



COMPANY POLICY

TRANSFORMATION POLICY

Document Reference: 001

Revised Date	19 May 2026
Approved By	Dr Gerhard Botha (CEO)
Review Cycle	Every three (3) years
Status	Approved

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1. INTRODUCTION

The Association of Christian Religious Practitioners (ACRP) recognises the dignity, equality and worth of every person as created by God and protected by the Constitution of the Republic of South Africa.

ACRP is committed to transformation as an ongoing and intentional process of renewal, inclusion, equity and restorative justice within the religious profession and broader South African society. This commitment is aligned with the Constitution of South Africa, the Employment Equity Act, Skills Development legislation and other applicable transformation laws and policies.

ACRP commits itself to promoting equal opportunities, diversity, fairness, dignity and meaningful participation within the professional religious sector.

This policy seeks to ensure that ACRP reflects the demographic diversity of South Africa, promotes equity, and strengthens institutional capacity to serve the Christian ministry sector with integrity, inclusivity, and excellence.

2. PURPOSE

The purpose of this policy is to:

- Provide a framework for transformation within ACRP, whilst staying true to the core functions, vision and strategy of ACRP.
- Promote diversity, equity and inclusion.
- Guide ACRP leadership, members, committees and stakeholders in implementing transformation principles.
- Support compliance with applicable South African legislation and national transformation objectives.
- Encourage the advancement and empowerment of historically disadvantaged individuals and communities within the religious profession.

3. SCOPE

This policy applies to:

- ACRP Board and Voting Members
- Office bearers
- Employees (full-time and part-time)
- Committees and working groups
- Registered affiliates
- Service providers and consultants
- Volunteers and representatives acting on behalf of ACRP
- Recruitment, promotion and development processes

This policy must be read together with all other ACRP governance documents, policies and procedures.

4. DEFINITIONS

All terms not defined herein shall bear the same meaning as in applicable legislation. Key definitions include:

- **“Transformation”** – refers to a continuous and intentional process of change, renewal and inclusion that promotes dignity, equality, fairness and equitable participation.
- **“Equality”** – refers to the full and equal enjoyment of rights and freedoms as contemplated in the Constitution.
- **“Equity”** – refers to fair treatment, access and opportunities through the removal of barriers and unfair discrimination.
- **“Inclusion”** – refers to creating an environment where all people feel welcomed, respected, valued and able to participate meaningfully.

5. PRINCIPLES

Transformation within ACRP is understood as both:

- **Demographic transformation** (race, gender, age, disability)
- **Institutional transformation** (culture, systems, access, and inclusion)

ACRP’s transformation approach is guided by the following principles:

- **Human Dignity:** Every individual must be treated with dignity, respect and fairness regardless of race, gender, age, disability, culture, language, nationality or socio-economic status.
- **Equality and Equity:** ACRP supports both formal and substantive equality through fair and equitable opportunities, representation and participation.
- **Inclusion and Diversity:** ACRP values diversity and seeks to create an inclusive professional environment that reflects the demographics and diversity of South Africa and the Christian ministry sector.
- **Restorative Justice:** Transformation includes correcting historical imbalances and creating opportunities for previously disadvantaged individuals and groups.
- **Merit with redress:** Competence balanced with transformation goals
- **Accountability:** All ACRP structures and representatives are accountable for advancing transformation objectives.
- **Christian Values:** Transformation initiatives shall be implemented in a manner consistent with Biblical principles of justice, compassion, integrity, reconciliation and service.

6. APPLICABLE LEGISLATION

This policy is informed by the following legislation and frameworks, as amended from time to time:

- Constitution of the Republic of South Africa, 1996
 - Employment Equity Act 55 of 1998
 - Skills Development Act 97 of 1998
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- Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000
 - Any other applicable legislation or regulatory framework

7. OBJECTIVES

ACRP is committed to promoting transformation, equity, diversity, inclusion and professional development within the organisation and the broader religious profession. The objectives of this policy are to:

- Promote equitable representation and participation within ACRP structures, leadership, committees and professional activities.
- Encourage diversity, inclusion and fair representation across race, gender, youth, emerging professionals and people with disabilities.
- Address historical imbalances through equitable recruitment, skills development and advancement opportunities.
- Promote fair and non-discriminatory practices in all organisational activities, professional engagements and decision-making processes.
- Foster a professional environment that reflects Christian ethical values of dignity, respect, compassion, accountability and unity while recognising and respecting diversity.
- Promote inclusive communication, engagement and participation across cultural, denominational and professional lines, whilst respecting denominational diversity within the ministry sector.
- Encourage accessibility and reasonable accommodation for people with disabilities.
- Support mentorship, leadership development, succession planning and the advancement of underrepresented groups.
- Promote ongoing skills development, staff training and professional growth aligned with professional body requirements.
- Promote access to education and training (especially ministry-focused) and development opportunities.
- Ensure access to professional recognition and professional progression pathways (designations, RPL, CPD, etc.)
- Promote transformation awareness, diversity, inclusion, ethics, human rights and professional conduct.
- Encourage research, dialogue and initiatives that address social justice, transformation and community development within the religious profession.
- Promote gender equality in leadership roles as well as inclusion of youth in operational roles.
- Encourage youth development and leadership succession within ministry and religious practice.
- Support socio-economic upliftment and encourage transformation within churches, ministries, training institutions and religious organisations.
- Strengthen the institutional capacity and long-term sustainability of ACRP through effective and ethical leadership development and inclusive organisational practices.

8. RESPONSIBILITIES

8.1 Board Responsibility

The ACRP Board shall be the custodian of this policy and has an oversight role.

8.2 Leadership Responsibility

Office bearers, committee chairpersons, management and council structures shall:

- Promote awareness of the policy.
- Ensure implementation within their respective areas.
- Encourage compliance with transformation objectives.
- Report on transformation initiatives and progress where required.

8.3 Affiliate Responsibility

All ACRP affiliates and representatives are expected to uphold and promote the principles contained in this policy and to promote and implement transformation principles within their own ministries, organisations and professional environments.

9. MONITORING AND REVIEW

ACRP shall monitor the implementation of this policy on an ongoing basis.

The policy shall be:

- Reviewed every three years, or earlier if necessary.
- Updated in line with legislative or organisational changes.
- Supported by transformation initiatives or plans where appropriate.

10. ACTION PLAN

Existing Initiatives within the ACRP Structure

Conferences:

ACRP hosts two major conferences annually, with themes relevant to all people in the Christian ministry environment. These conferences are conducted online in order to:

- reduce costs; and
- improve accessibility for both affiliates and non-affiliates.

ACRP also seeks to ensure that conference speakers reflect diversity and inclusivity.

Continuing Professional Development (CPD) Events/Programmes:

A range of CPD events is available to both affiliates and non-affiliates.

Recognition of Prior Learning (RPL):

An RPL pathway is available for individuals seeking registration with the professional body who do not possess the relevant underlying ministry qualifications. Since the establishment of ACRP, RPL has served as an active mechanism through which individuals in ministry may obtain professional registration and progress to higher levels of designation.

Board / Leadership representation:

The Board and Voting Members are appropriately represented, and ongoing efforts will continue to ensure that the Board, Voting Members, and committees reflect the diversity and demographics of South Africa's population.

Affiliate/Membership representation:

Affiliation across the three ACRP Councils is already inclusive; however, there remains scope for further improvement. ACRP continues to encourage registration from individuals across diverse demographic groups and denominations. Within the South African ministry context, certain cultural settings remain more patriarchal, and meaningful change requires time and sustained engagement, particularly in relation to the inclusion of women and young people in the ministry sector.

Training Institutions:

ACRP continues to build relationships with accredited training organisations in order to promote professional registration with the professional body, while also supporting the promotion of SAQA-registered training among affiliates and non-affiliates.

Online systems:

ACRP has developed a new website featuring an online application system and a login function for registered affiliates. Although this development remains ongoing, it is intended to enhance accessibility and inclusivity, while also promoting training, participation, inclusive communication, and ministry support.

Initiatives Being Developed and Implemented**Training Institutions:**

A process for partnering with QCTO-accredited Skills Development Providers (SDPs) has been developed and is currently being implemented. This initiative is intended to further promote SAQA-registered ministry training offered by SDPs and to encourage professional registration with ACRP.

This initiative will be expanded once the SDP partnership process has been successfully implemented.

Continuing Professional Development (CPD) Events/Programmes:

Additional CPD opportunities will continue to be developed, with a focus on inclusion, accessibility, affordability, representation, upskilling and relevance to the ministry sector.

Recruitment:

Transformation will be taken into account in the appointment of employees and external contractors, while remaining aligned with budgetary constraints and organisational policies.

11. CONCLUSION

ACRP recognises transformation as essential to building a professional body that reflects the diversity, dignity and constitutional values of South Africa while remaining grounded in Christian ethics and principles. Through this policy, commits itself to fostering equitable participation, professional growth, leadership development, inclusion and meaningful transformation within the Christian ministry and religious profession sector.

Transformation remains a shared responsibility requiring commitment from leadership, members/affiliates and stakeholders alike.

Approved:

Chief Executive Officer	Signature	Date:
Dr Gerhard Botha		19 May 2026

This Policy was drafted and refined with the assistance of AI tools. All content was reviewed, edited and approved by the author to ensure compliance with applicable laws and the company's standards.