



CHURCH OF CENTRAL AFRICA PRESBYTERIAN SYNOD OF LIVINGSTONIA

STRATEGIC PLAN REVIEW WORKSHOP 2015

TASKFORCE SUMMARY & EVALUATION FORM

VERSION WITH OUTCOMES FROM WORKSHOP

STRATEGIC PLAN
2010-2016
IMPLEMENTATION
PO Box 112
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MALAWI

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Taskforce	Spiritual Health
Year Established	2010
Terms of Reference	<p>The taskforce should make sure that at the end of its work, the following objectives are met:</p> <p>Make sure that each member of congregations – both children, youth and adults – receive quality teaching so that they know what they believe and why</p> <ol style="list-style-type: none">1. Make sure that in our worship services people really experience the presence of God the Father, Son and Holy Spirit2. Make sure that members receive sufficient and high-quality pastoral care by their ministers and lay leaders, including adequate training on marriage counselling for those giving pastoral care3. Make sure we define and implement church responses to witchcraft and other ungodly cultural practices that really help the members of our congregations when they face these issues. <p>In order to reach its objectives effectively and efficiently, the taskforce should also:</p> <ol style="list-style-type: none">4. Do a survey of the spiritual needs CCAP members are facing in today's open society5. Do a survey and report on 'existing best practices for spiritual health' in CCAP congregations, so that we learn from each other when we are meeting the spiritual needs through our programmes.

A. MEMBERSHIP

Taskforce Members	From - Till
Rev. K.T.R. Mughogho (chair)	2010 – now
Rev. C. Kapombe Mwale	2010 – 2011, 2014 – now
Rev. (Major) H.M.C. Gondwe	2010
Rev. W.K.B. Chunga	2010
Rev. W.J.R. Mtika	2010 – now
Rev. S.M.Y. Munthali	2010
Rev. A.E.C. Mtonga	2010 – 2012
Rev. B.C.M. Khonje	2011 – now
Rev. J. Nyangulu	2011 - 2013
Rev. J.J. Gondwe	2011 – now
Rev. M.A.T. Mulagha	2012 – now
Mr. P.F.K. Zgambo	2014 – now

B. PROJECTS COMPLETED, ACTIVE & PLANNED

Project Name	Period	Status	Budget (EUR)
1. Bible Distribution Tour	2010	Finished	7,500
Organized Bible promotion tour to 21 out of 22 presbyteries. In total 1,026 people attended and 1,009 bibles were sold at subsidized price of 500 MWK.			
2. Spiritual Needs Survey	2010	Finished	4,000
Developed questionnaire around with 65 questions around the following topics: general data, Pastoral Care, Witchcraft, Bible study, Worship, Stewardship. Translated into Chitumbuka. Did survey in 20 out of 22 presbyteries. From each presbytery 4 congregations were randomly selected. In total 712 people were interviewed. All answers were typed into database.			
3. Survey Results Distribution	2012-2013	Finished	1,955
Produced report from survey data. Organized 7 rounds of in different venues during which report was presented. 2 delegates per congregation (usually parish minister and session clerk) were invited to attend. One round targeted heads of departments, planning committee and Synod leadership. In total 370 people attended. During presentation participants were challenged to reflect on the consequences of the results for the Synod priorities and for their work in the congregation.			
4. Affordable Bible	2010 – now	Delayed	<i>Balances from (1)</i>
The Spiritual Needs Survey showed that people in 2010 were willing to pay about 650 MWK for a Bible. That was about 4.30 USD at that time. Hence the objective is to produce a Bible that can be sold at 1,500 MWK. We are working with Bible Society to make this possible using a smaller format (which has already been typeset) and paperback binding. Project is delayed because so far Bible Society has not been able to give us quotations for the desired format.			
5. Pilot Bible Study Training in 6 presbyteries	2012 – 2014	Finished	10,825
Developed a participatory method for group Bible Study (based on method used in Strategic planning for congregations). Developed a manual to train bible study leaders on this methodology. Translated the manual into Lambya, Ngonde, Tumbuka, Tonga and Chichewa. Organized kick-off meetings in 6 presbyteries (Chitipa, Bandawe, Lilongwe, Rumphi, Henga, Ekwendeni) to introduce project to all parish ministers and session clerks. Sessions selected 1 bible study leader per vestry/section. Bible study leaders were trained by synod taskforce in two rounds of 2 days. In total 625 Bible study leaders from 56 congregations were trained. Congregations and presbyteries established bible study committees for supervision and reporting. Many bible study leaders started bible study groups in their vestries. Reports suggest that on average 56% of the bible study leaders actually started a group. This means a total of 350 groups have been started. Average attendance at these groups is about 10-15 people. This means about 3,500 people in the synod are participating in a Bible study group.			
6. Pilot Bible Distribution through Sales Agents	2012 – 2013	Finished	4,000
Bibles should be available where people are. We want Bibles to be for sale in every congregation. We piloted an approach in which Sales agents were recruited by the congregations. These were trained to raise capital, do marketing and start selling Bibles at a profit in their congregations. Initially we trained 20 agents from 2 pilot presbyteries (Mzimba, Rumphi). We used the spiritual needs survey results dissemination meetings to recruit more agents. In this way we			



<p>managed to increase the number of agents to 60. However, most of these agents are dormant because of lack of capital. We intended the agents to be (or act) as business people. In practice most of them were appointed by session and usually it was the session providing the seed money to buy an initial stock of Bibles. In practice, after Bibles were sold, this money received went back to the Session and was not revolved to buy new stock.</p>			
7. Availability KyaNgonde Bible	2012 – 2014	Finished	750
<p>From 2008 till 2014 the KyaNgonde and Chitonga bibles were out of printed. We worked with Kyangonde speaking presbyteries to use a pre-order scheme to raise funds to order a reprint of the Kyangonde bible. This failed because not enough members were willing to deposit money for a Bible that was yet to be produced. In parallel we kept pushing Bible Society about the need for a reprint. In 2014 Bible Society reprinted both Kyangonde and Chitonga bibles.</p>			
8. Worship Renewal – Order of Service	2013 – now	Active	2,250
<p>Did a survey of existing practices in the order of service in all congregations in the Synod (100 out of 185 congregations responded). Produced report of the survey. Based the outcomes of the survey, a team of experts reviewed the order of the morning service to accommodate a number of changes that had been approved by Synod since the late 1970s and that had become part of practice in many congregations. Also developed an order for a contemporary service. And lastly developed English orders for all special services. Presented the order to GAC 2013, which approved it for trial use. In 2014, organised review meetings with all presbyteries of the Sunday morning and contemporary services (for which we translated these orders of service into all main Synod languages). Based on the review the 2 orders were revised. The revised versions were presented to and approved by the Synod Assembly in 2014. Next steps are to disseminate the 2 revised orders to all congregation. After that the orders for the special services have to be reviewed, approved, translated and disseminated.</p>			
9. Worship Renewal – Sumu za Sono	2013 – now	Open	3,750
<p>In partnership with Music department developed 60 new Tumbuka hymns (both new hymns and translations of existing hymns). Produced new hymn book (Sumu za Sono), including tonic-solfa notations. Trained choir with singers from across the Synod to record a CD with selection of 20 hymns from Sumu za Sono. Presented Sumu za Sono at GAC 2013 which approved them for trial use. Organized review meetings with all presbyteries. Based on the review, a final version was produced and presented to the Synod Assembly 2014 which approved them for general use. We are now working on a new edition of the Sumu za Ukhristu in which the new hymns are included. We plan to have 2 editions: 1 without tonic-solfa and 1 with tonic-solfa notes. Additionally we plan to continue publishing a standalone edition of Sumu za Sono (for people who have just bought an old version of the Sumu za Ukhristu). The launch of the new (combined) hymnbook is scheduled for end of May 2015. We also would like to record the remaining 40 new hymns on 2 additional CDS. Lastly, we would like to find an affordable way to record all the already existing 401 hymns.</p>			
10. Worship Renewal – KyaNgonde & Chitonga Hymns	2014 – now	Open	<i>included in (9)</i>
<p>From 1996-2007 the Kyangonde speaking presbyteries revised the Kyangonde hymnbook adding 64 hymns to the existing 336. We are planning to launch this hymnbook when the new Tumbuka hymnbook is launched. We are currently</p>			



working on layout and production of the hymnbook.

During the review of the Tumbuka Sumu za Sono, Tonga speaking presbyteries asked for translation of 11 hymns. Additionally, 22 other hymns were selected for translation into Chitonga. Translations were done and reviewed by a group of experts. The existing 367 hymns were typed. We are working on proofreading, laying out and production of the new hymn book. We want to launch this hymnbook together with the Tumbuka and Kyangonde versions.

11. Bible Distribution – Introduce Literature Committees and revolving funds	2013 – now	Open	<i>balances from (6)</i>
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Based on the lessons learned from the pilot with Sales Agents we have developed an new approach to ensure that every congregations has a stock of Bibles for sale. We want to introduce literature committees and Bible revolving funds in all congregations. Terms of reference for the literature committees have been drafted. All parish ministers and session clerks have been briefed about the projects and all congregations and presbyteries have developed an action plan to introduce the literature committees. The taskforce needs to follow-up to encourage congregations to actually implement these plans.

12. Scale-up Bible Study Training	2014 – now	In progress	9,000
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Based on the evaluation of the pilot Bible study training in 6 presbyteries (project 5), a new approach was developed to scale up the Bible Study training to all presbyteries in the Synod. In this approach, each presbytery will have 2 trainers for Bible Study. These will be trained by the Synod taskforce. They will then organize a training seminar at their presbytery for which they will invite congregational bible study trainers (each congregation will have 2 trainers). These congregational bible study trainers will then organize training for bible study leaders in their congregations. So far, all congregations (parish ministers and session clerks) have been sensitized about this new approach. The taskforce has also assisted all presbyteries (including the 6 pilot presbyteries of 2012-2013) to select 2 presbytery trainers through an application process. We plan to have trainings for these presbytery trainers in May 2015.

13. (Pre-)marriage course/ counselling	2015 -	Planned	tbd
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The 2010 spiritual needs survey showed that marriage problems were the most common problem encountered in pastoral care. The objective of this project will be to develop and roll-out training materials to train couples before marriage as well as during marriage. This will include approaches to reach couples at an early stage (before they start having problems). After developing the materials an approach has to be developed to start giving these trainings on a regular basis in each congregation (Who will give the training at congregation level? Who will again train these congregational trainers? How will we fund this training? Etc.) This approach will then be implemented.

Please note that these 2 trainings will complement the module on marriage counselling which is already part of the in-depth training in Pastoral Care which is developed by the taskforce Ministers & Lay Leadership training.

*** Using surplus from Bible Distribution Tour**



C. EVALUATION OF PROJECTS

Achievements & Successes

- We have done a lot of projects
 - We have reached the whole Synod with our programmes
 - We have received a lot of funding and there has been consistency in the funding levels
 - We have produced training materials for starting participatory bible study groups
 - And translated these in all main languages (English, Chitumbuka, Chitonga, Chichewa, KyaNgonde, Lambya)
 - Spiritual Needs survey brought a lot of good input that helped us shape and prioritize the projects, e.g.
 - that fact that a lot of our members go to other church for 'revival', has shaped the attention for order of service and sumu za sone
 - great need for cheaper bibles
 - Chitonga and Kyangonde Bibles now available (as result of taskforce advocacy)
 - Trained 625 Bible study leaders trained for 56 congregations in 6 presbyteries.
 - 60% of these bible study leaders have actually started bible study groups with on average 10-15 members.
 - This means that about 375 groups have started and 3,750 – 5,625 members are involved in Bible study
 - The 6 presbyteries involved have 52,678 members (2013 statistics), so on average 7 – 11% of members in these presbyteries is involved in Bible Study groups.
 - Developed Sumu za Sono with 60 new hymns in Chitumbuka
 - Production of combined new Sumu za Ukhristu is in progress
 - Started/finalized new editions for KyaNgonde and Chitonga
 - Launch of all 3 new hymns books is planned for May 30, 2015.
 - Order of service documents for 1st service and contemporary service have been revised/developed and have been accepted at Synod
 - Plans for bible distribution strategy have been developed and implementation of the plans has started in some presbyteries (e.g. Limphasa)
 - Congregations and presbyteries have been welcoming all programmes (even if not all of them have implemented all that was agreed)
 - Congregations and presbyteries have been contributing a lot (transport, food, accommodation) for meetings and workshops at all levels
 - Members of the taskforce have learned a lot:
 - Being able to explain issues of strategic plan
 - Content of needs survey
 - Teamwork
 - Workplanning for projects & meetings
 - Understanding of capacity development
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Impact

- Closer link between Secretariat&departments and congregations
- Contemporary service is widely being adopted in congregations
- Increased capacity: more people can preach, read and interpret the Bible. The programmes have encouraged people to speak (in Bible study groups and on the pulpit).
- More people free to preach is also impacting evangelism
- People see that Bible Study groups are for the whole congregation not just for evangelism
- Sumu za Sono widely adopted
- Participatory Bible study methods are trickling down into the guilds
- Taskforce has contributed to improving relationships and interaction within presbytery and congregations and even between Christians
- The work of the taskforce has enhanced the relationships between departments and among ministers.

Challenges

- No progress on affordable Bible, mainly due to poor progress on actions by Bible Society of Malawi (lack of cooperation)
 - No real progress on availability of Bibles due to lack of progress on establishing literature committees, revolving funds and sales agents in congregations. As a result Bibles and Sumu are still not widely available
 - Limited funding only allowed us to record 20 out of 60 new Sumu (za sono). This affects the possibilities of congregations to start singing all sumu.
 - Developing editions with tonic-solfa is taking a lot of time, which again negatively affects the possibilities for congregations to adopt new sumu.
 - Limited funding also affected timeline for scale-up of programmes.
 - Transport for programme implementation in presbyteries has been a challenge
 - Exchange rate fluctuations affect project implementation
 - Concern: how sustainable are participatory Bible Study groups in congregations (usually they are very small)
 - Limited signs of ownership of the programmes by the congregations and presbyteries
 - High turnover of members of taskforce in period 2010-2011 affected progress
 - We have still not started the programme for (pre)marriage counselling/course
 - Monitoring of statistics of project uptake is difficult (getting timely, reliable data from 205 congregations).
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Recommendations & Next steps

- Launch Sumu: combined version of Chitumbuka, Chitonga and Kyangonde
 - Make editions with tonic solfa for all of the above
 - Record CDs with new hymns in Tumbuka, Tonga and Kyangonde
 - Launch new order of service in full
 - Improve uptake, sustainability and ownership of Bible study group
 - Introduce all programmes in South Africa
 - Improve uptake, sustainability and ownership of literature committees and revolving funds
 - Prioritize affordable Bible
 - Improve relationship and cooperation with Bible Society and Claim
 - Build capacity of Literature department so that it can receive/take responsibility for Bible distribution, affordable bible programmes, literature committees and revolving funds
 - Build capacity of Music department to periodically keep adding new hymns to the different hymn books and stimulate quality singing in the Synod.
 - Develop proposal for which department should take responsibility for Bible Study in the Synod. Build the capacity of this department.
 - Make clear handover plan for projects to be taken up by departments
 - Make plan for monitoring of progress of project implementation in congregations.
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D. EVALUATION OF TASKFORCE FUNCTIONING**Strengths of taskforce**

- Taskforce membership has been very stable since 2011
 - High commitment of taskforce members to invest time and energy in taskforce projects. High spirit of volunteerism and sacrifice.
 - Good cooperation within the taskforce: freedom to speak, lively debate, fun
 - Good support from Secretariat through office of the CDO
 - All members have good understanding and overview of programmes of the taskforce.
 - This makes speed and quality of implementation higher.
 - It also makes it easier for members to stand in for each other
 - We have related well to the whole Synod strategic plan
 - Taskforce was well cared for: transport, food, airtime
 - Departments have supported the taskforce by allowing us to use their vehicles for project implementation
 - In some cases taskforce members even volunteered use of their personal vehicles
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	<ul style="list-style-type: none"> • In general we are liaising well with other departments (Youth, Music, evangelism) and other organisations (BSM, CLAIM) to realize results • 1 member was invited by GZB to the Netherlands to share about the work of the Strategic Plan implementation
Weaknesses of taskforce	<ul style="list-style-type: none"> • Members have limited time to work on taskforce projects so not all projects can be started or run as fast as we would like • Members come late to meetings • Meetings often disturbed by phone calls, cheques, bank visits, etc. • Lack of resources that help us move forward, e.g. diaries, files, etc. • Taskforce relies on other departments for transport: no dedicated vehicles for strategic plan implementation • Distribution of minutes and action lists not timely • Taskforce meetings not opened with devotion of Bible study while this taskforce at the same time advocating this • Transfers impacted progress on some projects, e.g. the absence of a Literature Secretary impact progress on bible distribution (literature committees, revolving funds, etc.) in the year 2012-2013. • Taskforce lacks representation of elders • Keeping of records is weak: no consistent filing (soft and hard copies) of documents produced
Recommendations to improve functioning of taskforce	<ul style="list-style-type: none"> • Improve time management of taskforce meetings • Planning and development meetings should be held outside Mzuzu and Ekwendeni to avoid disturbances • Have reliable vehicle for Strategic Plan as a whole • Improve filing and record keeping • Scale-up incentives for members: <ul style="list-style-type: none"> ○ Fuel and transport reimbursements should not be 'just enough' but generous ○ diaries and files should be provided ○ golfshirts • Continuity of membership after 2016 should be clarified <ul style="list-style-type: none"> ○ and term of office for taskforce members in general

E. EVALUATION OF STRATEGIC PLAN IMPLEMENTATION

Strengths of Strategic Plan as a whole

- Relationship with donors is good
- Use of Presbytery Trainers ensures continuity, visibility and ownership at presbytery and congregation level
- Consultations and premeetings with presbyteries have helped to accept changes
- Availability of training materials (for Bible study, Basic Elder School, IGA training, etc.) will be a lasting legacy of this period
- Many people have been trained by the different taskforces:



ministers, elders, deacons, trainers. This has increased the capacity of the Synod as a whole

- Office of the CDO made implementation of Strategic plan possible and allowed it to run smoothly. Having a qualified person to facilitate the implementation is a critical success factor
- Continuity of office of CDO and coordinator for lay training has been given attention early enough
- Strategic plan helps to do things systematically. It helps the church to realize a vision.
- It helps to raise funds because it sets clear priorities
- Strategic plan has helped congregations to know themselves and what they can do to improve.
- Strategic planning as holy conversation shows that strategic planning is biblical

Weaknesses of Strategic Plan as a whole

- “We see only two taskforces”. Not all programmes have been visible in the congregations/presbyteries.
- We have been weak on communicating about the strategic plan as a whole
- We have been weak on recordkeeping of results of taskforces (documents, reports, minutes, etc.)
- No meetings of taskforce chairs
- Representation at planning committee meetings has been limited to the chair person. It may be better to have both chair and secretary so that they can remind each other of what was discussed and decided
- Funding for some projects came late
- All taskforces are using presbytery trainers which is a big burden for presbyteries
- Expectations of congregations and presbyteries have not been all met which created some resistance and confusion for some programmes
 - Somehow the process of creating the strategic plan in 2005-2008 generate hopes in congregation that there would be substantial material benefits, e.g. “a motor cycle for each congregation”.
- Only GZB and MPPC as funding partners
- Consultation meetings in all presbyteries are expensive, taking a lot of budget even before the actual programmes would start.
- Office of the CDO manages donor relations: what will happen when Mr. Boogaart leaves?
- Logistics for the coming of the understudy CDO seem not to be very well prepared (lack of office, housing)

Recommendations for Strategic Plan as a whole

- Improve communication about Strategic Plan as a whole, also about phasing of roll-out (which project is coming to which presbyteries when)
- Improve recordkeeping and filing, both on paper and



electronically

- Restart meeting of taskforce chairs
 - Increase representation at planning committee by adding the secretaries
 - Investigate ways to streamline the number of presbytery trainers for different taskforces
 - Clearly communicate what Strategic Plan is about to manage expectations at congregation level
 - Secretariat to advocate for strategic plan proposals and projects (after scrutinizing them)
 - Organize refresher course on project management and project proposal writing skills for all taskforces
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F. GROUPWORK QUESTIONS & ANSWERS

F.1 General Questions

1. Compare the projects this taskforce has implemented and planned with the objectives in their terms of reference.
 - a. Which objectives have they covered well?
 - b. Which objectives have not been covered well?
 - c. What are your conclusions & recommendations?

	GROUP 1	GROUP 2
<i>Objectives well covered</i>	2, 5 and 6 <ul style="list-style-type: none"> 1 has been done but children left out. Issue of marriage not tackled NB: It has been difficult to see how some of these objectives could be measured e.g how to measure spirituality. 	<ul style="list-style-type: none"> Quality teaching: Bible study groups, sumu za sono etc Experience the presence of God: Bringing people in touch with God, His house through Bible study groups, contemporary service, sumu za sono Survey of spiritual needs: Statistics given
<i>Objectives not well covered</i>	1, 3 and 4	<ul style="list-style-type: none"> Sufficient and high quality pastoral Care, including marriage counseling: not yet implemented Responses to witchcraft and un-Godly cultural practices: not yet implemented Survey and report on best practices: not yet implemented
<i>Conclusions & Recommendations</i>	<ul style="list-style-type: none"> The task force is in the right direction Emphasis should also but put on children marriage and witchcraft 	<ol style="list-style-type: none"> The quality of teaching has not come out explicit. Of course it is difficult to measure the experience of the presence of God. Although we have the fruits of the Holy Spirit. The projects of this Task force connects Christians to God and His word. Prioritise Pastoral Care! (eg Marriage counseling) with other Task Force (MLT) The Task force should assist the church to take a stand on witchcraft and refer to pre-existing material.



		<p>5. Survey thoroughly done – good picture of the needs Conclusion: projects are touching the needs eg contemporary service – now more unity, people stay within church. Bible Study Groups New Order of Service - not yet everywhere and may need a follow-up</p> <p>6. We recommend the Task Force to do the survey on best practices as their priority number one. Other congregations can be blessed by it.</p>
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2. What do you see as the top 3 achievements of this taskforce?

GROUP 1	GROUP 2
<ul style="list-style-type: none"> Bible Study programme Worship renewal Surveys - factual task force 	<ul style="list-style-type: none"> 625 Bible study leaders trained in 56 congregations Sumu za sono Contemporary Service

3. What do you see as the top 3 challenges this taskforce will be facing in the coming years?

GROUP 1	GROUP 2
<ul style="list-style-type: none"> These are being implemented by a task force – where do we go from here? How define and implement issues of continuation Resources – transport money 	<ul style="list-style-type: none"> Failure to ‘tackle’ the witchcraft issue due to political involvement probably Pastoral Care was not prioritized, but fortunately taken up by MLT Task force Accessibility of Bibles, close to the Christians

4. What should this taskforce do to increase its impact in the congregations?

GROUP 1	GROUP 2
<ul style="list-style-type: none"> Doing more ToTs and all levels who will bring the trickle down effect. Have and utilize literature committees in the congregations. 	Revive the Guilds and train them! For marriage counseling and other projects.

5. What should be the top 3 priorities for this taskforce in the coming years?

GROUP 1	GROUP 2
<ul style="list-style-type: none"> Children marriage Witchcraft Pastoral Care Scale up Bible Studies 	See overview question 1. The ones not done well.



F.2 Specific Questions

6. One of the important priorities of the taskforce is to make sure there are always a number of Bibles for sale in each congregation. For this we proposed to establish in each congregation:

- a literature committee responsible for purchasing, marketing and selling Bibles
- Bible revolving funds: each congregation is supposed to allocate 21,000 MWK to purchase a stock of 5 Bibles. After selling these Bibles to members, the money should be used to purchase a new stock.

In practice, it seems very difficult for congregations to start both literature committees (only 10-15% of congregations have started) and revolving funds (<10% have started). It also seems difficult to keep the revolving funds revolving.

a. What could be the main reasons why congregations seem to fail to organize literature committees and revolving funds and to keep the revolving funds revolving?

GROUP 3	GROUP 4
<ul style="list-style-type: none"> • Same people belonging to too many committees. • Revolving funds are difficult to maintain because many people don't pay back the money. • Session borrow the funds and don't pay back in time. 	<ul style="list-style-type: none"> • The Literature Department itself has been less active as compared before. • People nowadays are able to print out and photocopy outside the Department. • Technology has reduce dependence on hard copies • Lack of resources in congregations.

b. Which recommendations do you have to successfully establish revolving funds in a congregation?

GROUP 3	GROUP 4
<ul style="list-style-type: none"> • Separate Account for the Revolving Fund. • Cash on delivery • Revive the literature committee to oversee the account 	<p>Introduce the concept of VSLA whereby shares are divided among members involved</p>

c. Which other viable ways do you see to make sure that there will always a stock of Bibles for sale in each congregation?

GROUP 3	GROUP 4
<ul style="list-style-type: none"> • Increase the Revolving Fund • Create a stock both at Presbytery and Zone level • Lay-by (by installment) 	<p>Opening of Bookshops in congregations</p>

7. Bible study is a priority for the strategic plan. From the 6 pilot presbyteries 62% indicated that Bible Study Groups were still active, 1 year after the Bible Study training project finished in these presbyteries. On average 6 groups are active per congregation. On average 13 members participate in these groups.

a. What would be the main reasons why only 62% of congregations trained have continued with the Bible Study programme (if they ever started)?

GROUP 3	GROUP 4
<ul style="list-style-type: none"> • Lack of supervision and monitoring • Finding time 	<ul style="list-style-type: none"> • Lack of interest of Leadership to initiate Bible Study Groups. • New concepts are not easily welcomed by



all at once

b. What can we do to make sure we get more bible study groups active?

GROUP 3

- Establish Bible Study Committees at Presbytery and Congregational level to oversee
- Each congregation to have Bible Study Leaders

GROUP 4

- The Leadership should be in the forefront in promoting such.
- The session should deliberately include such activities on its programs

c. What can we do to make sure more people attend bible study groups?

GROUP 3

- Initiate some competition
- Regular intimations about Bible Study Meetings
- Encourage people to read the Bible

GROUP 4

- Encourage each and every ED to have a Bible Study Group.
- Initiate some competitions on Bible Quiz among Bible Study Group

d. In which way could the participatory Bible Study method also be made relevant for the section prayers on Sundays?

GROUP 3

- Encourage them to use participatory Bible Study at section prayers

GROUP 4

- Encourage sections to conduct Bible Studies on the theme preached at the church on a particular Sunday.
- In other cases the preacher to come up with guiding questions.

e. In which way could the participatory Bible Study method also be made relevant for the guilds?

GROUP 3

- Its very relevant for the Guilds and it should be used.

GROUP 4

- To ask Guilds to lead on a particular Sunday.
- To divide people according to guilds

8. Introducing (pre)marriage course and counselling is considered by many as one of the top priorities for the coming years.

a. Who should be the main target groups for this programme?

GROUP 3

- Young people and unmarried

GROUP 4

- Youth
- Young adults

b. What should be key elements or topics of this programme?

GROUP 3

- Disadvantages of sex before marriage
- Choosing the right partners

GROUP 4

- Youth:
 - Choosing the right partner
 - Sexual purity
 - HIV/AIDS Counseling & Testing
- Young adults
 - Gender roles and differences



	<ul style="list-style-type: none"> ○ Sexual life ○ Relationships with children, parents, relatives and neighbours
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c. Who should be the trainers/facilitators for this programme?

GROUP 3	GROUP 4
<ul style="list-style-type: none"> • Qualified Christian marriage counselor • Ministers and their wives 	<ul style="list-style-type: none"> • Mature Christians inclusive minister and spouse

d. In which way could we quickly scale-up this programme to the whole Synod?

GROUP 3	GROUP 4
<ul style="list-style-type: none"> • During conferences of guilds • Basic Elder School sessions • Conducting marriage seminars both at presbytery and synod level 	<ul style="list-style-type: none"> • Use Umanyano as spear leaders

9. When the strategic plan implementation, witchcraft was a 'hot issue'. The taskforce did some work on this subject in its first year (e.g. by including it in the spiritual needs survey). In the recent times attention for this subject seems to have decreased.

a. Should this topic still be a priority for the taskforce? Why?

GROUP 3	GROUP 4
<ul style="list-style-type: none"> • Yes! Because negative influence are still affecting our societies 	<ul style="list-style-type: none"> • Yes, because witchcraft has been practiced ever since

b. If so, what would be the key elements of a programme to address witchcraft?

GROUP 3	GROUP 4
<ul style="list-style-type: none"> • Sensitization • Counseling • Deliverance • Teaching 	<ul style="list-style-type: none"> • Teaching • Deliverance

F.3 Comments from Plenary

- Availability of Sumu needs to be reported (statistics of sales)
- The many mistakes in the new edition of the Sumu is a grave concern. This has result of CLAIM working independently on this.
- It is important to liaise well with BSM and CLAIM
- It was clarified that cooperation with Farmer's world is only on the logistics; Farmers world will not be selling Bibles itself.
- It was noted that the objective of experiencing God's presence is hard to measure
- The taskforce should work with the radio to teach and inform about different projects
- Relationship with men's guild and women's guild should be clarified
- Availability of a Children's bible is missing from the plans
- Marriage counseling is for all groups, not just youth. Baliska to be included in target group and widows
- Marriage: manual is already there: use it!
- Pastoral care for polygamist marriages: they are not allowed at sacraments, but still need pastoral care
- Homosexuality: should it be included?
 - It happens in our Synods – children are going astray



- A survey for a research paper shows it happens in synod as well
- Disseminate Synod policy: it should be taught.
- Witchcraft is a religion but churches find it difficult to combat because of legal implications
- Witchcraft Act review – CCAP Synod should be involved

F.4 Other findings, comments & recommendations

From the Results of the Impact Survey

- In terms of expected longterm continuity the order of service needs attention
- Bible Study is priority number one by far with 87%
- Marriage is the number three priority overall (57%)
- Contemporary service has much higher priority than Sumu za Sono (51% vs 25%)

F.5 CONCLUSIONS & RECOMMENDATIONS

Based on its own recommendations and the input given at the review meeting, the taskforce makes the following recommendations for its work in the coming years:

1. Bible Study should be priority number one for the taskforce to work on.
2. Under Bible Study the following elements should also be given a priority:
 - a. Strengthen the visibility, monitoring and supervision of Bible study groups at Session level, e.g. by including Bible Study in session programme and by ensuring Bible Study committee is active.
 - b. Promoting use of the participatory Bible study method in other meetings: in particular for guilds and section prayers
 - c. Develop proposal for which department should take responsibility for Bible Study in the Synod. Build the capacity of this department.
3. Bible study should be supported by the project to ensure availability of an affordable Bible in all languages. This means among others, priority should be given to:
 - a. Improving relationship and cooperation with Bible Society and Claim
 - b. Developing a sustainable approach to make sure that revolving funds and literature committees are active in all congregations
 - c. Build capacity of Literature department so that it can receive/take responsibility for Bible distribution, affordable bible programmes, literature committees and revolving funds
4. The taskforce should give second priority to starting up a programme for marriage counselling. Specifically:
 - a. This programme should target all age groups, not just youth
 - b. This programme should make use of existing materials on marriage that are available in the Synod
 - c. For this programme the parish minister and spouse should be among the facilitators at congregation level, possibly assisted by mature Christian couples and Umanyano members
 - d. The programme should give proper attention to homosexuality in the light of the findings that homosexuality is a reality even inside our church
 - e. In the marriage programme there should be attention for pastoral care in addition to discipline for marriage and sexuality related offences (e.g. polygamy)
5. While Marriage counselling is prioritized, the taskforce should work with the taskforce MLT to come up with a recommendation to the Planning Committee how the broad objective of “Make sure that members receive sufficient and high-quality pastoral care by their ministers and lay leaders, including adequate training on marriage counselling for those giving pastoral care” will be addressed, since both taskforces are working on this objective.



6. Even though witchcraft is a sensitive issue to deal with formally (in the light of the current state of legislation in Malawi), the taskforce should come up with a proposal how we can provide guidance for congregations. This guidance should not only focus on witchcraft but also on satanism.
7. The taskforce should develop a proposal how children's ministry can be included in its programmes, including an overview of needs as well as relationship with other existing programmes in the Synod targeting the needs of children.
8. Even though it was given lower priority in the impact survey, the taskforce should complete the programmes for the launch of the Sumu in Chitumbuka, Chitonga and Kyangonde. This should include:
 - a. completing the hymn books with tonic solfa notation for all 4 voices
 - b. recording the new hymns and making these available for purchase either on CD or via internet
 - c. if possible also recording the existing hymns
 - d. Building capacity of Music department to periodically keep adding new hymns to the different hymn books and stimulate quality singing in the Synod.
9. Even though given a priority at the review meeting, the taskforce should complete the full order of service and translate it in all languages
10. The survey of best practices should be included into the different projects and not be a standalone objective.
11. Introduction of all taskforce programmes in South Africa should be looked at at Planning Committee level first, since it affects all taskforces.
12. Monitoring of progress of project implementation in congregations should be looked at at Planning Committee level, since it affects all taskforces.

