

VISION MISSION RECOMMENDATION

Approved by Presbytery of Eastern Virginia
January 23, 2010

Background

The Presbytery of Eastern Virginia is in a vital period of transition. In April 2009 PEVA took important steps toward an exciting future including:

1. Reaffirming its vision of "Healthy, Growing Congregations Working Together.

2. Adopting a goal to "Equip congregations to make and grow disciples of Jesus Christ resulting in increased worship attendance, mission, and membership on a sustained basis."

3. Adopting 5 major priorities in service to living that vision and achieving its goal.¹

What now remains is aligning the structure, staff and budget of PEVA with the vision, goal and priorities. Efforts towards this end include the drafting of *Recommendations* that were presented at a first reading in July, 2009, refined through regional meetings, and presented for a second reading in October, 2009. At the October meeting of Presbytery, the *Recommendations* received thorough attention and thoughtful debate. In the end, the *Recommendations* received slightly less than the 67% vote the Presbytery required for adoption.

As a result, PEVA is "between Egypt and the promised land." It is journeying into a new future, yet it has not settled on a new map to guide it forward. These *Amended Recommendations* address some of the concerns from the October meeting of PEVA. They build on the wisdom of the rich discussion and further experience the Presbytery has had along its journey.

¹ The Vision, Goal and Five Priorities are listed in an Appendix.

Amended Recommendations

A. STRUCTURAL RECOMMENDATIONS

Recommendation 1:

Establish a Vision Implementation Council to guide the development of the Presbytery as it seeks to grow in accordance to the vision, goal, and priorities adopted on April 28, 2009.

The Vision Implementation Council (VIC) will guide the Presbytery by:

- Providing leadership as the Presbytery lives the vision, goal, and priorities
- Guiding strategic planning efforts and accountability including developing "SMART Steps" (Specific, Measurable, Achievable, Realistic, Time-Bound action Steps)
- Developing resource and accountability **including managing and refining based on needs of the organization as outlined in Our Dreams for a Vital, Vibrant Presbytery "SMART Steps" (Specific, Measurable, Achievable, Realistic, Time-Bound action steps) outlined in Appendix B.**
- Receiving reports and staff evaluations from the Personnel Team
- Approving the budget designed by Stewardship Ministry Team and presenting the budget to Presbytery

- Forming the Presbytery docket
- Ordinarily Council meeting eight times a year to include an annual leadership retreat.
- The membership of the Vision Implementation Council will be composed of approximately fifteen (15) representatives (one year renewable terms) of the Committees listed in Recommendation 2 and the past moderator of presbytery (chair), the moderator of presbytery, and the vice moderator. No representative will serve more than three consecutive years without a break in service on the VIC.
- **being reviewed semi-annually by the past six moderators of Presbytery and by Presbytery as a whole. In case of the number of moderators falling below six, the Nominating Committee shall nominate additional members.**

Rationale for Amendment: The name "Vision Implementation Council" more precisely describes the continuing role of the coordinating functions of Council but also points to its role in holding ministry teams accountable for purposeful work toward the vision, goal and priorities of Presbytery. In response to constructive feedback, this Amendment also: 1. Broadens representation on the Vision Implementation Council (VIC) from 12 to 15; 2. Sets a three year term limit for representation; and 3. Appoints a knowledgeable and diverse team to review the work of the VIC in conjunction with Presbytery.

Recommendation 2:

Realign the Presbytery structure in accordance to the Vision, Goal, and Priorities adopted on April 28, 2009 as follows:

- In addition to the past moderator of presbytery (chair), the moderator of presbytery, and the vice moderator of presbytery, the Vision Implementation Council has representatives from each Ministry Team. The representative need not be the moderator of the team. Each person serves a yearly term subject to reelection. Two Representatives shall come from each of the following Ministry Teams:

- Congregational Growth and Transformation Team (including New Church Development, Long-range Planning, Session Resources, Mergers/Closings, Healthy Growing Congregations Initiative)

- Congregational Discipleship Team

- o Resource Center
- o Christian Education
- o Makemie Woods
- o Presbyterian Men
- o Presbyterian Women

- Congregational Mission Partnerships Team

- o Local, national, and worldwide missions
- o Hunger Action
- o Youth Ministries
- o Campus Ministry
- o International Congo Partnership
- o Peacemaking

One Representative shall come from each of the following Ministry Teams:

- o Communications Team (including internal communications, technology, and external marketing)

- Committee on Ministry Team
 - Care and Support of Church Professionals
 - Commissioned Lay Pastors
 - Vacancies
 - Mediation and Reconciliation
 - Examinations
 - Congregational Visitation
- Committee on Preparation for Ministry Team
- Church Order Ministry Team
 - Bills and Overtures
 - Nominations
 - Representation
 - Sessional Records
- Stewardship Ministry Team
 - Personnel
- PEVA Chapter of the National Black Presbyterian Caucus

Rationale: This Amendment widens representation on the Vision Implementation Council of three ministry teams that were viewed by Presbytery to be under-represented.

Recommendation 3:

Equip healthy, growing congregations to work together intentionally by encouraging and establishing congregational and pastoral partnerships.

The vision of partnership in making disciples and growing healthy congregations is central to this design. Partnerships between pastors and congregations will bear fruit as they are connected in relation to their passions and missional calls. Geographic clusters may be used for communication and networking, but the main "wins" are expected to come as similarly called congregations share their efforts and resources to achieve objectives they might not be able to accomplish on their own.

Rationale: There are many ways that partnerships will thrive in the presbytery, of which the Healthy Growing Congregations Initiative is one.

Recommendation 4:

Restructure Presbytery meetings to enable more time for networking and celebrating the successes in ministry of PEVA churches.

Keep Presbytery meeting agenda to roughly one-half for worship and business, with the other half for facilitating networking opportunities and communications among churches, including conversations about congregational health, leadership, disciple making, spiritual growth and celebration of successes.

Ideas include the following:

- Focus on one of four teams (Congregational Growth and Transformation, Congregational Discipleship, Congregational Mission Partnerships, and Communications) at each meeting of Presbytery
- Meet where we can meet around tables for the second part of the meeting, with assigned tables.
- Focus networking time on passionate issues, celebration of church/pastor/elder/programmatic successes, small group and cluster discussions.

- Use January 2009 discernment meeting as a basic model.

Rationale: Continuing education and spiritual growth opportunities are seen as valuable to achieving PEVA's vision.

B. STAFFING RECOMMENDATION

Recommendation 5:

Instruct the Vision Implementation Council (VIC) to appoint a five member Team to recommend a staffing design to Presbytery that is in alignment with the vision and structure of Presbytery and is financially sustainable at its April 2010 meeting. Also recommend that the 2010 and longer term vision budgets be submitted at the April 2010 meeting in order to align the staffing and budget with more realistic numbers based on staffing and giving projections.

Rationale: The economy changed rapidly over the course of setting vision, a goal and priorities. Churches have remained faithful in giving, yet all pledges for 2010 have not been received as of this date. Deferring establishing a staffing design until April will give a more realistic scenario of what presbytery can do this year and in the coming years.

Appendix A

Vision, Goal, and Priorities of PEVA

Adopted April 28, 2009

Vision: Healthy, Growing Congregations Working Together

Goal: Equip congregations to make and grow disciples of Jesus Christ resulting in increased worship attendance, mission, and membership on a sustained basis.

Priorities

- #1 Learn and share together long-range planning, church transformation, and disciple-making strategies.
- #2 Assist churches in youth ministry and provide Presbytery-wide youth ministry.
- #3 Provide Christian education training, resources and mentorship for laity and clergy in relation to the congregations they serve.
- #4 Improve communications between and among congregations and Presbytery, and between congregations and their communities-at-large.
- #5 Engage in congregational mission partnerships, sharing members' skills in joint endeavors.

Appendix B:

Our Dreams for a Vital, Vibrant Presbytery

(no changes made since October 27, 2009 PEVA meeting presentation)

In five years, we believe a picture of *healthy, growing churches working together* will include the following:

- 11,000 in worship attendance
- 22,000 in membership

- Four percent (4%) each year increase in diversity (racial-ethnic, socio-economic, disabled)
- Median age of PEVA congregations lower by at least 5 years
- Median size of congregations increase
- One hundred percent (100%) of churches have full time pastors
- Younger demographic of pastors (Presbytery-wide) [2015]
- Presbytery staff and pastors will reflect diversity of Presbytery
- Every congregation has clear membership expectations with increased awareness of *Book of Order* expectations.

Specifically, *healthy, growing churches working together* will live out the five priorities in the following ways in increments of one, three and five years:

PRIORITY #1: LONG-RANGE PLANNING, CHURCH TRANSFORMATION, DISCIPLEMAKING

- One hundred percent (100%) of congregations know and live out their particular mission (e.g. some churches are called to focus specifically on young adults, campus, young families, & military.) (2011-2013-2015)
- Sponsor a disciple making/spiritual growth event by 2011. For example, sponsor in the fall of 2011 at First, Virginia Beach a "Hitting the Bull's Eye" Conference with a goal of 500 people from PEVA attending. The General Presbyter will dye hair pink if 500 participate from PEVA. (2011)
- One hundred percent (100%) of our churches have an annual session retreat focused on disciple-making and strategic long-range planning. (Ideally, retreat should be off site, overnight, and 36 hours.) (2011-2013)
- One hundred percent (100%) of our churches have a major consultation concerning making disciples. (2015)
- The General Presbyter (along with the entire Presbytery) is tasked with keeping our focus on discipleship-making and transforming lives. Our General Presbyter must relentlessly focus on how the Presbytery can network and equip our churches to be disciple-making bodies. (2011-2013-2015)

PRIORITY #2 YOUTH MINISTRY

- Seventy-five percent (75%) of churches have a viable youth ministry that results in more disciples for Christ. If a congregation cannot have its own youth ministry, it can partner with neighboring churches. (2015) (e.g. have Presbytery sponsored trips for the Montreat Youth Conference, Fun in the Sun, Great Escape, Massanetta Springs, work camps, mission trips, etc.)
- Four Hundred (400) confirmands in 2015.
- Have a viable young adult ministry regionally [2015]
- Seventy-five percent (75%) of churches involved in college ministry [2015]

PRIORITY #3: CHRISTIAN EDUCATION TRAINING

- New member class materials/resources [2013]
- One hundred percent (100%) of pastors participate in a support/accountability group resulting in healthy, spirit-filled pastors (health=emotional, physical, financial, spiritual, vocational) [2013]

- Each church session is an accountability group to ensure that the congregation is making new disciples. [2015]
- Transformation package developed for session retreats. [May 2010]
- Seventeen local Presbyterian pastors trained to be consultants for helping churches to make disciples by March, 2010, and eight additional pastors a year trained to help their own churches to make and grow disciples. [2011/2015]

PRIORITY # 4: COMMUNICATION

- Celebrate successes and continued communication of expectations, goals, priorities [2011]
- Forty-three out of sixty-three PEVA churches presently have websites. In one year, ensure 100% of our churches have websites. [2011]
- External communication plan, i.e. media, branding, communicate, YouTube, Facebook [2011-2013]
- Technology System that allows churches to collaborate on-line (GoToMeeting.com, SharePoint) [2011-2013]
- Presbyterian Church (USA) congregations have a recognized "brand" awareness, (visible force) [2011-2013-2015]

PRIORITY #5: MISSION PARTNERSHIPS

- Need a person who is a networker (2013) (create partnerships, train, collaborate, disciple making)
- Have a place to get away and connect with God that is comfortable for adults (2015)
- Ten mission partnerships (local/global) [2011-2013-2015]
- Four percent (4%) increase per year in church mission trips [2015]