

*Strategic Plan  
2024*



*from Holy Cow! Consulting – adapted by the Leadership Team*

*Developing an Aligned Mission-Driven Strategic Plan for your Organization*

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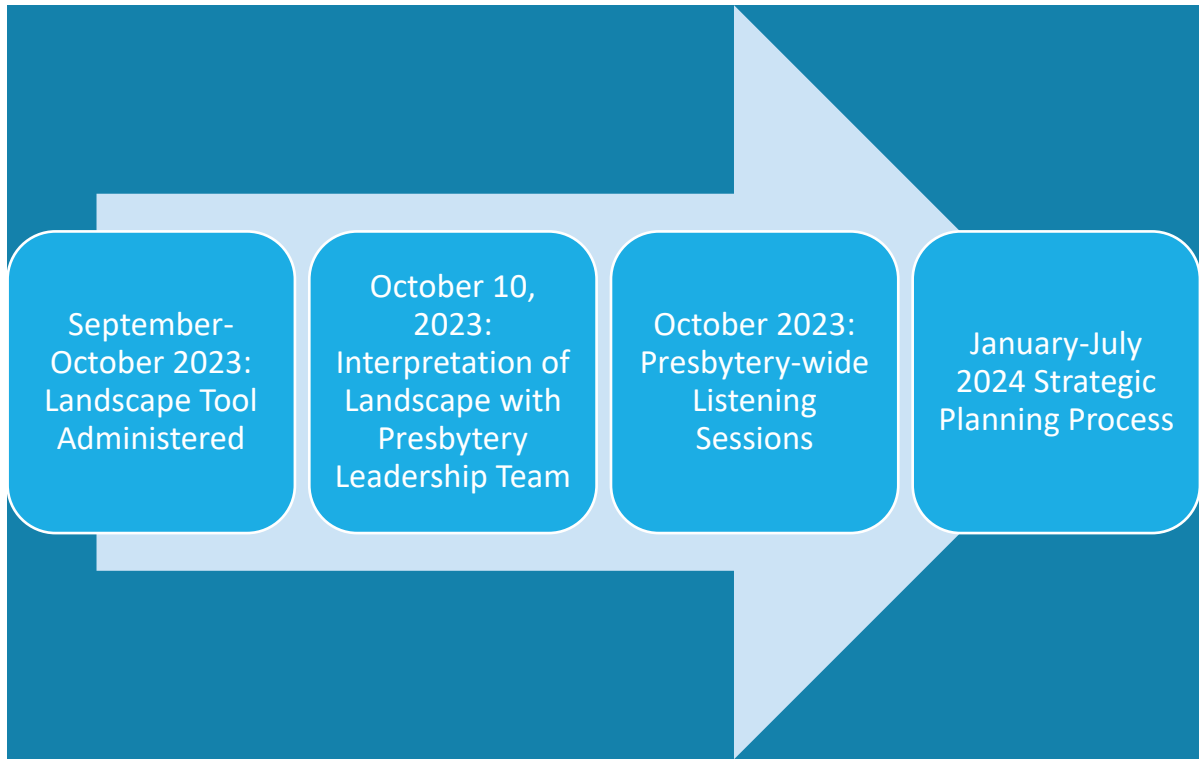
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## Timeline of Process



## *Landscape Assessment Results*

In September of 2023, the Landscape Assessment was administered for the Presbytery of West Virginia. The assessment closed on October 3rd, 2023. Within the Presbytery of West Virginia, 484 people responded to the assessment.

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### ***Vitality Measures:***

Two attributes are needed to be a vital Regional Association -- high levels of **satisfaction** and **energy**. Satisfaction is the sense of peaceful contentment when working with each other within the organization. Energy is passion with intention and a compelling sense of purpose within the organization.

Overall, approximately 38% of the responders are clearly satisfied with how things are in the Presbytery of West Virginia. Approximately 25% of responders feel that there is a compelling sense of purpose or energy where people within the Presbytery are not just going through the motions in their work. In both the measure of satisfaction and energy over half of the responders are on the fence. This indicates that some people are waiting to see what is going to happen next before affirmatively stating whether they are clearly satisfied or energized. Compared to other

Regional Associations, the level of satisfaction is in the high range and energy within this Presbytery is in the average range. This indicates that the overall measure of the vitality for this Presbytery is in the high-average range when compared to other regional associations.

When looking at satisfaction trends, 32% of the responders stated that this Presbytery is weaker than three years ago, while 13% of the responders agreed that it is stronger. 55% of responders stated that the strength of the Presbytery of West Virginia is about the same as it was three years ago. This data suggests that the perceived strength of this Presbytery system is at a lower level than the typical Regional Association. The current levels of satisfaction and energy indicate that the Presbytery of West Virginia is currently in the *Transformational* quadrant though very close to the static quadrant.

### ***Areas of Focus:***

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To determine how satisfied people are within the Presbytery of West Virginia, responders are focused on five different areas or drivers. If people perceive the Presbytery is performing well in these five areas the data suggests that their satisfaction will likely go up. Likewise, if people perceive that these five areas are not performing well their satisfaction levels will likely go down. The five areas of focus for people within the Presbytery of West Virginia are:

- 1. Our Presbytery has been successful in helping congregations like mine become more vital and effective.\****
- 2. Our Presbytery helps members become engaged by finding roles for people that fit their gifts.***
- 3. Our Presbytery leadership has done a good job of developing a shared vision that unites us.\****
- 4. I find Presbytery meetings to be a good use of my time and energy.***
- 5. Our Presbytery provides adequate opportunities for members to engage in work that is meaningful.***

To determine how energized people are within the Presbytery of West Virginia, responders are focused on five different areas. If people perceive the Presbytery is performing well in these five areas the data suggests that it is likely that their energy will go up. Likewise, if people perceive that these five areas are not performing well their energy levels will likely go down. These five areas of focus for people within the Presbytery of West Virginia are:

- 1. Our Presbytery has been successful in helping congregations like mine become more vital and effective.\****
- 2. Most important decisions about what our Presbytery should do as a whole are really made by the same, small group of people.***
- 3. Our Presbytery leadership has done a good job of developing a shared vision that unites us.\****
- 4. Problems between groups in this Presbytery are usually resolved through mutual effort.***
- 5. The whole spirit in our Presbytery makes people want to get as involved as possible.***

*\*Indicate areas of focus that are shared in both satisfaction and energy levels.*

Critical Success Factors are areas that people in the system are focused on to determine their level of satisfaction and areas that need some attention. While there are no areas that need urgent attention within this Presbytery, there are some places where improvements can be made, and those improvements will have the greatest impact on satisfaction. Throughout the Presbytery of West Virginia, people are wanting more attention paid to ways the Presbytery can help congregations be more vital and effective. There is also a desire for the Presbytery to help congregations understand trends in society with tools to adapt to those changes.

### ***Future Priorities***

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As the responders look at the future, these are the top three areas where they would like additional energy to be placed:

- 1. Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.***
- 2. Take a leadership role in working with churches that are struggling.***
- 3. Equip Clergy and other leaders in congregations to help members become growing, vital disciples.***

These top three priorities are typical of a Regional Association and most of the groups who took the assessment have clear alignment with these three priorities. This indicates that, overall, the Presbytery has a clear direction of where energy needs to be placed in the future.

### ***Performance Areas:***

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There are seven performance indices reported in the Landscape: Morale, Conflict Management, Engagement, Governance, Collegiality, Leadership, and Support to Congregations. Within these performance areas, the Presbytery of West Virginia performs within the high average to high range when compared to other Regional Associations in all of these areas.

Responders perceive that the Presbytery of West Virginia is a fairly settled system as a whole. This may indicate that there is a resistance to change. A presbytery with a resistance to necessary change cannot be a vital system. It will be important that any new ideas or next steps be communicated clearly and aligned in a way that help people Presbytery-wide understand the reason for the changes. 53% of the responders believe that only a moderate amount of change is necessary to make significant progress towards the vision of the Presbytery. Only 5% of the

responders believe that there is a need to change nearly everything. 27% of the responders believe there is a need for a large amount of change.

Overall, 33% stated that they have some level of clarity in terms of where the Presbytery is headed and how they are going to get there. This level of clarity is in the low-average range compared to other Regional Associations. 29% of responders clearly agree that Presbytery members demonstrate a readiness to follow the lead of a Presbyter for Leadership and the other Presbytery leadership. This level of readiness to follow is in the average range.

When asked how engaged the responder's congregation has been with the work of the Presbytery of West Virginia within the last 12 months, the data indicates an average level of engagement with 14% of responders stated that their congregation is highly engaged and 46% of responders stated that their congregation is moderately engaged.

In terms of the work in this Presbytery compared to other Presbytery systems, 32% of responders stated that they are more satisfied within the Presbytery of West Virginia than with other Presbyteries or Presbyterian congregations they have been a part of, while only 15% are less satisfied here. When looking at gift utilization, 35% of the responders indicate that when they think about their gifts, interests and time they feel that they have something to give the Presbytery of West Virginia but don't know how to give it. This indicates that the Presbytery has an opportunity to help individuals think through where they could best be used within the system, which could include but is not limited to ministries, congregational work, committee work, and other leadership roles.

### *Presbytery-wide Listening Sessions*

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After the review of the Landscape results, Listening Sessions were held to get a better understanding of the concerns and hopes of the Presbytery of West Virginia. These Presbytery-wide Listening Sessions were held in October 2023 using the Zoom platform and onsite within regions of the Presbytery.

When asked about what tools, resources, and support congregations need to be vital the following were the most consistent responses:

- Need for a better understanding of the shift from members to attenders
- Significant finance constraints with delayed maintenance in buildings
- Need to be equipped to have hard conversations

- Good News in the Pews shares best practices and success stories
- Gift inventory would be helpful for those stepping into Presbytery leadership roles
- Lay leadership development is needed
- Congregations need to cluster their work within their regions or communities to get things done

Participants were asked to share what congregations need in the next 5 years. In the responses, there was a heavy focus on bringing in more younger families or individuals. When asked how congregations have planned for growth with this demographic the answers lacked clarity. When asked why this age demographic is important the responses indicate there is a belief that younger people will absorb more of the work from those over the age of 60 and for smaller congregations. It was also stated that more attenders would bring financial relief to the congregations.

In response to asking groups to share congregational needs and what resources the Presbytery could offer the following were the most common answers:

- During presbytery meetings we need more time to share what is working in our congregations so we can learn best practices from others
- Conservative members of the Presbytery do not always feel listened to
- Help congregations set a context for growth within our current communities and help manage expectations
- How to partner effectively with other churches to create shared ministries
- Equip congregations to have hard conversations
- Best practices for attracting new people to congregations
- How to best utilize a part-time pastor or how to effectively share a pastor with another church

When asked what is something important about your congregation that you want others to know, many people shared that their congregation was a welcoming and accepting place for all. There was an overarching theme that God has provided in the past with some stories of success around finding clergy that are a good fit for their congregation and financial campaigns that met stated goals. It is important to note that many also shared their worries about an uncertain future with diminishing or stagnant attendance and decreasing financial resources.

**Participants shared their appreciation for the hard work of the Presbytery. There is a feeling that people within the Presbytery deeply care for each other and make time to form deep connections by sharing meals, listening to each other and spending time together.**

## *Current Presbytery Staff and Committees*



*Map of Process*

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## *Our Core Values*

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**These Core Values** represent what is of deep significance to the Presbytery of West Virginia. Each of our core values is rooted in Scripture which gives us the spiritual depth and direction to fully live into these values.

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.

a. **Scripture:** *Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus.* 1 Thessalonians 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.

a. **Scripture:** *But speaking the 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.* Ephesians 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.

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

## Our Presbytery's Vision

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A **vision statement** embodies the vision of our preferred future together in the context of what our congregations need and our core values as a Presbytery. It is our intention that it will guide our entire Presbytery and help define what we do.

- **Our Vision Statement:**

**By 2026, 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.**

*Welcomed • Loved • Encouraged • Transformed*

## Critical Success Factors

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**Our Critical Success Factors** are the things we must do exceptionally well to accomplish our stated vision. Critical Success Factors for our Presbytery are:

- 1. Relationships:** This critical success factor needs to examine-
  - a. The strength and health of our connections (network)
  - b. How effectively we communicate – in both listening and responding to each other
  - c. How available we are to one another
  - d. How well we listen and learn from each other
  - e. How well we network to provide needed resources to one another
  - f. How well we invite each other into fellowship and gathering opportunities
  - g. How well we provide opportunities to learn what is happening within our member churches and encourage and support partnering between churches
- 2. Leadership development:** This critical success factor needs to examine-
  - a. How we can create opportunities for congregational leaders to engage more collegially
  - b. How we can enhance professional relationships – both regionally and presbytery-wide.
  - c. How we can promote and support the ALP/CP program and other opportunities for leadership development
  - d. How we can engage more opportunities for mentoring and gift discernment among our people
- 3. Provide resources:** This critical success factor needs to examine-
  - a. How we determine what a vital congregation is, and how we support our churches in increasing their vitality
  - b. How we support our churches in providing for pulpit supply, worship music, and building management
  - c. How we address small church challenges and opportunities faithfully and honestly
  - d. How we engage in joint ministries and opportunities for shared outreach

A **SWOT Analysis** was completed on each of these Critical Success Factors. A SWOT analysis is done by examining the current environment in terms of strengths and weaknesses (internal) and opportunities and threats (external).

### Relationships

- *Staffing leadership is good at this*
- *Some connections exist*
- *There is a desire for it*
- *Tools in place – ways to make the connections (tech)*
- *When we meet it can be very meaningful*
- *Once a year zoom meeting with clerks*

- *Limited staff*
- *ALP/CP could create its own cohort*
- *Structure issues with pastoral classifications*
- *Lack of adaptability*
- *Lack of pastoral leadership*



- *Clergy communities – peer groups and bridging pastoral classifications*
- *Other leaders could have opportunities for connecting (treasurers, clerks, sessions)*
- *Experience in the past doing this*
- *Moderators of session can be a connection*
- *People who have this skill sets and resources*

- *Geography*
- *Number of churches*
- *Lack of access*
- *Mobility/health issues*

- *Good New from Pews*
- *Presbytery meetings (Educational piece)*
- *Clergy learning toolbox classes (different people on staff, outside experts, or in the presbytery)*
- *ALP/CP prep program – retreats*
- *Annual festival of faith- resource fair with keynote speaker*
- *Funding from the synod for small church fund*
- *Youth retreats*
- *Information through newsletter and email blasts*

**Resources**

- *Location, location, location*
- *Ways to communicate*
- *Physical location for the presbytery – the staff is not together*
- *Resource center isn't used as much*



- *Funnel of information can help*
- *Texts can be sent – technology (constant contact, your school systems)*
- *Resources could be reimaged*

- *Location*
- *Lack of money*
- *We already did it before*
- *Lack of equal access*

## Leadership Development

- *Susan Sharp-Campbell – staff (Vocations Committee, does ruling elder training)*
- *Educational opportunities already*
- *Treasurer for Presbytery – has good insight and can be resource*
- *Mentoring programs*

- *Mentoring – lacks clarity*
- *Gift discernment – limited at this time*
- *Lack of clergy*



- *Utilizing the ALP/CP education programming more broadly*
- *Seminaries/Colleges/Universities might have relationship opportunities*

- *Reality of pastor shortage in the denomination*
- *Perception of the state and the geography*
- *Geography gets in the way of training*

## Strategic Targets

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**Our Strategic Targets** are parts of our vision from which actions can be developed. They require each part of the Presbytery to participate and are set for a 2-3 year period.

### **I. Strategic Target: Relationships**

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

### **II. 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.

### **III. Strategic Target: Leadership Development**

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.

## *Goals and Milestones*

Each strategic target has a list of **Goals**. These goals are defined actions that will move each strategic target forward. Goals are set annually and are fully achievable. Most goals have a list of **Milestones**. These milestones are set to move us towards accomplishing our goals.

Milestones specify what will be accomplished, by when and who is responsible for getting it done.

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

**A. GOAL:**

Listen and learn in a way that helps build stronger relationships supporting the mission of the Presbytery.

1. **Milestone 1:** Review material from the Landscape Survey and listening sessions to learn about the needs and concerns of congregations.
2. **Milestone 2:** Review material from the Landscape Survey and listening sessions to learn about the needs and concerns of clergy.
3. **Milestone 3:** Create teams of three (s) within defined geographic areas to visit churches and listen to concerns and needs of congregations and clergy.
4. **Milestone 4:** Train and prepare teams.
5. **Milestone 5:** Teams report back to the Leadership Team who will refer information to the appropriate Presbytery committee.

**B. GOAL:** Build connections between congregations and the Presbytery as a whole and between congregations within regions so that they can support each other and grow and strengthen relationships.

1. **Milestone 1:** Analyze current use of the Presbytery website and other communication tools.
2. **Milestone 2:** Create networks to facilitate ongoing communications among church leaders with the same leadership role.
3. **Milestone 3:** Create networks to facilitate ongoing communications among pastoral leaders.

- C. **GOAL:** Design communications that facilitate effective relationships that strengthen the body.
1. **Milestone 1:** Redesign the Presbytery website to make it easier to use and to better communicate the work and mission of the Presbytery and its churches
  2. **Milestone 2:** Determine available resources in the Presbytery and churches for communication.
  3. **Milestone 3:** Determine media resources which could be employed to share good news among churches and members of the Presbytery.
  4. **Milestone 4:** Determine media resources which could facilitate communication by the Presbytery or by churches with the communities in which the churches are located.
  5. **Milestone 5:** Prepare step-by-step instructions for the use by congregations and clergy of all avenues of communication developed.
  6. **Milestone 6:** Develop a feedback loop where information can be shared from/to Presbytery staff or committees.

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

- A. **GOAL:** Addressing the Board of Pensions changes medical coverage effective January 1, 2025.
1. **Milestone 1:** Continue to identify and contact congregations most likely to be impacted by these changes and stress the need for those churches and leaders to be proactive in seeking information and making changes (if appropriate).
  2. **Milestone 2:** Coordinate with staff and our presbytery's Board of Pensions (BOP) regional consultant to offer educational events for ministers and those church members responsible for making benefits decisions.
- B. **GOAL:** Establish a conversation around stewardship within congregations and the presbytery as a whole.
1. **Milestone 1:** Intentionally re-frame our understanding and approach to stewardship, equipping congregations to breathe new life into stewardship ministries.

2. **Milestone 2:** Introduce a stewardship moment to the docket of every meeting of the Presbytery. These stewardship moments will be shared throughout the presbytery.
3. **Milestone 3:** Design and implement an annual assessment process to determine the health of our church properties – including manses.
4. **Milestone 4:** Use the results of the assessment process to engage churches in conversation where indicated.

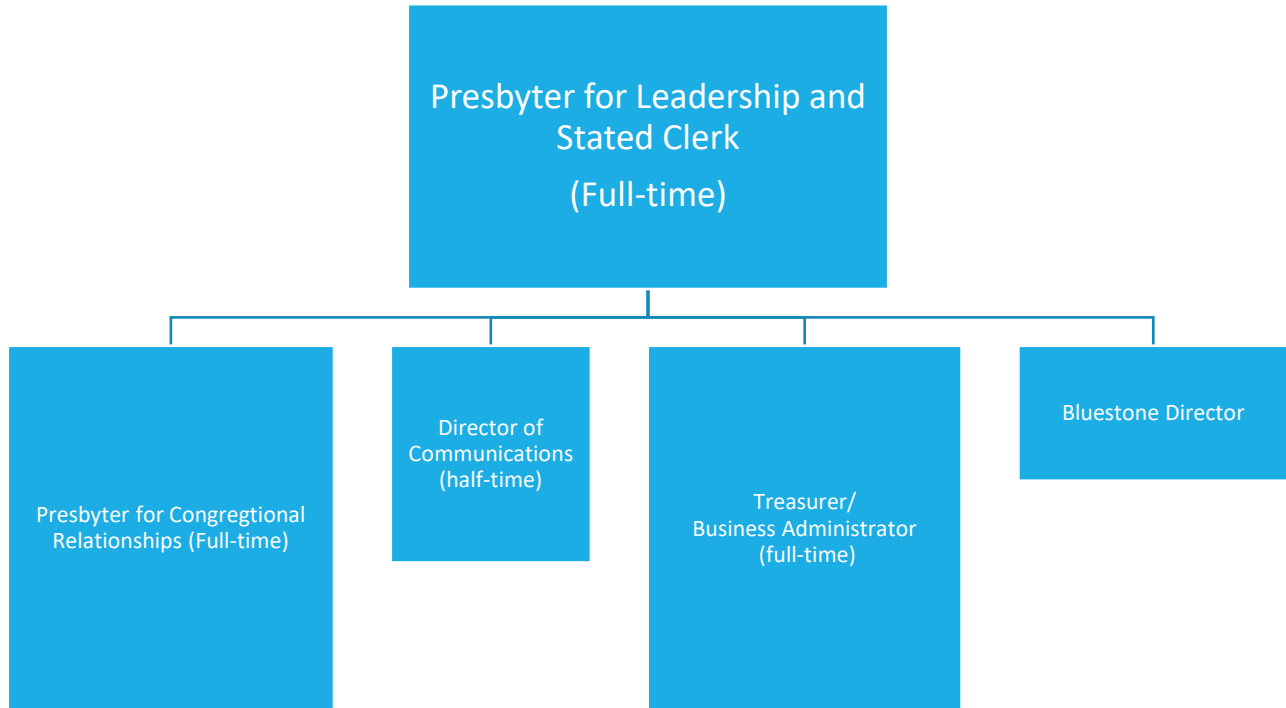
C. **GOAL:** Study ways to attract, support, and retain pastoral leaders.

D. **GOAL:** Encourage conversations with churches about creative ways to provide pastoral leadership.

**III. 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.*

- A. **GOAL:** Create collegial networks, geographic and/or based on other commonalties, of support, fellowship, and study for pastoral leaders.
  1. **Milestone 1:** Identify conveners for each group. Conveners will be accountable to the Commission on Pastoral Ministry. Conveners will receive a small stipend.
  2. **Milestone 2:** Develop a feedback loop where information can be shared from/to Presbytery staff or committees.
  
- B. **GOAL:** Engage ruling elders to discover a sense of where God is calling them to lead beyond Session meetings.
  1. **Milestone 1:** Encourage, with an individual ask, pastors and elders to attend one officer training per year offered by Presbytery beyond basic officer elder training.
  2. **Milestone 2:** Develop best practices for pastors to help Session members share spiritually (i.e. devotion, favorite scripture, prayer, story of God in their lives) at each session meeting.
  3. **Milestone 3:** Highlight the preparation program for Authorized Lay Preacher (ALP) and Commissioned Pastor (CP), including Presby Prep.

## New Proposed Staffing Model –Consultant Draft with Team Input



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### NEW STAFFING ROLES AND RESPONSIBILITIES

#### ❖ **Lead Presbyter (Full-time):**

- ◆ This person shall serve as Stated Clerk and Head of Staff.
- ◆ Review current job description to ensure plan alignment.
- ◆ Hiring of permanent position should include expertise in:
  - Community building
  - Vital congregations' best practices
  - Leadership development
  - Ability to have hard conversations
  - Willingness to align with strategic plan
  - Small church development
  - Understanding of region

➤ Good at building trust and keeping a visible presence in the Presbytery

❖ **Connectional Presbyter (Full-time):**

- ◆ Responsible for helping create networks across the congregations and regions for Leadership Development, Relationships and Resources
- ◆ Responsible for creating and directing programming that would meet needs in Leadership Development

❖ **Director of Communications (Half-time):**

- ◆ Communication administration would include understanding of social media and website use, ability to create consistent communication across platforms, creative ability to think about communication engagement across the Presbytery and implement.

❖ **Treasurer and Business Administrator (Full-time):**

- ◆ Responsible for church treasurers' resources, healthy stewardship practices, engagement with technology
- ◆ Provides bookkeeping, account payable/receivable, bank reconciliation, and financial information for Presbytery
- ◆ Responsible for assisting with goal and milestones in Resources that require financial best practices
- ◆ Responsible for office administration tasks

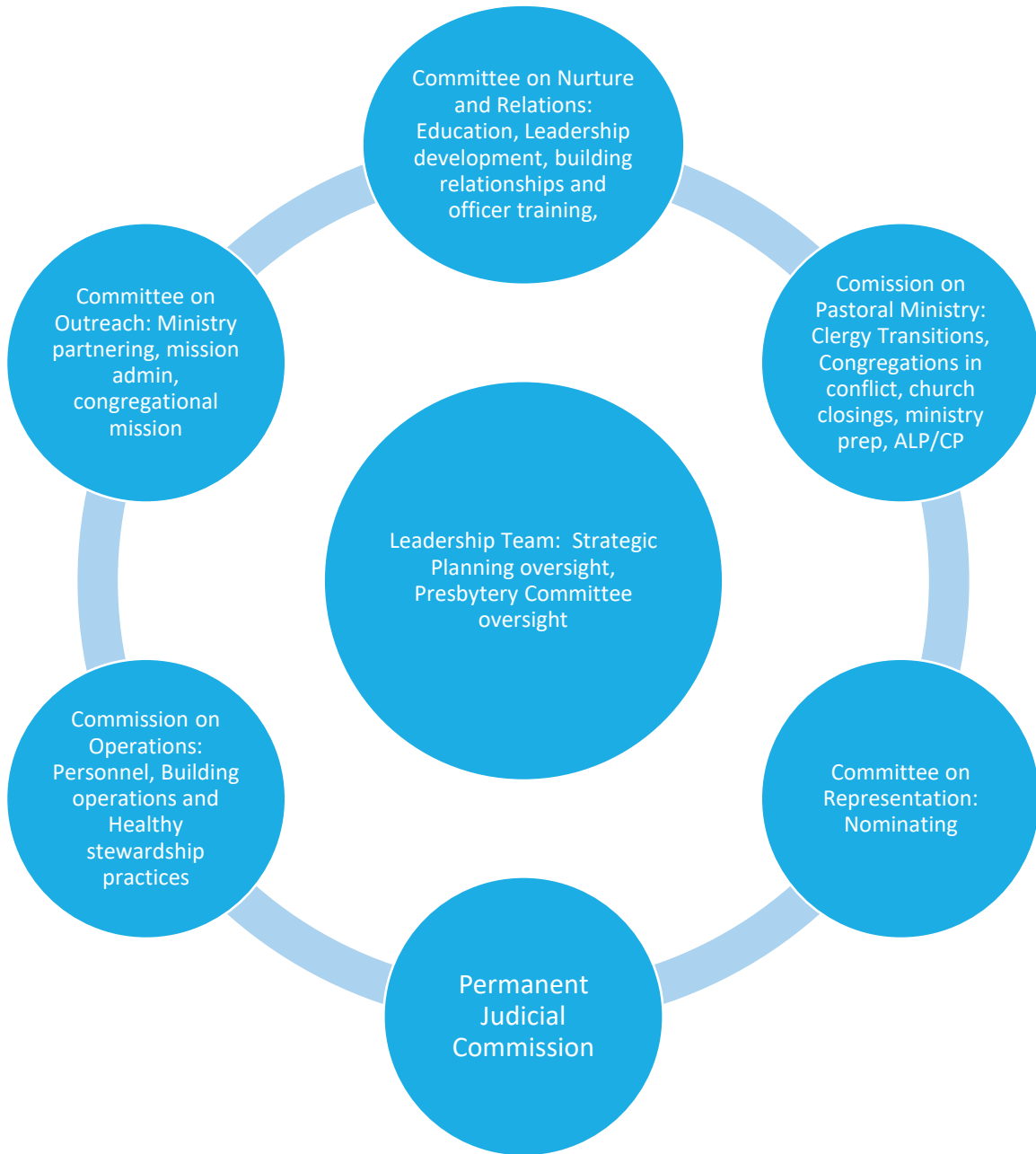
❖ **Bluestone Director** – Duties and responsibilities as currently defined. Not in the purview of this discernment work but the efforts of the Bluestone Working Group.

❖ **Older Adult Ministries Coordinator** – This position is annually renewable dependent on a grant from National Church Residences.

Specific job descriptions for all positions will be developed during the implementation of the Strategic Plan.

# New Committee Structure

See the Summary Document for Additional Detail



## ALIGNMENT OF COMMITTEES WITH PLAN:

### ❖ **Leadership Team:**

- ◆ Will be responsible for the following:
  - Strategic Planning of the Presbytery
  - Oversight of the work of the Committees
  - Presbytery meetings – including materials, set-up, technology needs, worship, and programming
  - Oversight of Staff Structure
- ◆ Individual gifts needed on this team include:
  - Strategic thinking
  - Ability to collaborate
  - Communication skills
  - Creativity
- ◆ Staff Partners: Lead Presbyter, Connectional Presbyter
- ◆ Strategic Alignment: Expectation that the Leadership Team will use the Purpose Statement to align all work asking, “does this get us closer or further away from our statement of purpose?”

### ❖ **Committee on Nurture and Relations:**

- ◆ Will be responsible for the following:
  - Education
  - Congregational and Presbytery Leadership development
  - Building relationships
  - Officer training
  - Bluestone Curriculum and Programming
  - Coordinate with Leadership Team for Presbytery worship and programming
- ◆ Individual Gifts needed on the team include:
  - Communication skills
  - Experience in ministry or mission work
  - Collaborative skills
  - Understanding of best practices in Christian Education and formation
  - Training skills
  - Leadership development skills
- ◆ Staff Partner: Connectional Presbyter
- ◆ Strategic alignment – Leadership Development
- ◆ Core Values Alignment – Faith and Nurturing, Belonging and Collegiality, Community

❖ **Commission on Outreach:**

- ◆ Will be responsible for the following:
  - Ministry partnering with other non-presbytery entities in the region
  - Presbytery mission administration
  - Ministry and outreach preparation
  - Church ministries and outreach – including best practices, local needs, and church partnering
  - Oversee New Life Grant Program
- ◆ Individual gifts needed on the team include:
  - Community partnering and networking
  - Ministry and outreach experience
  - Grant experience for potential outreach funding sources
  - Understanding of regional needs
- ◆ Staff Partners: Lead Presbyter, Connectional Presbyter
- ◆ Strategic Alignment –Relationships (Goal 1-3), Leadership Development, (Goal 1 and Goal 3)
- ◆ Core Values Alignment – Community, Shared Value and Purpose, Opportunities to Share Gifts and Ministry

❖ **Commission on Operations**

- ◆ Would serve as the trustees of the Presbytery
- ◆ Will be responsible for the following:
  - Management of budget and finances
  - Legal oversight as needed
  - Personnel
  - Consult with congregations on facilities management
  - Healthy stewardship practices
  - Bluestone Facilities
- ◆ Individual gifts needed on this team include:
  - Financial background
  - Legal knowledge
  - Communication skills
  - Property management
  - Transparent and responsive leadership.
- ◆ Staff Partner: Lead Presbyter, Treasurer and Business Administrator
- ◆ Strategic alignment –Resources (Goal 1 and 3), Leadership Development (Goal 1, Milestone 2)

- ◆ Core Values Alignment – Opportunities to share gifts and ministry, Shared values and purpose

❖ **Commission on Pastoral Ministry:**

- ◆ Will be responsible for the following:
  - Clergy transitions
  - Congregations in conflict
  - Clergy care (proactive and reactive)
  - Strategic work for congregations
  - Accompany congregations through questions of dissolution and lifecycle
  - Authorized Lay Preacher (ALP) and Commission Pastor (CP) Program
  - Oversight and care of seminarians preparing for ministry
- ◆ Individual gifts needed on the team include:
  - Conflict management skills
  - Pastoral care skills
  - Creative problem-solving
  - Understanding of best practices in clergy transitions
  - Transition planning skills
  - Strategic planning skills
  - Collaborative skills
  - Communication skills
- ◆ Staff Partners: Lead Presbyter, Connectional Presbyter
- ◆ Strategic Alignment –Relationships (Goal 2, Goal 3), Leadership Development (Goal 2, Goal 3)
- ◆ Core Values Alignment – Faith and Nurturing, Belonging and Collegiality, Community

❖ **Committee on Representation:**

- ◆ Will be responsible for:
  - Discernment of gifts of those in the Presbytery
  - Nomination of Presbytery leadership, working groups, committees, members of certain Synod bodies, General Assembly commissioners
  - Follow-up to discern if nomination is a good fit and adjust process for future needs as necessary
  - Advise the Presbytery regarding the implementation of principles of unity and diversity, to advocate for diversity in leadership, and to consult with the council on the employment of personnel (G-3.0103)
- ◆ Individual gifts needed on team include:

- Good follow-through
- Collaborative skills
- Ability to identify good leadership skills
- Ability to identify creative leadership skills
- ◆ Staff Partners: Lead Presbyter, Connectional Presbyter
- ◆ Strategic Alignment – Leadership Development (Goal 1)
- ◆ Core Values Alignment – Opportunities to share gifts and ministry, Belonging and Collegiality

## **GLOSSARY (in conceptual order)**

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**CORE VALUES** – These represent what is of deep significance to our Presbytery. Each of our core values is rooted in Scripture, which gives us the spiritual depth and direction to fully live into these values.

**PURPOSE** – A purpose statement embodies the vision of our preferred future together in the context of what our congregations need and our core values as a Presbytery.

**CRITICAL SUCCESS FACTORS** – These are the things we must do exceptionally well to accomplish our stated Purpose.

**STRATEGIC TARGETS** – These are parts of our vision, from which actions can be developed. They require each part of our Presbytery to participate and are set for a two-to-three-year period.