

A MISSIONAL PLAN

FOR

THE PRESBYTERY OF

PHILADELPHIA

PC (USA)

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3 **A MISSIONAL PLAN FOR**
4 **THE PRESBYTERY OF PHILADELPHIA**

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6 **I. THEOLOGICAL FRAMEWORK**

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8 *"As the Father has sent me, so I send you."*

9 John 20:21b

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11 As God the Father sent Jesus Christ, Christ has sent us and
12 empowered us through the Holy Spirit, to be His ambassadors to the world
13 to spread the gospel. The Presbytery of Philadelphia is called to equip and
14 assist its congregations to be instruments and living witnesses of the gospel
15 in its various contexts. It is a call to become *'missional.'* The term *missional*
16 refers to the calling of God's church to be an instrument for God's mission in
17 the world. In seeking to become missional, it calls for a radical redesign of
18 the strategy, structure, and staff of the Presbytery to better serve its
19 member congregations.

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21 **II. STATEMENT OF COMMITMENT**

22 God's Mission is our mission.

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25 As disciples of Jesus Christ,
26 we commit ourselves
27 to empower, support, and walk with
28 our congregations in their ministries
29 as God's transformative agents in our communities.

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31 We hold ourselves and each other accountable to this commitment.

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III. CORE VALUES

The Presbytery of Philadelphia

- ...recognizes congregations as the primary locus of God's mission and ministry
- ...is sensitive to community needs
- ...cultivates diversity
- ...nurtures leaders/disciples
- ...embodies God's covenant with one another
- ...promotes God's justice
- ...encourages trusting relationships
- ...serves its congregations
- ...cares for its minister members
- ...promotes the education of its clergy and lay leaders

IV. PRINCIPLES OF THE NEW PLAN

- Biblically based
- Missional in nature
- Flexible in content
- Simple in structure
- Focused on congregations
- Bold in execution
- Efficient and effective in use of resources

64 **V. PRESBYTERY GOALS AND OBJECTIVES**
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- 68 • Transform the Presbytery to be **missional** and **relational**.
69 We will emphasize the development of collaborative teams,
70 intervention teams, and partnerships.
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72 *"I am the vine, you are the branches. Those who abide in*
73 *me and I in them bear much fruit, because apart from me,*
74 *you can do nothing."* (John 15:5)
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79 • Work with congregations to form **collaborative mission/**
80 **ministry initiatives** in the Presbytery.
81 We will provide education, training, and funding in order to
82 facilitate congregational initiatives.
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84 *"We know love by this, that He laid down His life for us—*
85 *we ought to lay down our lives for one another. How does*
86 *God's love abide in anyone who has the world's goods and*
87 *sees a brother or sister in need and yet refuses to help?*
88 *Little children, let us love, not in word or speech, but in*
89 *truth and action."* (1 John 3:16-18)
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94 • Create a **Racial-ethnic Ministry Leadership Development**
95 **Center** with initial emphasis on African-American leadership.
96 We will support and strengthen African-American leaders
97 and congregations through the development of curriculum
98 for pastors, elders, and deacons. We will also work to
99 recruit and retain African-American leaders.
100

101 *"When Jesus saw the crowds, He had compassion for*
102 *them, because they were harassed and helpless, like sheep*
103 *without a shepherd. Then He said to His disciples, 'The*
104 *harvest is plentiful, but the laborers are few; therefore ask*
105 *the Lord of the harvest to send out laborers into His*
106 *harvest.'" (Matt. 9:36-38)
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108*

- 109 • Develop a **laboratory for urban ministry** in the Presbytery of
110 Philadelphia.

111 Working through congregations we will actively participate
112 with interfaith partners and community organizations for
113 the transformation of city neighborhoods and the
114 Presbytery of Philadelphia.
115

116 *"The Lord has proclaimed to the end of the earth: Say to*
117 *daughter Zion, 'See, your salvation comes; his reward is*
118 *with him, and his recompense before him. They shall be*
119 *called, 'Holy People, The Redeemed of the Lord'; and you*
120 *shall be called 'Sought Out, A City Not Deserted.'"*

121 (Isaiah 62:11-12)
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- 124 • Develop church leadership to **serve congregations**.

125 We will develop a curriculum for pastors, elders, deacons
126 and teachers, including the basic principles of church
127 leadership, which is contextually relevant to the 21st
128 century and our situation in Philadelphia.
129

130 *"The gifts Christ gave were that some would be apostles,*
131 *some prophets, some evangelists, some pastors and*
132 *teachers, to equip the saints for the work of ministry, for*
133 *building up the body of Christ, until all of us come to the*
134 *unity of the faith and of the knowledge of the Son of God,*
135 *to maturity, to the measure of the full stature of Christ."*

136 (Ephesians 4:11-13)
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- 139 • Implement **alternative staffing patterns** to serve
140 congregations better.

141 We will encourage fair compensation for pastoral
142 leadership as we find innovative ways to use the *Book of*
143 *Order* categories for fulltime and part-time calls in
144 congregations and neighborhoods.
145

146 *"Just as in a single human body there are many limbs and*
147 *organs, all with different functions, so we who are united*
148 *with Christ, though many, form one body, and belong to*
149 *one another as its limbs and organs. Let us use the*
150 *different gifts allotted to each of us by God's grace."*

151 (Romans 12:4-6a)
152

- 153 • Support and sustain the value of **continuing education for**
154 **pastors** and with congregations.
155 We will provide more money and opportunities for
156 continuing education for pastors and we will develop ways
157 to track their faithfulness in this objective.
158

159 *"Give instruction to the wise, and they will become wiser*
160 *still; teach the righteous and they will gain in learning."*
161 (Proverbs 9:9)
162

- 163 • **Tell the story** of how God's mission is being accomplished
164 within the churches and the Presbytery of Philadelphia.
165 We will utilize the communication opportunities within the
166 Presbytery and the public media to tell how Presbyterian
167 congregations are pooling resources and making a
168 difference in human lives.
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170 *"I will give thanks to the Lord with my whole heart; I will*
171 *tell of all Your wonderful deeds."* (Psalm 9:1)
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175 **VI. BECOMING A MISSIONAL PRESBYTERY**

176 177 **What will it take to become a missional presbytery?**

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179 First, it will take a decision; namely to place the *apostolic mission* of
180 the church on top of our definition of the Presbytery. Such a decision must
181 be preceded and followed by much study and reflection.
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183 And second, the purpose and rationale of the Presbytery must be
184 informed by the fundamental "sent-ness" of the particular missional
185 communities of faith—*i.e.*, the particular churches—within our bounds. As
186 such our presbytery structure must support this missional mandate. This will
187 include:
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- 189 1. Ensuring that the presbytery and its congregations engage
190 missionally the culture (or cultures) within which they minister.
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- 192 2. Working for the "conversion of congregations to their missionary
193 vocation." This means, in one sense, calling local congregations to
194 accountability to the missional mandate, just as the larger church
195 holds the Presbytery accountable for faithful gospel mission within our
196 bounds, not from a regulatory perspective, but from the perspective of
197 faithfulness.

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3. Supporting and empowering our congregations as they make the transition (conversion) from a Christendom model to a missional model.

4. Intentionally rethinking how pastors are developed, especially new ones, for ministry in a particular setting. Our current professional development model is inadequate, in that most of the seminary curriculum is designed to prepare pastors for a Christendom church.

5. Making congregational development our number one priority and understanding that this applies to ALL churches within the Presbytery. Therefore, resources and support must be fashioned and made available to assist ALL churches—even if not all yet recognize they have a challenge ahead of them.

All of this will require some rethinking and some serious shifts in how the Presbytery views its function. For instance, we must move:

1. From governance as a primary focus/image to leadership in a missional encounter.
2. From hierarchical oversight to concrete nexus of one and many—unity.
3. From regulation to empowerment.
4. From institutional maintenance to imaginative engagement, shaping structures around our apostolic calling.
5. From supporting internal structures to shaping leaders.
6. From reactive to proactive leadership.

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VII. STRUCTURE

COMMITTEES OF PRESBYTERY

The following statements apply to all committees:

About committees:

- The word “committee” refers to every elected entity within the Presbytery, whether called by that term or another, such as team, board, etc.
- Each committee shall be responsive to the mission and needs of the Presbytery.
- Committees shall make every effort to schedule their meetings when all members can attend.
- Each committee shall develop annually a strategy in support of the mission plan of the Presbytery, shall establish goals and objectives, and shall determine how they will know they have (or have not) achieved their goals.
- Each committee shall report annually in writing to the Presbytery, describing its mission plan, its activities and its progress toward accomplishing its goals.
- The internal organization of each committee is to be determined by the committee.
- Committees marked with an * after their names are required either by the *Book of Order* or to be in compliance with the laws of the Commonwealth of Pennsylvania.

About committee members:

- Committee members shall be persons of wisdom and sound judgment.
- Each committee shall consist of both ministers of Word and Sacrament and laypersons, with one half of the members being laypersons, unless otherwise specified.
- Ordinarily, no person may serve on more than one committee at a time except as specified in this Plan.
- Each committee may co-opt non-voting members up to one-half the number of elected members, so long as appropriate representation is maintained.
- Members shall rotate off according to the *Book of Order* instructions. A co-opted year shall not serve as the year off.
- When a member resigns from a committee, notice shall be given to the Committee Moderator, the Stated Clerk, and the Committee on Nominations

277 *This structure does not mandate everything that can, should, or might be*
278 *done through and within the Presbytery. We encourage churches and*
279 *individuals to come together around their mutual interests and felt needs.*
280 *They will be welcomed as a*

281 ***Mission Action Network,***

282 *which is described at the end of this section on committees.*

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285 **MANDATED COMMITTEES**

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288 **Committee on Bills and Overtures***

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290 A. MEMBERSHIP: The committee shall have 6 members.

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292 B. RESPONSIBILITIES: The committee shall:

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294 1. Be responsive to the mission and needs of the Presbytery.

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296 2. Review and make recommendations to the Presbytery with respect
297 to all suggested changes in the Constitution, all proposed overtures
298 originated within the Presbytery, and all overtures adopted by the
299 General Assembly and sent to the presbyteries for approval.

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303 **Committee on Financial Management***
304 **Trustees of the Presbytery**

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306 A. MEMBERSHIP: The committee shall have 15 members. The moderator of
307 the committee shall also serve as the President of the Board of Trustees,
308 elected by the committee annually.

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310 B. RESPONSIBILITIES: The committee shall:

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312 1. Be responsive to the mission and needs of the Presbytery.

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314 2. Exercise oversight over the assets of the Presbytery and to assist
315 the congregations of the Presbytery in their financial
316 responsibilities, as appropriate.

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318 3. Develop policies and guidelines for the Presbytery's financial, legal,
319 and property activities.

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321 4. Act as Trustees of the Presbytery, fulfilling all the usual and legal
322 requirements of trustees.

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324 5. Assist congregations by:

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326 a. Recommending action on applications to the Presbytery from
327 churches desiring to sell, lease, or mortgage church property, or
328 to acquire encumbered or otherwise impaired property;

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330 b. Recommending action on applications from churches for loans
331 from presbytery capital and other designated funds or other

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- 320 sources and, as appropriate, on grants from the Presbytery's
321 capital funds;
- 322 c. Recommending action on all lease arrangements; approving
323 leases between congregations and external groups for terms
324 which do not exceed one year and which do not contain unusual
325 provisions, and reporting all such approvals to the Presbytery;
 - 326 d. Requiring any church receiving or expecting to receive aid from
327 the Presbytery or desiring to raise funds outside its own
328 congregation for the purpose of purchasing additional property,
329 erecting a new church edifice or other building, or making
330 improvements to its property, to submit a written statement to
331 the committee, together with the plans and specifications of such
332 building or improvements and secure its approval before
333 proceeding with such plan; and
 - 334 e. Monitoring insurance requirements of the Presbytery regarding
335 local churches.

336 C. POLICIES AND PROCEDURES RELATING TO PROPERTY OF A PARTICULAR
337 CHURCH: See Appendix F in the Bylaws.

338 D. GUIDELINES FOR THE DISSOLUTION OF A PARTICULAR CHURCH: see
339 Appendix in the Bylaws.

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Committee on Kirkwood Camp and Conference Center, Inc.*

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345 A. MEMBERSHIP: The Corporation's board of directors shall have 21
346 members, each of full age.

347 B. RESPONSIBILITIES: The board shall be responsible for planning,
348 oversight, and development of the Presbytery's camping and conference
349 program and facilities. It shall be responsive to the mission and needs of the
350 Presbytery.

351 C. MISSION: The Corporation operates a Christian camp and conference
352 center near Stroudsburg in the foothills of the Pocono Mountains. The
353 Corporation's programs are intended to assist participants of all ages to:

- 354 1. grow in their knowledge of Jesus Christ;
- 355 2. relate and apply the Scripture to their own life situations;
- 356 3. resolve problems and differences with others through patience and
357 forgiveness;
- 358 4. affirm their individual uniqueness and personal worth;
- 359 5. practice wise stewardship of the creation;
- 360 6. return to their own communities renewed and equipped with self-
361 discipline and courage to face life's challenges.

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Committee on Ministry*

A. MEMBERSHIP: The committee shall have 39 members. The election of members of the committee shall take precedence over all other presbytery elections and appointments. The members of this committee should, as far as possible, free themselves from other obligations and in a sacrificial spirit put themselves at the disposal of their brothers and sisters in the ministry.

B. RESPONSIBILITIES: The committee shall:

1. Be responsive to the mission and needs of the Presbytery, and shall according to the *Book of Order*:
2. "Serve as pastor and counselor to the ministers and Certified Christian Educators of the Presbytery, to facilitate the relations between congregations, ministers, Certified Christian Educators and the Presbytery, and to settle difficulties on behalf of the Presbytery when possible and expedient" (G-11-0501). It shall never be made a judicial committee or be related to the disciplinary process. When invited by any minister or by any elder in active service in the church concerned, this committee shall render such confidential service to any church as may be necessary to preserve the peace, unity, and purity of that church.
3. Be responsible for the training and oversight of Commissioned Lay Pastors.

C. POLICIES AND PROCEDURES: See Appendix C in the Bylaws..

D. SUBCOMMITTEES: The areas of responsibility of subcommittees are set forth in Appendix C in the Bylaws.

Committee on Nominations*

A. MEMBERSHIP: The committee shall have 12 members, one third ministers of Word and Sacrament, one third laywomen, and one third laymen. The Presbytery Moderator shall be an ex officio member by virtue of her or his office.

B. RESPONSIBILITIES: The committee shall:

1. Be responsive to the mission and needs of the Presbytery.
2. Make nominations for all officers of the Presbytery, for committee moderators and committee members, for commissioners to the General Assembly and the Synod, and for all vacancies, except as otherwise provided by the Bylaws.
3. Consider representation from all geographical areas, all racial/ethnic groups, both sexes, diverse ages, various disabilities, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced).

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Committee on Peacemaking*

- A. Membership: The committee shall have 9 members.
- B. Responsibilities: The committee shall:
 - 1. Be responsive to the mission and needs of the Presbytery.
 - 2. Work with congregations for the effective receipt of the annual Peacemaking Offering, including how best to interpret and use it.
 - 3. Educate congregations regarding the PC (U.S.A.)’s “Commitment to Peacemaking”
 - 4. Interpret the peacemaking programs and resources of the Synod of the Trinity and General Assembly agencies and documents.
 - 5. Advocate for international justice, the integrity of the creation, and regional/global understanding.

Committee on Preparation for Ministry*

- A. MEMBERSHIP: The committee shall 21 members, which number shall be reviewed annually with the intent of maintaining a ratio of about 1 member for every 3 Inquirers and Candidates.
- B. RESPONSIBILITIES: The committee shall:
 - 1. Be responsive to the mission and needs of the Presbytery.
 - 2. Encourage, counsel, support, and prepare inquirers and candidates for the Ministry of the Word and Sacrament in the Presbyterian Church (U.S.A.).
 - 3. Oversee all matters pertaining to inquirers and candidates.
- C. PROCEDURES AND POLICIES: The procedures and policies for preparation for the office of Minister of the Word and Sacrament are found in the *Book of Order* in G-14.0300 and G-14.0400. Those listed in the Bylaws are specific to the Presbytery.

Committee on Representation*

- A. MEMBERSHIP: The committee shall have 9 members. The *Book of Order*, G-9.0105a requires that: “Each governing body above the session shall elect a committee on representation, whose membership shall consist of equal numbers of men and women. A majority of the members shall be selected from the racial ethnic groups (such as Presbyterians of African, Hispanic, and Asian descent and Native Americans) within the governing body, and the total membership shall include persons from each of the following categories:
 - i. majority male membership
 - ii. majority female membership

- 452 iii. racial ethnic male membership
- 453 iv. racial ethnic female membership
- 454 v. youth male and female membership
- 455 vi. persons with disabilities."
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457 Accordingly, in the Presbytery of Philadelphia, the committee shall have 9
458 members, fulfilling the above requirements and shall include two racial/
459 ethnic females, two racial/ethnic males. Designated representatives of the
460 committee shall be invited to sit with various committees, including the
461 Committees on Nominations, Ministry, and Mission Oversight. They shall
462 have voice and vote on matters of representation.

463 B. RESPONSIBILITIES: The committee shall:

- 464 1. Be responsive to the mission and needs of the Presbytery.
- 465 2. Monitor the representation on all Presbytery committees, councils, task
466 forces, and work groups to assure that the Presbytery of Philadelphia
467 incarnates the Christian and constitutional goals for proper
468 representation of racial and ethnic groups and those with physical
469 disability, and assuring theological diversity and diversity with respect
470 to age, sex, and geographical distribution.
- 471 3. Hold the Presbytery to its adopted goals of appropriate representation
472 in election and in employment.
- 473 4. Designate one of its members to serve with and advise Search
474 Committees.
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477 **Committee on Self-Development of People***

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479 A. MEMBERSHIP: The committee shall have 8 members. Twenty-five percent
480 of the membership shall be non-Presbyterian, and at least 51 percent of the
481 membership shall be of racial/ethnic origin.

482 B. RESPONSIBILITIES: The Committee shall:

- 483 1. Be responsive to the mission and needs of the Presbytery.
- 484 2. Enable communities of people who have been oppressed by poverty
485 and injustice to have some control over their own lives and
486 communities through partnership with the Presbyterian Church
487 (U.S.A.) and a sharing of its resources.
- 488 3. Receive and review all proposals relating specifically to self
489 development.
- 490 4. Determine which proposals are classified as self development. The
491 committee shall set the amount that each approved proposal will
492 receive.
- 493 5. Report annually to the Presbytery on its work.
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Committee on Session Records*

- A. MEMBERSHIP: The committee shall have 6 members.
- B. RESPONSIBILITIES: The committee shall:
 - 1. Be responsive to the mission and needs of the Presbytery.
 - 2. Review annually the records of the sessions of the congregations of the Presbytery.
 - 3. Report to the Presbytery on whether the records are all accounted for and whether each is in order, noting improper actions taken by sessions, and reporting said actions to the proper committees for corrective action. It shall be at liberty to call upon the other members of the Presbytery to assist in the examination of session records.
 - 4. The standard of requirements for session records will be found in the *Book of Order* G-10.0300 and the Rules for Sessions in Appendix E to these Bylaws.
- C. POLICIES AND PROCEDURES: See Appendix E in the Bylaws.

Permanent Judicial Commission*

The Permanent Judicial Commission shall have the functions assigned to it by the *Book of Order* and shall be composed of nine members. Three members are elected for six-year terms every other year. No person having served a full term of six years, or having served three or more years of a vacant term, shall be eligible for re-election to the Permanent Judicial Commission until at least four years shall have elapsed.

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Philadelphia Presbytery Homes and Services for the Aging, Inc.*

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- 1. PURPOSE: The purpose of the corporation, Philadelphia Presbytery Homes and Services for the Aging, Inc. ("PPHSA"), shall be exclusively charitable, and, in furtherance thereof, PPHSA shall
 - a. support publicly supported charities affiliated with the Presbytery;
 - b. coordinate, control, and provide the management and administrative activities, long-range planning, and policy-making for organizations devoted to research, care, and housing of adults, in particular older adults, who are in need of specialized living arrangements, or other forms of long-term care, in the Philadelphia area; and
 - c. provide for and carry on such exclusively charitable work in connection therewith as may be consistent with the purposes of the corporation.
- 2. MANAGEMENT:

- 540 a. The Board of Directors of PPHSA shall have 27 members, of whom nine
541 shall be ministers of the Presbytery of Philadelphia, nine shall be elders
542 of the Presbytery, nine shall be laymen or laywomen who may or may
543 not be elders but who shall be members in good standing in a
544 Christian church.
- 545 b. Directors shall be elected for a three-year term and shall be divided
546 into three classes within each of the groups referred to in Section
547 5.6(b)((I); one class of each group to be elected every year. A director
548 shall be eligible for re election when her or his term of office expires,
549 except that of those elected each year, at least three shall not have
550 been a director for one year preceding, provided that the number of
551 new directors required to be elected shall be reduced by the number of
552 new directors in excess of three elected during the preceding year.
- 553 c. The Board of Directors shall elect the boards of directors of PPHSA's
554 subsidiary corporations. The Board of Directors may establish
555 additional subsidiaries to carry out the purposes of the corporation, as
556 set forth in Section 5.6(a). Persons elected to the boards of directors
557 of all subsidiary corporations shall be limited to those individuals who
558 are directors of PPHSA or who have the approval of the PPHSA Board
559 of Directors.
- 560 d. The Board of Directors of this corporation and any subsidiary
561 corporations shall have the authority to buy, sell, or encumber any of
562 the real property of its own and any subsidiary or affiliated
563 corporations and to buy real property subject to any encumbrance.
564 The Board of Directors shall make an annual report to the Presbytery
565 that shall include a narrative of the year's activities and audited
566 financial statements of the corporation and any subsidiaries or
567 affiliates.
- 568 e. The Board of Directors of this corporation shall not apply for any
569 amendment to its Articles of Incorporation without first having
570 obtained the written permission of the Presbytery.
- 571 f. The officers of PPHSA shall be nominated and elected by the Board of
572 Directors in accordance with its bylaws.
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576 *FORMER COMMITTEES OF COUNCIL WHICH, WITH SOME MODIFICATION,*
577 *BECOME COMMITTEES OF PRESBYTERY*

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579 **Committee on Communications**

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581 A. MEMBERSHIP: This committee shall have 9 members.
582 B. RESPONSIBILITIES: The committee shall:
583 1. Be responsive to the mission and needs of the Presbytery.

- 584 2. Develop a communications strategy which supports the mission plan of
585 the Presbytery.
586 3. Assist in development of communications linkages and flow among the
587 churches of the Presbytery, within the presbytery office, and across
588 governing bodies.
589 4. Relate to Synod and General Assembly committees on
590 communications, as appropriate.
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594 **Committee on Presbytery Meetings and Worship**

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- 596 A. MEMBERSHIP: The committee shall have 9 members.
597 B. RESPONSIBILITIES: The committee shall:
598 1. Be responsive to the mission and needs of the Presbytery.
599 2. Be responsible for planning the worship services of the Presbytery,
600 presenting them as models in which the richness of the Reformed faith
601 can be demonstrated in a creative manner.
602 3. Recommend to Presbytery the docket of each presbytery meeting.
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606 *NEW ELECTED ENTITIES*

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609 **Committee on Mission Oversight**

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- 611 A. MEMBERSHIP: This committee shall have 15-18 members, plus a
612 moderator.
613 B: RESPONSIBILITIES: The committee shall:
614 1. Be responsive to the mission and needs of the Presbytery.
615 2. Oversee the Presbytery's mission and vision with specific
616 responsibilities in the areas of budget, personnel, and planning.
617 3. Establish outcomes and how to measure them.
618 4. Establish guidelines to keep all parts of the Presbytery on track with
619 direction given by the Presbytery.
620 5. Review the functional relationship between the Presbytery's structure
621 and its mission as required by the *Book of Order* G-11.0103v.
622 6. Act as Council when necessary.
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624 Regarding the budget:
625 a. Recommend to the Presbytery actions that assist the Presbytery to
626 fulfill its adopted priorities for mission, through the proper allocation

627 of the benevolence gifts of the people and the resources available
628 to the Presbytery.

- 629 b. Develop guidelines for approving projects and proposals.
- 630 c. Review and approve projects for presbytery partnership.
- 631 d. Monitor expenditures in light of the Presbytery's Mission priorities.
- 632 e. Oversee mission funding and stewardship for the Presbytery.

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636 Regarding personnel:

- 637 f. Assist the Executive Presbyter as head of staff and make
638 recommendations to the Presbytery regarding personnel matters.
- 639 g. Give advice and counsel to the Executive Presbyter in the task of
640 oversight of the presbytery staff.
- 641 h. Participate with the Executive Presbyter in the review of the
642 presbytery Executive Staff, including the Stated Clerk.
- 643 i. Propose to the Presbytery, upon recommendation of and discussion
644 with the Executive Presbyter, the annual compensation of the
645 Executive Staff.
- 646 j. Maintain the Personnel Manual of the Presbytery.

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650 NOTE: Searches for executive staff shall be by elected committee formed
651 with due regard for the full representation of the makeup of the Presbytery.

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654 Regarding planning:

- 655 k. Develop and recommend the strategic mission/vision of the
656 Presbytery.
- 657 l. Monitor and coordinate implementation of the mission plan of the
658 Presbytery.
- 659 m. Monitor progress through review and evaluation of the objectives of
660 the committees of the Presbytery.
- 661 n. Direct the individual committees of the Presbytery to develop and
662 implement their respective mission plans in support of, and in
663 concert with, the overall mission plan of the Presbytery.
- 664 o. Periodically lead the Presbytery in a planning process to establish
665 priority areas for the Presbytery's work.
- 666 p. Review the overall work of the Presbytery, particularly to be on the
667 lookout for holes.

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671 **Congregational Nurture Team**

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- A. MEMBERSHIP: The team shall have 6-9 members.
- B. RESPONSIBILITIES: The team shall:
 - 1. Be responsive to the mission and needs of the Presbytery.
 - 2. Recruit and arrange training for coaches in various areas of congregational life, such as stewardship, Christian education, evangelism, youth ministry, worship, grant writing, older adult ministry, etc.
 - 3. Provide specific training for the coaches in their area of expertise as it relates to the urban setting.
 - 4. Provide on-going support for coaches, including continuing education in their area of coaching.
 - 5. Make known to congregations the availability of coaches and to encourage their use.
 - 6. Connect coaches with congregations

689 **Congregational Outreach and Mission Partnerships Team**

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- A. MEMBERSHIP: The team shall have 6-9 members.
- B. RESPONSIBILITIES: The team shall:
 - 1. Be responsive to the mission and needs of the Presbytery.
 - 2. Recruit and arrange training for coaches in various areas of expertise, such as grant writing, community mission and outreach, mission partnerships among congregations, national mission partnerships, international mission partnerships.
 - 3. Provide specific training for the coaches in their area of expertise as it relates to the urban setting.
 - 4. Provide on-going support for coaches, including continuing education in their area of coaching.
 - 5. Make known to congregations the availability of coaches and to encourage their use.
 - 6. Connect coaches with congregations/projects/partnerships
 - 7. Provide the connection point to the Presbytery for outreach ministries (currently including Chester Eastside Ministries, Head Start Learning Tree, John Gloucester House).

710 **Congregational Strategy Team**

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- A. MEMBERSHIP: The team shall have 6-9 members.
- B. RESPONSIBILITIES: The team shall:
 - 1. Be responsive to the mission and needs of the Presbytery.

- 715 2. Recruit and arrange training for coaches in various areas of
716 expertise, such as new church development, congregational
717 transformation, immigrant fellowships, transitions, long-range
718 strategy, etc.
719 3. Provide specific training for the coaches in their area of expertise as
720 it relates to the urban setting.
721 4. Provide on-going support for coaches, including continuing
722 education in their area of coaching.
723 5. Make known to congregations the availability of coaches and to
724 encourage their use.
725 6. Connect coaches with congregations/projects/partnerships
726 7. Work with congregations to develop strategies for mission and
727 ministry in their area.
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730 **Coordinating Team**

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732 A. MEMBERSHIP: The team shall consist of 8 persons: the moderators of
733 those committees who need from time to time to pool their knowledge in
734 order best to serve the congregations of the Presbytery. They are:
735 the Committee on Ministry,
736 the Committee on Preparation for Ministry,
737 the Congregational Outreach and Mission Partnerships Team,
738 the Congregational Nurture Team,
739 the Congregational Strategy Team,
740 the Financial Management Committee, and
741 the Committee on Mission Oversight.
742 The moderator shall be the immediate Past Moderator of the Presbytery.
743 B. RESPONSIBILITIES: The team shall:
744 1. Be responsive to the mission and needs of the Presbytery.
745 2. Coordinate the activities of presbytery committees and teams as
746 they work with particular churches.
747 3. Assure that appropriate opportunities are taken advantage of.
748 4. Share information which will help each other be more effective in
749 their work with congregations and projects.
750 5. Facilitate communication among various parts of the Presbytery.
751 6. Certify Mission Action Networks.
752 7. Avoid unnecessary redundancy.
753 8. Prevent people, congregations, and situations from falling through
754 the cracks.
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Head Start Learning Tree, Inc.

This ministry is constituted according to its Articles of Incorporation. It shall relate to the Presbytery though the Congregational Outreach and Mission Partnerships Team.

**John Gloucester House
Chester Eastside Ministries**

These ministries shall relate to the Presbytery though the Congregational Outreach and Mission Partnerships Team.

Mission Action Network

A key element of this plan is the emphasis on congregational initiative. Therefore, specific Mission Action Networks are not established by this plan. They may be formed by churches and individuals coming together around common interests. When a Mission Action Network has been certified by the Coordinating Team, it shall have access to the docket of the Presbytery and to display space on the table at presbytery meetings through its related committee or team.

In order to be certified as a Mission Action Network a group of churches and individuals shall:

1. Find its own members, making provision that appropriate representation is observed.
2. Establish goals and objectives in keeping with the mission plan of the Presbytery.
3. Relate to a committee or team established by this plan.
4. Report annually to the Presbytery through its related committee or team.

Elected Members Comparison: Old Plan to New Plan

Committees with an * in the Comments column are required either by the *Book of Order* or to be in compliance with the laws of the Commonwealth of Pennsylvania.

Entity	Current # of members	Proposed # of members	Comments
Committee on Bills and Overtures	12	6	*
Committee on Building Healthy Communities	24		This committee does not exist in the new plan, but much of its work will be under the oversight of the Congregational Outreach and Mission Partnerships Team.
Committee on Communications	12	9	Job description somewhat shortened, and becomes a committee of Presbytery.
Committee on Congregational Mission & Ministries	24		This committee does not exist in the new plan, but much of its work may be under the oversight of the Congregational Nurture Team or in Mission Action Networks which may arise around common interests/needs.
Committee on Ecumenical & Interfaith Relations	9		This entity, although not established by the new plan, may arise as a Mission Action Network.
Committee on Financial Management	15	15	*(Trustees of the Presbytery) – manages property and money
Kirkwood Camp & Conference Center	21	21	*
Committee on Ministry	39	39	*Responsibility for Commissioned Lay Pastors is included here.
Committee on Mission Commitment	9		(Budget) This committee does not exist separately in the new plan; allocates mission monies. Budget matters will be dealt with by the Committee on Mission Oversight.
Committee on Mission Oversight	new	15-18 plus a moderator	Deals with Personnel, Budget, & Planning
Committee on New Church Development	12		This committee does not exist in the new plan, but much of its work will be under the oversight of the Congregational Strategy Team.
Committee on Nominations	12	12	*
Committee on Peacemaking		9	*

Committee on Personnel	9		This committee does not exist separately in the new plan. Personnel matters will be dealt with by the Committee on Mission Oversight.
Committee on Planning	12		This committee does not exist separately in the new plan. Planning matters will be dealt with by the Committee on Mission Oversight.
Committee on Preparation for Ministry	24	21	*Goal: 1/3 ratio members/ Inquirers-Candidates
Committee on Presbytery Meetings & Worship	12	9	Moderator and Vice Moderator work with this committee.
Committee on Representation	9	9	*
Committee on Revitalization	24		This committee does not exist in the new plan. Much of its work may be dealt with through the Congregational Strategy Team.
Committee on Self-Development of People	16	8	*
Committee on Session Records	15	6	*
Congregational Nurture Team: Small Church Development, Stewardship, Christian Education, Evangelism, Older Adults, Youth, Communications, Natural Church Development, etc.	new	6-9	This committee coordinates and arranges training for coaches who are recruited (not elected) and who serve for term of project. Coaches meet for training and support, but emphasis and most time is spent working with churches/projects.
Congregational Outreach & Mission Partnership Team: a) community mission/outreach, b) mission partnerships between congregations, c) national mission partnerships, d) international mission partnerships, etc.	new	6-9	This committee coordinates and arranges training for coaches who are recruited (not elected) and who serve for term of project. Coaches meet for training and support, but emphasis and most time is spent working with churches/projects.

Congregational Strategy Team:	new	6-9	This committee coordinates and arranges training for coaches who are recruited (not elected) and who serve for term of project.
a) new church development			
b) congregational transformation			
c) formation of racial-ethnic or immigrant fellowships			
d) congregational transitions			
e) congregational long-range strategy			
Coordinating Team:	new	~	8 Members: moderators already elected to other committees/teams plus Moderator is Past Moderator of Presbytery
moderators of:			
a) Congregational Nurture Team, b) Congregational Strategy Team,			
c) Congregational Outreach Team, d) Financial Management Committee			
e) Committee on Ministry			
f) Committee on Preparation for Ministry			
g) Committee on Mission Oversight			
District Vice Moderators	9		While Districts do not exist as such in the new plan, Mission Action Networks may arise around some of their interests.
Moderator of Presbytery	1	1	Ordinarily, the Vice Moderator is elected Moderator.
Permanent Judicial Commission	9	9	*
PresbyHomes & Services	27	27	*
Resource Team: Korean American Ministries	6+#		This entity, although not established by the new plan, may arise as a Mission Action Network.
Resource Team: Older Adults Ministries	18		This entity, although not established by the new plan, may arise as a Mission Action Network.
Resource Team: Peacemaking	21		*Becomes the Committee on Peacemaking.

Resource Team: Small Church Development	9#		This entity, although not established by the new plan, may arise as a Mission Action Network.
Resource Team: Social Justice	15		This entity, although not established by the new plan, may arise as a Mission Action Network.
Resource Team: African American Ministries	12#		This entity, although not established by the new plan, may arise as a Mission Action Network.
Resource Team: Hispanic Ministries	9#		This entity, although not established by the new plan, may arise as a Mission Action Network.
Head Start Learning Tree			This community ministry has a free-standing board of directors which will be related to the Presbytery through the Congregational Outreach and Mission Partnerships Team.
John Gloucester House			This community ministry will be related to the Presbytery through the Congregational Outreach and Mission Partnerships Team.
Chester Eastside Ministries			This community ministry will be related to the Presbytery through the Congregational Outreach and Mission Partnerships Team.
Total Elected Members	425	231-243	Committee members are elected in three-year classes, plus Vice-Moderator of Presbytery who ordinarily is elected Moderator the following year.
			Old Plan: 425 = 141 persons elected each year (+36 self-nominated[#])
			New Plan: 231-243 persons. 1/3 = 77-81 persons elected to 3-year terms each year

VIII. IMPLEMENTATION

Timeline

- September, 2005 Presbytery Meeting - Plan is presented to Presbytery for First Reading
- October – December, 2005 Study of the Plan and of Missional Church begins
- November, 2005 Presbytery Meeting
 - Vote on nominations to all mandated committees
 - Vote on recommendation to cease all programmatic activities.
If approved
- December 31, 2005 - Normal operations cease
- January – March, 2006
 - Minimal required activities continue
 - Study of plan and missional church continues
- March, 2006 Presbytery Meeting
 - Vote on recommendation to approve the Missional Plan
 - If approved, Committee on Nominations seeks members for committees/teams
 - Coaches recruited and training begins
 - Seminary without Walls begins to be established
 - Nominated members receive training and orientation to the Plan
- May, 2006 Presbytery Meeting - Members elected to committees/teams
- July, 2006
 - Missional Plan in place
 - Members of committees and teams installed
 - Presbytery continues to operate on a summer to summer schedule, with elections in March and/or May and installation in July.