

Vision 2021/PMRV

as of 10/4/20

Background

Across July-September 2020 the Leadership Team with resourcing from the Administrative Group has been discerning together to identify some things to particularly work on, try out or uphold in 2021.

References/Process

See end of document

Vision Aspects

These aspects don't capture everything, but they seem helpful for our planning purposes now.

This is a "living document" that we hope reflects where God is at work or leading us. May this help us be good stewards of time and energy going forward.

Matthew 25

If PMRV endorses Matthew 25 in October, then let's deepen conversation of it in every committee and be open to how it impacts PMRV planning, budgeting and culture.

Share, grow and celebrate resources & ministries. Have a Matthew 25 Work Group within Leadership Team to steward the initiative overall. Have each member of Leadership Team take one of the three aspects of Matthew 25 to steward.

Covenant 2021

Continue to use the presbytery covenant and be guided by its principles. And, if voted for in October, add this line to it: *As a Matthew 25 Presbytery we are working on building congregational vitality, dismantling structural racism, and eradicating systemic poverty.*

Staffing 2021

Keep the same paid staffing pattern and build on the Transition Admin Group structure. Not hire a transitional or other kind of presbyter. Yet also: Be open to where additional part-time paid staff may help our mission.

Communications & Technology

Continue to update communications platforms taking care our message reflects our mission and priorities. Make sure content is useful and geared to help busy pastors and congregations fulfill their mission. Have proper technology to support it. Transition Monday Morning to a new platform coordinated by Office & Communications Coordinator (Nicole). Include denominational resources resourced by Kathleen.

SDOP (Self Development of the People)

Re-start this committee.

SAPF (Sudanese American Presbyterian Fellowship)

Explore how this congregation and its ministry help PMRV work on Matthew 25 commitment.

Process & Polity

As we work on "*building congregational vitality, dismantling structural racism, and eradicating systemic poverty,*" let's be more aware of how our processes and polity model and support this. Practicing and enacting our Covenant will help with this. In addition...

- We recognize that Roberts Rules and certain ways of using the *Book of Order* can privilege insiders and turn away new voices. This thwarts our mission. So we will seek a Spirit of respect for all voices discerning God's way and value insight such as: Our operations *presuppose fellowship united in covenant relationship* and our ministry *is not designed to work without trust and love.* (BOO G-1.0102)
- We will take care in 2021 to not be overly governed by motions and votes and processes that may blind us to God's reformation in our midst. Instead we will value robust conversations,

richer understandings and deeper relationships in order to be authentic, real-time witnesses to God’s kin-dom. We hope this leads to a presbytery culture that is more vital, just and effective.

Continue to be Reformed by the Holy Spirit

As we live into a world transformed by COVID-19 and a society facing many challenges we will embrace our living theological tradition and be the Body of Christ together in support and response. We will steward the gifts of energy, intelligence, imagination and love with gratitude for all the grace and guidance God always supplies.

Misc Admin

We won’t forget that we said these things and we’ll start another round of discerning toward 2022 late next summer.

Detail

There are more details in a variety of areas, but here is more detail in one area.

Transition Administration Group 2020 to Admin Group 2021

We recommend keeping this platform for next year and tweaking it. The group was established to weather the transition of not having a presbyter in place and potentially transitioning to a new presbyter in some form. 2020 had other plans for PMRV and the Leadership Team – but the charge given this group adapted well to Covid-19 challenges and meanwhile seems to be a good administrative platform to continue using in 2021.

2020 purpose (from Oct. 2019 PMRV mtg)	2021 suggested purpose
<p>[On every docket of Admin meetings:] Seeking to be faithful, as an admin group we are...</p> <ul style="list-style-type: none"> • Identifying the needs, tasks and coverage for staff vacancies & transitions • Identifying the timing and communications for PMRV’s understanding transitions • Resourcing the Leadership Team • Collecting insights along the way into our Presbytery’s needs & opportunities 	<ul style="list-style-type: none"> • Help coordinate the administrative and communication needs and opportunities of the presbytery • Help the presbytery keep faithful to its mission • Resource the Leadership Team

Structural note:

This is part of the structure that allows PMRV to not have a paid staff person in an “executive” role. PC(USA) recognizes this staffing pattern and gives it a designation. PMRV, along with many other presbyteries these days are “D” for “different.” In 2021 we can visit this model again and see how it is going.

REFERENCES

Reference - Visioning Process

Conducted with the Leadership Team and Transition Admin Group across July, August & September

Step 1: Anchored in values

- **Book of Order** guidance for why councils of the church exist, particularly G-3.0101: *Councils of the church exist to help congregations and the church as a whole to be more faithful participants in the mission of Christ*
- **Scripture** – 1 Corinthians 12:12-26 The Body Christ (anchor for 2020 leadership training)
- **PMRV Covenant 2020** – With God’s help we covenant to... pray, act, accept, be good stewards (full Covenant printed below)
- **Matthew 25** probable PMRV focus in 2021 in some form or another

Step 2: Affirm what we sense God has been doing in PMRV

- When we do this we anchor our discernment in gratitude and have our attention drawn to where there is good energy. This step was visited several times and many things were listed each

time. From the listing we saw patterns and could make leaps to what could be next, what to **build** upon.

- **Brief Excerpt of Affirmations** (there were and are many more)
 - We affirm:
 - Handling the Covid-19 crisis as a presbytery
 - How the Leadership Team has gelled
 - How we've moved to Zoom platforms
 - Weekly pastor zooms
 - Staffing pattern, transitions – with special praise for Pat, celebrating Joan, welcome Nicole
 - Care for congregations
 - Covid-19 funds to congregation
 - Admin Team has worked well together
 - Matthew 25 discussions
 - Many particulars from each committee: Worship, FELD, Mission & Evangelism, SJP, COM, SOR, etc,
 - communications, not being silos,...

Step 3: Identify places where God may be calling us to build upon

This step was visited several times and the results of it became refined into the proposed Vision 2021

Step 4: Share pieces of the Vision and see if there is more input

Taking care that steps 1-3 are honored.

Reference – What is Matthew 25?

It is a PC(USA) initiative that encourages people, churches and entities to work on at least one of these three things: 1. Building congregational vitality 2. Dismantling structural racism & 3. Eradicating systemic poverty.

Reference – Covenant 2020

PMRV has been using a Covenant for two years. It is part of committee training and hopefully it is getting baked into our culture. Anyone is free to use or adapt it. Here is the current wording:

With God's help we covenant to:

- **Pray**
 - For our denomination, presbytery, congregations, ministries and one another
 - As a cornerstone of every process
 - To seek Christ's way in every deliberation
- **Act**
 - With encouragement and respect toward one another, illustrating the Good News
 - With awareness we are the Body of Christ and God uses our relationships
 - Listening deeply with honest consideration
 - Communicating directly with the truth in love
 - Keeping healthy and honest boundaries that build trust
- **Accept**
 - We will have disagreements and we will use prayerful ways to address them
 - We will use protocols that create safety in seeking understanding and clarity
 - We will focus on goals and not dehumanize people
- **Be good stewards**
 - Following through on the responsibilities we have been given
- **Potential addition for 2021**
 - *“building congregational vitality, dismantling structural racism, and eradicating systemic poverty”*