

Congregational Leadership #3 (Orchid)

FIRST PARTIAL REPORT
OF THE COMMITTEE ON CONGREGATIONAL LEADERSHIP

Re: Identity, Purpose, and Organization (IPO)

Whereas, The 2010 Synod of the Moravian Church Northern Province called for a study of the structure of the province, as indicated by the following resolutions:

RESOLVED: (11) During the inter-synod period of 2010 to 2014 a study commission of twelve (12) persons across all parts of the Moravian Church – Northern Province shall be established by the Provincial Elders’ Conference to engage the congregations of the Moravian Church – Northern Province in discussion about how the current Provincial structure does or does not meet Provincial needs and to gather recommendations about suggested changes to the Provincial structure; and be it further

RESOLVED: (12) The Study Commission on the Provincial structure shall have membership appointed by each District Board (four members from the Eastern District, four members from the Western District, two members from the Canadian District) and two members at large appointed by the Provincial Elders’ Conference; and be it further

RESOLVED: (13) The Study Commission on the Provincial structure shall report their collective findings and make recommendations based upon their study to the Provincial Elders’ Conference no later than June 2013; and be it further

RESOLVED: (14) The Provincial Elders’ Conference will prepare a recommendation for the 2014 Provincial Synod for consideration at that time, and

Whereas, the 2014 Synod of the Moravian Church Northern Province authorized the Provincial Elders' Conference to develop, and fund from existing project support funds, a process of regional Holy Conversations across the province and the purpose of these Conversations was to engage congregations in listening to the leading of the Holy Spirit as participants consider the IPO Report and the work of the 2014 Synod IPO Committee. (Fifth and final report of the Identity, Purpose, and Organization), and

Whereas, the Provincial Elders’ Conference was able to complete those regional conversations across the province and utilize the feedback to inform work toward proposing a new model of governance which sought to:

- provide a regionally based provincial governance model, accommodating district governance for "need specific" congregational support
- nurture provincial collaboration through a governance structure that ensures *we are one province – not three separate districts - implementing one vision.*
- create greater collaboration on the appropriate placement of clergy in the call process by ensuring a dialogue between district boards regarding current human resources and specific congregational needs
- better leverage provincial and district resources for the common good of the entire province.
- broaden and enhance lay-based ministry in support of work done at a district level.
- reduce cost to congregations, and

Whereas, The 2018 Synod of the Moravian Church Northern Province, after examination of the proposed reorganization model, directed the PEC and District Executive Boards to continue to examine the need for reorganization, specifically focusing on how reorganization will serve to meet congregational and missional needs across the province, using as its main resource congregational and regional conversations with local church leaders and members; following as closely as possible to the following timeline:

- Congregational and regional conversations to obtain feedback during 2019, led by district representatives, to provide corresponding recommendations for consideration at the regularly scheduled 2020 District Synods with these recommendations provided to all congregations in the Northern Province by December 2019 for review in advance of synods.
- The PEC and District Boards review with prayerful consideration the feedback and directives from the District Synods to develop legislation for consideration at the 2022 Provincial Synod, such draft legislation to be provided to all congregations in the Northern Province by December 2021 for review in advance of synods; and

Whereas, the District Boards, in consultation with the Provincial Elders' Conference, completed these congregational conversations, gathering feedback from all participating congregations for the purpose of better understanding how reorganization would serve to meet congregational and missional needs across the province, and

Whereas, the Western District Executive Board, the Board of Elders of the Canadian District, the Eastern District Executive Board, and the Provincial Elders' conference met together to prayerfully review and study the results of these congregational listening sessions, and

- Whereas, this province-wide congregational feedback revealed that reorganization was not considered a high priority or even necessary at this time, but rather that ministry environment challenges such as provincial and district communication, lay ministry development, congregational care, and nurturing a culture of experimentation and possibilities were matters that congregations felt were opportunities for the Provincial Elders' Conference and the District Boards to attend to, and
- Whereas the Covid-19 pandemic forced District Synods to be held virtually; because of the remote format of synod, no group discussions were held to discuss next steps for the IPO initiative, and
- Whereas the Covid-19 pandemic prevented all congregations from considering the recommendations of District Synods during 2021, and
- Whereas the Covid-19 pandemic created unplanned opportunities to explore new ways of gathering, communicating, and collaborating across the province and inter-provincially, leading to
- Province-wide clergy caring clusters
 - Province-wide educational opportunities on a variety of topics, such as racial justice
 - Interprovincial opportunities to participate in educational events sponsored by the Moravian Church Southern Province
 - New ways of worshipping through various media, such as Zoom, Facebook, and YouTube.
 - Cost-saving methods of meetings of various boards and agencies via Zoom that brought people together in effective settings from across the province, and
- Whereas many of the responses to Covid taught the church ways to gather, meet, educate, and communicate more effectively and at a lower cost, thus achieving some of the initial goals set forth by the 2010 initial call for restructure, therefore be it
- Resolved (1) The 2023 Synod of the Moravian Church Northern Province offers gratitude and thanksgiving to the many people involved in the several iterations of the Task Force on Identity, Purpose, and Organization for their creative and steadfast efforts from 2010-2023, and be it further
- Resolved (2) The 2023 Synod of the Moravian Church Northern Province directs the Provincial Elders' Conference to continue enhancing provincial and district communication, developing ordained and lay leadership, caring for congregations, nurturing a culture of experimentation and innovation, and providing additional opportunities to share ideas, resources, and experiences, and be it further

Resolved (3) The 2023 Synod of the Moravian Church Northern Province directs the Provincial Elders' Conference to continue exploring ways to best serve God's mission.

Nasel Ephraim, Chairperson
Adair Aumock, Secretary
June 22, 2023

Congregational Leadership #3 (Orchid)

Second Partial Report of the Committee on Congregational Leadership

RE: Pastoral Leadership for our congregations

- Whereas, There are financial constraints in many congregations, and
- Whereas, There is a shortage of ordained Moravian clergy available for call or appointment, and
- Whereas, The Provincial Elders' Conference, the District Executive Boards, and congregational lay leaders, in response to the leading of the Holy Spirit, have creatively sought and implemented new ways to provide pastoral leadership for our congregations, and
- Whereas, Various models for pastoral ministry are presently being used in our congregations either under call or by appointment such as, but not limited to:
- Moravian pastors serving a Moravian congregation and a congregation of one of our ecumenical partners
 - Pastors of an ecumenical partner serving a congregation of their denomination as well as a Moravian congregation
 - Bi-vocational pastors serving congregations part-time while holding a secular job
 - Retired Moravian clergy serving part-time
 - A full-time Moravian pastor serving multiple congregations with assistance from lay leaders of those congregations
 - A Moravian clergy couple serving two Moravian congregations, each serving part-time in each congregation
 - Licensed Lay Pastors
 - Candidates for the ordained ministry serving congregations part-time while attending seminary
 - Other innovative solutions determined on a case-by-case basis to meet congregational needs, and

- Whereas, Congregations are ably served by lay members for extended periods of time in the absence of a pastor serving under call or by appointment, and
- Whereas, Many of our congregations are experiencing different models of pastoral ministry from what they have had in the past, and
- Whereas, Negotiating the details of these new models of ministry involve the Provincial Elders' Conference, the District Executive Boards, members of the provincial and district staff, and congregational leaders, therefore be it
- Resolved (4) The 2023 Synod of the Moravian Church Northern Province expresses our gratitude to the members of the Provincial Elders' Conference and the District Executive Boards for their resourcefulness in seeking new and creative approaches to providing pastoral leadership for congregations of the Northern Province, and be it further
- Resolved (5) The 2023 Synod of the Moravian Church Northern Province expresses appreciation to the members of congregations for their acceptance of new models of pastoral leadership, and be it further
- Resolved (6) The 2023 Synod of the Moravian Church Northern Province expresses appreciation to the members of the provincial and district staff involved in assisting the Provincial Elders' Conference and the District Executive Boards in implementing these new models of pastoral leadership, and be it further
- Resolved (7) The 2023 Synod of the Moravian Church Northern Province invites the Provincial Elders' Conference, the District Executive Boards, members of the provincial and district staff, and congregational leaders, to continue discerning the Holy Spirit's leading in supporting and sustaining this ongoing work.

Nasel Ephraim, Chairperson
Adair Aumock, Secretary
June 23, 2023

Congregational Leadership #3 (Orchid)

Third & Final Partial Report
of the Committee on Congregational Leadership

RE: Moravian Theological Seminary Report

Whereas, We have received and reviewed the Report to the 2023 Synod of the Moravian Church Northern Province from Moravian Theological Seminary, therefore be it

Resolved (8) The 2023 Synod of the Moravian Church Northern Province shall accept with gratitude the Report to the 2023 Synod of the Moravian Church Northern Province from Moravian Theological Seminary, and be it further

Resolved (9) The 2023 Synod of the Moravian Church Northern Province affirms and commends the work of Moravian Theological Seminary to “offer graduate and continuing education programs that equip persons with the knowledge, skills, and being to engage in vocations in ministry, chaplaincy, spiritual direction and other settings.” (MTS Mission Statement)

Nasel Ephraim, Chairperson
Adair Aumock, Secretary
June 23, 2023