

# LEADERSHIP COUNCIL RETREAT NOTES

April 26, 2018

## The Council pursued 4 fundamental questions:

1. Does the Presbytery Want change?
2. If so, what does change look like?
3. What is our shared mission and vision together?
4. What can that look like?

### 1. Does the Presbytery Want change?

- Yes – as long as it doesn't come with a having to "let go" of what is normal or comfortable
- Technical and Adaptive, want Technical change but need Adaptive change
- What does change look like in rural, urban, and suburban contexts? Change in rural areas?

### 2. If so, what does change look like?

- All churches on board serving our neighbors is a big deal in all 54 communities where our congregations are located
- Presbytery is about building relationships, none of us can go it alone, we must find fellowship and kinship (tribe) from somewhere

### 3. What is our shared mission and vision together?

- Is there a shared need for the Presbytery?
- Is there "buy in" of the need, yes, no
- The Presbytery is not needed unless there is a need/change such as in pastoral transitions or church conflict
- Presbytery can help in areas of specialization like training elders and deacons, Nominating Committee, PNCs
- The Presbytery can help keep the focus of our congregation on the larger picture of God's work in God's kingdom, beyond the church
- Yes, carrying out God's mission in and through each church but then finding ways where together we can have a greater impact in God's kingdom beyond our individual churches working independently, like a church plant
- We can get caught up in looking at change in transactional terms, we give you this money and you provide it back in some way of giving and value

### 4. What can that look like?

- To change the mindset of survival, scarcity, and rule keeping
- What can we do for the kingdom of God – so much larger than our congregations?
- Mission and Vision must be built around the churches impact in the kingdom
- In supporting an emerging need, desire, and capacity to reflect God's diversity
- What is our calling and prevailing sense of urgency?
- Help Pastors and churches be their best:
- Serving communities, neighbors near and far
- Resource witness of the kingdom
- Help churches thrive

May 8, 2018

- Build relationships, belonging – but beyond clergy
- Mission that we can all do together
- Guide, lead,
- 54 Embassies
- Tensions between urban and rural re: CROSS and the poor in their community
- We care for the poor, the homeless,
- Common mission around shared mission
- What is our context
- It is about equipping, but that's not all

**Themes:**

- Common Purpose of Presbytery: shared mission, stronger relationships, effective disciple-making, and kingdom impact
- Common Activity of Presbytery is to be a: catalyst, resource, guide, lead, encourage, mission, kingdom impact
- Common Goals: Together - connected, united, thriving, vibrant, transformed lives, congregations, and communities
- Common Identity and Approach: 1 church in 54 Embassies, 54 Outposts,
- Common Outcomes: greater witness and kingdom impact; deeper relationships, serving together, and unity
- Current work of the Presbytery is: getting Vision in the Driver's seat and Relationships also in the Front passenger seat, and help Management and Programs to thrive in the back seat. How can we do that – Together?

**The Big Picture:**

Below is a more in depth look at the process the Leadership Council voted to propose for the Presbytery the following process so to arrive at clarity and ownership of a shared Mission, Vision, and Core Values Statements; along with a 5 to 7-year Strategic Plan with SMART Goals and Measurable Outcomes. It is an adventurous 12-month plan. It will require all the Presbytery to be all in.

**1. May 15, 2018 Presbytery Meeting:**

- a. A time for reflection, comments, Q & A generated through Jim's Report
- b. Leadership Council presents the plan:
- c. Discussion around Change, Mission, and Vision
- d. Report of IA Presbyteries conversation(s)

**2. Between May 15, 2018 meeting and August 18, 2018 meeting:**

- a. to host series of "Listening Forums" of the 1<sup>st</sup> draft of an emerging Mission and Vision for the Presbytery.
- b. Leadership Council retreat:
  - 1.) a summary/ report of what you heard in these "Listening Forum's"
  - 2.) the crafting of the Mission and Vision Statement
  - 3.) Address adaptive challenges and change dynamics
  - 4.) work on Values
  - 5.) clarify next step(s) short term and long term

- 3. The August 18, 2018 Presbytery Meeting:**
  - a. Leadership Council reports back a 2<sup>nd</sup> draft of Mission and Vision Statement for further review
  - b. Report on adaptive challenges & systemic change dynamics, assessment of “Letting Go” and “Letting Come”.
  - c. Opening feedback and discussion on Values
  - d. IA Presbyteries conversations
  
- 4. Between of Aug. 18, 2018 meeting and Nov. 13, 2018 meeting**
  - a. Leadership Council hosts further “Listening Forums” for clarity and ownership of Mission, Vision, Values,
  - b. Leadership Council hosts another retreat
    - 1.) Final work on the Mission, Vision
    - 2.) Work more on Values
    - 3.) Craft the 5- to 7-year Strategic Plan incl. structural changes
    - 4.) Work with B & F on a budget
    - 5.) Further work on adaptive challenges and systemic adjustments
    - 6.) Further discussion IA Presbyteries
    - 7.) The need for confession and amends
  
- 5. At the Nov. 13, 2018 Presbytery Meeting**
  - a. Final reading and Agreement on Mission and Vision
  - b. Further assessment of readiness, unity, and resistance of change dynamics in the system
  - c. 2<sup>nd</sup> reading and discussion of actual and proposed/preferred core Values
  - d. Full discussion of the 5- to 7-year Strategic Plan and structural adaptations
  - e. Discussion about Resourcing and staffing in light of the Mission, Vision, emerging Values, and Strategic Plan
  - f. 2019 Budget
  - g. Further outcomes in connection with the IA Presbyteries
  - h. The need for confession and amends, healing
  
- 6. Feb. 9, 2019 Presbytery Meeting**
  - a. Agreement on core preferred Values
  - b. Last reading and discussion of proposed 5- to 7-year Strategic Plan and changes to structure and resourcing, and staffing model and Job Descriptions
  - c. 1<sup>st</sup> reading of a revised Manual of Operations in keeping with the adopted Mission, Vision, Values, and emerging Strategic Plan
  - d. Further discussion or decision on IA Presbyteries
  - e. Any amendments to the Living Legacy?
  - f. Service of healing and unity?
  
- 7. May 21, 2019**
  - a. Agreement/unity on 5 to 7-year Strategic Plan, structural, resourcing, and staffing model
  - b. Approve Job Descriptions
  - c. 2<sup>nd</sup> reading, Approval of Manual of Operations?
  - d. Anything further on IA Presbyteries?
  - e. Service of healing and unity?
  - f. Farewell for Jim