

# Bad Driburg Agreement 2013

Agreements with the Namibian German Partnership Consultation



# Bad Driburg Agreement 2013

## Preamble

*In continuity with the prior German-ELCRN (Evangelical Lutheran Church in the Republic of Namibia) partnership consultations in Gut Holmecke 1985, Swakopmund 1990, Haus Friede 1998 and Swakopmund 2006 we, the delegates to the Bad Driburg consultation appreciate the work done and commit ourselves to the following renewed agreement:*

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## 1. Partnership

1.1 When we use the term “partnership”, we want to express the following:

- > God has created all of us equal in His great love;
- > through Christ we recognise our guilt and misunderstandings, and Christ helps us to forgive and reconcile;
- > the Spirit of God places us anew into the worldwide communion of saints, and sets us free to serve God’s people in our respective societies and nations.

From there we discover each other, and our eyes are opened to others, to the riches of the Church of Christ in the whole world, and to her sufferings and needs.

1.2 The word partnership is not a traditional term in our Christian doctrine and might have arisen from coincidental historical developments and relations, or from certain trends and fashions in discussions on ecumenical and development affairs. Yet,

our partnership relations and project work have an outstanding position. They are rooted in a shared history which was fruitful and painful. They cannot be altered at random and cannot be denied or forgotten. Our relationship is a concrete expression of the worldwide sister- and brotherhood in Christ.

It is God who governs history beyond our understanding. God has brought us together in the spirit of committed ecclesiastical communion.

1.3 We take mutual critical questions seriously. We are confident that the difficulties and burdens of the partnership can be discussed in a spirit of mutual respect, honesty and transparency.

**1.4 We commit ourselves to the following:**

1.4.1 Within the framework of the existing circuit partnerships, congregations are encouraged to take up partnerships on their own level. Church councils and deci-

on-making bodies on all levels are involved in the process.

1.4.2 To develop partnership contacts between kindergartens, hostels, schools, institutions, youth groups and choirs of ELCRN and her partners. Congregational councils, circuit councils and the heads of the concerned institutions are involved in the development of partnership relations.

1.4.3 To establish partnership committees on institution, circuit and congregation level, is the responsibility of the parish, circuit and church councils. Partnership committees have to report to these bodies on a regular basis. (cf. *Appendix A "Communication Structures"*). Lay persons are encouraged to lead partnership committees.

The ELCRN will employ a partnership coordinator who will work together with the regional UEM (United Evangelical Mission) partnership contact person to ensure the facilitation and coordination of the partnerships and projects of the ELCRN. The German partnership groups will continue working together with the responsible person/s in the ecumenical structure of their churches.

1.4.4 To align/set up our own specific partnership agreements according to the "Partnership Guidelines for the UEM" within the next five years in order to strengthen the work and communication as a basis for a better partnership and spiritual life. After a certain period an evaluation shall take place. (cf. *Appendix B "Working Groups"*)

1.4.5 To share information about life and work in congregations, institutions and circuits, as well as about burning issues in our societies;

1.4.6 To exchange prayer concerns, especially for mission in Namibia and Germany;

1.4.7 To involve congregations and churches from all parts of the world, who have official relationships with the ELCRN and/or her partners (such as the Evangelical Lutheran Church in America and the Protestant Church in the Netherlands);

1.4.8 The partners appreciate the continued effort towards the process of unification of the three Lutheran Churches in Namibia and commit themselves to assist jointly in the process, particularly with regard to the revision of existing contracts.

1.4.9 Official language of communication should be English.

## 2. United in God's Mission

2.1 In our partnership together we proclaim Jesus Christ to be the Lord and Saviour of all people and meet the present-day missionary challenges. In a world torn apart, we commit ourselves to remain members of the one Body of Christ, and therefore

- > grow together into a worshipping, learning and serving community,
- > share gifts, insights and responsibilities,
- > call all people to repentance and new life,
- > bear witness to the Kingdom of God in striving for justice, peace and the integrity of creation (of Art. 2 of the Constitution of the UEM).

We are together in the community of the United Evangelical Mission (UEM), a Communion of Churches on three Continents. We notice the possibilities of this community for our partnership relation (multilateral partnerships, advocacy, exchange programmes, financial assistance).

2.2 Our churches are places of trust, refuge and help. As living letters of Christ we raise our prophetic voices in our societies.

We identify ourselves through the prophetic witness in word and deed with the rights of the poor, the oppressed, the refugees and those, whose human rights are violated, and speak out for their rights. We encourage and educate people for self-confidence, awareness-building and self-reliance.

The churches commit themselves, in particular, to prevent and work against the spread of HIV and Aids and for poverty eradication (e.g. the Basic Income Grant – BIG) and land reform.

The churches face the challenges of climate change, want to share their ideas of solutions and encourage each other to change our behaviour, to preserve our environment and to work for climate justice.

2.3 We learn to handle the questions arising from the encounter of gospel and cultures with high sensibility and respect. The aim of intercultural learning is to find a deeper understanding and respect of the other one.

2.4 We see sharing of the missionary task as a challenge to the churches involved in partnership. To enable this sharing, burning issues should be identified and exchanged. We share visions and experiences of our mission. Opportunities for all, especially for young people, to take part in mission work of partner churches should be provided.

## 3. Sharing

Sharing, in all its patterns, belongs to the essence of partnership. What we are, and what we have, does not come from our own strength, but is a gift from God. This results in mutual participation and communication, and sharing is an expression of life in Christ. Such sharing includes the whole person, in whatever situation we find ourselves.

The communion which has been founded by Christ, makes us share in each other's material possessions and in the needs of individuals and of respective churches and societies.

Sharing has its roots in the unity which Christ gave to the Church. Partnership and practical sharing have to start with this clear confession. This results in spiritual fellowship which is not separable from material, administrative, political, financial, personal, personnel, or other aspects.

It is our task and challenge to create awareness towards self-sustainable attitudes and conditions. In order to support this process we must encourage and strengthen each other in empowerment, responsibility and ownership. The partners have to realise their own abundance and needs and have to share these with one another. The partners will give each other a deep inside view of their churches in order to identify their own challenges and the measures how to respond to them and to look for the assistance needed.

### 3.1 Communication

Information should be shared by personal encounters, letters, electronic media or other forms of communication, such as the UEM website. Websites should be regularly updated. (*cf. Appendix A "Communication Structures"*)

### 3.2 Personal Contacts, Visits, Visitations and Delegations

Personal contacts, visits, visitations and delegations are derived from Jesus, through whom God Himself has visited us. In personal encounters mutual acceptance can be experienced, as Christ has accepted us.

Both pastors and lay co-workers, women and men, should be involved in these visits, and all parties should receive thorough preparation.

Visitors should see all sides of the life of the church, and should not communicate only with the pastors.

Visits help to get another perspective of one's own situation. Therefore we need time for evaluation and for discussion of common issues. Visits shall be jointly prepared in good time.

Mutual visitations are an expression of mutual assistance in church leadership.

The respective partners should contribute towards costs of visits and visitations according to their abilities.

### 3.3 Exchange of Personnel

In the spirit of sharing, we maintain exchange of personnel which is not limited to pastors. For such a programme, an agreement on the job description, coverage of the costs for housing, medical care and salaries, is to be worked out. Personnel shall be recruited in mutual consultation, as stipulated in the UEM guidelines. Such programmes will be facilitated with the help of the UEM.

Our common instrument for short-time exchange for young people is the UEM volunteers programme.

We will encourage the exchange of young theologians and students of theology.

### 3.4 Sharing in Financial Terms

Out of our confession that we are one in Christ, follows the common participation in material goods and shortcomings.

Needs and possibilities always affect all members of a body equally. Those who have greater financial potential at present do not have a greater right in decision-making or in interference.

The act of giving something away is easier than genuine sharing. In this respect we may have to go through some conflicts, but that must not divide us.

One of the aims of our partnership is to reach financial self-reliance of ELCRN, as manifested in the Bishop's Office Development Committee (BODC) initiative, which also inspires the ecumenical partners.

### 3.5 Participation in Spiritual Life

Mutual participation in spiritual life should be stressed. Common celebration of services and sharing in the sacraments, as well as sharing in hymns, common prayers with lists of intercessions (several times a year, vice versa) express the unity of the church.

Such participation can be experienced in personal encounters, but also through various kinds of media correspondence, reports and newsletters of the partners, and commonly planned worship services.

All partners are encouraged to celebrate a common Partnership-Sunday of all the UEM churches on Trinity Sunday.

Joint biblical and theological reflection is essential within the partnerships.

## 4. Financial Cooperation

4.1 We live under unjust economic conditions. The division between rich and poor is a distressing reality between North and South and also visible within our respective societies. Therefore our financial cooperation is an expression of solidarity.

4.2 This cooperation is manifested, among others, through project assistance, by a solidarity fund which will be established by the end of 2013.

All German partnership groups as well as the German churches, the UEM and ELCRN commit themselves to fund this mechanism within their means. Details are explained in Appendix C "Terms of Reference Solidarity Fund".

On ELCRN side a governing board is responsible for approval of projects and the respective distribution of money. Project applications to the solidarity fund can be made by congregations and parishes via the circuits, by the circuits and by institutions and programmes of the ELCRN. Applications need a budget proposal (according to the UEM application/reporting formats). Projects should contribute towards self-sustainability. Programmatic activities can be supported and, in extra-ordinary cases, also infrastructural projects, if it is a prerequisite for programmatic activities. Within a period of three years the contributions to the applying circuits, institutions and programmes should be nearly fair and equal.

A system of planning, monitoring and evaluation (PME) according to international standards (e.g. UEM Code of Conduct for Transparency and against Corruption – Guidelines for the Treasurers/Heads of Finance Departments) has to be introduced and trainings should be offered for all involved. This PME measures will provide transparency on all levels.

4.3 Apart from the annual contributions to the solidarity fund partnership groups may transfer bridging amounts of up to 7,000 euros per year, per partner circuit/partner institution (*flow of money see the UEM Guidelines for the Treasurers/Heads of Finance Departments and Terms of Reference "Bilateral Money Transfer" Appendix D*).

If there are partnership relations between congregations (including hostels and kindergartens) within a partnership of a circuit then any money flow between them is included in the above mentioned amount of up to 7,000 euros; if the relationship exists without a connection to the respective circuits they may transfer a bridging amount of up to 1,000 euros.

The circuits and institutions shall acknowledge receipt of the money immediately and report to the partners via the partnership coordinator on the use of the funds within six months after receipt of the funds. All bodies concerned within ELCRN, German churches and the UEM should

receive copies of the correspondence (*cf. Appendix B "Communication Structures"*).

4.4 The support of ELCAP needs to be guaranteed by the partners through the UEM. In addition direct support of the work of ELCAP in partner regions and beyond is possible. This special support shall not exceed the annual amount of 2,500 euros and has to be channelled through the National ELCAP office to the regional offices (with notification to ELCRN Finance Director and the UEM). Project proposals by the regional offices must be submitted to the ELCAP coordinator; reports are sent to the partners via the ELCAP coordinator.

4.5 In light of the self-sustainability concept partners aim to phase out any additional support (*cf. 4.3. and 4.4.*) over the next five years. The amount of bilateral transfers gra-

dually decreases by about 1,500 euros (4.3.) and 500 euros for ELCAP (4.4.) per year.

4.6 Financial transfers of the partners have to be channelled through the UEM and the ELCRN head office (*cf. Appendix D Terms of Reference "Bilateral Money Transfer"*).

4.7 All decisions within the framework of the partner relationship should consider and guarantee the inner structure and unity of the churches concerned.

4.8 Our bilateral partnership shall not affect the contributions of all partners to the UEM.

April 26, 2013  
Neuhaus Guesthouse  
Bad Driburg, Germany

## Appendix A “Communication Structures”

In order to set up clear lines of official communication between the partnership groups in Namibia and Germany, the following should be considered. These persons, respectively institutions should receive emails in copy:

### Namibia

- Dean of circuit
- Partnership Coordinator at ELCRN head office
- General Secretary ELCRN
- UEM partnership contact person for Namibia and Botswana
- If financial matters are addressed: Finance Director of ELCRN

### Germany

- The responsible ecumenical affairs person within EKIR (GMÖ), EKvW (MÖWe) and EKKW
- UEM Africa department, partnership coordinator

## Appendix B “Working Groups”

These are the four working groups and special topics identified by the delegates during the consultation.

### 1. Spiritual Life and Communication

Guiding questions for own partnership agreements:

- What do we want to share?
- What do we expect from our partners?
- Determine/find out what kind of relationship is important for you?
- How do you want to use bible studies?
- What do we need to discuss, counsel and pray for?

For example:

- Situation of the kindergarten
- What about unemployed pastors in each church
- Family work in the congregation
- What does it mean to be a pastor in our situation and in the situation of the partners?

### 2. Global Challenges in Partnership

Poverty:

The BIG pilot project must continue to address the eradication of poverty in our respective countries. Other possibilities could be micro credit schemes and minimum salaries.

HIV and Aids:

ELCAP is helping infected and affected people to gain/have hope to live positively. Therefore we encourage our churches to work towards an attitude for zero new infections.

### 3. Self-sustainability

### 4. Financial Cooperation

## Appendix C “Terms of Reference Solidarity Fund”

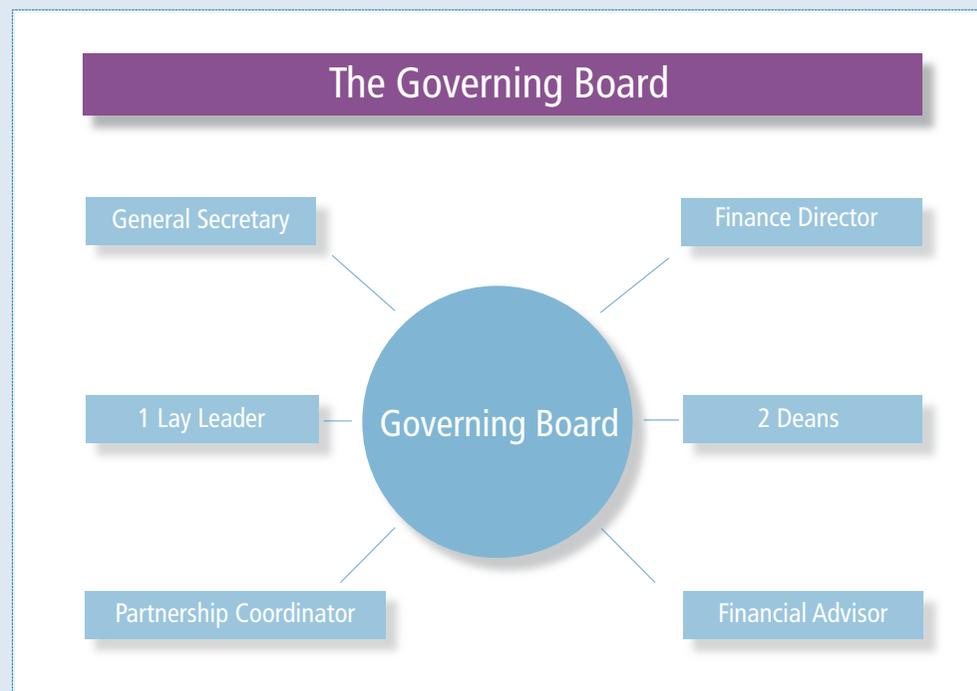
### 1. Purpose of the Fund

The solidarity fund will be established by the end of 2013 to generate money from partnership groups, German churches, the UEM and other donors. ELCRN may also contribute to the fund. A new bank account named “Solidarity Fund Account ELCRN” has to be opened by the Finance Director of the ELCRN at First National Bank (FNB) in Windhoek. All contributions to the fund will be paid into this account. Eight per cent of the fund shall be used for administration costs.

### 2. Governance Structures of the Fund

A Governing Board will be responsible for the utilisation of the fund. The composition of the seven members will be as follows:

- General Secretary
- Finance Director
- 2 Deans (rotating on a yearly basis)
- 1 Lay reader (rotating on a yearly basis)
- Partnership Coordinator (secretary to the governing board)
- Financial Adviser to ELCRN (seconded by the UEM)



The Governing Board will meet at least once every trimester. If needed extraordinary meetings may take place.

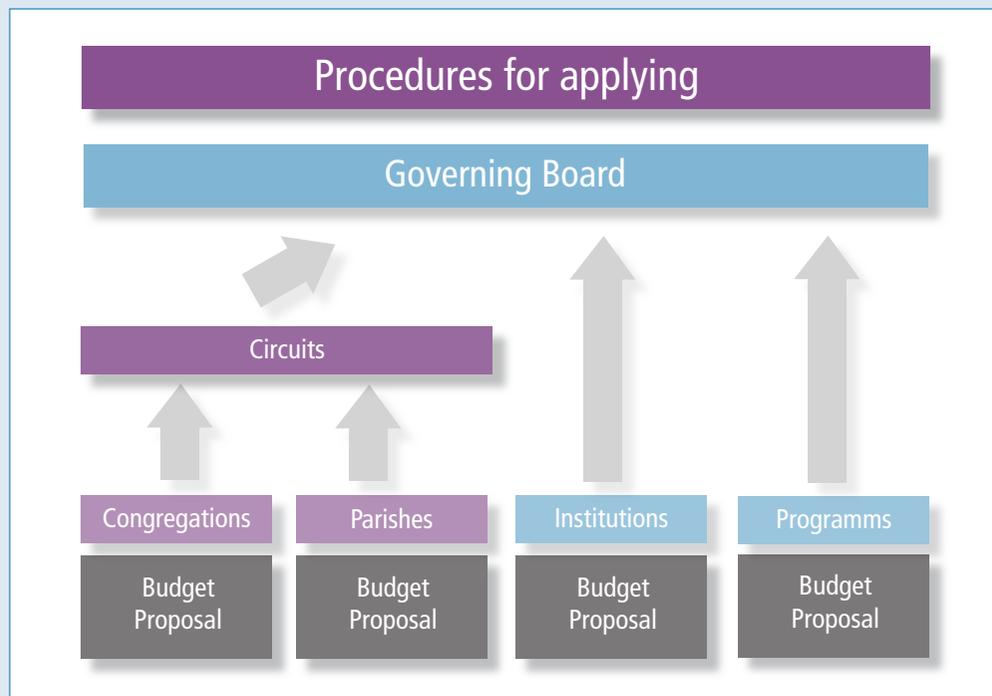
Decisions need a quorum of at least five members of the Governing Board. The attendance of General Secretary, Finance Director, one dean, one lay reader and Partnership Coordinator is mandatory. Minutes of meetings of the Governing Board shall be within one week delivered to the Administration Board of the ELCRN.

### 3. Procedures for applying to the Solidarity Fund?

Applications including a budget proposal shall be submitted (via the circuits) to the Governing Board.

Applications from institutions and programmes must be made to the Governing Board.

Application from parishes and congregations will be submitted through the relevant circuits.



### 4. Planning, Monitoring and Evaluation (PME)

A PME system according to international standards should be based upon:

- **The UEM Code of Conduct for Transparency and against Corruption” as quoted:**
- Corruption damages the UEM community.
- Every corrupt act must be condemned.
- All employees and all other individuals related to the UEM have the right to resist involuntary involvement in corrupt practices.
- **“The UEM Guidelines for the Treasurers/ Heads of Finance Departments” as quoted:**
- The treasurer of a church has to ensure that the receipt of all transfers received from abroad (The UEM partnership groups and other sources) shall be confirmed to the sender of funds.
- All annual accounts should be examined by an independent chartered accountant (auditor).

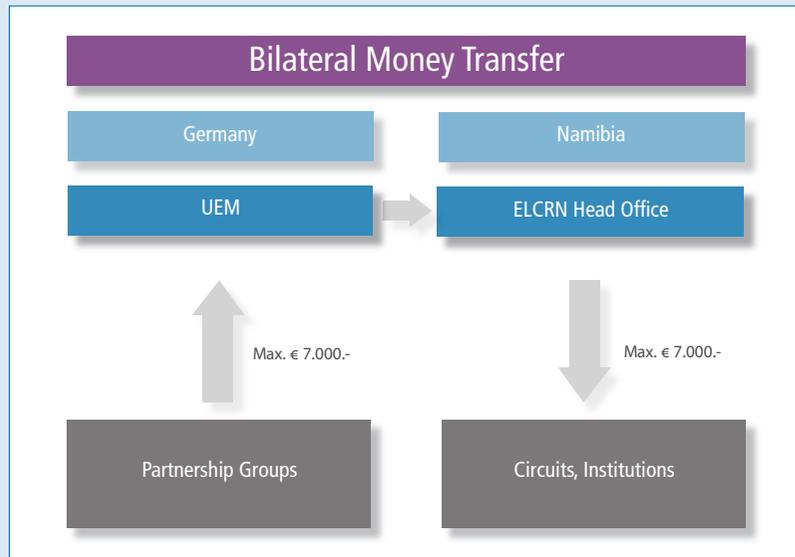
- Churches should employ internal auditors to carry out audit work in the church.
- Funds from partnership districts to be transferred to partner churches should be channeled through the UEM head office in Wuppertal and the head office of receiving church.

The Partnership Coordinator has the responsibility in close cooperation with the Governing Board to monitor and evaluate the progress of projects and the use of funds via correspondence, regular reports, visits to parishes, congregations, institutions and programmes as well as visits to partners. Reports should be submitted to the partner groups, the Administration Board and the UEM within six months after receipt of money.

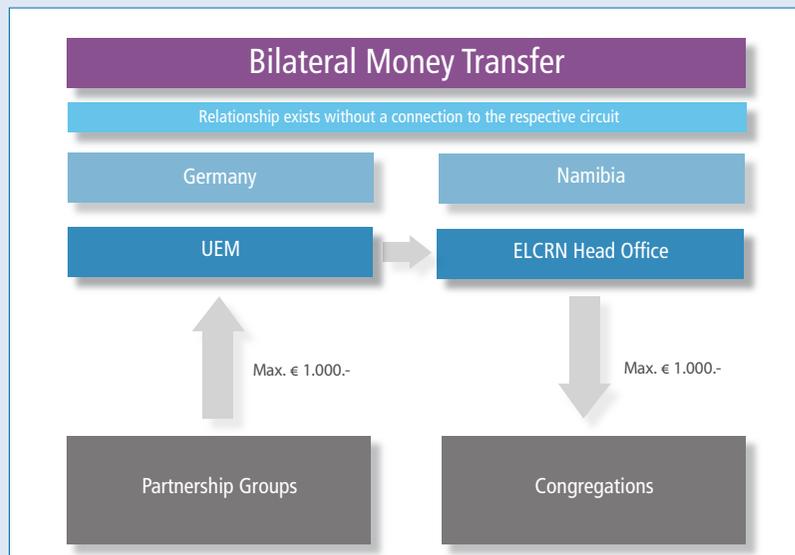
Regular and interim reports should be submitted to the Administration Board. The Partnership Coordinator should report to the Governing Board when it is in session about the transactions and the balance in the “Solidarity Fund Account ELCRN”.

## Appendix D "Terms of Reference Bilateral Money Transfer"

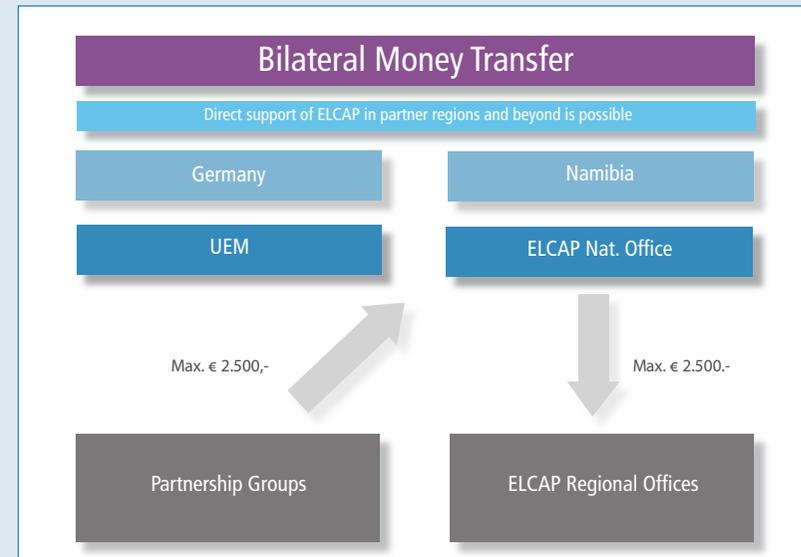
### 1. Bridging amounts up to 7,000 euros per year



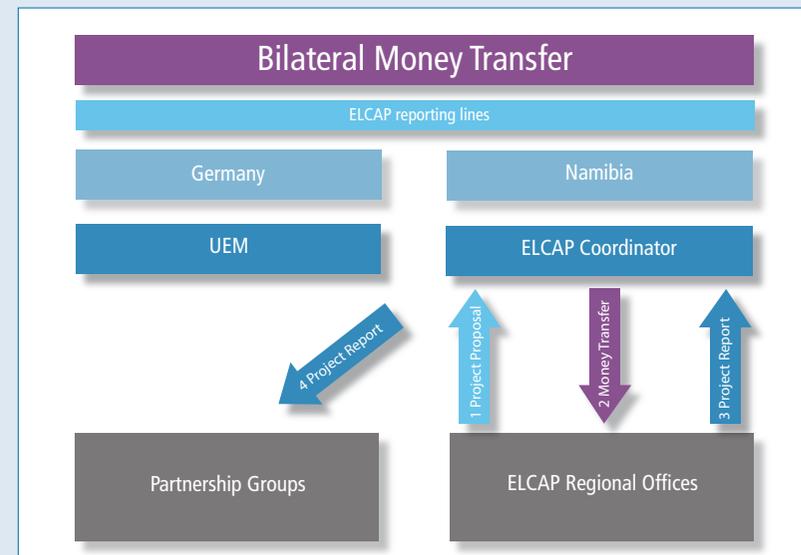
### 2. Bridging amounts up to 1,000 euros per year



### 3. Direct support of ELCAP in partner regions and beyond



### 4. ELCAP reporting lines



### III. Partnerships and Delegates

#### ELCRN Partnerships

1. The Bridgewalkers
2. Circuit Tsumeb
3. Andreas-Kukuri-Centre Okahandja
4. Circuit Keetmanshoop
5. Circuit Mariental
6. ELCRN Primary Schools
7. Circuit Windhoek
8. Circuit Otjiwarongo
9. Andreas-Kukuri-Centre
10. Ephesiens Katatura & Macedonia Congregation
11. Circuit Otjiwarongo
12. Dordabis Congregation
13. Circuit Usakos
14. Okombahe Diaconia

#### Delegates

- ./.
- Gerda Kayambu
- ./.
- Simon Petrus Tiboth
- Andried Ebatos Lebe
- ./.
- Willem Beukes
- John Guida-oab
- ./.
- Lorenst Kuzatjike
- John Guida-oab
- Isaak Gameb
- Jakob Robert Frederick
- ./.

#### German Partnerships

1. ESG Oldenburg
2. Circuit of Sieg and Rhine, EKIR
3. Weilerswist congregation/  
Circuit Bad Godesberg, EKIR
4. Circuit Wuppertal, EKIR
5. Circuit Düsseldorf, EKIR
6. Circuit Lennep, Luther Congregation,  
Leonardville primary school, EKIR
7. Circuit Wetzlar, EKIR
8. Circuit Wesel, EKIR
9. Circuit Essen, EKIR
10. Circuit Eisenbergs, EKKW
11. Circuit Tecklenburg, EKvW
12. Circuit Unna, EKvW
13. Circuit Lünen, EKvW
14. Gelsenkirchen-Bismarck Congregation, EKvW

#### Delegates

- Henni Gariseb
- Editha Royek
- ./.
- Katja Dummer
- Carsten Körber
- Friedhelm Krämer
- Achim Dührkoop
- Christoph von Derschau
- Christoph Ecker
- Sibo Siuts
- Annette Salomo
- Ingeborg Schwiebert
- Marianne Stahlberg
- ./.

#### Other Delegates and Participants

- ELCRN
- ELCRN
- ELCRN
- ELCRN – ELCAP
- ELCRN – capital fund
- EKIR
- EKIR
- EKIR
- EKvW
- EKKW
- EKvW – MÖWe
- EKIR – GMÖ
- UEM
- UEM
- UEM
- UEM
- UEM-Steward

- Bishop Dr Zephania Kameeta
- Wilfred Diergaardt  
(general secretary)
- Michael Koob (financial adviser)
- Abraham Kheibeb
- Dawid Gertze
- Barbara Rudolph (church official)
- Thomas Kraft
- President Manfred Rekowski
- Dr Ulrich Möller (church official)
- ./.
- Ute Hedrich
- Dr Eberhard Löschcke
- Jürgen Borchardt
- Frauke Bürgers
- John Wesley Kabango
- Uli Baeye
- Vera Hotten



Pastor Achim Dührkoop, education for mission, Evangelical Church in the Rhineland (EKiR), Mittelrhein/Lahn, and Lorenst Kuzatjike, Pastor of the Evangelical Lutheran Church in the Republic of Namibia (ELCRN), 2006 - 2012 ecumenical pastor in Wetzlar church district

Vera Hotten, partnership Unna (Westfalia) – Dordabis (Namibia), and Henni Gariseb, former head of the choir "Bridgewalkers" in Katutura (Namibia), today member of the "Red Roosters" of the Christian student fellowship Oldenburg





Deutsches  
Zentralinstitut  
für soziale  
Fragen (DZI)

**Zeichen für  
Vertrauen**



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