

2022 - ICOC Global Delegate Vote

Proposals and Affirmations

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Solution for a Broader Catalyst Team

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Reconfigure the Catalyst Team

OCTOBER 2021

NEED TO MEET/OR PROBLEM TO SOLVE

There is a need to create more flexibility on who can serve on the Catalyst Team

PROPOSAL

First, open Regional Family Chair positions to former Regional Family Chairs and those discipling Regional Family Chairs.

1. A. Add a Next Gen (40 and under) on the Catalyst team
- B. Add a second Teacher to the Catalyst team
- C. Add Both, a Next Gen and a Teacher to the Catalyst team

OLD PROCESS/or STRUCTURE

Originally, it was 7 Regional Family Chairmen selected, 2 Women, 1 Teacher and 2 Elders (1 outside the US and 1 inside the US).

WHY THIS IS BETTER

1. Makes the group broader

Solution for the Cost of Global Effort

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Affirmation from Delegates for *Grass Roots* Centralized Funding for Global Effort

OCTOBER 2021

NEED TO MEET/OR PROBLEM TO SOLVE

It costs time and money to be organized, globally. So far, Chicago is paying for AT and Patty's salary. Dallas pays for many of Todd's efforts. This is an attempt to share the costs.

AFFIRMATION

1. Churches can voluntarily give to help
2. The Administration Service Team can oversee

OLD PROCESS/or STRUCTURE

We do not have a plan or structure so far to pay for extra costs.

WHY THIS IS BETTER

1. It does not put an unfair burden on one or two churches

Multi-Regional Groups are Beginning to Form

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Affirmation from Delegates for Multi-Regional Groupings

OCTOBER 2021

NEED TO MEET/OR PROBLEM TO SOLVE

We need to acknowledge that relational bonds have created natural Multi-Regional Groups. These exist and are useful.

AFFIRMATION

1. Recognize that these groups do exist.
2. Delegates can call upon these groups to perform tasks.
3. Each group will have a chair couple for ease of communication and organization.
4. They will gather and communicate statistics
5. They will plan conferences and events
6. Conflicts can be brought to this group if the Region is having trouble resolving.

OLD PROCESS/or STRUCTURE

33 Regional Families exist and are functioning currently.

WHY THIS IS BETTER

1. Relationship building is facilitated
2. Support for conflicts
3. Encouragement and advice

Possible Groupings: North America (12 RF's), Latin America and Caribbean (6 RF's), Africa (5 RF's) Europe, Eurasia, and the Middle East (5 RF's), Asia (4 RF's) and Australia (1 RF).

Development of the Global ICOC Teachers Service Team

OCTOBER 2021

NEED TO MEET/OR PROBLEM TO SOLVE

There is a need to further decentralize and expand our Teaching ministry.

PROPOSAL

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Ephesians 4:11-13 (NIV)

The vision of the ICOC Teachers Service Team (TST) is for the teachers to work alongside the elders, evangelists, and other gifted disciples of Jesus to promote biblical literacy and spiritual maturity in our fellowship—to mature the body of Christ. As teachers, we believe this requires both theological rigor and being actively involved in local church-building. It also requires teamwork, mutual respect, and humility with the elders and evangelists.

We also recognize that there is much work to do to develop the teaching ministry around the world. As of the writing of this proposal, in our more than 700 churches, we only have 72 recognized teachers in the ICOC. Our plan is to both build global representation with the TST and to help raise up more teachers. This proposal reflects both.

Over the past few years, the following regions have been represented by teachers on the TST:

- Africa: Emmanuel Emeh
- Asia and the Pacific: Dr. Rolan Monje
- Caribbean: Dr. Courtney Bailey
- Central and South America (excluding Brazil): Arturo Elizarraras and Steve Brown
- Europe: Andy and Tammy Fleming

The recent development of the teaching group in Africa is a timely example of the years of labor, education, and relationships needed to develop and mature teachers in regions that

haven't had teaching ministries. Years of Ministry Training Academies, BEAM programs, mentoring, and partnership with teachers and evangelists have been vital to raise up teachers across the African continent. Fifteen teachers have recently been recognized and Emmanuel Emeh was selected by the group to chair the team. Emmanuel represents the African team on the global TST.

The plan for the next iteration of the TST, 2021-2024, is to further decentralize the TST, continue to raise up teachers, and establish connections that will expand the ICOC teaching ministry around the world.

Many qualifications are necessary to serve as a teacher, particularly on the global TST. While that discussion is beyond the scope of this proposal, a few vital qualities are important:

- The ability to navigate complex theological issues
- A life worthy of respect
- The humility to work as a team with the other teachers and the RFCs, delegates, and elders
- The humility to acknowledge areas of expertise and limits to personal training and education

Over the next three years the plan is for the global TST to actively develop seven multi-regional teams of teachers. As more teachers are recognized and these groups grow, more teams will be added. The USA will start with three teams because of the number of teachers. Other groups have so few current teachers that we want them working with others to help them. The eventual goal is to have a teacher's group in each of the 33 regional families.

We are proposing the following multi-regional teaching teams for 2021-2024:²

1. Sub-Saharan Africa (5 regional families, 99 churches / 13,671 members / 15 teachers)
2. Asia/Pacific (5 regional families, 199 churches / 27,092 members / 2 teachers)
3. Europe/Middle East (5 regional families, 101 churches / 10,279 members / 5 teachers)
4. Latin America (5 regional families, 85 churches / 13,309 members / 7 teachers)
5. USA Central/Canada (4 regional families, 56 churches / 10,720 members / 12 teachers)
6. USA East/Caribbean (6 regional families, 124 churches / 24,710 members / 26 teachers)
7. USA West (3 regional families, 46 churches / 12,658 members / 5 teachers)

This will move us towards greater representation as we develop functioning teaching teams around the world. The Africa group is the first of seven.

¹ At the global TST level, we need some of our team to be specialists. Just as we would rather see a cardiologist instead of a nurse practitioner when we have a heart problem, we need a place for our specialists to work together to solve problems and develop other teachers around the world.

² See the appendix below for the suggested groups of regional families

Each of these seven regional teams of teachers along with the RFCs in their region will work together to elect a chairperson who will represent them on the Global TST. This includes the RFCs in the selection process of who sits on the global TST.

There are also specialized ministries which serve the greater fellowship.

- Advancement of Women's Teaching
- Continuing & Advanced Education (MTA's, RMSMT, etc.)
- Culture and Reconciliation
- Teleios: A Journal to Promote Holistic Spirituality
- Annual Teachers Conference

The TST would be composed of the chairperson elected by the delegates, the seven multi-regional representatives, and the other representatives that the chairperson would select to meet these needs and other needs that surface.

The TST is also aware of the need to recognize and promote women as teachers. We have had four women on our team. There are presently three. We plan on continuing this practice. The TST needs the voices of women.

After these seven regional teams of teachers are established and functioning, the TST would work to continue advancing teacher development in areas that are under-represented. Leadership and representation will need to be reevaluated as this process unfolds.

The qualities needed for all TST members were recognized above: gifted with the ability to navigate complex theological issues, a life worthy of respect, the humility to work as a team and with other ICOC leaders, and the humility to acknowledge areas of expertise and limits to their training and education. These qualities are of the utmost importance for the chairperson. The TST members have unique insight into who can lead this team. As has been our practice since the inception of service teams, the TST would suggest a chairperson for the three-year term. This person would then be voted on by the delegates, along with any other person the delegates would put forward.

Submitted for consideration on September 27, 2021, by unanimous support from the ICOC Teachers Service Team:

Deb Anton

Ed Anton

Dr. Courtney Bailey

James Becknell

Steve Brown

Robert Carrillo

Arturo Elizarraras

Emanuel Emeh
Andy Fleming
Tammy Fleming
Dr. Glenn Giles
Joey Harris
Dr. Douglas JacobyDr. Steve Kinnard
Valdur Koha
Suzette Lewis
Dr. Gregg Marutzky
Dr. Rolan Monje
Dr. John Oakes
Dr. Brian Perkins
David Pocta
Steve Staten

OLD PROCESS/or STRUCTURE

No current Regional or Multi-Regional Plan exists.

WHY THIS IS BETTER

The Teacher Service Team will be intentional about working toward the goal.

*See appendix on next page for Proposed Teacher Groups.

APPENDIX – Proposed Teacher Groups

	Teacher Group	Regional Family	#Countries	#Churches	2020 Members	Current Teachers
1	Africa	Central Africa	6	15	1926	1
2	Africa	East Africa	6	16	2101	4
3	Africa	French West Africa	8	19	2963	2
4	Africa	Southern Africa	12	22	2666	5
5	Africa	West Africa	6	27	4015	3
			38	99	13671	15
6	Asia/Pacific	Asia Pacific	2	33	5285	2
7	Asia/Pacific	Australia/South	4	11	1364	0
8	Asia/Pacific	China	2	28	3879	0
9	Asia/Pacific	South Asia	5	63	7338	0
1	Asia/Pacific	Southeast Asia	8	64	9226	0
			21	199	27092	2
1	Europe	Eastern Europe	15	25	2902	3
1	Europe	Eurasia	8	26	3711	1
1	Europe	UK, Ireland &	10	20	1951	1
1	Europe	Western Europe	8	14	1033	0
1	Europe	Middle East	14	16	682	0
			55	101	10279	5
1	Latin America	Andean	4	19	1568	1
1	Latin America	Brazil	1	11	2124	0
1	Latin America	Central America	7	12	2109	0
1	Latin America	Mexico	2	33	6824	5
2	Latin America	Southern Cone	4	10	684	1
			18	85	13309	7
2	USA	Canada	1	12	1933	1
2	USA	Heartland	0	9	1167	1
2	USA	Midwest	0	20	3998	5
2	USA	Texas/OK/LA	0	15	3622	5
			1	56	10720	12
2	USA	ACR	1	26	4726	9
2	USA	Caribbean	11	36	3377	1
2	USA	Florida	0	14	3539	2
2	USA	New England	0	10	3676	10
2	USA	New York	0	7	3277	2
3	USA	Southeast US	0	31	6115	2
			12	124	24710	15
3	USA West	Northwest US	0	16	1607	0
3	USA West	Pacific Southwest US	2	23	9730	4
3	USA West	Rocky Mountain	0	7	1321	1
			2	46	12658	5
			#Countries	#Churches	2020 Members	Current Teachers
		TOTAL all 33	147	711	114239	72

Affirmation from Delegates to Define the Characteristics of an ICOC Church

OCTOBER 2021

NEED TO MEET/OR PROBLEM TO SOLVE

Before we describe our governance or processes for resolving conflict, we must first establish three basic guiding principles for churches in the ICOC. These principles are helpful in deliberation for churches that are a.) “in question” with our family of churches, or b.) being considered to be added to our ICOC family.

AFFIRMATION

1. **Cooperation (Unity)** – Besides sharing a doctrinal unity around fundamentals such as salvation and discipleship, cooperation means collaboration and having a functioning presence in the immediate regional family of church gatherings, such as leadership meetings and regional activities. Cooperating means shared involvement in training, evangelizing, preaching, teaching, and pastoral care for the region. It means engaging in the process of peer review and developing a unified understanding of topics that may become complex. Topics may include but are not limited to the following: dating, the role of women and diversity, or who may join or remain a part of the regional family of churches, and thus the ICOC fellowship at large. It means building a godly and unified regional family of churches together (Eph. 4:16). It means publicly identifying one's congregation as part of the ICOC fellowship of churches and readily welcoming members from other ICOC churches into the local fellowship.
2. **Contribution (Giving)** – Contribution means financial donations beyond local needs, such as regional, multi-regional, and worldwide giving to programs like Disciples Today, HOPE *worldwide*, and mission societies, both international and domestic. “Giving” means voluntarily and generously helping to build together for missions, future church plantings, and leadership training and development (2 Cor. 8:3).
3. **Connection (Relational)** – Connection, from local to regional, from multi-regional to global, adheres to a relational worldview that each “autonomous” church is part of a whole, with the potential for biblically loving and dynamic relationships that unify God's

people. Connection means participating in a hospitable give-and-take with the family of churches within the geographical region and beyond. Regional Family Chairmen (RFCs) should set an example of association regionally, multi-regionally, and internationally. A measurement of connectedness and association is determined by attendance and involvement in regional, multi-regional and international engagement, such as conferences, retreats, meetings, decision making, and mission plantings, to name a few. Joining or remaining linked to the ICOC means that when relational conflict arises between disciples within a regional family, a mutually agreed-upon process shall help bring about healing and spiritual transformation for all the parties (1 Cor 1.10). Connectivity requires moments when we set aside our interests for the sake of the greater good of the relationship.

These three underlying tenets, Cooperation, Contribution, and Connection, should start the discussion regarding churches “in question” and if they are, or would be, a good fit within a particular regional ICOC family.

OLD PROCESS/or STRUCTURE

1. Individual Regions have been developing their own process of adding or discipling churches
2. Individual Regions have had no clear process of adding or discipling that would unite them with other ICOC regions

WHY THIS IS BETTER

1. Clarifies our values
2. Does not judge others' salvation
3. Avoids conflicts down the road
4. Provides a structure for dialogue with a church in question

Defining Levels of Decision Making

OCTOBER 2021

NEED TO MEET/OR PROBLEM TO SOLVE

When regions make decisions that affect other regions, a transparent process is needed to be developed to provide an acceptable authority for the decisions being made.

PROPOSAL

Although our ICOC family has emerged from a heritage of congregational autonomy, we now have churches that interact and cooperate with each other on a regional, multi-regional, and even a global platform. For this reason, we need to establish a process for decision-making that affects those beyond the local church. Once we get beyond the local church then our pattern for making difficult decisions is as follows:

- **STEP #1:** Empowerment of the Regional Families to make decisions. This is a key component to the 2.1 model embraced in the Panama vote of 2018. We seek to uphold this as a key element supported by all levels of our global leadership structure. The empowerment and trust of decision making at the regional family level is crucial to the current and future health and growth of that geographic area and our overall global unity. With this empowerment also comes the responsibility to grow in the knowledge, skills, and abilities needed to manage this responsibility.
- **STEP #2:** Decisions at the Regional Family level, if significant enough, will be brought before multiregional Regional Family Chairs for questioning and ratification. Not all decisions made at the regional family level will need to be presented for consideration at a multi-regional level, but some will. These types of decisions should be brought to the multi-regional RFCs group. Ideally these types of decisions should be presented and deliberated before becoming final. In this process, it would be the role of the multi-regional RFCs to question, advise and ultimately ratify a decision with multi-regional implications.
- **STEP #3:** Decisions ratified multi-regionally, if necessary, may be brought before a to-be-established group of evangelists, elders, and teachers for global consideration. Not

all regional decisions ratified by multi-regional RFCs will be considered at this level. What this step provides is an awareness and an oversight that protects our global family and provides added transparency across the fellowship. Due to the relational nature of our global family, news of decisions in one area can travel quickly across all continents. We believe it is important to have a place of consideration for the global impact of multiregional decisions. The to-be-established group (TBEG) of evangelists, elders, and teachers may decide there are no global implications of a ratified multi-regional decision. In this case, the decision simply stands. In rare cases, however, a multi-regional decision may be questioned, investigated, or even “overturned” by a global consideration in infrequent circumstances. This is especially true with the question of a church being removed from our ICOC family and in particular from our church directory as listed on “Disciples Today.” These are very delicate decisions that have global impact and need to be handled carefully. When considering the potential removal of a church, it is important to redirect this burdensome decision from the regional or multi-regional leadership to our highest level of oversight.

(Note): The Elders Service Committee stands ready to provide shepherding should a party (persons or church) want to appeal a decision.

OLD PROCESS/or STRUCTURE

1. Individual Regions have had no clear process of adding or discipline that would unite them with other ICOC regions.

WHY THIS IS BETTER THAN THE OLD?

1. This process enables our family of churches to move forward rather than being stuck in long standing conflicts without any resolution in sight.

Conflict Resolution

OCTOBER 2021

NEED TO MEET/OR PROBLEM TO SOLVE

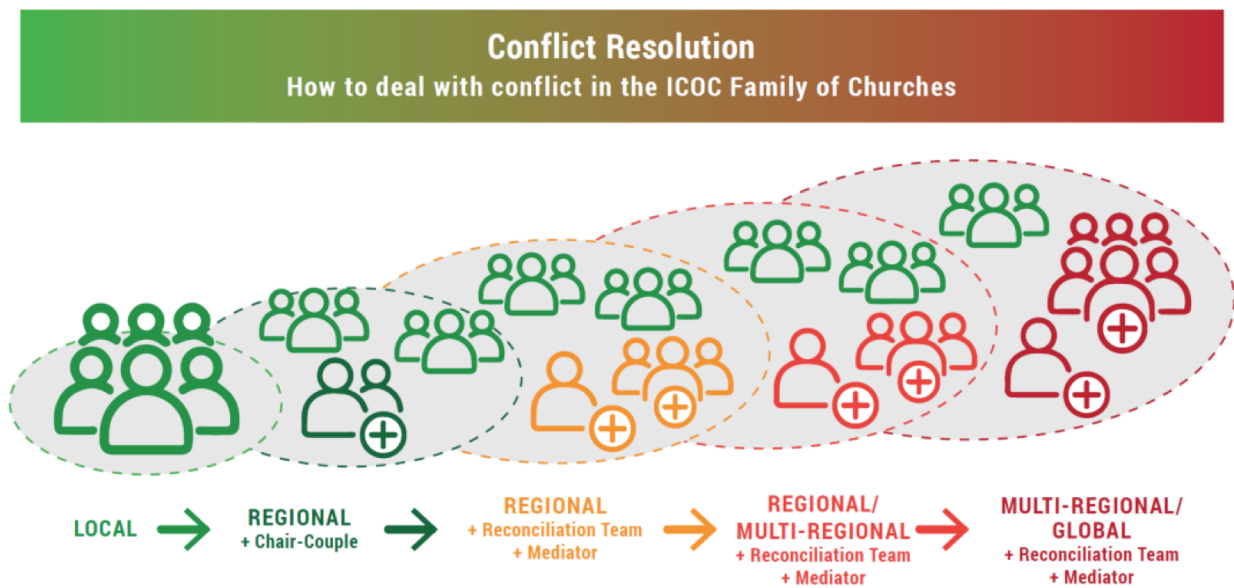
We need a solution for conflicts that need to be addressed beyond the Regional area.

PROPOSAL

1. The first step should be local. The regional family should make every effort to help equip local churches with education and skills to manage conflict on the most local level or within the congregation. (1 Cor. 6:1-7).
2. The second step should be regional. The Regional Family Chair-Couple should step in to investigate the issues and assemble competent, trustworthy peacemakers within their region to "settle the matter quickly" (Matt. 5:25). If the RFC couple is part of the conflict, they must recuse themselves for the sake of unity, and parties should move to step three.
3. The third step should be regional with a reconciliation team led by a mediator. The Regional Family will organize a reconciliation team conducted by a mediator to help bring about a mutual and transformative resolution for involved parties *quickly and entirely*.
4. A fourth step should be regional with multi-regional influence. The region shall select a mediator(s) or task force from outside of the area to be brought in to hear and document concerns (Matt. 18:16).
5. A fifth step should be multi-regional with possible global leadership influence. A reconciliation team, led by a mediator and including regional, multi-regional, and possibly global leaders, shall be convened. The team should help assess the scope of the conflict(s) to help bring about a mutual and transformative resolution for all parties entirely. The non-partisan and trained mediator(s) shall facilitate the meeting(s):
 - Ongoing relationships should be called on to pray for and support reconciliation progress (Rom 14:19; Eph 4:3).

- The agreed-upon mediator(s) shall work within a reasonable timeframe, not to exceed three years, to help bring about transformation, representative of the fruits of the Spirit (Gal. 5:22-23).

The mediator should adhere to strict confidentiality guidelines, and any notes, emails, and other documents should be destroyed at the end of the mediation process, regardless of the mediation outcome.



OLD PROCESS/or STRUCTURE

1. Individual Regions have had no clear process of adding or discipling that would unite them with other ICOC regions.

WHY THIS IS BETTER

1. This approach provides a mutually agreed upon process toward long standing resolution.

Solution for Intractable Conflict

Unity Task Force

Intractable Conflict

OCTOBER 2021

NEED TO MEET/OR PROBLEM TO SOLVE

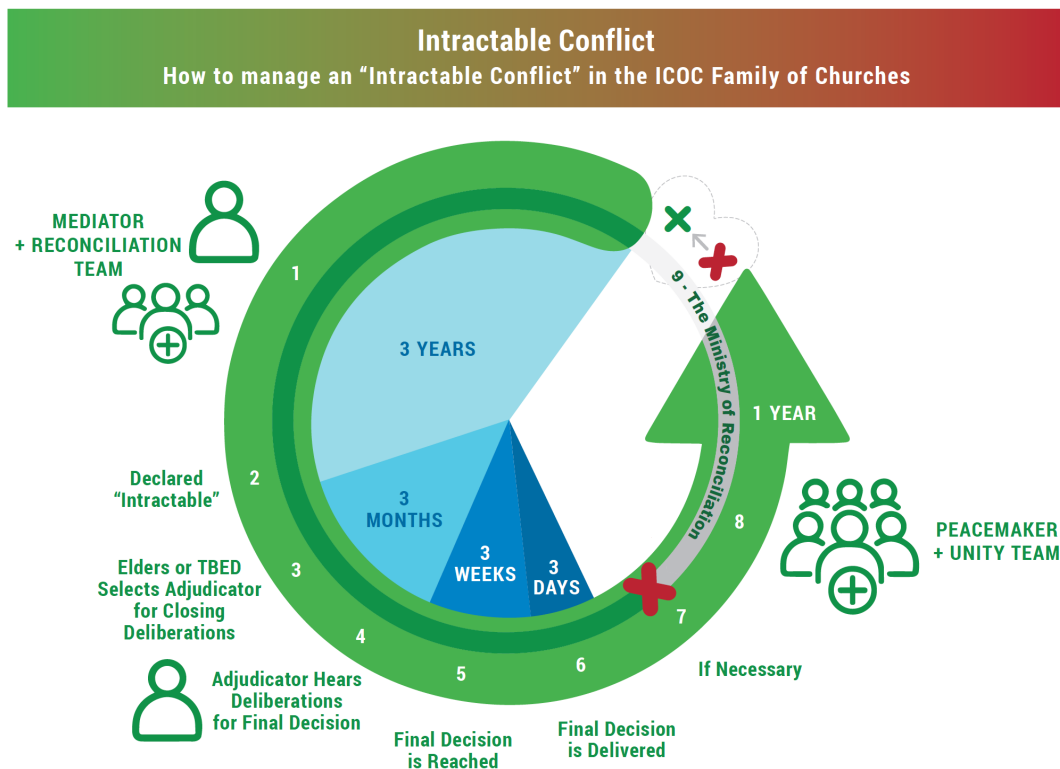
Solution to give a Region for how to manage intractable Conflict.

PROPOSAL

In John 17, Jesus prayed for unity. While conflict can be a beautiful opportunity for deeper relationships, long-standing, poorly managed, and unresolved conflicts lead to dangerous divisions within God's family (1 Cor. 1:10).

1. In a case where an unresolved conflict reaches Step 5 of the regional approach (see above), a trained and mutually agreed-upon mediator(s) shall determine a reasonable timeframe, not to exceed three years, to settle the open conflict(s).
2. If no measurable progress develops within a reasonable time (not to exceed three years), the situation shall be declared "intractable" by the mediator(s).
3. An intractable conflict shall be brought before the Elders Service Committee (or the "to-be-established group" (TBEG).
4. The Elders Service Committee (or the TBEG) shall select non-partisan and trained adjudicator to serve as umpire during final deliberations and assure *speedy decision* (not exceeding three months). *The adjudicator may be a person inside or outside of the ICOC.*
5. The adjudicator shall submit a final recommendation to the Elders Service Committee, RFCs, and Catalyst Team (or the TBEG) within three weeks of closing deliberations. The final decision shall be binding.
6. The binding decision shall be communicated to the conflicting parties by the RFC(s) in the multi-regional area where the conflict originated within three days. If the dispute is cross-continental, ICOC Catalyst Team members (or the TBEG) shall deliver the binding decision within three days.

7. If/When a decision to remove persons or churches is because of an intractable conflict around the issues of cooperation, contribution, or connection the parties will be notified and resign or be removed immediately. If the decision is to remove a person(s) from the ICOC fellowship, or in the case of a church from the ICOC database and ICOC directory (DT), the removal shall be forthwith. *(see #9 for reversal & reconciliation)*
8. A United Path Forward: Unresolved conflicts can hurt unity, and trust. A region should take the opportunity to “build back” healthy relationships and processes. Therefore, it is strongly recommended that a period of twelve months be devoted to reconnection and cooperation. A recognized Peacemaker shall assemble a “Unity Team” from within the region and facilitate healthy dialogue. The “Unity Team” may consist of the RFC couple, elders, evangelists, teachers, lay leaders, and delegates within the region. The Elders Service Team (or the TBEG) should stand ready as support.
9. Once the "intractable conflict" process is complete and enforced, dismissal from the ICOC family of churches can be reversed with cooperation, contribution, and connection (see above) within the geographical region family where the relationship severed. Additionally, the multi-regional RFCs, ICOC Catalyst Team, and the ICOC Elders Service Team (or the TBEG) must give their respective support to override an enforceable decision after an agreed-upon timeframe.



OLD PROCESS - No agreed upon prior process.

WHY THIS IS BETTER

1. This process serves to carefully and respectfully settle matters quickly so that long-standing, and unresolved conflicts do not lead to destructive divisions in our family of churches.

Affirmation from Delegates - When Considering the Adding of Churches to the ICOC Fellowship

OCTOBER 2021

NEED TO MEET/OR PROBLEM TO SOLVE

When churches want to be added to our fellowship, we need to provide a pathway and an accurate description of our culture.

AFFIRMATION

Leadership teams from both churches gather to share history, ask questions, share views on fundamental issues like conversion, repentance, discipleship, and other commonly held doctrinal stands within the ICOC. Initial connections may be casual meetings, more like a “first Christiadate.”

1. Take time to explore more delicate issues like the style of worship, music in worship services, the women’s role in public worship, and the like.
2. There should be opportunities for each leadership team to visit the other’s congregation. This would include worship services, leaders’ meetings, social gatherings, and different “light” occasions.
3. When a ministry desiring addition into the ICOC agrees with our view on biblical doctrine and our way of doing ministry, inviting the prospective ICOC church leaders to regional leaders’ meetings and multiregional or ICOC gatherings is a helpful next step. The goal here is to gain the commendation of the other regional leaders.

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4. It is recommended that we not “be hasty” in adding to our fellowship. A 12-month “engagement” period could facilitate relational building through connection, cooperation, and contribution opportunities.
 5. If all is going according to plan, the Regional Family Chair-Couple and a consensus of the regional family churches and multi-regional leadership may add the new congregation to their regional family and to the ICOC database. They will be listed on Disciples Today forthwith.

OLD PROCESS/or STRUCTURE

1. Individual Regions have been developing their own process of adding churches.

WHY THIS IS BETTER

1. Clarifies our values
2. Avoids conflicts down the road

Respectfully submitted:

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