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## ANNEXURE 1: PARTICIPANT FOCUS GROUP INTERVIEW GUIDE

### Introduction

Hello, my name is Japie Breedt and I am busy with a PhD at the University of Pretoria. The title of my thesis is: ***“Relational leadership as response to the challenges faced by the missional Church”***. This is a qualitative study and the emphasis will be on the insights, responses and opinions of the group members and not the numbers. I will not participate in group discussions but will observe and facilitate the group using this *Participant Focus Group Interview Guide*.

This focus group interview should take **approximately 40 minutes**. Please answer the questions honestly and to the best of your ability. Although we will audio-record the interview with your permission, your identity will never be revealed, or connected in any way to your comments. While we may report quotes collected during this interview, at no time will we connect those comments to any individual. You are free to stop participating or withdraw at any time. Let me know if you would like to skip a question for the reason that you donot want to respond to it. Partakers will rate their own relationships during the discussion for the use of the researcher to do a relational analysis at a later stage.

If you are ready to take part in this discussion, please complete the following as we carry on with the conversation.

May I turn on the audio recording device now?

How many years have you been in a leadership position? .....

## Discussion

1. How would you define Missional Church?  
Discuss
2. How would you define relational leadership?  
Discuss
3. Do you find that your relationships at home influence your relationships in the workplace?  
Discuss
4. Discuss some of the issues and/or negative experiences you have had concerning relationships in your workplace?

## Personal Rating (Strictly confidential)

(All rating must be done on a 1 to 4 scale with 1 = very bad and 4 = very good)

- Rate your knowledge on relational leadership \_\_\_\_\_  
(before this discussion)
- Rate the importance of relational leadership \_\_\_\_\_
- Do you find it easy to relate to strangers? \_\_\_\_\_
- Rate your relationship with yourself \_\_\_\_\_
- Rate your relationship with you wife \_\_\_\_\_
- Rate your relationship with your family \_\_\_\_\_
- Rate your relationship with the management \_\_\_\_\_  
of the establishment you're working in

**Thank you very much for your time and participation!**

## Closing



## **ANNEXURE 2: FOCUS GROUPS - TRANSCRIPTION AND CODING**

### **Themes identified for coding:**

1. The definition of a Missional Church
2. Traditional view of a Missional Church
3. How to be missional
4. The context of missiology
5. Leadership that focuses on relationships
6. No a hierarchy
7. A paradigm shift in power
8. A team, working together
9. Leadership is contextual – anybody can be a leader
10. Supporting each other
11. Empowering each other
12. This is a problem in the church
13. Autocratic-, democratic- and corporate leadership is acceptable
14. Recognising each other's function and gifts
15. Leadership is a process
16. God is the example
17. Yes, we find that our relationships at home influence our relationships in the workplace.
18. Yes, we find that our relationships at home influences our relationships in the workplace but still support each other

19.No, we don't find that our relationships at home influence our relationships in the workplace

20. Irrelevant chatter

1	Ek moet sê toe ek ook hier gekom het omtrent so 10 jaar ver terug, was die fokus baie om ver te gaan. Jy weet dis Mosambiek, daar bo teen Malawi en jy ry omtrent 3 dae, ek was ook op een van daai uitreike, maar vir my, en dit het my altyd gehinder, is: ons gaan ver maar die nood hier om jou, is net so groot. Ek dink dit is wat omgerdraai het hier.
1	Vir my is die basis van Missional Church 'n individu met 'n roeping van God in sy lewe om die evangelie van Jesus Christus aan die wêreld bekend te maak.
1	Dit kan in organisatoriese vorm voorkom maar dis nie noodwendig dit nie.
1	So mission Church of missional church, sal no 1 wees wat begin by 'n individu want dis uiteindelik die individuele ding, dit kom uit my verhouding met God.
1	Ek het 'n storie, ek is 'n getuie van die genade van God in my lewe; I have a story to tell and this story if captured with anointing, makes me missionary. The Church sending me, doesn't make me a missionary;
1	the anointing and my relationship with Jesus, makes me a missionary.
1	A missionary is somebody who gets down to where the people are and reaches them and .....

1	A Missional Church – now is a Church that does not concentrate on its structures, the building or statistics ..... Or financial strength.
1	So, die ware missionêre kerk is die een wat worry oor die siel. Dit kan in die kantoor wees, dit kan in die skool wees, dit kan in die fabriek wees, dis waar ek die missionêre kerk aantref.
1	Ek sien 'n missionary kerk as 'n kerk wat sy gemeentelede oplei of voorberei of mobiliseer om uit te gaan en die gemeenskap te gaan bedien.
1	Dit is reg om mense op te lei om te gaan, maar daar's 'n .....
1	Having the personal relationship with JX makes you automatically into a missionary because I've got a story to tell.
1	It must be a natural thing that you can organise, but It's got to first live in the heart and it comes into the heart by the Spirit
1	I think the opposite. My view of a missional Church is where the focus is not on their own.....
1	but on a Kingdom view where you where the focus move outward in terms of..... and that is my view of a missional Church. It is an outward focussed Church.
1	And they've got a Kingdom focus rather than a denominational focus
1	If one were to take in the whole prospect of missions and the definition taken from the New Testament prospective, a missional Church will be a truly New Testament Church where everything they do and everything that happens, has a mission attached to it.
1	Into the community or a part of the world whether it's in George or whether it's in the region, but it's always outward, not inward. This is

	my definition of a missional Church.
1	The focus pointing into that vision, that specific calling. Therefore it is outward focussed, all the aspects, the worship service, the..... it's the Church on the move. ....
1	The missional Church is a Church that has the emphasis to go.
1	Whereas the change is that we are the Church and we carry the name of Jesus on the streets.
1	A missional Church is the congregation who is equipped to go out and not the missionary that needs to go out but the Church that go out.
1	We need to make the transition not to come to Church but to be the Church.
1	And although you have one or two missionaries, although you have people coming in or out, I don't think you can say you're a missional Church, you may be just evangelise outside.
1	not on the Sunday activity, or relational with the community around the Church, evangelising and whatever form you want to. .. they focus on mission work whereby we talk about a relational community around us, I think that's a total different viewpoint.
1	If you know the community Church you can talk about a relational Church.
1	mense wat nou nie van my rassegroep is moet ek ook na toe uitreik so dis alles insluitend. Ek is 'n baster genoem en daar is gesê ek hoort nie in die kerk nie. En dan die wêrelddeel
1	So daar's 'n al vier areas wat moet gedek word.

1	Dis my verstaan van die opdrag van die kerk. If the vision is the mission then the vision is or the mission is God's vision.
1	terwyl missions is om vertrouwe en geloof op te bou om die glo in geloofsbeginsel te gaan vaslê waar 'n ou kan begin werk.
1	So if we're going to talk about missional Church a missional Church would be the people of God that understand the will and purpose of God in an overarching sense but then within that the individual local ....., each have a function and purpose to fulfil within the ..... and purpose for all of creation.
1	And in that way when we define missional Church it would be carrying and understand the will and purpose of God as a goal to which we are working to seek His will fulfilled, but within that there is the freedom of individuality of every local congregation where they will find themselves to be part of God's overall purpose, but then again it's the kingdom of God takes precedence and that defines every individual congregation's purpose.
1	Ek glo dat God spesifiek het die kerk geroep en gestuur dat die kerk Sy medium is waardeur Hy die wêreld of die verlore nes gaan bereik
1	Missionaal is volgens my elke lidmaat betrokke in die gemeenskap deur 'n verskil te maak in die lewens van die gemeenskap. Dit sluit in jou hele area van bediening. Dit strek ook vir my verder as net jou geografiese area. Ek kan missionaal wees in die land, in die streek, ek kan missionaal werk in die wêreld. Maar 'n missionale gemeenskap is vir my elke lidmaat betrokke by die gemeenskap, besig om 'n verskil te maak in die lewens van die gemeenskap en wat die behoeftes van die gemeenskap aan te spreek en om net die boodskap van Jesus Christus uit te dra en die gemeenskap missionaal aan te spreek deur te wys hoe Jesus lyk in die

	gemeenskap
1	Dat almal geroep is, kyk die opdrag is aan ons almal gegee: Matt 28 ..... en dissipels te maak, m.a.w. jy elkeen van jou lidmate, as almal kan verstaan dat ons almal 'n opdrag het.
1	Vir my die Woord in hierdie konteks het ek nog nie noodwendig ..... maar as ek na die Woord kyk, sou ek dink dit beteken dat die Kerk moet duidelik sy missie bepaal en identifiseer en dan ..... dat daar 'n spesifieke missie is, so as ek net een woordjie daaroor kan sê, as ons werklik na die Bybel kyk wat is ons missie, die groot opdrag van Jesus Christus is in Matt. 28:19 dat that we don't .... shift of minds, ons is nie 'n social klub nie, die hoofsaak is nie om mekaar se rug te krap nie, ons moet ons doel as missie bepaal.
1	Het 'n sendingroeping in jou eie gemeenskap. Die ouens wat altyd so graag Afrika toe gaan, ek se vir hulle man, ek het vir julle 'n baie goedkoper manier om in Afrika te kom, ry net oor die snelweg, dan is jy ook in Afrika. Jy hoef nie duisende Rande vir kaartjies te betaal en onkoste aan te gaan nie. En ek dink dit is wat as 'n kerk weer sê ek is Sendingbewus, sending en evangelisasie en wat jy ook al wil noem, ondersteuning, dis alles presies dieselfde sendingwerk wat ons mee besig is.
1	Daar's 'n ander kant ook. Die Here sê Hy't ons gesalf om die boodskap aan die armes te bring. Nou die armes sal altyd by ons wees.
1	So 'n Kerk wat nie missionaal ..... wat nie sendingbewus is nie, of wat nie deel het in sending nie, kan nie voortbestaan nie. Ek praat van 'n kerk, 'n kerk wat nou werklik wil vorentoe gaan. As hy nie in sending betrokke is nie, het hy nie 'n toekoms nie.
1	Nou gaan jy betrokke raak eintlik nou as 'n fasiliteerder maar jy moet

	ook gaan want die manne wat jy mee gaan praat, kyk dit van 'n wettiese oogpunt af en jy moet dit van die kant af gaan met 'n geestelike kant.
1	In die NG kerk..... toe by die kerk se deur, voordat jy uitgaan, staan groot: hier begin my sending. 'n Bord by die kerk se deur as jy uitgaan, kyk almal mos teen hierdie muur vas, hier begin my sending. Dis vir my baie mooi.
2	Ja, ons het altyd altyd em ..ons statement van die gemeente was altyd: geloof, hoop en liefde, dit was rondom dit gebou gewees, en toe was dit: vier en ervaar lewe, en van daar af, hier was lank terug, voor my tyd nog, was hier 'n ou van die filipyne wat gesê het ja Ryan Corpus wat gesê het, nee dit was em, hy't gesê, nee dit was Oom, die een voor ..... ons is geseënd om te sêen, want ....
2	Ek wil ook sê iets wat vir my opgeval het, ek is nou al so amper 11 jaar hierso, is die dat gedagte van Missional is al lankal in ons koppe, maar op 'n manier was dit amper half finansieel gewees in die begin.
2	Mission verdwyn in sy totaliteit en word 'n struktuur wat sekere funksies en ordes handhaaf maar die Mission konteks verdwyn in totaliteit alhoewel hulle uitreik en evangelisasie veldtogte sal hou, dink ek persei die kerk is in 'n baie groot mate steriel en het geen vermoë om kinders te verwek nie.
2	Vasgevang binne sekere strukture en rëels en regulasies, maar die en hierdie goedjies, maar die sendingpassie en die sendingvermoë, daar's nie krag vir geboorte nie. Kerk groei deur rondhardlopende chirstene wat sê daar's 'n goeie ou, kom ons gaan luister na hom, daar's 'n ou wat genees kom ons hol soontoe, daar's 'n ou wat dit doen, kom ons gaan luister na dit, hier's 'n nuwe ding, kom ons hol soontoe,

2	And today mission work is viewed as this, and I know this .....and in fact I got one in my aangetroude familie. They get on an aeroplane, they fly business class, they go to Russia, they sleep in a five star hotel and they meet with a few ministers there, but they call themselves missionaries. That in my eyes is not a missionary.
2	Daar's kerke wat baie missionêr is, maar die doel is om hulleself te verryk, nie om die siele in die koninkryk in te kry nie.
2	My opsomming van die kerk die afgelope tyd is dat die ouens behoort aan 'n sendingfonds. Hulle ondersteun die plaaslike gemeente wat 'n sendeling ondersteun, maar hulle versak hulle eie saak en omgewing. Hulle doen gladnie missionary werk in hulle eie omgewing nie, en dit is vir my 'n probleem. M.a.w. die fonds, dan sit hulle 'n bord op om te sê ons Russian fonds is nou R10,000, maar hulle sit op die banke en hulle persoonlik is gladnie betrokke by enige een in hulle omgewing nie, en dit is vir my 'n probleem.
2	Maybe missional Church can be described as a Church that are really ..... in their own doctrine. The whole Church is operating on doctrinal issues that are prescribed by a commission .....
2	Are we talking about an established missional Church or are we talking about missions? I think there's a difference here for me.
2	Different Churches have different .... And different emphasis. There are Churches that describe themselves as a worshipping Church or a praising Church or an intercessory Church but they will not describe themselves as a missions Church or a missional Church.
2	Missional Church can be probably be defined as a missional basis where everything is designed.



2	We used to have a mission where we send someone out and they come and report back to say what they've done.
2	A missional Church is actually defined as anybody coming to Church actually becomes the Church .
2	Well I think that's the issue that mission is such a broad all encompassing term that anybody that has any vision at all to help the people, whether to go out or bring people in, that's missional. And that that's okay.
2	The everybody isn't supposed to work the same and that Church needs to know what their redemptive gift is and flow with that. But as long as the Church is doing something on a mission of some kind, that's biblical, then I call that Missional.
2	Ja I think it's opening a lot of views now but ... And the missional Church to me the focus point is you use the point mission, is the definite focus on mission.
2	But mission is a mission like a soos 'n werkwoord, its going on a certain mission to do things. It's a focus point if you talk about a missional Church. The last few years like city missions Church in Singapore where I visited, their main focus, 80% of their income go toward missionary work.
2	Other countries away from them, outside the country, but 80% of everything they do is focussed on missions,
2	Ek verstaan die opdrag is Jerusalem, Judea, Samaria uiterste eindes. So daar moet 'n betrokkenheid wees op al vier vlakke. Mense verskil oor watter vlak maar daar moet 'n uitreik wees.
2	If it doesn't work at home, don't export it. So daar moet Jerusalem wees, en dan Judea en Judea vertaan ek as my land of my provinsie

	jy kan dit bepaal en dan Samaria wat daarin is as ek die term kan gebruik die
2	So daar's 'n al vier areas moet gedek word.
2	Dis my verstaan van die opdrag van die kerk. If the vision is the mission then the vision is or the mission is God's vision.
2	Ons het 'n probleem gehad met ons vragmotor vol kos Mosambiek toe stuur daai tyd met die vloed, dat die lokale ouens kom en sê ons gaan dood op julle stoep en julle stuur kos Mosambiek toe.
2	When you talk about missional, you talk about every Church has a mission statement. In other words missional by definition that's one broad.... Missional includes missions then
2	I do agree with your .... between evangelism and sending people as missionaries either to where the gospel is not preached or to go from one continent to another something like that or even one country to another.
2	I don't like the South African understanding that missions at least in the old days were a white Church sends a guy to the townships because he's a missionary. Because that felt like that was doing discredit to the national unity.
2	That South Africa needs to see itself as one nation rather than a group of separate nations in just a position each other. So to understand that point we need to have eyes that go beyond our borders, I think every Church does need that and that it just can't be I send money to people that's doing the job out there but at some point I got to raise people up and send them out if I'm a missional Church.
2	I understand a little bit more than that in terms of we changed the whole thing to Church planting because in the old concept of the

	<p>missional Churches, how many missionaries have been sent out.</p>
2	<p>But we were at sent out we had over ninety missionaries, but when we went and measured the fruit, it was none, but when we sent out a person with a view of planting a Church and training local person in the area and then leaving them following up again, we found the fruit much better, because otherwise constantly we missionaries every month please send us.</p>
2	<p>You train if we were sending out a missionary into a certain country, now in that country that say that tribe has got a way of doing things, now I got to learn the way of the tribe because they think differently. It's like Reinhard Bonnke in Africa describes spits on the ground, pulls a line over it and Reinhard thought the guy was challenging him and he was saying: I like what you're saying, say it again. ... So those guys, if we can train them, then they know how to reach their people.</p>
2	<p>Become a Jew to the Jews and the gentile to the gentiles. And that's the current missionary or the missiological thinking that the best people to reach indigenous people is their own. But at the same time I see whole denominations that pull back so that they would take someone from Muslim.. and bring them to the States, train him there and send him back there as apposed sending some from the States to there.</p>
2	<p>In the old day where you sort of get a missionary post or base you know and where you have sort of a little America in the middle of the foreign land, that I also have to condemn, but at the same time I have to always feel that biblically there must always be a place for someone who have a heart for another people and who want to voluntarily join them and even for the rest of their lives, not just a thing of like for instance in my case I'm pastoring an African Church</p>

	but I'm not answering to an American mission board. I'm answering to local African leadership. And in that sense it's working.
2	I'm not telling Africans how to be American Christians, I'm having to become part of their way of doing things and so on. To a certain degree there are built-in conflicts and problems with that but this is where we have to not think in terms of....
2	But in terms of the grace principal that God wants to raise people up where they're not strong and where it's not logical in the same way that it was not logical for Paul to be an apostle to gentiles. He wasn't cut out for that but by the grace of God he did and was successful not because of his strengths but because of his weaknesses where God came through.
2	Die missional wat ons van praat, net op dieselfde bladsy, dis nie die missie van die kerk nie, ons praat van missions, ons praat van uitreik. Ons wil net define.
2	Die algemene idee wat ek vorm daaromtrent is dat jy fondse bewillig vir sendingwerk, maar nie noodwendig persoonlik betrokke is daarin nie.
2	Vir my strek dit meer vanuit die definisie van die Apostel, een wie geroep is en een wie gestuur is.
2	Ek glo dat God spesifiek het die kerk geroep en gestuur dat die kerk Sy medium is waardeur Hy die wêreld of die verlore nes gaan bereik.
2	Vir my die Woord in hierdie konteks het ek nog nie noodwendig ..... maar as ek na die Woord kyk, sou ek dink dit beteken dat die Kerk moet duidelik sy missie bepaal en identifiseer en dan ..... dat daar 'n spesifieke missie is, so as ek net een woordjie daarvoor kan sê, as ons werklik na die Bybel kyk wat is ons missie, die groot opdrag van Jesus Christus is in Matt. 28:19 dat that we don't .... shift of minds,

	<p>ons is nie 'n social klub nie, die hoofsaak is nie om mekaar se rug te krap nie, ons moet ons doel as missie bepaal.</p>
2	<p>Kan ek net in kort sê ek dink die kerk is weer besig om in die regte rigting te beweeg as jy vat die ontstaan van die A.G.S. het ontstaan as 'n sendingkerk, maar ons het 'n wanbegrip gehad in die woordjie sending. Ons het gedink stuur jou geld Indië toe, stuur jou geld Sjina toe, en ons het vergeet dat jy is 'n sendingkerk.</p>
2	<p>Dis net soos hy gesê het, die idee wat staan, is ek moet geld gee vir sending. Onthou ek het in die afgelope tyd baie sterk gevoel dat ons, dat ek moet betrokke raak, ons het nou een plaas waar ons 'n klein uitreiking het, Br... gemeente, en die een van ons broers is summier ontslaan.</p>
3	<p>Ek dink dis deel van enige missional journey van 'n gemeente om te weet waar hy vandaan kom en watter pad jy geloop het tot em sodat jy kan weet of jou ... tipes werklik geskied het en of dit nie maar net want</p>
3	<p>dis baie maklik om die taal van jou gemeente te verander, en ek dink ons doen, en dis miskien waar dit begin, jy begin anders praat en jy begin ander woorde gebruik, maar die begroting lyk dieselfde en jou gebou word nog dieselfde gebruik en dit gebeur ek dink oor die algemeen met al die gemeentes en</p>
3	<p>M.a.w. daar's geld ingesit om te gee en wat lekker is, is dat die daad kom nou by die woord en by die geld uit en dis waar dit lekker is om vir die wat bykom en die wat regtig gaan en probeer en nie net sê ons gee geld uit buitekant toe nie, ons gee onself uit buitekant toe en dis wat vir my en</p>
3	<p>ek sien daai skuif ek wat van daar af gekom het tot hier waar ek nou is, sien die beweging in daardie rigting en dis vir my lekker.</p>

3	So there was a passion, I agree with that, there must be a passion.
3	And you can mobilize people, but if they haven't got a story to tell, they don't know what they do.
3	Missional ek dink nie om uit te gaan in gemeenskapdiens is armoedeverligting nie, en dis waar die probleem inkom. Om 'n ou tydlik te gaan help met 'n kospakkie, skep jy 'n groter verwagting, hy gaan werk nie, en....
3	So ons is baie geneig om as kerk uit te gaan en ons word 'n welsynsorganisasie, ons begin armoedeverligting toepas, wat nie relational is nie, dis bloot, jy sit 'n komp goed daar neer.
3	Ons het nou 'n Prof Antipas hier gehad van Region en hy sê 'n baie interessante ding: hy sê the Church has become a problem in America because the Church were feeding the poor and he says so the poor work less and less because the Church was caring for the poor. And then the poor moved into the area and the wealthy people left the area then the Church didn't cater and Church doesn't want them to come to the service, so the Church became a problem.
3	Vat 'n Boesman uit boesmanland uit en leer hom, en by die Bybelkollege het hy leer bad en toe hy teruggaan, toe hy terugkom, sê hy my mense sê ek stink nou. Hy moes weer vuil word voor hy kon identifiseer.
4	miskien moet ek hom net 'n clue gee oor hoe die area en die gemeente verander het; waar dit begin het en waar dit vandag is, dis twee verskillende plekke. Ons woon in twee verskillende Johannesburge amper.
4	Ek is nou maar 10 jaar in die gemeente, maar toe ek hier gekom het was die gemeente net so onder die 2000 lidmate en ons het

	<p>verskriklik gegroei in die laaste paar jaar en die area het verskriklik gegroei. Toe ek hier gekom het hierdie stad amper hier opgehou, hierdie was alles nog plote gewees. .... So die omgewing het baie uitgebrei en hier is baie engelse in ons omgewing en ja, ek dink die ons was nog altyd 'n jonger gemeente in terme van ouderdom. 60% onder 36 jaar.</p>
4	<p>toe't dit gegaan om die oes is groot en die arbeiders is min en toe's ons vier en ervaar lewe en nou's ons vir lewe vir die stad. Lewe vir Johannesburg. Daar waar jy speel en daar waar jy werk en daar waar jy slaap, daar moet jy 'n verskil maak, so ons glo dat elkeen in die gemeente, ons is nog nie daar nie, dis wat ons glo, waarnatoe ons beweeg dat</p>
4	<p>elkeen in die gemeente moet 'n verskil maak, daar waar hy werk en waar hy speel, so elkeen is 'n sendeling en daar moet hy 'n verskil maak. Dit is vir ons belangrik. So ek dink dis wat ons glo is 'n Missionale kerk is. Dis waar ons werk en speel en slaap, daar moet ons 'n verskil maak. Is ons daar? Nee. Wil ons graag daar wees? Ja.</p>
4	<p>Ek wil maar net sê dat the world is the field, and wherever God calls you, that is the mission that's been given. And that is where you proclaim the be used by Jesus Christ.</p>
4	<p>And then off course it doesn't have to be a foreign mission, it could be a mission that you have to a certain group of people within the context of your country, but it could also be foreign. I'm speaking of Gladys also, that was called by God to be a missionary in China, and she had a real desire to go to China and go and preach the gospel, but she – sy was afgewys deur elke sendinggenootskap van haar tyd. But eventually she worked her way out and she found herself in a pretty obscure little ministry until God just elevated her to a much</p>



	higher position and off course she knows the end of the ..... and that..... made about her life how she eventually led all those children into safety when the communists took over and destroyed Christians and the Church.
4	Maar weereens daar moet onder leiding van die Heilige Gees, wat sê die Here vir daai spesifieke gemeente en dan's daar 'n verantwoordelikheid lokaal maar ook 'n verantwoordelikheid buite.
4	Vat 'n Boesman uit boesmanland uit en leer hom, en by die Bybelkollege het hy leer bad en toe hy teruggaan, toe hy terugkom, sê hy my mense sê ek stink nou. Hy moes weer vuil word voor hy kon identifiseer.
5	.....wat jy nou ook kan aanvul, vir my is dit 'n Leierskap wat fokus op verhoudings, gawes,
5	En wanneer dit kom by leierskap, hoe gaan jy leierskap in 'n gemeente bestuur sonder dat dit verhoudingsgedrewe is.
5	Relational leadership is uit die aard van die evangelie verskriklik belangrik.
5	Relational leadership therefore, is trustworthy, it's got integrity and it speaks the truth and then we're going somewhere.
5	I'm a son of God and a relationship with God and through that I can have a relationship with myself and I can have a relationship with the human beings around me and not the human doings. For me that is relational.
5	So those things we got to work at much much harder when it really comes down to it. So it's intrinsic in the body of Christ is this that hang around the body of people and we have to learn how we can relate to them and how we can begin to develop a relationship





5	relational leadership is first of all ..... the character of the person as received and heard the call of God and is perceiving the will and purpose of God and then the degree to which people are divinely brought closer the ..... Which people need to be and have closer and more intimate relationship with them than others, and so relational leadership is still ...
5	ek kan sê dat die..... en jy moet in verhouding staan met ander mense,
5	jy is nie 'n eiland nie, jy werk in verhouding met ander mense.
5	Ek dink spesifiek aan Matt. 12:29 – 31 waar die Skrifgeleerdes vir Jesus vra wat is die grootste gebod en waar Hy spesifiek reageer rondom eerstens jy moet die Here jou God liefhê met jou hele hart, siel en al jou krag en verstand en daarna jy moet jou naaste liefhê soos jousef. Vir my is dit allereers waar die hele kwessie rondom verhoudings begin.
5	Ek verstaan nie Relational leadership as 'n demokratiese leierskap nie. 'n Demokratiese leierskap is amper vir my soos die corporate leierskapsaak. Ons moet almal saamstem en ek dink nie, as jy weet selfs as ons na Jesus kyk, sekere mense het saamgestem en tog..... in verhouding staan met almal.
5	If you know the community Church you can talk about a relational Church.
5	Ek kan met die raad eerlik wees, ek kan vir die kerkraad sit en kyk en met hulle praat oor my vrese sonder dat ek bang is dat hulle vir my gaan sê ek is 'n swak Pastoor. Ek het gisteraand 'n kerkraadsvergadering gehad en ons het gesels .... net gesels oor die kerk en ek het gepraat oor hoe ek voel en dink. Op die einde van die dag kon ons vir mekaar bemoedig en ons kon mekaar opbou en ons

	kon mekaar se hande vat en ..... maar omdat ons in verhouding met mekaar staan, ons kon lag, ons kon lekker saam kuier maar ek kon ook vir hulle sê hoe ek dink ons moet hier aangaan of ons moet so iets doen en dan het ons daaroor gesels en die ouens het ..... en aan die einde van die dag kon ons ook saam daaroor bid.
5	Vir my gaan dit net daaroor: wat maak ek nou daarmee, gaan ek op my posisionele leierskap staat maak en dis al wat ek doen, dit moet gaan nie net oor posisionele leierskap nie, ek moet verhouding bou met al die mense wat in my gemeente is en met my leierskap verhoudinge bou, so wanneer ons leierskap .....
5	Waar ons altyd aanvaar het as 'n CEO hoe verder verwyder is van sy span hoe beter, maar waar ons deesdae sê jy moet in verhouding staan en jy moet die mense verstaan en begrip toon vir die mense.
5	En die een wat Kobus van praat dat die mense ook bietjie weet jy's 'n mens en jy voel en ervaar sekere dinge, wat ervaar jy, wat is jou hart .... waar ons in die verlede gesê het nee, hoe slimmer jy is, hoe beter jy in wiskunde is, hoe beter sommetjies jy kan maak, is jy kwaai, is dit besig om te verander.
6	op die skuif weg van die hiërargie, net van vertikaal af kyk,
6	Niemand is heelbo in die hiërargie nie.
6	Relational leadership ..... .. years ago, where I was reading Ephesians chapter 4:11 and at that time I was reading apostles, prophets, evangelists, pastors, teachers and the Holy Spirit stopped me and He said to me, and in my spirit He said to me, what are you doing, just reading the word about apostles, prophets, evangelists, pastors, teaches, and the Lord said to me why are you reading it vertically when it's written horizontally. And that's what leadership that God prescribed for the Church, captures leadership.

	It is a leadership of relationship,
6	to be a relational leader is to be the less. So if there's a relational problem in the Church with some of the followers, you must be humble enough to go to him and value the relational more than your own leader to keep it into the relational leadership by being a relational servant and not a master.
6	The word collaboration comes to mind in a sense than rather being a top-down kind of a top guy to look down at the others.
6	That is collaboration and not a top-down.
6	'Cause you want to see the word Leadership, you think of an organigram, top down,... relational leadership immediately disqualifies that, if you talk about leadership you talk about relational leadership, then you have the spiritual ... . The deity, the God die Vader, God die Seun, God die Heilige Gees and you have an organic and who's leading what
7	so dis 'n nuwe verstaan van mag en dan om te sê dat ons het 'n klomp gawes in ons gemeente-potensiaal wat ontgun moet word en dat n mens dit moet mobiliseer om vanself verantwoordelikheid te neem i.p.v. dat mag net by 'n klein handjhievol mense lê. Ek dink dit is waarheen die missionêre goed ons ook nogal help, om te sê dat elkeen het 'n verantwoordelikheid, het 'n potensiaal.
8	Ons het in die gemeente, en dis nog steeds die taal, ons praat van spanleierskap en ek dink dit klink anders maar dit is dieselfde.
8	Verhoudingsleierskap. Ek dink ..... met die span saam te werk, jy's nie die enigste ou wat die leiding gee nie. Deelnemende is die ....
8	We can play as a team, we can go places.

8	it's a leadership where every person es the other person's contribution to the leadership. And I think that is very important,
8	The word collaboration comes to mind in a sense than rather being a top-down kind of a top guy to look down at the others.
8	You have got leadership teams that collaborate together and everyone's sense of view is important and not just the one person's view.
8	There's a sensing of being together in a collaborate kind of way and the vision's not coming from one person. .... and that's my view of a relational leadership.
8	My understanding is this is my call from God in partnership, in team with the rest of us. I'm not playing some minor role like somebody else is playing. This is my calling and I understand that my calling is worked out in partnership in team with the rest of us so that the leader of the team might be the first amongst equals.
8	It's a case of ..... I'm part of this team. So it comes to instruct the team but we .... as the team so we are in full relationship of each other.
8	Die bergrip ek wil net 'n effense aanloop hê: die begrip ..... is my definisie daarvan is dat as 'n groep werklik hulle oog kon saam ingooi dan kan daai groep meer bereik as van die sterkste individue in die groep. En die groep, die saak van relationship leadership, want jy gaan nooit iemand se saak in werking kry so ..... jy weet dit is as jy ..... maar so as daar 'n goeie verhouding is in 'n groep hande gevat en saamgewerk, dan kan ons baie sterker kerkbou as die sg. Sterkman sindroom van een ou wat net sê "so".
9	Daar waar jy is, daar is jy die leier en die kenner en die ander leer by

	jou en val by jou in en of dit 'n predikant is of 'n gemeentelid of 'n kind is, dis irrelevant.
9	'n Voorsitter van die kerkraad wissel elke drie jaar en hy wissel elke 3 jaar. Hy is 'n ouderling. Dit word uit die ouderlinge verkies. Hy het nie 'n titel nie, hy is maar net die leier ouderling.
9	Jyt 'n baie mooi opsomming gemaak om ook die gawes en die vroeër jare se amp van die gelowige , dat 'n gelowige, koning, profeet en priester moet wees, en aan die hand daarvan, dis wat christenwees mos nou maar beteken.
9	it's a function. In other words, everyone functions in their function, but they function as collective leadership. When the Church is done with mainly the title, I am a pastor,.... I am pastor, reverend, ..... doctor, professor, ... . THEN they know who I am, and in the meantime I do a function.
9	I think relational leadership is where Jesus ..... at the end says I know what ..... so
9	En soos die omgewing om jou verander, jy raak omgewinggestremd, verander jou relational leadership ook. Want as jy net 'n pa bly, en daai ding verander en jy het nie aangebore seuns of bloedseuns nie, dan verander die situasie heeltyd..
9	dit strek ook verder as jou eie plaaslike gemeente en jou leierskap met jou eie gemeente.
10	Ek dink wat baie belangrik is hierso, is ons besef ons maak foute. Jy kan 'n fout maak en dan sê ons goed, dan prober ons iets anders.
10	Dis nie dat as iemand die leiding geneem het en daar kom 'n probleem jy hom raps nie. Dis ons soek 'n ander manier hoe om dit te doen.

10	Ons het in die Kerkraad se missie ingeskryf dat ons mag foute maak.
10	it's a leadership where every person es the other person's contribution to the leadership. And I think that is very important,
10	Dan wil ek dit saamvat met wat ons ook in ons inleiding gepraat het, die kwessie rondom die feit dat ons geskep is om te dien die hele servant leadership kwessie, dat indien ons nie die servant leadership kwessie kan aanhaak by 'n verhouding nie, dan gaan ek nie werklik kan, in relationship 'n relational leadership posisie teenoor iemand kan staan nie.
10	Want jou visie moet ook gechallenge kan word. Ek kan nie nou sê ek gaan nou volgende maand die dubbelverdieping maak en die kerk verkoop nie, want dit kan miskien ek wees wat baie oulik gaan wees, maar dis nie noodwendig dat dit 'n goeie ding is nie, en daarom moet jou leierskap moet gechallenge kan word of jy op die regte pad is. Dis baie gesond.
10	Daar's sekere tye waneer ek dink nie vir my relational leadership ek sit met 'n groep ouens jy weet, ons moet nou wag tot by 'n punt uitkom .... Jesus het gesê: manne sorry, ons gaan anderkant toe. Hy't leiding gegee, Hy't, ek dink uit verhouding uit raak dit gemaklik om dit te kan doen reeds omdat ons in 'n verhouding met mekaar staan.
11	En ek dink wat baie belangrik is in hierdie gemeente om gemeentedele te bemagtig.
12	Ek pas hierdie goeters toe in my eie suburbs gemeente met groot sukses, want die rede hoekom die ouens nie in hierdie relational leadership staan nie, want hulle is bang vir 'n ander ou se opinie.
12	Hy's bang vir kompetisie. Hulle raak naderhand beter as hy en dis

	<p>hoekom ouens teen hierdie tipe van verhouding in kerke staan en dis hoekom jy in baie kerke kry ek is die pastoor alleen, ek is die enigste ou wat sê en wat ek sê is wet, en dis hoekom dit nie werk nie. Dis baie harde werk om hierdie model te laat werk, en dis hoekom ons vandag dit bespreek van hierdie vergadering sodat ons kan weet in watter rigting ons as CFM vorentoe wil gaan.</p>
12	<p>Dis vir my belangrik dat ons hierdie goeters moet bespreek, want wanneer ons leiding moet gee aan al die ander velore pastore daar buite wat uit 'n sisteem uitkom, waar ek is die enigste ou wat saakmaak, dit is waar die probleem lê,</p>
12	<p>hulle leer nie meer om te deel nie. So hierdie model is baie moeilik, want dis nie lekker om week na week hierdie goeters te deel en jy hoor die ouens se kommentaar. Bv. jy dink jy't sondag 'n uitstekende preek gelewer, en wanneer daar Maandagmore jou preek ontleed word, in hierdie want, dit is waarom relational leadership gaan, want hulle't die reg om jou te krit op jou preek van Sondag. So nou hoor jy die ander gedeelte van dit, en dit is nie lekker nie. Dis hoekom die ouens daarvan wegbly.</p>
12	<p>Die probleem met die Relational leadership, die goed, want die kerk is bekend daarvoor dat sy relationship en leadership stink.</p>
12	<p>Medeleraars en leraars kom nie oor die weg nie. Die goed wat die ding bevat, is onvolwassenheid, onbuigsaamheid in die konteks van ek vat nie kritiek nie en gebrek aan integriteit want as ons mekaar nie vertrou nie, we cannot have a relationship.</p>
12	<p>En dan die ding wat hier inkom, relational leadership en dit bevat, is wat ek noem situational leadership. Dis die vermoë om jou deur 'n situasie te lieg in 'n vergadering en in die situasie dan keer jy die ding tot jou voordeel en uiteindelik het jy geen integriteit nie, it's just organisng you.</p>

12	<p>As jy vra gevrae word: hoekom word daar deur ons internasionale sendeling offerande opgeneem vir 'n vliegtuigkaartjie vir hom Indië toe in Witbank en hy word gegee, dankie broer, ja hulle het vir ons 'n kaartjie gegee, en dan volgende week in Hendrina, dan ek het 'n kaartjie nodig, dan neem hy weer 'n kaartjie op Indië toe, en as jy vra daaroor, vra, dan situasional leadership hulle, en jy staan maar weg en staan maar eenkant toe. Ek is 'n plaaskind en verskriklik baie waardering vir beesmis, maar hulle gebruik die woord: "jy's gebullshit". Ek dink hulle moet 'n ander woord gebruik....</p>
12	<p>Ons het nou 'n Prof Antipas hier gehad van Region en hy sê 'n baie interessante ding: hy sê the Church has become a problem in America because the Church were feeding the poor and he says so the poor work less and less because the Church was caring for the poor. And then the poor moved into the area and the wealthy people left the area then the Church didn't cater and Church doesn't want them to come to the service, so the Church became a problem.</p>
12	<p>Ons grootste probleem vir my in die kerk is jy het 'n man hy's 'n senior prokureur nou sluit hy aan drie maande later sit hy op die leierskap; en dis 'n groot gevaar. Hy's dalk 'n goeie prokureur so verhouding vir my is dat ek verstaan 'n leier vandag se leierskap in die kerk 'n leier onder gelykes, but if there's familiarity breeds content and then you have a person that becomes a they become familiar with the leader or apostolic figure, then content comes and then rebellion comes because they disagree and they want to dominate the leader because of their vision but their vision is not making room for them.</p>
12	<p>Well let me ask you the question in context of this ..... your ..... that a leader is becomes rather than is appointed. To appoint someone to be a leader to say okay here's a body of people and I want you to be a pastor. So I didn't choose these people, they're there, and so that</p>



	<p>somehow we got to make it work and relationships have to be forced, that somehow we have to find each other and may and there's going to be compromise there's going to be give and take to what ..... in you know can I say, look, here's the biblical principal and if you don't like it go, and to what degree do I say No, I don't wanna lose any of these sheep. I got to find a way to get them from here to there, I guess that's the difference between the heart for the people as apposed to a heart for a greater vision that this is what this movement is doing and if you don't want to be part of this movement, then you don't have to.</p>
12	<p>ek het iemand in my plek aangestel om leierskap te neem, organisatoriese leierskap en die outjie .... sê hy hou nie van die ou nie omdat hy hom trek. Daar's niks wat hy daaraan kan doen nie. Hy hou nie van hom nie, want hy't 'n problem met hom.</p>
12	<p>You see who must he appoint the guy whom he likes? He said I can't stand ..... I said Ek I cannot but stand back, I just can't for the organiser ..... role of the chairman of ..... I'm a spiritual father, I can't fulfil the organisational role. You disagree with the guy, the guy is doing the organisational role, he's very equipped to do it, by far the best in the whole organisation, but he doesn't like the guy.</p>
12	<p>Ek dink daar het baie verwarring ontstaan by mense oor leierskap en ek dink baie van ons leiers het jammerlik gefaal omdat hulle die gedagte van visionêre leiers in die kerk te sterk beklemtoon het en dan kom jy naderhand op 'n outokratiese betuurstyl uit. En dit is baie gevaarlik.</p>
13	<p>It is not necessarily the opposite of an autocratic leadership you can still .... for me the difficult principle means still confiding in the rest of your leaders and so to work as a team although in the end it might be an autocratic decision, there was still leadership involved so you have</p>

	consulted other people too, it is basically what it comes to
13	Well I guess my first reaction is a leader that is not just put into a position without consideration of relationship but by virtue of the position he gives orders and people carry them out apposed to a person who's door is open, listens to people, has relationships, knows people's names and situations, whether that's as a friend whether as a coach, as mentor, as a father, you know there's so many different kind of paradigms with that, that there are terms that has relationship built in and that somehow leadership where in some way you can see for yourself as a leader that has a specific kind of relationship with people I think is involved.
13	So relationship has to be who wants to willingly submit. If you don't want to submit, go, I don't want to lead you, I don't want to be part, because you don't acknowledge my leadership and that doesn't meant had I come from a Church in England now, the head of the Church is a window washer, and the guy submitting to him is a doctor, is his co-pastor, but he acknowledges the anointing on the man's life although he doesn't have the qualification in terms of paper but what has opened the door, is the relationship opened the door because of the anointing and acknowledging the anointing because the moment all say hey, I'm cleverer than you, the rebellion comes ...two head... so I can never seek if I have to use a worldly context, if you say Microsoft, what name comes to you, unfortunately or fortunately, God has ordained certain people to establish a thing and others fitting underneath doesn't mean that they're worth less, but somebody has to take the lead.
13	Ek sou sê by Relational Leadership is vir my ook baie na aan corporate leadership,
13	Ek sou dit dan ook beskou as Corporate leadership.

13	<p>Dit gaan nie vir my oor, jy weet, .... want dis onmoontlik vir 'n groep mense, diverse idees oor kerk en oor kerk en wat ook al nie, as ons saam moet sit en wag totdat ons saam konsensus kry, sal ons jare wag ..... In die konteks van leierskap as jy.. posisionele leierskap, ... dit is so dat wanneer jy aangestel word as die Pastoor van die gemeente beroep word, is daar kollektief by die ouens wat jou beroep of aanstel of in jou diens neem, maak nie saak watse woorde jy gebruik nie, die besluit om vir jou posisionele leierskap te gee - dis deel daarvan.</p>
13	<p>Iets wat ek weer wil beklemtoon: Dis as 'n Pastoor, as sy leierskap om hom weet en bewus is van watter rigting en hoe hy voel oor bestuur van die gemeente en hoe hy voel oor sy, die verantwoordelikhede en uitreik van die gemeente, dan outomaties die feit dat hulle met die visie staamstem, kom daar outomaties consent daaruit navore. Waar die leier wat die geestelik binne die raamwerk van die verantwoordelikheid, as die meerderheid van die groep teen die beginsel gaan dat hy sê dit kan nie gebeur nie broer, ons bly by God se ..... dat hy deur sterk geestelike insette selfs die meerheids vorm om by die beginsel te bly.</p>
14	<p>It means separating the person from the function. It means separating the vowel from the verb and many times we identify ourselves through what we do and we identify ourselves through the fact that we are the sons of God. You are Japie, Japie that are called to do something and for me when I'm interested in the person Japie and then after we can talk about what Japie is doing. But many times we listen to a testimony of somebody that is really doing well and then we look at ourselves and say that well, I'm not doing so well and then we develop insecurities. If we can separate for me this is about that</p>
14	<p>Something that comes into play here when I think of relational</p>

	<p>leadership, is that the Biblical concept of the Priesthood of every believer, every believer and everybody and every believer is a Priest in Christ and we relate to each other as the Priest is the leader and connect accordingly among that the Priesthood of every believer are some very difficult people who do not relate to their people very well and who people don't relate to very well.</p>
14	<p>So in relationship we strive to bring everybody into a place where we develop an understanding of what is organic amongst us. We function recognising each other's basic difficulties recognising that the administrator as opposed to a networker is somebody that has more difficulty with relationships when it comes down to it.</p>
14	<p>and understanding of what makes the do what they do. And then we can begin to function and .... recognising each other's gifting in that respect.</p>
14	<p>I think if we talk about a relational leadership it's a lot different because we are appointed because of gifting or relationship. And that makes a huge difference in the Church because of your gifting</p>
15	<p>relational leadership is 'n process not a destination. Of ons hier sê jy's 'n gebore pa of n geleerde pa en of jy studies agter jou het, dit is 'n proses wat deurgaans plaasvind</p>
15	<p>So vir my is relational leadership en al die ander aspekte wat genoem is, 'n proses, nie 'n destinasie nie. Om te sê ek gaan 'n relational leader word omdat ek 'n goeie pa is by die huis, beteken niks. Ek dink ek wil daarby volstaan en sê dis waar ons fout gemaak het.</p>
15	<p>Kan ek 'n voorbeeld daar ingooi, dis 'n ding wat ek by Neville geleer het, is ek wil sommer Lukas 2:52 koppel daaraan: die proses ..... relationship is process not a destination and Jesus grew in wisdom, jy weet waar Hy geloop het en waar hy met mense omgegaan het, Hy</p>

	<p>moes ook leer alhoewel Hy 'n vader gehad het van bo af. He grew in wisdom, then He grew in stature in sy omgewing omdat Hy wysheid ook gekry het, nou begin mense Hom volg, en then He grew in favour, first from God and then from men. So dis weer op en af, af en op.</p>
15	<p>En dis 'n groeiproses gewees die heelyd, en of ons nou define leadership of relational leadership, dis 'n proses wat jy groei elke dag in 'n relationship na jou pa ook, al het hy ook die finale sê. You first have to become a fatherhood before you can become a leader.</p>
16	<p>Trinity ...because first and foremost the Church only exists because there's a trinity if there wasn't a trinity there wouldn't be a Church.</p>
16	<p>Again it comes down to your opening statement especially in the contexts of Christianity, Trinity and again we see that relationship is a, almost like a foundation of .... existence, because it's God relating to a person or to humanity and humanity relating in a personal way to each other and to God.</p>
16	<p>And so being relational leadership styles, first of all understanding the truth the revelation of God and then taking Christ as my example and understand His incarnation but the also how He in every relationship, in every different encounter with people, worked with people but being consistent to a higher calling and purpose being that of God, not being swayed by the demand and needs of the people. So in that sense relational is that relational leadership nobody is was as close to Jesus as certain of the disciples and even within the discipleship group there was more intimacy on different levels to different people and so</p>
16	<p>relational leadership I would define it would be that understanding or learning from Christ as my supreme example how he dealt with people in fulfilling the purpose of God in every sphere moulding my</p>



	life in the way which I would lead and relate to people based on the revelation of Him so that my standpoint and my measure for relational leadership is how does Christ in this situation like this, from His life in His incarnation, how do I see where He fit into this situation to deal with the diversity of expression and
16	Kan ek 'n voorbeeld daar ingooi, dis 'n ding wat ek by Neville geleer het, is Ek wil sommer Lukas 2:52 koppel daaraan: die proses ..... relationship is process not a destination and Jesus grew in wisdom, jy weet waar Hy geloop het en waar hy met mense omgegaan het, Hy moes ook leer alhoewel Hy 'n vader gehad het van bo af. He grew in wisdom, then He grew in stature in sy omgewing omdat Hy wysheid ook gekry het, nou begin mense Hom volg, en then He grew in favour, first from God and then from men. So dis weer op en af, af en op.
17	Dit kan tog nie anders nie.
17	So as ons dit so professioneel hou dat dit net 'n heilige groepie mense is en ons weet ons bluf mekaar, dan kan ons dan weet ek nie of ons egtheid uitstraal nie en dan identifiseer mense nie werklik met jou nie. Want dis nie hoe dit in jou huis gaan nie. In my huis gaan dit so, so hoe kan ek dan met jou identifiseer as jy soms ook bietjie oopmaak en deel nie.
17	Absoluut. As jy kwaad is dan knor jy vir almal rondom jou.
17	Ja.
17	Die dag as ounooi daar by die hek is, met die verkeerde voet uit die bed uitklim.... Nee dis waar.
17	Ja, ek stem saam met hom. As Koos en sy vrou besig is om te skei, sit hy nie by die werk nie, hy ry in die dorp rond en kyk waar is sy

	nou, met wie's sy nou aanmekaar.
17	Dit beïnvloed jou werksituasie. In my persoonlike geval: omdat ek en my vrou gelukkig getroud is en gelukkig is by die huis, het dit geen negatiewe invloed nie.
17	Die huis is die begin van verhoudinge.
17	Dit gaan oor die persoon inherent in homself, bv. 'n persoon wat gemolesteer is kan nie mense naby hom toelaat nie, so sy verhouding binne sy huishouding sukkel hy mee.
17	Daar is baiekeer konflik, maar sy verhouding wat bietjie verder van hom staan is uitstekend totdat die persoon te na aan hom wil beweeg. Dan sal hy terugtrek.
17	Ek dink wel dat jy enige situasie kan hanteer in jouself omdat jy in Jesus Christus is sodat wanneer die omstandighede by die huis dalk nie op datum is nie, dat jy nog kan relate met mense buitekant, maar God se gedagte is as jy nie jou situasie met jou spouse kan uitsorteer nie, hoe kan jy gaan staan voor mense en die evangelie verkondig?
17	Yes. Ha-ha-ha-ha.
17	Well let's face it, if I have a fight with my wife before I preach, it's going to affect the performance on the stage.
17	Ek dink jy moet al die ander antwoorde verander na: Always, sometimes, and rare ha-ha-ha-ha-ha
17	lets wat ek weer wil beklemtoon: Dis as 'n Pastoor, as sy leierskap om hom weet en bewus is van watter rigting en hoe hy voel oor bestuur van die gemeente en hoe hy voel oor sy, die verantwoordelikhede en uitreik van die gemeente, dan outomaties die feit dat hulle met die visie staamstem, kom daar outomaties consent



	daaruit navore. Waar die leier wat die geestelik binne die raamwerk van die verantwoordelikheid, as die meerderheid van die groep teen die beginsel gaan dat hy sê dit kan nie gebeur nie broer, ons bly by God se ..... dat hy deur sterk geestelike insette selfs die meerheid vorm om by die beginsel te bly.
17	Ek dink ek verstaan daai konteks heeltemal, maar vir ons in die kerk spesifiek, ek werk nou met mense op baie vlakke, as ek probleme by die huis het, is dit in my kop byna onmoontlik om eerlik vir ander mense te help met hulle probleme in hulle huise.
17	As ek 'n krisis met my kinders het en ek sukkel om met my kind met opvoeding en die goete, is dit vir my byna onmoontlik om op n eerlike wyse in iemand anders se lewe in te spreek wat dieselfde probleme het in sy huis. So vir my, vir my gaan dit oor waar staan ek as mens, ek moet om daarby aan te sluit, om in kompartemente te kan sit, is vir my 'n baie gevaarlike plek as ek dit kan noem.
17	En ek kan nie vir myself sê dat dit nie 'n invloed op my het nie.
17	en hy sê vir die kind: my pastoorskap en my persoonlike lewe het met mekaar niks te doen nie. Dis 'n groot fout.
17	Sorry mag ek net nog iet sê: Ek stem 100% saam met wat gesê word, hoe kan ek die splinter uit die oog van my broer haal terwyl ek 'n balk in my eie oog het.
18	Hier't ek al gesien om die tafel dat mense huil in hierdie span. Ek dink dis 'n oop vehrouding hierso.
18	As dit sleg gaan by die huis moet jy dit hier sê en jy kry ook kans om dit hier te sê.
18	Die ding is as mens praat oor dissipelskap en dissipel maak en die pragtige hele term van jy moet in iemand se voetspore volg, dan





	moet jy juis ook kan leer by mense wat foute maak en eg is.
18	En dis 'n moeilike ding om dit te doen want daar moet vertroue in die verhouding wees en ek glo tog dat ons groei daarin.
19	Dit het wel 'n invloed, maar nie 'n finale invloed nie.
19	So baie maal het so 'n persoon 'n beter verhouding in sy werkplek as wat hy binne in sy eie huishouding het.
19	Vir party mense is daar 'n verskil tussen relationship en function en so kan so 'n persoon 'n verskillende persoonlikheid wees by die golfklub en die werk ens. by die huis en kan verskillende verhouding hê en verskillende reaksies hê.
19	I believe I'm striving to live a Christ centred life and if you ask me does it influence me, it doesn't influence me because I take my problem directly to Christ and hear what Christ says about it and you'll be able to handle it outside the...
19	Die geheim is juis om in kompartemente te leef deur .... en as ek toelaat dat my krisis by die huis, oorspoel in die kerk of in die werkplek, is daar iets wat aan my moet groei dat ek dit nie doen nie.
19	Natuurlik moet ek 'n skoon lewe hê. Maar ek wil vir u sê, selfs al is ek so heilig soos die engel Gabriël en jou vrou is soos die moeder Maria, daar gaan 'n dag kom wat jy ook 'n dip vat, wat jy ook n winterseisoen het, maar dan kan ek nie toelaat as pastoor dat dit my keer nou vanoggend as ek op daai kansel gaan klim, moet ek juis daai swarigheid afskud en in die Naam van die Here ek preek nie slegter oor ek nou 'n verkeerskaartjie gehad het nie, ek kan dit eenkant sit.
20	later kom die .... by en hulle kom werk saam met jou. So ons, die ..... ouens wat die storie van die gemeente ..... sal vertel dis

	nie net om die gemeente te tutor nie, ons is te jonk nog hierso,
20	Ek sou net wou sê dat hierdie eerste 2 vrae, is al baie bespreek in die kerk. Wat nou net elke keer op 'n nuwe manier gesê word, want die ouderdom speel 'n rol. Ahoewel hier mense is wat al 30 jaar hier is, nee nog nie 30 jaar nie, is van kinderdae af al jy weet, ons het al jare terug al gepraat oor die kerk en sy definisies, anders is hy nie kerk nie.
20	So dis eintlik maar net nuwe terme vir ou waarhede wat al hoe belangriker word en daar's tog 'n bietjie van 'n blydschap dat die goed wat al jare oor gepraat word, begin van die grond af kom, soos bv. nou hier ook.
20	Daar is baie goed wat organisatories missional is soos Apostolic Faith Mission en het jy somtyds gladnie meer mission nie.
20	maar die impak in die verlore samelewing, die Moslemgemeenskap, in die Hindogemeenskap, en in die nominale christengemeenskap en die ateïstiese gemeenskap en die gemeenskap van die kerklosmense, is minimaal – indien daar hoegenaamd iets is.
20	Die feit dat 'n baie goeie verhouding in jou lewe, moet jy hê, maar met 'n vrou en natuurlik in my geval, werk dit baie goed, because it's, with us, it's always a matter of give and take. My wife gives and I take.
20	Ek dink uit 'n ou se eie ondervinding .....dis nog altyd 'n topic wat vir my baie belangrik was en change management ...
20	Nou vat jy 'n ou wat 20 karre by Toyota per maand verkoop he's the most successful, he's a gifted salesman, now you make him the Director, six months they close the shop down because nobody's selling cars. He's a director now. So your relation with the mense aan wie jy verkoop, you keep him there and that's relational



	leadership.
20	Ek is geneig om tot 'n groot mate met Kobus saam te stem. Ek dink hy het basies alles opgesom wat ek sou gesê het.
20	Maar soos wat ons nou die internasionale Gospelding .... wat internasionaal is ..... maar ook die protestante en al die ouens wat besig is in die veld en op kerklike grond, dan sou ek sê dis belangrik dat mens,
20	Ek persoonlik neem dit nou saam met my as die Voorsitter van gemeentes sal nou ook weet dat daar is sekere dinge wat 'n pastoor kan doen en eers later die mense daarin ken, maar wat jou breë visie aanbetref, as jy nie jou visie kan deel in 'n relationship relational leadership nie, as jy nie visie daar kan deel nie, het jy 'n baie .....
20	'n Lutherse predikant was eendag by my en hy gaan uit en agter in die yard rook hy. Sy kind sien hom rook en die kind se vir hom, Pa, pastore rook mos nie,
20	Dink aan Jimmy Swaggart, dit kom nou in my kop op, dis nou 'n ou wat in kompartemente leef: hy kon op die preekstoel klim, sing, preek dat die biesies bewe en mense huil voor die Here, maar aan die agterkant kon hy in sy kompartement wegkruip vir sy huis en sy vrou en kyk na kaal vrouens wat hulle uittrek. Dis die gevaar van die kompartement, want dan kan ek my toemaak van al hierdie goeters.
20	Nou kan jy 'n ander situasie ook he dat jy't nie sonde in jou lewe nie, maar jy het 'n rebelse kind. En iemand het nou die dag 'n mooi ding gesê: Opvoeding het 'n vervaldatum. Jy weet, so daar kom 'n tyd in my kind se lewe wat my kind verantwoordelikheid vat. En ek glo nie ek glo nie dat ek meen dat ek doen baie huweliksberading, ek sit met twee kinders en altwee is geskei, jy weet, so kan ek die huweliksberading doen of nie?

20	Ek wil net aanhaak: die hele kwessie waar ons in die verlede ervaar het dat IQ vir leadership is beter as EQ, maar waar ons deesdae praat van jou EQ, ek dink dis 'n studie wat in Amerika gedoen is rondom die corporate sector, dat die ouens met 'n hoe IQ, op die oomblik almal swakker doen as wat die CEO's 'n hoër EQ het in hulle company, en die EQ is outjie wat meer verwys na die verhouding wat daar moet bestaan tussen die CEO en die res van die persone binne die company.

## ANNEXURE 3: FOCUS GROUPS - TRANSCRIPTION

### 1. GROUP 1

#### VRAAG 1 – HOE SAL JY MISSIONALE KERK BESKRYF?

Die enigste manier om die vraag vir ons te antwoord is om te se om die storie van die gemeente te vertel.

Ek dink dis deel van enige missional journey van 'n gemeente om te weet waar hy vandaan kom en watse pad jy geloop het tot 'em sodat jy kan weet of jou it tipes werklik geskui het en of dit nie maar net want

dis baie maklik om die taal van jou gemeente te verander, en ek dink ons doen, en dis miskien waar dit begin, jy begin anders praat en jy begin ander woorde gebruik, maar die begroting lyk dieselfde en jou gebou word nog dieselfde gebruik en dit gebeur ek dink oor die algemeen met al die gemeentes en

later kom die .... By en hulle kom werk saam met jou. So ons , die ..... ouens wat die storie van die gemeente ..... sal vewrtel dis nie net om die gemeente te tutor nie, ons is te jonk nog hierso,

miskien moet ek hom net 'n clue gee oor hoe die area en die gemeente verander het; waar dit begin het en waar dit vandag is, dis twee verskillende plekke. Ons woon in twee verskillende Johannesburge amper.

Ek is nou maar 10 jaar in die gemeente, maar toe ek hier gekom het was die gemeente net so onder die 2000 lidmate en ons het verskriklik gegroei in die laaste paar jaar en die area het verskriklik gegroei. Toe ek her gekom het het hierdie stad amper hier opgehou, hierdie was alles nog plotte gewees. .... So die omgewing het baie uitgebrei en hier is baie engelse in ons omgeweing en ja, ek dink die ons was nog altyd 'n jonger gemeente in terme van ouderdom. 60% onder 36 jaar.

Ek moet sê toe ek ook hier gekom het omtrent so 10 jaar ver terug, was die focus baie om ver te gaan. Jy weet dis Mosambiek, daar bo teen Malawi en jy ry omtrent 3 dae, ek was ook op een van daai uitreike, maar vir my, en

dit het my altyd gehinder, is: ons gaan ver maar die nood hier om jou, is net so groot. Ek dink dis is wat omgedraai het hier.

Ja, ons het altyd altyd em ..ons statement van die gemeente was altyd: geloof, hoop en liefde, dit was rondom dit gebou gewees, en toe was dit: vier en ervaar lewe, en van daar af, hier was lank terug, voor my tyd nog, was hier 'n ou van die filipyne wat gese het ja Ryan Corpus wat gese het, nee dit was ehm, hy't gese, nee dit was Oom, die een voor ..... ons is geseend om te sien, want

toe't dit gegaan om die oes is groot en die arbeiders is min en toes ons vier en ervaar lewe en nou's ons vir lewe vir die stad.

Lewe vir Johannesburg. Daar waar jy speel en daar waar jy werk en daar waar jy slaap, daar moet jy 'n verskil maak, so ons glo dat elkeen in die gemeente, ons is nog nie daar nie, dis wat ons glo, waarnatoe ons beweeg dat

elkeen in die gemeente moet 'n verskil maak, daar waar hy werk en waar hy speel, so elkeen is 'n sendeling en daar moet hy 'n verskil maak. Dit is vir ons belangrik. So ek dink dis wat ons glo is 'n Missionale kerk is. Dis waar ons werk en speel en slap, daar moet ons 'n verskil maak. Is ons daar? Nee. Wil ons graag daar wees? Ja.

Ek wil ook sê iets wat vir my opgeval het, ek is nou al so amper 11 jaar hierso, is die dat gedagte van Missional is al lankal in ons koppe,

maar op 'n manier was dit amper half finansieel gewees in die begin. M.a.w. daar's geld ingesit om te gee en wat lekker is, is dat die daad kom nou by die woord en by die geld uit en

dis waar dit lekker is om vir die wat bykom en die wat regtig gaan en prober en nie net se ons gee geld uit buitekant toe nie, ons gee onself uit buitekant toe en dis wat vir my en

ek sien daai skuif ek wat van daar af gekom het tot hier waar ek nou is, sien die beweging in daardie rigting en dis vir my lekker.

#### HOW WOULD YOU DEFINE RELATIONAL LEADERSHIP?

.....wat jy nou ook kan aanvul, vir my is dit 'n Leierskap wat fokus op verhoudings,

gawes, op die skuif

weg van die hiërargie, net van vertikaal af kyk,

so dis 'n nuwe verstaan van mag en dan om te sê dat

ons het 'n klomp gawes in ons gemeente-potensiaal wat ontgun moet word en dat

n mens dit moet mobiliseer om van self verantwoordelikheid te neem i.p.v. dat mag net by 'n klein handjhiëvol mense lê. Ek dink dit is waarheen die missionêre goed ons ook nogal help, om te sê dat elkeen het 'n verantwoordelikheid, het 'n potensiaal.

Ons het in die gemeente, en dis nog steeds die taal, ons praat van spanleierskap en ek dink dit klink anders maar dit is dieselfde.

Daar waar jy is, daar is jy die leier en die kenner en die ander leer by jou en val by jou in en of dit 'n predikant is of 'n gemeentelid of 'n kind is, dis irrelevant.

Niemand is heelbo in die hiërargie nie.

Ek dink wat baie belangrik is hierso, is ons besef ons maak foute.

Jy kan 'n fout maak en dan se ons goed, dan prober ons iets anders.

Dis nie dat as iemand die leiding geneem het en daar kom 'n problem jy hom raps nie. Di sons soek 'n ander manier hoe om dit te doen.

En ek dink wat baie belangrik is in hierdie gemeent om gemeentede te bemagtig.

Ons het in die Kerkraad se misie ingeskryf dat ons mag foute maak.

'n Voorsitter van die kerkraad wissel elke drie jaar en hy wissel elke 3 jaar.

Hy is 'n ouderling. Dit word uit die ouderlinge verkies.

Hy het nie 'n titel nie, hy is maar net die leier ouderling.

Ek sou net wou se dat hierdie eerste 2 vrae, is al baie bespreek in die kerk. Wat nou net elke keer op 'n nuwe manier gese word, want die ouderdom speel 'n rol. Ahoewel hier mense is wat al 30 jaar hier is, nee nog nie 30 jaar nie, is van kinderdae af al jy weet,

ons het al jare terug al gepraat oor die kerk en sy definisies, anders is hy nie kerk nie.

En wanneer dit kom by leierskap, hoe gaan jy leierskap in 'n gemeente bestuur sonder dat dit verhoudingsgedrewe is.

Jyt 'n baie mooi opsomming gemaak om ook die gawes en die vroer jare se amp van die gelowige, dat 'n gelowige, koning, profeet en priester moet wees, en aan die hand daarvan, dis wat christenwees mos nou maar beteken.

So dis eintlik maar net nuwe terme vir ou waarhede wat al hoe belangriker word en

daar's tog 'n bietjie van 'n blydschap dat die goed wat al jare oor gepraat word, begin van die grond af kom, soos bv. nou hier ook.

## DO YOU FIND THAT YOUR RELATIONSHIPS AT HOME INFLUENCES YOUR RELATIONSHIPS IN THE WORKPLACE?

Hier't ek al gesien om die tafel dat mense huil in hierdie span. Ek dink dis 'n oop vehouding hierso.

Dit kan tog nie anders nie.

As dit sleg gaan by die huis moet jy dit hier se en jy kry ook kans om dit hier te se.

Die ding is as mens praat oor dissipelskap en dissipel maak en die pragtige hele term van jy moet in iemand se voetspore volg,

dan moet jy juis ook kan leer by mense wat foute maak en eg is.

So as ons dit so professioneel hou dat dit net 'n heilige groepie mense is en ons weet ons bluf mekaar, dank an ons dan

weet ek nie of ons egtheid uitstraal nie en dan identifiseer mense nie werklik met jou nie. Want dis nie hoe dit in jou huis gaan nie. In my huis gaan dit so, so

hoe kan ek dan met jou identifiseer as jy soms ook bietjie oopmaak en deel nie.

En dis 'n moeilike ding om dit te doen want daar moet vertroue in die verhouding wees en ek glo tog dat ons groei daarin.

DISCUSS SOME OF THE ISSUES AND/OR NEGATIVE EXPERIENCES YOU HAVE HAD CONCERNING RELATIONSHIPS IN YOUR WORKPLACE.

## 2. Group 2

VRAAG 1 - Hoe sal jy Missionale Kerk beskryf?

Vir my is die basis van Missional Church 'n individu met 'n roeping van God in sy lewe om die evangelie van Jesus Christus aan die wêreld bekend te maak.

Dit kan in organisatoriese vorm voorkom maar dis nie noodwendig dit nie.

Daar is baie goed wat organisatoriese missional is soos Apostolic Faith Mission en het jy somtyds gladnie meer mission nie.

Mission verdwyn in sy totaliteit en word 'n struktuur wat seker funksies en ordes handhaaf maar die Mission konteks verdwyn in totaliteit alhoewel hulle uitreik en evangelisasie veldtogte sal hou, dink ek persei die kerk is in 'n baie groot mate steriel en het geen vermoë om kinders te verwek nie.

Vasgevang binne sekere strukture en reëls en regulasies, maar die en hierdie goedjies, maar die sendingpassie en die sendingvermoë, daar's nie krag vir geboorte nie. Kerk groei deur rondhardlopende chirstene wat sê daar's 'n goeie ou, kom ons gaan luister na hom, daar's 'n ou wat genees kom ons hol soontoe, daar's 'n ou wat dit doen, kom ons gaan luister na dit, hier's 'n nuwe ding, kom ons hol soontoe,

maar die impak in die verlore samelewing, die Moslemgemeenskap, in die Hindogemeenskap, en in die nominale christengemeenskap en die ateïstiese gemeenskap en die gemeenskap van die kerklosmense, is minimaal – indien daar hoegenaamd iets is.

So mission Church of missional church, sal no 1 wees wat begin by 'n individu want dis uiteindelik die individuele ding, dit kom uit my verhouding met God.

Ek het 'n storie, ek is 'n getuie van die genade van God in my lewe; I have a story to tell and this story if captured with anointing, makes me missionary. The church sending me, doesn't make me a missionary;

the annointing and my relationship with Jesus, makes me a missionary.

Ek wil maar net sê dat the world is the field, and wherever God calls you, that is the mission that's been given. And that is where you proclaim the be used by Jesus Christ.

And then off course it doesn't have to be a foreign mission, it could be a mission that you have to a certain group of people within the context of your country, but it could also be foreign. I'm speaking of Gladys also, that was called by God to be a missionary in China, and she had a real desire to go to China and go and preach the gospel, but she – sy was afgewys deur elke sendinggenootskap van haar tyd. But eventually she worked her way out and she found herself in a pretty obscure little ministry until God just elevated her to a much higher position and off course she knows the end of the ..... and that..... made about her life how she eventually led all those children



into safety when the communists took over and destroyed Christians and the church.

So there was a passion, I agree with that, there must be a passion.

And today mission work is viewed as this, and I know this .....and in fact I got one in my aangetroude family. They get on an aeroplane, they fly business class, they go to Russia, they sleep in a five star hotel and they meet with a few ministers there, but they call themselves missionaries. That in my eyes is not a missionary.

A missionary is somebody who gets down to where the people are and reaches them and .....

A Missional Church – now is a church that does not concentrate on its structures, the building or statistics ..... Or financial strength.

Daar's kerke wat baie misionêr is, maar die doel is om hulleself te verryk, nie om die siele in die koninkryk in te kry nie.

So, die ware misionêre kerk is die een wat worry oor die siel. Dit kan in die kantoor wees, dit kan in die skool wees, dit kan in die fabriek wees, dis waar ek die misionêre kerk aantref.

My opsomming van die kerk die afgelope tyd is dat die ouens behoort aan 'n sendingfonds. Hulle ondersteun die plaaslike gemeente wat 'n sendeling ondersteun, maar hulle versaak hulle eie saak en omgewing. Hulle doen gladnie missionary werk in hulle eie omgewing nie, en dit is vir my 'n probleem. M.a.w. die fonds, dan sit hulle 'n bord op om te sê ons Russian fonds is nou R10,000, maar hulle sit op die banke en hulle persoonlik is gladnie betrokke by enige een in hulle omgewing nie, en dit is vir my 'n probleem.

Ek sien 'n missionary kerk as 'n kerk wat sy gemeentede oplei of voorberei om mobiliseer om uit te gaan en die gemeenskap te gaan bedien.

Dit is reg om mense op te lei om te gaan, maar daar's 'n .....

Having the personal relationship with JX makes you automatically into a missionary

because I've got a story to tell. And you can mobilize people, but if they haven't got a story to tell, they don't know what they do.

It must be a natural thing that you can organise, but I've got to first live in the heart and it comes into the heart by the Spirit.

#### HOW WOULD YOU DEFINE RELATIONAL LEADERSHIP?

Verhoudingsleierskap. Ek dink ..... met die span saam te werk, jy's nie die enigste ou wat die leiding gee nie. Deelnemende is die ....

Ek pas hierdie goeters toe in my eie suburbs gemeente met groot sukses, want die rede hoekom die ouens nie in hierdie relational leadership staan nie, want hulle is bang vir 'n ander ou se opine.

Hy's bang vir kompetisie. Hulle raak naderhand beter as hy en dis hoekom ouens teen hierdie tipe van verhouding in kerke staan en dis hoekom jy in baie kerke kry ek is die pastoor alleen, ek is die enigste ou wat sê en wat ek se is wet, en dis hoekom dit nie werk nie.

Dis baie harde werk om hierdie model te laat werk, en dis hoekom ons vandag dit bespreek van hierdie vergadering soda tons kan weet in watter rigting ons as CFM vorentoe wil gaan. Dis vir my belangrik dat ons hierdie goeters moet bespreek, want wanneer ons leiding moet gee aan al die ander velor pastore daar bvuite wat uit 'n sisteem uitkoom, waar ek is die enigste ou wat saakmaak, dit is waar die problem le,

hulle leer nie meer om ted eel nie. So hierdie model is baie moeilik, want dis nie lekker om week na week hierdie goeters ted eel en jy hoor die ouens se kommentaar. Bv. jy dink jy't sondag 'n uitstekende preek gelewer, en wanneer daar Maandagmore jou preek ontleed word, in hierdie want, dit is waaroor relational leadership gaan, wan hulle die reg om jou te krit op jou preek van Sondag. So nou hoor jy die ander gedeelte van dit, en dit is nie lekker nie. Dis hoekom die ouens daarvan wegbly.

Relational leadership is uit die aard van die evangelie verskriklik belangrik.

We can play as a team, we can go places. Die probleem met die Relational leadership, die goed, want die kerk is bekend daarvoor dat sy relationship en leadership stink.

Medeleraars en leraars kom nie oor die weg nie. Die goed wat die ding bevat, is onvolwassenheid, onbuigsaamheid in die konteks van ek vat nie kritiek nie en gebrek aan integriteit want as ons mekaar nie vertrou nie, we cannot have a relationship.

En dan die ding wat hier inkom, relational leadership en dit bevat, is wat ek noem situational leadership. Dis die vermoed om jou deur 'n situasie te lieg in 'n vergadering en in die situasie dan keer jy die ding tot jou voordeel en uiteindelik het jy geen integriteit nie, it's just organising you.

As jy vrae gevrae word: hoekom word daar deur ons internasionale sendeling offerande opgeneem vir 'n vliegtuigkaartjie vir hom Indië toe in Witbank en hy word gegee, dankie broer, ja hulle het vir ons 'n kaartjie gegee, en dan volgende week in Hendrina, dan ek het 'n kaartjie nodig, dan neem hy weer 'n kaartjie op Indië toe, en as jy vra daarvoor, vra,

dan situational leadership hulle, en jy staan maar weg en staan maar eenkant toe. Ek is 'n plaaskind en verskriklik baie waardering vir beesmis, maar hulle gebruik die woord: "jy's gebullshit". Ek dink hulle moet 'n ander woord gebruik....

Relational leadership therefore, is trustworthy, it's got integrity and it speaks the truth and then we're going somewhere.

Relational leadership ..... .. years ago, where I was reading Ephesians chapter 4:11 and at that time I was reading apostles, prophets, evangelists, pastors, teachers and the Holy Spirit stopped me and He said to me, and in my spirit He said to me, what are you doing, just reading the word

about apostles, prophets, evangelists, pastors, teaches, and the Lord said to me why are you reading it vertically when it's written horizontally. And that's what leadership that God prescribed for the church, captures leadership. It is a leadership of relationship,

it's a leadership where ev'ry person recognises the other person's contribution to the leadership. And I think that is very important,

it's a function. In other words, everyone functions in their function, but they function as collective leadership. When the church is done with mainly the title, I am a pastor,.... I am pastor, reverend, ..... doctor, professor, .... THEN they know who I am, and in the meantime I do a function.

#### DO YOU FIND THAT YOUR RELATIONSHIPS AT HOME INFLUENCES YOUR RELATIONSHIPS IN THE WORKPLACE?

Absoluut. As jy kwaad is dan knor jy vir almal rondom jou.

Ja.

Die dag as ounooi daar by die hek is, met die verkeerde voet uit die bed uitklim.... Nee dis waar.

Ja, ek stem saam met hom. As Koos en sy vrou besig is om te skei, sit hy nie by die werk nie, hy ry in die dorp rond en kyk waar is sy nou, met wie's sy nou aanmekeer.

Dit beïnvloed jou werksituasie. In my persoonlike geval: omdat ek en my vrou gelukkig getroud is en gelukkig is by die huis, het dit geen negatiewe invloed nie.

Die feit dat 'n baie goeie verhouding in jou lewe, moet jy he, maar met 'n vrou en natuurlik in my geval, werk dit baie goed, because it's, with us, it's always a matter of give and take. My wife gives and I take.

#### DISCUSS SOME OF THE ISSUES AND/OR NEGATIVE EXPERIENCES YOU HAVE HAD CONCERNING RELATIONSHIPS IN YOUR PLACE.

Die basics is integriteit en volwassenheid, jy moet dit bysit. As ons volwasse is, we can talk a lot we can live ..... we can criticize, we can fight ..... if we're not mature and we haven't got integrity, everything goes down the drain.

Ek is dankbaar, vir die eerste keer, ek sal se in 15 jaar, staan ek in 'n goeie verhouding met myself. My gesondheid is omgekeer, ek het 34 kg verloor, en voorheen het jy 'n probleem met jouself en jy sukkel met jouself en hierdie eie-relationships is baie baie belangrik.

.... En die gevolg is ek stel belang en ek staan in 'n leiersposisie, ek het altyd in 'n leiersposisie gestaan, ..... Jy's gekies as voorsitter, as vise-voorsitter, so ek .... Ou Hansie kkon nie glo toe ons in daai een plek was **N O N S E N S G E P R A A T ! !**

Maar hoe dit ookal sy, ek het al hierdie leierskap gesien, ek het John Maxwell se goed gesien, dit werk, dit werk!. Dit vat mense saam.

Kyk leadership is influencing people to go to a place.

Now the church is influencing people through leadership to go many places, and they miss the primary place, en dis wedergeboorte. That is something that only the Spirit of God does.

Dit gaan nie oor die beïnvloeding van mense om sekere goed te doen wat ek as leier wil he hulle moet doen nie. It is important, maar at the end, if at the end: if they're not born again, they're lost.

NT leierskap in sy diepste wese, elke een wat deur die Gees van God gelei word, is 'n kind van God. En dit is waar ons die bus mis. Ons sit met 'n spul religious leaders en religious followers and when hyou come the the bottom line, the new creation is missing.

En iewers moet jy inskryf dat in die hele leierskap proses, moet ons verstaan dis nie mense wat mense maak nie, you're creating a successful organisation, but the Church is an organism.

Dis 'n ding waar die Gees van God kom woon in mense se harte. En iewers moet dit gese word, dat we must never in the process forget, ek kyk noun a van ons skerpste leiers in die kerke in S.A. vandag en ek sien hulle vat mense, hulle vat mense saam. Nou's ek hierdie loshotnot kerkmannetjie van die CFM, niemand weet waar behoort ek nie, ek trou hulle, dan kom hulleit hierdie hoog suksesvolle leierskap se leiersakp, dan kom sit hulle by my, en they've never been to Jesus. En dit is vir my 'n probleem.

Die oomblik wat ons religious raak, dan begin ons opdress, ons begin hoede posit wat he-he-he, ne, ek watch daai pose ..... 'n heilige verklaring ..... daai een vrou het gesond geword, toe dog ek ek is lankal heilig ... ek het al vir 20 mense gebid en was elke keer verbaas ..... Ons het titels, reverend, most reverend, junior reverend, dit reverend en dan kom dit oor leierskap en dan sê Hy Lord hulle oor mekaar. Hy sê maar onder julle moet dit nie so wees nie, julle is broers.

Dis 'n leierskap gesetel in broederskap en daar's g'n rang nie.

### **3. GROUP 3**

VRAAG 1 - Hoe sal jy Missionale Kerk beskryf?

Maybe missional church can be described as a church that are really .... in their own doctrine. The whole church is operating on doctrinal issues that are prescribed by a commission .....

I think the opposite. My view of a missional church is where the focus is not on their own.....

but on a Kingdom view where you where the focus move outward in terms of..... and that is my view of a missional church. It is an outward focussed church.

And they've got a Kingdom focus rather than a denominational focus.

Are we talking about an established missional church or are we talking about missions? I think there's a difference here for me.

Different churches have different... And different emphasis. There are churches that describe themselves as a worshipping church or a praising church or an intercessory church but they will not describe themselves as a missions church or a missional church.

If one were to take in the whole prospect of missions and the definition taken from the New Testament perspective, a missional church will be a truly New Testament church where everything they do and everything that happens, has a mission attach to it.

Into the community or a part of the world whether it's in George or whether it's in the region, but it's always outward, not inward. This is my definition of a missional church.

Missional church can be probably be defined as a missional basis where everything is designed.

The focus pointing into that vision, that specific calling. Therefore it is outward focussed, all the aspects, the worship service, the..... it's the church on the move. ....

The missional church is a church that has the emphasis to go.

We used to have a mission where we send someone out and they come and report back to say what they've done.

Whereas the change is that we are the church and we carry the name of Jesus on the streets.

A missional church is the congregation who is equipped to go out and not the missionary that needs to go out but the church that go out.

A missional church is actually defined as anybody coming to church actually becomes the church .

We need to make the transition not to come to church but to be the church.

#### HOW WOULD YOU DEFINE RELATIONAL LEADERSHIP?

I think relational leadership is where Jesus ..... at the end says I know what ..... so

to be a relational leader is to be the less. So if there's a relational problem in the church with some of the followers, you must be humble enough to go to him and value the relational more than your own leader to keep it into the relational leadership by being a relational servant and not a master.

The word collaboration comes to mind in a sense than rather being a top-down kind of a top guy to look down at the others.

You have got leadership teams that collaborate together and everyone's sense of view is important and not just the one person's view.

There's a sensing of being together in a collaborate kind of way and the vision's not coming from one person. .... and that's my view of a relational leadership. That is a collaboration and not a top-down.

My understanding is this is my call from God in partnership, in team with the rest of us. I'm not playing some minor role like somebody else is playing. This is my calling and I understanding that my calling is worked out in partnership in team with the rest of us so that the leader of the team might be the first amongst equals.

It's a case of ..... I'm part of this team. So it comes to instruct the team but we .... as the team so we are in full relationship of each other.

It is not necessarily the opposite of an autocratic leadership you can still .... for me the difficult principle means still confiding in the rest of your leaders and so to work as a team although in the end it might be an autocratic decision, there was still leadership involved so you have consulted other people too, it is basically what it comes to.

It means separating the person from the function. It means separating the vowel from the verb and many times we identify ourselves through what we do and we identify ourselves through the fact that we are the sons of God. You are Japie, Japie that are called to do something and for me when I'm interested in the person Japie and then after we can talk about what Japie is doing. But many times we listen to a testimony of somebody that is really doing well and then we look at ourselves and say that well, I'm not doing so well and then we develop insecurities. If we can separate for me this is about that I'm a son of God and a relationship with God and through that I can have a relationship with myself and I can have a relationship with the human beings around me and not the human doings. For me that is relational.

Something that comes into play here when I think of relational leadership, is that the Biblical concept of the Priesthood of every believer, every believer and everybody and every believer is a Priest in Christ and we relate to each other as the Priest is the leader and connect accordingly among that the Priesthood of every believer are some very difficult people who do not relate to their people very well and who people don't relate to very well. So in relationship we strive to bring everybody into a place where we develop an understanding of what is organic amongst us. We function recognising each other's basic difficulties recognising that the administrator as opposed to a networker is somebody that has more difficulty with relationships when it comes down to it. So those things we got to work at much much harder when it really comes down to it. So it's intrinsic in the body of Christ is this that hang around the body of people and we have to learn how we can relate to them and how we can begin to develop a relationship and understanding of what makes the do what they do. And then we can begin to function and .... recognising each other's gifting in that respect.

It comes to mind that relational leadership could be ...

## DO YOU FIND THAT YOUR RELATIONSHIPS AT HOME INFLUENCES YOUR RELATIONSHIPS IN THE WORKPLACE?

Die huis is die begin van verhoudinge.

Dit het wel 'n invloed, maar nie 'n finale invloed nie. Dit gaan oor die persoon inherent in himself, bv. 'n persoon wat gemolesteer is kan nie mense naby hom toelaat nie, so sy vverhouding binne sy huishouding sukkel hy mee. Daar is baie maal konflik, maar sy verhouding wat bietjie verder van hom staan is uitstekend totdat die persoon ten a aan hom wil beweeg. Dan sal hy terugtrek. So baie maal het so 'n persoon 'n beter verhouding in sy werkplek as wat hy binne in sy eie huishouding het.

Vir party mense is daar 'n verskil tussen relationship en function en so kan so 'n persoon 'n verskillende persoonlikheid wees by die golfklub en die werk ens by die huis en kan veskillende verhouding hê en verskillende reaksies hê.

Ek dink wel dat jy enige situasie kan hanteer in jouself omdat jy in Jesus Christus is sodat wanneer die omstandighede by die huis dalk nie op datum is nie, dat jy nog kan relate met mense buitekant, maar God se gedagte is as jy nie jou situasie met jou spouse kan uitsorteer nie, hoe kan jy gaan staan voor mense en die evangelie verkondig?

I believe I'm striving to live a Christ centred life and if you ask me does it influence me, it doesn't influence me because I take my problem directly to Christ and here what Christ says about it and you'll be able to handle it outside the....

## DISCUSS SOME OF THE ISSUES AND/OR NEGATIVE EXPERIENCES YOU HAVE HAD CONCERNING RELATIONSHIPS IN YOUR PLACE.

### 4 . GROUP 4

#### VRAAG 1 – HOE SAL JY MISSIONALE KERK BESKRYF?

Well I think that's the issue that mission is such a broad all encompassing term that anybody that has any vision at all to help the people, whether to go out or bring people in, that's missional. And that that's okay. The everybody isn't supposed to work the same ant that church needs to know what their redemptive gift is and flow with that. But as long as the church is doing something on a mission of some kind, that's bbiblical, then I call that Missional.

Ja I think it's opening a lot of views now but .... And the missional church to me the focux point is you iuse the point mission, is the definite focus on mission. And although you have one or two missionaries, although you have people coming in or out, I don't think you can say you're a missional church, you may be just evangelise outside. But mission is a mission like a soos 'n werkwoord, its going on a certain mission to do things. It's a focus point if you talk about a missional church. The last few years like city missions church in Singapore where I visited, their main focus, 80% of their income go toward missionary work. Other countries away from them, outside the country, but 80% of

everything they do is focussed on missions, not on the Sunday activity, or relational with the community around the church, evangelising and whatever form you want to. .. they focus on mission work whereby we talk about a relational community around us, I think that's a total different viewpoint. If you know the community church you can talk about a relational church.

Ek verstaan die opdrag is Jerusalem, Judea, Samaria uiterste eindes. So daar moet 'n betrokkenheid wees op al vier vlakke. Mense verskil oor watter vlak maar daar moet 'n uitreik wees. If it doesn't work at home, don't export it. So daar moet Jerusalem wees, en dan Judea en Samaria vertaan ek as my land of my provinsie jy kan dit bepaal en dan Samaria wat daarin is as ek die term kan gebruik die mense wat nou nie van my rassegroep is moet ek ook na toe uitreik so dis alles insluitend. Ek is 'n baster genoem en daar is gese ek hoort nie in die kerk nie. En dan die wêrelddeel. So daar's 'n al vier areas moet gedek word. Dis my verstaan van die opdrag van die kerk. If the vision is the mission then the vision is or the mission is God's vision.

Ons het 'n probleem gehad met ons vragmotor vol kos Mosambiek toe stuur daai tyd met die vloed, dat die lokale ouens kom en sê ons gaan dood op julle stoep en julle stuur kos Mosambiek toe. Maar weereens daar moet onder leiding van die Heilige Gees, wat sê die Here vir daai spesifieke gemeente en dan's daar 'n verantwoordelikheid lokaal maar ook 'n verantwoordelikheid buite.

Missional ek dink nie om uit te gaan in gemeenskapdiens is armoedeverligting nie, en dis waar die probleem inkom. Om 'n ou tydelik gaan help met 'n kospakkie, skeep jy 'n groter verwagting, hy gaan werk nie, en.... terwyl missions is om vertroue en geloof op te bou om die glo in geloofbeginsel te gaan vaslê waar 'n ou kan begin werk. So ons is baie geneig om as kerk uit te gaan en ons word 'n welsynsorganisasie, ons begin armoedeverligting toepas, wat nie relational is nie, dis bloot, jy sit 'n komp goed daar neer.

Ons het nou 'n Prof Antipas hier gehad van Region en hy sê 'n baie interessante ding: hy sê the church has become a problem in America because the church were feeding the poor and he says so the poor work less and less because the church was caring for the poor. And then the poor moved into the area and the wealthy people left the area then the church didn't cater and church doesn't want them to come to the service, so the church became a problem.

Well let's go back to definitions for a second. Will you talk about missional, you talk about every church has a mission statement. In other words missional by definition that's one broad.... Missional includes missions then I do agree with your ... between evangelism and sending people as missionaries either to where the gospel is not preached or to go from one continent to another something like that or even one country to another. I don't like the South African understanding that missions at least in the old days were a white church sends a guy to the townships because he's a missionary. Because that felt like that was doing discredit to the national unity. That South Africa needs to see itself as one nation rather than a group of separate nations in just a position each other. So to understand that point we need to have eyes that go beyond our borders, I think every church does need that and that it just can't be I send



money to people that's doing the job out there but at some point I got to raise people up and send them out if I'm a missional church.

I understand a little bit more than that in terms of we changed the whole thing to church planting because in the old concept of the missional churches, how many missionaries have been sent out. But we were at sent out we had over ninety missionaries, but when we went and measured the fruit, it was none, but when we sent out a person with a view of planting a church and training local person in the area and then leaving them following up again, we found the fruit much better, because otherwise constantly we missionaries every month please send us. You train if we were sending out a missionary into a certain country, now in that country that say that tribe has got a way of doing things, now I got to learn the way of the tribe because they think differently. It's like Reinhard Bonnke in Africa describes spits on the ground, pulls a line over it and Reinhard thought the guy was challenging him and he was saying: I like what you're saying, say it again. ... So those guys, if we can train them, then they know how to reach their people. Become a Jew to the Jews and the Gentile to the Gentiles. And that's the current missionary or the missiological thinking that the best people to reach indigenous people is their own. But at the same time I see whole denominations that pull back so that they would take someone from Muslim.. and bring them to the States, train him there and send him back there as opposed sending some from the States to there. In the old day where you sort of get a missionary post or base you know and where you have sort of a little America in the middle of the foreign land, that I also have to condemn, but at the same time I have to always feel that biblically there must always be a place for someone who have a heart for another people and who want to voluntarily join them and even for the rest of their lives, not just a thing of like for instance in my case I'm pastoring an African church but I'm not answering to an American mission board. I'm answering to local African leadership. And in that sense it's working. I'm not telling Africans how to be American Christians, I'm having to become part of their way of doing things and so on. To a certain degree there are built-in conflicts and problems with that but this is where we have to not think in terms of.... But in terms of the grace principle that God wants to raise people up where they're not strong and where it's not logical in the same way that it was not logical for Paul to be an apostle to Gentiles. He wasn't cut out for that but by the grace of God he did and was successful not because of his strengths but because of his weaknesses where God came through.

Die missional wat ons van praat, net op dieselfde bladsy, dis nie die missie van die kerk nie, ons praat van missions, ons praat van uitreik. Ons wil net define.

.... to come to missional church you got to go to back to your opening statement ...trinity because first and foremost the church only exists because there's a trinity if there wasn't a trinity there wouldn't be a church. So if we gonna to talk about missional church a missional church would be the people of God that understand the will and purpose of God in an over arching sense but then within that the individual local ....., each have a function and purpose to fulfil within the ..... and purpose for all of creation. And in that way when we define missional church it would be carrying and understand the will and purpose of

God as a goal to which we are working to seek His will fulfilled, but within that there is the freedom of individuality of every local congregation where they will find themselves to be part of God's overall purpose, but then again it's the kingdom of God takes precedence and that defines every individual congregation's purpose.

Vat 'n Boesman uit boesmanland uit en leer hom, en by die Bybelkollege het hy leer bad en toe hy teruggaan, toe hy terugkom, sê hy my mense sê ek stink nou. Hy moes weer vuil word voor hy kon identifiseer.

#### HOW WOULD YOU DEFINE RELATIONAL LEADERSHIP?

Well I guess my first reaction is a leader that is not just a put into a position without consideration of relationship but by virtue of the position he gives orders and people carry them out apposed to a person who's door is open, listens to people, has relationships, knows people's names and situations, whether that's as a friend whether as a coach, as mentor, as a father, you know there's so many different kind of paradigms with that that there are terms that has relationship built in and that somehow leadership where in some way you can see for yourself as a leader that has a specific kind of relationship with people I think is involved.

Ek dink uit 'n ou se eie ondervinding ..... dis nog altyd 'n topic wat vir my baie belangrik was en change management ... relational leadership is 'n process not a destination. Of ons hier sê jy's 'n gebore pa of n geleerde pa en of jy studies agter jou het, dit 'n proses swat deurgaans plaasvind. En soos die omgewing om jou verander, jy raak omgewinggestremd, verander jou relational leadership ook. Want as jy net 'n pa bly, en daai ding verander en jy het nie aangebore seuns of bloedseuns nie, dan verander die situasie heeltyd.. So vir my is relational leadership en al die ander aspekte wat genoem is, is 'n proses, nie 'n destinasie nie. Om te sê ek gaan 'n relational leader word omdat ek 'n goeie pa is by die huis, beteken niks. Ek dink ek wil daarby volstaan en sê dis waar ons fout gemaak het.

Again it comes down to your opening statement especially in the contexts of Christianity, Trinity and again we see that relationship is a, almost like a foundation of .... existence, because it's God relates to a person or to humanity and humanity relating in a personal way to each other and to God. And so being relational leadership styles, first of all understanding the truth the revelation of God and then taking Christ as my example and understand His incarnation but the also how He in every relationship, in every different encounter with people, worked with people but being consistent to a higher calling and purpose being that of God, not being swayed by the demand and needs of the people. So in that sense relational is that relational leadership nobody is was as close to Jesus as certain of the disciples and even within the discipleship group there was more intimacy on different levels to different people and so relational leadership is first of all ..... the character of the person as received and heard the call of God and is perceiving the will and purpose of God an then the degree to which people are divinely brought closer the ..... Which people need to be and have closer and more intimate relationship with

them than others, and so relational leadership is still ... relational leadership I would define it would be that understanding or learning from Christ as my supreme example how he dealt with people in fulfilling the purpose of God in every sphere moulding my life in the way which I would lead and relate to people based on the revelation of Him so that my standpoint and my measure for relational leadership is how does Christ in this situation like this, from His life in His incarnation, how do I see where He fit into this situation to deal with the diversity of expression and .....

Kan ek 'n voorbeeld daar ingooi, dis 'n ding wat ek by Neville geleer het, is Ek wil sommer Lukas 2:52 koppel daaraan: die proses ..... relationship is process not a destination and Jesus grew in wisdom, jy weet waar Hy geloop het en waar hy met mense omgegaan het, Hy moes ook leer alhoewel Hy 'n vader gehad het van b o af. He grew in wisdom, then He grew in stature in sy omgewing omdat Hy wysheid ook gekry het, nou begin mense Hom volg, en then He grew in favour, first from God and then from men. So dis weer op en af, af en op. En dis 'n groeiproses gewees die heelyd, en of ons nou define leadership of relational leadership, dis 'n prose swat jy groei elke dag in 'n relationship na jou pa ook, al het hy ook die finale sê. You first have to become a fatherhood before you can become a leader.

Ons grootste probleem vir my in die kerk is jy het 'n man hy's 'n senior prokureur nou sluit hy aan drie maande sit hy op die leierskap; en dis 'n groot gevaar. Hy's dalk 'n goeie prokureur so verhouding vir my is dat ek verstaan 'n leier vandag se leierskap in die kerk 'n leier onder gelykes, but if there's familiarity breeds content and then you have a person that becomes a they become familiar with the leader or apostolic figure, then content comes and then rebellion comes because they disagree and they want to dominate the leader because of their vision but their vision is not making room for them. So relationship has to be who wants to willingly submit. If you don't want to submit, go, I don't want to lead you, I don't wanna be part, because you don't acknowledge my leadership and that doesn't meant hat a I come from a church in England now, the head of the church is a window washer, and the guy submitting to him is a doctor, is his co-pastor, but he acknowledges the anointing on the man's life although he doesn't have the qualification in terms of paper but what has opened the door is the relationship opened the door because of the anointing and acknowledging the anointing because the moment all say hey, I'm cleverer than you, the rebellion comes ... two head... so I can never seek if I have to use a worldly context, if you say Microsoft, what name comes to you, unfortunately or fortunately, God has ordained certain people to establish a thing and others fitting underneath doesn't mean that they're worth less, but somebody has to take the lead.

Well let me ask you the question in context of this ..... your ..... that a leader is becomes rather than is appointed. To be appoint someone to be a leader to say okay here's a body of people and I want you to be a pastor. So I didn't choose these people, they're there, and so that somehow we gotta make it work and relationships have to be forced, that somehow we have to find each other

and may and there's gonna be compromise there's gonna be give and take to what ..... in you know can I say, look, here's the biblical principal and if you don't like it go, and to what degree do I say No, I don't wanna lose any of these sheep. I got to find a way to get them from here to there, I guess that's the difference between the heart for the people as apposed to a heart for a greater vision that this is what this movement is doing and if you don't wanna be part of this movement, then you don't have to.

..... there's a paper phd and if you talk church and hyou talk corporate, id different. Cause you want to see the word Leadership, you think of an organigram, top down,... relational leadership immediately disqualifies that, if you talk about leadership you talk about relational leadership, then you have the spiritual .... The deity, the God die Vader, God die Seun, God die Heilige Gees and you have an organic and who's leading what ..... and if I think if we talk about a relational leadership it's a lot different because are we appointed because of gifting or relationship. And that makes a huge difference in the church because of your gifting/ Nou vat jy 'n ou wat 20 karre by Toyota per maand verkoop he's the most successful, he's a gifted salesman, now you make him the Director, six months they close the shop down because nobody's selling cars. He's a director now. So your relation with the mense aan wie jy verkoop, you keep him there and that's relational leadership.

..... Woord in Aksie nou gehad ek het iemand in my plek aangestel om leierskap te neem, organisatoriese leierskap en die outjie .... sê hy hou nie van die ou nie omdat hy hom trek. Daar's niks wat hy daaraan kan doen nie. Hy hou nie van hom nie, want hy't 'n problem met hom.

Was it the other guy's responsibility to work it out?

You see who must he appoint the guy whom he likes? He said I can't stand ..... I said Ek I cannot but stand back, I just can't for the organiser ..... role of the chairman of Woord in Aksie. I'm a spiritual father, I can't fulfil the organisational role. You disagree with the guy, the guy is doing the organisational role, he's very equipped to do it, by far the best in the whole organisation, but he doesn't like the guy.

DO YOU FIND THAT YOUR RELATIONSHIPS AT HOME INFLUENCES YOU RELATIONSHIPS IN THE WORKPLACE?

Yes. Ha-ha-ha-ha.

Well let's face it, if I have a fight with my wife before I preach, it's gonna affect the performance on the stage.

Ek dink jy moet al die ander antwoorde verander na: Always, sometimes, and rare ha-ha-ha-ha-ha-ha-

DISCUSS SOME OF THE ISSUES AND/OR NEGATIVE EXPERIENCES YOU HAVE HAD CONCERNING RELATIONSHIPS IN YOUR WORKPLACE.

## 5. GROUP 5

## VRAAG 1 – HOE SAL JY MISSIONALE KERK BESKRYF?

Die algemene idee wat ek vorm daaromtrent is dat jy fondse bewillig vir sendingwerk, maar nie noodwendig persoonlik betrokke is daarin nie.

Vir my strek dit meer vanuit die definisie van die Apostel, een wie geroep is en een wie gestuur is. Ek glo dat God spesifiek het die kerk geroep en gestuur dat die kerk Sy medium is waardeur Hy die wêreld of die verlore nes gaan bereik.

Missionaal is volgens my elke lidmaat betrokke in die gemeenskap deur 'n verskil te maak in die lewens van die gemeenskap. Dit sluit in jou hele area van bediening. Dit strek ook vir my verder as net jou geografiese area. Ek kan missionaal wees in die land, in die streek, ek kan missionaal werk in die wêreld. Maar 'n missionale gemeenskap is vir my elke lidmaat betrokke by die gemeenskap, besig om 'n verskil te maak in die lewens van die gemeenskap en wat die behoeftes van die gemeenskap aan te spreek en om net die boodskap van Jesus Christus uit te dra en die gemeenskap missionaal aan te spreek deur te wys hoe Jesus lyk in die gemeenskap.

Dat almal geroep is, kyk die opdrag is aan loamal gegee: Matt 28 ..... en dissipels te maak, m.a.w. jy elkeen van jou lidmate, as almal kan verstaan dat ons almal 'n opdrag het.

Vir my die Woord in hierdie konteks het ek nog nie noodwendig ..... maar as ek na die Woord kyk, sou ek dink dit beteken dat die Kerk moet duidelik sy misie bepaal en identifiseer en dan ..... dat daar 'n spesifieke misie is, so as ek net een woordjie daarvoor kan se, as ons werklik na die Bybel kyk wat is ons isie, die groot opdrag van Jesus Christus is in Matt. 28:19 dat that we don't .... shift of minds, ons is nie 'n social klub nie, die hoofsaak is nie om mekaar se rug te krap nie, ons moet ons doel as misie bepaal.

Ek is geneig om tot 'n groot mate met Kobus saam te stem. Ek dink hy het basies als opgesom wat ek sou gesê het.

Kan ek net in kort se, ek dink die kerk is weer besig om in die regte rigting te beweeg as jy vat die ontstaan van die A.G.S. het ontstaan as 'n sendingkerk, maar ons het 'n wanbegrip gehad in die woordjie sending. Ons het gedink stuur ou geld Indie toe, stuur jou geld Sjina toe, en ons het vergeet dat jy is 'n sendingkerk. Het 'n sendinggroeping in jou eie gemeenskap. Die ouens wat altyd so graag Afrika toe gaan, ek se vir hulle man, ek het vir julle 'n baie goedkoper manier om in Afrika te kom, ry net oor die snelweg, dan is jy ook in Afrika. Jy hoef nie duisende Rande vir kaartjies te betaal en onkoste aan te gaan nie. En ek dink dit is wat as 'n kerk weer se ek is Sendingbewus, sending en evangelisasie en wat jy ook al wil noem, ondersteuning, dis alles presies dieselfde sendingwerk wat ons mee besig is.

Daar's 'n ander kant ook. Die Here se Hy't ons gesalf om die boodskap aan die armes te bring. Nou die armes sal altyd by ons wees. So 'n Kerk wat nie missionaal ..... wat nie sendingbewus is nie, of wat nie deel het in sending nie, kan nie voort bestaan nie. Ek praat van 'n kerk, 'n kerk wat nou werklik wil vorentoe gaan. As hy nie sending betrokke is nie, het hy nie 'n toekoms nie.

Dis net soos hy gesê het, die idee wat staan, is ek moet geld gee vir sending. Onthou ek het 'n die afgelope tyd baie sterk gevoel dat ons, dat ek moet betrokke raak, ons het nou een plaas waar ons 'n klein uitreiking het, Br... gemeente, en die een van ons broers is summier ontslaan. Nou gaan jy betrokke raak eintlik nou as 'n fasiliteerder maar jy moet ook gaan want die manne wat jy mee gaan praat, kyk dit van 'n wettiese oogpunt af en jy moet dit van die kant af gaan met 'n geestelike kant. So dis reg wat Kobus se, daar's baie meer buite die kerk as in die kerk.

In die NG kerk..... toe by die kerk se deur, voordat jy uitgaan, staan groot: hier begin my sending. 'n Bord by die kerk se deur as jy uitgaan, kyk almal mos teen hierdie muur vas, hier begin my sending. Dis vir my baie mooi.

#### HOW WOULD YOU DEFINE RELATIONAL LEADERSHIP?

Ek sou se by Relational Leadership is vir my ook baie na aan corporate leadership, ek kan se dat die..... en jy moet in verhouding staan met ander mense, dit strek ook verder as jou eie plaaslike gemeente en jou leierskap met jou eie gemeente. Maar soos wat ons nou die internasionale Gospelding .... wat internasionaal is ..... maar ook die protestante en al die ouens wat besig is in die veld en op kerklike grond, dan sou ek se dis belangrik dat mens, jy is nie 'n eiland nie, jy werk in verhouding met ander mense. Ek sou dit dan ook beskou as Corporate leadership.

Die bergrip ek wil net 'n effense aanloop he: die begrip ..... is my definisie daarvan is dat as 'n groep werklik hulle oog kon saam ingooi dan kan daai groep meer bereik as van die sterkste individue n die groep. En die groep, sie saak van relationship leadership, want jy gaan nooit iemand se saak in werking kry so ..... jy weet dit is as jy ..... maar so as daar 'n goeie verhouding is in 'n groep hande gevat en saamgewerk, dan kan ons baie sterker kerkbou as die sg. Sterkman sindroom van een ou wat net se "so".

Ek dink spesifiek aan Matt. 12:29 – 31 waar die Skrifgeleerdes vir Jesus vra wat is die grootste gebod en waar Hy spesifiek reageer rondom eerstens jy moet die Here jou God liefhe met jou hele hart, siel en al jou krag en verstand en daarna jy moet jou naaste liefhe soos jouself. Vir my is dit allereers waar die hele kwessie rondom verhoudings begin. Dan wil ek dit saamvat met wat ons ook in ons inleiding gepraat het, die kwessie rondom die feit dat ons geskep is om te dien die hele servant leadership kwessie, dat indien ons nie die servant leadership kwessie kan aanhaak by 'n verhouding nie, dan gaan ek nie werklik kan, in relationship 'n relational leadership posisie teenoor iemand kan staan nie.

Ek dink daar't baie verwarring ontstaan by mense oor leierskap en ek dink baie van ons leiers het jammerlik gefaal omdat hulle die gedagte van visionêre leiers in die kerk te sterk beklemtoon het en dan kkom jy naderhand op 'n outokratiese betuurstyl uit. En dit is baie gevaarlik. Ek persoonlik neem dit nou saam met my as die Voorsitter van gemeentes sal nou ook weet dat daar is sekere dinge wat 'n pastoor kan doen en eers later die mense daarin ken, maar wat jou breë visie aanbetref, as jy nie jou visie kan deel in 'n relationship relational leadership nie, as jy nie visie daar kan deel nie, het jy 'n baie .....

Want jou visie moet ook gechallenge kan word. Ek kan nie nou sê ek gaan nou volgende maand die dubbelverdieping maak en die kerk verkoop nie, want dit kan miskien ek wees wat baie oulik gaan wees, maar dis nie noodwendig dat dit 'n goeie ding is nie, en daarom moet jou leierskap moet gechallenge kan word of jy op die regte pad is. Dis baie gesond.

Ek verstaan nie Relational leadership as 'n demokratiese leierskap nie. 'n Demokratiese leierskap is amper vir my soos die corporate leierskapsaak. Ons moet almal saamstem en ek dink nie, as, jy weet selfs as ons na Jesus kyk, sekere mense het saamgestem en tog..... in verhouding staan met almal. Daar's sekere tye waneer ek dink nie vir my relational leadership ek sit met 'n groep ouens jy weet, ons moet nou wag tot by 'n punt uitkom .... Jesus het gese: manne sorry, ons gaan anderkant toe. Hy't leiding gegee, Hy't, ek dink uit verhouding uit raak dit gemaklik om dit te kan doen reeds omdat ons in 'n verhouding met mekaar staan. Ek kan met die raad eerlik wees, ek kan vir die kerkraad sit en kyk en met hulle praat oor my vrese sonder dat ek bang is dat hulle vir my gaan se ek is 'n swak Pastoor. Ek het gisteraand 'n kerkraadsvergadering gehad en ons het gesels .... net gesels oor die kerk en ek het gepraat oor hoe ek voel en dink. Op die einde van die dag kon ons vir mekaar bemoedig en ons kon mekaar opbou en ons kon mekaar se hande vat en ..... maar omdat ons in verhouding met mekaar staan, ons kon lag, ons kon lekker saam kuier maar ek kon ook vir hulle se hoe ek dink ons moet hier aangaan of ons moet so iets doen en dan het ons daarvoor gesels en die ouens het ..... en aan die einde van die dag kon ons ook saam daarvoor bid. Dit gaan nie vir my oor, jy weet, .... want dis onmoontlik vir 'n groep mense, diverse idees oor kerk en oor kerk en wat ook al nie, as ons saam moet sit en wag totdat ons saam konsensus kry, sal ons jare wag ..... In die kontek van leierskap as jy.. posisionele leierskap, ... dit is so dat wanneer jy aangestel word as die Pastoor van die gemeente beroep word, is daar kollektief by die ouens wat jou beroep of aanstel of in jou diens neem, maak nie saak watse woorde jy gebruik nie, die besluit om vir jou posisionele leierskap te gee - dis deel daarvan. Vir my gaan dit net daarvoor: wat maak ek nou daarmee, gaan ek op my posisionele leierskap staat maak en dis al wat ek doen, dit moet gaan nie net oor posisionele leierskap nie, ek moet verhouding bou met al die mense wat in my gemeente is en met my leierskap verhouding bou, so wanneer ons leierskap .....

lets wat ek weer wil beklemtoon: Dis as 'n Pastoor, as sy leierskap om hom weet en bewus is van watter rigting en hoe hy voel oor bestuur van die gemeente en hoe hy voel oor sy, die verantwoordelikhede en uitreik van die gemeente, dan outomaties die feit dat hulle met die visie saamstem, kom daar outomaties concent daaruit navore.

Waar die leier wat die geestelik binne die raamwerk van die verwantwoordelikhede, as die meerderheid van die groep teen die beginsel gaan dat hy se dit kan nie gebeur nie broer, ons bly by God se ..... dat hy deur sterk geestelike insette selfs die meerheids vorm om by die beginsel te bly.

Ek wil net aanhaak: die hele kwessie waar ons in die verlede ervaar het dat iq vir leadership is begter as eq, maar waar ons deesdae praat van jou eq, ek dink

dis 'n studie wat in amerika gedoen is rondom die corporate sector, dat die ouens met 'n hoe iq, op die oomblik almal swakker doen as wat die ceo's 'n hoer eq het in hulle company, en die eq is outjie wat meer verwys na die verhouding wat daar moet bestaan tussen die ceo en die res van die persone binne die company. Waar ons altyd aanvaar het as 'n ceo hoe verder verwyder is van sy span hoe beter, maar waar ons deesdae se jy moet in verhouding staan en jy moet die mense verstaan en begrip toon vir die mense. En die een wat Kobus van praat dat die mense ook bietjie weet jy's 'n mens en jy voel en ervaar sekere dinge, wat ervaar jy, wat is jou hart .... waar ons in die verlede gese het nee, hoe slimmer jy is, hoe beter jy in wiskunde is, hoe beter sommetjies jy kan maak, is jy kwaai, is dit besig om te verander.

### DO YOU FIND THAT YOUR RELATIONSHIPS AT HOME INFLUENCE YOUR RELATIONSHIPS IN THE WORKSPACE?

Die geheim is juis om in kompartemente te leef deur .... en as ek toelaat dat my krisis by die huis, oorspoel in die kerk of in die werkplek, is daar iets wat aan my moet groei dat ek dit nie doen nie.

Ek dink ek verstaan daai konteks heeltemal, maar vir ons in die kerk spesifiek , ek werk nou met mense op baie vlakke, as ek probleme by die huis het, is dit in my kop byna onmoontlik om eerlik vir ander mense te help met hulle probleme in hulle huise. As ek 'n krisis met my kinders het en ek sukkel om met my kind met opvoeding en die goete, is dit vir my byna onmoontlik om op n eerlike wyse in iemand anders se lewe in te spreek wat dieselfde probleme het in sy huis. So vir my, vir my gaan dit oor waar staan ek as mens, ek moet om daarby aan te sluit, om in kompartemente te kan sit, is vir my 'n baie gevaarlike plek as ek dit kan noem. Dik aan Jimmy Swaggart, dit kom nou in my kop op, dis nou 'n ou wat in kompartemente leef: ; hy kon op die preekstoel klim, sing, preek dat die biesies bewe en mense huil voor die Here, maar aan die agterkant kon hy in sy kompartement wegkruip vir sy huis en sy vrou en kyk na kaal vrouens wat hulle uittrek. Dis die gevaar van die kompartement, want dan kan ek my toemaak van al hierdie goeters. En ek kan nie vir myself se dat dit nie 'n invloed op my het nie. As ek daar staan en preek en ek weet ek het sonde in my lewe en die sondes is gebore uit ..... my huis, moet ons wat preek .....

Nou kan jy 'n ander situasie ook he dat jy't nie sonde in jou lewe nie, maar jy het 'n rebelse kind. En iemand het nou die dag 'n mooi ding gese: Opvoeding het 'n vervaldatum. Jy weet, so daar kom 'n tyd in my kind se lewe wat my kind verantwoordelikheid vat. En ek glo nie ek glo nie dat ek meen dat ek doen baie huweliksberading, ek sit met twee kinders en altwee is geskei, jy weet, so kan ek die huweliksberading doen of nie?

'n Lutherse predikant wa eendag by my en hy gaan uit en agter in die yard rook hy. Sy kind sien homlrook en die kind se vir hom, Pa, pastore rook mos nie, en hy se vir die kind: ; my pastoorskap en my persoonlike lewe het met mekaar niks te doen nie. Dis 'n groot fout.



Sorry mag ek net nog iet se: Ek stem 100% saam met wat gesê word, hoe kan ek die splinter uit die oog van my broer haal terwyl ek 'n balk in my eie oog het. Natuurlik moet ek 'n skoon lewe hê. Maar ek wil vir u se, selfs al is ek so heilig soos die engel Gabriel en jou vrou is soos die moeder Maria, daar gaan 'n dag kom wat jy ook 'n dip vat, vat jy ook n winterseisoen het, maar dan kan ek nie toelaat as pastoor dat dit my keer nou vanoggend as ek op daai kansl gaan klim, moet ek juis daai swarigheid afskud en in die Naam van die Here ek preek nie slegter oor ek nou 'n verkeerskaartjie gehad het nie, ek kan dit eenkant sit.