

Dear Fellow Worker,

Re: General Conference Compendium 2016

Warm greetings are extended to all credentialed workers and church delegates who attended the 36th Biennial General Conference of Workers hosted by the Grenada District. Many other workers and friends would have viewed the 'live stream' of the Conference, appreciation is expressed for your interest in and commitment to the ongoing development of our great fellowship, the Pentecostal Assemblies of the West Indies, International.

We extend commendations to our Conference host, Bishop Dave King, district executive and the hard-working team for their role played in making this Conference a success.

Highlights of the Conference were: Bishop Ishmael Charles timely messages at the night rallies, the morning devotions done by Bishop Thomas Eristhee, Rev. Jewell Calendar and Rev. Thomas Welch and the plenary sessions presenters on the Conference Theme, "Responding to the End Times".

The compendium comprises the elected officers for the 2016-2018 General Conference term, Minutes of the General Conference and the major decisions of the General Conference.

General Conference 2016 is now history and it is time for us as fellow workers to respond to the challenges and opportunities presented by the end times for the glory and honor of God.

Yours truly,

A handwritten signature in blue ink that reads "Nolan Warner". The signature is written in a cursive style.

Rev. Nolan Warner

GENERAL ADMINISTRATOR

P.A.W.I. ELECTED OFFICIALS (2016-2018)

GENERAL EXECUTIVE (General Officers, District Presiding Bishops, and Other Executive Members)

General Officers:

General Bishop:	Rev. Dr. Pat Glasgow
Assistant General Bishop:	Rev. Ophneil Forde
General Administrator:	Rev. Nolan Warner
Executive Director of Church Ministries:	Rev. Cynthia Jack
Executive Director of World Missions:	Rev. Nigel Henry

Presiding District Bishops:

Antigua/Barbuda, St. Kitts/Nevis	Rev. Dr. Stephen Andrews
Barbados	Rev. Dr. Gerald Seale
Central Trinidad	Rev. Michael Brathwaite
Dominica/Guadeloupe	Rev. Ninian St. Louis
Grenada	Rev. Dave King
Montserrat	Rev. Dr. Pat Glasgow
North East Trinidad	Rev. Warren Harper
North West Trinidad	Rev. Derick Henry
South Trinidad	Rev. Anthony Roberts
St. Lucia	Rev. Thomas Eristhee
St. Vincent and the Grenadines	Rev. Sonny Williams
Tobago	Rev. Dr. Vernon Arthur
PAWI Trinidad and Tobago	Rev. Hasratt Ali

Other Members:

Chairman, Board of Directors (WIST)	Rev. Dr. Pearl Rivers
Member-at-Large	Rev. Dr. Lurtan Patterson
Member-at-Large	Mr. Andy Downes
Member-at-Large	Mrs. Samatha Lawson

General Departmental Directors:

Men's Ministries	Rev. George Frederick
Women's Ministries	Rev. Lucille Harris
Christian Education	Rev. Cheryl Whiteman
Youth Ministries	Rev. Kevin Hunte
Crusaders Regional Commissioner	Mrs. Pamela Dickson-Stewart

WIST Board of Directors for the Conference Term 2016-2018:

Rev. Dr. Pat Glasgow	– President, Trinidad
Rev. Dr. Pearl Rivers	– Chairman, Trinidad
Mrs. Andrea Phillip	– Member, Grenada
Rev. Edghill Messiah	– Member, Trinidad
Mr. Kurt John-Baptiste	– Member, Antigua
Ms. Florence Forbes	– Member, Tobago
Rev. Dr. George Frederick	– Member, St. Vincent
Rev. Dr. Elsworth Neale	– Member, Barbados
Mrs. Allison Lyndel Isidore	– Member, St. Lucia

PENTECOSTAL ASSEMBLIES OF THE WEST INDDIES INTERNATIONAL

36TH BIENNIAL GENERAL CONFERENCE OF WORKERS

GATEWAY ASSEMBLY, POINT SALINES, GRENADA

MAY 25TH - 27TH 2016

MINUTES OF DAY TWO - WEDNESDAY 25TH MAY 2016

1.0 WELCOME

The conference began at 8:05 a.m. Devotional Chairman, Bishop Stephen Andrews welcomed all attendees to the Conference

2.0 DEVOTIONAL SESSION

2.1 Following a time of worship led by the Gateway Assembly team, Bishop Hasratt Ali opened in prayer. Bishop Andrews then introduced Devotional Speaker, Bishop Thomas Eristhee who shared on the conference theme: “Responding to the End Times” from the text: Genesis 3:1-3. He entitled his message, ‘God Has Spoken’. His exposition was focused on:

1. We must be men and women of the Word.
 - a. God’s greatest gifts to us are:
 - i. His Son
 - ii. His Word
 - b. The conflict of belief is between ‘what man says’ versus ‘what God says’.

- c. Satan's first attack was against the Word of God. God spoke in Creation - the scriptures declared eleven times: 'God says'. Satan in turn questions, 'Has God said?'
 - d. Psalm 11:3 tells us that our foundation must be on the Word of God.
 - 2. In the end times Satan has a renewed attack – on God's Word.
 - a. God says do not do it
 - b. Ministers must stand on the Word of God
 - 3. Morality - God says what morality is and what is moral. Ref. Genesis 6:5
 - a. Morality must be in our churches and our pulpits.
 - b. We must stand up for morality in this end times.
 - 4. Filled with the Holy Spirit.
 - a. We must minister under the power of the Holy Spirit.
 - b. The presence of the Holy Spirit would be evident in increase and growth
 - If we are like the world we are useless, but the Holy Spirit brings change.
- 2.2 General Bishop, Dr. Pat Glasgow led in a time of prayer for consecration and dedication. Prayer was also made for those who were ill and for the General Bishop.
- 2.3 The devotional session came to an end at 8:45 a.m.
- 3.0 PERIODIC BREAK – A fifteen-minute break was taken.
- 4.0 BUSINESS SESSION

Conference Chairman and General Bishop Dr. Pat Glasgow called the Conference to order at 9:00 a.m. and welcomed all participants to the conference.
- 5.0 WELCOME
 - 5.1 Presiding Bishop of the Grenada District, Rev. Dave King welcomed all conference participants to Grenada, and to PAWI's 36th Biennial General Conference.
 - 5.2 The General Bishop extended welcome to Rev. Dr. and Mrs. Winston Broomes, Bishop Wharton Nicholson, Rev. Jeremiah Prescod and members of PAWI Brazil, the most recently formed district of PAWI.
 - 5.3 The Chairman expressed condolences to Rev. Dr. Egbert Brebnor's wife, family and the Maranatha Church at his passing and promotion to glory.
 - 5.4 The Conference was informed that General Administrator, Bishop Errol Bartholomew was absent today.

6.0 ESTABLISHMENT OF CONFERENCE BAR

6.1 By motion moved and seconded by Revs. Victor Payne and Osbert Williams, the Conference Bar was accepted as the first fourteen (14) rows in the auditorium. CARRIED

6.2 By motion moved and seconded by Revs. Michael Butler and Gemma Legerton, the following persons were invited into the Conference Bar without voting rights - Rev. and Mrs. Winston Broomes, Rev. Jeremiah Prescod and Bishop Wharton Nicholson. CARRIED

7.0 RATIFICATION OF CONFERENCE COMMITTEES

7.1 Standing Orders:

The Chairman referred the Conference to the Standing Orders.

By motion moved and seconded by Bishops Vernon Arthur and Hasratt Ali, the Standing Orders were accepted. CARRIED

7.2 Conference Agenda:

The Chairman referred members to the Conference Agenda.

By motion moved and seconded by Revs. Lucille Harris and Stephen Ollivierre, the Agenda was accepted. CARRIED

7.3 Conference Committees:

The following amendments were made:

- a. Roster Committee: Minister Lystra Henry should read Rev. Lystra Henry.
- b. Secretariat: Minister Margaret Selkridge replaced Minister Charlene Harris who was absent.
- c. Parliamentarians: Bishop Michael Braithwaite and Rev. Desmond Ferrette replaced Rev. Noel Clarke and Rev. Solomon Bholaramsingh who were absent.
- d. Tellers #2: Rev. Donaldson Figaro replaced Evangelist Clive Charles who was absent.
- e. By motion moved and seconded by Rev. Dr. Gerald Seale and Rev. Dr. Melch Pope, the amendments were accepted. CARRIED

8.0 MINUTES OF 35TH BIENNIAL GENERAL CONFERENCE

By motion moved and seconded by Bishops Dr. Raymond Boca and Hasratt Ali, the minutes of the 35th Biennial General Conference held at the Jolly Beach Resort and Spa, St. John's, Antigua on May 21-24, 2014 was accepted. CARRIED

9.0 GENERAL BISHOP'S REPORT

9.1 Assistant General Bishop, Rev. Ophneil Forde assumed the Chair while General Bishop, Dr. Pat Glasgow presented his report.

9.2 General Bishop, Dr. Pat Glasgow reported on the activities and challenges of PAWI over the past two years. He highlighted statements made on pages 66-80, namely:

- a. Implementation of PAWI's strategic planning objectives and strategies;
- b. An overview of the performance of the Districts;
- c. The way forward for the PAWI Fellowship.

9.3 Bishop Glasgow responded to several questions and comments from the floor.

9.4 Bishop Glasgow also highlighted the following suggestions and recommendations:

- a. Strategic planning should be standardized and each church should assist in compiling its data.
- b. Expression on how to treat with persons who were dedicated in our churches but were non-members, and the need to register them with legal authorities.
- c. Standardized forms are to be used by all churches for record keeping of membership and other statistical data.
- d. Continuous training and development among our Pastors and leaders should be pre-requisites for maintaining credentials.
- e. With reference to 'poor performances' of workers, there is need to address the promotion of persons who had not performed satisfactorily at a lower level to a higher level of service.

9.5 Commendations were expressed to Bishop Glasgow for his report. A motion was moved and seconded by Rev. Dr. Pearl Rivers and Rev. Stephen Andrews for the acceptance of the General Bishop's report. CARRIED

10.0 ELECTION OF GENERAL BISHOP

10.1 Sir. Howard Fergus was invited to Chair the proceedings for elections to the office of General Bishop. He read the duties of the General Bishop and directed the tellers to distribute the requisite ballots. The Conference was informed that only one name was submitted for the position, that of Rev. Dr. Pat Glasgow. However, other persons can be nominated.

10.2 The Conference was informed that Rev. Wharton Nicholson had fallen ill and was taken to the hospital. Rev. Jeremiah Prescod prayed as requested.

11.0 EXTENSION OF TIME

A motion was moved and seconded by Revs. Derrick Henry and Rev. Knowles Mc Call for an extension of time to 12:30 p.m. CARRIED

12.0 ELECTION RESULT – GENERAL BISHOP

The Chairman informed the Conference that there was an election – of the 166 persons recorded in the Conference, Bishop Dr. Pat Glasgow received 138 votes. The Chairman declared the election in favour of Bishop Glasgow as General Bishop of PAWI for the conference term, 2016-2018.

13.0 EXECUTIVE DIRECTOR OF CHURCH MINISTRIES

13.1 The Chairman invited the Executive Director of Church Ministries, Rev. Cynthia Jack to present the Church Ministries report.

13.2 Members requested clarification on several areas. With the anticipated expiration of time allotment to the luncheon period, a motion was taken to suspend the Church Ministries Executive Director's report until after the luncheon period.

13.3 The motion was moved and seconded by Rev. Stephen Ollivierre and Rev. Michael Braithwaite to suspend presentation of the Church Ministries report until after the lunch break. CARRIED

14.0 LUNCHEON ADJOURNMENT

The luncheon break was taken at 12:35 p.m. Bishop Ophneil Forde prayed.

15.0 RESUMPTION OF BUSINESS SESSION

The Conference re-convened at 1:30 p.m. Rev. Michael Braithwaite led in a chorus before the resumption of business.

16.0 EXECUTIVE DIRECTOR OF CHURCH MINISTRIES REPORT CONTINUED

16.1 Church Ministries Executive Director, Rev. Cynthia Jack, responded to several requests for clarification on changes made to the Crusaders Department.

16.2 On a motion moved and seconded by Rev. Edward Lashley and Rev. Rudolph Harris, the Church Ministries report was accepted. CARRIED

17.0 ANNOUNCEMENTS

17.1 Chairman, Dr. Pat Glasgow informed the Conference of the following:

- a. A new PAWI flag has been designed in light of the changed logo. The cost of the flag to Districts is \$1000.00 TT.
- b. Churches were encouraged to use the new PAWI logo on church signs and letterheads, and to contact Ms. Valerie Charles re:use of the logo.
- c. Rev. George Frederick was asked to promote his published book: 'Divisions and Dichotomies, Stop the Bickering', which he did. The Chairman congratulated Rev. Frederick on the publication of his book.
- d. Professor Alvin Thompson had written and published a book on slavery and delegates were encouraged to support by purchasing copies.
- e. Report from the hospital was that Rev. Wharton Nicholson was doing fine, but was still undergoing tests.

18.0 ELECTION OF ASSISTANT GENERAL BISHOP

The Chairman stated that three persons submitted their names for the position of Assistant General Bishop; they were Bishop Ophneil Forde, Bishop Dr. Gerald Seale and Rev. Desmond Ferrette.

- a. The Tellers were asked to distribute the ballots for the election.

19.0 WIST BOARD OF DIRECTORS' REPORT

19.1 Rev. Dr. Pearl Rivers, Chairman of the Board of Directors of WIST presented highlights on the report recorded on pages 148-156 of the Conference book. She indicated:

- a. WIST would be celebrating its 70th anniversary in the month of October 2016. A contribution of \$70.00 in any currency from every member of PAWI would be accepted for the School.
- b. Persons were asked to contact Rev. Dr. Raymond Boca for any ideas they may have to assist in raising finances for the school.

20.0 ELECTION OF ASSISTANT GENERAL BISHOP

The Chairman stated that an election was not reached on the nomination ballot and the following names would be presented for the first election ballot – Rev. Dr. Gerald Seale, Rev. Desmond Ferrette and Rev. Ophneil Forde.

21.0 WIST BOARD OF DIRECTORS' REPORT CONTINUED

Rev. Dr. Pearl Rivers continued with the presentation of her report.

22.0 ELECTIONS

The Chairman reported that a two-thirds (2/3) majority vote was not reached on the first election ballot and a second ballot will be called. One name was deleted from the list and the following persons were presented for the second election ballot – Rev. Ophneil Forde and Rev. Dr. Gerald Seale.

23.0 WIST BOARD OF DIRECTOR'S REPORT CONTINUED

23.1 Discussion on the report continued. Clarifications and explanations were given to several questions and points raised on the report, after which a motion was taken to accept the report of the WIST Board of Directors.

23.2 On a motion moved and seconded by Rev. Nolan Warner and Mrs. Christine Glasgow, the report was accepted. CARRIED

24.0 EXECUTIVE DIRECTOR OF WORLD MISSIONS REPORT

24.1 Executive Director of World Mission, Rev. Nigel Henry presented highlights on his report, recorded on pages 136-147 of the Conference book.

- a. Bishop Henry pointed out that each District had a Mission Director and that he aims for all churches to have missions' leaders.

- b. Rev. Michael Butler was asked to present a cheque of \$18,000.00 EC (We are still at a standstill) to the Bishop of Dominica, Rev. Ninian St. Louis on behalf of PAWI World Missions to assist in repairs of damages occasioned by recent storms and floods.
- c. The Director informed the Conference that containers of relief materials would be delivered to Dominica shortly.
- d. He further informed the Conference of a Missions Cruise planned for 2017. A deposit of \$100.00 US was needed for persons to secure a cabin, and payment must be submitted by June 20th 2016. The entire cost is \$812.00 US.
- e. A motion was taken to have the report of the World Missions Executive Director accepted – ‘moved and seconded by Rev. Nolan Warner and Sir Fergus Howard’. CARRIED

25.0 GREETINGS

The Chairman invited Missionary Rev. Winston Broomes and his wife, Gloria Broomes to bring greetings to the Conference. Rev. Broomes expressed his gratitude to God for restoring his two kidneys that were damaged, for his recovery of health and the fellowship he and his wife were enjoying at the Conference

26.0 ELECTION CONTINUED

26.1 The Election for Assistant General Bishop continued, with Rev. Ophneil Forde being declared the Assistant General Bishop after a lengthy process.

26.3 The Election for Church Ministries Director continued with the following names:
Rev. Cynthia Jack and Rev. Desmond Ferrette

27.0 GENERAL ADMINISTRATOR’S REPORT

Bishop Errol Bartholomew presented highlights of his Report from pages 82-121 of the Conference Booklet.

28.0 RESULTS OF ELECTION CHURCH MINISTRIES EXECUTIVE DIRECTOR

Election results for the position of Church Ministries Executive Director was as follows: Rev. Cynthia Jack -74 Votes Rev. Desmond Ferrette-67 Votes. The Chairman announced the ballot in favour of Rev. Cynthia Jack.

29.0 ELECTION OF THE EXECUTIVE DIRECTOR OF WORLD MISSIONS

The Chairman instructed the tellers to distribute the nominating ballot for the election of the Executive Director of World Missions. He informed the Conference that one name was submitted for the position and that name was Rev. Nigel Henry.

30.0 GENERAL ADMINISTRATOR REPORT

The General Administration continued on the highlights of his report. Several questions were asked, however one was deferred to the Third Business Session. It referred to pages 100-101 under 4C, 'Distribution of Financial Resources' line 12-14.

Rev. Errol Bartholomew indicated that he would not be contesting elections for the position of General Administrator for the 2016-2018 term, as he felt God's leading in other areas of ministry and consequently, was offering his services to the Body of Christ.

Chairman, Bishop Dr. Glasgow expressed his appreciation to Rev. Bartholomew for the eighteen years of service to PAWI as General Administrator, adding that a special service would be held to honour the outgoing General Administrator.

31.0 ELECTION OF GENERAL ADMINISTRATOR

Ballots were distributed for the election of General Administrator. The Chairman informed the Conference that only one person, Rev. Nolan Warner, had applied for the position, but the Conference would receive nominations from the floor.

Rev. Nolan Warner was declared the General Administrator by the Chairman on the nomination Ballot.

32.0 ACCEPTANCE OF THE GENERAL ADMINISTRATOR'S REPORT

A motion was moved and seconded by Revs. Cynthia Jack and Godfrey Gilkes, accept the General Administrator's report. CARRIED

33.0 ELECTION OF THE EXECUTIVE DIRECTOR OF WORLD MISSIONS

Rev. Nigel Henry was elected on the nomination ballot, and was declared the Executive Director of World Missions.

34.0 RATIFICATION OF GENERAL EXECUTIVE, MEMBERS-AT-LARGE

34.1 The following names were submitted for ratification by the Conference as Members-at-large on the General Executive:

- a. Ms. Samantha Lawson – Tobago District
Motion: moved and seconded by Bishop Vernon Arthur and Rev. Ricardo Alleyne. CARRIED
- b. Rev. Dr. Lurtan Patterson – South Trinidad District
Motion: moved and seconded by Bishop Anthony Roberts and Bishop Nigel Henry. CARRIED
- c. Mr. Andy Downes – Barbados District
Motion: moved and seconded by Rev. Phillip Drayton and Min. Tiris Frederick. CARRIED

35.0 RATIFICATION FOR MEMBERS OF WIST BOARD OF DIRECTORS

35.1 The following names were presented for ratification as members of the WIST Board of Directors for the Conference Term 2016-2018:

❖ Rev. Dr. Pat Glasgow	– President, Trinidad
❖ Rev. Dr. Pearl Rivers	– Chairman, Trinidad
❖ Mrs. Andrea Phillip	– Member, Grenada
❖ Rev. Edghill Messiah	– Member, Trinidad
❖ Mr. Kurt John-Baptiste	– Member, Antigua
❖ Ms. Florence Forbes	– Member, Tobago
❖ Rev. Dr. George Frederick	– Member, St. Vincent
❖ Rev. Dr. Elsworth Neale	– Member, Barbados
❖ Mrs. Allison Lyndel Isidore	– Member, St. Lucia

35.2 On a motion moved and seconded by Rev. Michael Prince and Bishop Emmanuel Mc Lorren, the proposed Board of Directors of WIST was ratified. CARRIED

36.0 ADJOURNMENT OF CONFERENCE BUSINESS SESSION, DAY ONE

Adjournment of Conference business session, Day One occurred at 4:30 p.m. The Chairman, Bishop Dr. Pat Glasgow closed the session with prayer.

MINUTES OF BUSINESS SESSION, DAY THREE

THURSDAY 26TH MAY 2016

37.0 COMMENCEMENT AND WELCOME

Chairman of the devotional session, Rev. Winston Lewis extended his welcomed to all Conference delegates and opened in prayer at 8:00 a.m.

38.0 DEVOTIONAL SESSION

38.1 The Grenada District's worship team led Conference delegates in songs of praise and worship.

38.2 The Chairman introduced the morning's Featured Speaker, Rev. Jewel Calendar who addressed the conference theme: "Responding to the End Times" from the scriptural text of 2 Timothy 3:1-5.

38.3 Rev. Calendar used the failure of the Caribbean Federation as analogous to the operations of the PAWI Fellowship. She made reference to the following points:

1. For the Church/PAWI to respond to the end times we need to take a critical look at ourselves. We can do much more together than apart.
2. The enemy of the Church has the same purpose since the times of Genesis, chapter 3. However his modus operandi, his methods have changed.
3. Rev. Calendar presented several points to ponder as reasons why the Federation crumbled:

A. Selfishness re: Acts 11:

- i. Are we guilty of not assisting the churches that are not as successful as they should be?
- ii. We must 'pool' our resources and utilize the diversities of gifts within PAWI. If we came together, we would be a force to be reckoned with.
- iii. We must model an attitude of selflessness.

B. Lack of humility re: Acts 17:

- i. Are we guilty of feeling that we are above the Fellowship?
- ii. We need to focus on serving each other.
- iii. We must have a vision and reliance on the presence and power of the Holy Spirit to live this life.
- iv. The Holy Spirit provides everything we need. He supplies all our needs according to His riches in glory.

C. Insularity re: Acts 10:

- i. We are more alike than different.
- ii. We do not communicate with each other.
- iii. We are to put aside our differences
- iv. We have everything necessary to respond to the end times.

D. Conclusion:

If PAWI is to continue growing, we must learn from the failure of other organizations. When we come together, we can respond to the end times more effectively.

38.4 The Chairman, Rev. Winston Lewis led in a time of prayer. The devotional session came to an end at 9:20 a.m.

39.0 PERIODIC BREAK – A fifteen minute break was taken.

40.0 BUSINESS SESSION

40.1 General Bishop, Dr. Pat Glasgow took the Chair and called the business session of the Conference to order at 9:40 a.m.

- a. He informed the Conference that Rev. Wharton Nicholson was still hospitalized and was undergoing tests. He was in good spirits though.
- b. The Bishop expressed his apology to the Conference for inadvertently having two persons who were nominated for the position of Assistant General Bishop visibly sitting on the podium during the election of officers.
- c. The Bishop invited all the elected General Officers to give expressions in response to their election. They were:
 - i. Rev. Ophneil Forde – Assistant General Bishop
 - ii. Rev. Nigel Henry – Executive World Missions Director
 - iii. Rev. Cynthia Jack – Executive Church Ministries Director
 - iv. Rev. Nolan Warner – General Administrator
 - v. Rev. Dr. Pat Glasgow – General Bishop

41.0 RATIFICATION OF GENERAL DEPARTMENT DIRECTORS

41.1 The following names were submitted for ratification by the Conference as General Departmental Directors:

- a. Men's Ministries Director – Rev. George Frederick
Moved and seconded by Rev. Nolan Warner and Rev. Michael Prince.
CARRIED
- b. Women's Ministries – Rev. Lucille Harris
Moved and seconded by Min. Shirlene Pope and Min. Elsie Frederick.
CARRIED
- c. Youth Ministries – Rev. Kevin Hunte
Moved and seconded by Min. Karen Prince and Min. Yvette Oxley.
CARRIED
- d. Christian Education – Rev. Cheryl Whiteman
Moved and seconded by Rev. Dr. Melch Pope and Rev. Ricardo Alleyne.
CARRIED
- e. Pentecostal Crusaders International – Commissioner Pamela Dickson-Stewart
Moved and seconded by Rev. Rudolph Harris and Bishop Dr. Vernon Arthur.
CARRIED

42.0 FINANCIAL REPORTS

The General Bishop stated that the financial reports of WIST and PAWI International would be addressed in the evening session.

43.0 GREETINGS

43.1 The Chairman invited the Missionary to Brazil, Rev. Martin McDowell to bring greetings, informing the Conference that PAWI Brazil was formed under Rev.

McDowell. Rev. Mc Dowell expressed his gratitude to PAWI for its steadfast support over the years.

- 43.2 The Chairman then invited the Secretary of PAWI Brazil, Min. Sidneia Oliveira dos Santos dos Silva to bring greetings.
- a. She gave a PowerPoint presentation on the development of the work in Brazil, ably assisted by Minister Jeremias Apolinario Junior who acted as her interpreter. She stated that PAWI Brazil consisted of fourteen (14) churches, one hundred and thirty-two (132) Pastors and workers, and one thousand, seven hundred and eight (1708) members.
 - b. The Secretary of PAWI Brazil also introduced other members of the PAWI Brazil delegation visiting the Conference. They were credentialed workers of PAWI Brazil, namely: Pastor Sergio Carlos da Silva, and Sis. Selma Oliveira dos Santos.
- 43.3 The Chairman introduced minister-in-training at WIST, Min. Jeremias Apolinario Junior to the Conference, explaining that he was due to return to Brazil into full-time ministry on completion of his studies.
- 43.4 General Administrator, Rev. Errol Bartholomew presented the new PAWI flag to the Secretary and members of the PAWI Brazil delegation.
- 43.5 The Chairman commended Rev. Martin McDowell on the excellent work done in Brazil. He also informed the Conference that World Missions Assembly and Revival Time Assembly, both of New York, USA had applied for full membership in PAWI.
- 44.0 PROPOSED CONSTITUTION AND BYLAW AMENDMENTS
1. Tithing of all members of PAWI to their Assembly/Fellowship Amendment ‘expected’ instead of ‘required’ CARRIED
 2. Filling of any vacancy created for whatever reason on a District/National Executive. Amendment: This should be done immediately within the Conference year. CARRIED
 3. A position paper on ‘Same Sex Marriage’ is intended to replace the position paper on ‘Homosexuality’. CARRIED
 4. Working papers brought forward from the 35th Biennial General Conference of Workers 2014.
 - Proposals for the Award of Credentials
 - 54.3.2 Certificate of Recognition
 - a. Include the word “Missionaries” to “J”. CARRIED

54.3.3 Lay Workers Certificate

- a. Item # (l) should now be item # (i) and the others follow sequentially.

54.3.4 License to Minister

There were no amendments to this section.

54.3.5 Ordination

- Item (e). Amend to read as follows: ‘Be in active ministry for a minimum of two years after receiving License to Minister Credential and be involved in Pastoral ministry prior to applying.’”

The Chairman directed that the General Administrator include all approved amendments and re-submit the document on Credentials.

45.0 LUNCH BREAK

The Luncheon Break was taken 12:15 p.m. Prayer said by Rev. Satnarine Bahadoor

46.0 EVENING SESSION

The Conference re-convened at 1:15 p.m. Bishop Stephen Andrews opened in prayer and led in a chorus.

47.0 GREETINGS

The Chairman invited Rev. Jeremiah Prescod to bring greetings to the Conference. Rev. Prescod informed the Conference that he was launching a 24-hour ministry on the internet. The launch would be at Curepe, Trinidad on the 24th July, 2016. He appealed for volunteers to assist him in that project.

48.0 WORKING PAPERS, 35TH BIENNIAL GENERAL CONFERENCE

- 48.1 Working papers brought forward from the 35th Biennial General Conference of Workers, 2014 were presented.

- 48.2 Proposals for Church Ministries Policy Amendment

- a. The Executive Director of Church Ministries, Rev. Cynthia Jack presented the document to the Conference.
- b. After a lengthy discussion, Sir. Howard Fergus suggested the withdrawal of the document, the inclusion of approved amendments and the re-submission the document to the Conference.
- c. The Chairman put the proposal to the floor and it was approved. CARRIED

49.0 CHILD PROTECTION PROTOCOLS

- 49.1 The General Bishop invited Bishop Dr. Gerald Seale to present the Child Protection Protocols which had been accepted by the General Executive as specifically adapted for PAWI.

- 49.2 The Conference perused the document. After several contributions were made and clarifications given, the Conference agreed:
- a. That the paper be used as a working document for the PAWI Fellowship, and that it be tabled again at the next biennial General Conference.
 - b. That workers were to discuss the paper in their churches, and that each island District would investigate the laws of their respective countries and amend the document to conform to national laws as necessary.

50.0 GREETINGS

The Chairman invited Rev. John Smith, General Superintendent of Assemblies of God, Guyana to briefly address the Conference. He thanked the Chairman for the welcome extended to him and expressed his pleasure at being able to attend the Conference as an observer. He also announced that the Assemblies of God, Guyana would be meeting in their General Council of Churches in Guyana from July 5th – 7th 2016.

51.0 FINANCIAL REPORT OF THE WEST INDIES SCHOOL OF THEOLOGY

51.1 Minister Kurt John Baptiste presented the financial report of WIST. He informed the Conference that the currency was expressed in TT dollars.

- a. The floor was opened for questions and clarifications.
- b. Motion: moved and seconded by Rev. Michael Prince and Rev. Michael Butler. CARRIED

52.0 RESOLUTIONS

52.1 The Resolution Committee submitted its report to the Conference. The following decisions were taken:

- a. Page 70a: It was suggested that this recommendation be sent to the Strategic Planning Committee. It is not drafted as a Resolution.
- b. Page 70b: It was suggested that this recommendation be sent to the Strategic Planning Committee. It is not drafted as a Resolution.
- c. Measurements and control be expanded to test and evaluate them. Should revert to Strategic Planning Committee for processing.
- d. Page 73g: This impacts several areas of the Constitution and Bylaws and this should therefore be referred to the General Executive before it is brought back to Conference.
- e. Page 81 Appendix: This should be referred back to the General Bishop.

52.2 The following resolutions from the report of the Resolution Committee were formulated and agreed upon:

- a. Page 81, #5:
 - i. Appendix 1, Election of General, National and District Officers, be adopted as the approved procedure for conducting elections of officers across the Fellowship.

ii. Motion: moved and seconded by Rev. Rudolph Harris Rev. Ricardo Alleyne. CARRIED

b. Item G 'Leadership'

i. Motion: That the General Executive be asked to develop the concept for the holding of General Conference to be held every four years, and introducing a three day Biennial Regional Ministers Conference within the Conference term, preparing all Constitutional and By-Laws changes that would be necessary at all levels of the Fellowship, all of the above to be presented at the next Conference.

ii. Moved and seconded by Rev. Osbert Williams and Rev. Michael Prince. CARRIED

c. The Conference agreed that the General Executive be asked to prepare all the changes necessary for the adoption of the recommendations for the next General Conference to be held in Tobago 2018

53.0 ANNOUNCEMENTS

53.1 Rev. Ricardo Alleyne requested that the Conference note the composition of the delegates by country of origin.

53.2 Rev. Don Hamilton would be absent from the rest of the Conference because his wife was hospitalized. He also requested prayer for her.

54.0 PRAYER

Min. Christine Glasgow prayed for Mrs. Marilyn Hamilton and Rev. Wharton Nicholson, and to dismiss the Conference business session.

55.0 ADJOURNMENT

The Conference adjourned at 4:15 p.m.

MINUTES OF BUSINESS SESSION, DAY FOUR

FRIDAY 27TH MAY 2016

56.0 COMMENCEMENT AND WELCOME

The Conference began at 8:00 a.m. Devotional Chairman, Rev. Dr. Lurtan Patterson welcomed all delegates to the Conference and opened in prayer.

57.0 DEVOTIONAL SESSION

57.1 The worship session was led by the Grenada District's worship ensemble.

- 57.2 The Chairman introduced the featured devotional speaker, Rev. Thomas Welch who shared on the Conference theme: “Responding to the End Times”. His texts were taken from 2 Timothy 3:1-5; Acts 2:14-18; and Joel 2:28.
- 57.3 The Speaker noted that one important feature of speaking about the end times is for us to appreciate the relationship between the texts and our response to the end times.
- A. We have a divine response to the end times - ‘In the last days I will pour out my Spirit.’
 - B. The church was baptized by the Holy Spirit – and with emphasis on ‘prophesying’, the Speaker made reference to the prophets of old who prophesied and performed miracles – ref: 1 Cor. 14:1-4 and Rev. 19:9-10
 - C. The nature of prophecy was said to be:
 - i. Predicative – Jeremiah 3:17-18; 20-22
 - ii. Perceptive – Isaiah 37:1-3
 - D. The Speaker shared that personal experience amplifies the nature of prophecy.
 - i. We must have a Word from God for the region, and for the nations.
 - ii. We have a sacred responsibility to speak forth the Word of God – 1 Cor 14:29
 - E. Prophecy and Judgement
 - i. The Church is to be involved in Prophecy. It is an important aspect of Pentecost and a response to the end times, of which judging is a part.
 - F. Previous Sensitivity to the times was important.
 - i. Referring to 2 Kings 21:10-15, Rev. Welch spoke of a sermon he preached in April 1978.
 - ii. Israel’s experience should serve as a warning for us.
 - G. Current Sensitivity
 - i. Referencing Jeremiah 5:15-17, Rev. Welch stated that it was tragic that we have been copying the North American ‘styling’.
 - ii. We must be men and women of God’s Word, if we are to be sensitive to our times.
 - iii. Ephesians 3:10 says God is able.....
- 57.4 The Chairman thanked Rev. Welch for the message. There followed a time of impartation, as members of the General Executive prayed for the Conference delegates.
- 57.5 A special Conference Chairman’s offering was taken up for the General Bishop and Mrs. Glasgow with regard to the great work they are doing.

58.0 PERIODIC BREAK – A ten minute break was taken at 9:20 a.m.

59.0 BUSINESS SESSION

59.1 The Bishop Dr. Glasgow as Chairman called the Conference to order at 9:30 a.m.

59.2 He invited all Districts' Bishops and the Chairman of the PAWI T&T to inform the Conference on the Praises and Challenges experienced in their respective Districts.

59.3 The Chairman acknowledged and commended the following persons who would be graduating with a Master's Degree in different fields - Mrs. Veronica Braithwaite, Rev. Kevin Hunte and Rev. Lyndon Mitchell

59.4 The Chairman made the following announcements/appeals:

- a. Zion's Hilltop Pentecostal Church, Grenada was in the process of building; brochures were available.
- b. Montserrat church expansion – leaflets were available from Sis Lorraine Fenton, Rev. Toney and Mrs. Natalie Allen.
- c. For the building project at Gateway Assembly, Grenada.

60.0 CHILD PROTECTION PROTOCOL

60.1 The Chairman referred to the paper on 'Child Protection Protocols' presented by Bishop Dr. Gerald Seale. He recommended that the Paper be used as a guide and adopted by each District in accordance with the law of the respective countries.

60.2 Motion: moved and seconded by Revs. Victor Payne and Ionie Morgan.

CARRIED

61.0 MACRO CHURCH PLANTING POLICY

61.1 The Chairman directed delegates to pages 216-232 of the Conference Book on Macro Church Planting Policy. The Conference was asked to adopt this Policy as a working document for the next two years, for possible adoption at General Conference 2018.

61.2 Motion: moved and seconded by Min. Jennylyn Warner and Rev. Casmus John.
CARRIED

62.0 FINANCIAL REPORT

62.1 The Chairman reported that since there were errors in the PAWI International and PAWI World Missions financial reports. He informed the Conference that the reports would not be presented at this time, but in October 2016 when the General Executive would ratify and distribute them to the PAWI constituents.

62.2 The Chairman apologized on behalf of PAWI for this unfortunate situation.

62.3 Motion: moved and seconded by Rev. Knowles Mc Call and Rev. Errol Bartholomew that the financial statements for the Conference period 2014-2015 that were distributed earlier, be recalled. CARRIED

63.0 PAWI'S NAME CHANGE

63.1 The following suggestions for a new name for PAWI were presented to the Conference, namely:

- Pentecostal Assemblies of World Incorporated
- Pentecostal Assemblies of World Ignited,
- Pentecostal Assemblies of World Integrated.

64.0 CHURCH MINISTRIES POLICY

64.1 Decision was taken to refer the Church Ministries Policy to the General Executive which will review it at its meeting in October 2016.

64.2 Motion: moved and seconded by Rev. Albert Gray and Min. Eurel Hodge. CARRIED

65.0 DISTRICTS BISHOPS' REPORTS

The Districts' Bishops occupied seated placed before the delegates and each presented a verbal report on their stewardship of their respective District.

65.1 CENTRAL TRINIDAD

District Bishop, Rev. Michael Braithwaite indicated there were challenges but they were not insurmountable. He also noted that there were no vacant churches in the District.

65.2 GRENADA

A. District Bishop, Rev. Dave King said his District's theme was: "Passing it on: Moving from Success to Significance".

B. Challenges:

- i. Hosting General Conference
- ii. Aging ministers and succession planning
- iii. Persons accepting the position of being leaders but not showing leadership
- iv. There were a few vacancies.

65.3 SOUTH TRINIDAD

- A. District Bishop, Rev. Anthony Roberts said the theme for his District was: “Moving Forward with Strategic Intent”. He shared a five-point strategic plan:
- i. Unity in the District
 - ii. Healthy Church
 - iii. Pastoral Care Guidelines
 - iv. Strategic Plan: 30% complete
 - v. Succession planning re aging Pastors; members were being asked to respond to the call of God.
 - vi. There were no vacancies in the district.

65.4 ANTIGUA/BARBUDA/ST KITTS AND NEVIS

- A. District Bishop, Rev. Stephen Andrews said the district was in the process of developing a strategic plan around the theme: “One Church, One Voice” so that all members may share in the vision of the District.

B. Challenges included:

- i. Small percentage of born again believers. Need to focus on massive evangelism
- ii. Need to disciple men and women
- iii. Citizen by investment Programme.
- iv. Diversification of the population. Low productivity
- v. Vacancy: Pares Pentecostal Church and a Spanish Pastor.

C. Projections:

- i. The need to impact the nation at government level.
- ii. To be an economic powerhouse.
- iii. Faith tourism: that the nation recognizes the role of the church.

65.5 NORTH EAST TRINIDAD

- A. District Bishop, Rev. Dr. Raymond Boca indicated that the District:
- i. Was a stable District
 - ii. In its second year of implementing its five-year strategic plan
 - iii. Distributing its resources across the district
 - iv. Adopting the Child Protection Policy
 - v. Had no vacancies

65.6 ST LUCIA

- A. District Bishop, Rev. Thomas Eristhee shared on activities within the District:
- i. Church planting and evangelism
 - ii. Aging Ministers
 - iii. Offering the WIST Diploma

- iv. Offering scholarships to persons who sense the call of God to ministry

B. Challenges:

- i. Lack of Finances
- ii. Vacancies: Three vacancies

65.7 DOMINICA

A. District Bishop, Rev. Ninian St. Louis shared that:

- i. Attracting more persons to regular ministers Meeting
- ii. Two Pastors from St. Vincent were assisting at one of the churches. Assistance is being received at another church with a vacancy.
- iii. The Youth Executive organized a great Youth Convocation on Pentecostal Sunday.

B. Challenges:

- i. Dealing with the aftermath of Hurricane, many are still living in shelters.
- ii. Need to pray for the political climate, there is a by-election coming up.
- iii. Intend to turn over the District to a younger person in 2 years' time
- iv. Vacancies: There are two vacancies

65.8 ST VINCENT & THE GRENADINES

A. District Bishop, Rev. Sonny Williams spoke of the pluses within the District:

- i. Tsunami of Pastoral changes. The District has done well. It was prepared for the changes.
- ii. The youngest pastoral group in the Fellowship is found in St Vincent, due to deliberate planning.
- iii. Candidates were being sent out for training.
- iv. A mentorship programme was in place for new recruits.
- v. A very cohesive district; credit being given to senior Pastors George Frederick and Noel Clarke.
- vi. 100 % compliance to the District directives.
- vii. Focus was on church planting
- viii. There were no vacancies

B. Challenges:

- i. Young persons in the majority but only about 10% participate in Youth Ministries. This is being addressed.
- ii. Growth is taking place but there have been exits through migration and death.

65.9 BARBADOS

- A. District Bishop, Rev. Dr. Gerald Seale spoke of encouraging signs in the District:
- i. Celebrating 100 years on October 7-9th 2016
 - ii. Newest church was planted to help drug addicts.
 - iii. Over fifty (50) persons were baptized in water and received the baptism in the Holy Spirit.
 - iv. Existing vacancies are to be filled.
 - v. Matters concerning the Crusaders Department were addressed.
- B. Challenge:
- i. Seven and a half thousand people to manage

65.10 NORTH WEST TRINIDAD

- A. District Bishop: Rev. Derrick Henry reported that the District was not short on wisdom. There were a number of Senior Ministers within the District.
- B. Challenges:
- i. Growth rate of the churches. Although every church is growing, the growth is less than 5%. Need a more dynamic move of God to bring about exponential growth.
 - ii. Most of the pastors are in their sunset years and although they are still energetic, succession planning is required.
 - iii. Programme for youths – a representative from each church, less than 25 years of age. They were to put on paper their views on the District and suggest some ways forward.
 - iv. Property for the District Facilities.
 - v. Mobilization. Rap sessions mixed with prayer are used as a technique.
 - vi. Vacancies: None at this time. There maybe two within the year.

65.11 TOBAGO

- A. The District Bishop is Rev. Dr. Vernon Arthur. However, Min. Rona Andrews, the District Secretary represented him. She spoke of:
- i. The planting of two Branch works
 - ii. Regular training for workers
 - iii. Aims to plant new churches
 - iv. District Headquarters will be built shortly in Signal Hill. Lands have been donated by Tobago House of Assembly.
 - v. There were many trained ministers, more than there were ministerial positions.
- B. Challenges:
- i. Support of Missionaries in St Maarten was \$30,000.00TT per month.
 - ii. A vacancy exists at Maranatha Assembly with the passing of its Pastor.

65.12 TRINIDAD & TOBAGO'S NATIONAL COUNCIL (PAWIT&T)

A. The Chairman, Bishop Hasratt Ali reported on plans in-train:

- i. Create a greater platform for cohesiveness
- ii. Plans for property procurement for National Office.
- iii. Strengthening marriages among our Ministers.
- iv. Revising T&T's Bylaws and constitutions
- v. To include all Evangelical organizations to impact the nation of Trinidad and Tobago.
- vi. Seek to be more vocal in the public arena on social issues.
- vii. Five (5) zonal rallies were held simultaneously to celebrate Pentecost this year, 2016.

B. Challenge: A vacancy exists for the position of Administrator at PAWI T&T.

65.13 MONTSERRAT

A. Bishop Dr. Pat Glasgow gives leadership to the District.

- i. The District comprises one (1) church with a membership of 120 persons.
- ii. Rev. Alvin and Mrs. Lena Nicholson visited the island and shared with the Evangelical Churches the importance of the apostolic ministry.
- iii. There was an increasing number of Hispanic immigrants on the island and this was creating a unique niche for ministry.

B. Projections:

- i. Start and complete the expansion of the church building.
- ii. Establish a new church in the Montserrat Community. The District plans to invite someone to come to Montserrat and help with the church planting initiative.

65.14 CONCLUSION

Due to time constraints no questions on the reports could be entertained.

66.0 PLENARY SESSION 1 – “LEADERSHIP AND SUCCESSION”

66.1 A panel led by Rev Kevin Hunte discussed PAWI'S approach to leadership in relation to succession among youths in PAWI. Members of the panel were Pastor Michael Holford – Barbados District, Bro. Edwin Felix –Grenada District, Bro. Jason Joseph – Trinidad and Tobago, and Sis. Antonia Charles – St. Lucia.

- 66.2 Exploring definitions of leadership in relation to succession, the following were suggested:
- a. Understanding the language of youth;
 - b. Leaders need to be engaged in continuous learning;
 - c. Priority of youths' motivation must be love and a total dependence on the Holy Spirit;
 - d. One must be persistent;
 - e. One must be exemplary and transparent;
 - f. Leaders ought to watch their 'stance' in talking to youths.
- 66.3 Definitions of succession were related to:
- a. The passing on of...
 - b. Being obedient to a predecessor
 - c. One of the vehicles that ensures continuity in the kingdom of God
- 66.3 Mentoring was explored in terms of one's relational experience with the opposite sex, and investing one's life in meaningful pursuits. Mentoring should include promoting accountability and generally developing leadership in protégés.
- 66.4 Distinction was made between mentoring and succession. Looking at how succession works in real time, the panel suggested that succession be applied at all levels of leadership and should not be considered only for pastoral work. Both mentor and mentee have a responsibility – mentees must want to learn, and mentors must want to give.

67.0 ANNOUNCEMENTS

The Chairman made the following announcements:

- a. Completed evaluation forms are to be submitted to the registration desk.
- b. Rev. Wharton Nicholson was to be discharged from hospital that day.
- c. Rev. Edwin Byer of the Barbados District had passed away.
- d. The PAWIMA Calendar was being sold at \$5.00 EC each.

68.0 RESOLUTIONS

- 68.1 The Chairman suggested that edited resolutions be submitted to the General Executive for consideration.
- 68.2 Motion: moved and seconded by Rev. Dr. Melch Pope and Rev. Edghill Messiah.
CARRIED

69.0 LUNCH BREAK

The lunch break was taken at 12:20 p.m.

70.0 RESUMPTION

The Conference re-convened at 1:15 p.m. Min. Christine Glasgow led in a time of praise choruses.

71.0 PLENARY SESSION 2 – “ARE WE DOING MINISTRY FOR THE CHURCH THAT WILL BE OR THE CHURCH THAT USED TO BE?”

71.1 Moderator, Rev. Arlene Duke-Paul introduced the speaker, Rev George Fredrick who identified lateness of notice for the limited time he had to prepare for his presentation. He however noted the following points:

71.2 Approaches to ministry should include the concepts of storming, forming, norming and performing:

- a. One cannot refine what he/she cannot define. To refine the ministry of the church , we must understand the ministry of the church
- b. We must be locked into the ways of God and not only that, but we must know the mind of Christ.
- c. We need to see God at work. We need to have both general revelation and special revelation.
- d. We must move from the mundane to the magnificent. Eighty-eight percent (88%) of persons we are leading have a grasshopper mentality. Followers must be ready, available, and willing.
- e. We must submit to God (1Pet. 5:6), so that He may work out His plan and purpose as we become clay in the hand of the Potter.
- f. We must submit to leaders (Heb 13:17) and to one another (Ephesian 5:21). We must learn both how to submit and how to exercise authority.
- g. The church was meant to bring flavour and savour to the world. The church is a chosen generation, called out and undergoing refinement to become the bride of Christ.
- h. The saints will judge the world and will judge angels.
- i. A good leader does not always have many followers

71.3 Comment: Rev. Ione Morgan observed that God was preparing the Conference to get ready for His coming and we must take heed.

72.0 PLENARY SESSSION 3 – “ADDRESSING SOCIOLOGICAL ISSUES IN THE END TIME”

72.1 The featured speaker, Rev Ophneil Forde, Assistant General Bishop looked at the implications of demographic changes in the end times:

- a. Reduction of the work force
- b. Diversification of ethnicity
- c. Decrease in population
- d. Increased number of persons per family in fulltime employment.

72.2 His suggestions for addressing sociological issues in the end time comprised:

- a. Organize discussions at Youth Fest 2016 on the way forward for singles.
- b. Improve on strategies to evangelize and disciple men.
- c. Address general issues of apologetics, such as test-tube babies, surrogate parenting, sperm bank etc.

73.0 EXPRESSIONS

73.1 The Chairman and delegates expressed recognition and thanks to the following groups and individuals:

- a. The Pastor and members of the Gateway Assembly for the use of their facilities
- b. The Presiding Bishop of Grenada, Rev. Dave King and his wife, Mrs. Catherine King
- c. The Grenada District Executive and the Conference planning committee
- d. Chairpersons of business sessions, rallies, devotions and plenary sessions
- e. The caterers
- f. The Conference committees – transportation, secretariat, registration
- g. Pentecostal Crusaders International
- h. Worship teams and special singers and musicians
- i. Cleaners, ushers, management and staff of the hotels
- j. Sound engineer and multi media

73.2 Special expression of appreciation were extended to Conference Chairman, General Bishop Dr. Pat Glasgow.

73.3 The Chairman informed the Conference that the presentations shall be made available to Conference delegates via their respective District's Bishop, the cost of which would be announced at the Closing Rally.

74.0 PRAYER

Rev. Kendal Augustin responded to the Chairman's request to close in prayer.

75.0 ADJOURNMENT

The Conference was adjourned at 3:40 p.m.

Submitted,

Rev. Nolan Warner
General Administrator

Confirmed this day of in the year of our Lord, two thousand and sixteen.

Bishop Dr. Pat Glasgow
GENERAL BISHOP
MACRO CHURCH PLANTING POLICY

Rev. Nolan Warner
GENERAL ADMINISTRATOR

1. PURPOSE

This Church Planting Policy is designed to provide accurate and timely information relating to the planting of churches in PAWI. The document will give a clear sense of direction to ensure good stewardship in the development of PAWI's church planting agenda and in the allocation of funds. Constituents are encouraged to use the information contained as guidance for consistent application when considering church planting. PAWI Districts shall provide direction to the churches under their care as it relates to this policy, to ensure consistent application within each district.

This document contains a set of basic procedural expectations for church planters. The practices referred to in this policy document are intended to be ongoing, however, PAWI reserves the right to amend, modify or terminate these plans at any time. Changes to this policy will be communicated through an updated document.

2. RATIONALE

After one hundred years of successful ministry in the eastern Caribbean, that spans twelve Districts, with an approximate membership of 225,000, and some 219 churches, we have begun to see signs of plateauing in the organization. Consequently, planting new churches is one way of injecting new life into a tired and flagging organization. The basis for this is amply provided for within the text of scripture (Matthew 16:18-19; Acts 11:19-26; Acts 16:1-5, 9-10). Hence, any philosophy of Church Planting must be biblically based.

3. PHILOSOPHY OF CHURCH PLANTING

Wholeheartedly, as a Fellowship, we are committed to multiplying Leaders, Ministries and Churches. We see this as a scriptural priority and as such this policy was developed against the following philosophy:

- I. We are committed to the Biblical mandate to evangelize and to ‘congregationalize’ according to Christ’s Great Commission and the example of the New Testament disciples (Matthew 28:18-20; Acts 8:1-5).
- II. We believe this work is distinctly of the Holy Spirit. It is His initiating, equipping, empowering, guiding, and sustaining that enables His people to perceive a vision, make wise plans, appropriate resources, challenge and train church planting pastors, and raise up new Churches in places lacking a strong, positive evangelical witness (Acts 1:8).
- III. Our philosophy is built upon the Word of God and empowered by the Spirit of God. We believe as a basic core value the message of Scriptural Holiness is to be proclaimed in every reasonable way possible as a key to our commitment to the Great Commission (Luke 24:49; Acts 1:8; 15:9). This core value cannot be fulfilled unless there is a regular procession of newly saved people in all our churches and new churches are regularly planted across our denomination.
- IV. We further believe that the Holy Spirit calls and equips people to be sent out to begin new churches. The body of believers has the God-given responsibility to pray for and expect the Lord of the harvest to send workers into the fields that are ripe unto harvest (Matthew 9:35-38).
- V. We believe it is the responsibility of the District Executive, in keeping with the policies and Constitution of Fellowship and guidelines of World Missions Agency (WMA), to assist church planting pastors in every way possible and practicable. This, we believe, includes intercessory prayer backing, financial support for designated periods of time, training, and encouragement through every means possible (Acts 13:1-2; 15:1ff).

- VI. We believe the Biblical philosophies of evangelism and church planting is combined with the Biblical philosophy of stewardship. Therefore, while always open to the leadership of the Holy Spirit, and while open to the possibility of starting new Churches wherever it appears an open door is available, it is the intention of PAWI to begin new Churches primarily in areas that have been properly researched or surveyed.
- VII. We believe every culture and ethnic group should hear the Gospel of Jesus Christ. Therefore, we will attempt, as the Holy Spirit leads, to plant new Churches among the different ethnic and cultural communities.
- VIII. We believe that while each local church will have its unique personality, we will be most effective when we work together as a Kingdom Team (1 Corinthians 8, 9).
- IX. We believe that investing in the ministry of church planting is a wise stewardship of responsibilities and resources; our primary focus is not on the cost, but on the dividends for the Kingdom of God. Therefore, we believe the future of church planting is as bright as the promises of God!

There is the need for the development of a policy that guides this strategy of Church Planting. The policy takes into consideration roles and responsibilities of executive and operational levels of PAWI as follows:

- a. The level of Executive Leadership
- b. The level of the District
- c. The level of the Local Church

These three levels provide the framework within which the policy operates.

4. CHURCH PLANTING POLICY GUIDELINES

Church planting at its best is an act of life-giving creativity and generosity. The following are the guidelines governing the roles and responsibilities of the Executive, the District and the Local Church in relation to church planting. These are an attempt to encourage good practice, proper consultation and fitting accountability.

- A. At the Level of Executive Leadership:
 - I. That Church Planting be made a primary objective of the organization for its continual rejuvenation and growth;

- II. That this objective be communicated at the level of the General Executive as primary to the organization;
- III. That Executive members in turn promote this objective as a matter of urgency;
- IV. That annual or biennial summits be planned to emphasize and foster this objective, highlighting those Districts, or Churches that are successfully planting new churches;
- V. That the fellowship works with sister organizations that have been successful in this venture, using their experience and expertise to assist in developing this objective; and,
- VI. That WIST, the primary Theological Institution of the Fellowship, be the machinery that drives this Church Planting Policy, with a course in the discipline created and taught on every campus for the training of Church Planters.

B. At the level of the District:

- I. That District Presiding Bishops and their Executives be responsible for emphasizing Church Planting as a primary objective of the organization and their District, and that this be included in their strategic plans;
- II. That pastors and by extension their churches make this objective a part of their strategic planning and be involved in the planting of new churches;
- III. That Districts conduct demographic studies, investigating population shifts and mapping out areas where new churches can be established;
- IV. That Districts mobilize resources for the work of Church Planting;
- V. That Districts utilize the expertise of Church Planters and consultants in their districts or outside the district to help in developing a culture of Church Planting;
- VI. That regular summits, conferences and workshops be planned to educate and facilitate church planting objectives; and,
- VII. That Districts work with and learn from other Districts that have successfully planted new Churches.

C. At the level of the Local Church:

- I. That the Local Church be the agent of Church Planting;
- II. That Churches give consideration to mobilizing resources, releasing members and personnel, as well as finances to aid in Church planting; and,
- III. That where Churches may be unable to fund such ventures, they work with other churches to plant new Churches.

5. REASONS FOR CHURCH PLANTING

Church plants occur for many reasons, including:

- I. Creating more room when a church is full.
- II. Assisting a church in need of fresh input and energy.

- III. Reaching an area that existing churches are not reaching.
- IV. Establishing a presence in a new development.
- V. Reaching a cultural group, demographic or subset of people not currently being effectively reached.

6. CHURCH PLANTING PROCEDURE

6.1 Application

A Church Planter must make known his calling and vision to the District Executive and receive a Preliminary Application to be completed along with their Pastor's approval, and must be returned to the District office.

6.2 Identification of Church Planting Opportunity

There should be on-going activity of identifying unreached areas or groups of people where some form of church or congregational planting is required. Unreached communities may be geographical locations such as new housing developments, or a distinctive largely unreached local population.

6.3 Consultation

A church planter seeking to pursue any kind of church or congregation plant shall consult with the District at the earliest possible opportunity. This is to avoid duplicating planned similar work nearby, targeting the same group of people. If the proposed site of the new work is bordering another district or in a community where there is already a PAWI church presence, consultation shall take place with the bordering district and/or the pastor of the pre-existing assembly prior to the start of any new work.

6.4 Prayer

Broad involvement in extensive prayer should guide the initial decision before a physical presence is established. Prayer should also sustain the ongoing work.

6.5 Feasibility Study

Before committing to any new initiative, the following questions should be asked and answered:

- I. Target Group – Who will be reached that would otherwise be unreached? The answer to this question should be spelt out not only in terms of numbers, but also in terms of unreached groups and/or places. The church planter must be able to determine the size of the community, the ethnic composition of the community, social structure, the number of

other churches existing in the community, including those of other denominations and the size of congregations.

- II. Intervention Plan – What programmes and initiatives are required? There should be a clear and realistic plan for medium to long-term sustainability of the work including; intervention strategy, initial church and outreach programmes.
- III. Finance – Where will the initial funding come from? What is the timescale and process for the church plant to become financially self-sustaining? If not properly planned, new works can never become self-sustaining. A financial plan shall be prepared to determine the cost of entry as well and budgeted expenditure for at least 3 years.
- IV. Leadership – How will leadership be developed from within the community where you choose to plant? What succession plan is in place in the event the leader moves on? Church planters shall develop a detailed document providing responses to these questions.
- V. Venue – Where will the new church plant be housed? If a new venue is to be used for public worship the venue should be identified and assessed to determine whether the following criteria are met:
 - a. suitability for disabled access
 - b. compliance with relevant health and safety legislation
 - c. ease of access by public transportation
- VI. Legal Considerations – What are the legal requirements? These may include work permits for foreign workers, licences and/or legal incorporation.

6.6 Preparation of Project Plan

Once the feasibility study is completed, the church planter shall prepare a detailed plan for submission to the District Executive and PAWIMA with the following focus:

- I. Demonstration of a clear calling. The church planting plan is largely based on God's individual calling on the church planter and the location to which he is called. The church

planter shall clearly demonstrate God’s call to church planting generally, and specifically toward a particular community.

- II. Communicate “the Vision”. The church planter shall communicate the vision the Lord has placed in his/her heart regarding the new work. The church planter shall state the need, along with a clear strategy and a projected outcome for the work. He/she must be able to communicate the passion, vision and strategy.
- III. Define Your Community. The church planter shall provide empirical data regarding the demographics of the location, the needs of the community, cultural values, political and social composition, and the social religious makeup of the community.
- IV. Leadership/Team. The plan shall also detail the leader and composition of the proposed team. The document shall also outline the experience and qualifications of each team member and the various skill sets brought to the team.
- V. Timeline. Church planters shall provide a detailed timeline for the first 18 months of the new work, identifying important milestones.
- VI. Finances. The church planter shall include in his plan the resources required for each phase of the new work, both present and future, as well as projected income based on partner commitment.

6.7 Review and Approval of Project Plan

The District Executive/PAWIMA shall review the plan and provide written approval to the church planter if the plan meets the policy requirements.



Figure 1. Church Planting Procedure

7. STRATEGIES FOR STARTING CHURCHES

God is consistent in His message, but also very creative in His methods for planting churches. PAWI shall accommodate church-planting initiatives using any of the following strategies:

- I. "Pioneer"
A church planter and his family move to an area with no connections. "Starting from scratch," they network with people, developing a team of people that form a church.
- II. "Mother/Daughter"
An existing church invests people, money and sometimes staff to begin a new church in a nearby area.
- III. "Partnership"
Two or more churches in an area invest people, money and time to help a church begin.
- IV. "Multiple Congregations"

An existing church starts another congregation within its own building, allowing one facility to "house" several different congregations.

V. "Restart"

A dying church is "restarted" with a new pastor and sometimes a new name. The church may meet in the same facilities or relocate, but becomes a whole new church.

VI. "Team"

A team of two or more church planting families with complementary gifts and skills move to a new area to plant a church.

VII. "Bible Study /Sunday School"

A Bible study or children's ministry in an area may grow to the point where they sense God's call to become a church and a pastor is sent to lead them.

VIII. "Advertising /Grand Opening"

A church planter may saturate an area with phone calls, mailings or door-to-door brochures inviting people to a "grand opening" service. Sometimes the saturation comes from an evangelistic crusade. From that initial crowd a congregation forms.

IX. "Farming"

A planter or a team of people contact the same number of homes regularly (such as the same 500+ homes each month). Repeated contacts with responsive people allow a group of people to become the initial launch team of the church. Sometimes invitations are given to "informational seminars" that present Biblical principles about parenting, stress, marriage and other "felt need" issues.

X. "Circuit"

One leader may oversee several cells or churches until leadership for those groups is developed. This is often done in other parts of the world, especially in cell churches.

Sometimes churches are planted with a combination of these methods... reaching lost people is what matters, not which method! There are MANY ways for us to plant churches... there is no one "right" way to do it.

One of our goals in planting new churches across the Fellowship would be to have the right planter in the right place planting churches with the right people.

8. CHURCH PLANTERS' CHARACTERISTICS

PAWI shall require that prospective church planters possess the following characteristics:

I. Character

Church Planters shall:

- a. Be baptized believers in Jesus Christ who have a God-given call to ministry, specifically to church planting.
- b. Have a strong, consistent walk with God and a deep prayer life.
- c. Maintain a Biblical standard of ethics in their professional and private lives.
- d. Maintain a personal commitment to consistent prayer and personal study of the Scriptures, and conduct themselves with honesty, integrity and faithfulness to God.
- e. Be passionate about evangelism, and demonstrate this passion both with their conviction that non-Christians are separated from God, as well as their ability to share the message of the Gospel in a conversational way with those yet to know Jesus Christ.
- f. Demonstrate an ability to stick to commitments even under tough circumstances. The church planter perseveres.
- g. Be able to bounce back after setbacks.
- h. Have a strong sense of call.
- i. Have a Spiritual gifts package that includes leadership, faith, discernment and evangelism.

II. Casts Vision

Church Planters must be able to:

- a. Communicate the vision in an inspiring and practical manner.
- b. See into the future with faith.
- c. Create and initiate projects from the ground up.

III. Capacity for Excellence

Church Planters shall:

- a. Have adequate academic preparation relevant for planting a church and functioning as a pastor.
- b. Attend a Basic Training Course in church planting to further equip themselves for their task within the first six months of arriving on the field.
- c. Be self-starters and self-managed with a strong need to achieve.

- d. Have strong work ethic.
- e. Strive for excellence.

IV. Creates Ownership of Ministry

Church Planters shall:

- a. Be able to recruit, coach and delegate effectively.
- b. Have a reproductive mindset – develop an ever widening circle of reproducing leaders and groups.
- c. Release others into ministry, assessing gifts and equipping wisely.
- d. Be receptive to others' ideas, being flexible, yet capable of building group cohesion and agenda harmony around the vision.

V. Cooperation of Spouse and Family

Church Planters shall have:

- a. A heart of agreement about roles and expectations in ministry.
- b. A healthy family life.
- c. A strong support system of family and friends

VI. Constructive, Compassionate People Skills

Church Planters shall:

- a. Appreciate and accept a wide variety of people, and must be able to respond with compassion when needs arise.
- b. Be approachable and active in developing relationships.
- c. Be able to handle conflict constructively and deal with difficult people.

VII. Consistent Fruitfulness

Church Planters shall:

- a. Consistently develop relationships with unchurched people.

- b. Produce continuous evidence of people coming to Christ.
- c. Have a church planting and church growth mindset – see evangelism as essential to reaching people for Christ.

VIII. Community Responsive, Culturally Relevant

Church Planters shall:

- a. Prior to appointment, present the District Executive/PAWIMA with a strategic plan for the new church, including the vision and a proposed annual budget outlining the financial need.
- b. Study the local community – understand the needs and opportunities.
- c. Start ministries that meet needs in the community.
- d. Be seen in the community as a positive influence.
- e. Intentionally practice strategic intercession.

9. PROJECT REQUIREMENTS

The church plant shall:

- I. Have a parenting church which will agree to the parenting of the new work.
- II. Observe PAWI's biblical ordinances set out in the "Statement of Faith".

10. CHURCH PLANTER ASSESSMENT PROCESS

One of the greatest responsibilities of any church planting organization is the evaluation and development of potential church planters. The assessment of the church planter shall be as follows:

10.1 Church Planter Recruitment

Each District in association with PAWIMA should cast the vision for church planting widely – local churches, WIST, PAWI's networks, discipleship workshops and Missions Conventions. We should foster an attractive Church Planting Climate:

- I. A climate in each conference and across our denomination that attracts, honours and equips spiritual pioneers.

- II. Recruiting from within – raising up leaders from the harvest for the harvest from within our churches whom God might call to plant churches (current pastors, youth pastors, lay ministers). We pray, watch and recruit.

10.2 Initial Screening

This is the time when informal assessment begins to help the potential church planter and the assessor see if the option of church planting is a good fit all around.

- I. We believe every Christian should be in some way a part of church planting, but we do not believe everyone should be a church planter – especially not a lead church planter, and definitely not a paid vocational planter. It is during this initial screening phase that a good assessor helps someone see the full range of options available for supporting church planting. The initial screening phase should help both the potential planter and the assessor, and it should be the most objective phase of the process.
- II. The initial screening phase should help potential planters see the broadest range of church planting opportunities within the organisations. These opportunities typically include funded and unfunded church planting, full-time and bi-vocational ministry, serving as lead planter or as part of a team, and the various methods and models that are the most common in PAWI. During this time, it should also be communicated how someone who ends up not being a lead planter – or even a member on a church planting team – can be an advocate for church planting in whatever ministry position they fill.

10.3 Initial Assessment

The initial screening should be helpful for the assessor by giving them quick insight into how the potential planter might do in a church planting situation. The next step is some sort of initial assessment.

- I. It is not intended to be a full assessment, but rather an initial indicator that can encourage some to move forward, but redirect others early in the process; both for their best interests and the stewardship of the organization.

10.4 In-Depth Screening

In-Depth Screening helps the organization go deeper – to be sure that the initial indicators are correct and that there is theological alignment with PAWI. Much of this phase is accomplished through applications and having the planter write out their doctrinal beliefs and understanding of church planting.

- I. Do I fit the doctrine and distinctive of PAWI?
- II. Does my personality and leadership style lend itself to church planting?
- III. Do I fit the community in which the church is being planted?
- IV. Do I fit the model of the church that is being planted?

10.5 Assessment Meeting

This is typically a more formal interview than what has been done up until this point. At this time, you are looking at screened and eager candidates. This is the final step to be sure that vocational planters have the ministry skills, planting wiring, and interpersonal ability to plant a church. It is time to schedule a longer behavioural assessment. This is also a time to flesh out in greater detail the desirable church planting characteristics that the planter may or may not have as attributes or characteristics.

Identifiable attributes that should be preferred include: visioning capacity, intrinsic motivation, creates ownership, relates to lost and unchurched people, spousal cooperation, effectively builds relationships, committed to Kingdom growth, responsive to community, utilizes giftedness of others, flexible and adaptable, builds group cohesiveness, resilience, and exercises faith.

11. PROTOCOLS

In establishing protocols for the organization:

- I. The International Office shall be apprised of any potential new church plant.
- II. New church plants shall reflect the ethos and missions approach of the PAWI Fellowship.

The following guidelines are intended to provide some flexibility in the way that the new church plants operate, and at the same time, ensure that they remain part of the PAWI Fellowship, and are committed to upholding the values of the Fellowship and supporting its mission.

New church plants shall:

- a. Be established for the proclamation of the Gospel and the salvation of souls.
- b. Accept the doctrinal statement that spells out the values of the organisation and the Constitution and Bylaws that guides its operation.
- c. Ensure that the leadership team is faithful to PAWI and is in good standing.
- d. Be attached to, or associated with a District, or a Church in a District, or the Missions Department of the International Office, where necessary, and seek recognition and support from these as a church plant.
- e. Consider themselves part of the PAWI Fellowship.

- f. Have the aim to become a PAWI Church.
- g. Be supported by the organisation, consulting with the International Office regarding any practice or operation that does not conform to the guidelines of our Constitution and Bylaws.
- h. Demonstrate financial stewardship and accountability.
- i. Prepare an initial church planting proposal that will be shared with the mother Church, the District Executive, where applicable, and the Missions Department of the organisation. The church plant will also be mutually responsible to provide on-going reports of the implementation process.
- j. Be encouraged by the Missions Department of the organisation to be supported by funding from sister organisations or work with them if the purpose of the plant is to reach an unreached people group or areas.
- k. Be careful about associations with other persons or organisations that may have ulterior motives.

With regards sister organisations involved in Church Planting, there may be consultation with their officials if there is a perceived conflict of interest in planting a church in a given area. However, discretion should be used when areas are considered.

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7.9 TERMS OF OFFICE AND VACANCIES

The term of office of all District Officers shall be two (2) years from the time of their election. They shall assume office within three (3) months after their election. Where a vacancy occurs in any office by resignation, departure from the District, death or disqualification, the remaining members of the District Executive may appoint a person to fill the office; This should be done immediately within the Conference year.

PROPOSALS FOR AWARDING CREDENTIALS

The following process leading to the award of credentials is proposed.

All applications for credentials shall be submitted via District Executives within PAWI. The applications shall be reviewed and approved by the respective District Executives. Those who are applying for the credential of ordination by the respective District Executives and District Conferences. The applicants who are recommended by these bodies will be forwarded to the General Executive for approval, processing and awarding.

Credentials shall only be issued to persons who have satisfied all the requirements and paid the requisite fee in full.

All applicants for credentials shall be required to:

- a) Attend a PAWI's Distinctive Doctrines and Ideals Seminar that shall highlight the distinctive, doctrines and dogmas of the PAWI. The contents of this seminar shall be prepared and approved by the General Executive in association with the WIST.
- b) Successfully complete an assessment based on the material presented in the seminar in (a) above;
- c) Attend an interview with persons appointed by the District Executive in which the application is made. (This interview shall seek to ascertain aspects of the spiritual maturity, character, principles of family management style, ministry involvement and allegiance to the teachings of the Bible and the ideals of PAWI that are professed by the applicant.)

The information gathered from the assessment and interview shall be used as part of the decision making process on the application made.

PREREQUISITES

Applicants for credential with the PAWI shall have these prerequisites:

- i. The applicant shall evidence a personal experience of salvation

The applicant shall present evidence of loyalty to the Fellowship, its Doctrines, values, Constitution, bye-laws and published position on moral and contemporary issues.
- ii. The applicant shall give evidence of a sound moral character and be in good relationship with other credential holders. (the mental aspect needs psychological testing hence its removal, it may violate the person's national constitutional right)
- iii. The applicant shall be filled with the Holy Spirit with the initial physical evidence of speaking in other tongues.
- iv. The applicant shall be required, in accordance with the Scriptures, to evidence a good report from those outside the faith (I Timothy 3:7). (and to display an attitude of Christian tolerance to all men. This may be impossible to ascertain or judge as the variables are too great)
- v. The candidate shall be required to evidence a wholesome attitude to money Matthew 6:24 and 1 Timothy 3:3. (No candidate shall be approved for credential who in the opinion of the General Executive has demonstrated an unwholesome attitude to money or worldly goods in accordance with)
- vi. The candidate shall produce two (2) letters of recommendation, one from his employer and another from a credential holder from the PAWI.
- vii. If the candidate is married, their spouse shall be required to submit a letter of approval and commendation and be available for an interview.

CREDENTIAL CATEGORIES

1. Certificate of Recognition (COR)

An applicant shall be considered eligible for the Certificate of Recognition credential if he/she satisfies criterion (a) and one or more of the other criteria:

- a) The applicant shall be a member in good standing of a Local assembly of the PAWI and shall present a recommendation by his/her Pastor evidencing such. In the event that the assembly does not have a pastor at the time of the application, the District Presiding Bishop shall request a recommendation from the church secretary or head deacon.
- b) The applicant being the spouse of a credentialed worker. shall evidence involvement in a supportive ministry, within the church or district where the credential worker serves, for a minimum of two years within the PAWI.
- c) The applicant shall evidence involvement in a supportive ministry continuously for two years at District, National and/or International level in key areas of the Fellowship. These areas may include but not limited to Men's, Women's and Youth Ministries, Christian Education, Missions and Crusaders, office administration, etc.
- d) An applicant, who is not a graduate of the WIST or other approved theological institution, but has continuously assisted the leadership of a local Assembly in preaching, teaching, etc. for a minimum of three years.

2. Lay Workers' Certificate (LWC)

An applicant shall be considered eligible for the Lay Workers' Certificate credential if he/she satisfies criteria (a), (b) and at least one of the other criteria:

- i. The applicant shall be a member in good standing of a Local assembly of the PAWI and shall present a recommendation by his/her Pastor evidencing such. In the event that the

assembly does not have a pastor at the time of the application, the District Presiding Bishop shall request a recommendation from the church secretary or head deacon.

- ii. The applicant shall be a graduate from the WIST or an equivalent theological institution as approved by the WIST with a Certificate in Theology.
 - iii. The applicant shall give evidence of assisting in leadership at his/her local Assembly in areas of preaching, teaching, missions and church administration for a minimum of three years.
 - iv. Be a departmental head at District, National or International level in key areas of the Fellowship such as Men's, Women's and Youth ministries, Christian Education, Missions or Crusaders.
3. License to Minister (LTM)

An applicant shall be considered eligible for the License to Minister Credential if he/she satisfies all of the following criteria:

- i. The applicant shall be a member in good standing of a Local assembly of the PAWI and shall present a recommendation by his/her Pastor evidencing such. In the event that the assembly does not have a pastor or the applicant is the pastor of the assembly at the time of the application, the District Presiding Bishop shall request a recommendation from the church secretary or head deacon.
- ii. The applicant shall be a graduate from the WIST or an equivalent theological institution as approved by the WIST with a minimum qualification of a diploma in Theology.
- iii. Has been involved in pastoral, evangelistic, leadership or related spiritual ministries at a local church, district, national or international level for a period of over two years prior to application.
- iv. Submit to an assessment on of PAWI's stated core values, polity, and philosophy.

i. Ordination

The preparation for ordination involves a two-year educational and developmental program designed by the General Executive in association with WIST. This assessment may commence upon receipt of the License to Minister Credential.

Applicants for the Ordination Credential must satisfy the following criteria:

I. Recommendations:

The applicant shall present Recommendations from the following persons, district executive and district conference:

- (i) His/her Pastor, or a credentialed member of the PAWI within the district in which he/she ministers and who would have knowledge of his involvement in ministry;
- (ii) The District Executive and District Conference to which the applicant belongs.

II. Prerequisites

The applicant shall:

- i. Be the holder of License to Minister Credential for a minimum of two years.
- ii. Give evidence of continuously involvement and successful spiritual ministry for a minimum of two years after receiving the License to Minister Credential.
- iii. Submit to the three levels of assessment (Appendix i). failure to meet the predetermined levels for success shall not be eligible for the Ordination credential.
- iv. Give evidence of the successful completion of the two-year development and education program.

Special Cases

Holders of Ordination credential from other organizations and approved by the General Executive:

Applicants shall:

- (a) Be assessed by the District through which they applied to determine their eligibility for Ordination or other levels of credential. (what are the criteria for the assessment, these must be placed here as the districts need guidance as we are indeed seeking to standardize these procedures)
- (b) Submit three recommendations to the PAWI District Executive through which they are applying:
 - i. One from the organization from which they came and have been ministering;

- ii. Character reference from a member of the District Executive in which they are applying;
- iii. Leadership and spiritual ministry service recommendations from a local pastor in good standing;

Credentials Ceremony

All credentials shall be awarded with a certain degree of ceremony at an assemblage of District executives and other witnesses.

The District Bishop or his representative should be present and conduct the ceremony for the award of COR, LWC and LTM.

The General Bishop or his representative should be present and conduct the ceremony for the award of Ordination. Ecclesiastical and lay officials may be invited.

In every case an appropriate citation of the achievements and suitability of the awardee shall be read.

Appendix 1

THE PROCEDURE FOR ORDINATION

The preparation for ordination will begin after receipt of the License to Minister Credential.

The process comprises two major components: Assessment and Development

1. ASSESSMENT COMPONENT

- a. Initial Assessment: a questionnaire shall be administered which shall include, but not be limited to, these components: Personal Qualifications, Life Circumstances, PAWI Polity, etiquette, protocol and organizational responsibilities.
- b. Continuous Assessment: areas of training shall include, but not limited to, Ministerial practices, ongoing theological training, organizational structure, pastoral counseling and PAWI Polity. Three interviews and a questionnaire will be administered over an eighteen-month period. The applicant's failure to completely

participate in the continuous assessment process shall be interpreted as abandoning the process.

- c. Summative (final) Assessment – the final assessment will take the form of a comprehensive interview in which material from the areas of training and assessment will be reviewed. The applicant shall successfully complete the summative Assessment to be considered for the Ordination Credential. standardized; leads to ceremony of ordination.

2. DEVELOPMENTAL COMPONENT

The developmental component shall include, but not be limited to, these areas:

1. Spiritual Formation
2. Continuous Education in areas of agreed upon need
3. Knowledge and skills for ministry
4. Life Circumstances

Developmental Process:

- a) Upon receiving the LTM credential, the applicant may indicate his/her desire to become a candidate for ordination. The following two years will be considered the period of developmental assessment.
- b) The course of study and assessments have to be formulated, the structure designed with guidelines/principles and procedures clearly delineated and placed in a handbook for Ordination
- c) WIST will be utilized in this developmental process.

Respectfully Submitted,

A handwritten signature in blue ink that reads "Nolan Warner". The signature is written in a cursive style with a large initial 'N'.

Rev. Nolan Warner
GENERAL ADMINISTRATOR