

(Questions in underlined type; answers in dark blue italics)

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Task Force Comment: *Below are the questions asked at the delegate workshop. We have tried to capture our verbal responses, and in some cases have added a few details for further clarification.*

1. Is there another way of reorganizing? *The Task Force spent two years analyzing the province. While other options were considered, we believe the recommended plan does the best job of resolving issues identified within the province and is our best option.*
2. How does proposed structure compare with other provinces? *The proposed structure is more in line with the structures of other provinces of the Unity than is our current structure.*
3. What about consolidation of our churches/congregations? *The Task Force did not consider consolidation or merger of churches or congregations during its work. However, we believe RCC's can provide opportunities for increasing collaboration and cooperation among congregations.*
4. What is the implementation timeline? *2-3 years phased in.*
5. What is the process for election of 5 members at Special Synod to the Structure Steering Committee? *The Task Force and PEC will serve as a nominating committee. If the proposal is passed, a slate of nominees will be brought by this group. Nominations can also be made from the floor.*

6. If this proposal is not about money, why was a lot of time spent talking about financial issues? *The Province is experiencing significant challenges which make financial issues important and felt broadly across the congregations of the province.*
7. Why and how will new structure cost congregations less money? *We believe that more attention to what our "resources" are will allow us to limit our costs to those priorities set by Synod.*
8. What about implementation process costs and how much will congregations be asked to pay? *First, the Special Synod must approve the proposed structure. If approved, then a number of implementation teams will determine implementation tasks and associated cost implications and timing.*
9. Who will put provincial budgets together? *PSS will be responsible for determining the actual financial resources available. PEC will have final approval based on direction from Synod relative to strategic priorities.*
10. Why can we not quantify the actual amount of savings? *We have to have strategic direction and prioritization first, as defined by Synod. Implementation teams will then complete their assessment and recommendations.*

11. Why are all cooperative ministries not a part of BCM? *In the proposed structure, "cooperative" ministries will in general be placed under the BCM, based on Synod direction and priorities and with the supervision of PEC. Affiliated boards including Laurel Ridge and Sunnyside are being placed in the structure under the PEC, but they might not always be in this alignment. These areas need to be analyzed to determine the best place to include these entities. Some organizations (such as Salemtowne) are incorporated separately and not controlled by the province. Whether a part of BCM or not, all of these and similar entities are significant ministries of the Moravian Church.*
12. Can you comment on the low response from ministers to our survey? *We did not try to analyze this or decide good or bad. But this points to an opportunity and need for more collaboration and cooperation and more frequent communication between synodal meetings.*
13. How will we handle helping people who may lose their jobs? *Implementation is a phased in process over 2-3 years. As this is phased in and as Synod determines priorities, then PEC with the BCM and the PSS would be charged with making decisions as to what kind of provincial staffing is needed. If the proposal is not adopted, this is still a relevant question. For 2010 budgets, we are already wrestling with certain aspects of this question. We also need to look at provincial share methodology. The Task Force believes we need to find a share allocation that is based on the local congregation's capability to provide. Development of the provincial share methodology is one of the responsibilities of an implementation team dealing with financial issues.*

14. What happened to the proposal after it was given to the PEC? *After the presentation of the structure to the PEC, the Task Force used the PEC's questions and concerns to help better define how the structure would operate. There were also some refinements, especially relative to BCM composition, but core components of the structure proposal did not change. Education sessions were then held, including a Pilot Group session, a meeting with agency heads and boards and their staffs, and two meetings with the Moravian Ministry Association. After these events, several "Town Hall" meetings were held. All of these sessions provided not only education about the proposal, but also opportunities for comments, questions and input.*
15. Where does Christian Education fall within the structure? *Synod will determine whether this and other such areas of ministry are priorities for the province. The Southern Province has always emphasized Christian Education. This emphasis must continue but perhaps not as an organizational entity. It is, however, critical to all areas of church health for we must educate members in the Christian approaches needed.*
16. Will certain agencies cease to exist? *Yes as currently structured: The Board of Christian Education (BCE), the Board of Evangelism and Home Missions (BEHM) and Provincial Financial Board (if 2010 Synod approves). Synod will determine strategic priorities, which will determine what ministries, programs and components will continue or not. However, given the 2-3 year time frame, any changes will be phased in.*
17. Will real cost savings come in salary and benefits? Won't BCE employees be eliminated? *Staffing for the BCM will be determined by PEC based on Synod direction, supported by analysis and recommendations from implementation teams.*

18. Why are the Provincial Women's Board and the Mission Society not included in this structure? *These are separate and will continue as they have.*
19. Who is Provincial Women's Board accountable to? *Provincial Women's Board is accountable to Synod.*
20. What about the Mission Society, Provincial Women's Board and Salemtowne as far as communication amongst congregations? *These can utilize the RCC's for spreading information that they want to go to the churches.*
21. Will the Archives be allowed to continue its Friends board? *The Archives falls under the PSS. There is nothing in the proposed structure that would prevent the Friends organization from continuing.*
22. What are projections for demographics for next 10 years? *We did not attempt to make demographic projections going forward.*
23. How do we support each other in non-common interests? *As we always have. RCC's could play a role.*
24. Why will the PEC President not be elected by nomination if we think it wise to do so for everyone else? *The Task Force recommended leaving the election of the PEC President as it is. If Synod wants to change this to a nominations process, Synod can do so.*
25. Will other resolutions be considered at Special Synod (Sept. 11-12)? *No. Only resolutions germane to the proposal.*
26. How can Synod ensure an up to date vision if it only meets every 4 years? *This is a matter for Synod. Synod should develop a 4 year plan.*

27. Does Synod re-arrange BCM priorities every 4 years? *Synod will determine and evaluate/re-evaluate priorities when stated (regular) Synods are held. After evaluation, Synod may find that a specific emphasis is no longer a priority and therefore not needed. Conversely, it may decide that certain priorities need to remain and continue to be supported.*
28. Will new structure provide PEC with more authority for churches struggling with leadership? *Yes, in terms of being more proactive rather than reactive.*
29. How will Synod work in the future? *The Synod Study Commission has been looking at mechanics of Synod and how this could be improved; these recommendations have gone to PEC. The proposal for nominations for PEC has come from this group. Election of the PEC president will continue to be handled by ballot without nomination.*
30. A comment from the Task Force: *Strategic focus has been increasing in more and more organizations. Budgets need to change more often. Synod must determine priorities when it meets. In between Synods, the proposed structure connects PEC, PSS, BCM and RCC's through the composition of their boards, providing more communication and responsiveness to what we need to do. Flexibility is an important part of this structure, and the RCC's help make this possible.*
31. Why is PEC President a member of BCM, since PEC has oversight of BCM? *Confidential system of church government already has PEC members on many boards. If PEC is going to help us follow Synod priorities, then PEC must be represented.*

32. Can you speak more about PEC elected by nomination and how it will work? *There is an open process now to nominate for PEC positions. The proposal calls for the Synod Planning Committee to appoint nominating committee for PEC. This will allow for broader representation on PEC. (The Synod Study Task Force had already recommended increasing the size of the PEC and the use of a nominating process). Nominations could be made from the floor of synod, with individual(s)' approval. The Task Force has recommended adding 2 people to PEC to help with getting more things done, given the PEC's new role in the proposed structure.*
33. How would PEC oversight support the formation of new fellowships/congregations? *PEC could appoint a commission to help with this. The Task Force recognized the continuing need for commissions and committees to help with the details/tactics of provincial work.*
34. Will bishops help with the new structure? *Yes, PEC will continue to call on bishops as needed.*
35. What are directed ministries of PEC? *BCM and PSS as well as special commissions and committees.*
36. What is the difference between tactical and strategic at Synod and give some illustrations? *A Biblical illustration: Jesus was asked what was the great commandment, he answered strategically ("you shall love God and your neighbor", etc.); then the 10 commandments might be seen as more tactical. "Tactical" means managing the specifics. "Strategic" means understanding the overall picture, the big picture. If Church planting is a priority for the province, this is strategic. Specific programs and ways to make this happen would be tactical.*
37. What is the focus for allocating BCM's resources? *The priorities set by Synod are given to the PEC who then directs BCM.*

38. If resources are not in hand, what happens? Do you move to priority 2 and 3 if they are cheaper? *PEC must make decision based on Synod direction and available resources. Priorities will be determined based on their need rather than on their cost.*
39. Might the BCM and RCC be unwieldy in size? *This will be addressed via implementation.*
40. Will BCM be pro-active or reactive? *BCM is designed to be proactive.*
41. How do we ensure ongoing participation in RCC given participation problems already? *The hope is that the presence of RCC's will encourage folks to participate and be productive, and that they will then want to join in. So encouragement from one another is critical. Also, PEC oversees the work of ministers as well as RCC's.*
42. What might happen at a typical RCC meeting? *RCC meetings are designed to be a place for communication and sharing best practices. We could see a congregation sharing information and concerns: "We are really excited about this new program" or "We are facing a challenge." RCC's provide a venue for discussing these subjects. RCC's can share information to a general pool, so that any RCC can share information. RCC's may need staff help in their development and organization.*
43. How will RCC appoint leadership to provincial ministries and commissions? *PEC will make known to the RCCs vacancies that need to be filled and will ask for suggestions of appropriate persons to fill those vacancies.*
44. What is the process with RCC and congregations to have input to Synod? *Each RCC has a representative to the BCM so ideas will be funneled up to BCM, then PEC and then Synod. Resolutions to Synod could come directly from RCC's. This is a fluid, opportunity-filled situation.*

45. Will every RCC have same goal and objectives? *They will be called on to be part of Synod's direction but they can work on their own.*
46. Will there be a budget for RCC? *No. They will operate with their own resources, but if long range travel is required, provincial budget will have funds for this.*
47. In what ways can the structure make churches healthier? *Healthy congregations are the foundational basis for ensuring effective ministry and mission efforts. The province, regardless of structure, benefits from healthy congregations. Recognize that even if we do not reorganize and if we have unhealthy congregations, we are in significant trouble. The proposed structure provides the means for congregations to make the needs for building up the congregation known throughout the province and its components so that appropriate direction and action can be implemented to improve health.*
48. What perspective determines health? *Each congregation will have unique situations relative to each of the health characteristics. Pastors, boards and members will have individual and collective opinions about what constitutes good health, and all of these perspectives should be considered in determining the health of a congregation. The eight health characteristics and associated factors are for the congregation to use to make an internal assessment and judgment about their health. It was not the intent of the task force that these characteristics form a test or checklist for outside agencies to use as an evaluation mechanism for congregations.*

49. How do you get a congregation to realize it is not healthy? *We do not believe that someone from the "outside" can effectively force a congregation to examine its health. The leadership (pastors and boards) have a responsibility to begin the process, involve the members where needed, and make the determination. In this way, the results will be owned by the congregation who will recognize and acknowledge its situation and what it needs for building up its health. The process requires an honest, unbiased and cooperative approach by all involved.*
50. How can we improve church health without creating divisiveness or dissatisfaction? *Need to focus on health and not pathology. Must remember that it's God's church and focus on building up the body of Christ.*
51. Task Force Comment: *Growth is one of the characteristics of good health. The Synod may decide that this is an important priority and set direction to help in achieving improvements in growth. If so, then our actions must be intentional, that is, we plan, implement and continue specific actions to achieve desired growth results. We cannot rely on 'happenstance' and hope that something significant will occur.*
52. How does the new structure intentionally hit the five characteristics of a good structure? *In developing its proposal, the Task Force was deliberate in incorporating the 5 characteristics and believes strongly that the proposed structure addresses these characteristics: (1) Clarity of purpose; (2) Clarity of roles and responsibilities; (3) Clarity of accountability; (4) Discipline of thought and action; and (5) Open communication and trust.*
53. How can structure move congregations and individuals to want to grow and be healthy? *Structure alone cannot do this; we have to get involved. But structure does open the door to opportunities to be open to the Holy Spirit.*
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Open Mike Questions and Answers

54. RCC – will it be by congregational natural selection or appointed or assigned, etc.? *There will be a team assigned to think that through. There is a debate as to how to do it...regions, projects or whatever. Need for diversity to make this work. RCC's are owned by local congregations. Therefore, congregations should have a say in how RCC's operate.*
55. Special synod – what happens if we don't approve the proposal? How will problems be addressed? *2010 Synod would need to decide what to do next.*
56. Comment from the Chair of the BCE: We have a very busy staff and a lot of work. We have a number of initiatives going on (racism, women, etc.); it sounds like these may evaporate. But we can't just dismiss a program already running. So I just want to offer this caution. *Steering Committee will need to think about this. No existing program will evaporate until a Synod decides its strategic direction.*

57. Comment and Question from Southern Province Treasurer (Ted Leinbach): Comment: On 9/11 @ 4:30PM, the presentation of the 2010 provincial budget will be made. It will support the existing structure, but you will see what makes up the provincial budget. Question: Membership decline – have we looked at root causes of membership decline? *Decline is accelerating. We asked if it were event related. We do not understand all the dynamics. But we need to understand them. It was not for us to answer the question, but we had to build a framework so the question could be answered. It is a framework for creating potential solutions. Wayne commented...at the recent Unity Synod, the Tanzanians asked what is happening and why is the church declining in the US, North America, UK and Europe, since they (Tanzanians) are not? So we need to ask why 10 congregations in the Southern Province have grown. If you look at healthy characteristics, these 10 churches measure up on the list. But these 10 are all over the map in terms of size and location and doctrinal perspective. Leadership is a big issue (lay and pastoral). So we might benefit from looking at growing congregations and ask why.*
58. I have an area of “nebulousness” regarding the RCC’s.....do churches with more “talents” (i.e., parable of 10 talents) have more pressure on them? *We don’t see one church carrying all the load. Churches with 10 talents can benefit just as much as churches with one talent and are not any more “responsible” at RCC’s than churches with one talent.*
59. Can we get Q&A on website? *Yes. Within 10 days if possible.*

60. Are other declining provinces doing anything about their declines? *Cultural differences exist between our provinces. and we have to acknowledge these differences. The Tanzanians have a different world (we are more diverse and secular), but Tanzanians have their challenges as well. This all calls for new ways of thinking, discernment and prayer. The flexibility of this structure allows us to think in more creative ways.*
61. Will we have in this structure the opportunity to have a mechanism to look at marketing efforts of the Moravian Church? *We have such a wonderful message to give, but we have not been able to do this. Will this allow us to do this? And look at our "customers"?* *The proposed structure is far more collaborative. And we can get together more than just every 4 years (via the RCC's for example). So it gives us more opportunities. We hope this whole process can help us do a better job.*
62. BCM pool of resources: Are we going to be moving people around? *Christian education, evangelism and meeting human needs are not going to disappear. We structure ourselves to deal with these and priorities will be set. BCM will determine the proper way to address and deploy resources supporting these priorities.*
63. Are we going to have a constant person in an organization (e.g., BCM) or will we be moving them around? *The new structure provides a pool of resources to be used.*
64. At some point, BCM will have hired staff? *Yes.*
65. Will RCC's have to go to BCM or PEC to proceed? *No, RCC's can plot their own course guided by Synod direction.*

66. Diversity of resources: As you are considering a nominating process for Structure Steering Committee, how can we suggest names? *Anyone can submit names to the steering committee....e-mail Wayne and names will be considered. Probably 7 or 8 names for 5 positions. Also nominations from the floor are possible.*
67. Culture change is going on, so how far into future did the Task Force look as to research? Research into what is coming? What is proposed is a structure, not a plan. This structure allows us to do that sort of thing on an on-going basis.
68. Could the RCC consider a new church plant? *Yes.*
69. Can you give a concise definition of an RCC? *RCC's are groups of churches working together to facilitate communication, build unity and expand community throughout the province. The composition of each conference will be determined during the implementation process.*