

Recommendation from the Mission Review Task Force
For the May 6th Presbytery Meeting

At the September 2007 Presbytery Meeting, the presbytery voted to create a task force to review the proposal presented by the Budget and Finance Committee, Vision Committee, and Interim Executive Presbyter Bill Byrd and to make recommendations for the future direction of the presbytery.

In November 2007, our task force began work to create a new mission design for our presbytery. In January 2008, we meet with all the clusters and made changes to our proposal based on the input of these meetings. At the February 2008 Presbytery Meeting we shared the mission design proposal with the entire presbytery. At that meeting the presbytery requested that our task force continue pursuing new directions for the future of our presbytery. We were specifically asked to do two things. First, we were asked to meet with North Central Iowa presbytery and discuss with them the possibilities of sharing staff, office, and programs. Second, we were asked to continue to flesh out the mission design proposal.

Since February, our task force has been hard at work following through with these tasks. In March we met with North Central Iowa Presbytery. It was a very positive and informative meeting for both presbyteries. Our task force believes that we need to continue to build a relationship with our neighboring presbyteries. At this time, however, we believe this relationship should focus on shared ministry and education, rather than shared staff and offices. To that end, we have included in our proposal a recommendation that we pursue becoming a partner in North Central Iowa's Vital Ministry Initiative.

At this time it is the conviction and recommendation of the Mission Review Task force that the proposed mission design be approved by the Presbytery of Prospect Hill. We have been diligently working to flesh out the mission design proposal and create the necessary job descriptions and procedures to implement the new mission design. It has been amazing to watch how the Holy Spirit has moved and all the pieces of the mission design have fallen together. It was originally our intention to bring the mission design to the May presbytery meeting for approval, and then if approved spend the summer creating an implementation plan. The task force has moved at a much faster pace and will be bringing to the presbytery on May 6th the new mission design and recommendations for an immediate transition to implement the new mission structure.

We want to be clear that the proposed mission design is not just about implementing a new structure it is about doing presbytery in a new way. The new mission design moves the presbytery away from an administrative top-down model to a mission centered collaborative model. It encourages us to live out regional mission together, not for our own survival, but for the glory of God's Kingdom.

Below you will find a copy of the mission proposal and all of our recommendations for the May 6th presbytery meeting. In addition to reading the proposal below, we encourage you to go to the presbytery website and read through all the supporting documents. Please do not keep this information to yourself, but pass it along to your congregation. This new mission design will only work if the entire presbytery, which is all of us, works together.

We invite you to contact a member of the Mission Review task force with questions and comments. We have worked hard to put this proposal together, but it is by no means set in stone. This past week we have made some changes to the proposal that came out of our discussion with the council. Please know that all comments and input are welcome and will be carefully considered by the task force.

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**Recommendations from Mission Review Task Force
April 15, 2008**

Two Options we have explored for future of the Presbytery of Prospect Hill

1. Share staff with one of our neighboring presbyteries and continue to work in a missional direction
2. Implement new presbytery structure and missional focus as an individual presbytery.

It is the recommendation of the Mission Review Task Force that the following mission design be approved and implemented by the Presbytery on May 6th. We also recommend that the presbytery asks the task force to continue to work in conjunction with transitional teams to put new procedures in place and report back on their progress at the September Presbytery Meeting.

Mission Focus of the Presbytery of Prospect Hill:

Be a resource and networking hub for our congregations as they seek to live out the mission of God. Empower the laity to be the church through education, leadership development, spiritual formation, networking, and financial support.

- a. Growing and empowering Christian leaders through spiritual formation, education, leadership development, and coaching.
- b. Supporting congregations and local mission initiatives through faithful stewardship of people, their gifts, resources, and finances.
- c. Networking pastors, leaders, and churches

Plan for achieving this Mission Focus:

1. Reduce Overhead-options currently being explored.
 - a. Consider selling our share of Presbytery Office & move into smaller space, while increasing our virtual capabilities
 - b. Engage in conversation with neighboring presbyteries about sharing education and ministries.
 - c. Work toward smaller, more agile staff
2. Becoming Missional
 - a. Model at the presbytery level a laity driven church with pastoral support
 - b. Educate pastors and lay-pastors in missional theology
 - c. Develop and empower lay leadership
 - i. Spiritual Formation
 - ii. Missional theology
 - iii. Leadership Development utilizing Synod and neighboring presbytery resources
 - iv. Change Management
3. Implement New Structure
 - a. Staff
 - i. Half-time Mission Coordinator (hire immediately as part-time)
 - ii. Continue full-time Administrative Assistant/Communications
 - iii. Quarter-time Stated Clerk
 - b. Moderator Team
 - i. Will consist of the Moderator, Vice-moderator, Moderator from previous year, Stated Clerk, Committee on Ministry moderator and Mission Coordinator.
 - ii. Will meet three weeks prior to presbytery meetings and as requested by presbytery moderator.
 - iii. Will be responsible for setting the location, agenda, and worship for each of the stated presbytery meetings.
 - iv. Will be responsible for nominating the nominating committee to consist of two clergy, two male elders, and two female elders.

- v. Will be responsible for calling together all committee chairs, working group chairs, cluster moderators, and mission coordinating team on a semi-annual basis. The purpose of this meeting is to share and celebrate work of each group, share resources, lift up concerns, and coordinate efforts in living out vision and mission of presbytery.
- c. Committees
- i. COM
 - ii. CPM,
 - iii. Representation
 - iv. PJC
 - v. Nominating
 - vi. Budget and Finance
 - vii. Personnel
 - viii. Bi-Presbytery Camp Council
- d. Working Groups will function in addition to committees. While committees must be selected by the nominating committee and approved by presbytery, working groups are self-determining groups which gather to work on a specific issue or topic. Working groups are created with the approval of the mission coordinating team when a need arises within the presbytery. The working group is disbanded when it has finished its task. If a working group has not met for twelve consecutive months the working group will be considered disbanded.
- e. Mission Coordinating Team (1 member from each cluster, 2 at Large and the Mission Coordinator)
- 1. Pray for Presbytery
 - 2. Report on state of presbytery annually
 - 3. Provide support for Mission Coordinator
 - 4. Review Presbytery goals for current year and suggest revisions for future
 - 5. Study together topics that will help team lead presbytery in mission and vision
 - 6. Seek out and distribute resources needed by congregations and leadership to live out presbytery vision
 - 7. Shall establish all working groups and ensure each working group meets guidelines as established by the Presbytery.
 - 8. Will review and approve budget applications for working groups within current presbytery budget given to mission coordinating team for this purpose. The approved funding requests will be sent on to budget and finance committee for review.
 - 9. Will work in conjunction with the budget and finance committee to approve working group project loan and grant requests.
 - 10. Create, implement, or otherwise provide educational events at presbytery meetings related to vision
 - 11. Assist Mission Coordinator in visiting each congregation
- f. Clusters
- 1. Purpose: To network pastors, lay-pastors, laity, and churches to support one another and/or do ministry and mission together. (i.e. Mission projects, Fellowship Groups, Lectionary Study, educational events, shared worship and programs, etc.)

2. Design: Each cluster is asked to meet twice annually to celebrate ministries of member churches, review cluster issues, share resources, and explore ideas for cooperative programs and ministries.
3. Leadership: Each cluster is asked to annually elect a moderator. The moderator may serve more than one term. The moderator will;
 - a. Call the cluster together
 - b. Be the contact person to the moderator and mission coordinating teams
 - c. Be the contact person to the Administrative Assistant/Communications Coordinator.
4. Clusters will be able to obtain presbytery funds by becoming a working group and following that process.

Other recommendations for the May 6th Presbytery Meeting

1. Approve the Half-time Mission Coordinator search team presented by the Council at the May 6th Presbytery Meeting. The search committee will consist of 2 members of the Mission Review Task Force, 1 member of Personnel, 1 member of nominating, 1 member of the Committee on Ministry, and 1 member from Council.
2. Approve a Transition Team in the form of the above Moderator Team to take over duties of E.P. until mission coordinator is hired and mission design is implemented. Duties would include monthly meetings to cover the administrative and task oriented business left in the absence of an E.P. and coordination with standing committees.
3. Approve a transition Mission Coordinating Team to serve for the remainder of 2008. The team would consist of the 5 current at-large Cluster Representatives on council plus the current Mission Committee chair and Visioning committee chair.
4. We recommend that the presbytery continue to pursue the sale of the Regional Church Center to the Lutherans.
5. Approve 2008 budget change. \$1000 be re-allocated from E.P. salary to create new mission budget item to fund working groups for 2008.
6. Recommend that Budget and Finance in 2009 include new budget line item of \$10,000 for working group funding. The Mission Coordinating Team will distribute this money annually through an application process.
7. If the presbytery approves the sale of the Regional Church Center, the Mission Review Task Force recommends that 10% of the proceeds be set aside to be used as additional funding for local mission overseen by the Mission Coordinating Team and Budget and Finance Committee.
8. In our conversation with North Central Iowa we were excited about the leadership development programs that they provide through their Vital Ministries Initiative. Each year North Central Iowa offers 2-3 workshops on a variety of leadership topics. The Mission Review Task Force recommends that we encourage our congregations to be involved in the programs they are offering in 2008. We also recommend that the presbytery ask the Mission Review Task Force in consultation with the Budget and Finance Committee to pursue implementing a joint committee with North Central Iowa (i.e shared leadership and financial support) to offer leadership development programs for both presbyteries starting in 2009.