



Persevere in Your Witness

**WCRC GENERAL COUNCIL
HANDBOOK**

14-23 October 2025, Chiang Mai,
Thailand

The World Communion of Reformed Churches

The World Communion of Reformed Churches

27th General Council 2025
Chiang Mai, Thailand Handbook

WELCOME TO THE 27TH GENERAL COUNCIL

We welcome you to Chiang Mai, Thailand, for the 27th General Council of the World Communion of Reformed Churches, taking place from Oct. 14 to 23. This General Council also marks the 150th anniversary of the WCRC, with its history dating back to July 1875, when the Alliance of Reformed Churches Holding the Presbyterian Systems was formed. Today, we represent Reformed, Presbyterian, Congregational, Waldensian, and United and Uniting churches found in 109 countries, covering more than 100 million Christians.

The General Council is the highest decision-making body of the WCRC. It ordinarily meets once every seven years. Since the 26th General Council, the interruption caused by the COVID-19 pandemic necessitated delaying this General Council by a year.

The theme of the 27th General Council is *Persevere in Your Witness*. We gather to worship together and engage in a time of discerning God's will. Times of worship, Bible study, theme presentations, receiving reports and messages, wrestling with issues in discernment groups, and making decisions together are all aimed at helping WCRC member churches discern what God is calling the WCRC to in the next era. We gather in the company of our ecumenical partners and others with whom we journey in God's mission.

We are grateful to God for our hosts—the leadership and members of the Church of Christ in Thailand—for their hospitality and tireless efforts to make this a meaningful General Council.

This handbook provides guidelines for our time together in Chiang Mai during the General Council. Feel welcome. In gratitude to God, let us make the most of our time here at the General Council.



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Our Host Country: Thailand

Practical Information

Thailand is a very beautiful and friendly country in the heart of Asia, with a population of about 76.1 million people. Thailand is a constitutional monarchy. The Thai royal family holds a high position of respect. Images of the king and the royal family—even on banknotes—are treated with utmost respect.

The capital city of Thailand is Bangkok. Other popular cities include Chiang Mai, Pattaya, Phuket, and Chiang Rai. Although our host city, Chiang Mai, is the second-largest city in Thailand, its population (1.1 million people) is about a tenth of Bangkok's population.

The official language is Thai, and the currency in use is the Thai baht. Some exchange rates are as follows:

- 1 euro = 37 Thai baht
- 1 U.S. dollar = 31 Thai baht
- 1 Swiss franc = 40 Thai baht
- 1 British pound = 43 Thai baht
- 1 Canadian dollar = 23 Thai baht

Note that these rates are from early September and may vary slightly in October.

In the religious landscape, the percentages are as follows:

- Buddhism: 96.4%
- Islam: 2.1%
- Christianity: 1.3%
- Other: 0.3%

Church of Christ in Thailand (CCT)

The Church of Christ in Thailand (CCT) is our host church. It is the largest Christian denomination in Thailand and has a very ecumenical ethos and outlook. Even though it is in the minority, the CCT has made a deep impact on Thailand for more than a hundred years—spreading and living the Gospel, as well as playing a leading role in education and health care.

Currently, the CCT is led by:

- Moderator: Rev. Dr. Boonratna Boayen
- Vice Moderator: Rev. Pongsak Sintumud
- General Secretary: Elder Surapong Mitrakul
- Treasurer: Elder Nuttee Kunlacharnpises



Airport

Chiang Mai has an international airport—the Chiang Mai Airport—with direct flights from Bangkok, Singapore, Seoul (South Korea), Taipei (Taiwan), Kuala Lumpur (Malaysia), and other major cities. Most participants will arrive through one of these airports.

Suvarnabhumi International Airport (BKK)

Step-by-Step: Suvarnabhumi (BKK) → Chiang Mai (CNX)

- **Immigration & Customs:** If you arrive internationally, you must clear immigration and collect your luggage, even if you have a connecting domestic flight.
- **Domestic Transfer Desks:** Some airlines (e.g., Thai Airways, Bangkok Airways) allow you to check bags through to CNX if both flights are on the same ticket. Ask at your check-in airport.
- **If separate tickets:** Collect luggage, clear customs, and re-check in at the domestic departures counters on Level 4.

Don Mueang Airport (DMK)

- **Immigration & Customs:** If you arrive internationally, you must clear immigration and collect your luggage, even if you have a connecting domestic flight.
- **Domestic Flights:** Depart from Terminal 2.
- **Walking Between Terminals:** Terminals 1 and 2 are connected indoors. Walking time is 5–10 minutes, with clear signs in English. Arrive at Terminal 2 at least 1.5 hours before your flight (longer if you need to buy tickets).
- **Flight Time:** Approximately 1 hour and 15 minutes.

Arrival

For all participants, please fill out your Thailand Digital Arrival Card (TDAC) online one or two days before you begin your travels. It is very easy to complete, with clear instructions once you access the link: <https://tdac.immigration.go.th/arrival-card/#/home>.

Note: If you forget to fill out the TDAC, you can complete it at the airport's immigration checkpoint upon arrival. However, this may cause delays, as you will need to use self-service kiosks or get help from immigration staff. It is strongly recommended to complete the TDAC online before your flight to avoid congestion and long lines at entry points.

If you are traveling through Bangkok, you will need to go through immigration there before boarding your domestic flight to Chiang Mai. Ask your airline whether your luggage is checked through to Chiang Mai or if you will need to pick it up in Bangkok and check it in yourself at the domestic terminal. Follow whatever instructions your airline provides.

Even if you do not need to pick up your bags in Bangkok, you still must go through immigration. Some participants (especially from Africa and Latin America) may also be required to go through the health desk. Keep your yellow fever vaccination card handy. Show the card to the health officers, and they will provide a note to help you clear immigration.

Once you clear immigration, proceed to the baggage hall. If you need to recheck your own bags, pick them up and complete the necessary steps before proceeding to your gate. If you do not need to recheck bags, proceed directly to the domestic side and then to your gate. For participants whose baggage is checked through, go through international arrivals in Bangkok.

For participants arriving in Chiang Mai on Oct. 12, 13, or 14 who need to check their bags at the domestic terminal, volunteers from our host church, the Church of Christ in Thailand, will guide you to the domestic side once you exit customs.

Participants arriving directly in Chiang Mai from airports outside Thailand will complete immigration formalities upon arrival.

Airport pick-ups are arranged for all participants. Friendly volunteers will be waiting at Chiang Mai Airport. Once you exit the baggage claim area, look for WCRC or General Council signs. If no one is there, please call **+66 (0)931060085**.

Weather and Temperature

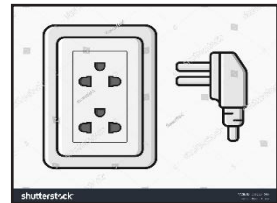
The main rainy season will have ended by the time we arrive in Chiang Mai for the General Council. However, occasional rains in October are not unusual, so come prepared with an umbrella or a raincoat.

The temperature in October is expected to range from 21 degrees Celsius (70 degrees Fahrenheit) at the low to 31 degrees Celsius (88 degrees Fahrenheit) at the high.

Power Outlets

Thailand operates on a 220-volt supply voltage and 50 Hz.

The country commonly uses Type A (two flat pins), Type C (two round pins), and Type O (a unique three-round-pin combination) power outlets. Most hotels and public areas offer hybrid “universal” sockets that accept both Type A and Type C plugs. Bringing a universal adapter is recommended for convenience.



General Council Venue

The venue for the 27th General Council of the World Communion of Reformed Churches is The Empress Hotel, Chiang Mai, located at 199/42 Changklan Rd., Tambon Chang Khlan, Mueang Chiang Mai District, Chiang Mai 50100. It is a complex of three buildings:



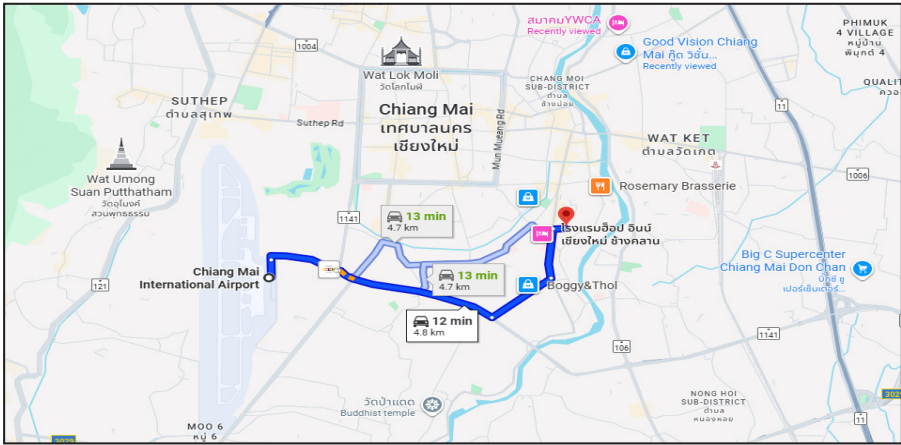
- The Empress Chiang Mai Hotel
- The Empress Premier Hotel
- The Empress Convention Centre

Most participants will have rooms in the Empress Chiang Mai Hotel or the Empress Premier Hotel. The main center for General Council meetings will be in the Empress Convention Centre. Some meetings and discernment groups will take place

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in conference rooms at the Empress Chiang Mai Hotel and the Empress Premier Hotel.

The Empress Hotel Chiang Mai is very close to Chiang Mai International Airport (CNX). The distance is about 3.5–4.8 km, depending on the route. Travel time is approximately 10–15 minutes in normal traffic and up to 25 minutes during rush hour (early morning or late afternoon).



Practical Mobile Applications

Here are some useful apps to install when traveling in Thailand—for transport, language, food, cash, and things to do.

Top Travel Apps for Thailand

App	What it's for	Why it's useful / Tips
Grab	Ride-hailing (cars, bikes), food delivery, groceries etc.	Very widely used. Good for getting around, especially in cities. Far more reliable/fair than hailing a street taxi sometimes.
Bolt	Another ride-hailing alternative.	Sometimes cheaper than Grab depending on location. Always good to have both to compare.

App	What it's for	Why it's useful / Tips
LINE	Messaging / local communication.	Very common in Thailand. Many shops, services use LINE. Useful for contacting people locally.
Google Translate	Language help: translating signs, menus, speech etc.	Can download Thai offline language pack so works without mobile data.
Google Maps	Navigation, finding addresses, planning routes.	Very useful. Download offline maps of key areas if you expect weak signal.
eSIM / Local SIM apps (e.g. Airalo)	Getting mobile data quickly.	If you don't want to queue for physical SIM, eSIM is helpful.
Foodpanda	Food delivery service.	Good backup if street food or restaurants are far or closed.
Currency converter	Quick conversion of your money vs Thai Baht.	Helps avoid confusion when prices seem big/small. There are many reliable ones.

The Schedule of the General Council

TIMETABLE GENERAL COUNCIL

Day	Day 1 (1st Oct)	Day 2 (2nd Oct)	Day 3 (3rd Oct)	Day 4 (7th Oct)	Day 5 (8th Oct)	Day 6 (9th Oct)	Day 7 (10th Oct)	Day 8 (11th Oct)	Day 9 (12th Oct)	Day 10 (13th Oct)
Theme	Person in Your Witness	Each group decides	Person in Training List	Person in Consulting for	Person in Consulting for	Person in Consulting for	Person in Doing Things for	Person in Doing Things for	Person in Doing Things for	Person in Your witness
Monday 1 (07.45 - 08.00)	Session 01-05: 08-10 Launching of Doing Things, Workshops, Discussion Training 08-11 - 08-20	Group Grapes, Workshops, Discussion Training	Meeting Blue Study	Meeting Blue Study	Meeting Blue Study	Meeting Blue Study	Meeting Blue Study	Meeting Blue Study	Meeting Blue Study	Session 07-08: 08-10
Tue / Coffee (08.00 - 08.30)	Public Groups, Workshops, Discussion Training 08.31 - 09.00	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Session 09-10: 08-11
Monday 2 (09.45 - 11.00)	Tue / Coffee (08.30-09.00) and mandatory provided for the primary full	Group Grapes, Workshops, Discussion Training	Listening 1 Report: Research Causes (09.00-09.30)	Primary 2 Discussion: Handling 1&2 Reports	Primary 2 Discussion: Handling 1&2 Reports	Primary 2 Discussion: Handling 1&2 Reports	Primary 2 Discussion: Handling 1&2 Reports	Primary 2 Discussion: Handling 1&2 Reports	Primary 2 Discussion: Handling 1&2 Reports	Session 11-12: 08-11
Monday 3 (11.15 - 12.30)	Primary 1 Welcome and Opening actions (12.00-12.30)	Group Grapes, Workshops, Discussion Training	Listening 2 Report: 02	Listening 3 Commission/Market Relations, Commission Statement, Member's Action	Listening 3 Commission/Market Relations, Commission Statement, Member's Action	Listening 3 Commission/Market Relations, Commission Statement, Member's Action	Listening 3 Commission/Market Relations, Commission Statement, Member's Action	Listening 3 Commission/Market Relations, Commission Statement, Member's Action	Listening 3 Commission/Market Relations, Commission Statement, Member's Action	Session 13-14: 08-11
Lunch (12.30 - 13.45)	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch (12.30 - 13.00)
Afternoon 1 (13.45 - 15.00)	Group Grapes, Workshops, Discussion Training (13.30 - 13.00)	Group Grapes, Workshops, Discussion Training	Theme Input A	Theme Input B	Theme Input C	Theme Input D	Theme Input E	Theme Input F	Theme Input G	Session 15-16: 08-11
Tue / Coffee (15.00 - 15.30)	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Tue / Coffee	Session 17-18: 08-11
Afternoon 2 (15.30 - 17.00)	Group Grapes, Workshops, Discussion Training for members, carers and moderators	Group Grapes, Workshops, Discussion Training for members, carers and moderators	Listening 1&2 Report (Primary, CE, Comm)	Primary 4 action	Primary 4 action	Primary 4 action	Primary 4 action	Primary 4 action	Primary 4 action	Session 19-20: 08-11
Afternoon 3 (17.00 - 18.30)	Opening Meeting	Regional Meeting 1	Regional Meeting 1	Regional Meeting 1	Regional Meeting 1	Regional Meeting 1	Regional Meeting 1	Regional Meeting 1	Regional Meeting 1	Session 21-22: 08-11
Evening (18.30 - 19.45)	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Session 23-24: 08-11
Evening 1 (19.55 - 21.00)	Committees	Committees	Committees	Committees	Committees	Committees	Committees	Committees	Committees	Session 25-26: 08-11
Evening 2 (21.00 - 22.00)	Committees	Committees	Committees	Committees	Committees	Committees	Committees	Committees	Committees	Session 27-28: 08-11

Detailed SCHEDULE

October 1-13

Day	Time	Event	Venue
October 1-13		GIT	
October 9		Staff arrivals	
October 10		Stewards arrivals	
October 11		Stewards orientation	
October 12	All day 15:00-22:00 19:00-21:00	Arrivals Registration Officers meeting	

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October 13	09:00-22:00	Registration	
	09:00-11:30	Meeting of the GCPC	
	14:00-17:00	Meeting of Executive Committee	

October 14

	06:45-07:30	Business Committee	
	07:45-08:15	Devotion	
	08:15-08:25	Launching of Caucus Groups, Workshops & Discernment training	
	08:30-10:00	Caucus Groups, Workshops & Discernment training	
	09:00-18:00	Registration	
	10:00-10:15	Tea/coffee	
	10:15-12:15	Plenary 1: Welcome and opening Ceremony and actions	
	12:30-13:30	Lunch	
	13:30-15:00	Caucus Groups, Workshops & Discernment training	
	15:00-15:30	Tea/coffee	
	15:30-17:00	Caucus Groups, Workshops & Discernment training for presidium	
	17:00-18:30	Opening Worship	
	18:30-19:30	Dinner	
	19:30-20:30	Social evening	
	20:30-21:30	Committees and Drafting team meetings	

October 15

October 15	07:45-07:55	Brief devotion	
	08:00-09:00	Caucus Groups	
	09:00-09:30	Tea/coffee	
	09:30-11:00	Caucus Groups, Workshops & Discernment training	
	11:15-12:30	Caucus Groups, Workshops & Discernment training	
	12:30-13:45	Lunch	
	13:45-15:00	Caucus Groups, Workshops & Discernment training	
	15:00-15:30	Tea/coffee	
	15:30-16:30	Caucus Groups, Workshops & Discernment training for group and committee leaders	
	16:30-18:30	Regional Meeting 1	
	18:30-19:30	Dinner	
	19:30-21:30 19:30-20:30	Committees and Drafting team meetings Public Witness hearing	

October 16

	07:45-09:00	Worship and Bible Study	
	09:00-09:30	Tea/coffee	
	09:30-11:00	Listening Session 1: Address by the President and Women's caucus statement	
	11:15-12:30	Listening Session 2: General Secretary's Report, and Youth caucus statement	
	12:30-13:45	Lunch	

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	13:45-15:00	Theme Input A Keynote Speaker: Rev. Dr. Otis Moss Respondents: Prof Heleen Zorgdrager, Rev. Prof. Joseph Obiri Yeboah Mante	
	15:00-15:30	Tea/coffee	
	15:30-16:30	Discerning 1 & 2: Reports	
	17:00	Exposure Group 1 leaves for Myanmar border	
	18:30-19:30	Dinner	
	19:30-21:30	Committees and Drafting team meeting	

October 17

		Exposure visits	
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October 18

	07:45-09:00	Worship and Bible Study	
	09:00-09:30	Tea/coffee	
	09:30-11:00	Plenary 2: Nominations Committee first report, Deciding 1&2 Reports	
	11:15-12:30	Listening Session 2: Ecumenism, Communion Statement, Mennonite Action	
	12:30-13:45	Lunch	
	13:45-15:00	Theme Input B Keynote Speaker: Dr. Nevedita Menon Respondents: Rev. Dr. Collin Cowan, Prof. Hannah Reichel	
	15:00-15:30	Tea/coffee	
	15:30-17:00	Listening Session 4: Justice	

	17:00-18:30	Discerning Session 3&4: Ecumenism, Justice & Communion Statement	
	18:30-19:30	Dinner Ecumenical delegates time with President and GS	
	19:30-20:30	Regional Meeting 2	
	20:30-21:30	Committees and Drafting team	

October 19

	07:00-14:00	Worship in Local Churches	
	15:30-17:30	WCRC Anniversary Celebration	
	17:30-19:30	Festive outdoor Dinner - Hosted by the Church of Christ in Thailand	
	19:30 - 21:00	Committee meetings	

October 20

	07:45-09:00	Worship and Bible Study	
	09:00-09:30	Tea/coffee	
	09:30-11:00	Deciding 3&4: Ecumenism, Justice & Communion Statement Listening Session 5: Theology	
	11:15-12:30	Listening Session 6: Mission	
	12:30-13:45	Lunch	
	13:45-15:00	Theme Input C <u>Panel:</u> Ms. Victoria Turner, Ms. Priyanka Sami, Rev. Naman Adon	
	15:00-15:30	Tea/coffee	
	15:30-17:00	Plenary 3: Elections	

	17:00-18:30	Discerning 5&6: Theology and Mission	
	18:30-19:30	Dinner	
	19:30-21:30 19:30-20:30	Committees and Drafting team meetings Public Witness hearing	

October 21

	07:45-09:00	Worship and Bible Study	
	09:00-09:30	Tea/coffee	
	09:30-11:00	Deciding 5&6: Theology and Mission Listening Session 7: Communion, Statements: Indigenous Peoples and Disability	
	11:15-12:30	Listening Session 8: Public Issues	
	12:30-13:45	Lunch	
	13:45-15:00	Theme Input D <u>Panel:</u> Rev. Dr. Karen Georgia Thompson, Rev. DR. Jooseop Keum, Dr. Wibke Jannsen, Rev. Dr. Dario Barolin	
	15:00-15:30	Tea/coffee	
	15:30-18:30	Discerning 7&8: Communion, Public Issues and Indigenous Peoples and Disability Statements	
	18:30-19:30	Dinner	
	19:30-20:30	Caucus Groups	
	20:30-22:00	Committees and Drafting team	

October 22

	07:45-08:15	Worship	
	08:15-09:45	Deciding 7: Communion, Public Issues and Indigenous Peoples and Disability Statements	
	09:45-10:15	Tea/coffee	
	10:15-12:30	Deciding 8: Public Issues	
	12:30-13:45	Lunch	
	13:45-15:00	Listening 9: Message Listening 10: Constitution	
	15:00-15:30	Tea/coffee	
	15:30-17:00	Discerning 9&10: Message & Constitution	
	17:00-18:30	Decision making (if needed)	
	18:30-19:30	Dinner	
	19:30-20:30	Social evening	
	19:30-21:30	Committees and Drafting team	

October 23

	07:45-08:15	Devotion	
	08:15-09:45	Deciding 9&10: Message and Constitution	
	09:45-10:15	Tea/coffee	
	10:30-12:00	Closing Communion	
	12:00-13:30	Lunch	
	14:00-17:00	Meeting of the new Executive Committee	
	16:00	Departures begin	

General Council Flow

Understanding how the various elements of the General Council flow is very important to being an effective participant. This section provides a brief outline of the General Council's flow.

Worship and Prayer – Before, during, and after the General Council is when the council finds its grounding. The prayers of all participants and the study of the Word around the theme *“Persevere in Your Witness”* before the General Council constitute the foundation of the flow. Worship and Bible studies during the General Council consolidate this foundation.

Reports – From before Leipzig to Chiang Mai, the president's address and the interim general secretary's report provide an account of the WCRC's life over the past eight years to the highest decision-making body of the WCRC, the General Council.

Theme Inputs – The theme inputs provide theological and thematic guidance to inspire participants' reflections. Note that thematic reflections also appear in the president's address, the interim general secretary's report, and the greetings and messages from ecumenical partners.

Workbook – The workbook contains background papers that guide the listening sessions on the WCRC's programmatic work and provide critical reflections that undergird the proposals presented to this General Council. It also includes proposals that will be discussed in discernment groups for decision-making.

Committees – Committees process decisions on specific areas of WCRC life for consideration by the General Council.

Listening Sessions – These sessions are designed for receiving inputs and raising questions for clarification.

Discernment Groups – These are the main spaces for debate and wrestling with issues that will become decisions of the General Council. There are 20 discernment groups: 16 in English, 1 in French, 1 in Bahasa Indonesian, and 1 in German and English. These groups wrestle with, debate, refine, and affirm proposals coming from the listening sessions in preparation for decision-making.

Decision-Making Sessions – In these sessions, the Drafting Group and various committees present draft final documents for discussion, debate, affirmation, and adoption as decisions.

General Council Offices and Meeting Spaces

Buildings

Empress Convention Centre	ECC	
Empress Chiang Mai Hotel	ECH	
Empress Premier Hotel	EPH	

Offices

General Council Office	Board Room 1	ECC Ground Floor
WCRC Staff office	Board Room 2	ECC Ground Floor
Communications office	Board Room 3	ECC Ground Floor
Stewards Lounge	Board Room 4	ECC Ground Floor
Interpreters Lounge	Executive Meeting Room in Vimarn	ECH 2 nd Floor
Worship Team	Close to Plenary Hall	ECC 3 rd Floor

General Meeting facilities

Plenary Hall	Empress Grand Hall	ECC 3 rd Floor
Worship Centre	Empress Grand Hall	ECC 3 rd Floor
Exhibition spaces	ECC 2 nd and 3 rd Floors	
Registration space	ECH Lobby on the Ground Floor	(until October 14)

Registration space after October 14	ECC Ground floor in the General Council office	
Front desk for travel agency	ECH lobby	
Pastoral Care Room	Vimarn Executive Meeting Room	ECH 2 nd Floor
Interpreters Lounge	Vimarn Room 2	ECH 2 nd Floor
GIT Space	Chiang Mai Room 5	ECC 2 nd Floor
Press Conferences	Empress Grand Hall	ECC 3 rd Floor

Restaurant/Dining Area **ECH Ground Floor**

Emergencies

First Aid/Medical emergencies ECC Ground Floor

27th General Council Caucuses, Discernment Training and Workshops

To ensure you have the opportunity to engage with as many of the important topics being discussed as possible, we have designed a schedule where most workshops are offered multiple times.

Here’s how it works:

Concurrent Sessions: Multiple workshops run simultaneously in different rooms during each time slot.

Repeat Sessions: Each workshop is repeated three times across the two days. This means if two workshops you're interested in are scheduled at the same time, you can likely catch one now and the other later.

Your Choices: You have the flexibility to personally curate your experience. Each participant is allowed to choose and attend a total of 5 workshops. Each person is allowed to choose 5 workshops, except the youth and women caucus participants have only two time slots to choose from **(October 14th: 15.30 – 16.30 October 15th: 09.30 – 11.00)**

Day 1 – Tuesday October 14, 2025

Venue/Time	08.30 – 10.00	13.30 – 15.00	15.30 – 16.30
Imperial Ball Room	Women's Caucus	Women's caucus	
Nophakao Rooms	Youth Caucus	Youth Caucus	
Empress Grand Hall	Discernment Training	Discernment Training	Discernment Training for the Presidium
Vimarn 1	The Onesimus Project of the Council for World Mission (CWM)	Indigenous People	The Onesimus Project of the Council for World Mission (CWM)
Vimarn 2	Taiwan Ecumenical Forum	Korea Workshop	Taiwan Ecumenical Forum
Petcharat 1	From Local to Global to local: Church-Led Advocacy - GRAPE	Reimagining Masculinity: Faith, Justice, and Transformation	From Local to Global to local: Church-Led Advocacy - GRAPE
Chiang Mai Hall 1	Myanmar: A cry for the church's solidarity	Mission in the Context in Crisis	Myanmar: A cry for the church's solidarity
Chiang Mai Hall 2	Living Our Ecumenical Dialogues	People with Disabilities	Living out Our Ecumenical Dialogues
Chiang Mai Hall 3	Campaigning for Justice in the Economy and in the Earth	Faith as the Empire's Weapon	Campaigning for Justice in the Economy and in the Earth
Chiang Mai Hall 4	Embracing a New Ecumenical Future for Transformative Change		Embracing a New Ecumenical Future for Transformative Change

Day 2 – Wednesday October 15, 2025

Venue/Time	07.45 – 09.00	09.30 – 11.00	11.15 – 12.30	13.45 – 15.00	15.30 – 16.30
Imperial Ball Room	Women caucus		Women caucus	Discernment Training for Women and Youth Caucuses	Women caucus
Nophakao Rooms	Youth caucus		Youth Caucus		Youth caucus
Empress Grand Hall		Discernment Training	Discernment Training		Discernment Training for discernment group, conveners and scribes
Vimarn 1		Indigenous People	The Onesimus Project of the Council for World Mission (CWM)	Indigenous People	
Vimarn 2		Korea Workshop	Taiwan Ecumenical Forum	Korea Workshop	
Petcharat 1		Masculinity	From Local to Global to Local: Church-Led Advocacy - GRAPE	Reimagining Masculinity: Faith, Justice, and Transformation	
Chiang Mai Hall 1		Mission in the Context in Crisis	Myanmar: A cry for the church's solidarity	Mission in the Context in Crisis	

Chiang Mai Hall 2		People with Disabilities	Living out Our Ecumenical Dialogues	People with Disabilities	
Chiang Mai Hall 3		Faith as the Empire's Weapon	Campaigning for Justice in the Economy and in the Earth	Faith as the Empire's Weapon	
Chiang Mai Hall 4		Embracing a New Ecumenical Future for Transformative Change			

Committees and Drafting Team

Business Committee	Nokyoon Room	EPH 3 rd Floor
Public Witness Committee	Vimarn Room 1	ECH 2 nd Floor
Finance and Fundraising Committee	Petcharat Room 1	ECH 3 rd Floor
Vision and Message Committee	Petcharat Room 2	ECH 3 rd Floor
Nominations Committee	Kinaree Room 1	EPH 2 nd Floor
Drafting Team	Panda Place	ECH 2 nd Floor

Regional Meetings

Africa Region	Imperial Ball Room	ECH 2 nd Floor
Asia Region	Plenary Hall	ECC 3 rd Floor
Caribbean Region	Chiang Mai Room 1	ECC 2 nd Floor

Europe Region	Petcharat Room 1	ECH 3 rd Floor
Latin American Region	Chiang Mai Room 3	ECC 2 nd Floor
Middle East Region	Petcharat Room 2	ECH 3 rd Floor
North American Region	Chiang Mai Room 2	ECC 2 nd Floor
Pacific Region	Vimarn 1	ECH 2 nd Floor

Where Can I Find...?

- **General Information:** Registration desk during registration or the General Council office on the ground floor of the Empress Convention Centre.

- **Health Services:** A health clinic is available on the ground floor of the Empress Convention Centre. Ask any steward for directions.
- **Pastoral Care:** Empress Chiang Mai Hotel, 2nd Floor, Vimarn Executive Meeting Room.

Medical emergencies

The General Council has made provision for medical emergencies. The First Aid Point is the Medical Centre on the Ground Floor of the Empress Convention Centre, where there is a competent team of nurses in all the hours during which the General Council is in operation, and doctors will be on call. If your need for emergency medical service is outside the hours of operation or you cannot get to the Medical Centre, please call +66 (0)931060085 For more serious medical issues, the McCormick Hospital is not too far away and an ambulance will be arranged to convey patients who may be in need of such care.

Please keep information on your own medical insurance handy in case it is needed. For those who do not have medical insurance, the WCRC has arranged insurance coverage from October 9 to 24. Outside these dates, participants will have to make their own arrangements. Please ask at the Registration desk or stop by the General Council office to check on your insurance if you need one provided by the WCRC.

Discernment Groups

Discernment Group 1	Chiang Mai Room 1	ECC 2 nd Floor
Discernment Group 2	Chiang Mai Room 2	ECC 2 nd Floor
Discernment Group 3	Chiang Mai Room 3	ECC 2 nd Floor
Discernment Group 4	Chiang Mai Room 4	ECC 2 nd Floor
Discernment Group 5	Panda Place inner room	ECH 2 nd Floor
Discernment Group 6	Imperial Ball Room	ECH 2 nd Floor
Discernment Group 7	Nophakao 1 - 3	ECH 3 rd Floor
Discernment Group 8	Nophakao 1 - 3	ECH 3 rd Floor
Discernment Group 9	Nophakao 1 - 3	ECH 3 rd Floor
Discernment Group 10	Petcharat Room 1	ECH 3 rd Floor
Discernment Group 11	Petcharat Room 2	ECH 3 rd Floor
Discernment Group 12	Vimarn Room 1	ECH 2 nd Floor
Discernment Group 13	Vimarn Room 2	ECH 2 nd Floor
Discernment Group 14	Panda Place	ECH 2 nd Floor
Discernment Group 15	Nokyoong Room	EPH 3 rd Floor
Discernment Group 16	The Pool	EPH 5 th Floor
Discernment Group 17	Vimarn Executive Room	ECH 2 nd Floor
Discernment Group 18	Kinnaree Room 1	EPH 2 nd Floor
Discernment Group 19	Kinnaree Room 2	EPH 2 nd Floor
Discernment Group 20	Kinnaree Room 3	EPH 2 nd Floor

Registration

Registration begins on Sunday, October 12, 15:00, in the lobby of the Empress Chiang Mai Hotel. It will be open there from October 12 until 18:00 on October 14. All delegates and other participants are required to register. All participants should register to obtain materials, name tags, and room assignments. Participants should pay all fees and other bills due at this time. Early arrivals or those who arrive in the night will be given a room but they will need to register as soon as registration opens in order to receive their documents and name tag.

1. If you have made all your payments before arriving in Chiang Mai as well as sent in your passport picture, registration would be easy and will take just a few minutes to complete. It will take longer if you have financial obligations to meet and/or have not sent your passport picture in advance.
2. Once you arrive at the registration desk, the welcoming staff there will verify who you are and if there are no financial obligations to be met, you will be given your General Council documents, your name tag, and a note to collect your room key from the Hotel receptionist.
3. If the records at the registration desk show that you have some financial obligations to be met, you will be sent to the Finance office just behind the registration desk. Here you will have the opportunity to pay and receive a note to take back to the registration desk to complete the process.
4. Credit card payments with major credit cards are possible. You will be directed on how to do the credit card payment at the Finance office. If you are making cash payment, please note that you can only make payment in one of three currencies:
 - a. Euro
 - b. US dollars

c. Thai Bahts

1. With the note from the Registration desk, you will receive the key card to your room.
2. After 18:00 on October 14, late arrivals or daily registrations will take place in the General Council office on the Ground Floor of the Empress Convention Centre (ECC).

Finance Office

All matters of finance should be referred to the Finance Office, which will be located on the lobby floor of the Empress Chiang Mai Hotel from Oct. 12 to Oct. 14, and thereafter in the General Council office on the ground floor of the Empress Convention Centre.

Registration Fee

All delegates, observers, and visitors to the General Council must pay the registration fee at the time of registration. Many have paid in advance to the WCRC office. Depending on the country of origin, the registration fee is either EUR 500 or EUR 300.

WCRC Membership Fee Arrears

Member churches that owe WCRC membership fees are required to pay at the Finance Office during registration. Payment can be made in euros, U.S. dollars, Thai baht, or by credit card. An invoice for amounts owed will be sent in advance.

Reimbursements

Participants entitled to reimbursements for monies advanced on behalf of the General Council should come to the Finance Office with their claim. Claims will only be considered if participants have received prior written confirmation of entitlement. Reimbursements will normally be made by bank transfer. Airline ticket

reimbursements can only be processed by bank transfer. In rare cases, apart from airline tickets, cash reimbursements may be considered. To process a claim, written confirmation of entitlement and receipts for every item claimed are required. No reimbursement will be made without a receipt.

Accommodation & Breakfast

Ninety-five percent of participants are staying at the Empress Chiang Mai Hotel or the Empress Premier Hotel. A few will be staying at the Mapeak Hotel. All hotel arrangements have been made by the WCRC General Council Office; therefore, all payments must be made to the Finance Office.

In some cases, participants paying by credit card may have a special arrangement with the Empress Hotel to pay the hotel directly and receive a receipt from the hotel. In these cases, please obtain a note from the WCRC Finance Office before paying. An invoice for accommodation and/or meals will be sent in advance or will be available at registration.

Hotel accommodation includes breakfast, which participants are expected to take at their respective hotels.

Please note that any items not labeled as complimentary in your room—such as room service, minibars, and laundry—are your responsibility. If you need laundry services, instructions are provided in your room. Ensure that all payments for laundry or other extras are made at the front desk before checking out.

Meals

Breakfast will be served in your hotel, typically between 6:30 a.m. and 9:30 a.m. Lunch and dinner will be served on the ground floor of the Empress Convention Centre each day. Meal times are indicated on the General Council timetable. Morning and afternoon snack breaks will be available just outside the Plenary Hall or the venue where meetings are taking place.

- On Friday, Oct. 17, lunch and snack breaks will not be served due to the Exposure Trips. Meals will be provided at the various exposure centers.

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- On Sunday, Oct. 19, lunch, dinner, and snack breaks will not be served. Participants will visit local churches, and lunch will be provided by the hosting congregations. Dinner that evening will be a special dinner hosted just outside the hotels by the Church of Christ in Thailand.

For those wishing to explore local food independently, restaurants and a convenience store (7-Eleven) are within walking distance of the meeting venue.

The General Council Programme

WORSHIP

Worship is the central part of the General Council. We gather as a church body to worship and be renewed. Our deliberations are rooted in a life of offering ourselves in daily worship.

The opening worship on Tuesday afternoon, Oct. 14, will be a special, symbolic moment giving gratitude to God for gathering us as the World Communion of Reformed Churches. It also launches the daily work of the 27th General Council and commits every aspect of the council to God in prayer.

Four of the daily devotions will include Bible studies carefully prepared by four scholars and seasoned church leaders.

The General Council will conclude formally on Oct. 23 with a closing worship that includes Holy Communion.

theme plenaries

There will be four plenaries for theme inputs that will assist the WCRC in reading the Signs of the Times and responding to them in the light of the theme: **Persevere in Your Witness**. The first two will have keynote speakers and respondents. The third will be a Youth panel and the fourth will also be a panel of 4 persons to articulate the theme in terms of what has been heard in the council and the vision beyond the council.

Theme Input A

Keynote Speaker: Otis Moss III
Respondents: Joseph Obiri Yeboah Mante
Heleen Zorgdrager

Theme Input B

Keynote Speaker: Niveditha Menon
Respondents: Hannah Reichel
Collin Cowan

Theme Input C

Panel Speakers: Priyanka Samy,
Victoria Turner
Adon Naman

Theme Input D

Panel Speakers: Karen Georgia Thompson
Jooseup Keum,
Wibke Janssen,
Dario Barolin

PROFILES OF THE KEYNOTE SPEAKERS

Rev. Dr. Otis Moss III



Trinity United Church of Christ in Chicago, Illinois, since 2008. Dr. Moss is part of a generation of ministers committed to preaching a prophetic message of love and justice, which he believes are inseparable companions forming the foundation of the Gospel of Jesus Christ. As part of his community engagement through Trinity United Church of Christ, Dr. Moss currently provides vision for an ongoing multi-year social project in Chicago called Imani Village.

In 2022, Dr. Moss was named a professor of homiletics at McAfee, where he continues to teach the next generation of preachers. With a unique gift for communicating across generations, his creative, Bible-based messages have inspired young and old alike. His intergenerational preaching gift has made him a popular speaker on college campuses, at conferences, and in churches around the globe. He is married to his college sweetheart, the former Monica Brown of Orlando, Florida, a Spelman College and Columbia University graduate. They are the proud parents of two creative and humorous young adults, Elijah Wynton and Makayla Elon.

Dr. Nivedita Menon



Nivedita Menon is a feminist scholar who has taught at the School of International Studies, Jawaharlal Nehru University (JNU) in Delhi since 2008. Before joining JNU, she taught for 15 years at Lady Shri Ram College and spent seven years in the Department of Political Science at the University of Delhi.

Menon has authored and edited books on feminism, contemporary politics, and political theory, including the 2004 volume *Recovering Subversion:*

Feminist Politics Beyond the Law, Seeing Like a Feminist (2012), and *Secularism as Misdirection: Critical Thought from the Global South* (2024). She has also published in Indian and international journals and is one of the founders of the collective blog *Kafila* (online). She has translated works from Hindi and Malayalam into English, as well as from Malayalam into Hindi.

CAUCUSES

Women’s Caucus Group Meeting,

on 14-15 Oct., Empress Grand Ball Hall

“Persevere in your witness: Her voice, Our witness”

In a world marked by war, ecological collapse, and rising religious nationalism, women’s witness is both a theological imperative and a practical necessity. This caucus is a response to this kairos moment—when the Church must listen deeply and act boldly.

The Women’s Caucus Group Meeting (WCG) will invite delegates under the theme “Her Voice, Our Witness.” This theme highlights that women, once silenced or pushed to the margins, are now speaking with clarity and courage. Their voices are not only personal testimonies but part of the Church’s collective witness to God’s justice and love.

As Hebrews 12:1 reminds us, “Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight and the sin that clings so closely, and let us run with perseverance the race that is set before us.” **The “cloud of witnesses”** includes those whose voices were overlooked or erased—women whose faith and perseverance carried communities through crises of war, climate injustice, and exclusion in church ministry.

By lifting up women’s witness, we recognise that the Church’s testimony is incomplete without their voices. To persevere in our witness today means to ensure that women are no longer objects of silence but subjects of faith, leadership, and prophetic proclamation.

This year’s caucus explores the perseverance of women’s voices through four thematic lenses: (1) ecological and climate justice from a feminist perspective, (2) women’s experiences in war and militarization, (3) transformative formation

through feminist Christian education, and (4) structural transformation in church leadership. Each session will invite participants to reflect theologically, share regionally grounded testimonies, and imagine actions that embody justice. These themes are rooted in the WCRC's ongoing commitment to gender justice and the affirmation that all people—especially those historically excluded—fully reflect the image of God.

As we affirm that women's voices are central to our witness, let us also rejoice in this day, the day God has made for justice, for freedom, and for new possibilities. This is the day when silence is broken, and voices rise as witnesses.

Objectives and Structure

- Introduction to Gender Justice Program

The meeting will begin with an overview of the Gender Justice Program, including a presentation of the Gender Audit report based on a survey analysis. This report will highlight issues of gender, leadership, and power within our member churches, particularly regarding women's status and equality.

- Sharing Women's Stories and Experiences (2017–2024/5)

Over the past seven years, women across different regions have persevered against patriarchy in theology, church culture, knowledge systems, politics, and beyond. The WCG will provide a platform for regional churches to bring their stories and experiences to the table, focusing on how common challenges have evolved and been addressed.

- Common themes emerging from regional council reports and discussions include:

Gender-based violence (GBV), Domestic Violence, War, Militarism, Food Security from an Eco-Feminist Perspective, and feminist Christian education can be dealt with. A key objective is to explore how patriarchy (kyriarchy) impacts women's lives and Christian faith, particularly in the context of these pressing global and ecclesial issues.

- Feminist Christian Education as a Practical Tool

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A dedicated session will focus on feminist Christian education, including the contextual bible study (CBS), educating boys and girls, feminist ritual, as a method to address patriarchy within the church and society. This approach builds upon insights from: action plans of the Gender Leadership Consultation (2019, 2024) and the Gender and Militarization Conference (2024). It will be promoted as a tool for church education through a lens of women's agency and resistance to all toxic masculinity.

Key Functions of the Women's Caucus Group Meeting

- Introduction to WCRC Gender Justice Program and its structural framework.
- Presentation of the Gender Audit Report on women's status in member churches.
- Engaging with the WCRC General Council theme from a women's perspective.
- Drafting a message from the Women's Caucus Group, highlighting key concerns and commitments.

Methods and Tools

The WCG will employ three main approaches:

- Testimonies – Women's lived experiences of perseverance against oppression.
- Theological Engagement – A Reformed feminist theological reflection
- Participation – participating in a conversation to plan actions

Key questions

What kind of witness have we, as women of faith, borne in the Church?

How have we persevered in resisting injustice and exclusion?

What visible signs of justice and transformation of gender justice have emerged from our witness?

How do we sustain and deepen this witness for the next seven years?


Timeframe: (1h15m)

Speak Out: Thematic response (resource persons): 35m,

Group sharing: 20m

Dialogue: 15m

Wrapping Up: 5m

Time	14 Oct: Imperial Ball Room (ECH 2 nd)	Time	15 Oct: Imperial Ball Room (ECH 2nd)
07:45-08:25	07:45-08:15 Devotion 08:15-08:25 Launching of Cacus Groups	07:45-09:00	Speak Out 2: Her voice in War, Our witness
08:30-10:00	"Her voice, Our witness" Rev. Najla Kassab	Her voice, Our witness	
	Gender Audit 2024 report: <i>Church Leadership as Imago Dei Transformation</i>		
		11:15-12:30	Speak Out 3: Her voice, Our witness in transformative formation
13:30-15:00	Speak Out 1: Voices of Women, Youth and Earth, Our witness	13:45-15:00	Discernment Training for Women's caucus group
		15:30-16:30	Our witness: Draft of message

Youth caucus:

Young adult participants in the General Council of ages 18 to 30 will gather for portions of the 14th, 15th and 21st October to address issues of mutual concerns and strategize towards effectively participating in the General Council and in the work of the WCRC.

Tuesday October 14th, 2025 Nophakao Room – ECH – 3 rd floor		Wednesday October 15th, 2025 Nophakao Room – ECH – 3 rd floor	
07:45-08:25	07:45-08:15 Devotion 08:15-08:25 Launching of Caucus Groups	07:45-09:00	Devotion Session III: Social media, AI & Creativity Youth activism and engagement in the ecumenical world
08:30 – 10:00	Youth Caucus session I Introduction, Bible reflection: Reflecting on the theme of Witnessing.	09:30 - 11:00	Session III: What is hope in these hopeless days?
		13:45 - 15:00	Discernment Training
13:30-15:00	Women's+ youth Caucus II Speak Out The voice of women and youth with Earth, Our witness	15:30-16:30	Session V: Imagination and what does resisting look like in our ages and time?

Persevere in your witness: **Youth voice and witness between the pews and the wor**

WORKSHOPS

Workshop Contents at the General Council

1. Campaigning for Justice in the Economy and the Earth

We live in a world defined by a climate catastrophe, rooted in growth-based economic systems that prioritize profit over people. Ecological collapse, severe economic inequality, the erosion of workers’ rights, and the rise of authoritarian and right-wing regimes are symptoms of this deeper malaise affecting the planet and all life upon it.

The Accra Confession, prophetically recognizing the injustice of the economic system and its impact on the environment, highlighted the need to address these issues as a matter of faith. In 2010, the Uniting General Council of the World Communion of Reformed Churches urged the General Secretariat to implement the Accra Confession and to collaborate on developing a New Economic and Financial Architecture with like-minded ecumenical organizations. This initiative led to the establishment of the NIFEA program, initially in partnership with the World

Council of Churches and the Council for World Mission, and later joined by the Lutheran World Federation, the World Methodist Council, and the United Society for Partners in the Gospel.

In recent years, the NIFEA process has campaigned for tax justice, debt cancellation, and ecological justice.

2. Myanmar: A cry for the church's solidarity

Since its independence from the British and Japanese in 1948, Myanmar has had a volatile history marked by unrest, violence, and conflict. It has also experienced successive struggles for democracy, coups, the rise of militant insurgencies, and even genocides. The country has seen ethnic strife among its various ethnic groups as well as a continuing civil war, which is perhaps among the world's longest. This has resulted in a broken economy, which was made much worse by the recent earthquake.

As a part of its witness and immersion during the General Council, one hundred and Fifty participants will visit an indigenous Karin community on the border between Thailand and Myanmar, will have worship with them and visit the theological college that is run in a resettlement camp.

The workshop will aim to present the situation in Myanmar, particularly for those who will be visiting the resettlement camp near Mae Sot, it will also be open to others who are interested in the issue.

3. People living with disability

The question of disability is an important issue for churches to address, not least because it is often overlooked when churches discuss topics such as inclusion and communion. This is despite the fact that people with disabilities typically constitute the largest disability group. As the disability working paper of the WCRC says, "People with disabilities are not looking for pity but for justice. We are seeking evidence that we belong and that our gifts and contributions are valued. We are looking for the church to be part of the solution, not part of the problem."

The workshop will aim to conscientise the participants of the GC of on the issues of ability and disability while also providing a platform for people living

with disability to address their concerns and lastly to call on the churches to revise their language, accessibility and theology to be welcoming and affirming of people with disabilities.

4. Living Out Our Ecumenical Dialogues

Session 1 – Oct. 14, 8:30–10:00

Title: *Experiences with the Reception of Ecumenical Dialogues*

Reception is often a thorny issue. Many agreements in ecumenical dialogues are never fully embraced in the life of the churches. While acknowledging these complexities, this session will begin with a pragmatic approach, sharing experiences of what has actually worked. From there, participants will consider what they would like to aspire to in upcoming rounds of dialogue.

Session 2 – Oct. 14, 3:30–4:30 p.m.

Title: *Experiences with Synodality*

All Christian communions and many churches are experimenting with different forms of synodality to appreciate the richness of diversity and to address conflicts and divisions. In many settings, synods and assemblies also serve as significant ecumenical spaces, inviting participants to share reflections on emerging ecumenical potential.

Session 3 – Oct. 15, 11:15 a.m.–12:30 p.m.

Title: *Experiences of Faith and Engagement: Bring Faith & Order and Work & Life Together as One*

In recent years, the character and formats of ecumenical dialogues have evolved. Several dialogue reports now engage with justice questions, dialogue commissions are more diverse, and meetings often take place in locations that call for Christian witness. This session will share these experiences and reflect on their significance.

Language: English

5. Faith as the Empire's Weapon

Twenty-one years ago, the WCRC adopted the Accra Confession. The Confession offered an analysis of the power structure on which the neoliberal economic system

relied, calling it ‘empire.’ In using the term empire, the Confession meant the coming together of economic, cultural, political, and military power that constitutes a system of domination led by powerful nations to protect and defend their own interests.

The empire is pervasive, taking on many forms and dimensions. In past decades, four elements have emerged that our workshop wants to explore:

- The blunt hatred of social and political structures that organize societies;
- The celebration of brute authoritarian power;
- The idolization of capital
- And the use of religion to justify this new authoritarianism.

The primary focus of the workshop will be developments in the Americas. The workshop will analyze the situation from the perspective of people living at the margins and invite contributions from the Global South.

Language: Spanish and English

The workshop offers language support for English and Spanish speakers. Participants from other parts of the world are invited to attend and to share their experiences.

6. Indigenous Peoples Workshop

The World Communion of Reformed Churches’ commitment to Indigenous People begins from its origins at the Uniting General Council in Grand Rapids in 2010. While it should not be imagined that a commitment to Indigenous people was not part of the commitment of the WARC and the REC, the commitment to Indigenous people in many ways framed the Uniting General Council.

The workshop will seek to answer the following questions.

- What are the major concerns of indigenous people in the present context?
- Why ought reformed Christians listen to indigenous people and what can we learn from our indigenous siblings?
- How can our churches and the WCRC best accompany indigenous people in the struggle for justice?

7. From Local to Global to local: Church-Led Advocacy - GRAPE

The 'Global Reformed Advocacy Platforms for Engagement' (GRAPE) is a novel and innovative advocacy strategy developed by the World Communion of Reformed Churches (WCRC) in collaboration with the Economic Policy Research Institute (EPRI). GRAPE advocates for locally developed solutions to address the profound challenges posed by systemic injustices within the economic and political system, which have been exacerbated by the climate crisis. This new approach in advocacy leverages the unique position of local churches in development and the solidarity of a global faith-based network to effect tangible and concrete policy change, informed and guided by contextual theology.

The workshop will aim to present in threefolds:

Title: *WCRC Advocacy on Climate Justice - GRAPE Kenya*

Access to clean water is a crucial issue affecting people worldwide. In response to severe droughts and critical water scarcity caused by the climate crisis, the GRAPE team in Kenya advocates for the universal right to water. The campaign aims to ensure that, by 2028, every individual in Kenya has access to 50 liters of clean drinking water or receives equivalent cash compensation.

Session 2 – Oct. 14, 3:30–4:30 p.m.

Title: *WCRC Advocacy on Economic Justice and Basic Income - GRAPE South Africa*

South Africa is still characterised by extremely high rates of poverty. 25.2% of South Africans live well below the poverty line, and the rising cost of living aggravates this situation. Urgent action is needed to effectively address hunger and deprivation while at the same time advancing economic empowerment and social justice for all. The Grape team in South Africa, therefore, advocates for a universal basic income guarantee (UBIG) as a commitment by the government to ensure that everyone has a minimum level of income to meet their basic needs and to restructure the economy.

Session 3 – Oct. 15, 11:15 a.m.–12:30 p.m.

Title: *WCRC Advocacy on International Solidarity - GRAPE in Action*

The magnitude and complexity of the inequitable economic system, coupled with escalating climate breakdown, necessitate a paradigm shift. The church must become a proactive agent fostering decisive and tangible change.

The GRAPE initiative endeavors to address the root causes of these challenges, leveraging the church's distinctive role as both a local force and a participant in regional and global communion. This workshop will explore why and how solidarity can drive change and examine how churches today need to be at the forefront of radical transformation.

8. Mission in the context of crisis

Mission is God's persistent call to resist. Drawing from Jürgen Moltmann, the resurrection is God's rebellion against sin, doubt, and the myth that death has the last word. Therefore, mission means joining this divine rebellion. In a world defined by overwhelming crises—from occupations and militarization to racism and digital disinformation—what is the mission of the church? We are called to see the world “through the eyes of those who suffer” (Accra Confession). The ongoing realities in Gaza, Myanmar, in Ukraine and other contexts of oppression are not distant issues; they are the very lens through which we must interpret what it means to be a faithful church. Crisis reveals the true nature of empire and challenges any mission that is complicit with it.

The workshop will aim to discuss how the mission of the church today can be relevant and meaningful, especially to those living under the harsh realities of oppression and crisis, and how to respond to the complicity of empire

9. Korea Peace Action

“From Division to Peace and Democracy: A Pilgrimage of Justice, Reconciliation, and Hope”

The National Council of Churches in Korea (NCCCK) has long sought to strengthen the mission of the church for sustainable peace and reunification on the Korean Peninsula, while expanding the movement for peace through close solidarity with the wider ecumenical community. Peace on the Korean Peninsula is not merely a matter between North and South Korea; it is a decisive issue for stability in North-east Asia and for peace in the whole world. Marking 80 years of division and more than 70 years of an unfinished armistice, the ongoing military tensions and Cold

War confrontations on the peninsula remain a critical challenge to peace in East Asia and to the global struggle for democracy, human rights, and justice.

10. Reimagining Masculinity: Faith, Justice, and Transformation

In a world where patriarchal social norms continue to fuel inequality and violence, the church is called to be a prophetic voice for gender justice. This workshop invites participants to explore how faith can inspire new, life-giving understandings of masculinity rooted in compassion, equity and liberation.

Hosted within the framework of the World Communion of Reformed Churches' policy for gender justice, this interactive session will challenge patriarchal norms and open space for honest reflection, theological engagement, and collective reimagining. Through storytelling, theological provocations, and collective dialogue, participants will examine how masculinities are shaped in their cultural and faith contexts and how they can be transformed to reflect the radical love and justice of Christ.

Together, we will explore what it means to unlearn harmful patterns, embrace vulnerability as strength, and walk in solidarity towards gender justice. Whether you are a faith leader, youth worker, theologian or advocate, this workshop offers practical tools and theological grounding to support your journey toward transformative masculinities.

Come ready to listen, reflect, and commit to change - because a just world begins with just relationships.

11. The Onesimus Project of the Council for World Mission (CWM)

The Onesimus Project is a bold initiative that confronts the enduring legacies of slavery, colonialism, and economic exploitation while envisioning a future grounded in justice, healing, and reparative action. Inspired by the biblical story of Onesimus in the Letter to Philemon, the project reclaims this narrative as a theological mandate to resist systems of bondage and to reimagine relationships shaped by equity, dignity, and freedom. Through research, advocacy, education,

and reparative justice, the Onesimus Project seeks to unmask historical and structural injustices, empower communities most affected by these legacies, and create pathways for transformation that honor memory, restore agency, and nurture life-flourishing alternatives in the face of empire. It is not merely a programme of remembrance, but a radical call to repentance and restitution that aligns with CWM's mission of Fullness of Life for All Creation.

12. Taiwan workshop

The Presbyterian Church in Taiwan speaks to her witness and resilience in the face of current geo-political challenges and struggles in Taiwan and the Asia-Pacific Region, in pursuit of justice and peace through the Taiwan Ecumenical Forum.

13. Transformative Ecumenism

Transformative ecumenism is both a roadmap and a destination: a vocation of Christian discipleship and a theological vision for another world marked by freedom, justice, dignity, and life for all. It names the historical wrongs and their enduring legacies that continue to produce bondage and deny human flourishing, and it calls the church into solidarity with movements that resist these powers. At this critical moment, ecumenism must be reimagined as a consciousness of life's interconnectedness, an alternative vision of the world, and a movement of partners for justice that inspires creative action toward life with dignity for all. Transformative Ecumenism insists on the necessity of being transformed and effecting transformation as participation in God's mission. It is people-based, justice-driven, inclusive, non-hierarchical, and rooted in movements from below.

REGIONAL MEETINGS

Regional meetings are opportunities for participants from a particular region to gather together, share common joys and challenges, pray with one another and facilitate decision making of the general Council especially in connection with elections.

The first Regional meetings in the evening of Friday, June 18 is meant for sharing from the different national contexts. This will enable the delegates from the different countries to affirm what they can give thanks to God for within the region and what they need to offer intercessions for. In this meeting, they can also deliberate on any input they would like to pass on to the Nominations committee regarding names from their region to be considered for elections. The regional representative on the nominations committee will bring information to the region and will receive input from the region for the nominations process. The second set of regional meetings will be important for any helpful comments they would make on the preliminary report of the Nominations committee.

COMMITTEES

The General Council shall have 5 Committees

1. The Business Committee

This committee is responsible for the entire General Council. It has as its main membership the retiring members of the General Council and others who are playing critical roles in the running of the General Council. It is chaired by the President of the WCRC.

2. The Nominations Committee

It is responsible for working out the slate of nominees for the Presidium and the Executive Committee in accordance with the Constitution and By-laws of the WCRC as well as the Guidelines established by the Executive Committee. The Guidelines are included in the appendices of this handbook. It is Chaired by Dr. Dianna Wright of the PCUSA.

3. The Public Witness Committee

This committee is responsible for developing the actions and statements that represent the heart and mind of the WCRC in council on the critical public issues that have been brought before the General Council. The process and methodology of the Public Witness Committee is in the Appendices of this workbook. It is chaired by Rev. Michael Jagessar of the United Reformed Church, UK.

4. The Vision and Message Committee.

This committee is charged with discerning the core message that this General Council wants to give to its member church and the public. This message should reflect the vision of the WCRC for a time such as this. It is chaired by Rev. Dr. Karen Georgia Thompson of the United Church of Christ, USA.

5. The Finance Committee

This is the Committee that comments broadly on the WCRC's financial and fundraising policies and performance as well as develop broad strategies for fund raising for the future. It is Chaired by Rev. Nioma Venter of the Dutch Reformed Church, South Africa

Miscellaneous

VISITORS

- c) Full-time visitors will receive a registration packet and name tag. These visitors are welcome at most meetings of the General Council. But they have no voice or no vote.
- d) Daily visitors will register in the General Council office and will receive a visitor's name tag. They will need to pay 100 Thai bahts per day if they are not partaking in any meals. If they are partaking in the morning and

afternoon snacks and lunch, they will be requested to pay 800 bahts per day as they register.

- e) For the Sunday celebration service, all who are part of CCT congregations are welcome. There will be no registration, and no registration fee.

GENERAL COUNCIL DOCUMENTS

All official General Council documents needed for discernment and decision-making will be available in print in English. Translations of all documents in French, Spanish, German, Korean and Bahasa Indonesia will be available online through the WCRC General Council App. The translations will mostly be done using AI technology. This makes it possible to have them ready in a timely fashion. AI is not perfect, and therefore we crave your indulgence in those instances that the translations are not perfect.

These are the main documents for the General Council:

1. From Before Leipzig to Chiang Mai

This constitutes the report of the Executive Committee and staff from the last General Council to this one. This is a book that is found in print in English, and online in French, Spanish, German, Korean and Bahasa Indonesian. It is accessible in the General Council App or on the WCRC website.

2. The Worship Book

This guides the worship and devotional life of the General Council for our time together in Chiang Mai. It has the Order of worship for each day of the General Council. It also has all the Bible Studies for presentation at the General Council. This is in all the working languages of the WCRC.

3. The General Council Workbook

This contains the concept papers which have been carefully prepared by working groups representing the variety of gifts we have within our member churches, drawn from all the regions of the world with qualitative inputs from the Executive Committee and feedback from member churches. It is important to point out that these concept papers are not position papers. They are critical reflections on the various themes which then lead to some proposals. It is the proposals that will be the key focus for the discernment of delegates of the churches in Chiang Mai. One way of looking at it therefore is that the main parts of the papers are background reflection, grounded in theology and our being communion together. During the General Council in Chiang Mai, it is the proposals sections of the papers that will be the subject of discernment of delegates. This document is available online on WCRC General Council website in all the WCRC working languages. It is available in print in English for General Council participants.

4. The President's address

This is the address given by the President as a reflection of the life of the communion and what it is called to do in this time in history. It will be released online at the time of delivery.

The General Secretary's report

1. The General Secretary's responsibility to report to the General Council is fulfilled when that report is given. The Interim General Secretary reflects on the life of the communion in the last seven years and draws makes some proposals for the future. This document will be released online at the time of delivery.
2. **The Committee reports.** These will be generated as each committee finishes its work, and will be available to participants before the discernment sessions and the decision-making plenaries.

- 3. The Draft Reports.** These will be generated by the drafting group after each discernment process is completed. It will be available at the appropriate times in the General Council.

INTERPRETATION AND TRANSLATION

Translation

All documents that are needed for the listening sessions, discernment and decision-making during the General Council will be available in English, French, Spanish, German, Bahasa Indonesian and Korean on the WCRC website and the General Council App. The English copies will also be available in print in Chiang Mai. The translations are mostly AI generated. But we are indeed grateful to the translators who have made themselves available in different parts of the world in order to facilitate a smooth translation.

Interpretation

We have a group of dedicated interpreters who have come to provide their services to the General Council. Let us appreciate them for helping us communicate with one another. The work of the interpreters will be done mainly in the plenary sessions and the times of worship and Bible study. Because of the limitations of resources, we are not able to provide interpretation in all the other parts of the General Council. We will try, but there are no promises.

Travel Agent

Chocksoff Travel agency is our official travel agency. A representative from Chocksoff will be available near the registration desk during the registration period, and in the General Council office from the 15th of October until the end of the Council for any travel related needs.

Transportation

For airline questions, first see the section on “Travel Agent” above. Confirmation of your return trip is not necessary for most airlines. If part of your trip is on a local airline, please check the airline’s website to see if confirmation is required.

For changes in air travel departures, please contact the travel agent. For contacting airlines directly, try the airline’s website.

The WCRC and our hosts provide transport to and from the airport, as well as to and from special events. Transportation will also be arranged for church visits on Oct. 19.

Other Local Transport: Taxis and ride-hailing services such as Grab, Bolt, and Line are available. The latter three can be accessed by downloading their apps once you are in Thailand.

Departures:

Delegates and other participants may depart after 3 p.m. on Oct. 23. Transfer times from the hotel to the airport will be published daily starting Oct. 18 on the General Council App. If you have questions about these transfers, please contact the General Council office on the ground floor of the Empress Convention Centre.

If you are staying beyond Oct. 24, you are responsible for your own meals and accommodation unless other arrangements have been made with the WCRC. Please ensure that all extras you ordered or consumed in the hotel are paid for before your departure.

Communication

Wi-Fi Access

Wi-Fi codes and passwords will be available at the hotel reception and displayed at key locations throughout the venue, ensuring participants stay connected throughout the event.

Staying Informed About the General Council

A dedicated communications team will provide comprehensive coverage of the General Council through a range of digital and multimedia platforms, encompassing newsletters, social media, photography, and video documentation. This ensures that participants, member churches, ecumenical partners, and the wider public receive timely, accurate, and engaging information throughout the event. By leveraging these platforms, the team aims to enhance transparency, foster meaningful connections, and share the General Council's work, discussions, and outcomes with audiences both on-site and around the world.

Important Information and Documents

You can access important information and documents by visiting [www.https://wcrceurope.org/gc2025/](https://wcrceurope.org/gc2025/) or scanning the QR Code. It contains this handbook, all important information, and relevant documents for the event. It is updated daily, making it the most reliable source for current information, including schedules, announcements, and program updates.



WCRC Website

The General Council portal on the WCRC website (wcrceurope.org) is a key resource for documents, official updates, and other important information. The dedicated General Council page (wcrceurope.org/gc2025/) hosts all essential documents for participants.

Social Media Channels

The WCRC maintains an active presence across major social media platforms:

Facebook: [facebook.com/worldcommunion](https://www.facebook.com/worldcommunion)

Instagram: [instagram.com/reformed_communion](https://www.instagram.com/reformed_communion)

YouTube: [youtube.com/c/WorldCommunionofReformedChurches](https://www.youtube.com/c/WorldCommunionofReformedChurches)

Participants are encouraged to engage with and share content from the General Council on their own social media channels. When sharing, please tag @WCRC and use the official hashtags: **#wcr #wcrgeneralcouncil2025 #27thgeneralcouncil #wcrgeneralcouncil**

Some sessions of the General Council will be live-streamed for members who cannot attend in Chiang Mai. Visit the [WCRC YouTube channel](#) to watch live streams and recorded sessions.

Interacting with Journalists

The General Council is expected to receive broad coverage in both church and secular media. Your participation in interviews is a valuable contribution to reporting on the event.

In addition to the General Council's communications team, journalists from around the world will be covering the event on site or online. All accredited media personnel will be clearly identified by a name tag.

If a journalist approaches you:

- You may be approached directly or through a General Council Steward acting on behalf of a journalist.
- If you feel comfortable, you may answer their questions. If not, you may refer the journalist to the Communications office, where a designated spokesperson will respond.

Important Guidelines:

- Anything you say to a journalist is considered “on the record” and may appear in a story. Even if you agree to speak “off the record,” it is safest to avoid sharing information you would not want public.
- If you do not know the answer to a question, please refer the journalist to General Council leadership or the WCRC Communications Coordinator located in the Communications office on the Ground Floor of the Empress Convention Centre.

- Do not speak as an official spokesperson for the WCRC. Only the WCRC President and General Secretary are authorized to represent the organization officially.

By following these guidelines, you help ensure accurate, respectful, and effective communication during the General Council.

Living together

Chaplain/Pastoral Care Team

As we participate in the General Council, we recognise we live and interact with one another in community. This brings opportunities, joys and challenges. A Chaplain and Pastoral Care Team is available to minister to any participant who may have need. Participants' needs may include spiritual, emotional, and relational issues that are a direct result of being in the General Council (e.g. spiritual crisis as a result of your experience in the General Council) or which relate to news from home (e.g. receiving shocking news from home). None of us is alone. We are together. We belong together. When one person suffers we all suffer; and when one rejoices we rejoice together. Do make use of the Chaplain and the Pastoral Care Team.

The Chaplain is Rev. Chelsea Lampen MSW. She works with four other Pastoral Care Team members, and they are identifiable on their name tags. If you need to speak with any one of them and they are not around, please text or call **+66 (0)931059725** or go to the Executive Meeting Room, Vimarn, on the second floor of Empress Chiang Mai Hotel.

Additionally, as Christians, we are all committed to respecting one another, and we take any lack of respect or harassment as a serious issue. Please take a look at our "Creating Safer and Respectful Spaces" portion in this handbook. If you feel you have been harassed, please make a call to this number: **+66 065 086 1472** or talk to any member of the Pastoral Care Team.

Promoting an Environmentally Sustainable Event

The WCRC takes seriously its calling to be good stewards of Planet Earth, managing and utilizing resources thoughtfully while engaging in actions that promote ecological justice. At this General Council, we encourage all participants to join in these efforts. Among other measures:

- Turn off lights and air-conditioning systems when leaving your room or when you are the last to leave any meeting room or space.
- Minimize printing whenever possible.
- To reduce plastic waste, each participant will receive an aluminum water bottle in their registration packet for use throughout the council. Drinkable water can be filled and stored in this bottle at all times. On certain occasions, such as during exposure trips, additional water bottles may be provided. In such cases, please recycle empty bottles in the appropriate receptacles.

EXHIBITION

The exhibition space on the second and third floors of the Empress Convention Centre will showcase the life of the World Communion of Reformed Churches over the past 150 years, as well as the life and activities of the Church of Christ in Thailand.

It will also feature some of the handiworks of the Church of Christ in Thailand.

STEWARDS

A group of young “future global leaders” from Reformed churches and the broader ecumenical movement has been assembled to serve as stewards for the 27th General Council. Half of them are from the Church of Christ in Thailand, while the other half come from churches around the world. Their roles—both behind the scenes and upfront—ensure the smooth running of the council. Stewards welcome participants, assist with registration, ensure documents are in the right places, provide directions, support IT and technology functions, participate in meetings when possible, and offer friendly smiles to help participants feel at home.

Stewards also participate to gain firsthand experience of how the Reformed family and its ecumenical partners conduct business in a General Council, equipping them for future leadership. The group includes pastors and professionals from various fields who have volunteered their time to serve the worldwide Reformed Communion. They are not personal assistants or labor for other participants. Please do not ask them to run personal errands. Instead, appreciate their gift of time and expertise, which helps ensure a successful and well-organized General Council.

Appendices

Appendix A: RULES OF PROCEDURE FOR THE GENERAL COUNCIL

Guidelines for Discernment Procedures

Background

In preparation for the 27th General Council in Chiang Mai, the Executive Committee of the WCRC resolved at its meeting in July 2025, to propose the following Rules of Procedure for the Conduct of Business guided by discernment principles. In so doing, they have learned from the experience in using discernment and consensus procedures at WARC's 24th General Council, the Uniting General Council at Grand Rapids, and the 26th General Council in Leipzig and will put in place measures and training to ensure that these Rules of Procedure are used to best advantage.

I. DISCERNMENT AND THE CONDUCT OF BUSINESS

1. Theological Basis

At the heart of discernment procedures is a commitment to worship, work, listen and pray together as a community of faith, seeking to discern God's will for the way forward on issues under consideration.

As the Body of Christ, the church is always searching for the mind of Christ, seeking to "understand what the will of the Lord is" (Ephesians 5:17). Our common commitment to seeking the guidance of the Holy Spirit in our deliberations is

confirmed by the experience of the fruit of the Spirit amongst us as we work: “love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control” (Galatians 5:22).

The World Communion of Reformed Churches is intentionally a communion built around a common table for both worship and decision making. The table symbolizes the centrality of Christ and our mutual dependence on the Holy Spirit for our life together. We sit equally before God as sisters and brothers.

The WCRC describes itself as a communion that is committed to justice. It is therefore imperative that in its shared life together it operates in a way that fosters communion among its members and which allows them to live justly in relation to one another. All conversations should be edifying and all efforts build *koinonia*.

Our developing *koinonia*, our intentional spiritual fellowship, is dedicated to the prophetic calling to bring God’s justice like a mighty river and righteousness like an ever-flowing stream to a world thirsty for hope and the grace of the Gospel.

Discernment means a prayerful process that builds community and by which a common mind of the General Council is sought concerning the wisest way forward on a particular issue at that time.

There are no winners and losers—we are all seekers and discerners together, affirming through our common loyalty to Jesus Christ that:

- the General Council is a community of faith earnestly seeking to understand God’s will;
- each participant in the General Council has been given unique gifts and insights by God;
- every participant’s contribution is worthy of respect;
- our aim is to discern what the Spirit is saying to the churches through the General Council;
- our commitment is to find faithful ways forward on which all can agree.

Adopting Rules of Procedure, business processes and techniques ensures that the General Council of the WCRC will:

- foster deep **listening** and respect
- make space for the influence of the Holy Spirit and different perspectives through **dialogue** and **discernment**;
- take the time to **build consensus** in decision making.

2. Building Community

The General Council draws together people from different countries, cultures and traditions. It takes time to build the trust and relationships that form a community of faith. That is why 20 percent of our life together during the General Council is dedicated to worship, Bible study and community building.

As we acknowledge the Lordship of Christ and listen for the Word of God in worship together each morning and evening the bonds of community are strengthened. Our diversity and unity in Jesus Christ is also celebrated informally as we live, work and pray together.

All General Council participants are invited to contribute insights and wisdom to any issue being discussed.

RULES OF PROCEDURE FOR THE CONDUCT OF BUSINESS

1. Definitions

Chairperson means a person appointed by the General Council to chair a committee or group

Committee means a group appointed by the General Council to bring reports and proposals on particular business. There shall be the following committees:

- Business Committee
- Nominating Committee
- Public Witness Committee
- Vision and Message Committee
- Finance and Fundraising Committee

Discernment Group means a group of delegates, ecumenical delegates, observers, consultants and official guests that meet at the appointed times to discern the main issues of the General Council. Discernment Groups are composed according to the values of empowerment and diversity: Each member shall be given the chance to fully contribute to the discussion in dialogue with voices expressing themselves from different perspectives (see part 10 of these rules).

Discernment Procedures Team means persons assisting with the use of discernment procedures (see part 6 of these rules).

Drafting Team means the group of persons appointed by the General Council that takes feedback from the Discernment Groups sent in by the Scribes, and amend the proposals accordingly, and shape the documentation that goes to the decision making plenaries in the light of reports coming from the Discernment Groups. (see part 10 of these rules).

Facilitator means a person appointed by the General Council to be the facilitator of a Discernment Group. The main task of the facilitator is to ensure that all delegates can fully participate in the discussion (see part 10 of these rules).

Participants

- Each member church shall have a formula-specified number of *voting delegates*. Voting delegates are defined as the ones who have been entrusted with discernment indicator cards or allowed to vote when called upon.
- An *associate delegate* is one who represents an associate-member organization. Associate delegates have the right to speak but may not vote.
- An *affiliate delegate* is one who represents an affiliated organization. Affiliate delegates have the right to speak but may not vote.
- An *ecumenical delegate* is one who represents a recognized ecumenical fraternal organization. Ecumenical delegates have the right to speak but may not vote.
- *Guests* are those individuals who have been invited to attend the General Council meeting. This includes past principal office bearers of the WCRC and Executive Committee members who are not delegates. Guests have the right to speak but may not vote.
- *Observers* are representatives from member churches or other communions who are considering becoming members of the World Communion of Reformed Churches. Observers also include the Global Institute of Theology students and the stewards. Observers may participate in the activities of the General Council, have the right to speak but may not vote.

- *Consultants* may be present at the General Council or Executive Committee meeting upon invitation by the officers. A consultant may be asked to address the assembly on the issue for which the consultant is present. A consultant's right to speak is limited to that specific matter, and the consultant may not vote.
- *Visitors* are those individuals who attend the public sessions of the General Council for personal reasons. Visitors do not have the right to speak, make motions or vote.
- *Officers* are the following elected officials of the WCRC: president, vice president, general secretary and general treasurer. The general secretary, by virtue of his office, has the right to speak but may not vote.

The Pastoral Care Team is comprised of chaplains and provides support for people, especially those who are disturbed, have been harassed or emotionally harmed.

Scribe means a person appointed by the General Council to be the secretary of a Discernment Group and to convey its findings to the Drafting Team. At the end of each session the Discernment Group determines which points should be brought to the Drafting Team (see part 10 of these rules).

Minute Takers/Recorders

The General Council will be served by two minute takers/recorders whose task is to record proceedings especially in the Plenary sessions and give a faithful account of the General Council.

2. Business Committee

The Executive Committee constitutes the Business Committee. Others may be invited as its agenda requires.

The role of the Business Committee is:

- to initiate proposals on any matter relating to the efficient working of the General Council;
- to consider how matters may best be grouped for consideration, so none is disadvantaged;

- to ensure that the General Council is resourced with information from a range of perspectives about each matter, so that an informed way forward may be discerned;
- to review the agenda regularly, prioritizing items needing deeper deliberation and more time;
- to alter the agenda as needed;
- to appoint scrutineers to count election ballot returns and plenary session votes if necessary.

3. Matters of Consideration

Matters for consideration shall be lodged with the Business Committee for inclusion on the agenda unless already on the agenda. These may arise from reports of the officers, the outgoing Executive Committee, appointed committees and matters raised by a member church. WCRC staff may act as resources in the work needed for discernment on these matters and may be invited to clarify.

The Business Committee may advise the Drafting Team on the final outcomes they deliver to the decision-making plenaries.

4. Interpretation and Documentation

The WCRC Constitution requires translation of documents will be available in English, French, German and Spanish. A speaker may use another language only if interpretation is available into one of these. Interpretation facilities are available in plenary sessions, Discernment Groups and committees. The supported languages of the General Council are English, French, German, Spanish, Korean and Indonesian.

Participants are expected to read the relevant material before it is presented to the General Council.

5. Moderator

The President (or one of the vice-presidents) shall be Moderator of the plenary sessions of the General Council.

The role of the Moderator is to preside in a manner which assists the General Council in seeking to understand the will of God as far as possible and which meets the needs and purposes of the General Council and its participants.

In so doing, the Moderator:

- ensures that the Rules of Procedure for the Conduct of Business are observed;
- watches with the participants for the guidance of the Holy Spirit and for the wisdom of Scripture throughout all contributions;
- is prepared to pause for prayer or silent reflection as appropriate;
- may invite participants to turn to others nearby for small group discussion or prayer;
- encourages trust and integrity in contributions;
- ensures care and support for those whose honesty may leave them vulnerable;
- invites delegates to indicate their response to speeches and reflects that mood back to the General Council as it becomes apparent;
- looks for creative modifications of a proposal, incorporating insights expressed by speakers;
- summarizes discussion from time to time to assist in focusing the direction;
- does not participate in discussion (if a Moderator wishes to speak to an issue someone else will act as Moderator during consideration of that particular issue until it is resolved);
- acknowledges those who wish to speak to the General Council. Unless directed otherwise, participants who are authorized to speak may stand at the microphone until acknowledged by the Moderator. They begin by stating their name, the church they represent and their category of participation. They address the General Council through the Moderator.
- ensures that different voices are included during plenary sessions.

Participants will respect requests or directions from the Moderator. Out of respect for the office of Moderator, when she or he speaks, all remain silent so the Moderator is heard without interruption.

6. Discernment Procedures Team

Members of the Discernment Procedures Team appointed by the Executive Committees are present to assist with resourcing the Rules of Procedure for the Conduct of Business.

The responsibilities of the Discernment Procedures Team are:

- to be resources for the Rules of Procedure for the Conduct of Business and the discernment principles on which they are based;
- to clarify any uncertainties about procedures in plenary sessions if called upon by the Moderator or the General Secretary;
- to be available to support the Moderator and General Secretary in chairing each session;
- to be available to assist the Moderator in ensuring that all insights are considered as the General Council seeks to discern a way forward for any issue;
- to attend Business Committee meetings to advise on procedures as necessary;
- to advise participants about procedures as necessary.

7. Use of Discernment Procedures

The General Council will use the discernment process to make all decisions except for: approval or changes in procedures, elections and constitutional and bylaws changes. If a resubmitted matter does not receive approval through the discernment process, and the General Council takes the view that a decision must be made on this item of business at this meeting of the General Council then a vote will be taken.

8. Building Blocks of the Discernment Process

The basic building blocks of the discernment process are:

- Introduce and clarify the issue (listening sessions)
- Explore the issue and look for ideas (Discernment Groups)

- Look for emerging proposals (decision sessions)
- Discuss, clarify and offer proposals (decision sessions)
- Test for agreement (decision sessions)
- Implement the decision (Executive Committee)

9. Listening Sessions to Introduce and Clarify the Issue

The General Council must be fully resourced with information about an issue, proposal or report. Seeking to discern God's will for a faithful response presumes participants hold a clear understanding of the rationale and theological basis for possible ways forward.

Listening sessions shall be prepared in conjunction with the Business Committee.

During the listening sessions the reports and matters are received. A number of speakers may be invited to present varying aspects of a particular issue before clarification questions and discussion.

Reception of a report means agreement to consider the substance of a report. This is approved in the listening sessions after the report is presented and any clarifying questions are answered. Reception means that the proposals in the report are now before the General Council for consideration. A report as a whole must be adopted if its substance is to become policy, or specific proposals arising from a report must be considered before agreement to act can be assumed.

At the end of each listening session draft proposals to be discussed by the Discernment Groups shall be introduced.

10. Discernment Groups to Look for Emerging Consensus

Composition of Discernment Groups

The Discernment Groups will formally be appointed by the president and approved by the General Council. Their specific composition will be driven by language. Since participation from all is a foundation for a successful discernment process, delegates need to feel comfortable communicating within the Discernment Groups.

Language, however, is not the only factor used for creating the groups. Factors that need to be included (and sometimes weighed against each other):

1. **Diversity:** Groups should be geographically balanced. The discernment process is designed to unite the Council and its decision-making process from the grassroots. It is thus important not to have a group composed solely from a single country or region.
2. **Communication:** All members of a group must be able to communicate effectively with one another. This does not necessarily mean that groups are composed based on primary language, however. Options include grouping those fluent in the same language or providing translators.
3. **Balances:** Besides geographic diversity, each group should be balanced between gender, age, ordained/non-ordained and abilities.

Discernment Groups should be constructed using *language fluency* (rather than primary language) as a criteria. Discernment Groups will be limited to one or two languages to reduce demands on interpreters (and hence the budget). If this is not possible, then a limited number of multi-lingual Discernment Groups would be created.

Another critical aspect of each group's composition is the *leadership*. Each group needs at least two pre-selected (and trained) leaders: one to *facilitate* the group and another one to act as *Scribe*, not only recording the decisions of the group but also taking those decisions to the Drafting Team. The *Facilitator* will need to be able to facilitate a process that respects all members' voices while striving at reaching consensus on the issues within the time allotted.

Process in Discernment Groups

The introductory session of the Discernment Group will introduce the discernment process to the group and set the "norms" (rules, guidelines, etc.) of how the group will operate. Setting the norms also gives the members a first experience of the discernment process and can be used by the leadership to accommodate differing cultural needs, fix any glitches in the system (especially translation), etc. While structured to produce constructive results that will move the process to the Drafting Team, the discernment process is geared to hear all voices and invite the movement of the Holy Spirit into all groups.

The Discernment Groups are guided by materials they receive from the Business Committee; they discuss and amend the proposals that were introduced during the listening session. Decisions within each group should be made through consensus. If consensus cannot be reached the group defines the point of disagreement and requests the Scribe to take the different opinions to the Drafting Team.

The discernment process during the General Council is value driven and should respect each individual and her/his voice even as the process unites the delegates through discussion and consensus. No delegate should be marginalized based on any factor, especially, in this process, language: “The World Communion of Reformed Churches in its order and actions is called to respect, defend, and advance the dignity of every person. In Jesus Christ all human differences must lose their power to divide. No one shall be disadvantaged for, among other reasons, race, ethnicity, or gender, and no individual or church may claim or exercise dominance over another” (WCRC Constitution, Article IV, Section B).

At the end of each Discernment Group session, the Scribes will email the material to the designated email address (gcdraft@wrc.eu) to facilitate the work of the Drafting Team. The Drafting Team will gather to distil the variety of material produced into a report with specific recommendations. The processes used in the Drafting Team to create the report will also be by consensus and use norms as determined by the group.

11. Decision Sessions to Discuss, Clarify and Test for Agreement

The final reports of the Drafting Team will be brought to the plenary. The reports should be presented by either the Chair or the Secretary of the Drafting Team. Delegates will hear the voice of their Discernment Group in the report and its recommendations, changing the tenor of the discussion positively. The plenary will then discuss and come to consensus on the reports and recommendations.

Procedures in Decision Sessions

Orange and blue indicator cards are provided for voting delegates (not for other participants). At the end of each speech, voting delegates may choose to indicate their response to the content of the speech, by showing their orange or blue

card. The cards provide a quick and visible indication of the mood of the General Council.¹

- Showing an orange card indicates warmth and appreciation towards a point of view.
- Showing a blue card indicates coolness and hesitation towards a point of view, or that more discussion is needed.

Cards may also be used to indicate to the Moderator that it is time to move on; a speaker may be getting repetitious, or the points may have been well made already. In this case, a delegate can hold the two indicator cards crossed in front of her/his chest, as a silent indication that pursuing debate is not likely to be helpful.

The Moderator alerts the General Council to the strength of feeling expressed through the indicator cards as appropriate. The delegates may express their thoughts and offer proposals.

Possible outcomes of discernment process:

- All in agreement (unanimous);
- Most are in agreement (minority give consent to move forward);
- Consideration on matter postponed;
- Agree no decision can be reached;
- Refer an issue to another body, either to bring advice to the General Council on how to proceed or to determine the referred issue on behalf of the General Council;
- Issue brought to a vote, if this is agreed by a two-thirds majority of voting delegates present (see below).

The Moderator may determine that a proposal be referred to a small group of participants nominated by the Moderator, with a view to the small group bringing an amended proposal likely to receive greater support. The matter is resubmitted to the General Council for decision when the Business Committee determines.

In the event that:

- the resubmitted matter does not receive support, and
- if the Business Committee takes the view that a decision must be made on this item of business at this meeting of the General Council,

¹ Orange and blue are used because they can be clearly distinguished even by people who are colour-blind.

- then the General Council may determine that a two thirds majority of delegates present and voting is sufficient to determine this item of business.

12. When Voting is Required

Only voting delegates may vote. The Moderator declares the method of voting (show of hands, standing, written ballot, etc).

A majority of delegates present and voting is required for approval of the proposal.

After the vote, the Moderator declares the proposal approved or not approved.

All participants are encouraged to return to their churches advocating the resolutions of the General Council, even if they would have preferred different outcomes. It is the responsibility of those privileged to participate to explain to those who were not present why particular decisions were taken.

13. Recording Dissension

The basis of discernment procedures is that the community of faith listens, prays, discusses and works together towards discerning God's will for a faithful response. Resolutions are made in that light.

Voting Delegates may record their dissent or abstention on any particular resolution by lodging it in writing with the recording secretaries before the next session commences.

A member church may choose to record dissent by lodging it in writing with the recording secretaries before the next session commences.

14. Procedural Proposals

Procedural proposals may be raised by delegates (not by other participants) and relate to how or when the General Council deals with a particular agenda item. When making a procedural proposal a delegate may not interrupt a speaker but seeks recognition from the Moderator to speak. Procedural proposals must be seconded, may be debated, and are determined by discernment procedures or a simple majority vote (50 percent plus one).

Procedural proposals include:

- *Fixed order*: proposes that the General Council deals with business previously set for that time. It may be linked to a procedural proposal for the adjournment of the current discussion.
- *Adjournment*: may be proposed by a delegate who has not spoken in the current discussion. If approved, any person whose speech was interrupted may speak first when discussion resumes.
- *Closed Session*: all who are not delegates leave the session while the General Council considers an issue in private. If approved, it requires a subsequent procedural proposal (“that the General Council cease sitting in closed session”) to return to an open plenary session.
- *Closure of the debate*: may be proposed (“that the vote be now taken”) by a delegate who has not spoken in the current discussion. The Moderator may also propose closure.

15. Points of Concern

“...the fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control...” (Galatians 5:22-23).

The General Council will engage in its business and corporate life in a way that ensures that the fruits of the Spirit are supported and expressed:

- prayerful listening respect for all participants
- compassion with one another
- trust
- encouraging shared goals
- exhibiting an openness/vulnerability to one another.

A delegate may raise a concern at any time by gaining the attention of the Moderator and stating, “I have a point of concern.” The Moderator asks the delegate to state the concern.

Concerns that may be raised are:

- A speaker is thought to be digressing from the matter under discussion.
- A delegate may claim the right to make personal explanation if a subsequent speaker grossly misrepresents her/his remarks.

- A delegate may raise objection if remarks are thought to be offensive or derogatory.

The Moderator may without debate:

- rule on it immediately;
- ask advice from selected participants and then rule on the point;
- ask the General Council to decide the matter by discussion and discernment.

If the Moderator's ruling on a point of concern is challenged, the challenging delegate may speak, and the Moderator may reply before putting it to a vote to sustain or disallow the ruling, without further discussion. The decision is resolved by simple majority.

16. Nominating Committee

(procedures may be replaced by Executive Committee)

The General Council, on recommendation of the Executive Committees, elects a Nominating Committee of not more than 10 people, taking into consideration geographic distribution, cultural and denominational diversity and gender. Nominating Committee members are not eligible for election.

The role of the Nominating Committee is to process nominations for officers and members of the Executive Committee, to prepare and present a slate of candidates to the General Council and to facilitate elections.

In so doing, the Nominating Committee:

- considers delegates proposed by member churches, regional meetings and delegates, and their own knowledge of their regions;
- ensures that the list of nominations includes the necessary expertise and achieves a balance of gender, age, denominational diversity and regional representation;
- presents a draft list of nominations for comments from the General Council prior to elections;
- considers feedback on the draft list in preparing a final list of nominations;
- presents a final list of nominations 24 hours prior to elections.

17. Public Witness Committee

A Public Witness Committee is appointed by the General Council from among the delegates upon nomination by the Executive Committees.

The role of the Public Witness Committee is to prepare statements and proposals on issues of public concern that warrant discussion and adoption by the General Council.

In so doing, the Public Witness Committee:

- considers concerns raised by member churches;
- holds an open hearing to gather input from participants;
- works in small groups if necessary to consider possible statements and proposals.

18. Vision and Message Committee

A Vision and Message Committee is appointed by the General Council from among the delegates upon nomination by the Executive Committees.

The role of the Vision and Message Committee is to:

- receive the reports of the President and General Secretary, along with any proposals;
- listen to the Holy Spirit during all sessions of the General Council;
- engage with Discernment Group leadership;
- prepare over-arching visions to guide the work of the WCRC in the next seven years;
- prepare for member churches a message expressing the heart of the General Council;
- prepare other messages of recognition and thanks as needed.

The over-arching visions, message for member churches and other messages of recognition and thanks will be brought to the General Council for approval.

18. Finance and Fundraising Committee

A Finance and Fundraising Committee is appointed by the General Council from among the delegates upon nomination by the Executive Committees.

The role of the Finance and Fundraising Committee is to:

- receive the reports of the General Treasurer along with any proposals;
- Incorporate any finance and fundraising elements of the President and General Secretary that relates to the finances and/or funding the communion
- Determine any changes in finance and fundraising policies of the WCRC
- Propose any policies that will enhance the finances of the WCRC.

19. Special Rule of Procedure for Committees

The combined report and proposals of each committee should be reasonable in length. A proposal to receive the report is brought. Questions for clarification and discussion may follow, but the plenary session is not in a position to change the report.

When the report has been received, proposals arising from it are presented for consideration, possible modification and resolution as actions of the General Council.

20. A note on speaking in Plenary

If a delegate or a participant with the right to speak has comments to make in a plenary session, at the appropriate time when the Moderator invites comments or inputs from the floor, such persons should move to the closest standing microphone. When called upon by the Moderator, he/she should state the name, the church or ecumenical organisation represented, status (delegate, consultant, etc.), and the language to be used. Those who are called upon to speak have to make their point in three (3) minutes or less, so that others may have a chance to speak also.

21. Adoption of the Rules of Procedure for the Conduct of Business

The General Council in its first business session determines by simple majority vote whether to adopt or modify these Rules of Procedure for the Conduct of Business. During the course of the meeting, suspension or amendment of all or part of the procedures may be agreed by discernment procedures or a two-thirds majority of delegates present and voting.

Appendix 2

Summary of Nomination and Election Process for Officers and Members of the Executive Committee World Communion of Reformed Churches

(in accord with provisions of WCRC Constitution and By-Laws)

1. Nominations Committee

A Nominations Committee will be proposed to the General Council by the Executive Committee and elected early in the meeting of the General Council. During the General Council, the Nominations Committee will work to bring a list of nominees from among those who are delegates to the General Council for election as officers and members of the new Executive Committee. This task will be completed when the General Council is ready to select and install the new Executive Committee.

2. Composition of the Officers and Executive Committee:

- The Executive Committee shall be composed of 22 delegates from the General Council, which shall include the president and four vice-presidents.
- Members of the Executive Committee shall be able to serve not more than two consecutive terms

- The Executive Committee should represent diversity of geography, denomination, age, gender, and experience

3. Composition of the Nominations Committee:

The Nominations Committee shall:

- Be composed of up to ten delegates, who shall themselves not be eligible for nomination to serve on the Executive Committee.
- Represent diversity of geography, gender, clergy/lay status, and age (At least two of its members will be under age 30 – one male and one female).

4. Steps in the Nomination Process:

By August 1, a letter shall be circulated to all member churches and Area councils indicating an opportunity to nominate members of the Executive Committee, noting duties and responsibilities with a deadline of August 31st.

- The General Secretary shall compile these for submission to the General Council Nominations Committee.
- The General Secretary shall also submit the persons so named to the regions before their first regional meeting at the General Council to facilitate their advice to the nominations committee.
- The Nominations Committee shall
 - Consider suggestions from Regional Councils and member churches, and regional meetings – but the Nominations Committee may also propose other nominees.
 - Present a list of nominees to the plenary, which is representative of the diversity of geography, denomination, age, gender, and experience and who represent the qualifications needed on the Executive Committee.
 - Allow for nominations from the floor, which will also be in order if they have the support of their church, are willing to serve, and match any regional or gender category of the person whom they are challenging for this position.

5. Breakdown of regional representation in the ExComm to be elected

Africa	5
Asia	4
Caribbean	1
Europe	3
Latin America	3
Middle East	1
North America	3
Pacific	1
General Treasurer	1
Wild card	1

6. Elections

The Election shall take place no sooner than 24 hours after the opportunity for nominations from the floor (in the first reading). The new Executive Committee shall take office immediately following their installation.

Appendix 3

Qualifications and Expectations for Officers and Executive Committee Members World Communion of Reformed Churches

1. Demonstrated commitment to WCRC and its global priorities and networks for communion and justice.
2. Willingness to commit several weeks a year for meetings, solidarity visits, and task forces related to the ministry of WCRC
3. Skills and experience in leadership, governance and legal matters for international non-profit and/or ecumenical organizations (doing things “decently and in order”)

4. Understanding of financial matters and an ability and willingness to raise funds for the organization
5. Creativity in communications through all kinds of media
6. To have among our members of the Executive Committee institutional memory and connections in WCRC and openness to new ways of carrying out our ministry
7. Commitment and involvement with WCRC in their national and regional context matched by a commitment to the well-being of WCRC as a whole
8. Facility in the English Language (in which we will work in the Executive Committee). Some familiarity with at least one more WCRC language will be an advantage.
9. Having the endorsement and support (including financial) of their own church and of churches in their region, bearing in mind the fact that expenses for travel to and attendance of meetings is primarily the responsibility of the region and/or the church the Executive Committee member represents.
10. Ability and eagerness to get their own church and other churches in their region actively connected to the ministry of WCRC.

Appendix 4

Creating Safer and Respectful Spaces

This document is not intended to be legalistic or punitive. It is meant to serve as a covenant for how, as a community, we deal with sexual harassment, seeking care, compassion and justice for all parties involved. It is our hope that the situation necessitating these guidelines will not arise.

1. Introduction

The Gospel affirms the basic dignity of all humankind, created in the image of God. This statement challenges the Christian community to act and respect all humankind regardless of their differences such as sex, age, race, ethnicity, class and religion. Human sexuality is a gift from God and it is to be celebrated. The roots of sexual harassment and abuse are not in human sexuality but in the abuse

of power. Care must be taken that power is not used to violate, harass or intimidate. Although offenders may believe their behaviour is innocent or unintended, sexual harassment is defined by the perception and experience of the victim.

The World Communion of Reformed Churches (WCRC) affirms its commitment to the basic dignity and human rights of all people. We believe that we must strive to be a community, which challenges all forms of violence and disrespect and expresses the faith and principles of the gospel in appropriate action. A fundamental respect for each human being includes a commitment to the rights and dignity of all regardless of sex, race, age, class, caste or tribe. Sexual harassment is not exclusively a sexual issue but must be understood as an exploitation of power relationships.

It is a global reality that the human family is broken. One such form of brokenness is violence against the human person. This violence expresses itself in ways such as sexual abuse, child abuse and sexual harassment, and is directed predominantly towards women. The WCRC acknowledges that it has not only played a role in healing and restoring but that it also shares responsibility for this brokenness. Therefore, we commit ourselves to continue to work for the healing and restoration of the human family.

Furthermore, the WCRC made its formal move from its seat in Geneva, Switzerland to Hanover, Germany in 2014. As a publicly registered entity in the Federal Republic of Germany, the WCRC is bound to abide by strict anti-discrimination laws for all WCRC employees, event, meeting, and consultation participants. **Under German law, sexual harassment is illegal.**

It is expected, in light of these contexts, that ALL WCRC employees, consultants, members and participants in the 7th General Council in Chiang Mai, and any WCRC-hosted events of the illegality of any such action and the Communion's no-tolerance of sexual harassment policy.

2. Definition of sexual harassment

Sexual harassment is defined as any form of sexual advance that is uninvited, unwanted and unwelcome. Sexual harassment may involve a wide range of behaviour, from verbal innuendo and subtle suggestions to offensive and any forms of unwelcome touching, such as but not limited to hugs, squeezes, pinches, kisses, overt demands and physical abuse or assault. In welcome acts will be considered

as violations of an acceptable code of conduct especially when the accuser has in some way made her/his feelings of what is “unwelcome” known in advance. The World Communion of Reformed Churches acknowledges that even within its gatherings, our families and churches, sexual harassment does occur.

3. Sexual harassment includes but is not limited to one or more of the following:

- Overt or covert sexual advances or contact.
- Mental abuse (which may include obscene jokes, innuendoes, unacceptable visual contact, seduction)
- Physical abuse or assault (which may include fondling, unwelcome hugs and kisses, and genital contact).
- Any intentional touching or fondling (either directly or through the clothing) of such areas of the body that are sensitive and personal.

4. What are some of the things you can do if you are being sexually harassed?

- Refuse any inappropriate gesture or contact.
- Make it clear to the aggressor by words or gestures that such behaviour is unwelcome.
- Draw public attention when or if harassment persists in public places.
- Share your concern with someone you trust.
- If you are sexually harassed or falsely accused, make a report to the Redressal Team via the WCRC’s complaint desk and contact detail as below.

5. Procedures to be followed for Formal Complaints

To begin the process, complaint or accusation of sexual harassment shall be brought to the attention of the WCRC staff leader of the General Council, or directly to the WCRC’s Redressal team via the complaint desk.

- The accusation / complaint may be verbal or written. Please submit the accusation / complaint to the complaint desk: confidential@wrcr.eu (*This secure email will be accessed by only secure team members.*). You may also call or WhatsApp the secure and confidential number **+66 065 086 1479**
- The redressal team, as need, will conduct interviews with the complainant who may choose a friend to accompany him/her and to provide moral support within the shortest possible time of the submission of the accusation/complaint.
- The redressal team to schedule and conduct private interviews with the accused with the purpose of investigating the accusation within shortest time of the submission of the accusation/complaint.
- The accused shall be informed of the charge and advised that he/she may also choose an appropriate friend to accompany him/her and to provide moral support.
- After initial interviews will determine whether or not to proceed with the investigation and follow up with appropriate action.

6. Actions to be considered by the WCRC Redressal Team

After the facts are gathered by the complaint desk, they will be passed on to the entire Redressal team within Issues to be considered by the WCRC redressal team in making recommendations may include the intent of the accused, awareness of the appropriateness of the behaviour in question, awareness of why the behaviour is or is not appropriate, and willingness to take responsibility for the behaviour and its consequences.

The WCRC Redressal Team may recommend the following actions to be taken in relation to:

a) Care for the victim:

1. The members of the WCRC redressal team shall respond with sensitivity and care to the victim.
2. Counselling and protection are offered to the victim.

b) The accused:

1. Education/awareness: In cases where the situation is not necessarily sexual harassment, but shows poor judgment. Clear guidance needs to be given and counselling may be recommended.

2. **Educative warning:** In cases where the situation is unquestionably inappropriate and unwise behaviour, but is not clearly sexual harassment. A clear warning states why the behaviour is inappropriate, and calls for an immediate cessation of the behaviour.
3. **Disciplinary measures:** In cases where the situation involves sexual harassment and has resulted in relatively serious consequences. The following actions will be taken as deemed appropriate.
 - Restrictions to be placed on the participation of the accused during the meeting and the individual may be asked to leave the meeting and the premises at his/her own expense.
 - Restrictions to be placed on the accused from having contact with the victim.
 - In consultation with the victim, recommendations may include that an apology from the accused appropriate to the situation be made to the victim.
 - Restrictions may be placed on the participation of the accused during future events of the WCRC. The redressal team may decide whether the accused may not be asked back to take part in future events or programmes of the WCRC.

It should also be noted that the victim may also choose to take legal action at any time beyond action by the WCRC redressal team if chosen. Particularly if the actions exerted by the accused are considered by the victim to constitute sexual abuse, the WCRC would automatically encourage victims to take their case to legal authorities. In such a case, the WCRC would recuse itself from

any further actions in the case as it would become a legal process where the WCRC cannot exert any jurisdiction. The WCRC would nevertheless remain accessible for any follow up with both the victim and the accused if needed.

The WCRC Redressal Team

A. Composition.

A redressal team consisting of three persons has been established to deal with cases of sexual harassment.

The team brings to following principles and skills:

1. Ability to maintain confidentiality within the team.

2. Awareness of the implications and ramifications of the dynamics of power in social and human relations.
3. Experience in pastoral counselling for such cases.
4. Commitment to give of their time, to respond with care for the victim and to give assistance as is needed.
5. Ability to give independent and balanced evaluation of the concerns of both accuser and accused.

B. Guidelines

1. This is the aim of the WCRC Redressal Team to act with fairness, justice, and discretion and it will seek to extend appropriate pastoral care in every situation.
2. Persons accused of sexual harassment will be considered innocent until the accusation has been substantiated by careful examination of the evidence provided.
3. The charges will be taken seriously. The team will be responsible for investigation and carrying out appropriate action.
4. The investigation must not be discussed with anyone except those whom the team has officially decided to speak to and/or include during the investigation process.
5. The WCRC Redressal Team will be in touch with the appropriate legal authorities if deemed necessary in more severe cases.

Appendix 5

Public Witness Committee Process

The Public Witness report is presented by the Public Witness Committee upon which the General Council decides upon actions. It serves as a testament to what the WCRC can articulate and what we can collectively say about the state of the world and our call to action at this time. A draft of the Public Witness report will be presented to the General Council, and the proposals contained within it will undergo a discernment process before the General Council decides upon it. The following method has been used and will continue to be used in producing the Public Witness report.

1. The Executive Committee appointed a core committee at its 2024 meeting to prepare a methodology and facilitate the preparation of the Public Witness process of the General Council.
2. The Core committee called on churches and partner organisations to submit their petitions for inclusion in the Public Issues report.
3. The petitions were collated, and a zero draft was produced.
4. The Executive Committee appointed the Public Witness Committee that would serve at the General Council.
5. Draft Zero of the Public Witness report was presented to the Public Witness Committee.
6. The Draft Zero of the Public Witness report will also be uploaded online, allowing all participants of the General Council to access it.
7. Petitions to the Public Witness Committee are invited during the whole course of the General Council.
8. There will be two public hearings, on the evenings of the 15th and the 20th of October, at which petitions can be made to the Public Witness Committee.
9. The Public Witness Committee presents its report to the General Council on October 21st.
10. This proposed actions in the report will undergo a discernment process before being decided upon by the General Council.

Appendix 6: The Constitution and By laws of the World Communion of Reformed Churches

THE CONSTITUTION

PREAMBLE

Jesus Christ is the foundation and head of the Christian church.

It is in Jesus Christ that the Word became flesh and the gospel is embodied.

It is to God in Christ that the Holy Scriptures, inspired by the Holy Spirit, bear witness.

It is through Christ that God gives abundant life and spiritual vitality to the members of the church in the power of the Holy Spirit.

The churches in the World Communion of Reformed Churches are called together in the name of the one God, Father, Son and Holy Spirit. Under the sovereign God, with Christ's followers across the globe, sharing one baptism, the members of the communion belong to the one holy catholic and apostolic church.

ARTICLE I – NAME AND SUCCESSION

The name of this organization shall be the World Communion of Reformed Churches. The following constitute the name of the organization in French, German and Spanish:

Communión Mondiale des Églises Réformées (CMER) Weltgemeinschaft Reformierter Kirchen (WGRK) Comunion Mundial de Iglesias Reformadas (CMIR)

The World Communion of Reformed Churches is an international non-governmental and non-profit organization, registered as a corporation under public law in Germany and as a 501(c)3 corporate entity in the State of Michigan in the United States of America. The membership of the registered entities is the same.

As of the 2010 Uniting General Council, the World Communion of Reformed Churches succeeds the Reformed Ecumenical Council and the World Alliance of Reformed Churches and its antecedents, as a united ecumenical body for Reformed churches.

ARTICLE II – BASIS

The basis of the World Communion of Reformed Churches shall be the Word of the triune God, incarnate in Jesus Christ and revealed in the Holy Scriptures of the Old and New Testaments through the power of the Holy Spirit. It is to this triune God that the church bears witness. The World Communion of Reformed Churches is committed to embody a Reformed identity as articulated in the historic Reformed confessions and the Ecumenical Creeds of the early church, and as continued in the life and witness of the broader family of Reformed, United and Uniting churches.

ARTICLE III – VALUES

- A. The World Communion of Reformed Churches is called to demonstrate and live the oneness in Christ we profess, to carry out its ministry in ways that enable all member churches to share their gifts, and to honour and be committed to God's saving purposes for the good of all and for the transformation of the world. The World Communion of Reformed Churches serves its members with love and care, encouraging their mutual support and nurture of one another.
- B. The World Communion of Reformed Churches in its order and actions is called to respect, defend, and advance the dignity of every person. In Jesus Christ all human differences must lose their power to divide. No one shall be disadvantaged for, among other reasons, race, ethnicity, or gender, and no individual or church may claim or exercise dominance over another.
- C. The World Communion of Reformed Churches embraces God's covenant promises for the redemption, restoration and renewal of the whole creation through Jesus Christ. In doing so, it affirms the biblical calling of the members to recognize the gift of baptism in one another, and the call to be unified in ministry, and together to bear witness to God's justice and peace and to the integrity of creation.

ARTICLE IV – IDENTITY, MISSION AND PURPOSES

- A. Drawing on the heritage of the Reformed confessions, as a gift for the renewal of the whole church, the World Communion of Reformed Churches is a communion of churches which shall foster communion among its member churches by:
 - 1. affirming the gifts of unity in Christ and promoting unity in and among churches through the mutual recognition of baptism and membership, pulpit and table fellowship, ministry and witness;
 - 2. interpreting Reformed theology for contemporary Christian witness;
 - 3. encouraging the renewal of Christian worship and spiritual life within the Reformed tradition;

4. renewing a commitment to partnership in God's mission through worship, witness, diaconal service and work for justice, so as to foster mission in unity, mission renewal, and mission empowerment;
 5. encouraging leadership development and nurture of the covenant community;
 6. engaging with other ecumenical organizations and churches of other traditions in the ecumenical movement through dialogue and cooperation in ministry;
 7. expressing unity and solidarity with those minorities living in the context of marginalization and violence.
- B. The World Communion of Reformed Churches shall assist its member churches by:
1. widening and deepening understanding and community among the member churches and helping them to fulfil their own responsibilities in the service of Christ;
 2. facilitating the transformation of the member churches into interdependent missional communities that support, empower and challenge each other as partners in the one mission of God;
 3. promoting the full and just participation of all members, of all ages, in all aspects of the church's life and its public witness;
 4. promoting the full and just partnership of women and men in church and society;
 5. encouraging and promoting diaconal service in the church and society;
 6. expressing unity and solidarity with those of its members who are persecuted or marginalized.
- C. The World Communion of Reformed Churches shall also contribute to the ecumenical movement and the transformation of the world by:
1. promoting economic and ecological justice, global peace, and reconciliation in the world;
 2. promoting and defending religious, civil, and all other human rights wherever threatened throughout the world;
 3. encouraging and promoting relief and sustainable development in the world and focusing on the eradication of poverty;
 4. providing Reformed perspectives on church unity.

ARTICLE V – MEMBERSHIP

- A. Any church of the Reformed, Presbyterian, Congregational, Waldensian, other First Reformation, United, and Uniting traditions is eligible to apply for membership, if such a church affirms this constitution.
- B. Member churches are expected to join in achieving the Mission and Purposes of the World Communion of Reformed Churches by, among other things, participating in meetings, financially supporting its existence, taking seriously its actions and decisions, and engaging in its collective work.
- C. Fellowships and associations of churches that affirm a Reformed identity and include in their membership World Communion of Reformed Churches' members are eligible for associate membership. Such associate members shall share in the fellowship and programmes of the World Communion of Reformed Churches, participate on a reciprocal basis without a vote in governance, and thereby strengthen the broader Reformed family's participation in the church ecumenical.
- D. An institution established by one or more member churches or whose faith basis and operation are in agreement with that of the historic Reformed confessions are eligible for affiliate membership, without voting privileges.
- E. Membership in the World Communion of Reformed Churches does not limit the autonomy of any member church or restrict its relationships with other churches or with other ecumenical organizations.
- F. Members in the World Communion of Reformed Churches shall support the work of the World Communion of Reformed Churches through an annual financial contribution reflecting the resources and membership of that church. The General Council or the Executive Committee shall set a minimum contribution requirement for all member churches, associate, and affiliate members.
- G. Application for membership shall be made to the office of the General Secretary not later than six months before a General Council meeting. Admission to membership shall be by decision of the Executive Committee following consultation with other member churches in the region. The General Council shall ratify new members by a two-thirds majority of ballots cast. A new member shall not vote on the ratification of its own membership.
- H. A member church may terminate its membership by giving notice in writing to the office of the General Secretary. It will be encouraged to give reasons for this action.

ARTICLE VI – SUSPENSION OF MEMBERSHIP

The Executive Committee may suspend the membership of a member church for actions in violation of Article II Basis, Article III Values, or Article IV Identity, Mission and Purposes of this Constitution or for persistent failure to support or communicate with the organization, subject to the conditions stated in the Bylaws.

ARTICLE VII – GENERAL COUNCIL

- A. The General Council is the main governing body of the World Communion of Reformed Churches. The General Council is legally constituted to transact the business of the World Communion of Reformed Churches when representatives of one-half plus one of its member churches are present when the General Council convenes to establish a quorum.
- B. The General Council:
 - 1. provides leadership for the World Communion of Reformed Churches in achieving the aims and purposes of the organization;
 - 2. may adopt and may amend the Constitution and the Bylaws;
 - 3. makes and adopts policies and programmes for the World Communion of Reformed Churches;
 - 4. elects officers and members of the Executive Committee;
 - 5. considers matters brought before it by member churches;
 - 6. receives decisions of the Executive Committee for ratification.
- C. Decisions of the General Council concerning its organization and institutional activities shall be binding.
- D. Decisions of the General Council involving the life and witness of the member churches are advisory in character.

ARTICLE VIII – MEETINGS OF GENERAL COUNCIL

- A. The General Council shall ordinarily meet once in every seven years.
- B. At the request of at least one-fifth of the member churches, the Executive Committee shall convene the General Council into special session.

- C. The time, place, and programme of a General Council meeting shall be determined by the Executive Committee.
- D. The General Council, upon recommendation of the Executive Committee, shall adopt rules of procedure for the conduct of its business.

ARTICLE IX – COMPOSITION OF GENERAL COUNCIL

- A. Participants at the General Council are voting delegates, associate and affiliate delegates, ecumenical delegates, consultants, observers, guests, and visitors.
- B. Member churches shall be entitled to appoint voting delegates on the basis of their membership. The World Communion of Reformed Churches will accept the information each member church submits based on its normal counting procedure. The same numbers will be used for attendance at the General Council meeting and for the basis used to determine membership contributions.

Member churches with up to 300,000 members are entitled to appoint up to four voting delegates.

Member churches with between 300,001 and 1,000,000 members are entitled to appoint up to six voting delegates.

Member churches with 1,000,001 members or more are entitled to appoint up to eight voting delegates.

Each delegation shall be gender balanced and no more than half shall be clergy. At least one voting delegate shall be thirty years of age or younger on the date the General Council is convened.

- C. Each of the officers of the World Communion of Reformed Churches shall be an ex officio delegate (with vote) to any General Council that meets during the officer's term of office.
- D. Only delegates from member churches and Officers of the World Communion of Reformed Churches shall have the right to vote and to move or second motions in all sessions of the General Council.

ARTICLE X – EXECUTIVE COMMITTEE

- A. The Executive Committee shall have twenty-two (22) members elected by the General Council (including six (6) officers). The General Secretary shall be a member *ex officio* (without vote). The Executive Committee is legally constituted to transact the business of the World Communion of Reformed Churches when a majority of its members is present to establish a quorum. The officers and members of the Executive Committee shall hold office from the time of their installation until their successors are elected and installed in office.
- B. Either the moderator, president, convener or secretary of each Regional Council shall be a full member of the Executive Committee.
- C. The Executive Committee may invite Executive Secretaries to participate in its meetings in an advisory capacity.
- D. If any member of the Executive Committee is unable to attend a particular meeting of the Committee, an alternate may be appointed under the provisions in the Bylaws.
- E. The Executive Committee shall meet annually.
- F. When the President and the General Secretary deem it necessary to secure a decision of the Executive Committee between its meetings, a vote by mail, email, telephone conference, or other electronic means may be taken. In such cases the required majority (one-half plus one) is based on all the members of the Executive Committee.
- G. The Executive Committee:
 - 1. exercises general oversight of the work of the World Communion of Reformed Churches between meetings of the General Council including, but not limited to, the formation of departments, committees, and commissions to carry out the work of the World Communion of Reformed Churches.
 - 2. authorizes the President and/or the General Secretary to speak for the World Communion of Reformed Churches between meetings of the General Council. The Executive Committee may, by way of exception and if needed, appoint one or more additional persons to speak for the World Communion of Reformed Churches.
 - 3. performs all duties specified elsewhere in this Constitution and in the Bylaws or committed to it by the General Council.

4. has authority to approve the annual financial reports and adopt the annual budget.
5. fills vacancies among the officers and in its own membership, as specified in the Bylaws, which may occur between meetings of the General Council.
6. elects a General Secretary and appoints Executive Secretaries.
7. decides on admission to and suspension of membership in the World Communion of Reformed Churches subject to ratification by the next General Council.

ARTICLE XI – OFFICERS OF THE WORLD COMMUNION OF REFORMED CHURCHES

- A. The General Council shall elect the following officers from among those present at the General Council to hold office from the time of their installation until their successors are elected and installed in office.
 - B. one president
 - C. four (4) vice-presidents
 - D. The General Treasurer is elected by the Executive Committee and serves as a member of the officers, and serves until a successor is elected.
 - E. The officers of the World Communion of Reformed Churches shall be formed into an officers' committee with power to act to perform their responsibilities as stated in the Bylaws.
 - F. Any two of the following: the President (or one of the Vice-Presidents if substituting for the President), the General Secretary, and the General Treasurer, are authorized to sign jointly for all legally required registrations, opening of bank accounts, and other legal transactions of the World Communion of Reformed Churches.

ARTICLE XII – GENERAL SECRETARY

- A. The General Secretary shall be the chief executive officer of the World Communion of Reformed Churches and shall be responsible to the General Council and to the Executive Committee to direct and coordinate the work of the World Communion of Reformed Churches. The General Secretary is responsible

for advising the Executive Committee and the officers of risks and potential liabilities that may pertain.

- B. The General Secretary shall serve a term of seven years and shall be eligible for one renewal for another seven-year term. A comprehensive performance review will be scheduled at the midpoint of each seven-year term and prior to the decision to appoint the General Secretary to a second seven-year term. The performance review shall be conducted by persons appointed by the Executive Committee.

ARTICLE XIII – EXECUTIVE SECRETARIES

- A. Executive Secretaries shall be appointed for the operations of the World Communion of Reformed Churches.
- B. The number of Executive Secretaries serving at any one time, and the scope of their responsibilities, is determined by the Executive Committee upon recommendation of the General Secretary.
- C. Executive Secretaries shall serve a term of five years and shall be eligible for one renewal for another five-year term. A comprehensive performance review will be scheduled at the midpoint of each five-year term and prior to the decision to appoint an Executive Secretary to a second five-year term. The performance review is conducted by the General Secretary.

ARTICLE XIV – FINANCE

- A. The World Communion of Reformed Churches shall be financed by contributions from member churches, associate and affiliate members, and gifts from individuals, congregations, organizations, and other sources.
- B. The General Treasurer and the General Secretary shall be responsible for the preparation of the annual budget, which shall be presented to the Executive Committee for approval.
- C. The financial accounts of the World Communion of Reformed Churches shall be audited annually by auditors approved by the Executive Committee. The audited accounts shall be presented annually to the Executive Committee for adoption.

ARTICLE XV – DEPARTMENTS, COMMITTEES, OFFICES, AND COMMISSIONS

- A. The General Council or the Executive Committee may form departments, committees, and commissions to carry out the work of the World Communion of Reformed Churches.
- B. All committees or commissions shall be accountable to the General Council and the Executive Committee.
- C. Departments and offices shall be accountable to the General Council and the Executive Committee, through the General Secretary. They shall function in a manner that promotes the coherence of the programmes of the World Communion of Reformed Churches. To this end they are not independent entities but function interdependently.

ARTICLE XVI – ORGANIZATION OF REGIONAL COUNCILS

To promote the closest possible community and cooperation among member churches in a particular area of the world, and the effectiveness of the total work of the World Communion of Reformed Churches, the General Council may authorize the organization of a Regional Council composed of the member churches in that defined geographical area. Such a Regional Council shall be accountable to the General Council

of the World Communion of Reformed Churches through its appointed administrative structures.

- A. The number, boundaries, and names of the Regional Councils shall be determined by the General Council or by the Executive Committee in consultation with the member churches of the region.
- B. The organization of a Regional Council shall be effected by the member churches within the area, in conformity with the Constitution and Bylaws of the World Communion of Reformed Churches. Each Regional Council shall adopt its own Bylaws subject to ratification by the Executive Committee.
- C. Each Regional Council shall meet from time to time within the geographic area, provide for an Administrative Committee, and elect officers, including a

Moderator (or President or Convener), a Secretary and a Treasurer, pursuant to its Bylaws, -subject to confirmation by the Executive Committee.

- D. A Vice-President, or another member of the Executive Committee, shall be appointed by the Executive Committee to be a corresponding member of each Regional Council.

ARTICLE XVII – DISSOLUTION

In the event that the World Communion of Reformed Churches ceases to exist as a corporate entity, any remaining assets or liabilities shall be distributed pro-rata to the member churches.

ARTICLE XVIII – AMENDMENTS

- A. This Constitution may be amended by a two-thirds affirmative vote of the delegates in attendance at any meeting of the General Council, provided the proposed amendment has been transmitted to each member church, to members of the Executive Committee, and to the Regional Councils at least six months before it is submitted for approval.
- B. The Bylaws may be amended by a majority vote of the delegates in attendance at a meeting of the General Council, provided notice of at least 24 hours has been given to the delegates attending that meeting.
- C. Between meetings of the General Council, the Bylaws may be amended by a two-thirds majority of the Executive Committee. Such changes shall be submitted to the next General Council for ratification.

ARTICLE XIX – OFFICIAL LANGUAGE VERSION

The English version of this document is the definitive document for interpretation purposes.

THE BY LAWS

I. GENERAL COUNCIL

- A. The Executive Committee shall serve as the Business Committee of the General Council.
- B. The President, with the advice of the Executive Committee, shall appoint from among the delegates such Standing Committees and Task Groups as may be necessary for the efficient operation of the General Council when in session.
- C. The status and classification of participants at a General Council meeting shall be as follows:
 1. Each member church shall have a formula-specified number of voting delegates.
 2. An associate delegate is one who represents an associate-member organization. Associate delegates have the right to speak but may not vote.
 3. An affiliate delegate is one who represents an affiliated organization. Affiliate delegates have the right to speak but may not vote.
 4. An ecumenical delegate is one who represents a recognized ecumenical fraternal organization. Ecumenical delegates have the right to speak but may not vote.
 5. Guests are those individuals who have been invited to attend the General Council meeting. Guests have the right to speak but may not vote.
 6. Observers are representatives from member churches or other communions who are considering becoming members of the World Communion of Reformed churches. Observers may participate in the activities of the General Council but do not have the right to vote.
 7. Consultants may be present at the General Council or Executive Committee meeting upon invitation by the officers. A consultant may be asked to address the assembly on the issue for which the consultant is present. A consultant's right to speak is limited to that specific matter, and the consultant may not vote.
 8. Visitors are those individuals who attend the public sessions of the General Council for personal reasons. Visitors do not have the right to speak, make motions, or vote.

II. EXECUTIVE COMMITTEE

A. Elections

1. The General Council shall elect officers from among the voting delegates appointed to that General Council, taking into consideration geographical distribution, cultural and denominational diversity, gender, age, and experience.
2. The General Council shall elect an Executive Committee from among the voting delegates appointed to that General Council, taking into consideration geographical distribution, cultural and denominational diversity, gender, age, experience, and the advice of regional councils.
3. The Executive Committee members shall hold office from their installation until their successors are elected and installed in office.
4. Officers and members of the Executive Committee shall be eligible to serve for not more than two consecutive terms.
5. The General Council, upon recommendation of the Executive Committee, shall elect a Nominating Committee of not more than ten persons, two of whom must be under 30 years of age, one of them female and one male. The nomination procedure shall take into consideration geographical distribution, cultural and denominational diversity, and gender.
6. Members of the Nominating Committee are not eligible for election as officers or as members of the Executive Committee. The Nominating Committee shall receive and consider proposed nominations from delegates and from Regional Councils and shall make its own proposals.
7. The Nominating Committee shall present to the General Council a slate of nominations for officers and for members of the Executive Committee. When the proposal of the Nominating Committee has been presented, nominations from the floor may be proposed as an alternative to any of the nominees recommended by the Nominating Committee.
8. The election of General Council Officers and Executive Committee members shall take place no sooner than twenty-four hours after the presentation of all candidates.
9. Each member of the Executive Committee shall be required to disclose potential and real conflict of interest issues. A signed form for such disclosure shall be retained in the office of the General Secretary.

10. Delegates elected to the Executive Committee are ordinarily expected to represent the interests of the General Council.
- B. Alternates and advisers
1. If any member of the Executive Committee is unable to attend a particular meeting of the Executive Committee, the President and the General Secretary, after due consultation, may appoint an alternate from the same region, to serve for that particular meeting as a member of the Executive Committee.
 2. The Executive Committee may invite churches or organizations to appoint a representative to attend meetings of the Executive Committee. Such an invited representative shall be able to participate in the meeting without the right to vote.
- C. Removal from office
1. When an officer or member of the Executive Committee is deemed by another officer or member to have failed to perform his or her duties, a hearing or hearings shall be conducted.
 2. The member shall be offered the opportunity to make a response in writing or in person to the Executive Committee.
 3. Having heard the accusations, having considered the appropriate evidence and having heard the response the accused person chooses to make, the Executive Committee may reprimand, suspend, or remove the accused person, or declare that the person's service will continue. The seriousness of the offence will determine the action to be taken—not necessarily the number of occasions of transgression.
 4. When an officer or member of the Executive Committee has been found guilty of an offence by the ecclesiastical procedures of his or her church, the Executive Committee may declare the office or membership vacant after having taken note of the official statement of the charges (formal accusation), decision, and censure (judgment, sentence). The member shall be offered the opportunity to make a response in writing or in person (at her or his own expense) to the Executive Committee. Whether or not there is a response, the Executive Committee may remove or suspend the person, or take no action.
- D. Vacant positions

When the position of a member of the Executive Committee becomes vacant through death, resignation in writing to the General Secretary, removal from office by action of the Executive Committee, or non-attendance over an extended period, the Executive Committee may fill such vacancy in the following manner:

1. If the office of President becomes vacant between meetings of the General Council, the Executive Committee shall fill the office of President by election from among the Vice-Presidents or the elected members of the Executive Committee.
2. If the office of a Vice-President becomes vacant between meetings of the General Council, the Executive Committee shall fill the office by election from among the members of the Executive Committee.
3. If the office of General Treasurer becomes vacant between meetings of the General Council, the Executive Committee shall select a person to fill the position.
4. If a general position on the Executive Committee becomes vacant between meetings of the General Council, the Executive Committee may fill the vacancy by election from among those who were delegates to the previous General Council, taking into consideration geographical distribution, cultural and denominational diversity, gender, age, and experience.

E. Meetings

1. The Executive Committee shall meet once a year, the specific time and place to be set by the Executive Committee or by the President and General Secretary.
2. The President and the General Secretary may call special meetings of the Executive Committee, and shall do so at the request of a majority of the members of the Executive Committee.
3. A quorum shall be a majority of the total voting membership of the Executive Committee in attendance.

III. SUSPENSION OF MEMBERSHIP

The Executive Committee may suspend the membership of a member church for actions in violation of the Basis, Values, Mission and Purposes of the Constitution

or for persistent failure to support or communicate with the organization. The following procedure shall be followed:

1. Such action may be proposed to the Executive Committee by one or more member churches, after such church or churches have previously presented their concerns to the church in question. A proposal to suspend a member church shall be presented to the Executive Committee at least six months prior to its meeting.
2. The Executive Committee that has received a proposal for suspension shall conduct an investigation. The officers shall develop an investigative process for the specific charges. The process shall be approved by the Executive Committee.
3. The Executive Committee shall take final action only after the church in question has been given sufficient opportunity to defend itself.
4. After such an investigation has been completed, the Executive Committee may decide by a two-thirds vote of members present to suspend the membership of the member church in question or refer the case to the next General Council. When an Executive Committee decides suspension, it may be lifted at any subsequent Executive Committee meeting.
5. When a member church is suspended at a General Council meeting, that suspension may be lifted at any subsequent General Council meeting upon recommendation of the then current Executive Committee. The Executive Committee shall, therefore, maintain communication with that member church about the matters related to the cause for suspension.
6. A suspended member church may send observers to plenary sessions of the General Council but shall not have the right to vote or address plenary sessions of the General Council except by extraordinary permission of the President. A suspended member church shall not have any financial obligations to the World Communion of Reformed Churches during the suspension, nor shall a suspended member church be entitled to financial support.
7. Any member church that fails to make membership contributions and does not communicate the reason to the secretariat for three consecutive years shall have the privileges of membership withdrawn by the Executive Committee until the requirements of membership are fulfilled. A member church whose membership privileges are withdrawn shall be considered

an inactive member. An inactive member church may attend a General Council meeting as an observer but will not have the right to speak or vote. Inactive members do not qualify for financial support from the World Communion of Reformed Churches.

8. Any member church that fails to make membership contributions and does not communicate the reason with the secretariat for three consecutive years may not participate in the Executive Committee. Such a member church may be reinstated by the Executive Committee upon resumption of contact and fulfilment of its obligations.

IV. OFFICERS' COMMITTEE

The elected officers, the General Secretary and the General Treasurer shall form themselves into an officers' committee (chaired by the President) to perform the following functions:

1. approve the agendas for Executive Committee meetings;
2. ensure coherence in the interdepartmental work of the World Communion of Reformed Churches;
3. provide advice and direction to the General Secretary;
4. report for review to the Executive Committee concerning the actions they have taken;
5. oversee the assets of the World Communion of Reformed Churches;
6. along with the General Secretary, conduct risk assessments as needed and report conclusions reached to the Executive Committee.

V. GENERAL SECRETARY

- A. The General Secretary shall make all necessary arrangements for the convening, reporting, and proper conduct of the General Council.
- B. The General Secretary shall supervise the personnel of the World Communion of Reformed Churches and be responsible for the proper functioning of the secretariat.

- C. WCRC publications (excluding those from Regional Councils) shall be under the supervision of the General Secretary. The General Secretary shall be the official spokesperson for the policies and statements of the World Communion of Reformed Churches.

VI. FINANCES

- A. The Executive Committee may propose to the member churches proportional financial contributions to the World Communion of Reformed Churches.
- B. Any proposals for the disbursement of any funds relating to the World Communion of Reformed Churches, other than disbursements included in the annual budget, shall be approved by the Executive Committee.
- C. In exceptional cases, the General Secretary shall be permitted to initiate an action with financial consequences, within the parameters of the purposes and aims of the World Communion of Reformed Churches, after consultation with and the approval of the President and the General Treasurer.
- D. If necessary for timely consideration, the Executive Committee may vote on the adoption of the budget by mail ballot, teleconference, or other electronic means upon the recommendation of the officers.
- E. The General Treasurer and the finance coordinator shall report regularly to the Executive Committee.
- F. The expenses of the President, the General Secretary, the General Treasurer, and other members of the staff will be met from the funds of the World Communion of Reformed Churches when they attend meetings of the General Council and the Executive Committee.
- G. The expenses of delegates to the General Council and of members of the Executive Committee attending the General Council shall be paid by the churches of which they are members unless a prior agreement for support has been negotiated.
- H. The World Communion of Reformed Churches shall pay for the expenses of the Executive Committee in accordance with established administrative guidelines.
- I. Each Regional Council shall submit to the General Secretary a copy of its annual audited financial statements.

Lists of leaders in the General Council Preparation

WCRC Executive Committee (2017 – 2025)

Officers:

Rev. Najla Kassab, president (biography) (National Evangelical Synod of Syria and Lebanon)

Rev. Sylvana Maria Apituley, vice-president (Protestant Church in West Indonesia)

Rev. Dr. Samuel Ayete-Nyampong, vice-president (Presbyterian Church of Ghana)

Raissa Vieira Brasil, vice-president (United Presbyterian Church of Brazil)

Rev. Dr. Lisa Vander Wal, vice-president (Reformed Church in America)

Dr. Johann Weusmann, general treasurer (Evangelical Church in the Rhineland (Germany))

Rev. Dr. Setri Nyomi, interim general secretary (Evangelical Presbyterian Church in Ghana)

Executive Committee Members

Rev. Dr. Uma Agwu Onwunta, president of the African Communion of Reformed Churches (Nigeria)*

Rev. Joo Hee Cho, moderator of North East Asia Area Council (South Korea)*

Wertson Brasil de Souza, president of the Alliance of Presbyterian and Reformed Churches in Latin America (AIPRAL) (Brazil)*

Rev. Clayton Da Silva (Independent Presbyterian Church of Brazil)

Rev. Diana Erdélyi (Reformed Church in Hungary)

Ms. Hilary Hagar (Presbyterian Church in Canada)

Dr. Hefin Jones (Union of Welsh Independents)

Rt. Rev. Annabell Lalla-Ramkelawan (Presbyterian Church of Trinidad and Tobago)

Rev. Dr. Hong Jung Lee (Presbyterian Church of Korea)

Rev. Gary Harriott, convener of Caribbean and North American Area Council (Jamaica)*

Rev. Dr. Coutinho Maravilhoso Moma (Evangelical Congregational Church in Angola)

Ms. Veronica Muchiri (Presbyterian Church of East Africa)

Rev. Dr. J. Herbert Nelson (Presbyterian Church (USA))

Tibonge Ng'ambi (United Church of Zambia)

Hannah North (Presbyterian Church Aotearoa New Zealand)

Dr. Claudio Pasquet (Waldensian Evangelical Church (Italy))

Dr. Khid-arn Prawate (Church of Christ in Thailand)

Rev. Milciades Pua (Presbyterian Church of Colombia)

Mary Ekinde Salle (Presbyterian Church in Cameroon)

Dr. Susan Thomas (Church of South India)

Rev. Jenny Dobbers, president of WCRC Europe (Germany)*

* Elected leaders of regional councils.

General Council Planning Committee

Rev. Dr. Dario Barolin (Convener)

Rev. Dr. Karen Georgia Thompson

Ms. Victoria Turner

Ms. Veronica Muchiri Njoki

Rev. Gerardo Oberman

Worship Committee

Rev. Gerardo Oberman (Convener)

Rev. Kathy Smith

Rev. Dr. Ester Pudjo Widiasih

Ms. Joeeun Kim

Mr. Aria Prass

Mr. Henry Kianduma

Rev. Dr. Alex Clare-Young

Rev. Jo Clare-Young

Rev. Ferdinand Anno

General Council National Hosting Committee in Thailand

Elder Surapong Mitrakul (Chairperson, Local Host Committee)

Mr. Apicha Insuwan (Committee Head, Public Relations, Documentation and Registration)

Ms. Saowaluk Deekaew (Committee Head, Welcoming and Hospitality)

Ms. Kanlaya Seethongdee (Committee Head, Food and Accommodation)

Mr. Peay Tananone (Committee Head, Welcoming and Hospitality)
Dr. Duangsuda Sribuaai (Committee Head, Worship)
Rev. Teerapong Chaisri (Committee Head, Local Church Visit)
Rev. Tewin Somchit (Committee Head, Exposure Visit)
Mr. David Puttharaksa (Committee Head, Lights and Sounds, Media and IT)
Dr. Kriang Titijanreonporn (Committee Head, Transportation, Traffic and Security)
Dr. Manode Laowong, MD. (Committee Head, Primary Health)
Elder Nuttee Kunlacharnpises (Committee Head, Finance and Local Fundraising)
Elder Dr. Sirinan Sriwerasakul (Committee Head, Souvenir and Exhibition)
Rev. Thaworn Sribuaai (Committee Head, Stewardship)

General Council Coordinating team in Thailand

Dr. Prawate Khid-Arn (Coordinator, Local Host Committee)
Ms. Pikul Sribuaay (Co-opted - secretariat)
Mr. Elmer E. Aringa (Co-opted - secretariat)

WCRC Staff

Rev. Dr. Setri Nyomi (Interim General Secretary)
Rev. Philip Peacock
Rev. Dr. Hanns Lessing
Ms. Muna Nassar
Rev. Minwoo Oh
Rev. Tara Curlewis
Rev. Chelsea Lampen
Ms. Anam Gill Reinhardt
Ms. Amritha Perumalla
Ms. Linda Schreiber
Mr. Duc Viet Nguyen
Dr. Gemma King
Ms. Joeeun Kim

Discernment Mentors

Mr. Doug Chial (Team leader)
Rev. Dr. Melissa Alison
Rev. Dr. George Machinkowski

Some Important Contact Information

Important telephone/WhatsApp Numbers

Area of concern	Telephone number
General Council Information/questions regarding hosting logistics or emergencies that arise on the journey or during the General Council:	+66 (0)931060085
WCRC General Secretariat (including appointments with President or General Secretary	+66 (0)931059625
Pastoral Care - If you are in need of pastoral and emotional care or support	+66 (0)931059725
Sexual harassment - to make a complaint or seek redress	+66 (0)65 086 1479

Important email addresses

To send a document to the Drafting teaming	gcdraft@wrcr.eu
To send a document to be processed for printing, translation and/or distribution	gcdocuments@wrcr.eu
To contact the Public witness Committee or make a contribution to it	gcpublicwitness@wrcr.eu
To make a sexual harassment complaint on contact the redress team	confidential@wrcr.eu
The WCRC General Council office	gc2025@wrcr.eu
For financial information and financial enquiries	finance@wrcr.eu



**World Communion
of Reformed Churches**