

# Foreword

The Twenty-Ninth Provincial Synod of the Moravian Church Eastern West Indies Province met at the Bird Rock Hotel in St. Kitts from July 10 to 18, 2009. The Synod began with a retreat for all participants on Friday July 10, 2009 under the Theme “Blessed to Bless”- a Posture of Forgiveness. The retreat was led by The Rev. Dr. Wycherley Gumbs, Superintendent of the Methodist Church in St. Kitts.

The Rev. Romeo Challenger served as Chaplain to Synod and guided all the devotional activities.

The Chairman of Synod, elected on the first day was the Rev. Dr. Conrad Spencer, with the Rev. Errol Connor as Vice-Chairman. The Rev. Winston Chase was elected to serve as Secretary and the Rev. Adrian Smith was elected as Assistant Secretary.

A Reception was hosted by The Governor General of St. Kitts and Nevis His Excellency, Sir Cuthbert M. Sebastian on July 11, 2009.

The Synod Opening Service was held at the Zion Moravian Church, Victoria Road, Basseterre in St. Kitts on July 12, 2009. The Sermon was delivered by the Rev. Dr. Cortroy Jarvis.

The Rt. Rev. Dr. A. Kingsley O’R. Lewis addressed the Synod on Tuesday July 14, 2009 on the topic of “Office of the Bishop”

The Rev. Dr. Calvin Hazel addressed the Synod on the Provincial Theme “Blessed to Bless” on Wednesday July 15, 2009.

A Consecration Service was held at the Bethesda Moravian Church in Cayon, St. Kitts. The Revd’s Vankys Isaac and Winston Jones were consecrated to the Presbyterate on July 16, 2009 by The Rt. Rev. Dr. Kingsley Lewis.

The Synod Closing Service which included Holy Communion and Installation of The PEC was held at Estridge Moravian Church, Mansion Site, St. Kitts on Friday July 17, 2009. The Sermon was delivered by The Rt. Rev. Dr. Kingsley Lewis.

Before adjournment, the Virgin Islands Conference invited the Synod to convene its next meeting in the year 2012 in St. Thomas.

## **OFFICERS OF SYNOD**

Bro. Conrad Spencer	Chairman
Bro. Errol Connor	Vice-Chairman
Bro. Winston Chase	Secretary
Bro. Adrian Smith	Assistant Secretary

## **MEMBERS OF THE PROVINCIAL ELDERS' CONFERENCE**

Bro. Cortroy Jarvis	Chairman
Bro. Conrad Spencer	Vice-Chairman
Bro. Ezra Parris	Secretary
Bro. Lionel Sidney Osborne	Lay Member
Sis. Beverly Job	Lay Member
Bro. Levi Bradshaw	Treasurer

## **STAFF DELEGATES**

### **PROVINCIAL**

Bro. Cortroy Jarvis  
Sis. Jeanette Smith-Barry  
Bro. Levi Bradshaw  
Sis. Kerstin Petty  
Sis. Joan Thomas

### **ANTIGUA**

Bro. Nigel Daniel  
Bro. Kirk Barker  
Bro. Romeo Challenger  
Bro. Elroy Christopher  
Bro. A. Kingsley O'R. Lewis  
Bro. Algernon Lewis  
Sis. Angella Roberts  
Bro. J. Sean Roberts  
Sis. Alicia Ross  
Bro. Adrian Smith  
Sis. Denise Smith-Lewis

### **TRINIDAD**

Sis. Adelyn Mgonela  
Bro. Adrian Lewis  
Bro. Selvin McMillan  
Sis. Liselle Roberts

### **BARBADOS**

Sis. Vera Waithe  
Sis. Cicely Athill-Horsford  
Sis. Roslyn Hamblin  
Sis. Julie Joefield-Parris  
Bro. Winston Jones  
Sis. Movelle Kellman  
Bro. Ezra Parris  
Bro. Andrew Roberts  
Bro. Neilson Waithe

### **TOBAGO**

Sis. Esther Moore-Roberts  
Bro. Derick Forrester  
Sis. Cherice Job-Lewis  
Sis. Georgette John  
Bro. Nevin Lewis  
Bro. Devon Mannix

**VIRGIN ISLAND CONFERENCE**

Sis. Winelle Kirton-Roberts  
Bro. George Bedford  
Bro. Winston Chase  
Bro. Dion Christopher  
Sis. Eulencine Christopher  
Bro. Errol Connor  
Sis. Anique Elmes-Matthew  
Bro. Walton Frederick  
Sis. Lillette I. George  
Bro. Vankys Isaac  
Bro. Mikie Roberts  
Bro. Conrad Spencer

**ST. KITTS**

Bro. Hilton Joseph  
Sis. Nasel Ephraim  
Bro. Jeremy Francis

**LAY PASTORS**

Bro. Edgar Gonsalves-Barreiro - Antigua  
Bro. Ivyn Williams - St. Kitts  
Sis. Olga Baird-Joefield - Tobago

**LAY DELEGATES**

**ANTIGUA**

Sis. Olive Claudette Anthony  
Sis. Jean Edwards  
Bro. James Spencer

**BARBADOS**

Sis. Sheila Chase  
Sis. Corlette Garnes  
Bro. Andrew Parris

**ST. KITTS**

Bro. Lionel Sidney Osborne  
Sis. Emileta Warner-Paul

**TOBAGO**

Bro. John Lawrence  
Bro. Daniel Mark

**TRINIDAD**

Sis. Louise Archibald –Beckles

**VIRGIN ISLANDS**

Sis. Gwenavire Hyndman  
Bro. Edward Elroy Thomas  
Sis. Ivy Vessup

**CONFERENCE TREASURERS**

Bro. Hazel Spencer - Antigua  
Sis. Kendrea Samuel (Assistant) - Antigua  
Sis. Ottley Cox-Burrowes - Barbados  
Sis. Sherlene Johnson - St. Kitts  
Sis. Beverly Job - Trinidad  
Sis. Anette Williams - Virgin Islands

## **YOUTH DELEGATES**

Bro. Kyshaun Bassue - St. Kitts      Sis. Joi Waldron - Virgin Islands  
Bro. Marlon Beckles - Trinidad      Sis. Kimberly Walkes - Barbados  
Sis. Leeselle Maree-Douglas - Tobago      Bro. Erwin Warner - Antigua

## **CHAPLAIN**

Bro. Romeo Challenger

## **BISHOP**

Bro. A. Kingsley O'R. Lewis

## **ADVISORY DELEGATES**

Sis. Janine Harris  
Bro. Emile Henderson III  
Sis. Nelleen Murdoch

## **FRATERNAL DELEGATES**

Bro. Jack Geis  
Sis. Ann Geis  
Sis. Phyllis Smith-Seymour

## **THEOLOGICAL STUDENT**

Sis. Camille James

## **MORAVIAN TUTOR/WARDEN**

Bro. Frank Alvin Barker

## **OBSERVERS**

### **ANTIGUA**

Sis. Nayo Challenger  
Sis. Paula James-Roberts  
Sis. Althea Pearline Jarvis

### **TOBAGO**

Sis. Marilyn Alexander-William  
Sis. Bernadette Des Vignes  
Sis. Lexs Forrester  
Bro. Frank Lawrence  
Sis. Sarah Redman  
Sis. Cynthia Wills

### **BARBADOS**

Bro. Andrew Alleyne  
Sis. Daphne Bispham  
Bro. Addington Braithwaite  
Bro. Lionel Chase  
Sis. Marlene Folkes-Griffith  
Sis. Juliette Smith  
Bro. Glyne St. Hill  
Sis. Muriel Todd  
Sis. Inez Tull  
Sis. Marva Walkes  
Sis. Crystal Worrell

**TRINIDAD**

Sis. Marilyn Chapman  
Bro. Keith Horsford  
Bro. Clayton Quashie

**ST. KITTS**

Sis. Jillian Archibald  
Sis. Orita Bailey  
Bro. Lindbergh Belle  
Sis. Viola Anne Chumney  
Sis. Sonia Daley  
Sis. Valdine Henry  
Sis. Sonia Hector  
Sis. Shernel James  
Bro. Moise Jean  
Sis. Yvanne Jean  
Sis. Linet Matthew  
Sis. Desarie Williams

**VIRGIN ISLANDS**

Sis. Marva Applewhite  
Sis. Conchita Benjamin  
Sis. Ch'Koia Bryan  
Bro. Colin Matthew  
Sis. Gloria Samuel  
Sis. Elsie Thomas-Trotman  
Bro. Reuben Vessup

**REPORTS PRESENTED TO SYNOD**

**The Provincial Elders Conference:**

The Chairman's Report  
The Treasurer's Report  
The Bishop's Report  
The Tutor/Wardens Report

**The Conference Superintendents' Reports:**

Tobago	Antigua
Trinidad	St. Kitts
Virgin Islands	Barbados

**Conference Treasurers' Reports:**

Trinidad	Virgin Island
Antigua	St. Kitts
Tobago	Barbados

**Specialised Ministries' Reports**

Ministers of Christian Education Reports:

Tobago  
Antigua  
Virgin Islands  
Trinidad  
Barbados  
Virgin Islands Music Ministry

# THE RESOLUTIONS

## Resolution # 1

## REMUNERATION OF STAFF

**WHEREAS** the following is the salary scale that was approved by the 28<sup>th</sup> Provincial Synod in Tobago and became effective 1<sup>st</sup> January 2007:

<b>Year of Service</b>	<b>Monthly</b>	<b>Annual</b>
1	1,800.00	21,600.00
2	1,850.00	22,200.00
3	1,900.00	22,800.00
4	1,950.00	23,400.00
5	2,000.00	24,000.00
6	2,050.00	24,600.00
7	2,100.00	25,200.00
8	2,150.00	25,800.00
9	2,200.00	26,400.00
10	2,250.00	27,000.00
11	2,300.00	27,600.00
12	2,350.00	28,200.00
13	2,400.00	28,800.00
14	2,450.00	29,400.00
15	2,500.00	30,000.00
16	2,560.00	30,720.00
17	2,620.00	31,440.00
18	2,680.00	32,160.00
19	2,740.00	32,880.00
20	2,800.00	33,600.00
21	2,860.00	34,320.00
22	2,920.00	35,040.00
23	2,980.00	35,760.00
24	3,040.00	36,480.00
25	3,100.00	37,200.00
26	3,160.00	37,920.00
27	3,220.00	38,640.00
28	3,280.00	39,360.00
29	3,340.00	40,080.00
30 + years	3,400.00	40,800.00

1. That stipend for students on assignment be fixed at 85% of the first year salary.
2. That the allowances for:
  1. Bishop(s) be determined by the PEC from time to time.
  2. The Chairman of P.E.C be paid \$1,000 minimum
  3. The Superintendent of Conferences be paid a minimum of \$500.00 per month, and

4. The Theological Students be paid EC\$400.00 per month.
5. The pension be increased by 3% for non Sagicor/Life of Barbados Pensioners, retired Pastors or Spouses.
3. The Superintendents be asked to meet within the respective Conferences to make arrangements for allowances for staff as circumstances may dictate.

**BE IT RESOLVED** that the following option be approved as the new salary scale for the period January 1, 2010 – December 31, 2012.

**Option Two (2)**

<b>Year of Service</b>	<b>Monthly</b>	<b>Annual</b>
1	2,070.00	24,840.00
2	2,130.00	25,560.00
3	2,185.00	26,220.00
4	2,245.00	26,940.00
5	2,300.00	27,600.00
6	2,360.00	28,320.00
7	2,415.00	28,980.00
8	2,475.00	29,700.00
9	2,530.00	30,360.00
10	2,590.00	31,080.00
11	2,645.00	31,740.00
12	2,705.00	32,460.00
13	2,760.00	33,120.00
14	2,820.00	33,840.00
15	2,875.00	34,500.00
16	2,945.00	35,340.00
17	3,015.00	36,180.00
18	3,085.00	37,020.00
19	3,155.00	37,860.00
20	3,220.00	38,640.00
21	3,290.00	39,480.00
22	3,360.00	40,320.00
23	3,430.00	41,160.00
24	3,500.00	42,000.00
25	3,565.00	42,780.00
26	3,635.00	43,620.00
27	3,705.00	44,460.00
28	3,775.00	45,300.00
29	3,845.00	46,140.00
30	3,910.00	46,920.00
31	3,980.00	47,760.00
32	4,050.00	48,600.00
33	4,120.00	49,440.00
34	4,190.00	50,280.00
35	4,255.00	51,060.00

**NB.** These figures have been rounded to the nearest multiple of five.

1. That stipend for students on assignment be fixed at 85% of the first year salary.
2. That the allowances for:
  - a. Bishop(s) be determined by the PEC from time to time.
  - b. The Chairman of P.E.C be paid \$1,000 minimum
  - c. The Superintendent of Conferences be paid a minimum of \$500.00 per month
  - d. The Theological Students be paid EC\$600.00 per month.
  - e. The pension be increased by 3% for non Sagicor/Life of Barbados Pensioners, retired Pastors or Spouses.
3. The Superintendents be asked to meet within the respective Conferences to make arrangements for allowances for staff as circumstances may dictate.

**Resolution # 2**

**STAFF LEAVE**

**WHEREAS** the existing policy on page 42, paragraph 152 in the Book of Order relating to vacation leave is one where all staff members are entitled to four (4) weeks vacation annually and,

**WHEREAS** that policy does not give sufficient consideration to seniority and years of service.

**BE IT RESOLVED** that the following vacation leave policy be adopted by the 29<sup>th</sup> Synod:

- |                                    |         |
|------------------------------------|---------|
| (i) 1 – 15 years of service        | 4 weeks |
| (ii) 16 – 25 years of service      | 5 weeks |
| (iii) 26 years of service and over | 6 weeks |

**BE IT FURTHER RESOLVED** that each staff member may be allowed to carry over 1 week vacation leave to the following year and,

**BE IT FURTHER RESOLVED** that special consideration be given to the granting of a Compassionate/Special Leave for urgent family matters such as the death or a medical/surgical procedure for an immediate family member specifically a spouse, parent, child or sibling and that such Compassionate/Special Leave should not exceed three (3) days each year and should not be considered vacation leave and shall not be transferred from year to year.



**Resolution # 3**

**CONTINUATION OF INCREMENTS**

**WHEREAS** successive Synods have capped the salary scale of the Moravian Staff at 30 years; and

**WHEREAS** there are members of staff who have exceeded their 30<sup>th</sup> anniversary of service to God and Church and

**WHEREAS** the present cap denies them the benefit of annual increments that are paid to all other members of staff under 30 years;

**BE IT RESOLVED** that the 29<sup>th</sup> Provincial Synod of the Moravian Church EWIP removes the word ‘and over’ from the years of service column

**BE IT FURTHER RESOLVED** that the number of years of service for which members of staff be eligible for the payment of increments be capped at 40 years.

**Resolution # 4**

**BAPTISM**

**WHEREAS** the Moravian Church Eastern West Indies Province meeting in its 28<sup>th</sup> Provincial Synod resolved to affirm Paragraph #864 of the Church Order of the Unitas Fratrum and,

**WHEREAS** Baptism continues to be a subject for much discussion in the Moravian Church East West Indies Province and,

**WHEREAS** a Liturgy for the Reaffirmation of Baptism has been prepared by the Ministers of Music and,

**WHEREAS** there is need for consistency of practice across the Province.

**BE IT RESOLVED THAT**

- (1) Resolution #12 of the 28<sup>th</sup> Provincial Synod be affirmed.
- (2) The Liturgy for the Reaffirmation of Baptism be adopted for use in the Province for those who have already come to full membership of the church.
- (3) That Synod mandates a Standing Committee to prepare a document or handbook that outlines the church’s position on Baptism for use in our churches.

## **Reaffirmation of Baptism**

Beloved in Christ, we have gathered here to witness the reaffirmation of the Baptism of (insert names). These sisters/brothers who having received Infant Baptism and affirmed their faith in the Act of Confirmation, now desire to reaffirm their baptism in the presence of Christ and His Church.

Baptism sets for the saving work of Christ, wherein are washed from our sins, and raised into newness of life. Through this Act of Reaffirmation, the Church reaffirms the faith that was exercised by parents and sponsors on behalf of those who would have been baptized as infants. Having come to a place of personal faith in the Lord Jesus Christ, those standing before us today now seek to reaffirm their baptismal and Confirmation promises.

Addressing those to reaffirm their Baptism, the following questions are asked:

1. Knowing that you have sinned and need a Saviour, do you believe in Jesus Christ as your Saviour and Lord?  
(Answer) I DO
2. From this time forward, is it your set will and purpose to give Jesus Christ control of your life, denying ungodliness, and to live righteously and Godly in this present world, obeying and serving Christ through the power of the Holy Spirit?  
(Answer) I DO
3. How has Christ been working in your life through the Holy Spirit (Answer)  
Candidate will share a brief testimony of Christ's saving work in his/her life.

Addressing the congregation, the minister will ask:

1. Do you as fellow citizens in the Kingdom of God, as members of the Body of Christ, promise to strengthen the commitment being made today through your prayer, presence, words and Godly deeds?  
(Answer) WE DO

As any of the following hymn is sung, the candidates move forward to the water:

**“Nearer My God to Thee”**  
**“Amazing Grace, How sweet the Sound”**  
**“All to Jesus, I Surrender”**  
**“Just as I Am”**

**Resolution # 5**

**MUSIC MINISTRY**

**WHEREAS** there exists a shortage of musicians within the Province, and

**WHEREAS** it has long been recognized the contribution of music to the excellence of worship, and

**WHEREAS** we desire to maintain the rich musical heritage of our church, and

**WHEREAS** there is need for a Provincial Director of Music;

**BE IT RESOLVED** that the Province moves hastily to appoint a Provincial Director of Music;

**BE IT FURTHER RESOLVED** that the Provincial Director of Music articulates a Provincial vision and framework for the Province as a matter of urgency;

**BE IT FURTHER RESOLVED** that Pastors and Musicians be encouraged to create a posture of influence which will foster and nurture church musicians;

**BE IT FURTHER RESOLVED** that each Conference aims at producing at least three (3) musicians within a 5 year period.

**Resolution # 6**

**TITLES AND DUTIES IN MINISTRY**

**WHEREAS** Chapter 10 of the Book of Order covers the general structure of The Ministry within the EWI Province and,

**WHEREAS** the 25<sup>th</sup> Synod of the Moravian Church EWI Province in 1999 through resolution

#46 resolved that the ‘Lamb of God’ ‘be accepted as a working document of the Church’ and that there be continuous ‘review of the document with the view to making provisions for other areas of ministry’ and,

**WHEREAS** other additional titles have been employed in the exercise of ministry within the Province since 1999 and,

**WHEREAS** there is need to regularize and standardize the use of ALL ministry titles (eg. Supplementary Minister, Minister of Youth, Minister of Christian Education, Minister of Music, Associate Pastor, Senior Pastor and Co-Pastor) and the mode and implementation of these various ministries so as to ensure that there is a common understanding throughout the Province regarding each designation:

**BE IT RESOLVED** that the individual on the PEC who is responsible for Ministry and Theological Education coordinate the revision and expansion of the ‘Lamb of God’ to reflect the dynamism of the practice of ministry incorporating not only an increased awareness of titles but also highlighting the basic duties and responsibilities of the three current orders of ministry Deacon, Presbyter and Bishop while at the same time formulating a common understanding of the core duties associated with each ministry title designation.

**Resolution # 7**

**LAY PREACHERS**

**WHEREAS** the Province has long recognized the service of Lay Preachers, and

**WHEREAS** the presence of Lay Preachers gives testimony to a level of growth and maturity among members, and

**WHEREAS** at present there is no figure indicating the number of Lay Preachers within the Province as detailed in the PEC’s report to the 29<sup>th</sup> Provincial Synod, and

**WHEREAS** there is a need to revisit and standardize training for Lay Preachers across the Province which would lead to a level of certification for Lay Preachers;

**BE IT RESOLVED** that Synod mandate the PEC to revise and update the training for Lay Preachers within the Province;

**BE IT FURTHER RESOLVED** that Synod mandate each Conference to establish a register of certified Lay Preachers and submit the same to the PEC for the establishment of a Provincial register of Lay Preachers;

**BE IT FURTHER RESOLVED** that Conferences provide avenues for continuous training and evaluation of Lay Preachers.

**Resolution # 8**

**PROVINCIAL APPOINTMENTS**

**WHEREAS** members of the PEC are required by the Book of Order to demit office after the Provincial Report is given at Synod,

**WHEREAS** Provincial Appointments to the position of Superintendent, Conference Treasurers, Directors of Christian Education, are not required to demit office at Synod;

**WHEREAS** there is a need for uniformity with regards to all provincial appointments;

**WHEREAS** it is desirable that there be a period of transition between the date of installation of a new PEC and appointments to provincial offices:

**BE IT RESOLVED** that the PEC should have the power to make suitable appointments to Provincial Offices in accordance with requirements of the Book of Order within a period of three (3) months after the installation of a new PEC.

**Resolution # 9**

**CANA MORAVIAN CHURCH**

**WHEREAS** the founding year of the Cana congregation, Antigua has been listed in the Book of Order, page 8 paragraph 13 and on our almanacs as 1883 and

**WHEREAS** research in the Moravian Archives in Bethlehem, PA, records that on “January 24<sup>th</sup> 1863, the Rev. James Harvey reported that the construction of the Chapel school had started” and

**WHEREAS** it was reported in **Periodical Accounts Volume 25.**”that on February 25<sup>th</sup> 1863 a chapel attached to Gracehill (Cana) was opened at Swetes”.

**BE IT RESOLVED** that the year of founding, (anniversary year) of the Cana congregation be changed from 1883 to 1863 and that from heretofore all references to the Cana Moravian Church shall list the year 1863.

**Resolution # 10**

**VACANCIES ON THE PEC**

**WHEREAS** Paragraph 39 of the book of order deals with vacancies which may occur in the PEC during the inter-synodal period,

**BE IT RESOLVED** that paragraph 39 of the book of order be amended by the deletion of numbers one to four (1-4) thereof, and by the insertion of the following:

**“39. VACANCY**

Vacancies which may occur in the PEC during the inter-synodal period shall be filled as follows:

1. A circular letter shall be mailed to the ordained ministers in the province in active service, as well as to all lay delegates who attended the last synod, calling for votes to elect a member(s) of PEC. The votes as given shall be sealed until all the votes have been received.
2. The votes shall then be opened and counted in the presence of the other member(s) of PEC within one (1) month after the date of the circular, or sooner, if all the votes are received before that time. If any brother/sister shall have a two thirds majority of all the votes given, he/she shall be considered elected.
3. In the event that a member of the clergy who is a member of the PEC is elected as chairman, the PEC shall repeat the process at paragraphs 39.1 and 39.2 above to fill the vacant clergy position.
4. If there is no election after the process at paragraphs 39.1 and 39.2 above or if the votes result in a tie, the process must be repeated one further time in an effort to secure an election. In the event that after a second mail ballot, there is no election to fill a vacancy on the PEC-
  - (a) In the case of a vacancy in the position of chairman, the vice-chairman shall fill the vacancy of chairman for the remainder of the inter-synodal period; the other clergy member on the PEC. shall fill the position of vice-chairman and the PEC. as constituted shall be empowered to co-opt from among the clergy, the member who in the last mail ballot, received the majority of the votes cast;

- (b) In the case of a vacancy of any other member, the PEC shall be empowered to co-opt the person who received the highest number of votes on the final mail ballot that was held to fill the vacancy.
5. In the event of a vacancy of three or more positions on the PEC at the same time, the bishop(s) shall be empowered to take administrative control of the affairs of the province and in conjunction with the superintendents call an extraordinary synod within one month of the date of the vacancies occurring or as soon as is reasonably practicable thereafter.
  6. As soon as possible after the election/co-option of a new member, the PEC shall issue a circular letter to advise the province of the result(s).”

**Resolution # 11**

**STORAGE OF RECORDS**

**WHEREAS:**

There is a need for the Historic information concerning the early Churches to be readily available;

There is a vast amount of history about these Islands that is currently stored in Bethlehem, Pennsylvania based on a resolution passed in the 14<sup>th</sup> Provincial Synod (1966);

There is an increase in interest about the history of our Churches and Ancestors both for personal and professional reasons;

The cost to access this information is prohibitive for many;

**BE IT RESOLVED:**

1. That the digitizing and microfilming of all the records of the Eastern West Indies Province be pursued so as to ensure both accessibility and preservation.
2. And official records be returned to local archives on all islands as soon as the local Archives can accommodate them for safe keeping.

**Resolution # 12**

**REMUNERATION FOR LAY PASTORS  
AND SUPPLEMENTARY MINISTERS**

**WHEREAS** the Ministry of Lay Pastor and Supplementary Minister is well established in the Moravian Church, and

**WHEREAS** the Lay Pastor and Supplementary Minister can be assigned to manage a congregation, and

**WHEREAS** this can be a fulltime job, similar to that of a Pastor, and

**WHEREAS** there has never been any established position on Remuneration for Lay Pastors and Supplementary Ministers

**BE IT RESOLVED** that a Lay Pastor who is fulltime be paid a monthly stipend equal to, or not less than 50% of the first year Minister's salary

**BE IT RESOLVED** that a Supplementary Minister be paid a monthly stipend equal to or not less than 75% of the first year Minister's salary

**BE IT RESOLVED** that the travelling allowance normally paid by the Congregation(s)/Conference(s), be determined by the said Congregation/Conference.

**BE IT FURTHER RESOLVED** that allowances can be examined from time to time.

### **Resolution # 13**

### **HOUSING ALLOWANCE**

**WHEREAS** in some Conferences, some Ministers live in their own homes because of the unavailability of a Church Manse

**BE IT RESOLVED** that a monthly housing allowance be paid to full-time Ministers living in their own homes. The Executive Board in each Conference should review the amount paid annually in light of market conditions.

### **RECOMMENDATIONS**

#### **Recommendation # 1**

That the resolutions of the 25<sup>th</sup> and 27<sup>th</sup> Provincial Synods which addressed the matter of a new hymnal be implemented. It is further recommended that the 30<sup>th</sup> Provincial Synod (2012) be set as the time for the completion of a trial hymnal.

#### **Recommendation # 2**

##### **Re: UTCWI**

That the PEC member responsible for Theological Education should go to UTCWI on a fact finding mission within 12 months to ascertain the viability of the institute and report to the PEC.



**Resolution #14   ADJUSTMENT OF SALARIES FOR THE STAFF OF THE  
TRINIDAD AND TOBAGO CONFERENCES**

**WHEREAS** the existing policy on Page 42, Paragraph 148 in the Book of Order relating to the system of paying the salaries of members of staff of the Moravian Church Eastern West Indies Province(EWIP) in the currency of the resident country of the Conference; and

**WHEREAS** the currency of the Republic of Trinidad and Tobago is currently the lowest in the Province; and

**WHEREAS** that policy has caused severe hardship to staff working in the Trinidad and Tobago Conferences;

**BE IT RESOLVED** that the salaries be increased by 50% of the approved salary scale.

**BE IT FURTHER RESOLVED** that the adjustment of salaries for the staff of the Trinidad and Tobago Conferences become effective from 1<sup>st</sup> January, 2010 and to be reviewed at the next Synod.

**Resolution#15**

**UNITY PRINTERS**

**WHEREAS** the establishment of Unity Printers was an initiative of the PEC elected by the 27<sup>th</sup> Synod; and

**WHEREAS** the Moravian Church St. Kitts Conference has been shouldering a substantial portion of the financial and psychological burden of this failed initiative;

**BE IT RESOLVED** that the 29<sup>th</sup> Synod mandates the establishment of a committee to be chosen by the PEC from among the following: Conference Treasurers, Legal Advisors and any other person the PEC considers necessary to facilitate its work.

**BE IT FURTHER RESOLVED** that the committee be chaired by the Chairman of PEC.

**BE IT FURTHER RESOLVED** that the committee shall be required to formulate a plan of action to liquidate all outstanding obligations of Unity Printers with a view to releasing the guarantors from their current obligations.

## **Resolution#16          Resolution to Unity Synod**

**WHEREAS** the Synods of the EWI Province have been in continuous reflection on the matter of homosexuality [ cf. 23 Synod Resolution #26 ('93) and the 27<sup>th</sup> Synod Resolution #1 ('03)] and

**WHEREAS** the Resolution of Unity Synod 2002 on homosexuality (cf. COUF #908) suggest that “the church is not of one mind on the issue of homosexuality” and that “honest differences of opinion exist within the Unity based upon our varied understanding of Scripture”, and

**WHEREAS** our study of scripture leads us to conclude that the practice of homosexuality is not to be condoned (cf. Rom. 1: 26 – 27; 1 Cor. 6: 9; Lev. 18: 22, 20: 13a; 1 Tim. 1: 9 – 10) and

**WHEREAS** we remain unconvinced that homosexuality is genetic in origin,

**BE IT RESOLVED** that we re-affirm that, as the church, we are called to love and care for all humanity;

**BE IT FURTHER RESOLVED** that we re-affirm that, as the church, we must love the sinner but stand in opposition to all sin and therefore we stand opposed to:

1. The ordination of known and/or practicing homosexuals;
2. The marriage of persons of the same sex
3. Acts of violence against homosexuals which include gay bashing.

**BE IT FURTHER RESOLVED** that the EWI Province seek to affirm and preserve the unity of the Moravian Church (Unity of the Brethren), mindful that, should the Unity not stand in one mind on the matter of Homosexuality, the result could be the fracturing of the Unitas Fratrum.

## **Resolution #17    EVALUATION AND GROWTH OF OUR CONGREGATIONS**

**WHEREAS** the membership of a number of our Moravian congregations continue to decline; and

**WHEREAS** witness of the Church has waned;

**WHEREAS** these concerns have been previously addressed in resolution 17 and 18 of the 24<sup>th</sup> Provincial Synod (1996) and resolution 19 of the 25<sup>th</sup> Provincial Synod (1999); and

**WHEREAS** a few of our congregations have fallen below the number required for congregational status, namely thirty (30) active communicant members:

**BE IT RESOLVED** that the aforementioned resolutions be implemented.

**BE IT FURTHER RESOLVED** that the implementation be pursued, monitored, evaluated and reported via annual reports at the level of the Church Council, Island Conference, Superintendents' Meeting and the Provincial Board.

**BE IT FURTHER RESOLVED** that congregations that have fallen below the congregational status be encouraged to grow their membership above the minimum requirement of thirty (30) active communicant members and that their progress be required every three (3) years.

**BE IT FURTHER RESOLVED** that Synod mandates the P.E.C in consultation with each Conference to set numerical goals for each Conference and the Superintendent and give annual reports on the same.

#### **Resolution # 18 PROVINCIAL MISSION AND EVANGELISM COMMITTEE**

**WHEREAS** there remains a need to fulfill the mandate of Resolution #10 of the 28<sup>th</sup> Provincial Synod; and

**WHEREAS** the establishment of a Provincial Mission and Evangelism Committee would greatly help to advance the mandate of Resolution #10 of the 28<sup>th</sup> Provincial Synod; and

**WHEREAS** a Provincial Mission and Evangelism Committee can serve as a dynamo of support for the work of the EWI Moravian Mission Board (EWIMMB);

**BE IT RESOLVED** that PEC establishes a Mission and Evangelism Committee

**BE IT FURTHER RESOLVED** that the PEC shall appoint a Provincial Director of Mission and Evangelism who will serve as chairperson of the Mission and Evangelism Committee.

**BE IT FURTHER RESOLVED** that ¶200.4 of the Book of Order be amended to read: The PEC member with responsibility for Missions and Evangelism shall be the Chairman of the EWI Moravian Mission Board.

**BE IT FURTHER RESOLVED** that ¶200 of the Book of Order be amended by the insertion of the following:

5. The PEC shall appoint a Mission and Evangelism Committee which shall consist of a minimum of five (5) members one of whom shall be a member of the PEC.

6. This Committee shall meet at least once per year and shall be responsible for assisting the EWI Moravian Mission Board in carrying out its responsibilities.
7. Funding for this committee shall be derived from financial support provided by Conferences, Institutions and individuals interested in the development of Mission and Evangelism and from the Provincial budget.

**Resolution # 19**

**WORK OUTSIDE OF THE CHURCH**

**WHEREAS** some Ministers have sought permission and are already engaged in work outside of the Church, and

**WHEREAS** other Ministers have taken up jobs outside of the Church without seeking the permission of the PEC, and

**WHEREAS** this can create unnecessary uneasiness/conflict between PEC and Ministers:

**BE IT RESOLVED THAT** ¶210 (Private Business) of the Book of Order be amended by the deletion of the existing four paragraphs and by the insertion of the following:

1. The labourers in service in this province shall not carry on trade i.e. buying and selling, for the sake of personal gain, or any other employment that encroaches on church time.
2. Labourers who wish to engage in work outside of the church shall seek prior permission from the PEC.
3. The PEC may grant permission if a staff member can satisfy the PEC
  - a. That the work shall not exceed 15 hours per week and
  - b. That it shall not negatively impact on pastoral work.
4. It is the duty of every Superintendent to see that this regulation is faithfully observed and to report promptly to the PEC every infringement of it.
5. Labourers are urged to be exceedingly careful with regard to the executorship of wills and the receiving of money on trust from individuals or from society connected with the Church. Once a year at the direction of the PEC such labourers shall be called upon by the Superintendent to make a statement regarding the money held in trust by them and produce cash vouchers for the same.
6. Synod does not permit any labourer to hold the office of treasurer with societies not connected with the church.
7. The Church or church authorities will not be responsible for any losses incurred in connection with the holding of money in trust by any labourer of the Church.

**BE IT RESOLVED THAT** the PEC shall inform the congregation(s) and Conference when a staff member is given permission to work outside of the Church;

