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| ***AFM Pastor’s Continuous Development (PCD) credit framework for 2024: PCD 002***  ***Ordained pastors need to accumulate a minimum of 50 credits per year. All emeriti are exempted from PCD.*** |
| 1. **1. AFM SPESIFIC EVENTS: A minimum of 10 credits per year for the actual hours of input from this category. 1 Credit per hour.**   **1.1 Regional Retreats & Training Events (In-person or Virtual): 1 Credit per hour of input. Excluding tea, lunch & leisure time.**  Regions must organize speakers & topics/subject matter according to their felt needs.  **1.2 MIL workshops: One workshop equals 10 hours of input. (10 PCD credits per workshop over 3 days).**  Pastors who wish to attend the MIL workshop for PCD purposes need to pre-book with the MIL Coordinator at [mil@afm-ags.org](mailto:mil@afm-ags.org) -at a cost that includes catering.  The MIL workshops can be presented on Regional level for PCD purposes: Regions to arrange with the MIL Coordinator as to dates and cost.  Pastors who act as mentors to MIL students, can also register credits for their attendance.  **1.3 Annual National Workshops (During National Conferences), Regional or local seminars & workshops in different Regions, assemblies &**  **venues around the country by approved PCD service providers. One credit per hour of input, excluding Church services, tea, lunch & leisure time.**   * 1. **Marriage Officer Test:** 5 PCD credits, for passing the test, on presentation of results.   **2. PERSONAL STUDIES: A minimum of 10 credits per year from this category.**  **2.1 Reading & reporting on ministry related books corresponding with the 9 key competency areas for AFM pastors as determined by the NLF:**  [1. Evangelism & Missions, 2. Pastoral Care, 3. Spiritual Leadership, 4. Personal Development, 5. Practical and liturgical Skills, 6. Management & Administration,  7. Interpersonal and relational skills, 8. Community and social involvement, 9. Theological foundation.]  **-A maximum of 2 book reports per year, 10 credits per book.**    **Please send book reviews in as soon as they are done, do not wait till the end of the year. Submit your book reports to the PCD website, or the National PCD office directly.**  **HOW TO DO A BOOK REVIEW:**   1. The whole review should be **two (2) A4 pages long**. 2. Page one of the review should be a **cover page** with the Pastor’s name, cell no and email address; Name of the Region & Assembly, as well as the Regional PCD coordinators name, cell no   and email address. It should also include the date of the review; name of the book; year of publication, as well as the name of the Author.   1. You should not summarize the book. 2. On page two, d**iscuss: (i) Theimpact of the book on your life and ministry. (ii) Your critical reflection of the book. (iii) What challenged you personally and**   **(iv) What you plan to do with that.**   1. You can also make use of the Book Review Template that is available on the website at [www.afmpcd.co.za](http://www.afmpcd.co.za) 2. If you do not use the online template, please e-mail the book review to [irma@afmpcd.co.za](mailto:irma@afmpcd.co.za)   **2.2** Pastors who for reasons of economics find it difficult to attend enough training events, will be allowed to submit more book reports per year.  -**This can ONLY be done if arranged with the National PCD office based on valid reasons.**    **2.3** **Study Groups:**  This can be groups reading a book together, online teaching, WhatsApp empowerment group, or listening to a speaker in real time, or digitally and then discussing the subject.  Groups can read, listen, or watch and discuss together, but each participant must write his/her own report. The report should highlight how he/she will apply in his/her own ministry what was learned  from the Group discussion. Credits will be awarded on submission of a report /or discussion paper, like point 2.1 on book reports: = **5 PCD credits per report, maximum 25 credits per year**    **2.4** **Online study Articles:**  Pastors can read articles & answer questions online on the PCD Website: [www.afmpcd.co.za](http://www.afmpcd.co.za) & receive **2 credits per completed article.**  **2.5 Accredited short courses & accredited online courses:** Pastors may register **a maximum of 30 credits per year of study** on submission of results, or a progress  report.    **2.6 Studies towards SAQA accredited qualifications.** Official transcripts & certified qualification certificate/s must be submitted.  i. Undergraduate qualifications, such as diplomas, or certificates (On presenting of official results & transcripts of SAQA accredited qualification: 20 credits per year of study.)  ii. Degree (20 credits per year of study and 5 bonus credits the year after completion.)  iii. Honors (20 credits per year of study and 10 bonus credits the year after completion.)  iv. Masters (20 credits per year of study and 15 bonus credits the year after completion.)  v. Doctorate (20 credits per year of study and 20 bonus credits the year after completion.)  **2.7** Pastors who lead or take part in a **Mission Outreach** will be awarded **5 PCD credits** on submission of a short report on the impact of the outreach on his/her life.  - The outreach must be at least five days long & credits cannot be claimed for a repeat of the same outreach.  **2.8** Pastors who lead or take part in a **Study Tour** will be awarded **10 PCD credits**. The study tour must be at least five days long, excluding travel time.  -Proof of attendance & a summary of the aim & contents of the tour must be provided. -This does not include holiday/ leisure tours.  **2.9 Research, development & presentation of seminar- or training material (Printed/Video format):** Credits equal to double the nominal hours used for presenting  the material will be awarded **once** after it was presented, (not for repeating the same Presentation) **to a maximum of 20 credits per year.** -The focus is on presenting  material that the Pastor has developed. For Example: 5 hours for presenting + 5 hours for research & development = 10 Credits.  **2.10. PASTORS WHO HAVE DUAL EMPLOYMENT:** (Teachers, Chaplains, Managers etc.) **Can claim PCD credits for attending appropriate training in their**  **field of work.**  1 Credit per hour of input. Excluding tea, lunch & leisure time.    **2.11. PERSONAL LEADERSHIP DEVELOPMENT PLAN (PDP):** Pastors receive **5 PCD credits** for completing the initial development plan (Page 1 of the PDP)  & **10 more credits** on completion of the progress & report session/s (page 2 of the PDP) **Total: =15 PCD credits.**  Pastors who fulfill the role of mentor/coach for the PDP will receive **10 PCD credits** on submission of page 1&2.  -Download the Personal Leadership Development Plan & report form (Page 1&2) from [www.afmpcd.co.za](http://www.afmpcd.co.za) or request it from the national PCD office.  **3. WEBINARS, ONLINE TRAINING SESSIONS & NON-AFM EVENTS: 1 Credit per hour of input. Excluding tea, lunch & leisure time.**  **For Example:** Global Leadership Summit (GLS) & other ministry related workshops/seminars from universities, organizations &/or individual speakers. -This is subject  to verification of attendance.  **4. WRITING & PUBLISHING:**  **4.1 Books & Booklets:** On presentation of a printed copy: Between **10 - 30 PCD credits** depending on the complexity & volume of work.  **4.2 Writing of Articles: A Maximum of two academic articles can be registered per year:** It must be well referenced, at least 10 A4 pages long and proof of publication  in journals, or official church publications must be provided. = **10 PCD credits per article.**  **5. PASTORS WORKING OUTSIDE THE BORDERS OF S.A (INCLUDING MISSIONARIES):**  Will be allowed to submit four book reports per year.  They should plan their calendar in such a way that they will be able to attend an AFM specific event/s equaling to at least 5 PCD credits per year. They should also attend  events/training in their field of ministry equaling to at least 5 PCD credits per year. **Pastors working outside the borders of S.A. may send their completed PCD credit**  **Register directly to the National PCD office at** [**irma@afmpcd.co.za**](mailto:irma@afmpcd.co.za)  **All Book reports can be uploaded on the PCD website at** [www.afmpcd.co.za](http://www.afmpcd.co.za)  **or send to the National PCD office directly at** [**irma@afmpcd.co.za**](mailto:irma@afmpcd.co.za)  **A PCD compliance certificate for the 2023-2026 PCD cycle will be provided to pastors via their Regions,**  **6 months prior to the due date of Pastoral status renewal.**  **PLEASE TAKE NOTE THAT DECEMBER 2026 WILL BE THE END OF THE CURRENT PCD CYCLE OF FOUR YEARS.**  **PASTORS NEED 200 PCD CREDITS OVER THE FOUR-YEAR CYCLE.** |