

*Welcomed • Loved • Encouraged • Transformed*



*Strategic Plan*

*Summary*

**Transformed by the love of Christ, we will be a covenant community of vibrant congregations where everyone is welcomed, loved, and encouraged to discover their purpose and make a difference in their communities, reflecting new life in Christ.**

*There is one body and one spirit, just as you are called to the one hope of your calling. One Lord, One faith, One Baptism, One God and Father of all, who is above all and through all and in all. Speaking the truth in love, we must grow up in every way into him who is the head, into Christ." -NRSV Ephesians 4:4-6, 15*

## **Introduction**

By the grace of God, your Leadership Team presents this plan to the Presbytery of West Virginia, praying that it represents God's will for what the Presbytery is to be and do in the coming years. It is the culmination of much effort, time and prayer and at the same time simply an outline of how the Presbytery can help congregations serve God, knowing that circumstances facing churches are rapidly changing and the future is uncertain. What is certain is that God will be with us for each step, and misstep, along the way, guiding us, by the Spirit, towards God's ends. Our hope is that this plan reinforces and builds upon the ongoing good work of our congregations, the patent desire to care for others, and the call to share the transformational good news of Jesus Christ in our lives.

Over the course of more than a year, with the assistance of a consulting group, the Leadership Team surveyed the members and congregations of the Presbytery, conducted listening sessions with various groups within the Presbytery and studied our committee and staff structures. Apparent in the results of the research was the abundance of care we feel for each other, and the desire to learn about and share the good work being done. Recognizing also that the number of our congregants is dwindling, and resources are strained, the plan emphasizes the need for churches to collaborate and the Presbytery's role in helping that to happen, doing so as efficiently as possible. Our goals reflect an effort of the Presbytery to listen more closely to the needs of congregations, help congregations find resources to meet those needs, assist in meaningful assessment of churches going forward and facilitate providing leadership to congregations.

A plan is only as good as the effort and willingness to implement it. Much work has been done, but much work remains to be done and, just as the plan emphasizes the need for congregations to collaborate, its successful implementation will require a sustained effort by all congregations, pastors and the Presbytery. Together, with God's help, we can create congregations where all are welcomed, loved, encouraged and transformed. We pray that you'll join us in this work in joyful gratitude for the love of God in Christ Jesus.

The Plan is built on these core values, developed by the group as its guiding principles.

1. **Community:** The Presbytery of West Virginia is a community of believers united by the love of Christ. Our desire is to nurture, support, and encourage the deepening of our relationship with Christ and one another. When a community is working well, the people are growing in shared values and supporting each other, especially in difficult times.

*Scripture: And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.*  
Hebrews 10:24-25

2. **Shared Values and Purpose:** In our ministry together, we bring new people to Christ, help each other, and nurture faith by engaging the Word, providing education, supporting our congregations, and celebrating the joy of life in Christ.

*Scripture: Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus.* 1 Thess. 5:16-18

3. **Belonging and Collegiality:** We value working together with mutual respect and a spirit of encouragement to grow as disciples, strengthening our churches and Presbytery as effective witnesses for Christ.

*Scripture: But speaking truth in love, we must grow up in every way into him who is the head into Christ, from whom the whole body joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love.* Eph. 4:15-16

4. **Faith and Nurturing:** God's children of all ages, wherever they are in life's journey, whether experiencing joys or sorrow, can engage together in ways that deepen our relationship to Christ with one another. We will create space that allows for people to connect with God and one another in ways that build our faith.

*Scripture: I long to see you so that I may impart to you some spiritual gift to make you strong—that is, that you and I may be mutually encouraged by each other's faith.* Romans 1:11-12

5. **Opportunities to Share Gifts and Ministry:** We value and honor people's gifts and provide ways to help them discern and use those gifts.

*Scripture: Now to each one the manifestation of the Spirit is given for the common good.* 1 Corinthians 12:7

**The plan has three strategic and very straightforward targets. These targets speak to the results of the survey and listening sessions. They represent the outcomes that all of our actions, whether reorganizing committees or changing our staffing structure, are built upon.**

They require each part of the Presbytery to participate and are set for a 2-3 year period to bring about changes necessary for our Presbytery to support its churches in God's work.

**1) Strategic Target: Relationships**

We will offer intentional support with conversations of depth that include hearing and receiving honest feedback and prayer.

**2) Strategic Target: Resources**

Through ongoing relationships, the Presbytery will provide consultation and access to resources for congregations to fulfill the ministries to which they are called.

**3) Strategic Target: Leadership Development**

We will cultivate individual growth and leader development throughout our congregations and the members of the Presbytery to encourage gift discernment, enhance our existing opportunities, and strengthen our relationships.

*\*For full detail see the document in its entirety*

# Proposed Staffing Model



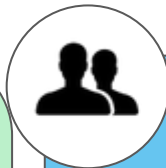
## Lead Presbyter

### Responsibilities:

- Stated Clerk
- Head of Staff
- Coordinate ministry, mission and relationship-building.
- Overall oversight of implementation of discernment plan
- Serve as the administrator of the presbytery

### Committee responsibilities:

- Leadership Team
- Commission on Operations
- Commission on Pastoral Ministry
- Committee on Representation
- Permanent Judicial Commission



## Connectional Presbyter

### Responsibilities:

- Educational Ministries including oversight of the Resource Center
- Leadership Development (including ALP/CP)
- Oversight of Listening Teams
- Assist in creation and coordination of Networks

### Committee responsibilities:

- Leadership Committee
- Committee on Nurture and Relations
- Committee on Outreach and Mission
- Commission on Pastoral Ministry



## Treasurer and Business Administrator

### Responsibilities:

- Continuing financial officer providing bookkeeping, account payable/receivable, bank reconciliation, and financial information for the presbytery
- Custodian of all financial records
- Administrative Functions, including oversight of storage space and equipment

### Committee responsibilities:

- Commission on Operations



## Communications Coordinator (Part-Time)

### Responsibilities:

- Coordinate all social media and website use
- Coordinate communication technology (including at stated sessions)
- Create consistent communication across multiple platforms and media.

### Committee responsibilities:

- Committee on Nurture and Relations



## Bluestone Director and Program Staff

\*Duties and responsibilities as currently defined

\*Separate effort for discernment by Bluestone Working Group



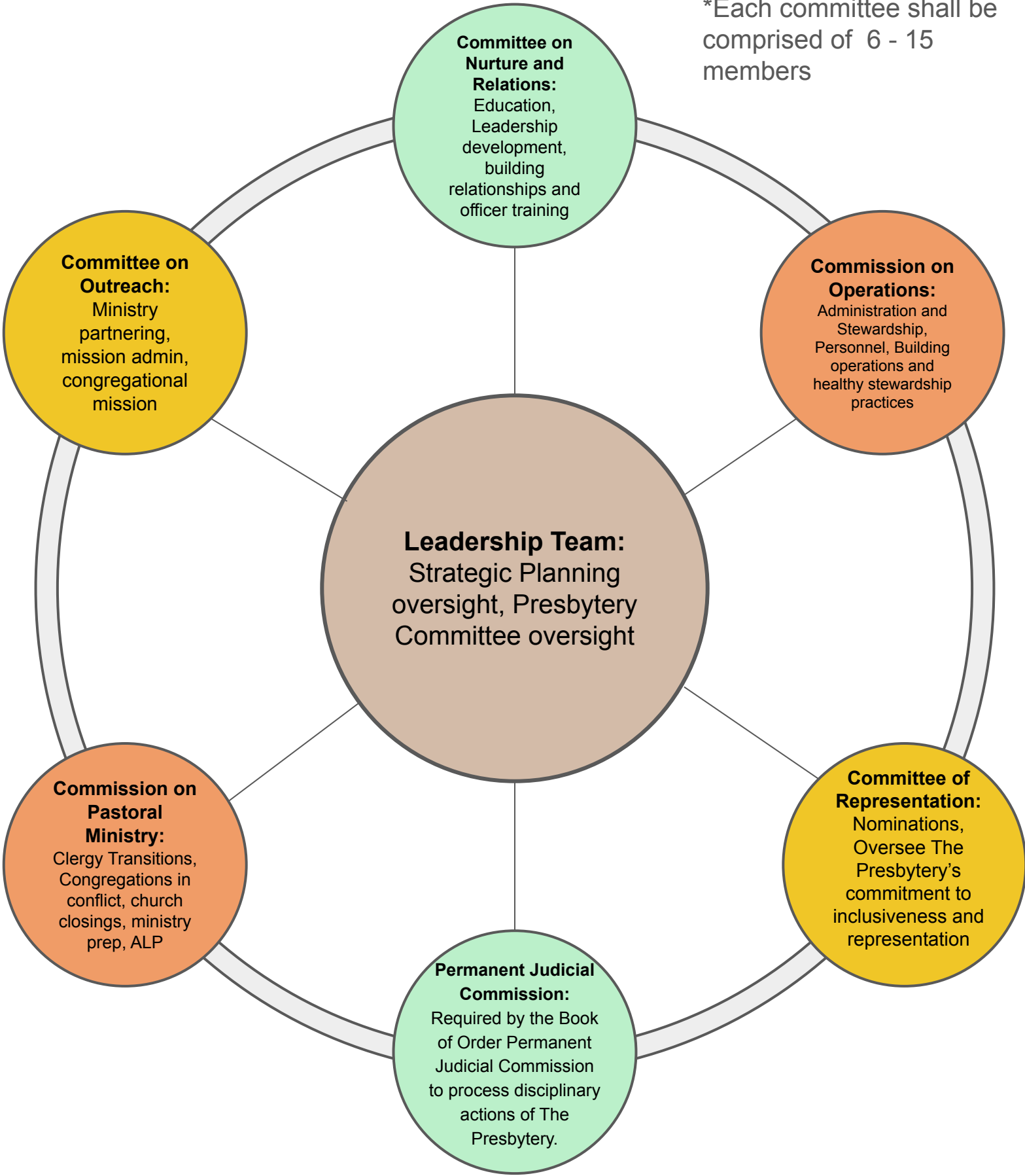
## Older Adult Ministries Coordinator (Part-Time)

\*Position annually renewable dependant on grant from National Church Residences

\*Fully funded by the NCR grant

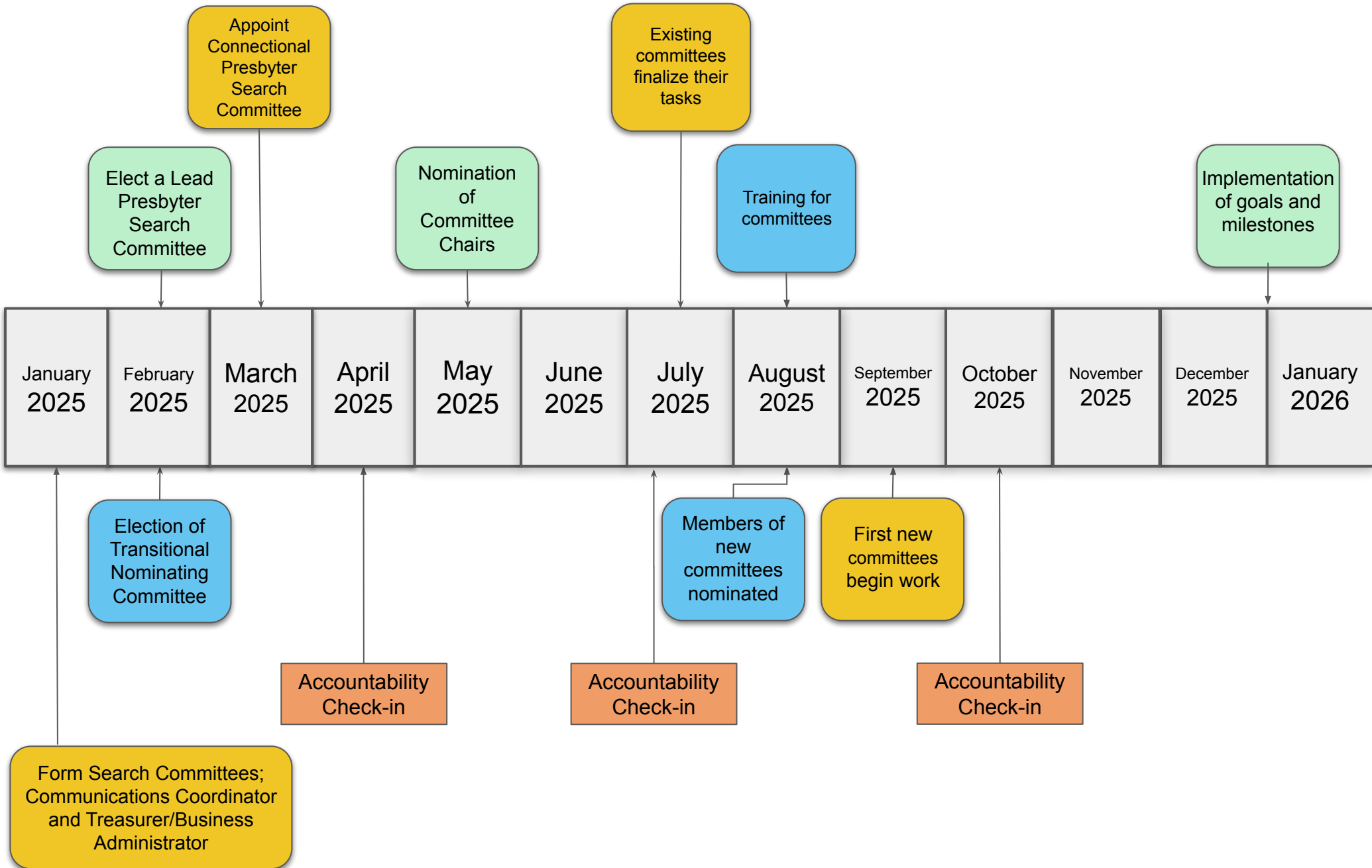
# New Committee Structure

\*Each committee shall be comprised of 6 - 15 members



\*For more detail see the document in its entirety

# Proposed Implementation Schedule



\*For more detail see the document in its entirety

### **Conclusion**

Through all that we do and all that we are, we must strive to glorify God and make disciples of Jesus Christ through worship, ministry, and mission. In God's dynamic creation, we acknowledge that change is not only imminent - it is an opportunity. In our seeking we hope to achieve spiritual growth, transformation and alignment with God's purpose. Together as partners in ministry let us embrace a new call and a new day in the belief that we are always striving to remain relevant and useful servants of God, remembering that at the core of our identity is a secure hope in the power of Christ.



Caring—this is why,  
We were created in love, we exist to love and be loved by God, and to love and serve each other.

Sharing—this is how,  
We love and serve God and each other by sharing the love of God. We share in each other's successes and failures, supporting each other in following Jesus in our churches and communities.

This is where,  
Locally sharing the good news through regional association, joint worship, shared leadership and working together in our communities to meet needs.

This is when,  
Today, tomorrow and in the next two years, as we look for the world to come.

This is who,  
Regionally based associations, shepherded by those with gifts for creativity and organization, resourced by Presbytery staff and committees.