement for every effort to be made to appoint a woman. Finally, it was unanimously agreed to rescind the COHRC's earlier decision to refer the matter back to the Executive Commission, and to go for the second option of a further extension in deadline with a clear indication that the position was open to both women and men. A request was therefore sent to the Clerk on 20 March 2024 asking him once again to circulate a revised advertisement with a covering memo inviting both women and men to apply for the position with a new deadline of 05 April 2024. The timeline was radically revised to allow for the entire process to be completed in time to put a recommendation to the Executive Commission in June. All the existing candidates were contacted telephonically to explain the decision of the COHRC and to enquire whether they still wanted to be considered in this revised and extended process. All agreed to this.

Re-opening the appointment process in this way was also consciously used as an opportunity to continue the pursuit of a suitable female candidate. To this end, messages were posted on the WIM WhatsApp Group on 22 March, 27 March, 2 April and 4 April urging women to respond to this opportunity, and to share this with other women who were not ordained but possessed suitable qualifications and experience for the role of General Secretary. Ironically, it was this third advertisement opening the space for more male applicants that solicited the only female candidate.

Pre-selection & Shortlisting of Candidates for Interviews

By the final closing date of 5 April 2024, a total of eight applications had been received, seven men and one woman. One of the men was eliminated early in the proceedings as he met none of the basic requirements. The remaining seven candidates were carefully considered by a representative interview panel of four, comprising two men and two women, two black members and two white members, and a member from Zimbabwe. It was hoped to have two Zimbabweans with our Moderator participating in the process but this was not possible due to her other global commitments. Four candidates were shortlisted for interviews: three men and one woman. One of the men withdrew from the appointment process just before the interviews. That left three candidates to be interviewed, two men and one woman.

Interviews & Selection of Top Candidates

A standardized four-point rating system was used for the interviews which were conducted remotely to reduce costs. Differences were noted between the ratings for the three candidates revealing a lack of consensus. It was decided, following discussions with Dr Taylor as a hidden, silent observer (with the knowledge and permission of the candidates) to ask all three candidates to participate in psychometric tests.

Psychometric Tests & Further Interviews

Dr Taylor kindly conducted the tests with all three candidates individually on three separate days despite her heavy workload. This process was extremely helpful in uncovering some hidden elements that helped to resolve the differences in the previous assessments. Following further interviews with the candidates after their psychometric tests and discussion with Dr Taylor, consensus was reached on the candidate of choice.

COHRC Approval of Recommended Candidate

In the exeat interview with the current General Secretary, he emphasized the importance of his sense of calling when he was first appointed to this position. This was deemed to be significant for the current process. Both the recommended candidate and the interview team felt they were discerning God's calling in this process.

The interview team reported to the COHRC at a special meeting on 29 April 2024 with its recommendation. Consensus was reached by the COHRC concerning the candidate to be presented to the Executive Commission in June. It was agreed this person should be approached with a conditional discussion about the position for provisional acceptance or rejection dependent upon the decision of ExComm. This has been done and the candidate has provisionally accepted.

The COHRC is confident it has followed a robust and careful process having made every effort to comply with the stated requirements of GA concerning the appointment of a woman. It is now ready to present its recommended candidate to the Executive Commission for its approval.

Proposals

It is proposed that the Executive Commission:

1. endorses the process followed by the COHRC in seeking a candidate for the position of General Secretary
2. approves the appointment of (Name to be released to the Executive Commission when this report is presented) as the new General Secretary with a remote handover process with the current General Secretary during the months of July and August 2024, and an official starting date of 1 October 2024.

PRIORITIES AND RESOURCES

SUPPLEMENTARY REPORT TO THE EXECUTIVE COMMISSION 2024

1. INTRODUCTION

In the original report document, the committee mentioned a number of issues and could not make concrete proposals due to the fact that information was still being finalised and or consolidated.

2. TERMS OF REFERENCE – GENERAL ASSEMBLY COMMITTEES

The Priorities and Resourced Committee consolidated all inputs/ comments received from the review process of the Terms of Reference for General Assembly committees submitted by the committee conveners.

The finalised reviewed Terms of Reference for GA committees are included in the report below:

TERMS OF REFERENCE FOR ASSEMBLY COMMITTEES

1. CHURCH in SOCIETY COMMITTEE

- (i) To analyze the state of the nation and the Church in S.A., Zimbabwe, Zambia & the Democratic Republic of Congo (DRC), and other topical issues globally, and present to the General Assembly and/or Executive Committee its views on these matters and especially on issues of justice in the Church and society;
- (ii) to assist the UPCSAs with issues of justice, equality, reconciliation and peace, as they relate to Christian faith, living and church policies within and beyond the UPCSAs;
- (iii) to prepare statements that will be circulated in outside the UPCSAs by the office of the General Secretary after the endorsement thereof by the Assembly Business Committee;
- (iv) to take part in broader debates and dialogues on social and economic justice issues with other denominations, in Councils of Churches that the UPCSAs is a member of, in the ecumenical bodies the UPCSAs is affiliated with, and interfaith dialogues/conversations.
- (v) to oversee and facilitate the works of Gender Justice Desk, Youth Desk and Environmental/Ecological Justice Team.

2. COMMUNICATIONS COMMITTEE

- (i) To ensure timeous, effective and efficient communication in the UPCSAs;
- (ii) To manage internal and external communications, including the use of social media on matters relating to the life and work of the UPCSAs,
- (iii) to oversee the production of the UPCSAs magazine/newspaper and newsletters;
- (iv) to develop and maintain the UPCSAs website;
- (v) to increase awareness and use of electronic and digital media within the UPCSAs;
- (vi) by these and other means to facilitate the communication and dissemination of the views of and information about the UPCSAs; and
- (vii) to oversee the involvement of the UPCSAs in public broadcasting.

3. MINISTRY COMMITTEE

- (i) To discern candidates for the ministry, using Discernment criteria and procedures laid down from time to time by the General Assembly.
- (ii) to oversee the academic and practical entrepreneurship training and spiritual formation of candidates to the point of ordination.

- (iii) to Facilitate ongoing theological training, skills development, and spiritual formation for ordained ministers.
- (iv) to communicate and cooperate with other Churches/ (Denominations) concerning the training of ministers.
- (v) to receive applications from ordained ministers (from other denominations) to be admitted to the ministry of the UPCSA and to bring proposals to the General Assembly concerning those who meet the requirements for entry into the ministry, as laid down from time to time by the Assembly.
- (vi) to work with the Pastoral Committees of Presbyteries to deal with marital breakdown and divorce in the ministry and to develop pastoral resources for strengthening marriages and dealing with divorce.
- (vii) to work with Presbyteries to promote and administer the training and work of the Order of Lay Preachers.
- (viii) to develop resources for and promote the work of any other forms of ministry not catered for in the Terms of Reference of any other Assembly Committee.
- (ix) To provide guidance on minimum Stipends, travel allowances and pulpit fee for Ministers.
- (x) To advertise vacant positions from the institutions of higher learning and to be part of the interviews through the Ministry secretary at these institutions, and to process the secondment of the successful candidate.
- (xi) To discern candidates for the ministry, using Discernment criteria and procedures laid down from time to time by the General Assembly.
- (xii) to oversee the academic and practical entrepreneurship training and spiritual formation of candidates to the point of ordination.
- (xiii) to facilitate ongoing theological training, skills development and spiritual formation for ordained ministers.
- (xiv) to communicate and cooperate with other Churches/ (Denominations) concerning the training of ministers.
- (xv) to receive applications from ordained ministers (from other denominations) to be admitted to the ministry of the UPCSA and to bring proposals to the General Assembly concerning those who meet the requirements for entry into the ministry, as laid down from time to time by the Assembly.
- (xvi) to work with the Pastoral Committees of Presbyteries to deal with marital breakdown and divorce in the ministry and to develop pastoral resources for strengthening marriages and dealing with divorce.
- (xvii) to work with Presbyteries to promote and administer the training and work of the Order of Lay Preachers.
- (xviii) to develop resources for and promote the work of any other forms of ministry not catered for in the Terms of Reference of any other Assembly Committee.
- (xix) To provide guidance on minimum Stipends, travel allowances, and pulpit fee for Ministers
- (xx) To advertise vacant positions from the institutions of higher learning and to be part of the interviews through the Ministry secretary at these institutions, and to process the secondment of the successful candidate.

4. MISSION & DISCIPLESHIP COMMITTEE

The Mission and Discipleship Committee aims to promote and facilitate work in two of the UPCSA's three mission priorities namely:

- Bearing witness to the saving love of Jesus Christ
- Building vital, reforming congregations for worship, ministry, and discipleship.

The vision of the Committee is as follows:

Inspiring and Mobilising the UPCSA to become more Missional
(Within the Denominational Context)

Holistically assisting Presbyteries in Planting, Developing and Maintaining congregations within the UPCSA (In the Presbytery Context)
Providing opportunities and resources for our members to grow in faith and service. (Reaching our Membership)

To this end, the committee works diligently in five areas:

- (i) **INSPIRE:**
To promote and encourage a mindset around Mission, Discipleship, and Church Growth. This is done through our Going for Growth Campaign, Conferences, Sharing pertinent Theological Information, and face-to-face contact with Presbyteries and Congregations.
- (ii) **MOBILISE:**
Providing practical support and guidelines to **mobilise and unleash people and congregations in missional service.** Some of our particular projects are Church Development Evangelists, the Order of Lay Ministries (including Lay Preachers), and Discipleship.
- (iii) **RESOURCING:**
To **Provide resources on our website** that will assist congregations in the areas of discipleship, leadership, and the practical aspects of employing youth workers, etc. Some **bursaries** are also provided for people to go on courses to develop skills and ignite the passion for becoming missional church.
- (iv) **INVESTING:**
Financial assistance is offered to congregations for church planting, buildings, and ministry. Grants are not simply for "maintenance" but aim to serve to bring about strategic, proactive, and holistic church growth and missional congregations.
- (v) **REACHING**
Working to stimulate members, congregations and presbyteries to respond to God's call to Mission (either in our circles of influence (Evangelism), in our community (Social Outreach) or beyond our borders (Foreign Mission))

5. EDUCATION AND TRAINING COMMITTEE

- (i) To provide resources, training courses, and encouragement to Early Childhood Development projects run by UPCSA congregations and to facilitate networking among them and the provision of resources and training to them;
- (ii) to co-operate with the Mission and Discipleship Committee in facilitating the ministry of the Church to children cared for in ECD centres and programmes;
- (iii) to exercise oversight over schools run by the UPCSA and to facilitate liaison between the schools and the General Assembly;
- (iv) to oversee the running of the Children's Ministry in the UPCSA, including the development and circulation of the relevant materials therefore;
- (v) to promote the conducting of Sunday Schools (in the sense that it is different from Children's Ministry) for the nurturing of faith in the UPCSA, including the development and circulation of the relevant materials therefor;
- (vi) to equip elders and those about to be trained as elders to be effective in their work;
- (vii) to receive and consider applications from UPCSA members for assistance in funding the education of their children, primarily those who are attending schools and technical colleges; and
- (viii) to see to the translation of publications, training materials, etc., as required by the General Assembly or its Commissions or Committees.

6. DOCTRINE COMMITTEE

- (i) To promote the UPCSA's doctrinal or theological stance and its faithfulness to its agreed doctrinal standards;
- (ii) To consider any critical or controversial doctrinal or theological issues in the faith, preaching, and practice of the UPCSA;
- (iii) To develop and make available materials that will help to prepare members of the UPCSA for events including parents or members for baptism, partaking of the Holy Communion, confirmation as members, and nurturing of faith in general;
- (iv) To formulate positions and policies on such issues for the guidance of the clergy and the laity of the UPCSA and for the Church's witness; and
- (v) To deal with all matters referred to it by the General Assembly.

7. CHURCH FELLOWSHIPS COMMITTEE

- (i) Provide guidance to Fellowships in fulfilling the Vision and Mission of the UPCSA;
- (ii) Act as an Electoral Overseer for Denominational Conferences;
- (iii) Facilitate the Capacity Building of Fellowships Leadership;
- (iv) Create conducive environments for the operations of Fellowships; and
- (v) Provide a theological rationale for the continual existence of Fellowships.

8. ECUMENICAL RELATIONSHIPS COMMITTEE

- (i) To encourage and develop relationships with other Churches, except in cases in which specific Commissions or Committees of the General Assembly have been appointed to do this;
- (ii) to appoint UPCSA representatives to ecumenical councils;
- (iii) to transmit information and concerns from such bodies to the UPCSA and vice versa as instructed by the General Assembly. (See Manual, para 13.48);
- (iv) to oversee all matters concerning the UPCSA's membership of the Council for World Mission, World Council of Churches, World Communion of Reformed Churches, All Africa Conference of Churches, local councils of churches, and participation in their programmes;
- (v) to work with the Priorities & Resources Committee in facilitating the development and funding of mission projects in congregations and Presbyteries through assistance from CWM and to monitor compliance with any conditions imposed;
- (vi) with representatives of other Member Churches of the Church Unity Commission
 - (a) to facilitate unity and co-operation at every level of Church work and Church government; and
 - (b) to facilitate movement to organic union to which the Member Churches have committed themselves;
- (vii) with representatives of the United Congregational Church of Southern Africa to initiate and facilitate cooperation between that Church and the UPCSA, as set out in paras. (a) – (d) of Appendix E (1) of the Manual, "Memorandum of Association"

9. PRIORITIES & RESOURCES COMMITTEE:

- (i) To encourage and assist Assembly committees to implement the mission and vision, and Strategic Plan of the UPCSA, as defined by the General Assembly;
- (ii) to consider the priorities and resources of the UPCSA General Assembly and appropriate ways of applying these resources;
- (iii) to help the UPCSA engage in continuing personal, corporate, theological, missiological, and structural renewal;
- (iv) to challenge the UPCSA to respond to the Spirit's leading by bringing to the Assembly from time to time what it believes to be a word from the Lord

- concerning its life, work, and witness;
- (v) to formulate budgeting guidelines, in accordance with any discerned vision and/or mission priorities, approved by the Assembly; and
- (vi) on its own or in conjunction with other committees, as the General Assembly directs, to plan and organize a biennial conference for all ministers of the UPCSA
- (vii) from time to time on its own initiative or at the General Assembly's request, and in consultation with the Assembly Business Committee, to review the methods of debate and decision-making in the Assembly and other Councils of the UPCSA."

10. CHURCH OFFICE AND HUMAN RESOURCES COMMITTEE:

- (i) to determine the vision, mission, goals and key outcomes of the Central Office, subject to policy decisions taken from time to time by the General Assembly, and to report annually on these to the Assembly or Executive Commission;
- (ii) to fulfill a directive, coordinating and monitoring role concerning the activities of all departments of the Central Office;
- (iii) to appoint the staff, other than the General Secretary and the Clerk of Assembly, required to administer the affairs of the Church;
- (iv) to provide human resources management for all the Central Office staff;
- (v) to determine the emoluments and conditions of service of all the Central Office staff, subject, in the case of ministers, to the provisions of the Manual, paragraphs 13.48-13.51; 16.64, 16.76

11. NOMINATIONS COMMITTEE:

- (i) To consider and propose to the General Assembly the names of persons suitable to serve as conveners and members of such Assembly Committees and Commissions as may from time to time be appointed by the General Assembly.
- (ii) To be ready to fill the vacancies that may have occurred in the committees between the General Assembly and Executive Committee and report to the latter.

12. FINANCE COMMITTEE:

- i. See Manual, paras 13.21 – 36; and
- ii. to administer the financial affairs of the farms owned by the UPCSA.

13. ASSEMBLY BUSINESS COMMITTEE

- (i) To see to the successful holding of the General Assembly and the Executive Committee, including the drafting of Standing Orders and the appointment of the working teams;
- (ii) To disseminate all the information related to the General Assembly and the Executive, Committee prior to and after their sitting, including the papers and minutes;
- (iii) working with the Priorities and Resources Committee, ensure that the decisions of the General Assembly and the Executive Committee are implemented; and
- (iv) to ensure that the composition of the commissioners to the General Assembly and the Executive Committee reflects fairly the demographics of the denomination.

14. STEWARDSHIP COMMITTEE

This committee promotes an understanding of Biblical Stewardship among members of the Church and organises programs and resources for the local congregation in this regard.

15. HEALTH AND WELLNESS

- (i) To provide a common strategic direction for health and wellness to the UPCSA.
- (ii) To provide care and support that is driven by love, acceptance and free of stigma through educational and outreach activities.
- (iii) To promote Health and Wellness through developing programs/activities for Presbyteries and Congregations.
- (iv) To provide a comprehensive range of health, behavioural, pastoral, and supportive programs to promote health and wellness.
- (v) To build strong leadership within the UPCSA that promotes and supports moral values that foster healing and hope.
- (vi) To collaborate with all relevant stake holders, service providers, and other ecumenical Organizations on the issues of health and wellness.
- (vii) To monitor and evaluate the needs of the UPCSA to determine if the existing array of programs/activities on Health and Wellness should be modified or expanded.

16. PEOPLE WITH DISABILITIES

PREAMBLE

People with Disabilities Committee's Terms of Reference, as laid out in the following points, provided by the committee to guide the future of the ministry with guidance of the Lord Jesus Christ and the members that serve on the committee. To those that have been denied the opportunity to be included in their local church, thereby adapting the changes for the betterment of People with Disabilities in our denomination of the Uniting Presbyterian Church of Southern Africa (UPCSA).

TERMS OF REFERENCE

- a) Transforming all churches to be disability inclusive.
- b) To provide support in attaining complete disability inclusivity.
- c) To provide guidance on the efficient and a cost-effective manner to attain disability inclusivity.
- d) To encourage all leadership in the UPCSA to make this a priority in their congregations, fellowships and councils, and an outreach for their communities.
- e) To monitor and evaluate needs in the UPCSA, to determine whether the existing array of programs/activities of People with Disabilities, should be modified or expanded.

17. ETHICS AND DISCIPLINE COMMITTEE

Mandate: *The Ethics and Discipline Committee of the General Assembly of the Uniting Presbyterian Church of Southern Africa (UPCSA) is established to promote and uphold the ethical standards and principles rooted in Scripture and the Reformed tradition. The committee shall provide guidance, counsel, and recommendations on matters related to ethics, moral conduct, and discipline within the UPCSA. It shall ensure that the decisions and actions of the General Assembly and its member churches are in alignment with the teachings of the Bible and the theological tenets of the UPCSA.*

Terms of Reference:

- a) **Guidance and Advisory Role:** *The Ethics and Discipline Committee shall offer guidance and advice to the UPCSA on ethical and discipline matters, theological implications, and ethical decision-making processes.*
- b) **Review and Recommendations:** *The committee shall review matters referred to it by the General Assembly, or the Executive Commission of the General Assembly,*

that have been brought to their attention by Synods, Presbyteries, Sessions, or individual members concerning ethical questions or dilemmas. It shall provide recommendations for appropriate actions in accordance with Reformed theology and Scripture.

- c) **Theological Evaluation:** *The committee shall evaluate ethical matters in light of Reformed theological principles and biblical teachings, ensuring that decisions are consistent with the doctrines and beliefs of the UPCSA.*
- d) **Pastoral Care:** *The committee shall facilitate the provision of pastoral care and support to individuals and groups affected by ethical challenges, aiming to reconcile and restore relationships within the church community.*
- e) **Education and Resources:** *The committee shall develop Assembly approved educational materials, resources, and guidelines to assist church members, leaders, and Sessions in navigating ethical issues in their personal lives and ministry contexts.*
- f) **Reporting:** *The committee shall present an annual report to the General Assembly or Executive Committee, summarizing its activities, recommendations, and insights on ethical matters within the church.*

By adhering to this mandate and terms of reference, the Ethics Committee will serve as a valuable resource for promoting ethical integrity and moral discernment within the UPCSA, guided by its theological foundation and Reformed values.

18. THE ASSEMBLY STANDING COMMISSION

- 4.1. To monitor the strategic plan of the UPCSA as provided and agreed by the General Assembly.
- 4.2. To ensure that Assembly committees and Presbyteries are actively aligning themselves with the strategic plan of the UPCSA.
- 4.3. To monitor and evaluate the implementation of decisions of the General Assembly.
- 4.4. To monitor and seek to promote the smooth functioning of Presbyteries.
- 4.5. To address and attend to situations where information is received that a Presbytery might be in an unsatisfactory state (as per the provisions of the Manual of Faith and Order).
- 4.6. To attend to urgent business that may arise between the meetings of the General Assembly or Executive Commission. Such business includes the following:
 - (a) Developments that may impact adversely the workings of the UPCSA such as changes in the political and socioeconomic space;
 - (b) Developments that may bring challenges to the sitting of the General Assembly (e.g. The recent Covid-19 pandemic);
 - (c) Responses to issues that may be raised by the ecumenical movements that the UPCSA is affiliated with (in consultation with the Ecumenical Relations committee);
 - (d) Nominations of a UPCSA member to serve in senior positions in ecumenical movements (in consultation with the Ecumenical Relations Committee) or appointments at a Theological Faculty where the UPCSA is a partner (in consultation with the Ministry Committee). These appointments must be reported in full to the subsequent sitting of General Assembly or Executive Commission.
- 4.7. To approve Public Statements on the position of the UPCSA on issues of political, economic, social, and spiritual importance (in consultation with Church in Society or other appropriate Assembly Committee).

3. UPCSA OVERTURE

The Overture was sent down through the Barrier Act to Presbyteries in order to obtain input/ comments or position on the Overture.

It was expected that all the Presbyteries would submit their reports by the end of February 2024. However, only 8 Presbyteries did. Some of them did not give a

clear position on the crave of the overture. Those Presbyteries must revisit their submissions. The Committee felt that the information was not adequate to formulate an opinion hence the Committee requests the Executive Commission to grant more time for all the Presbyteries to submit by the 30th November 2024, and the Committee will present a report to the General Assembly in 2025.

4. UPCSA AS A TRANSNATIONAL CHURCH

Consultations on Transnationality are continuing to ensure that the character of transnationality is addressed with respect to language and approaches that are to be inclusive, to inculcate in the minds and hearts of the UPCSA not to offend others as the perception currently is that everything being done is centered in South Africa. Consultations to include Zambia, Zimbabwe, and South Africa in looking at the bigger picture of the Church. The consultation meetings will be done physically as Zambia felt disrespected when the proposal was made to have the meeting via Zoom.

The work on Transnationality is in progress and a comprehensive report will be presented at the next General Assembly.

5. UPCSA 25th YEAR CELEBRATIONS

1. Presbyteries to dedicate a Sunday, and it is proposed that the 29th of September be dedicated for the celebrations. Events to be arranged by each Presbytery to mark the milestone.
2. Congregations to be encouraged to also arrange events/ activities to mark the 25th Year celebration and it is proposed that the 22nd September be dedicated as the Sunday for the celebration.
3. Fellowships are also encouraged to ensure that the celebrations are observed by including an item in the agenda during their conferences.
4. At the denominational level a webinar is to be arranged due to the restrictions on physical gatherings wherein speakers can be designated a platform to deliver a lecture/ messages of support,
5. A 24-hour prayer Marathon is to be arranged by each Presbytery during the celebration month.
6. The General Assembly Communications Committee to dedicate the Presbyterian link for the Month of September 2024 to the 25th year celebrations.

PROPOSALS

1. The Executive Commission receives the report.
2. The Executive Commission approves the General Assembly Committee's Terms of Reference.
3. The Executive Commission instructs all the Presbyteries who have not submitted responses and those who have submitted unclear responses to submit them by the 30th of November 2024.
4. The Executive Commission agrees to receive a report from the Committee at the General Assembly 2025.
5. The Executive Commission approves the planned events for the 25th Year celebrations.

MINISTRY COMMITTEE SUPPLEMENTARY REPORT TO THE EXECUTIVE COMMISSION 2024

I. CALL DISCERNMENT CONFERENCE 23RD – 26TH MAY

The Ministry Committee had a large (24) number of applications to become Minister of Word and Sacrament. The discernment conference was held physically at Vista Lodge in Benoni within the bounds of Highveld Presbytery. The following candidates were accepted for 2025.

Students:

Surname	Firstname
August-Masoka	Ntombentsha
Ndhlovu	Nicole
Howse	Angus
Kandhei	Brandon
Shayi	Solomzi
Kalenga	Evans

DEFERRED CANDIDATES:

Crawford	Belinda
Koboka	Msizi
Edge	Kieren

II. GRANTING OF THE SEAT

The Ministry Committee having reported on the body of the main report, has certified itself through its engagement with the Convener of the Manual Committee having not received an ear from the Convener of the AARP on the matter would like to close this matter by simply asking the Executive Commission to instruct the Central Cape Presbytery to grant the two Ministers a seat within the Presbytery of Central Cape which is where they reside. It is really unfortunate that this matter has dragged this long putting the lives and plans of these two ministers on hold. We sincerely would like to apologise to the two Ministers, and we also feel that the Presbytery needs to apologise for this unfortunate situation to the Ministers affected.

The Western Cape Presbytery has applied through the Ministry Committee for a granting of the seat of the Rev H Fortuin. The Rev Fortuin is a retired SAPS chaplain. He is now involved in the work and life of the Western Cape Presbytery. He is the former Moderator of the Presbytery. He currently serves as an Interim Moderator of the Atlantis United congregation. The Western Cape Presbytery in its meeting held on the 9th April 2024 at 19h00 at Bridgetown Presbyterian Church agreed to grant the Rev H Fortuin Credentials.

III. SECONDMENT

The Ministry Committee received an application from the Western Cape Presbytery to remove the name of Rev Andrew Prior from the list of seconded Ministers of the UPCSA. The Rev Prior is no longer serving as a minister anywhere in Australia.

IV. PROVISIONAL ADMISSION INTO THE UPCSA MINISTRY

The Rev Mvuyisi Badi is an Ordained Minister from the Baptist Church. He has been a member of the UPCSA for more than 5years. Rev Badi resides within the bounds of the Western Cape Presbytery. He is actively involved in the life and work of the Western Cape Presbytery.

Rev Mvuyisi Badi applied to be a Minister of Word and Sacrament in the UPCSA in 2022. The Ministry Committee through its discernment conference on May 2022 discerned a call from the Rev Badi. The Ministry Committee learned later that the Rev Badi was an Ordained Minister. It was unfortunate that Rev Badi applied as an ordinary member of the UPCSA. His application was not done in malice but rather the advice he received. Having seen the certificate of ordination the Ministry Committee visited the Rev Badi and the Western Cape Ministry Convener with an intention to correct the mistake made in his application and to ascertain the Rev M. Badi's involvement in the work and life of the Presbytery.

The Ministry Committee having satisfied itself, is pleased to apply to the Executive Commission for the Rev M Badi to be provisionally admitted into the ministry of Word and Sacrament of the UPCSA.

PROPOSALS

1. The Executive Commission approves the names of the students as outlined in the report.
2. The Executive Commission notes the names of those deferred candidates
3. The Executive Commission instructs the Central Cape Presbytery to grant a seat to Rev N Khalipha and Rev L Saule
4. The Executive Commission instructs the Presbytery of the Central Cape to formally write a letter of apology to the two Ministers for the treatment they had received.
5. The Executive Commission removes the name of the Rev Andrew Prior from the list of seconded ministers (16.128 b)
6. The Executive Commission instructs the Presbytery of the Western Cape to grant a seat to the Rev H Fortuin.
7. The Executive Commission provisionally admits the Rev M Badi to the UPCSA ministry of Word and Sacrament as per Manual of Faith and Order 17.55

SUPPLEMENTARY REPORT OF THE GENERAL SECRETARY TO THE 2024 EXECUTIVE COMMISSION

Through this supplementary report, I hereby submit a chronicle with an overview of the work that has been accomplished over the past ten years in the office as the General Secretary of the UPCSА. It has been referred to in the main report. The chronicle is, by no means, exhaustive. I will find time to make more reflections in the course of time.

It is recommended that the Executive Commission will agree that the chronicle should be shared widely for reading by the members of the UPCSА and that some committees, including Priorities and Resources Committee and Church Office and Human Resources will study for continuous improvement.

PROPOSALS

1. The Executive Commission receives the report.
2. The Executive Commission instructs the Communications Committee to place the chronicle on the website.
3. The Executive Commission instructs the Priorities and Resources Committee and the Church Office and Human Resources Committee to study the chronicle for continuous improvement and implementation of the relevant parts.

CHRONICLE ON THE OPERATIONS OF THE OFFICE OF THE GENERAL SECRETARY OF THE UPCSА FROM 1 SEPTEMBER 2014 TO 31 AUGUST 2024

"I am doing a great work and cannot go down. Why should the work stop while I leave it and go down to you?" (Nehemiah 6:3)

INTRODUCTION

1. The 31st of August 2024 marks the end of my second term in the office as the General Secretary of the Uniting Presbyterian Church in Southern Africa (UPCSА). I have taken time to reflect on the times and operations that were undertaken during the ten years of grace. *A priori*, I am proud to say, it was a time of praising and worshipping God, it was a time of serving the UPCSА and its members, it was a time of strengthening relations with God and the UPCSА populace, it was a time of being the face of the UPCSА internally and externally. It was a time of discovering my capabilities and limitations, and strengths and weakness. Above all, it was the time of experiencing the grace of God and the kindness of God's people. I never felt walking alone. It is with great joy that I exit the office at this note. I take a moment to record my reflections and not write an academic paper.

THE APPOINTMENT

2. I joined the ministry of word and sacraments in 1989 after a three-year process of formation, preparation, education, and training. I was ordained on the 8th of June 1989 and served as a minister at Stirling Congregation in Ngqayi Location, Maclear, within Matatiele East Griqualand (now East Griqualand) Presbytery. I accepted a call to Columba Congregation in Centane within Transkei (now Tiyo Soga Memorial) Presbytery. While serving in the respective Presbyteries, I had opportunities to serve as an interim moderator in Mpharane Congregation, Matatiele; Irving Njoloza Memorial Congregation in Centane; and Main Congregation in Cofimvaba.

3. In January 2000, I joined the South African National Defence Force (SANDF) as a Chaplain and served in 14 South African Infantry Battalion (14 SAI Bn) in Mthatha and in the South African Ship (SAS) Simonsberg in Simon's Town. While serving as a chaplain at 14 SAI Bn, I attended the South African Army Officers' Formative Course in Heidelberg, and was more interested in a module known as LCAMPs (Leadership, Command, Administration, Management Practices, Policies, Principles and Philosophies). I had a desire to participate in the teaching or facilitation of the module, but it was not time yet. While serving in SAS Simonsberg, I had an opportunity to complete the Junior Staff and Warfare Course (JSWC) at the South African Naval Staff College in Muizenberg. It was during that course that I was identified as having a potential to join the staff of the same College, which became effective in May 2003. I grew up through the ranks there and ended up commanding the same College in 2005. While still serving there, I got an opportunity to complete the Joint Senior Command and Staff Course (JSCSC) at the Defence Staff College in Nairobi, Kenya. At the same time, I completed the Post Graduate Diploma in Strategic Studies (PGDSS) at the University of Nairobi. On my return from Kenya at the end of 2006, I was promoted to the rank of Captain (South African Navy) an equivalence of a full Colonel in the Army and was appointed as a Commanding Officer of the South African Naval College in Gordon's Bay for four years. During those years, I continued serving the Lord and the most notable contribution was the resuscitation of the Tiyo Soga Congregation, Langa, Cape Town

4. In January 2011, I was transferred to the South African Navy Headquarters in Pretoria where I served, respectively, as the Senior Staff Officer responsible for South African Navy Foreign Relations and as the Senior Staff Officer responsible for South African Navy Transformation. While serving in the first position, I completed the Executive National Security Programme (ENSP) at the National Defence College (NDC) in Pretoria. I continued to serve the Lord and became an interim moderator of Phola Congregation, Ogies, Tshwane Presbytery.

5. In November 2013, an advertisement of the vacancy in the office of the General Secretary of the UPCSA was circulated. Thinking that it was not concerning me, I deleted that message. At that same time, there was a feeling of a call to full time ministry of the denomination, but that was suppressed. The date for the submission of the applications for the post came and passed and there were no applications were received. I was challenged directly to consider applying for the position. I resisted it and, after some nudging, I, with great trepidation, sent my application. The dates for interviews were set. On a day before my date of the interview, I was put to a test. The SANDF invited to another interview for a position of a Military Attaché or Military Advisor (serving as a representative of the SANDF in another country that would be determined in the course of time). I was selected for that position and was due to go for Military Advisors' Course in August 2014. On the date set for me, I attended the interview. At a right time, I was informed that I had been considered for that appointment. I had to pray hard for God to make it clear for me which one I should be going for between the Military Advisor (with lots of money) and the General Secretary (to serve God). The 2014 General Assembly made an appointment, and I was given a letter to hand over to the Chief of the South African Navy. The Moderator of the General Assembly cautioned me with the words, "Lungile, you must take what I am going to say to you by heart not by head. I have attended all the meetings of the General Assembly where appointments were made. No appointment ever went so smoothly like this. God is calling you to the office." I thanked him and worshipped God.

APPROACH TO THE TASK

6. After some period of preparation, I reported to the office on the 1st of September 2014. My predecessor did his best to welcome me into the office despite that he also had to start in his new appointment at the University of Pretoria on the same day. We both hit the ground running. A great deal of orientation was conducted by the staff of Tiyo Soga House (Central Office), especially the Clerk of Assembly, Mr Tom Coulter and the Chief

Finance Officer, Mr Geoff Jooste. Mrs Joan Botha was very instrumental in helping me acclimatise. A conducive environment had been established.

7. Having had my moments with God, I was assured that I was called to a great work. Hence, I got my mantra from Nehemiah 6: 3, "*I am doing a great work and cannot go down. Why should the work stop while I leave it and go down to you?*" I strived to remain in Jerusalem, as I was convinced that Jerusalem has nothing to do with Ono. I would never prevaricate but stuck to the principle.

8. I visited the guiding philosophy that was adopted at the 2012 General Assembly, with a statement of who the UPCSA is, the vision, mission, priorities and the values of the UPCSA. It was discovered that the vision and the mission formed the fulcrum of the life and work of the UPCSA. Having comprehended all of that, we engaged in an exercise to craft the strategic plan through which the vision and mission of the UPCSA could be attained. The following nine strategic guidelines were adopted and at the 2015 Executive Commission and the full strategic plan was adopted at the 2016 General Assembly:

- 8.1 The UPCSA will be a Missional Church.
- 8.2 The UPCSA will have mission oriented and holistically developed ministry.
- 8.3 The UPCSA will promote the equality of all its members and congregations.
- 8.4 The UPCSA be welcoming to all, especially the youth.
- 8.5 The UPCSA will reflect the demographics of its membership at all decision-making levels and forums.
- 8.6 The UPCSA will have cohesive, efficient, and effective administration.
- 8.7 The UPCSA will be financially sustainable.
- 8.8 The UPCSA will promote a positive image and raise its profile.
- 8.9 The UPCSA will be a reconciled Church.

9. At the same 2015 Executive Commission, it was resolved that focus would be given on the following seven ministries:

- 9.1 Ministers' Welfare and Development.
- 9.2 People with Disabilities.
- 9.3 Eco justice.
- 9.4 Men.
- 9.5 Women.
- 9.6 Youth.
- 9.7 Children.

10. For the sake of the performance appraisals, the operations were grouped according to the following five areas:

- 10.1 Managing the UPCSA Central Office and Staff.
- 10.2 Promoting the vision of the Church through effective liaison with the Presbyteries.
- 10.3 Promoting the vision of the Church through effective liaison with the GA Committees and other church structures.
- 10.4 Managing bilateral relations with other churches and institutions.
- 10.5 Participation in the ecumenical relationships (forums).

OPERATIONS

STRATEGIC PLAN

11. It has taken a while for the UPCSA to warm up to strategic thinking and planning. Some Presbyteries and Fellowships bought into it and developed their plans to work in support of the UPCSA plan. That is considered a breakthrough. Due to low reaction levels,

the strategic plan was given another life span of five years from 2021 to 2026. It will be expected that the new General Secretary, working with the Priorities and Resources Committee will take note of that and plan to be able to present a new or updated plan in 2026. The Priorities and Resources Committee evaluated the plan. Some points are captured below.

- 11.1 **The UPCSA will be a Missional Church.** The Mission and Discipleship Committee crafted a definition of a missional church that would be applicable to the UPCSA. That was meant to guide the structures of the denomination to have a clear understanding of what is meant by a missional church. Along with that, the definition of a congregation was crafted. The following definitions should be noted:

WHAT IS A MISSIONAL CHURCH?

A Missional Church is a **sent** Church, which understands its primary work as **witnessing** to Christ and **servng** God in the **world**.

A Missional Church is **shaped** by God **for** the community into which God has placed it. It is **focused** on those who don't yet know Jesus and on working **with** God in bringing **fullness of life** (involving justice, healing, wholeness and reconciliation) to **all the people** of the world.

UPCSA DEFINITION OF A CONGREGATION

"A Congregation (or worshipping community) is a group of people who gather regularly to meet Christ in Word and Sacrament, practice mutual care and make disciples in our changing contexts. They do so while seeking to participate with God in the transformation of the world. As communities, they move toward sustainability in leadership and ministry."

- 11.2 **The UPCSA will have mission oriented and holistically developed ministry.** This is the key competence of the Ministry Committee and the Mission and Discipleship Committee. The Ministry Committee has presented several programmes which have been adopted by the General Assembly to develop ministry holistically. Some of the programmes may be run at Sedibeng House of Studies. The Ministry and Discipleship Committee runs Inspire Conferences and Order of Lay Ministries from time to time. The Mission and Discipleship Committee is currently investigating how the UPCSA may sharpen focus on disciple making.
- 11.3 **The UPCSA will promote the equality of all its members and congregations.** The Gender Justice Desk has been vocal in ensuring that the equality of all the members of the UPCSA is guaranteed. The UPCSA is now a gender sensitive denomination. The Ministry Committee, the Priorities and Resources Committee, and the Mission and Discipleship Committee are currently investigating ways of providing sustainable ministry in different set ups, including rural congregations and city/urban congregations.
- 11.4 **The UPCSA be welcoming to all, especially the youth.** The Youth Desk was established to ensure that the youth feel belonging in the UPCSA. The UPCSA encourages dialogues to promote inclusivity in the denomination, without compromising the essence of the gospel, and the polity and doctrines of the denomination.
- 11.5 **The UPCSA will reflect the demographics of its membership at all decision-making levels and forums.** The UPCSA made a ruling to ensure balance of demographics in the relevant structures. The General Assembly went on to resolve that the next General Secretary should be a woman, arising from the fact that in the twenty-five years of its existence, the UPCSA never had a woman General Secretary. There are improvements in terms of the number of women ministers, elders, and session clerks. So much work still needs to be done.

- 11.6 **The UPCSA will have cohesive, efficient, and effective administration.** The UPCSA resolved that every Presbytery should run an administrative session in February, which should centre around the Appendix D-3 forms from the congregations. It seems that the Presbyteries responded positively to the call. An improvement is required for the Presbyteries to submit the returns to the Central Office, so that all the structures should sing the same tune.
- 11.7 **The UPCSA will be financially sustainable.** The outbreak and spread of COVID 19 dealt the UPCSA a huge blow. The failure of some congregations to meet their obligations and of Presbyteries to exercise oversight also contribute to insignificant growth. However, the fact that the UPCSA survived the tough COVID-19 times is a sign of strength.
- 11.8 **The UPCSA will promote a positive image and raise its profile.** The Communications Committee is doing well in promoting the image and raising the profile of the UPCSA. It is noted that there are some members who use social media and who conduct themselves in manners that bring the denomination into disrepute. The General Assembly adopted a Communication Policy as presented by the Communications Committee to deal with such issues.
- 11.9 **The UPCSA will be a reconciled Church.** The UPCSA has made tremendous efforts to promote reconciliation among its members and congregations. In one of the ministers' retreats, focus was given on the four cardinal points which included mending relations and healing of memories. The introduction of the mediation processes before the legal processes has helped the UPCSA with regarding to reconciliation.

SEVEN FOCUS MINISTRIES

12. The UPCSA endeavours to promote the following ministries:
- 12.1 **Ministers' Welfare and Development.** The UPCSA encourages its ministers to grab the developmental opportunities, especially academic development. In that regard, many have seized the opportunities that are availed by the Council for World Mission (CWM). The Robert Niven Trust helps the children of ministers to access tertiary education. Ministers have been encouraged to buy or build their family homes in preparation for the time they must vacate the parsonage for one reason or the other. Many made use of the advice and now enjoy the comfort of their homes. The retired ministers are assisted with medical bills when they get sick. There is an amount that is paid out when a minister passes on in preparation for the burial.
- 12.2 **People with Disabilities.** A committee of the General Assembly was established to take full responsibility of this ministry. It is still expected of the congregations to roll out the ministry within their bounds.
- 12.3 **Eco Justice.** A Task Team under the Church in Society Committee was established to champion this ministry. An Eco/Environmental justice policy was adopted at the 2023 General Assembly.
- 12.4 **Men and Women.** The Gender Desk promotes the issues of gender equality and addresses women and men's issues. In addition to this, the Fellowships of Men, Women and Young Women play a critical role in addressing those issues.
- 12.5 **Youth.** The Youth Desk, working with the Fellowship of Youth, do significant work in addressing issues of youth capacity and participation at all the levels of the denomination.

- 12.6 **Children.** Children's Ministry is placed under the care of the Education and Training Committee of the General Assembly. Much work must still be done at the Assembly level. It is heartening to note that some Presbyteries and congregations are doing tremendously in promoting this ministry in their respective environments.

KEY PERFORMANCE AREAS APPRAISALS

13. The General Secretary operates in various spheres. The following five areas will be considered:
- 13.1 **Managing the UPCSA Central Office and Staff.** The management of the Central Office includes personnel, property, processes, policies, knowledge, and intellectual property. This area has been done meticulously with the assistance of the Church Office and Human Resources Management. Much effort has been made to improve on performance. Goal setting, determination of performance indicators, and periodic performance appraisals were instrumental in keeping the performance levels of the staff on par with the requirements. The movement from Parktown to Kempton Park was a relief in terms of the renovations and maintenance. The newly renovated building in Kempton Park made life easy. Work on property focused on improvements like provision of water, provision of electricity, planting of trees, and widening of the gate. The staff has always been mindful that Tiyo Soga House is the Lighthouse of a reconciled community of Christians, and they strive to provide effective and efficient service to the UPCSA. Our effort has always been to keep the office close to the UPCSA members - the clients and stakeholders.
- 13.2 **Promoting the vision of the Church through effective liaison with the Presbyteries.** It has always been considered that the Presbyteries are the cornerstone of the governance of the UPCSA. We have always strived for effective and efficient Presbyteries for good governance. The vision of the UPCSA was promoted in all the Presbyteries. Twelve out of twenty Presbyteries crafted and submitted their strategic plans to support the strategic plan of the UPCSA. It is urged that Presbyteries should always be supported to monitor and evaluate their plans. Those who have not done so should be encouraged to submit their plans. There have been consultations to empower and equip the officials of Presbyteries. Since the outbreak of COVID-19, those consultations are being held remotely. Those consultations helped in synchronising the activities, life, and work of the denomination. The Presbyteries have been visited when they conducted services of ordination and/or induction. In so doing, the Central Office is brought down to the people. The Presbyteries, thus find it easy and free to be in touch with the Office.
- 13.3 **Promoting the vision of the Church through effective liaison with the GA Committees and other church structures.** The Committees of General Assembly are the backbone of the business of the General Assembly. The Committees have been encouraged to centre their business around the vision of the UPCSA and strive to attain it. I attended many meetings of the various committees and gave advice as I could. The Committees have been encouraged to work collaboratively rather than in a competition. Those committees that have the overlapping tasks should work together on those specific tasks to avoid duplication. A great deal of balancing was achieved through the consultations which were held physically before COVID-19 and remotely thereafter.

The period 2014 to 2019 was devoted to the amalgamation of the associations. That was a daunting task. While engaged with the associations through the

General Assembly Working Group on Associations (GAWGA), I also fulfilled my obligations as the CEO of the denomination and attended all the conferences of the fellowships to promote the vision of reconciliation. The amalgamation was consummated at Port Elizabeth in September 2019 with the birth of the new fellowships. The ball game changed completely. The new focus has been the nurturing of the new fellowships. The fellowships are a good vehicle for promoting the vision of the UPCSA. More attention needs to be given to them. They are a space for nurturing faith, growing spiritualities and driving the revival. Some Fellowships produced strategic plans to support the UPCSA plan.

- 13.4 **Managing bilateral relations with other churches and institutions.** The UPCSA has done well regarding building and maintaining bilateral relations and partnerships. The UPCSA has partnerships with a considerable number of denominations and institutions. That is our treasure, as we benchmark on each other on matters of growth and development.
- 13.5 **Participation in the ecumenical relationships (forums).** The ecumenical forums are the gold mine for different forms of epistemologies and philosophies. The UPCSA actively participated in that spaces at the different levels of engagement. At the national levels, the UPCSA features prominently. For example, the Rev Sauros Phaika is the current President of the Council of Churches in Zambia; Rt Rev Lydia Neshangwe is the Chair of the Advisory Forum of the Zimbabwe Council of Churches; and Rev Dr Lungile Mpetsheni is the member of the Executive Committee of the South African Council of Churches and a member of the Central Committee of the Church Unity Commission; and Revs Vusi Mkhungo, Kim Brown, Zwai Mtyhobile, and Prof Kobo represent the UPCSA at the Church Unity Commission; Ms Karabo Mamabolo II is a staff of the South African Council of Churches responsible for women and youth; and Rev Zolani Makalima works for the Bible Society South Africa. At the Regional level, Rt Rev Lydia Neshangwe is the President of the All Africa Conference of Churches; Rev Dr Mpetsheni is the Secretary of the Africa Communion of Reformed Churches; and Ms Afika Rwayi is the member of the Executive Committee representing the youth in the Africa Communion of Reformed Churches and serves in the structures of the All Africa Conference of Churches. At the global level Rt Rev Lydia Neshangwe is the Moderator of the Council for World Mission and a Commissioner in the Commission for Racism, Discrimination and Xenophobia of the World Council of Churches; Rev Prof Jerry Pilay is the General Secretary of the World Council of Churches; and Rev Dirk Gevers is the General Secretary of the United Bible Societies.

SOME THEMATIC ISSUES

14. The UPCSA is a paradoxical organisation. The pendulum keeps on swinging. We thank God for being with us for the past 25 years and for guiding and protecting me for the past 10 years. Below, I highlight some of the thematic issues that are part of the life of the UPCSA. It is my prayer that we attain a higher level of maturity on the issues that are raised.

- 14.1 **Reconciliation.** This is an issue that is critical in the vision of the denomination. It also features as a strategic guideline. We have not mastered to leverage on our diversity for growth and development. Rather, there are gaps among us as the family. There are many marks of discrimination that may be pointed out, including racism, negative ethnicity, negative nationalism, regionalism, and sexism. Lack of reconciliation impacts negatively on the provision of effective ministry in the denomination. It also hampers effectiveness in the meetings, especially at the Presbyteries. Some of the disagreements are

caused by lack of reconciliation, not just by genuine holding of different positions on a particular matter.

- 14.2 **Unity.** Unity is an essential mark of the church. It is what Jesus prayed for the church to attain. It is so elusive. We continue to live in the former denominations; in a black and white church; in tribalistic congregations; in cliques and cabals. Our potentials are not unleashed to the full due to the limitations of disunity.
- 14.3 **Peace.** Jesus Christ left his disciples with peace. Peace goes with forgiveness. Peace contributes to reconciliation and unity.
- 14.4 **Justice.** We continue to pray for justice to roll like a river. Justice stands in stark contrast with inequalities. Hence, we advocated for gender justice, economic justice, ecological/environmental justice, justice for people living with disabilities, justice for minorities, justice for the marginalised.
- 14.5 **Spirituality.** We are in a business of promoting spirituality. It often happens that we don't share common strands of spirituality. This manifests in hatred among each other while we are supposed to worship the same Lord. Let us worship one God. Let us grow spiritually and be able to outgrow spiritual malnourishment (kwashiorkor). The congregations want to be served by spiritually nourished ministers and ministers want to serve spiritually charged congregations. It is everybody's business.

15. I am convinced that, if we may pay attention to these issues, a reconciled community of Christians will be realised. We need one another, black and white, men and women, male and female, old and young, without any discrimination. The UPCSA is called by God to be a church in this context. We should not fail God who calls and sends us.

SOME SIGNIFICANT ACHIEVEMENTS

16. The last ten years have been a period of great achievements. Without any ambition, the following can be cited:

- 16.1 **The Crafting of the Strategic Plan.** The strategic plan served as a blueprint for many of the operations of the UPCSA. It served as a guide on how many of the issues were approached and resolved. It helped us synchronise some of our activities.
- 16.2 **The Establishment of Gender Justice Desk, Youth Desk, Eco Justice Desk, and Committee for People with Disabilities.** The establishment of these platforms was a great service to the denomination. It is my wish that a fertile ground will be established for the growth and development of their respective works.
- 16.3 **Mediation Processes.** The resolution of the General Assembly to attempt mediation before the full legal process has helped the UPCSA.
- 16.4 **Overcoming Controversies on Matters of Faith and Doctrine.** God has saved the UPCSA from schisms that could be resulted by sharp divisions on matters of faith and doctrine. We thank God that we were able to reason together and overcome those controversies. I thank the Presbyterians for being so gracious. We lament the loss of one of our congregations through those disagreements. May sanity prevail. The good thing is that we learned to dialogue. It is my prayer that even on matters that are not yet resolved, God will help us overcome. We want a reconciled community of Christians.

- 16.5 **The Return of some of the Congregations and Ministers who had left the UPCSА.** We thank God that, through the combined efforts, some of our brothers and sisters, and some of our ministers and congregations who had left the UPCSА rejoined.
- 16.6 **The Amalgamation of the Associations into Fellowships.** We had the worst of times, but God restored us into fellowship. We pray that nothing and no one should ever lead to a similar situation. It is difficult to reverse that situation.
- 16.7 **The Geo-strategic Position of the UPCSА.** The UPCSА occupied a significant geo-strategic position in the ecumenical space and in speaking against the injustices globally. Working alone and along the ecumenical forums, the UPCSА was vocal on issues regarding corruption and state capture in South Africa, poor governance in Zimbabwe, economic disparities in Zambia, Israel/Palestinian Conflict, Russo-Ukrainian War, and other unfortunate situations throughout the globe. We will always do it again when called to respond.
- 16.8 **Overcoming COVID-19 Pandemic.** The UPCSА withered the storm of the COVID-19 pandemic. When all were stuck, not knowing how to carry on with business, God gave us men and women with technological astuteness. The 2020 General Assembly had to be postponed. But, with the advances in technological skills we were able to hold the Assembly in 2021 and the subsequent meeting remotely. We rediscovered ourselves. We learned the new language and ways of living, and survived COVID-19. We lost many relatives and friends, but we survived to soldier on. We are stronger than before.
- 16.9 **The Assembly Standing Commission (ASC).** The General Assembly resolved to have the ASC established, which was done immediately after the sitting of the General Assembly. This structure was, indeed, long overdue. Through this structure, some inroads have been made in the processes of implementation, monitoring and evaluation. The structure increases the capacity of the denomination in ensuring accountability.

TAKING A BOW - EXPRESSIONS OF GRATITUDE

17. It is now time to take a bow, a time for me to decrease and a new General Secretary to increase. It is also time to acknowledge all of God's people for love, care and support.
- 17.1 I thank God for loving me, for calling me into this task, for sustaining and for protecting me. I surrender all to God and will serve God all my life.
- 17.2 I thank my family, in its entirety. Making a vote of thanks in a thanksgiving service which was hosted by the Tiyo Soga Memorial Presbytery (my home Presbytery) to commission me to the office, my uncle (utatoncinci) said, "lo mntana samzalela ecaweni, kodwa sasingazi ukuba simzalela icawe" (This child was born in the church, but we never knew that he was born for the church.) With those words, I was released to crisscross the lengths and breaths, and heights and widths of the UPCSА and the world serving God and the people. The Tiyo Soga Memorial Presbytery is part of my family. Their support will never be forgotten. The ministers of the UPCSА have become my brothers and my sisters. Those calls and messages of goodwill kept me going. The members of the UPCSА are wonderful.
- 17.3 I served a total of five Moderators: Rev Mukondeleli Ramulondi, Rev Dr Robert Munthali, Rev Dr Peter Langerman, Rev Siphо Mtetwa, and Rev Lydia Neshangwe. I could not have asked for any better Moderator than Mukondi to start my term with. Mukondi had been following all the processes of the UPCSА and attended almost all its meetings. I had not been part of most of the processes of the UPCSА,

as I spent most of my time in the SANDF. There was a grand orientation. Each of the moderators left their mark in my growth and development. I thank them all. I can write a lot about each of them. I got a foretaste of the leadership of Rev Dr Amon Kasambala. I wish him all the best as prepares to take over in June 2025.

- 17.4 I am indebted to the men and women who served as part of the Tiyo Soga House staff over the years:

In the office of the Clerk of Assembly: Mr Tom Coulter and Rev Vusi Mkhungo.

In the Finance Office: Mr Geoff Jooste, Rev Malungelo Jita, Rev Thembinkosi Nopapaza, Mr Dion Prinsloo, Mr Philip Gohl, Ms Bester Mahlangu and Mr Lwando Faleni.

In the Ministry Office: Rev Dr Eddie Germiquet, Rev Dr Pat Baxter (may she rest in peace), Rev Dr Pakiso Tondi, Rev Zwai Mtyhobile, Ms Christine Kasambara and Ms Ntombo Currie.

In the PA section: Mrs Joan Botha and Ms Christine Kasambara

In the Reception: Ms Poppie Rakgomo

In the PEF Office: Ms Liz White and Mr Ronnie Maqubela

In the hospitality section: Ms Lydia More, Ms Mmakwakhe Tiny Mtsweni, and Mrs Nonhlanhla Makgoka.

In the garden services: Mr Jan Makgoka, Mr Ronnie Maqubela, and Mr Thomas Lerumo (Chauke).

The teams have always been strong, keeping the foci on their respective workstations. We worked with grace and corrected each other with love. May God bless them all.

- 17.5 I have been ably led by the respective conveners of the Church Office Committee (later known as Church Office and Human Resource Committee) and the respective members of that Committee. When I was appointed, Rev Prof Masango was the Convener and helped me to settle down. He was followed by the Rev Makalima who had been a member of the committee. Lastly and currently, we have Rev Glenys Goyns. They and the respective members of the Committee guided me well, using their skills to perfect the issues of office administration. Along with them is the diligent and zealous Mr Ryan Johnson -the General Treasurer and his Finance Committee. He has been a utility especially in Information, Communications and Technology (ICT).

- 17.6 The Conveners of the General Assembly Committees and their committees who made sure that the work of the General Assembly was delivered well are very much appreciated. The members of the General Assembly Ecumenical Relationships Committee supported me in this aspect of the work of the UPCSA. They have been retained over many terms, as they are a winning team. The current team comprises Rt Rev Lydia Neshangwe (Moderator), Rev Dr Amon Kasambala (Moderator Designate), Rev Prof Fundiswa Kobo, Rev Mautji Pataki, Rev Craig Morrison, Rev Thomson Mkandawire, Rev Wayne van Heerden, Rev Zwai Mtyhobile, Rev Vusi Mkhungo, Rev Dr Lungile Mpetsheni, Ms Samkeliso Siwela, Ms Karabo Mamabolo II and Ms Afika Babazile Rwayi.

- 17.7 The leadership of the then Associations and, currently, the Fellowships have been supportive in making sure that the work of the Fellowships is aligned with the work of the General Assembly. The General Assembly Working Group on Associations (GAWGA) under Rev Prof Pillay was the climax in this realm of the work.
- 17.8 The officials of the Presbyteries have been admired. The sacrifices they made over above their congregations (for ministers) and other occupations (non-clergy) did not go unnoticed. My colleagues, the ministers in the UPCSAs, became brothers and sisters and gave unwavering support. Those random calls to check how we have been doing kept us going. The welcoming gestures wherever and whenever I appeared affirmed us as the face of the UPCSAs. The popular dictum, "Yangena icawe – there comes the church" was not taken lightly or with pompousness. It was taken as a call to duty. It drove me to always ask, "What more must I do to serve God and the UPCSAs?" The ecumenical community has become my second home after the UPCSAs. I have been sharpened by other irons. THANK YOU.

CONCLUSION

18. I always drew a lot of inspiration from Nehemiah 6: 3, "*I am doing a great work and cannot go down. Why should the work stop while I leave it and go down to you?*" The work that Nehemiah was called and commissioned to do could have been greatly compromised, if he had paid attention to the invitations to Ono where Tobia and Sanballat wanted to meet with him, ostensible to discuss some issues. Nehemiah knew that the things about Jerusalem could not be discussed in Ono. He also had no business to discuss with those gentlemen. As a spiritually charged person, he could discern and listen to God. He remained where God had commissioned him to be.

19. Nehemiah could have prevaricated, lost focus and gone to Ono. I imagine what could happen to the work, had he taken that risk. He trusted God who had called him. He also trusted his instinct, remained obedient to God and faithful to his calling. He was exemplary to the men and women that he was working with. They stayed on guard, day and night. He could not weaken the team by going to Ono.

20. I strived to remain within the confines of my calling and my assignment. I leave with my head up high and my integrity intact. I am still a minister of word and sacraments. Thanks to God.

21. I tried to reach out to everyone. I may have fallen short, but I was trying. I endeavored to be with the families of the ministers when a minister passed on. I may have missed a few. I attended the ordination and/or induction services. I may have missed some. I tried to support young ministers in the ministry. I may have omitted some.

22. I encouraged youth participation. I promoted gender justice. I worked for the equality of all the people of God. I promoted education and excellence.

23. I upheld effective and efficient administration. I followed the policies, practices, and principles. I submitted to those in authority. I refused to micromanage the staff. I accorded value and dignity to everyone. I refused to be denigrated and did not sell any of the staff members out. I loved my brothers and sisters at Tiyo Soga House as my family.

24. I was doing a great work and could not go down. I could not leave such a great work and attend to Tobia and Sanballat at Ono. Their gimmicks and theatrics could not entertain me.

25. I thank the UPCSAs for the trust and confidence in me. Please pardon all my failures and inadequacies. It was not always easy in the "tennis court". As I hit the tennis ball, the opponent kept on hitting it back. But, lo and behold, I am carrying my crown of victory. Jesus Christ remains Lord and Saviour.

Mission and Discipleship Committee Supplementary

MissionAndDiscipleshipCommitteeSupplementaryReportToExComm2024

Results of the Congregational Survey

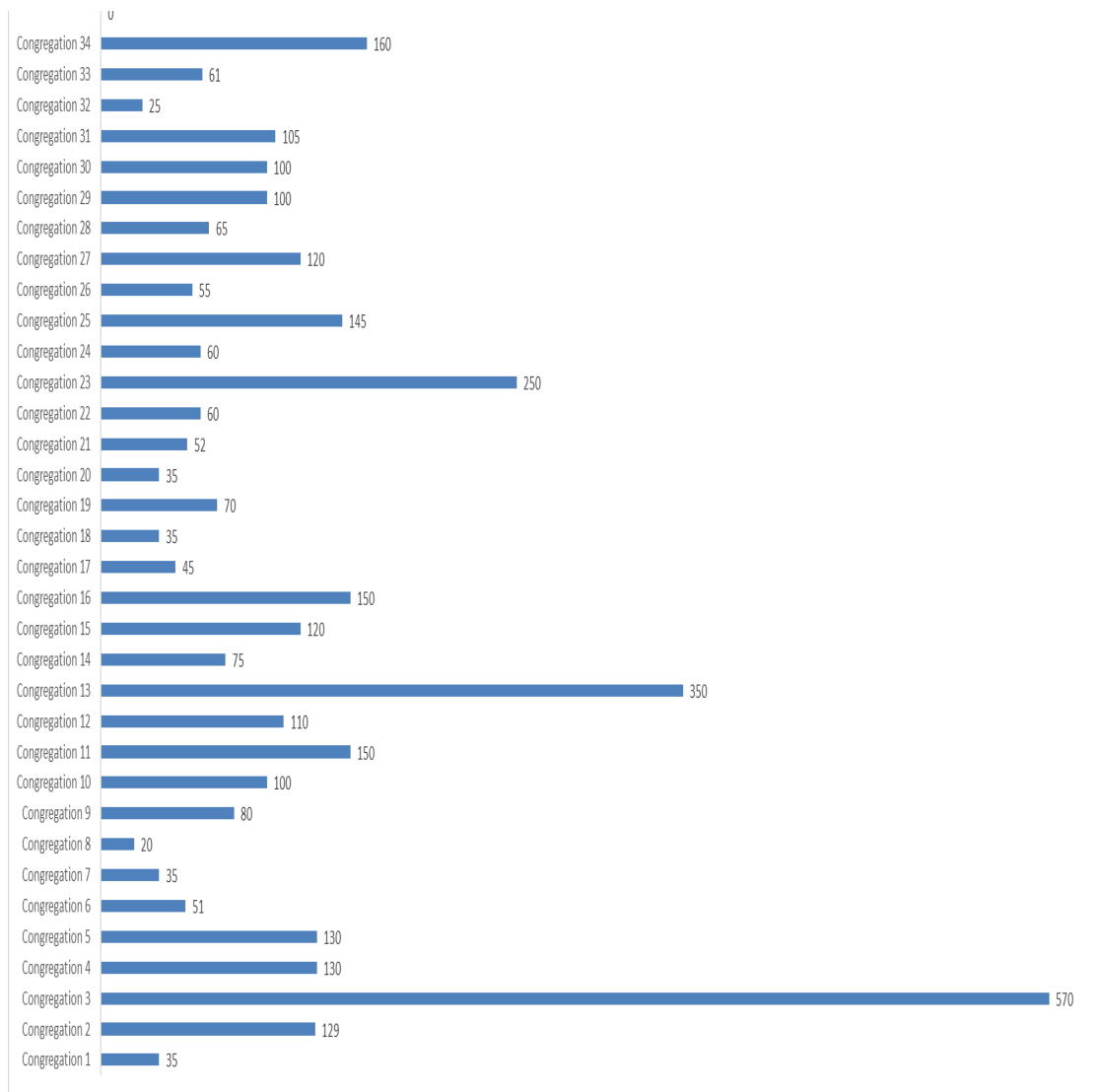
As mentioned in the main report, the Committee asked all congregations in the Denomination to fill in a congregational survey. This coincided with the annual requirement to fill out the Appendix D3 forms which hopefully meant that many session clerks and ministers had the relevant info at their fingertips. The survey had only 10 questions and could be done online, even on a cellphone.

Sadly, in spite of wide-spread and repeated calls for this to be filled in, only 35 Congregations responded.

The congregations that responded ranged from rural to suburban, township and inner city. We surveyed the following categories of questions: Members on the Roll, Average Sunday attendance, Age demographic, financial information etc. and have tried to summarise the responses to the open-ended questions.

We have anonymised the information.

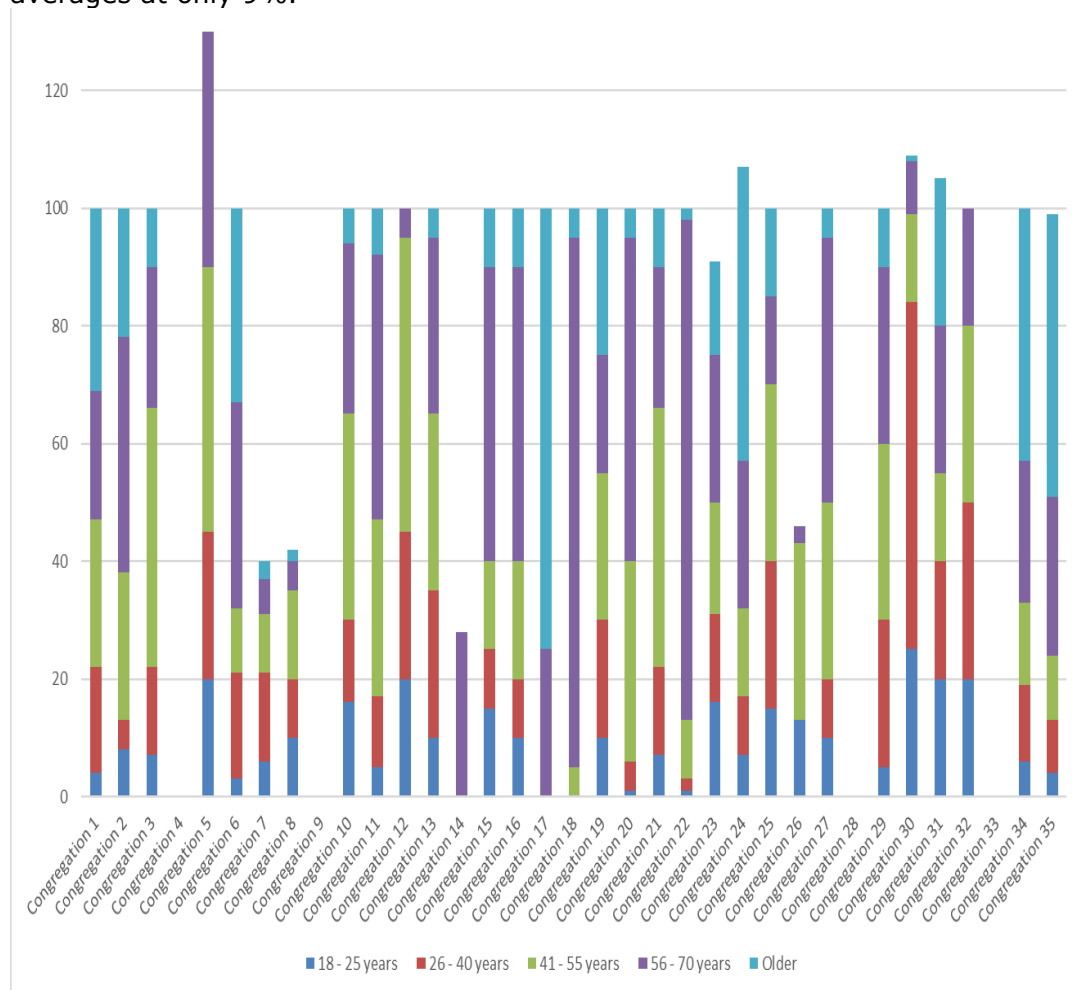
Attendance



The **average** congregation by **attendance** is about 100 attendees. The sample contained a third of smaller (25 – 50 worshippers) congregations and only 10% of congregations were larger than 250 members. We believe this reflects the overall picture of the UPCSA where 1/3 of congregations are likely below 50 members and only 10% are above 250. It would be interesting to look at how this has changed since before Covid19.

Age

Most congregations reflect a predominant older demographic with on average 21% of members over 70 years of age. When one adds those from 56 years and above, one sees that well over half our members is in this category. In contrast, the youngest category averages at only 9%.



Category	Average
18 - 25 years	9%
26 - 40 years	15%
41 - 55 years	23%
56 - 70 years	32%
70 - 90 years	21%

Income

Average Income

Income Category	Respondents
R5 000 - R10 000	6
R10 000 - R30 000	9
R30 000 - R60 000	10
R60 000 - R100 000	2
R100 000+	8

The majority of congregations surveyed raise between R10 000 and R60 000 per month (55%) while 17% raise below R10 000 per month and 22% raise over R100 000 per month. This would suggest that up to 42% of congregations may raise too little income to afford the minimum Stipend for a full-time minister.

Declining, Stable or Growing?

Declining Congregations:

9 out of 35 congregations surveyed indicated decline. They gave the following reasons:

- Retirement and moving away.
- Aging community and a town that is dying
- Because of unemployment
- Because some want to stay in town
- Declining in attendance by about 20% and some of our members now attend far less regularly than before. Young families particularly staying away
- Many have chosen not to come back to any church at all after Covid. Others have moved to other churches. In Finances we are Declining. Because those not coming back to church or who have gone elsewhere are no longer giving. Also, the high cost of foodstuffs, individuals' lower incomes and spending power, has reduced income. Instead of getting Blue (R100) and Red (R50) in our offerings we now get more Brown (R20) and Green (R10)
- Change in belief system, not so Christian. Plus, growing number of independent churches
- We are not attracting enough young families.
- Area as be 100% Muslim. a lot members left due to this. Others are commuting from outside the area.

Growing Congregations:

22 out of 35 congregations reported that they were growing. Here are some of the comments given:

- We confirm and baptize many members in a year.
- We welcome new members regularly
- Growing - consistent well-prepared ministry to a defined target group.
- Growing - losses are really only through death and we are taking in new members as well as a fair number of persons who regularly worship with us but who are not members
- Growing Annual growth - about 10 new members average per year.
- Growing due to a process of unification with another Denomination's Congregation
- It's growing gradually.
- Growing slightly. Admitted new 11 members in 2023 and 7 new members in 2024
- Growing Yes, each year we have noticed a steady increase on the total number of congregants as we are joined by new members.
- Growing, almost every Communion service we receive new members
- Growing, but also losing people who are moving out of the area or out of the country
- Growing, but very slowly, and have not yet fully recovered after the Covid shut down.
- Growing, but with older members
- Growing, the community has a lot of potential to grow but lack of enough ministry resources. eg Music instruments to capture the hearts of the modern worshiper.

- Growing! Our services are accommodating to everyone including visitors in terms of songs and hymns, preaching, sharing of the online link to our weekly Bible study sessions with neighbors, friends and relatives is also helping in evangelism and reaching out to the community. We also do pamphlets to let the people know about us and distribute to the parents at the pre-school where we are renting for our services. We also use the nearby Shopping Complex
- Growing. Intentional about visitors and children's ministry
- Growing. More people are joining especially men and young people
- Growing. People are coming back to church after being absent during Covid, and our minister is very well loved by those who attend the services.
- We are in a growing community and our services and ministries are appropriate to the needs of the community.
- We are welcoming new members, but the growth is offset by the death of our older members
- We've almost doubled in size in three years. Because people are getting proper care and they are able to encounter God in our services.

Stable

Congregations:

4 out of 35 congregations indicated they were stable. Here are some of their comments.

- We have seen a significant decrease from emigration. But we have also experienced new families joining.
- We manage to maintain our numbers. We are an old congregation (age wise) average age is 66 years. The Church is situated in a largely retired community.
- We lost quite a number during Covid and the vacancy but are beginning to pick up again.

Projects and Outreaches

Here's a summarised list of the projects and outreaches being undertaken...

- Financial support to people in and out of the cong.
- Support Missionaries in foreign lands
- Youth Group
- Feeding scheme / Soup Kitchen / Pantry
- Partner with other ministries: Creches, Orphanages, Old Age homes, etc.
- Use building to help others
- School on premises
- Partner with schools to help needy kids
- Blankets
- Support groups
- Care and Counselling for under-privileged.
- Veggie farm
- Food parcels
- Prison Ministries
- Partner with NPO founded by members
- Alpha course
- Prayers for the Police
- GriefShare
- Equip members to serve in other ministries.
- Youth lead a number of compassion outreaches.
- Children's parties at Christmas

- Bursaries
- Run a home for the destitute
- Support programmes at universities.
- Mental coaches to Sports teams.

How are you doing at retaining young people?

Here's a summary of those answers...

- Not well
 - most move out of our geographical area (About 18 congs gave this as an answer)
 - they are going to independent or charismatic churches. (2 Congs)
 - No youth pastor or youth programme (2 Congs)
 - Our Community is changing (1 Cong)
- OK
 - Youth pastor helps, good young adult's ministry, dedicated young people (4 Congs)
- Good: (About 8)
 - Session focusses on them
 - Focused youth programme led by the youth for the youth
 - Involve young people
 - Do pastoral care and evangelism
 - Good Sunday School where confirmed kids take up teaching roles
- Mixed answers (2 congs)

What does your congregation offer the community?

- Firstly, Jesus
- We offer a community in which they can experience belonging and care, encountering the transforming work of Jesus in their life.
- Services on Sunday morning and special days.
- Children's Church and Teen Church. Sunday School and Youth Holiday clubs
- House groups.
- Financial and other support if needed.
- Some people are given lifts to church every Sunday.
- Worship services focus on a contemporary style.
- Ministry opportunities. We offer a place to serve and practice the gifts they are given
- We offer educational bursaries; we sponsor school children with school uniforms. We further support with food parcels
- We further offer Spiritual support.
- Stephen Ministries
- Serve in our soup kitchen
- Pastoral care when in need,
- Marriage preparation, conducting weddings, memorial/funeral services, interment of ashes in our Garden of Remembrance,
- Courses (Alpha, Bethel, Plumblin, marriage, spiritual growth and parenting etc)
- Spiritual nurturing and worshipping home
- Discipleship ministries that help members grow in their faith and understanding of their purpose in the world.
- Direct visitations
- A loving, caring, and encouraging fellowship. We are family, we are one

- We offer a lot of emotional and frail care support to our members
- Depression and Anxiety support group,
- We identify homes for outreach, at least 4 homes
- Weekly choir practices; workshops on voice coaching, flower ministry, and mental health. Evening podium discussion with guests.
- An active creation care group.
- A visitation team with ten members.
- Our members are exposed to sound doctrine every worship service and equal opportunities on resources that the Denomination offers such as the PEF.
- A non-judgemental belonging; relaxed fellowship and atmosphere; a more restrained spirituality; relevant and well-prepared teaching; efficient organisation.
- A hard-working minister

What are the needs of your community

As the question was open-ended, the answers were long and complex. These are the main themes that emerged.

- Much homelessness, drug use, etc.
- Anything that can fight poverty as they are unemployed with their youth
- Students in need of a caring community and salvation.
- Trauma counselling, joblessness, and apathy.
- Education, food, and general infrastructural development. spiritual support in times of mourning.
- Elderly people who are lonely and bored.
- Families, and marriages taking strain; people battling to cope with changing situations; teenagers and children facing issues at school and among teens, including addiction issues and the like
- Projects to clean up areas
- Need good roads and transport because some preaching stations are very far
- There is uncertainty about the future which causes anxiety and fear.
- People are wary of each other and so there is a significant amount of distrust and conflict between people as a result.
- The influence of social media is significant amongst our young people which leads to bullying and a sense of low self-worth.
- There is a need to encourage meaningful connection with people and teach about self-worth and confidence.
- Debt Counselling. Mental Health Support. Addiction counselling. Marriage Counselling.
- Employment, safety & security, education, transport, love, belonging, spiritual growth, a sense of purpose, hope.
- The community is an aging one. Security is a very high priority. This will include medical, (ambulance), fire, food, theft etc.
- Control Crime
- Mainly care and friendship.
- Violence against women & children
- Food and Clothing.
- Work, hope
- It is an affluent area - but people are stressed, over-committed and often caught up in the rat race. They are looking for real community and teaching that helps

and equips them for raising their children and making a difference.

- Recreational facilities such as sports grounds Motivational programmes Basic Services: Roads, Clean Water Agricultural facilities eg shearing sheds
- To not focus so much on money and school sports.
- We are situated in a suburb where there are not so many churches. And people here are looking for a stable worshipping home with a mixture of tradition and modern style of worship.
- Youth unemployment, and alcohol abuse, and unprotected sex which makes the susceptible to HIV contraction
- Trying to find creative solutions for better stewardship and corporation of our city resources. We are also working with the universities to inspire a vision of a better future and we strive to be a safe and stable place for our congregants.
- Palliative care. Support for the bereaved.

It has been very interesting to see these results.

It is encouraging that there is more growth than decline in the congregations concerned and that there is an effort to grapple with the attendance of youth.

Proposal:

1. ExComm receives the report.



THE UNITING
PRESBYTERIAN
CHURCH
IN SOUTHERN
AFRICA

THE EAST GRIQUALAND PRESBYTERY
MOUNT AYLIFF
4735

Enquiries: Revd. T.T Pitoyi (Moderator), Revd. C.N Hlati (Clerk) & Revd. M Mashiyi (Treasurer). Email: cnhlati@gmail.com
thembekapitoyi@yahoo.com

Date: 06/06/2024

The Clerk of the GA Assembly

UPCSA

Dear Rev V. Mkhungo

Re- Extract Minute about a Petition from Gillespie Congregation of the UPCSA

MIN. 265/24 CONSTITUTION

At Gillespie Presbyterian Church, at 9h00, the Moderator, the Revd. TT Pitoyi duly constituted the Presbytery Statutory meeting, reading the Word of God from 1 Peter: 1 – 3. He highlighted the fact that, the Lord Jesus Christ has given delegated authority to leaders in order to govern and went on to say; Eldership represents Christ's delegated authority.

He further reminded Commissioners to be shepherds of God's flock that is under their care and he made mention of the following three great Greek words that describe the work of an Elder:

- **'Proistemi'** – to preside, to rule by position, as in the father being the head of the family. He alluded that Elders should be parents in their ruling.
- **'Hegeomai'** – to lead, to govern, to judge and to have rule over and to provide leadership.
- **'Poimaino'** – He lastly said that Elders have a responsibility to teach. He eventually requested the Revd. XP Mlotshwa to pray.

MIN. 277/24 CORRESPONDANCE

A) GILLESPIE PETITION ON CONGREGATION' S NAMING

The Presbytery Clerk read a Petition from the Gillespie Kirk Session requesting the Presbytery to transmit their application to the General Assembly Executive Commission to restore the naming of Gillespie Presbyterian Church to its original name, which is **Thomas Gillespie Memorial Presbyterian Church**. They motivated their request as per a research they had done about the Congregation (see-attached correspondence). After a short discussion, it was proposed seconded and **agreed** that the correspondence be transmitted to the Clerk of the General Assembly for the attention of the Executive Commission of the General Assembly.

Warmest regards,

Rev. CN Hlati (East Griqualand Presbytery Clerk)

0731487008



THE UNITING
PRESBYTERIAN
CHURCH
IN SOUTHERN
AFRICA

Gillespie Congregation, Dundee A/A, Emaxesibeni, 4735

P.O. BOX 50, Emaxesibeni, 4735

ENQ: - Mrs C.N Qwane CELL:- 073 175 8260 EMAIL:- theribekaDitoVi@Yahoo.com

The Clerk
Presbytery of East Griqualand

Dear Madam,

APPLICATION FOR THE VENABLE GENERAL ASSEMBLY TO RESTORE THE ORIGINAL NAME OF GILLESPIE PRESBYTERIAN CHURCH

The ~~Session~~ of Gillespie Presbyterian Church having met and was duly constituted by the Moderator with devotions on the 16 December 2023, resolved to restore the name of Gillespie Presbyterian Church to its origin.

1. PURPOSE

The purpose of this submission is to request the venerable General Assembly/ Executive Commission to regularise the correct naming of Gillespie Presbyterian Church to Thomas Gillespie Memorial Presbyterian Church.

2. MOTIVATION

As part of its search for the history of Gillespie Congregation, discovered that the Congregation lost its name over a period of time as care was not given to calling it in full and correctly. When the documents were handed over to the new church in 1999, Gillespie lost its original name and the incorrect was approved by the General Assembly during the formation of the Uniting Presbyterian Church in Southern Africa.

According to Church records, the correct name should be Thomas Gillespie Memorial Presbyterian Church.

3. RECOMMENDATION

The Session recommends that the venerable General Assembly / Executive Commission approves the restoration of the correct name to Thomas Gillespie Memorial Presbyterian Church in all its records with effect from 09 May 2024.

Respectfully submitted.

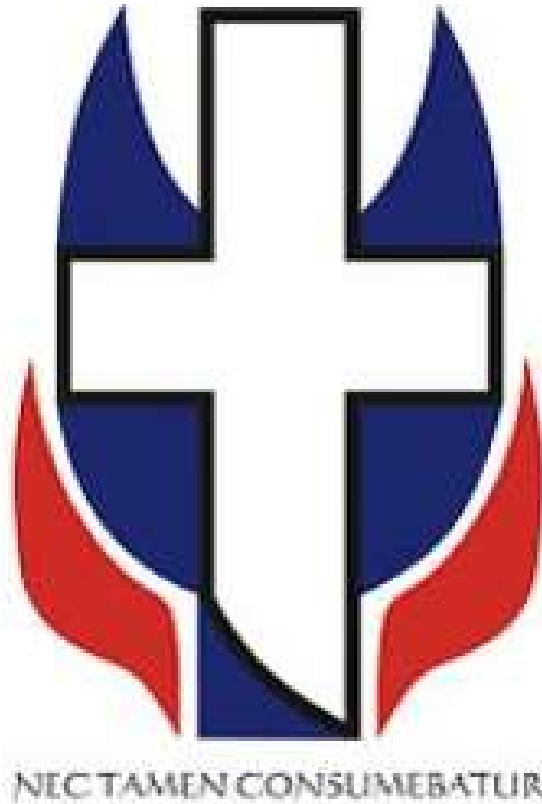


Mrs C.N Qwane: Session Clerk



Date

UNITING PRESBYTERIAN CHURCH IN SOUTHERN AFRICA



FINANCE UPDATE FOR THE EXECUTIVE COMMISSION – JUNE 2024



GENERAL STATE OF THE NATION

- In past 5 years, the General Assembly has paid:
 - R 2.5 million into the Zimbabwe Pension Fund
 - R 8.5 million into the SA Pension Fund
- As we are a Group Scheme, we are compelled by law to pay the contributions even though a congregation or Minister does not pay, (similar to us signing surety).



GENERAL STATE OF THE NATION

- As we are a Group Scheme, we are compelled by law to pay the contributions even though a congregation or Minister does not pay, (similar to us signing surety).
- This is a taxable benefit in the Minister's hands.
- We are short each month by R 45,000 which we have to pay over to the Pension Fund. The debt is increasing by R 45,000 each month.



GENERAL STATE OF THE NATION

- As at end of Jan, about R 762,000 is owed for the last 12 months, and at the end of March approximately R 840,000 is owed.
- Full list of all Minister names has been sent to each Presbytery.
- Need to either get this money in, or close the scheme, in a nutshell, to avoid the scheme making the UPCSA bankrupt.



GENERAL STATE OF THE NATION

- General Treasurer, Pension Fund Trustees, Administrator and Principal Officer have done extensive work, to come up with an alternative solution to offering retirement benefits, as opposed to closing the scheme down.
- We recognize the importance of providing a retirement savings vehicle, but at the same time, it must come at no risk to the governing body, i.e. The General Assembly.
- Hence, explored the option of an umbrella fund.



STAND ALONE PENSION FUND

- **Standalone pension plans** are established and maintained by a single employer company or large group structure of companies, also known as self-administered funds, aimed at exclusive benefits for their employees.
- Standalone funds are **EXPENSIVE** and **MORE COMPLICATED** than standard **Umbrella Funds**.
- They are difficult for small to medium-sized businesses to use as **they require a lot of administrative and legal compliance to create and manage.**

Source: <https://www.moneyweb.co.za/financial-advisor-views/standalone-vs-umbrella-pension-funds-which-is-better/>



STAND ALONE PENSION FUND

- Standalone funds also carry a **greater risk of responsibility** because the trustees (the employer, group of employees) are entrusted to make sure that the fund is managed correctly and that the members' interests are safeguarded.
- These trustees also **must adhere to the FSCA** (the Financial Sector Conduct Authority).

Source: <https://www.moneyweb.co.za/financial-advisor-views/standalone-vs-umbrella-pension-funds-which-is-better/>



UMBRELLA FUNDS

- The establishment and management of **umbrella funds**, on the other hand, are **the responsibility of a qualified fund administrator**.
- Since the **fund managers are in control of the administration and management** of the fund, **these funds typically offer lower fees and are less complicated than standalone funds**.

Source: <https://www.moneyweb.co.za/financial-advisor-views/standalone-vs-umbrella-pension-funds-which-is-better/>



UMBRELLA FUNDS

- **Umbrella funds have lower legal risk** because **the fund administrator ensures that these funds are managed and governed legally**, to ensure that the members' interests are safeguarded.
- Since the fund administrator manages all fund management choices, **they offer less freedom and control**. This is due to the fact that the fund manager often offers a standard set of investment alternatives and other additional benefits that are equal for all members.

Source: <https://www.moneyweb.co.za/financial-advisor-views/standalone-vs-umbrella-pension-funds-which-is-better/>



Key issues to consider before moving to an umbrella fund

TIME	
Standalone retirement fund	Umbrella retirement fund
<ul style="list-style-type: none"> ○ Intensive management time required with onerous duties for trustees and Principal Officer. 	<ul style="list-style-type: none"> ○ Management time significantly reduced, allowing management time to focus on core business.

LIABILITY	
Standalone retirement fund	Umbrella retirement fund
<ul style="list-style-type: none"> ○ The company-appointed trustees have fiduciary responsibilities and duties. ○ Each trustee can incur liability and damage claims in personal capacity. 	<ul style="list-style-type: none"> ○ Employers must comply with certain duties but will incur no liability relating to the management of the fund. ○ Joint Forum members do not have fiduciary duties – but are accountable to their membership.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Key issues to consider before moving to an umbrella fund

FLEXIBILITY	
Standalone retirement fund	Umbrella retirement fund
<ul style="list-style-type: none"> ○ Total flexibility of benefit structure (subject to cost constraints). ○ Investment strategy designed by the company-appointed trustees (subject to minimums imposed by some asset managers and portfolios). ○ The fund carries the employer's (company's) own branding. 	<ul style="list-style-type: none"> ○ Top umbrella funds can accommodate almost all benefit structures. (Less flexible umbrella funds will limit flexibility to keep costs down). ○ Investment strategy designed by employer/Joint Forum (limited by the menu of portfolios offered by the fund). ○ The umbrella fund carries the Sponsor's branding.
COSTS	
Standalone retirement fund	Umbrella retirement fund
<ul style="list-style-type: none"> ○ Generally has higher costs than umbrella funds. 	<ul style="list-style-type: none"> ○ Costs are on average 20% to 40% lower than standalone funds (as per results of Sanlam Benchmark 2010 survey).

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

1. Legal structure	
Standalone retirement fund	Umbrella retirement fund
<ul style="list-style-type: none"> ○ Registered with the Registrar of Pension funds. 	<ul style="list-style-type: none"> ○ Registered with the Registrar of Pension funds.
<ul style="list-style-type: none"> ○ One set of Fund Rules registered with the Financial Services Board. 	<ul style="list-style-type: none"> ○ General Rules (applicable to the entire umbrella fund) ○ Special Rules for each participating employer (applicable only to that specific employer) ○ Registered with the Financial Services Board
<ul style="list-style-type: none"> ○ Subject to both the Pension Funds Act and Income Tax Act. 	<ul style="list-style-type: none"> ○ Subject to both the Pension Funds Act and Income Tax Act.
<ul style="list-style-type: none"> ○ The two basic structures are Pension- and Provident funds. 	<ul style="list-style-type: none"> ○ The two basic structures are Pension- and Provident funds.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

2. Management of the fund	
Standalone retirement fund	Umbrella retirement fund
<ul style="list-style-type: none"> ○ Managed by a Board of Trustees <ul style="list-style-type: none"> – Consisting of company appointed and member elected trustees (typically lay trustees). 	<ul style="list-style-type: none"> ○ Managed by a Board of Trustees <ul style="list-style-type: none"> – Consisting of Professional trustees and Principal Officer.
<ul style="list-style-type: none"> ○ Members have the right to elect 50% of the trustees. ○ The employer appoints 50% of the trustees. 	<ul style="list-style-type: none"> ○ Top funds allow the Sponsor to appoint 50% of the trustees and the members to elect the remaining 50% from a list of industry professionals that are independent of the Sponsor. (This is done to help manage potential conflicts of interest between the Sponsor and the Board of Trustees.) ○ In some cases the Sponsor appoints all the trustees (including the one independent trustee required by the Act).

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

<p>The Board of Trustees governs the fund and has fiduciary responsibilities and duties to:</p> <ul style="list-style-type: none"> ○ Manage the fund in accordance with the applicable legislation. ○ Adhere to the latest PF130 Fund Governance principles. ○ Comply with King III Code. 	<ul style="list-style-type: none"> ○ The trustees of the umbrella fund have the same fiduciary responsibilities and duties as the standalone fund. ○ Members of the Joint Forum are not trustees of the fund and therefore do not have the fiduciary duties and responsibilities that trustees have.
<ul style="list-style-type: none"> ○ In most standalone funds, the trustees are also members of the fund. ○ The trustees are in a position to determine the benefit structure and the service providers. 	<ul style="list-style-type: none"> ○ In top umbrella funds, members of each Joint Forum are also members of the fund. ○ The Joint Forum determines/amends the benefit structure and selects the service providers, including the umbrella fund they belong to.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

<ul style="list-style-type: none"> ○ The employees of the employer in their capacity as trustees are required to undergo formal training, are potentially liable in their personal capacities and must meet regularly. 	<ul style="list-style-type: none"> ○ The employees of the employer in their capacity as Joint Forum members do not have to undergo training and are not potentially liable in their personal capacities and are required to attend only one meeting per annum.
<ul style="list-style-type: none"> ○ Member communication: trustees are required to assume responsibility for all member communication. 	<ul style="list-style-type: none"> ○ Member communication is prepared and designed by the umbrella fund. ○ Joint Forum of each employer may be required to assist with the distribution of member communication and with member support initiatives.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

3. Benefit structure	
Standalone retirement fund	Umbrella retirement fund
<ul style="list-style-type: none"> ○ The trustees are responsible for designing the fund's benefit structure with a choice of: <ul style="list-style-type: none"> - death, disability and funeral benefits. ○ The trustees are responsible for the appointment of service providers. ○ The trustees have to manage the service providers continuously through service level agreements. <p>Source: https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf</p>	<ul style="list-style-type: none"> ○ Participating employers can design their own benefit structure within the umbrella fund's parameters, with a choice of: <ul style="list-style-type: none"> - death, disability and funeral benefits. ○ Most umbrella funds offer a large degree of flexibility. ○ The umbrella fund trustees are responsible for the selection and appointment of service providers. ○ Typically the Sponsor's products are on offer. ○ More and more umbrella funds (like the Sanlam Umbrella Fund) are creating open architect environments, where other service providers can be selected. ○ The Joint Forum will manage the service level of the umbrella fund and can review the performance of the fund.

Comparison between standalone funds and umbrella funds

4. Investments	
Standalone retirement fund	Umbrella retirement fund
<ul style="list-style-type: none"> ○ The trustees are responsible for the fund's investment strategy. 	<ul style="list-style-type: none"> ○ The trustees are responsible for the umbrella fund's investment strategy and the menu of investment portfolios of the fund. ○ The Joint Forum is responsible for the selection of the most appropriate default investment plan for its members within the trustee approved strategy (on participating employer level).
<ul style="list-style-type: none"> ○ Trustees may appoint specialist investment consultants to assist with the strategy. 	<ul style="list-style-type: none"> ○ The Joint Forum may require a contracted benefit consultant to assist with the selection of an investment strategy and select the appropriate portfolios.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

<ul style="list-style-type: none">○ Standalone funds that offer individual investment choice to members will prepare a pre-selected list of portfolios that members can choose from.	<ul style="list-style-type: none">○ The trustees of umbrella funds that offer member choice will also prepare a list of pre-selected portfolios that members can choose from.
<ul style="list-style-type: none">○ Most funds that offer investment choice will have a default portfolio. That is the portfolio into which all net contributions will be paid – unless otherwise directed.	<ul style="list-style-type: none">○ Top umbrella funds allow participating employers to choose between more than one default portfolio.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

5. Costs	
Standalone retirement fund	Umbrella retirement fund
Fidelity Insurance	
<ul style="list-style-type: none"> Fidelity Insurance must be in place to protect the fund against theft and fraud, and errors and omissions. The fund bears the cost of the insurance. 	<ul style="list-style-type: none"> The umbrella fund must have Fidelity Insurance in place, but economies of scale are achieved because the costs are shared amongst thousands of members.
Financial Statements	
<ul style="list-style-type: none"> Funds are obliged to compile and submit annual financial statements. The fund bears the cost of these statements. 	<ul style="list-style-type: none"> The cost of annual audits and financial statements are shared amongst thousands of members.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

Administration costs	
<ul style="list-style-type: none"> ○ Are based on the fund's data, no cross subsidies with other funds. 	<ul style="list-style-type: none"> ○ The cost is based on the umbrella fund's total membership, thus better economies of scale are obtained. ○ Since each pay point generates additional costs, members of smaller employer will pay more. ○ The cost for a 100-member employer in an umbrella fund should be cheaper than a 100-member standalone fund.
<ul style="list-style-type: none"> ○ The costs and fees incurred in running the fund (Financial Services Board levies, insurance, auditors, bankers, Principal Officer and trustee costs) are carried by the members, over and above the administration fee. 	<ul style="list-style-type: none"> ○ The costs and fees i.e. (Financial Services Board levies, insurance, auditors, bankers, Principal Officer and trustee costs) are shared by thousands of members and are included in the administration fee or as a contingency reserve levy (or may also be debited as they arise).

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

<ul style="list-style-type: none">○ Increased costs due to member trustee elections and trustee training.	<ul style="list-style-type: none">○ Professional trustees require significantly less trustee training (if at all).○ Elections should still be done for member representatives (insignificant costs).
<ul style="list-style-type: none">○ Communication is usually an additional cost to fund.	<ul style="list-style-type: none">○ The costs are included in the administration fee (although certain printing cost may be excluded).

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

Comparison between standalone funds and umbrella funds

Indirect costs	
<ul style="list-style-type: none">○ The indirect costs – notably opportunity costs when management time is diverted to fund management issues e.g. attending meetings, undergoing training etc. is carried by the employer. It is difficult to determine the actual cost companies incur but these indirect costs should not be underestimated.	<ul style="list-style-type: none">○ The Joint Forum has much less responsibility and fewer meetings resulting in much lower indirect costs.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>

UMBRELLA FUND

- A move to an umbrella fund is very compelling.
- The following issues are of particular importance :-
 - The onerous responsibilities and potential liability associated with being a trustee
 - The dynamic nature of the retirement fund industry and legislation governing retirement funds and the need for ongoing monitoring and change

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>



UMBRELLA FUND

- The following issues are of particular importance :-
 - The increasing need for, and costs of, member communication and education within the retirement fund industry
 - The economies of scale achieved by adopting the umbrella fund approach that allows a greater allocation of net contributions towards members' retirement savings

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>



UMBRELLA FUND PROCESS TO FOLLOW TO CONVERT

- The decision to join an umbrella fund
- Prepare communication to members of existing fund
- Sign acceptance to join the umbrella fund
- Issue letter of termination to existing service providers

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>



UMBRELLA FUND PROCESS TO FOLLOW TO CONVERT

- Request a fund termination quotation from existing administrator
- Formalise investment strategy
- Active members transfer to umbrella fund
- Calculate individual members' share of fund (Equitable Share)

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>



UMBRELLA FUND PROCESS TO FOLLOW TO CONVERT

- Submit final Section 14 application to the Financial Services Board.
- Once the active members have been transferred to the umbrella fund, the existing standalone fund must still be closed (assuming no members remain, such as pensioners). To close and de-register a fund, there are a number of administration functions that need to be completed.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>



UMBRELLA FUND PROCESS TO FOLLOW TO CONVERT

- In summary going to recommend to Executive Commission that the Finance Committee and Pension Fund Trustees are granted permission to commence with the RFP (Request for Proposal) for Several Large Umbrella Funds, to present their offerings to us, and that a panel, consisting of the Finance Committee AND the current Pension Fund Trustees, then decide on a service provider, and then commence with the necessary legislative processes.
- Employer needs to give the current fund 6 months notice.

Source: <https://seb-news.sanlam.co.za/consultant-toolkit/wp-content/uploads/sites/31/2017/02/Converting-a-standalone-fund.pdf>



CONTACT DETAILS

- General Treasurer – Mr. Ryan Johnson
- generaltreasurer@unitingpresbyterian.org
- Tel (083) 459 1950





UPCSA PENSION FUND

Registration No: 12/8/02764

Annual Trustee Report to the Executive Commission (2024)

The report has been prepared for submission to the Executive Commission of UPCSА. We wish to update you on what has transpired with the Pension Fund over the last year. The Fund is only accessible to members of the UPCSА in South Africa.

1. Trustees

- The composition of the current Board of Trustees is as follows:

Mr AE Wentzel	Employer Trustee/Chairperson
Mr T Borrill	Employer Trustee
Mr C Gauld	Employer Trustee
Dr N Mashalaba	Employer Trustee
Ms G Spelman	Alternate Employer Trustee
Rev C Campbell	Member Trustee
Rev C Judelsohn	Member Trustee
Rev G Lock	Member Trustee
Rev J Smith	Member Trustee
Rev B Smith	Alternate Member Trustee

- Where a Trustee is absent for two (2) consecutive meetings, the Chairperson will arrange a meeting with the Trustee to establish if the person is able to continue as a Trustee and fulfil the required duties.

Changes to the Board since the previous report:

- Rev Botsis and Rev Moerman resigned as member trustees on 20 January 2024 and 13 February 2024 respectively. Consequently, Rev Jeremy Smith transitioned from an alternate member trustee into a member trustee. Elections for a new member trustee and an alternate member trustee have been finalized with Reverend Gavin Lock and Reverend Brian Smith, respectively, being elected.

2. Principal Officer

- Mr Morné Olivier's contact details are as follows:
 - E-mail: Morne@lykosfs.co.za

3. Seshego Benefit Consulting

- Mr Greg Woolls' contact details are as follows:
 - Email: upcsaqueries@seshego.co.za
 - Tel: 011 802 8011

4. Membership

- As at 31 January 2024, the Fund had 191 contributing members, 26 deferred beneficiaries, 36 paid-up members, 13 pensioners and 8 deferred pensioners.

Employer Trustees: Mr AE Wentzel (Chairman); Mr T Borrill; Mr C Gauld; Dr N Mashalaba; Ms G Spelman

Member Trustees: Rev C Campbell; Rev C Judelsohn; Rev J Smith; Rev G Lock; Rev B Smith

Principal Officer: Mr M Olivier

18 Dann Road Glen Marais, Kempton Park; PO Box 96188, Brixton 2019

Tel: 011 727 3500; Fax: 011 727 3506

UPCSA PENSION FUND

Registration No: 12/8/02764

5. Statutory compliance

The Board of Trustees is currently constituted correctly in terms of the Fund's rules.

Annual financial statements:

The audit of the annual financial statements as of 31 December 2022 has been finalised and submitted to the Financial Services Conduct Authority (FSCA) in 2023. The 2023 annual financial statements are on track to be approved and submitted to the FSCA by 30 June 2024, within the legislated submission period of 6 months after year end.

Valuation:

The 31 December 2022 statutory actuarial valuation report was finalised and submitted to the FSCA on 27 November 2023 within the legislated submission period of 12 months after year end.

6. Rate of Contributions for the year ending 31 December 2024

Ministers:

- Member: 7,5% of Stipend
- Congregation: R 2,680 or
R 1,920 (Subject to being recognised as a Congregation B).
- In order for a Congregation to be recognised as a Congregation B, the Congregation must be approved by the Presbytery responsible for the Congregation before 1 January of each calendar year.

Ex- PEPF Members:

- Member: 5% of Pensionable Salary
- Congregation: 13.2% of Pensionable Salary
- The Congregation contributes an additional R250 per member per month to cover expenses relating to the Fund.

Staff Members (joining after 1 July 2015):

- Member: 7.5% of Pensionable Salary
- Congregation: R1,920

7. Rule Amendment(s)

- No Fund rule amendments have been made since the last report.
- The Fund will have to prepare a rule amendment to comply with the implementation of the Two-Pot Retirement System, with a proposed implementation date of 1 September 2024.

8. Investments

- The Trustees would like to thank the Investment Sub-Committee for the diligent manner in which it has performed its oversight role and review of the Fund's investment strategy.
- The recent returns from the investment portfolios as at 31 December 2023 (net of fees) were as follows:
 - Consolidator portfolio (Old Mutual Muti-Managers): 11.6% over one year and 11.5% per annum over three years.

Employer Trustees: Mr AE Wentzel (Chairman); Mr T Borrill; Mr C Gauld; Dr N Mashalaba; Ms G Spelman

Member Trustees: Rev C Campbell; Rev C Judelson; Rev J Smith; Rev G Lock; Rev B Smith

Principal Officer: Mr M Olivier

18 Dann Road Glen Marais, Kempton Park; PO Box 96188, Brixton 2019

Tel: 011 727 3500; Fax: 011 727 3506

UPCSA PENSION FUND

Registration No: 12/8/02764

- Money Market portfolio (Old Mutual Multi-Managers): 8.7% over one year and 6.1% per annum over three years.

9. Pensioner Benefits

- Pensions were increased by 7.0% effective 1 January 2024.
- The Fund was able to pay pensioners a bonus in December 2023 equal to a 13th cheque.
- The pensioners were outsourced to Momentum in October 2023, who handle the administration and monthly payment of pensions.

10. Responsibility of members to plan for their retirement

- The Trustees cannot emphasise strongly enough the need for members to seek appropriate independent financial advice and prepare adequately for their retirement.
- Members within five years of normal retirement will receive an "Investment letter" providing guidance on the retirement options available.
- Members receive another "Pre-retirement letter" three years before normal retirement.
- The Regulations to the Pension Funds Act require the Trustees to implement benefit counselling to members. The Trustees are continually reviewing suitable solutions in respect of the requirements, taking into account the cost of such solutions.

Resolutions

1. That the Fund report be received.
2. That the Commission thanks the advisors and contractors to the Fund for the assistance given to the Trustees over the past period.
3. That the Fund report be adopted.

4.2 07

AE Wentzel
UPCSA Pension Fund Chairperson

Employer Trustees: Mr AE Wentzel (Chairman); Mr T Borrill; Mr C Gauld; Dr N Mashalaba; Ms G Spelman
Member Trustees: Rev C Campbell; Rev C Judelsohn; Rev J Smith; Rev G Lock; Rev B Smith
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