

## 5. IMMIGRANT MINISTRIES POLICIES

### Definitions:

*Immigrant Group:* A group of persons who are new arrivals in this country

*International Group:* A group of persons who have racial, ethnic, or cultural bonds with countries outside of the United States.

**Becoming a Fellowship:** An Immigrant or International Christian Group that desires to become a Fellowship of the Presbyterian Church (U.S.A.) in this Presbytery shall follow the procedures outlined below.

The group must approach the Presbytery through the Church Development Team (CDT) and request status as a “Fellowship”. Subject always to review of and control by the Presbytery through a CDT liaison, the Fellowship may elect its own officers, incorporate as a 501(c)3 group as an entity of the Presbyterian Church (U.S.A.), and be self-determined in its actions.

The Fellowship, in doing its work, shall follow the Constitution of the Presbyterian Church (U.S.A.). It shall keep minutes of its meetings and accounts of all monies received and disbursed. Pastoral leadership shall be a Commissioned Lay Pastor commissioned by the Presbytery of the Twin Cities Area or a Minister of Word and Sacrament who is a member of the Presbytery. The group will be encouraged to contribute to Presbyterian basic mission. The lay leadership shall operate as if it were a Church session with the pastor moderating. All records shall be submitted annually to the Presbytery through CDT for review and inclusion in the records of the Presbytery.

A group becomes a Fellowship when it meets all of the following criteria:

1. Requests the Presbytery, in writing, to make it a Fellowship through CDT.
2. Indicates that the leader and the congregation intend to be a part of the Presbyterian Church (U.S.A.).
3. Shows an understanding of Presbyterian belief and polity, and indicates the group’s full cooperation with the supervision of the Presbytery.
4. Agrees with the Presbytery through CDT on a plan to implement the requirements of the Presbyterian Church (U.S.A.) including the following:
  - a. Including both women and men as officers in the Fellowship and as officers when a new Church is chartered.
  - b. Instituting a two or three year rotation of officers.

- c. Adjusting the size of the body of church officers to the Presbyterian Church (U.S.A.)'s recommendation for sessions.
- d. Agreeing to women and men as candidates to become pastors.
- e. Having a place located and secured to gather and worship regularly.
- f. Demonstrating through a budget and budget projections the group's ability to pay its pastoral leadership fairly and reasonably as approved by CDT and the Committee on Ministry (COM). In some cases, approval may be given to having a pastor serve without compensation. The Presbytery commits itself to be sensitive to issues within the International or Immigrant Community that might arise if the pastor receives a full professional salary per Presbytery guidelines.
- g. If the International or Immigrant Community does not already have a pastor or commissioned lay pastor, one of its first responsibilities is to find one and form a covenant with them through a contract or call, following COM procedures. She or he shall be selected on the basis of having the necessary vision and skills, both in new Church gathering and organization and the capacity to identify with and relate to people in the International or Immigrant Community.

This person shall exercise pastoral care of the group, preach, administer sacraments with concurrence and stipulations from the COM, and conduct regular worship, as well as organize the group to be of service in the community and participate in the ministry of the Presbytery. Presbytery's COM oversees the contract and calling of pastors already ordained and oversees commissioned lay pastors.

- 5. By vote of Presbytery is received as a Fellowship.

Upon approval by the Presbytery to administer the sacraments, the COM on behalf of the Presbytery will oversee the authority to administer the Sacrament of Baptism in accordance with Book of Order W-2-3011b, and the authority to administer the Sacrament of the Lord's Supper in accordance with Book of Order W-2-4012b and c.

Pursuant to Book of Order G-9.0503a(2)(a) and (b), the Presbytery may recognize formally the role of the lay leadership of the Fellowship as elders and may formally recognize the existence and ministry of the Fellowship by granting its leadership voice and vote at Presbytery meetings.

*Adopted by Presbytery May 13, 2008.*