

## CSA LEADERSHIP CONFERENCE

### DRAFT 6

Dear Brothers and Sisters,

On April 2-4, elders, evangelists and other leaders from Latin America and the U.S. churches of the CSA World Sector met together in Miami, Florida, to discuss issues facing the churches in CSA, and to build and strengthen relationships between individuals attending the meeting.

It was edifying to begin each day's session with devotionals led by elders like Bruce Williams, Woody Rowe, Barry Holt, Mike Morris, John Brush and Jake Jensen. We were also able to hear several presentations about the mission work in Latin America, to better understand how CSA has functioned as a missions organization.

We were all impacted by various church leaders as they shared about recent events in their churches and the needs and challenges facing our churches both in Latin America and the U.S. Brought closer together by worship and dialogue, we realized how limited our understanding has been about the needs of the churches and how little we knew about each other. This brought us to a deeper understanding of the need for communication and relationships among the churches.

Out of this realization, we came to several resolutions and convictions:

- The CSA Leadership has failed to communicate adequately with the churches in our group especially about the finances and administration of special contributions. Peter Garcia and Jaime De Anda sincerely apologize for this lack of sensitivity to the continual sacrifices of the individual churches and members. Their failure to provide an effective communication channel caused many disciples to feel excluded and disconnected from the administration and finances of the CSA World Sector. In particular, they express their sorrow that some members have been under the impression that all the money collected through their churches' special contributions was distributed directly to Latin America. Although the majority of the CSA contributions were sent directly to the mission field, a percentage was also used to support the administrative and ministry oversight of the world sector.
- In addition, Peter Garcia and Bruce Williams apologize for the leadership style that often led to ignoring the ideas and feelings of church members and leaders. They ask you for your forgiveness and mercy. They wish that they were able to come and visit each church and apologize in person, but hope that you will accept this as a personal request for your forgiveness.
- The leaders within the U.S. churches acknowledge the importance of continued support, not only financial, but also spiritual and emotional, to the Latin American churches, and that these churches should be viewed as spiritual daughters that still require help for their maturity and strengthening in the faith.
- The Latin American church leaders acknowledge that there has not been the emphasis on communicating the gratitude that the brothers and sisters in Latin America feel toward the disciples in the U.S. They are deeply grateful for the many U.S. Christians who have sold material treasures, those who left behind family and careers

to become missionaries, and the thousands who have sacrificed year after year to spread the gospel in Latin America.

- The CSA family of churches is dedicated and committed to being a brotherhood of churches united together in love and fellowship with each other and with other churches that have been part of the International Churches of Christ.

In response to suggestions from members and leaders, and after prayer and careful consideration, we would like to propose the following changes to the structure and function of *Central and South American World Sector, Inc.*:

1. The CSA World Sector will continue as a mission society, for the purpose of providing ministry and administrative support to the CSA family of churches.
2. In order to broaden the oversight of the mission society, the Board of Directors will include more elders, evangelists and other representatives, both staff and non-staff, from the different geographic sectors of the U.S. and Latin America. This new board will also evaluate and discuss the future organizational structure of the mission society.
3. Funds from missions contributions collected in the US will be used exclusively for mission work and for administrative and ministry support of such work, and the combined costs of administrative and ministry support will be reduced to 20% or less of the total amount collected. Financial support of CSA employees will be prorated according to the percentage of their work that is focused directly on Latin American missions.
4. Every effort will be made to use Biblical titles for leadership roles. For example, Peter Garcia will no longer be known as "World Sector Leader". Instead, he will serve as an evangelist of a local church, while he and others provide leadership and direction to churches in Latin America.
5. To promote better communication and more personal contact, and to strengthen the unity between ministries in the US and in Latin America, we recommend that churches in the US and Latin America be grouped, and the respective financial and spiritual support be aligned, as follows:
  - Florida churches with churches in Brazil, Bolivia, Chile and Paraguay
  - Southeastern U.S. churches with churches in Venezuela, Colombia, Peru, Ecuador, Argentina and Uruguay
  - Los Angeles Church [CSA West] with churches in Mexico and Central America
6. CSA will continue with its cost reduction program, which last year resulted in a \$450,000 decrease in its 2003 budget, through the reduction of an additional \$450,000 in its yearly budget beginning in July of 2003. This decrease will be attained by additional staff reductions, by allocation to local churches of payment of their prorated share of ministry services received from CSA employed staff, and by a continuing evaluation of job functions and cost-saving measures.

We make these recommendations in response to the comments and suggestions of many disciples. We realize this is only a beginning and encourage you to continue sending your thoughts and ideas during this process.

In closing, we thank everyone in the CSA family of churches for your mercy, patience, forgiveness, and support for those of us in leadership. These have been challenging times for everyone, but we believe that the Holy Spirit has been at work convicting, challenging, humbling, encouraging, healing and inspiring us all. We know that if we are to win this lost world to Christ, it will require all of us working together as a team and as a family. We praise God for His compassion and love that has filled all our hearts for one another and the lost. May we do everything in our power to be an answer to one of the final prayers of Jesus:

*John 17:20-23*

*My prayer is not for them alone. I pray also for those who will believe in me through their message, that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me. I have given them the glory that you gave me, that they may be one as we are one: I in them and you in me. May they be brought to complete unity to let the world know that you sent me and have loved them even as you have loved me.*

*NIV*

|                            |                |                           |                |
|----------------------------|----------------|---------------------------|----------------|
| Javier & Kelly Amaya       | Los Angeles    | Barry Holt                | Nashville      |
| Edson Aquino               | La Paz         | Pree Hull                 | Orlando        |
| Roberto & Sonia Arroyo     | Mexico City    | Jake Jensen               | Los Angeles    |
| Joaquin Barreto            | Buenos Aires   | John & Josefin Kennedy    | New Orleans    |
| Martin Bentley             | Los Angeles    | Rob & Connie Kosberg      | Los Angeles    |
| Tom Brown                  | Los Angeles    | Doug & Jennifer Lambert   | Nashville      |
| John & Pat Brush           | South Florida  | Barry Mahfood             | Orlando        |
| Troy & Kim Criss           | Gainesville    | Kevin Mains               | Los Angeles    |
| Keith & Sharon Davis       | Jackson        | Juan & Sofia Moguel       | Guadalajara    |
| Jaime De Anda              | Los Angeles    | Raul & Lynda Moreno       | Santiago       |
| Jose Diez                  | South Florida  | Mike & Cindy Morris       | Orlando        |
| Gregg & Wynn Eargle        | Tampa          | Josue & Veronica Ortega   | Mexico City    |
| Dave & Kathy Eastman       | Orlando        | Armando Parra             | Mexico City    |
| Arturo Elizarraras         | Queretaro      | John & Barbara Porter     | South Florida  |
| KW & Dawn Englehart        | Tallahassee    | Mike & Libby Rock         | Jacksonville   |
| Gustavo & Claudia Escobedo | San Pedro Sula | Woody & Darla Rowe        | Nashville      |
| Terry & Sue Folker         | Naples         | Richard Runge             | South Florida  |
| Pedro & Laura Garcia       | Los Angeles    | Steve & Bonnie Stephenson | Orlando        |
| Hector & Adriana Gomez     | Bogota         | Gilberto & Angelica Tello | Guatemala City |
| Kip & Bethany Harms        | Los Angeles    | Mike & Kim Tullo          | Birmingham     |
| Mary Hattaway              | South Florida  | Flavio & Renee Uribe      | Buenos Aires   |
| Ward & Ellen Herbert       | Knoxville      | David Velasco             | Lima           |
| Kevin & Lisa Herman        | Memphis        | Keith & Jayne West        | Louisville     |
| Luis F. & Fanny Herrera    | Caracas        | Bruce & Robyn Williams    | Los Angeles    |
| Kevin Holland              | Los Angeles    | Mike Wooten               | Los Angeles    |