

AD CLERUM – January 2009

My Dear Sisters and Brothers in Christ

This Ad Clerum will not follow the usual pattern, but comes in the form of a pastoral letter and commentary on the Yellow Pages. Much of what is contained here was said in greater detail at our December Clergy Day. I hope that you will take time to read it carefully and to digest what is being said. Please also distribute it to your Churchwardens and Parish Councils and discuss the plans carefully.

Early in 2008 I realised that, on my return from Lambeth, I would have little more than 3 years left before my retirement. This got me thinking about where we are as a diocese and where I would like us to be when I retire. After some 7 or 8 months of prayer and reflection I took my thoughts to the strategic planning meeting of our Management Team who not only endorsed what I felt God had been saying to me, but in the months that followed helped develop those thoughts into a clear blueprint for action.

The Diocesan Vision

The starting point of my reflections was the Diocesan Vision which we, as a Diocese, had received and unanimously adopted as being God's plan for us. Two questions occupied my mind:-

1. Was the vision, in fact, a right discernment of what God was saying to us? If it was not a word for us from God, then we would need to immediately abandon it and seek to hear what God is truly saying to us.
2. If, however, it was a word from God, then we are answerable to it, and remain answerable to it because God's word does not change with the seasons. If it is God's word to us then the only question is, "Have we been faithful to what we received? Have we implemented and made real in our lives what God has been saying to us?"

After much prayer I can say that I am more convinced than ever that our Diocesan Vision is indeed a word in time from God. And while we have made progress in implementing that word, there is still a long way to go before that word is truly incarnated in us. We still need to be formed in the image of God's word.

Spiritual Formation

As our Vision logo graphically illustrates, spiritual formation is at the heart of the Diocesan Vision. Or to put it in the opening words of a book I am currently reading, "Spiritual formation is *the* task of the church. Period. ... The church was formed to form." Spiritual formation is our primary task and over the next 3 years we will be putting a lot of effort into the developing and up-grading of skills. We will also be placing renewed emphasis on worship and preaching because worship is a primary formational opportunity.

Clergy Days and Clergy Quiet Days will continue as before, but in the Yellow Pages you will see a number of St Benedict's Weekend Retreats advertised. They cover a wide range of themes by competent retreat conductors. I encourage you to make use of them and ask that they be promoted in the parishes. I will lead the clergy spouse retreat in November as well as the Clergy Retreat at the end of August. This retreat is of obligation unless you have written to me to ask to be excused and giving me details of the alternative arrangements you have made for a retreat.

You will also find in the Yellow Pages details of the spiritual direction training being run by the Jesuit Institute of Spirituality beginning on January 11-17. As I said at the Clergy Day, this is a very intense and thorough training over a two year period. I am willing to help subsidise those doing the training. We will also be running a pilot programme of Companions in Christ – another useful tool in spiritual formation. Clergy and laity who are interested should contact Xolani Dlwati on (w) 011 805-5201.

Healing, Reconciliation and Reconstruction

Our Service of Repentance which we held in July 2008 in response to the xenophobic violence that swept our country seemed to touch an almost primal chord in most of us. As I have reflected and prayed about that worship service and about conditions in our country in general it seems that healing and reconciliation in our country has largely stalled if for no other reason than that there is no intentional processes in place to help us address the past, take responsibility for the present and prepare for a transformed future. We have papered over the cracks and seem to be pretending that, given time, everything will just work itself out.

Much as I would like that to be true, I do not believe that it is realistic. Our history has been immensely damaging for all of us and perhaps especially for those of us who have not even begun to recognise the extent of the damage we have caused to others and to ourselves. Until we are helped to face, acknowledge and address the wounds they will remain a festering sore that will time and again erupt in angers and violence that will be deeply destructive of our new South Africa.

In Christ, God has reconciled us to himself and, through Christ, God has reconciled us to one another, entrusting to us the work of reconciliation. If that is true, then the process of being reconciled to God and to each other is at the heart of spiritual formation. For this reason I believe that it is imperative for us to pick up the ball that has been dropped by our political leaders and to devote ourselves to an intentional process of reconciliation. The Diocesan Conference on the 24th January will launch this process of reconciliation and Professor Jonathan Jansen, author of the book, "Bearing Whiteness: A Pedagogy in a Time of Trouble," will be the keynote speaker on that occasion. Diocesan and Archdeaconry leaders will then meet together in June to evaluate our progress and to focus our efforts for the second half of the year. We will then again meet in Conference at the end of November to evaluate 2009 and to plan for 2010.

However, good intentions alone will not effect reconciliation. What is required is an intentional process that will not really work as long as our Archdeaconry structures are still skewed by the geographical distortions and inequalities of the old apartheid South Africa. We have, therefore, begun planning the restructuring of our archdeacons on a non-geographical basis so as to more fully reflect in each the wide diversity within our diocese. Archdeaconry meetings in these new archdeacons will take place quarterly and the agenda will be structured around reconciliation.

I know that non-geographical archdeacons will be far less convenient than the old structures and that it will mean more travelling and a greater commitment of time than in the past, but I am asking for your full support in this. Apartheid caused a great deal of hurt and pain, and we will not be healed of it unless we are all willing to endure a little more inconvenience and pain in the healing of it.

Of Archdeacons and Archdeacons

For some time now there has been discontent about the process of electing archdeacons and the way some archdeacons have been running. At our Management Team's strategic planning meeting the whole team, including the archdeacons, were unanimous in recommending that the new Archdeacons be larger than at present, that the existing archdeacons all resign their office and that the Bishop revert to the old system of appointing archdeacons. The Diocesan Chancellor has ruled that such a reversion would not be in conflict with the "recordal" differences within our Rules as the appointment of Archdeacons is stipulated in the Provincial Canons.

I have therefore decided that the archdeacons will continue until the new Archdeacons have been finalised and that I will then ask for their resignations in order to appoint archdeacons for the new archdeacons. The new archdeacons will also revert to the management role of the archdeacons as provided for in the Canons and that I will ask each Archdeaconry to elect a Pastoral Dean who will be responsible for the pastoral care and well-being of the clergy and their families.

I will meet with the Archdeacons and the Trustees and DFB on alternate months to discuss the management of the Archdeaconries and Diocese and on the other months will meet with the Archdeacons and Pastoral Deans to discuss the nurture and care of the clergy. Details of those meetings are in the Yellow Pages.

Young People's Ministry

There are, in some parts of our diocese, concerted efforts to reach out to our young people, but in much of our diocese ministry to our young people limps along with little investment of time or money in their development. In order to facilitate the development of young people's ministry in our diocese I am asking each parish to select two young leaders between the ages of 18 – 25 to be trained as Parish Ministers in a diocesan training programme that will run from March through to November. At the end of the training it is my intention that all will be licensed as Parish Ministers in their local parish, some may go on to become full-time Youth Pastors, while a few may even explore a vocation to the ordained ministry. Because of the importance of what we are trying to do and the substantial level of commitment required from the young people concerned, I am asking that you choose carefully and wisely from among your youth leadership, selecting only those who have a real love for the Lord and a passion for ministry. Please give sufficient time to this important new ministry and let me have the names of your parish candidates before Ash Wednesday.

As most of you know, I have for some time been deeply concerned both about the quality of preparation for confirmation and the high fall-off rate of young people following confirmation. I am sure that the two are directly related. In conversations with the Management Team as well as with some of the clergy I have discovered that I am not alone in my concern. I have therefore decided on the following plan of action. There will be NO confirmations in 2009 in either parishes or schools, except for those who were prepared for confirmation in 2008, but were held over by the parish until 2009. (There will be very few for whom this will apply and am asking that you give me their names before the beginning of Lent, together with details of why they were held back. I will then make arrangements for one or two confirmation services in October).

The fact that there will be no confirmations this year does not mean that there should not be any preparation. Ideally confirmation preparation should be an integral part of an ongoing training programme that begins no later than the start of Sunday School, but I am suggesting that, until such a programme is in place, confirmation preparation be spread over a minimum of a two year period. We need, as parishes, archdeaconries and as a diocese, to examine the whole of our programme for young people ministry and to clarify exactly what we are doing and how we could do it more effectively. I am hoping that a part of the Youth Leadership Training programme will look at confirmation training and that those who complete the training will be able to assist in parish confirmation training. (This is another good reason for ensuring that we select only the very best of our young people for this programme).

As I said at the start, I have roughly 3 years to go before my retirement. There is so much that still remains undone and so much that I believe God wants to do. These plans, inadequate though they undoubtedly are, are offered as way forward for my remaining years in office. Much prayer has gone into them, and I hope that you will receive them and embrace them as one way of seeking to make our Diocesan Vision a reality. And if it they contain, as I believe they do, some kernel of God's truth, then I hope that you will give to these your full support.

May 2009 be a journey in Christ from one degree of glory to the next,



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Year-Planner 2009 – The Yellow Pages

The Yellow Pages and the Bishop's Year Planner, are attached. The Yellow Pages are as accurate and as up to date as we have been able to make them; the Bishop's Planner just gathers together some of the dates of regularly occurring activities. Please check both carefully, transfer the dates into your diary, distribute to, and discuss with, your church leadership in the light of my pastoral letter.

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Spiritual Formation

Clergy Day: Our first Clergy Day for 2009 will be on Tuesday 3rd and Wednesday 4th February. This is a two full-day LEMON Workshop which I hope you will all find helpful in parish management. The venue will be **St Stephens, Sunninghill**.

Clergy Quiet Day: As per Yellow Pages

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Vestry 2009

The timeline document for Vestry meetings was sent out in the December 2008 Ad Clerum. I enclose it again for easy reference. Please use it; it just helps make life a little easier. Don't forget to use some of the time leading up to Vestry to do some teaching about the process of Vestry, the duties of a Churchwarden and Parish Councillor, what it means to be a servant leader, and about accountability to each other and the congregation.

1. **General Instructions:** These instructions apply equally to parishes and chapelries.
 - a. **Final Date of Vestry:** Vestry must be held before *15 March* in each year.
 - b. **Financial Statements:** The Annual Vestry cannot be held until the Annual Financial Statements for the preceding year have been completed and either professionally audited or verified by an independent verifier approved by the diocese.
 - c. **Five Year Limit:** Anyone who has been a member of the Parish Council or a Churchwarden for five years of unbroken service is not eligible for re-election. A member of the Parish Council may be elected as Churchwarden at any stage in the five year period of service and may then serve as Churchwarden for a further 5 years. However, a Churchwarden who has completed a five year term of office may not be elected as a Parish Councillor.
 - d. **Only laity may nominate and serve:** Only the laity may nominate people to serve as Churchwardens and Parish Councillors, and only the laity are eligible for nomination to serve as are churchwardens and Parish Councillors.
 - e. **Elections and Scrutineers:** Voting shall be by secret ballot. Scrutineers for the voting must be agreed to by Vestry and may not include the Rector or Priest-in-Charge.

2. **Action Flow Chart for Annual Vestry:**
 - a. **End of Year:** Complete financial statements except for final adjustments.
 - b. **January:** Complete financial statements and send to auditor / independent verifier. Check when financials will be ready and set date for Vestry. Vestry must be before 15 March. Allow space for unforeseen delays.
 - c. **At least 22 days before Vestry:** Publish and display written *Notice of Vestry*. The notice must be signed by Rector and Churchwardens and must give the place, date, time, and agenda of Vestry. The Agenda for Vestry is set out in Rule H – 3 and in Direction 3 below.
 - d. **At least 22 days before Vestry:** Lists calling for *Nominations for Churchwardens and Councilors* must be put on the notice board. Nomination forms must be signed by the proposer, seconder and by the person being proposed.
 - e. **The Sunday before Vestry:** (Or at least 6 days before Vestry) Nominations close.

3. **Annual Vestry:**

- a. **Chairperson of Vestry:** The Rector is normally the Chairperson of Vestry. Consult Rule H – 1.7.1 if the Rector is not available.
- b. **Quorum at Vestry:** Ten parishioners form a quorum.
- c. **Right to Speak at Vestry:** Only regular worshipers and those whose names appear on the Parish Roll shall have the right to speak. Good manners must always be observed.
- d. **Agenda of Vestry:** The Annual Vestry Meeting will deal with the following business in the following order:-
 - Confirmation of minutes of previous Annual Vestry Meeting
 - Presentation by Churchwardens of audited or verified annual accounts. Note: Accounts must be accepted by Vestry before moving on the next item of business.
 - Report by Churchwardens on condition of Church property, which report must be received by Vestry and a copy forwarded to the Diocesan Office together with the required Vestry returns. Note: In addition to the churchwardens report shall include how they have fulfilled their duties in respect of the following:-
 - The provision and adequacy of computer, fax, internet, photocopying ,and telephone services for the parish;
 - Adjustment of insurance cover for to ensure adequate cover for parish property;
 - An annual review of the Memorandum of Understanding between parish clergy and parish council;
 - Confirmation that proper records and inventories as required by the Canons and Rules of the Diocese have been kept.
 - Report by Rector on care of the parish including a statement of needs, which report must be received by Vestry and either accepted or amended. A copy of this report must be sent to the Diocese together with the required Vestry returns. The report shall include:-
 - An evaluation of parish ministry over the past year, together with a report on the areas where there has been growth or decline that ministry, especially in respect of the key points of the Diocesan Vision;
 - A statement of the goals and objectives of the Parish Council set in respect of the coming year;
 - The identification of any areas requiring special attention either because of circumstances that have arisen in the life of the parish or the wider community.
 - Presentation by Churchwardens of budget for ensuing year. Report must be received by Vestry and accepted or amended.
 - A decision by Vestry on the number of persons who will serve on Council.
 - Election of Churchwardens and Parish Councillors for ensuing year.
 - Appointment of auditor or independent verifier for ensuing year.
 - No other business may be transacted.

4. **Vestry Returns to Diocesan Office:**

Within one week of Vestry, the Rector must ensure that the following documents are submitted to the Diocesan Secretary:-

- Copy of the audited or verified Financial Statements;
- Copy of the budget for present year;
- Copies of the Churchwarden's Report and the Rector's Statement of Needs;
- Declaration of those elected as Churchwardens, Alternate Churchwardens, and Parish Councilors (duly signed by all persons elected).

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STILIM Lay Training Programme

If any of your lay leaders are still hoping to be part of the STILIM Lay Training Programme, it is vital that they contact Xolani Dlwati immediately. He can be contacted on Tel **011 315-9631** (home); 011 805-5201 (office); or email: stmonnicas@telkomsa.net now.

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Family News

Diocesan News:

- **Sister Maureen OHP** died peacefully in her sleep on Friday 19th December. The end came as the Carol Service at the Priory at Whitby was concluding with 'O Come all ye Faithful' - a movingly appropriate moment. Her funeral in England took place on Tuesday, 30th December, but because so many are away at this time, her memorial Eucharist in the Chapel at St Benedict's will take place on Wednesday, 14th January 2009 at 16h30. We give thanks to God for Sr Maureen's life and ministry.
- **Revd Cyril Halkett's** daughter, Vanessa, passed away in December 2008. Please keep Fr Cyril, his wife Hazel, and the family in your prayers.
- **Revd Keith Brown** passed away in December 2008. Please keep Fr Keith's wife, Margaret, his daughters Sarah and Victoria, and all other members of the family in our prayers.
- **Les Austin** a well known lay leader in the Diocese and the person who made many of the pews in our churches, died in December 2008. Our condolences go out to Les' family.
- **Revd Mothusimang Makata's** wife, Tumi, had a miscarriage in December 2008. Please keep Mothusimang and Tumi in your prayers during this time of grief.
- **Revd Thato Molipa** and **Fecy's** daughter has given birth to twins. Our congratulations to the new grandparents and the whole family, and our warmest welcome to the twins.
- **Revd Rodger Lekoko** has been appointed as Rector of St Mary's, Bekkersdal. We wish Rodger God's every blessing as he begins his new ministry, and assure him of our ongoing prayers.
- **Revd Doug Torr's** father - who lives in New Zealand - underwent major surgery recently. Please pray for Fr Doug as he prepares to travel to New Zealand, and keep his father and the rest of the Torr family in your prayers.
- **The Dean of the Cathedral, the Very Revd Gerard Sharp**, underwent surgery to a non-malignant growth in his sinuses, and will be undergoing radiation therapy to destroy the balance of the growth. Please keep Fr Gerard and his wife, Pearl, in your prayers..

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Dates for Diary

JANUARY 2009

Thurs 1 st	NEW YEAR'S DAY	
Mon 5 th	Diocesan Office Opens	
Tues 6 th	Start finalising financial statements for Vestry	
Sat 10 th	Diaconal Training: St Joseph's Diocesan Centre, Sophiatown	09h00-15h00
Sat 10 th	Ignatian Spiritual Direction Training (10 th -17 th January)	
Wed 14 th	<i>Government & Independent Schools Open</i>	
Wed 14 th	DFB (Approve Year End Figures)	
Thurs 15 th	Contact Verifier / Auditor re Year End Audit	
Fri 16 th	St Benedicts Retreat: 16 th -18 th . Jesus the Great Sufferer – Sydney Mbatha	
Sun 18 th	Bishop's Pastoral Visit: Cathedral of St Mary the Virgin	
Wed 21 st	Diocesan Office Planning	
Sat 24 th	Diocesan Consultation	
Sat 24 th	Anglicare AGM: St George's, Parktown	09h00-11h00
Sun 25 th	Bishop's Pastoral Visit: St Mary on the Limpopo, Hillbrow	
Wed 28 th	Pastoral Care Meeting: St Joseph's Diocesan Centre, Sophiatown	08h30-16h00
Sat 31 st	FoV + SfM Weekend	

FEBRUARY 2009

Sun 1 st	SfM Weekend: Auckland Park	
Mon 2 nd	Ordination Retreat	
Tues 3 rd	Ordination Retreat	
Tues 3 rd	Clergy Day - LEMON: St Stephen's, Sunninghill	
Wed 4 th	Ordination Retreat	
Wed 4 th	Clergy Day - LEMON: St Stephen's, Sunninghill	
Thurs 5 th	Ordination Retreat	
Fri 6 th	Ordination Retreat/Rehearsal: Cathedral of St Mary the Virgin	10h00
Sat 7 th	Ordination of Deacon and Priests: Cathedral of St Mary the Virgin	14h30
Sun 8 th	Bishop's Pastoral Visit: St Albans, Ferreirastown	
Sat 14 th	Diaconal Training: St Joseph's Diocesan Centre, Sophiatown	09h00-15h00
Sat 14 th	ST ILIM for Lay Leaders: St Thomas', Linden	09h00-12h30
Sat 14 th	Diocesan AIDS Quarterly Meeting	
Sat 14 th	Regional Conference: Provincial Liturgical Committee	
Sun 15 th	Bishop's Pastoral Visit: St Margaret's, Bedfordview	
Wed 18 th	Trustees and DFB: St Joseph's Diocesan Centre, Sophiatown	08h30-16h00
Fri 20 th	St Benedict's Retreat: (20 th -22 nd) Dumping Superwoman – Maria Frahm-Arp	
Sat 21 st	Final Date for Notice of Vestry / Lists for nomination of Churchwardens and Council	
Sun 22 nd	Bishop's Pastoral Visit: St Mary the Less, Jeppestown	
Tues 24 th	Bishop's House Quiet Day	09h00-15h00
Wed 25 th	ASH WEDNESDAY	
Thurs 26 th	<i>Independent Schools Half Term Begins</i>	
Fri 27 th	St Benedict's Retreat: (27 th Feb-1 st Mar) Shadow of the Cross - +Peter Lee	
Sat 28 th	FoV + SfM Weekend	
Sat 28 th	Mothers' Union: AGM	

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BIRTHDAYS AND ANNIVERSARIES:

Please remember the following persons in your prayers as they celebrate birthdays and anniversaries in the coming months:

JANUARY

1 st	Nomathemba Ramokgopa
1 st	Patricia Ratshefola
2 nd	Athol Wanckel
3 rd	Alison Viljoen
4 th	Shirley Anderson
5 th	Nigel & Gill Andrews (W/A)
6 th	Cynthia Botha
6 th	Hazel Halkett
7 th	Ernie Quickfall
7 th	John & Gail Westwood (W/A)
9 th	Barry Beckley
11 th	Douglas Michael
14 th	John Herbert
14 th	Alfred & Maud Khumalo (W/A)
15 th	Archie & Thokozile Motaung (W/A)
15 th	John & Lorraine Williamson (W/A)
16 th	Dennis & Rosaline Francis (W/A)
16 th	Karen Uitzinger
17 th	Pamela Lamb
18 th	+Sigi & Dorcas Ndwandwe (W/A)
18 th	Lorraine Williamson
18 th	John Cooke
19 th	Bridget Edwards
19 th	Boitumelo Makata

FEBRUARY

1 st	Wilfred Pohl
1 st	Thato & Fecilia Molipa (W/A)
2 nd	Abram & Pearl Mokgohlane (W/A)
2 nd	Mapula Mphaki
4 th	Ivan & Pat Lane (W/A)
5 th	+Brian's Consecration
6 th	Margaret Place
7 th	Bridgette Oliphant
9 th	Adrian van Niekerk
9 th	Wouter & Karen Uitzinger (W/A)
9 th	Edward Silk
10 th	Jerry Bailey
10 th	Gail Dengler
10 th	Andrew Payne
11 th	Margaret Beckley
12 th	Susan van Niekerk
13 th	Ranthite & Moipone Namu (W/A)
14 th	Ray & Lynette Bewsher (W/A)
14 th	Margaret & Sidney Place (WA)
15 th	Edna Cooke
17 th	Paul Singleton
18 th	Dorcan Baleni
18 th	Lorraine Williamson
19 th	Margaret Eades

21 st	+Brian
21 st	Saras Chinnah
22 nd	Diana Buchanan
25 th	John & Florence Ntsoko (W/A)
25 th	Joe Rakale
26 th	Christine Lowick
26 th	Trevor Prince
28 th	Ntabiseng Moswatlhe
28 th	Paul Molefe
30 th	David & Bridget Edwards (W/A)
30 th	Vicky & Pilane Moroa (WA)

19 th	Gail Westwood
19 th	Wendy Henwood
20 th	Corrie Mekgwe
20 th	Thandi & Abe Mokgohlane (WA)
21 st	Michael Oliphant
21 st	Geraldine Singleton
22 nd	Lynette Ellis
22 nd	Nokwezi Dodo
23 rd	Lefetlho Lethoko
23 rd	Thelma Walmsley
25 th	Michael & Bridgette Oliphant (W/A)
27 th	Nompulelo Mcilongo
27 th	Errol & Gail Dengler (W/A)
29 th	Mashikane & Buyile Montjane (W/A)

NB: Although we do make an effort to keep our Birthday and Anniversary lists updated, we would be grateful for your comments regarding errors or omissions.

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General Notices

- **The Sunday Morning Radio Broadcast Service:** The first Broadcast for 2009 will be relayed at 11h05 on *Sunday, 25th January* from the *Parish of St George's, Parktown*. The Rector is The Revd Charles May.
- **Anglicare's Annual General Meeting:** Will be held at 10h45 on Saturday 24th January 2009 in the Church Hall, St George's, Parktown. The AGM will be preceded with the Eucharist at 09h00 and followed by tea. All welcome.

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