

## PMRV 2024 Vision & Strategy **Recommendations as of 10/12/23**

To: LT/October 17, 2023 Meeting

From: MT & AT



### **2024 Overall Vision – Suggested Theme for 2024**

#### **Energy, Intelligence, Imagination and Love**

This arose from the discernment that we sense a call of “back to the basics,”— what it means to be Presbyterian. The phrase is from the Presbyterian ordination service. It is one of the constitutional questions.

We hope this focus will inspire every aspect of PMRV life—not just internal PMRV structures but a blessing to individuals, congregations and the communities we serve.

**Vision/Strategy/Discernment Process:** ❶ See notes at end

### **Administrative Guidance Overall**

- ♦ Keep building on what is working.
- ♦ Recall the **Book of Order**: Regarding the purpose of presbyteries—  
*Councils of the church exist to help congregations and the church as a whole to be more faithful participants in the mission of Christ* BOO G-3.0101
- ♦ PMRV strategic guidance: **“Facilitating Faithfulness”**

**Facilitating:** PMRV is not called to do everything. But we sense a call to facilitate structures and networks that enhance congregations, pastors and ministries to experience God’s reconciling love in Jesus Christ and to connect with one another as the Body of Christ—for support, learning and inspiration.

**Faithfulness:** In addition to structures and networks PMRV provides theological, spiritual, humane and practical guidance in the challenging and healing way of being disciples following Jesus Christ together.

**Covenant 2024** ♦ Matt C has a small edit to recommend ❷ See notes at end

### **Administrative Hub**

- ♦ **What is the Administrative Hub?** ❷ See notes
- ♦ **Continue to use this model along with use of teams.**

This model is working and provides a faithful stewardship of resources. It allows us to grow in being Presbyterian—working collaboratively as a “priesthood of believers.” We will work on support and patience as we do new things, take on different shared responsibilities and continue to improve each aspect of the Hub.

Administrative Team (AT): Keep working through succession plan; Add to certain AT members – being liaisons to committees so that every committee has AT connection.

Moderator Team (MT): Keep working through succession plan. Defining roles as needed.

### **Other Guidance for 2024**

♦ **Gatherings** Gathering together is important to being a presbytery and being the Body of Christ. We are open to developing in this area. May the conversation continue. ❸ See extra notes at end

- ♦ **Mission & mission** How are we called collectively as a presbytery to do mission together & separately?

The Mission Committee will be working on a Mission Snapshot/Hub that will help us adapt to new ways.

- ❹ See notes, a 2 page worksheet

- ♦ **Finances**

How do we collect and support Christ’s mission through PMRV financially? We had a great conversation about per capita and mission giving. We hope that each committee works through a process similar to what the Mission Committee is doing. (We have an asset/expenditure worksheet that we can use as an ongoing strategy reference.)

- ❺ See notes

- ♦ **Providing Committees support and alignment**

We hope that the 2024 theme helps unite us.

We recognize that some committees will be going through changes to align with Christ’s current PMRV calling.

Prayers of patience, adapting, love & support.

- ♦ **Radical Change**

In an increasingly secular and changing culture, we believe God has a calling for our Reformed tradition.

How does PMRV facilitate faithfulness? COM: will need a lot of support and wisdom. CPM: Support new ways of pastoral leadership

## NOTES AT END

### ① Discernment process

Using an appreciative inquiry based process the Moderator Team and Administrative team prayerfully considered the whole of 2023 and the Administrative Hub across four 2 hour meetings. There was a follow up discussion with Mission & SoR.

**Discernment Phrase** that came to us & guided us: **What is God Calling Us Toward?**

### ② Administrative Hub & Team approach (LT, AT, MT)

We are entering year four of this.

**The Hub** is a snapshot of everything we sense a presbytery generally does and particularly PMRV's flavor. We consider what entities do certain things and what parts of the Hub could use development.

*Current Hub is on the next page.*

#### **Team approach**

We know it gets confusing and we are all learning. It's OK to ask questions. This is also a work in progress. The aims are—to work together, to have support and back up in the work, to perhaps reclaim “a priesthood of all believers”—where we share the load of ministry together rather than relying as much on paid executive staff. That said...

**Leadership Team:** Kind of like the Session of PMRV. Committee chairs plus Moderator Team and Admin Team.

**Moderator Team:** This was always in existence, but we are more pointedly developing these leaders and tying them together as a supportive team who can help each other and back one another up. The Moderator is the visible head of our presbytery, moderating our meetings. The vice moderator serves prior to becoming moderator. The immediate past moderator becomes the chair of the Leadership Team. Each person in this team has specific roles, too. We are asking that they serve 2 year terms in each role. We realize this is a bigger ask. At the same time we hope this gives more time to grow in proficiency. And in the team model, each person has supportive back up at any time.

**Admin Team:** A four person administrative safety net for PMRV and support for all teams. This grew out of a transitional time when we did not have an executive presbyter in place. This includes the Stated Clerk and 3 others who have experience serving in PMRV committees. This has a similar succession process to the Moderator Team. Year over year we are developing more clarity and specificity for what helps this model work.

### ③ Gatherings

We had an extended conversation about presbytery gatherings.

Here are some reflections that we think are important to keep in mind.

Gatherings are an important and nurturing part of being PMRV.

We are evolving from a “meeting” mindset to a what we are calling a **“gathering” mindset**.

This is a culture change in our thinking.

Yes, we need meetings and we are planning 4 stated meetings for 2024.

In addition, we affirm:

Flexible thinking

Would we ever have meetings that are business oriented be all by Zoom?

Would we consider meeting in person in places other than churches

What are things that gather us?

Learning, Spirituality, Activity, Conversation, Meals...

(it's not just about the 4 stated meetings)

And how are the 4 stated meetings already sturdy platforms for healthy gathering

We continue to have lively consideration of the values of Zoom and the values of being in-person. We know about hybrid-style meetings – but are cautioned by what it takes to make this effective.

**We want to remember: It's always great to have small group conversations** – whether in person or Zoom.



## Administrative Hub original 11/4/21 Update: October 2023

### Leadership Team stewards the whole hub.

Year by year we develop different aspects of the hub.

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Administrative Hub Responsibilities	Notes, potential next steps
<b>Help PMRV embrace its call &amp; challenges faithfully</b> , always being reformed by the Spirit. -Listen, learn & equip collegially	-Be open to conversations and learning that open us to being faithful amid radical change
<b>Help PMRV follow its covenant &amp; mission</b> -Practice healthy Christian culture and ethics (covenant) -Keep mission reviewed & fresh -Provide for inspiring & faithful PMRV mtgs	-Covenant 2024 -Mission & missions – updated guidance for 2024 (see sep page) -See Gatherings wisdom
<b>Help LT to be spiritual &amp; deliberative leaders</b> who help PMRV embrace its call & challenges. -Develop LT gifts & collaboration -Structure LT meetings based on shared vision -Work through processes to realize change (such as: listening, relationship development, visioning, strategizing, experimenting, implementing, being open to constructive feedback)	-Spirituality on LT
<b>Provide special support and resources that help PMRV &amp; LT in its mission.</b> (spiritual care, address new & emerging needs, problem solving, conflict resolution, sharing examples, affirmation)	Aligning Vision, Mission and Resources
<b>Help church leaders embrace church ministry calls &amp; challenges faithfully</b> , ready for new ways.	Faithfulness & support in radical change
<b>Pastor &amp; Leader support</b> – across all kinds of needs -wise, compassionate, respectful, collegial, encouraging -Facilitate collegial environment, empowering pastors to form own connections, resources & support	Keep up Pastors' Zoom Retreat 2024
<b>Communication</b> -Overall strategy, messaging, using of platforms -Determine & steward what material is significant to the presbytery's mission with consideration of the overall time, interest, energy & emphasis -Figure out which part of PMRV is impacted & entrust/delegate -Administrative information sharing	Continue guidelines
<b>Guidance for significant committees, initiatives, tasks</b>	-SOR guidance, Mission guidance
<b>Hire, Support, Supervise staff</b>	
<b>Connect with Synod &amp; GA</b> , other presbyteries, other judicatories & entities [mid council, OGA...]	
<b>Represent PMRV</b>	
<b>Share PMRV's witness beyond PMRV</b>	
<b>Keep PMRV, LT, MT &amp; AT in prayerful accountability</b> to its mission	
<b>Committees, Task Forces, Groups</b>	
<b>Stated Clerk (SC) duties</b> – see separate position description. Part of the Admin Team, specialist in polity, administrative connecting	
<b>Office &amp; Communications Coordinator</b> – see separate position description	

☞ This Hub reflects the overall ministry of a presbytery. [Personnel Note: I. Purpose Responsibilities] II. Accountability & Evaluation III.

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### What we are working on as we take a next step in Vision & Strategy

God is faithful and generous and has made us that way, too. We are made and called to partner with and care for those in need. We are in a time of radical change. As a Presbytery we notice: Congregations have different mission and giving patterns. And this makes us wonder about faithful stewardship of our “mission” portfolio as PMRV.

Some particular questions:

- Do we have a different strategy, knowing many churches do their own mission apart from PMRV?
- If we sharpen our mission focus, would this inspire churches to re-consider sharing mission funds with PMRV?  
(Like, Matthew 25/local)
- Are we called to consolidate or concentrate entities we fund with PMRV mission funds.  
Yet, independent of funding we can keep/promote missions as ones to recommend to congregations.
- Does it make more sense for churches to give directly to entities and not use PMRV admin as a pass thru?

These are some things that came up as the Administrative Team and Moderator Team did some deep visioning and conversations together. We hope that the Mission Committee can continue to do some deliberations.

### First, some definitions.

#### Mission (& Ministry) of the presbytery:

Overall call to serve Christ in who we are and what we do

We organize and steward ourselves and our resources based on calling, need and context

#### “missions” of the presbytery

To distinguish this from “Mission of the presbytery,” by **missions of presbytery** we mean:

Multiple particular missions practiced as a whole and in other ways

*(see snapshot/hub on next page)*

#### PMRV Mission Committee

Helps PMRV to be a good steward of “missions”

Committee may not so much “do” – but rather create awareness, have knowledge & resources, provide connections and facilitate faithfulness.

#### “missions” criteria (10/12/23 conversation) – in developing focus areas

- 1 Special location connection (within presbytery bounds)
- 2 Presbyterian
- 3 More than 1 congregation involved
- 4 Covenant (relationship, partnership, communication, accountability)
- 5 Matthew 25 connection

#### Funding

**Per capita** funding goes to: Personnel, COM, CPM,

**Mission and Ministry** funding:

About ½ of the churches give to this (with redefined focus areas, can we inspire giving?)

These funds support: PMRV designated missions, SJP, SDOP, FELD, Worship,...

#### PMRV Admin pass through

Churches also give to (x,y,z) missions (is this through Mission & Ministry worksheet? Or separate?)

#### PMRV Meeting offerings

Go to specific causes.

**“missions” Snapshot – for PMRV Overall & a Mission Committee to be aware of**  
**This does not mean we are actively doing everything listed here. It is an acknowledgement of scope.**

<b>PMRV – Mission Committee - OVERALL GUIDANCE</b>		
-Facilitate faithfulness; -Conduit for sharing stories & fun; -Particular guidance depending on area -Note 5 criteria on previous page		
<b>PC (USA) ♦ Presbyterian Mission Agency</b>	<b>PMRV role/guidance (if any)</b>	<b>Other notes</b>
-Special offerings [OGHS, Pentecost, Peacemaking, Joy]	-Facilitate resource sharing -Are we called to lift this up? Share local examples?	-PC(USA) directly advocates to congregations -Are there things local congregations would like to share in order to encourage one another?
-World Mission Mission co-workers, etc		-Individual churches have ties to particular mission co-workers & locations
-PDA [PMRV has separate committee] -Public Witness [PMRV SJP] -SDOP [PMRV separate committee]		
-Compassion, Peace & Justice -Presbyterian Hunger Program -Presbyterian Peacemaking Prog -Gender, Racial, Intercultural Justice	-Racial Equity & Women’s Intercultural -Intercultural & Congreg of Color -YAV (with World Mission)	Source of Grants for PMRV
<b>Matthew 25 – PC(USA) level</b>		
-Congregations doing various things		
<b>Synod</b>		
-helps fund PMRV SDOP		
<b>PMRV mission financial support</b>		
Crossroads	PMRV funds; + indiv churches fund	
HELP Adult services	PMRV funds; + has own funding	
Mission Co-worker		
Arabic Fellowship-stipend		
Nicaragua	PMRV funds + indiv & churches	PMRV provides infrastructure
Mt 25 Various projects	New Life, 1 <sup>st</sup> Omh Walk	
<b>SAPF – Update funding strategy</b>	10/12/23 Mission proposal	
<b>PMRV Congregations – Partner interest</b> Individual Church Missions that have appeal to other churches within our bounds	“Review” for our standards/priorities Provide infrastructure for promoting -Help them get grants	Example: 1 <sup>st</sup> Omaha Walk Example: CoC: “BURM” world mission Example: Hope: Mental Health
<b>Congregations – Own Missions</b> Each congregation has its own calling	Platform for sharing, learning, inspiration, support	
<b>Regional organizations</b> Food, Clothing, Shelter, Safety... Ministry Support	-Example: Open Door Mission -OPSF -Nebraska Foundation	
<b>Other organizations</b>	That are great and we do or don’t know about	
<b>PMRV Mission Committee Specialty Areas</b>		
Komarek Trust 2 parts (brick & mortar/scholarships) [ seminary scholarship]	\$5-7K scholarships \$16-20K brick & mortar	
Mini Grants Brick/mortar, tech,	\$8000 grants Has frequent flyers	-Mission Pledges
Matthew 25 Grants	\$	-Mission Pledges

**OTHER MISSION & MINISTRY**

**Calvin Crest(FELD)** (Mission & Ministry budget)

Are there other things like Calvin Crest to be aware of (that aren’t in the Mission Committee purview)

From FELD, SJP, SDOP etc

⑤ **Finances** —We have a worksheet we were looking through to understand financial assets and expected expenditures. We can consult this year over year and update.

⑥ Covenant 2024

## **PMRV Covenant 2023**

**With God's help we covenant to:**

### **PRAY**

To seek Christ's way in every deliberation;  
To listen for God's Spirit as the cornerstone of every process;  
To lift up our denomination, presbytery, congregations,  
ministries and one another;

### **ACT**

Trusting that we are the Body of Christ  
and God uses our relationships;  
Illustrating the Good News through encouragement and respect for one another;  
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 building community and seeking consensus;  
We will not dehumanize people.

### **BE GOOD STEWARDS**

Following through on the responsibilities we have been given by:

**Listening** to God and one another;

**Being** the body of Christ;

**Affirming** that God uses us;

**Practicing** the Matthew 25 initiative and its three emphases:

building congregational vitality;  
dismantling structural racism;  
and eradicating systemic poverty.

### **Other Committees, Commissions**

We hope that our covenant and the theme of the year help unite us and bring focus to each committee.

We know that this is a time of change and we hope our relationships and structure create the safety and support to committees.

### **Radical Change**

We are committed to not being stuck in a rut.

We acknowledge this era of new reformation for the Christian church.

Some of the changes are scary for us.

We are a support system for being faithful in both good times and hard times.

### **Additional Notes**

-We are intentionally closing out/handing off particular ministries of 2023

-We remind ourselves: Remember to review/discern in the last part of 2024 also! It is a fruitful discipline.