

# LATEST NEWS

## Network for Interim Ministry in Southern Africa

### ONS DOEL

Die doel van NIBSA is om 'n ekumeniese liggaam van spesialiste in interim (brug-) bediening te wees wat Jesus Christus dien deur die opleiding van leraars wat gemeentes in tye van wisseling van predikante kan begelei en ondersteun met die oog op 'n meer effektiewe beroepingsproses en gefokusde bediening in die toekoms van die gemeente.

The members of the management team are selected at the year end meeting. The team consists of a chairman, vice-chairman, secretary, treasurer and three additional members. At the moment the members are as follows:

#### Chairman:

Ds WHB (Bossie) Muller:  
Tel no: 023 317-0607  
Cellphone: 083 457 2348  
[whbmuller@telkomsa.net](mailto:whbmuller@telkomsa.net)

#### Vice Chairman/Acting secretary:

Dr JHH (Howard) du Toit:  
Tel no: 011 786 3629  
Cellphone: 082 371 9346  
[howard.dutoit@gmail.com](mailto:howard.dutoit@gmail.com)

#### Additional members:

Rev H (Hannes) J van Rensburg:  
representing the finance committee:  
Cellphone: 082 927 3700  
[hannes@nhzuurfontein.org](mailto:hannes@nhzuurfontein.org)

Revd. Dr A (Anastasia) Bukashe:  
representing the marketing committee:  
Cellphone: 084 783 2750  
[anastasiabukashe@gmail.com](mailto:anastasiabukashe@gmail.com)

### Appreciative Inquiry and the Interim Ministry: Healing the Sacred and the Secular

For those of us who have either been exposed to the idea of Interim Ministry, or received some training as Interim Ministers or even have had the privilege to serve a community in transition it is clear that this ministry to God's people requires a sensitivity to the diverse ways that people respond to change. It is also true that we know from experience that the rate and pace of change in our contemporary society continues to increase. How then can Interim Ministers best approach the task of shepherding God's people into the future prepared for them?

I would like to suggest that in addition to the many ways that the ordained are prepared for leadership of God's people, it is also beneficial to look outside the traditional realms of theological insight and into the disciplines of human science. The prism we use to seek answers outside of our traditional spheres of knowledge, remains located in the faith that the Holy Spirit is able to gift us with discernment. As such we do not necessarily accept wholesale the paradigms and theories offered in what is traditionally known as the "secular" world, but rather appropriate in the light of the Spirit those wisdoms which God has chosen to reveal through more scientific endeavours. One such endeavour that I would offer for our consideration is has its roots in the field of Organisational Development.

Appreciative Inquiry (AI) is an approach to transformation and systems change that has taken the world by storm. The recent World Appreciative Inquiry Conference (WAIC) held in Johannesburg is testament to how this approach has been applied by diverse practitioners in different sectors across the globe. Grounded in a theoretical base drawn from across disciplines such as medicine, social science, and quantum physics; AI has developed a perspective on human systems that I believe to be beneficial to our own concern with Interim Ministry.

AI enables those who work with transformation and change to approach these dynamics with a set of insights known as the Principles of Appreciative Inquiry. Taken together, these 5 Principles offer a way of seeing and being in relationship to human systems which activate the very best of what already exists and draws people into the possibilities of the future. It has been my own experience as an Interim Minister within a community that these Principles offer a way for me to distinguish between the "wood and the trees" as well as create a process which honours the very real though often conflicting realities that members of the congregation hold.

## ANNOUNCEMENT

### Upcoming NIMSA Conference & Annual General Meeting (AGM)

We are excited to announce the next NIMSA conference and AGM will be held on Wednesday 28 & Thursday 29 October 2015. Details of the programme will be released shortly - but expect a line up of inspirational speakers who will lead us into discovering more deeply what Interim Ministry means in a Southern African context. For more information please visit [www.nimsa.co.za](http://www.nimsa.co.za)

**Vergaderplek:** Kempton-Kruingemeente (DRC) se Kerkentrum, Fiskaalstr 30, Glen Marais, Kemptonpark. (A map is available on their website

[www.kruin-kerk.co.za](http://www.kruin-kerk.co.za)



Annual Conference

### NIMSA -lidmaatskap

Enigeen kan lid word van NIMSA wat die oogmerke daarvan onderskryf. Deur lid van NIMSA te word, ondersteun ons die saak en kan ons ook sekere voordele daaruit kry soos spesiale inligting en korting of afslag, o.a. tov die konferensiegelde van die jaarlikse konferensie/

Conferensie/Jaarvergadering.  
Lidmaatskap vir individue is R150-00 per jaar en R500-00 per jaar vir organisasies soos denominasies, sinodes, gemeentes.

Die tyd is nou daar om lidmaatskapsgelde vir 2015 te betaal. Betaal in op die ABSA-spaarrekening, onder die naam van Nimsa-Brugbediening. Die rekeningnommer is 9216 421 615. Jou naam word as verwysing per inbetaling geveg. Stuur asb die inbetalingsbewys deur aan Ernst Zeelie: [ernstzeelie@absamail.co.za](mailto:ernstzeelie@absamail.co.za)

In short it is a way to hold paradox, allowing us to live with uncertainty but act with confidence – a spiritual quest if ever there was one! Rather than being a set of tools AI creates a paradigm for engaging the very unique set of dynamics that come alive in specific communities during an interim time.

Below is a summary of these Principles which I offer as a teaser and will be discussed in more depth at our upcoming NIMSA conference:

- ◆ *The Constructionist Principle: Knowledge about an organisation and the destiny of that system are interwoven. To be effective leaders in any situation, we must be skilled in the art of understanding, reading, and analyzing organisations as living, human constructions. What we believe to be true about an organization, the way that we “know” it, will affect the way we act and the way we approach change in that system. Thus, the way we know is fateful.*
- ◆ *Poetic Principle: Individuals, teams and organisations are like endless books of stories and experiences to learn from and build upon. Our choice of what to pay attention to in these stories determines what the outcome may be. Our choices in each situation determines what we find.*
- ◆ *Principle of Simultaneity: Our questions immediately influence the direction of thinking, conversation, understandings, beliefs and actions. Every question is an intervention. Inquiry is change! The seeds of change are embedded in the first questions we ask.*
- ◆ *Anticipatory Principal: Individuals and organisations change in the direction of their images of the future. These images influence our beliefs about what is possible for us in the future and these beliefs in turn, influence the actions we take and the future that unfolds. The more people share the same images of the future, the greater the chance to change in that direction.*
- ◆ *Positive Principle: Every change effort requires a lot of energy to support it. Inquiring into our exceptional moments in the past; what we value and what is strong in the present; and our hopes for the best of the future serve to generate and release this energy. As we learn from the anticipatory principle – we and our organisations grow in the direction of our questions and our thoughts of the future. In order to unleash the potential for positive change, we choose to focus on the positive within us.*
- ◆ *The Principle of Wholeness: Focusing on the whole system and bringing it into the conversation helps bring a variety of stories and more possibilities. More stories and possibilities take us to, and stretch us, beyond our system’s perceived potential. This helps create a shared identity and direction for our future.*

Should you want to know more about AI please feel free to contact Revd. Dr. Anastasia Bukashe on [anastasia@aifoundation.co.za](mailto:anastasia@aifoundation.co.za)

## Want to become an Interim Minister?

If you are interested in receiving a diploma in Interim Ministry please sign up for one of these courses:

### Pretoria

Bilingual training in Intentional Ministry as part of the Contextual Ministry of the Theology Faculty at the University of Pretoria.

**Week 1:** 2-6 November 2015

Brugbediening / Interim Ministry  
Presenters: Johan van Loggerenberg,  
Christo van der Merwe, Willem  
Boshoff, Errol Dengler, and  
Howard du Toit

**Week 2 :** February 2016

Under supervision of Prof Malan Nel  
Up Building of the Church

Where?

DRC Noordoos-Pretoria Church Centre in  
Kilnerpark

Cost: R1 890,00

Contact Margaret Jasson at the Centre for  
Contextual ministry for additional  
information:

012 420 4952/

[margaret.jasson@up.ac.za](mailto:margaret.jasson@up.ac.za)



## Interim Ministry/Brugbediening en Gemeente-Wees

### vir die Toekoms

Congregations need to rethink its ministry on a continual basis". This statement was expressed in regard to congregations in general. The Interim Ministry, however, not only confirms this viewpoint but also brings it into practice. During a minister-vacancy e.g. the opportunity to be revitalized and re-created exists. Dit handel nie oor 'n blote teruggryping na die verlede ("good old days") nie maar 'n toekomsblik en soeke na hoe gemeentes as kerk van die Here behoort te funksioneer en hervorm in die 21ste eeu. Oor die manier waarop gemeentes kan vernuwe word daar tans wêreldwyd besin.

But is it possible to reform or renew congregations today, also in this country? So much lamenting and negativism can be heard. Many churches are struggling to learn new skills and ways of being. The renewal of the church is Gods work as well as the calling of the local church. And God is at work to guide and direct our efforts. Therefore we need less lamenting and despair and a stronger trust in Gods Spirit to equip us.

Die Interim of Transitional Ministry of Brugbediening word maar pas die afgelope 11 jaar in Suidelike Afrika doelgerig in praktyk gebring. Daar is 'n ent gevorder maar die uitdagings vir die kerke in Suid-Afrika is gedug. Die Brugbediening wil in hierdie gesprek 'n ernstige deelnemer wees. As gekyk word na gemeentes waar brugpredikante diens gelewer het, is daar aanduidings dat gemeentes weer met nuwe visie en toewyding begin funksioneer het. Oor die "sukses" sal daar deegliker en in diepte gekyk moet word.

### Bloemfontein

Hierdie opleidingsgeleentheid het reeds afgeskop. Die eerste week was 17-19 Augustus 2015 en tweede week word beoog vir 9-13 November 2015.

Vir meer besonderhede kan Joanie gekontak word by 051 406 6732 of [gemeente@ngkvs.co.za](mailto:gemeente@ngkvs.co.za)



### Stellenbosch

Die opleiding van brugpredikante vind plaas deur Communitas, sentrum verbonde aan die Teologiese Fakulteit, Universiteit van Stellenbosch. Dit vind normaalweg gedurende die eerste semester van elke jaar plaas. Die kontakpersoon om die besonderhede te verkry, is Adrienne Bester,

[bestera@sun.ac.za](mailto:bestera@sun.ac.za)

Tel 021 808 3382:



## IMN KONFERENSIE 2015

Alle gemeentes is in transisie en alle predikante is transisie leiers

**Die Interim Ministry Network het in Junie 2015 hul 35ste Algemene konferensie gehou in Baltimore, Maryland. Die tema van die konferensie was CONNECT.**

Die IMN is 'n internasionale en interkerklike organisasie wat navorsing doen oor brugbediening, opleiding van brugpredikante behartig en in die praktyk 'n ondersteuningstelsel bied. By die konferensie was daar

Loren Mead het die konferensie ingelei met 'n Reflection on Interim Ministry. Hy het gepraat oor die begin dae saam met die Alban Institute in die laat sewentigs – vroeg tagtigs. Die het gegroei en die vyf fokus punte van 'n brugpredikant is ontwikkel. Sy toespraak is kragtig afgesluit met die profetiese woorde: With all the changes in and around the church, every church is a church in transition and every pastor is a interim pastor. Hierdie opmerking het geweldige implikasies vir ons denke en implimentering van brugbediening.

Margaret Bain en Les Robinson het gepraat oor The Transition Team. Hierdie span word toenemend as uiters belangrik vir die proses beskou. Sommige van die internasionale brugpredikante sê dit is die beste manier om die gemeente volledig by die proses betrokke te maak.

John Roberto is 'n dinamiese spreker en sy tema was The reimagining Faith Formation for the 21st century. Uiters belangrike insigte oor die ontwikkeling van tegnologie en die sosiale netwerk is hier gedeel.

Hannah Harvey was eenvoudig uitstekend met The art of storytelling. Sy het verwys na die Bybel wat 70% uit stories vertel en die rol wat storiesvertelling gespeel het in die aktivering en begeleiding van mense in tye van verandering.

Daar was nog vele ander werksinkels en seminare waaroor ons sou kon gesels. Vriendskappe en netwerke is gevorm en sal selfs vir NIMSA in die toekoms tot voordeel strek.

**Ds JG (Hannes) Janse van Rensburg**

**Nederduitsch Hervormde Gemeente Zuurfontein**