

Resolution #17

Subject: Provincial Organization Core Team

RESOLVED, that we re-energize our congregations and other ministry groups as places for cultivating spiritual growth, community, and mission now and for future generations, and, be it further

RESOLVED that the Provincial Elders Conference establish a core team by September 2018 with the opportunity for anyone interested in serving to be able to provide their names for consideration, and whose members share a deep commitment to our mission heritage while helping guide MCSP as it meets the emerging future with courage; and be it further

RESOLVED that this group, with assistance, input, and support from PEC and provincial agencies, shall clarify the primary functions of the provincial system (that encompasses but is not bound by the current system of boards and agencies), which may include, but is not limited to:

- Support of the mission(s) of congregations and other ministry groups;
- Support and development of clergy and lay leaders;
- Collaborative partnerships and initiatives with the wider community, other provinces and denominations;
- Purchasing and administrative support for local communities of faith; and
- Accessible, relevant faith formation resources; and be it further

RESOLVED that the core team educate themselves and Southern Province Moravians about **other organizational models** which allow for a system based on openness, transparency, mutual trust, loving relationships, collective intelligence, healthy conflict, clear communication, peer accountability, and distributed authority; and be it further

RESOLVED that the core team use knowledge gained to provide practical recommendations which will enable MCSP to remove institutional barriers and grow a system of distributed authority, which requires upgrading existing management structures and systems; and be it further

RESOLVED that the core team seek the input, opinions, and advice of both those who have relevant expertise and those who will be affected by any changes through listening sessions, provincial gatherings, and other appropriate means of communication and dialogue; and be it further

RESOLVED that this group provide ongoing reports to the province and submit recommendations to the PEC by the spring of 2020; and be it further

RESOLVED that the PEC review these recommendations, and utilize the core team in proposing potential organizational changes to the structure of the Moravian Church, Southern Province; be it further

RESOLVED, That the PEC be authorized to determine whether to implement any or all recommended changes on an interim basis during the intersynod period and report at the Synod of 2022; and be it further

RESOLVED that funding of up to \$2000, if necessary, be made available for any work and gatherings of the core team.

Resolution #18

Subject: Renewing and Reimagining Faith Communities

RESOLVED, That we organize our faith communities to reflect their specific ministry context and audience; and,

RESOLVED, That Synod create the following framework for congregational & ministry organization:

- Parish Communities, large and small: These are full-service congregations with a variety of worship, ministry, and outreach opportunities. They could sponsor or even supervise chapel or mission communities.
- Chapel Communities: These exist primarily as worshipping communities. They do not require full-time or professional clergy and might share space/resources with another chapel, parish, or mission community.
- Mission Communities: These include “fresh expressions of church,” “Manna Ministries,” and “Emerging Ministries,” which might be affiliated with parish communities, RCCs, or provincial entities. They might meet in “third spaces” or involve ministry not traditionally considered “church”; and,

RESOLVED, That the congregation, along with a team selected by the PEC, shall determine its own designation through a process developed by the PEC that includes examination of the following criteria:

- **Self-examination**
 - What is God calling your faith community to do and be?
 - What are you?
 - What do you want to be?
- **Resources**
 - Budget
 - Income (line 1)
 - Staff (ability to pay for ministry)
 - Leadership (diverse, committed volunteers willing to serve)
 - Building (% of budget used for maintenance and/or % tied up in building)
- **Location/Geography**
 - Proximity to other Moravian Churches
 - Space where worship (traditional church, other kind of space)
 - Use of space beyond worship (internal use, external use, community use)
- **Statistics**
 - Average Worship Attendance (AWA), total membership
 - Demographics: Distribution of age ranges, gender, etc.
 - Member distance from church building (geographic membership distribution)
 - Giving units
- **Ministry Footprint (Engagement)**
 - Spiritual growth (Bible study, formation/CE, discipleship efforts)
 - Community (small groups, fellowship, congregational care)
 - Mission (outward, outreach); and,

RESOLVED, That once designated, our faith communities shall be continuously working on development, for example:

- A parish might develop partnerships with chapels or missions, or be developing its own mission communities;
- A chapel might be working to become a parish community or to develop partnerships with other chapels, parishes, missions, or even community organizations; or
- A mission might develop partnerships with chapels, parishes, missions, or even community organizations; and,

RESOLVED, That this framework requires each community evaluate its future course on a bi-annual basis, (once during a quadrennial review and once 2 years before or after the quadrennial review) choosing to:

- Maintain the status quo (stay the same);
- Expand (become more by adding ministries/outreach efforts);
- Partner (merge or collaborate with another community);
- Reinvest (begin legacy preparations including closure and reinvestment of its assets); or
- Transform (become a different community entirely); and,

RESOLVED, That each Southern Province congregation in conjunction with the PEC should establish its initial faith community designation by January 2021. The PEC is authorized to administer this process with flexibility regarding current criteria and definitions within the Book of Order. The next Synod should incorporate these designations into the Book of Order with appropriate defining language; and,

RESOLVED, That the Provincial Support Services Board, with assistance and advice from those most affected by this change, revise the provincial share system to reflect these new designations, moving over a period of years to a more interest-based system of provincial support (for example, parishes might have a higher minimum share than chapels, because they might use more provincial resources than chapels. But any community could choose to give more than the minimum in support of provincial ministries that provide a needed service, meet a specific need, or they believe are truly necessary to the work of the church).