

**GEMEENTEMOBILISASIE DEUR DIE ONTDEKKING,
ONTWIKKELING EN TOERUSTING VAN DIE LIDMAAT
VIR DIENSWERK**

deur

JACOBUS MARTHINUS OLWAGEN

PROEFSKRIF

Voorgelê ter gedeeltelike vervulling van die vereistes vir die graad

Doctor Litterarum et Philosophiae



PRAKTIESE TEOLOGIE

IN DIE FAKULTEIT GEESTESWETENSKAPPE

aan die

UNIVERSITEIT VAN JOHANNESBURG

PROMOTOR: Dr M NEL

MEDEPROMOTOR: Prof L NORTJÉ-MEYER

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VERKLARING

Ek die ondergetekende, Jacobus Marthinus Olwagen, verklaar hiermee dat hierdie proefskrif my eie, oorspronklike werk is. Geen deel van hierdie proefskrif is voorheen ingedien of sal ingedien word by enige ander Universiteit vir 'n graad behalwe die een waarvoor dit nou ingedien word nie. Alle bronne wat gebruik of aangehaal is, is deur middel van volledige verwysings aangedui en erken.

Die navorsing in hierdie proefskrif weerspieël nie noodwendig die siening van die Universiteit van Johannesburg, promotor of medepromotor nie.

J.M.Olwagen

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ABSTRACT

The study originated with the assumption that the *praxis* of the Apostolic Faith Mission of South Africa (AFM) shows that pastors are possibly so busy with numerous duties, responsibilities and many demands made on them, that they have difficulty in mobilizing their assemblies for effective ministry (Eph. 4:12). The majority of assemblies in the AFM are functioning as institutional model assemblies. In these assemblies most of the ministries are primarily performed by the pastors, permanent staff members and a small group of the laity. The consequences are that such assemblies do not effectively fulfill the Great Commission (Matt. 28:19). Assembly mobilization implies a process whereby the laity is empowered to discover, develop and perform voluntary works of service (ministry).

The study was undertaken based on the social sciences and implementing an analytical and critical approach, to develop an enhanced understanding of the way the church functions, as the body of Christ and as a living organism.

The potential for growth in the body of Christ involves the mutual contribution of every member so that the whole might be built up and achieve maturity. Consequently the body of Christ metaphor was suggested as preferential for the future functioning and practice of assembly ministries, because:

- The metaphor presents a principal expression of the Biblical will of God for the way in which an assembly functions in carrying out the Great Commission;
- The disadvantages of institutionalism are counteracted and neutralized by this metaphor;
- Both qualitative and quantitative assembly growths occur where this metaphor is implemented.

The study seeks to emphasize the importance of the fact that equipping the laity has to be an ongoing process in local assemblies. With the aforementioned as point of departure, it is argued that:

- All persons should be equipped to competent levels to enable them to contribute to the growth and development of the assembly through various ministries;

- The fivefold ministry (Eph. 4:12) should accept the responsibility to equip the laity for their ministry;
- Every lay person is gifted by God (Eph. 4:7) and should accept responsibility to minister using their gifts to build up and benefit the assembly;
- Equipping and empowering the laity are crucial elements to accomplish the Great Commission.

The objective was to develop the body of Christ metaphor for assemblies that focus on utilizing the gifts of the laity. This study argues that assemblies will not accomplish this objective until pastors see it as their primary responsibility to mobilize their assemblies.

The challenge facing pastors lies in whether they will be able to make the following paradigm shifts:

- Leadership shift from ministers to equippers;
- A ministry shift from consumers to contributors.

Creating a new culture and promoting the equipping and empowerment of the laity should therefore be given priority by pastors in local assemblies as a whole. These changes will enable the body of Christ to contribute to carry out the Great Commission.

The program that was designed is suitable for the discovery, equipping and empowerment of the potential of the laity for voluntary works of service (ministry). The study seeks to create a general development strategy to empower the laity in assemblies. It purposefully engineers certain paradigm shifts, changes structures, creates a new management approach and introduces new processes.

The spiritual growth and autonomy of any assembly depends partially on effective organization. In order to function effectively assemblies need to apply sound managerial techniques. Assemblies are to pay attention to the critical judgment of current theories.

Lastly, the assembly is seen as an organization with a strong spiritual component consisting mainly of volunteers. An assembly structured according to the body of Christ metaphor will benefit greatly when it implements a “utilization of people” management theory.

This thesis is a contribution aimed at assisting the leadership not only to create a culture for assembly mobilization, but also to assist them in restructuring to ensure that the process will be managed effectively.

