

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 1st 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 2nd 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. 2nd 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. 1st 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. 2nd reading, Approval of Manual of Operations?
 - d. Anything further on IA Presbyteries?
 - e. Service of healing and unity?
 - f. Farewell for Jim