

PRINCIPLES OF RECONCILIATION

Revised: 12/1/17

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PARTNERSHIP BETWEEN PRESBYTERY OF BALTIMORE AND EL CENTRO PRESBYTERY, CUBA

PRINCIPLE 1: TEAM ORGANIZATION

How is the team comprised?

- The Cuba Partnership team is made up of pastors and/or members of the Baltimore Presbytery.
- A partner church has a sister church in Cuba with a written agreement as to how the partnership will operate.
- Each partner church will have one voting member on the team.
- Churches with more than one or two team members can designate an alternate voting member.
- The Commission on Reconciliation (COR) will receive the names of the members of the team each year in December when elections of team officers take place.
*(Chairperson, Vice Chairperson, Secretary, Treasurer). Officers may or may not be voting team members. However, they are subject to the same term limits as the voting members. **(The current Vice Chairperson can succeed the Chairperson at the end of the Chairperson's term)**
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- **Representation:**
- It is expected that each partner church will be cognizant of the need for diversity on the Cuba Partnership team
- We strive for Presbytery-wide representation, with each ministry group represented on the team.

Term

- Each team member can serve two consecutive three-year terms. After six years of service, the voting member shall rest for one year.
- It is the responsibility of the secretary to keep a record of the voting team members and their terms of service.

Meetings:

- The team will meet once each month in a designated church.(Unless otherwise determined)
- Each member of the team and others present at the meetings will see the minutes.
- There will be a simple vote to approve or reject the minutes. Corrections and/or

- additions will be made as desired by the team.
- Decisions will be made by a simple majority vote.
- **A quorum is one third of the voting team members of the partner churches.**
- Meetings are open to anyone from the Presbytery of Baltimore churches with an interest in the Cuba Partnership.

PRINCIPLE 2: FINANCES

Preparation:

- A yearly budget will be prepared with input from each of the partner Presbyteries.
- All voting members of the team are in the decision loop.
- The chairperson and the treasurer must approve any items for reimbursement beyond the budgeted figures.
- Partner churches are expected to contribute funds to the Presbytery in January of each year to support the Cuba Partnership budget.

Budget Approval:

- At the annual business meeting, representatives from each of the Presbyteries (Baltimore and El Centro) will prepare a proposed annual budget for the Cuba Partnership.
- The budget will be approved by majority vote of the team and by both of the Presbytery partners.
- Expenditures are made through Presbytery's reimbursement system and monies come from the Cuba Partnership budget

Commission on Reconciliation:

- COR will receive the financial reports of the Cuba Partnership on a quarterly basis.

PRINCIPLE 3: COMMUNICATIONS

Primary communicators:

- The primary communicators within the Baltimore Cuba Team are the chairperson and the secretary and are responsible for forwarding information to all committee members in a timely manner.
- The primary communicator with El Centro Presbytery will be the Associate for Reconciliation for Baltimore Presbytery (currently Deb Milcarek).
- One member of the team will be a current member of the COR and, as such, will serve as the communication representative to COR.
- Partner churches are encouraged to communicate with other members of the Cuba

- Partnership Team about their Cuba church experiences.
- Partner churches are encouraged to have ongoing, direct communication with their partner church in El Centro.
- The team Chairperson is responsible for communication with the voting members and for maintaining a current email list of voting members. .
- Voting members have a responsibility to inform other members of their church regarding Cuba Partnership information.

PRINCIPLE 4: TRAVEL

- Selected members including the chairperson, attend the annual business meeting held in Cuba each year. The chairperson should be included at the meeting each year.
- Partner churches are strongly encouraged to send representatives to the Encuentro (conference) held in Cuba bi-annually.
- Partner churches are encouraged to exchange visits with their Cuban partner church at other times during the year (at the church's expense).
- Each year, El Centro Presbytery is invited to select members of their team to visit Baltimore Presbytery (travel is paid for from the Cuba Partnership budget).
- * At least one voting member of the Baltimore Presbytery will be sent to the Cuba Partner Network meeting.

PRINCIPLE 5: INTER-PRESBYTERY RELATIONSHIP

- There is a signed partnership agreement between the two Presbyteries that is renewed every five (5) years. A copy of the agreement will be provided to the COR.

PRINCIPLE 6: CULTURAL SENSITIVITY

Educating our Cuba Partnership participants:

- Prior to each visit to Cuba, there is a training session to assist participants/travelers new to Cuba with understanding the cultural dynamics of Cuba.
- A debriefing component is included after Presbytery visits to Cuba. A potluck dinner is usually held to encourage participation.

PRINCIPLE 7: GUIDELINES FOR FORMING A PARTNERSHIP WITH A CHURCH IN CUBA.

* This document is written and included in the Team's records and will be updated from time to time so as to encourage churches in the Baltimore Presbytery to become a part of the Cuba Network.