

**The General Assembly Council
of the
Presbyterian Church (U.S.A.)
2009-2012 Mission Work Plan
February 15, 2008**

The Mission Work Plan provides the framework for directing, supporting, and evaluating the ministries of the General Assembly Council of the Presbyterian Church (USA). This plan builds upon the 2007-2008 Mission Work Plan which was reviewed and assessed through periodic progress reports during 2007. It is intended to encompass the years 2009-2012, be flexible in its application in a rapidly changing church and world, and encourage ongoing conversation with congregations, governing bodies and other mission partners.

VISION STATEMENT

Called by God and empowered by the Holy Spirit, the General Assembly Council of the Presbyterian Church (USA) offers the world a visible witness to the Gospel of Jesus Christ. With congregations, governing bodies, and other mission partners we serve the church in mission.

CORE VALUES

Called by our common baptism to faith in and service of our Lord Jesus Christ, and nurtured at his table wherever it is set in the world, we, the General Assembly Council, commit ourselves through the 2009-2012 Mission Work Plan to C.A.R.E., which means to be:

Collaborative

Calling for continued commitment to our connectional polity by the church at all levels, we will cultivate an inclusive, covenantal community in Christ.

Accountable

Addressing our established goals and actively seeking advice and evaluation, we will be aware that we always answer to God and to one another.

Responsive

Recognizing our role as servant leaders, we will respond to the voice of the church, fostering strong relationships with congregations, governing bodies, and other partners.

Excellent

Exhibiting faithful stewardship through God's empowering grace, we will serve with energy, intelligence, imagination, and love.

GOAL AREAS

EVANGELISM

GOAL AREA

“But you will receive power when the Holy Spirit has come upon you; and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth.” Acts 1:8 NRSV

The General Assembly Council will proclaim in word and deed the Gospel of Jesus Christ by:

STRATEGIC GOALS

- Witnessing to the Gospel’s transforming power locally and globally with special emphases on people at the margins of society and those with no active church affiliation;
- Working in partnership to nurture healthy congregations, including new church developments, and congregational transformations, and to meet the General Assembly goals for diversifying our membership through multicultural and racial-ethnic congregations and fellowships; and
- Strengthening and discovering new ways to witness faithfully with Presbyterian and ecumenical partners in the United States and around the world.

DISCIPLESHIP

GOAL AREA

“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you.” Matthew 28:19-20a NRSV

The General Assembly Council will equip people, from the youngest of children to the most mature of Christians, to deepen their relationship with Jesus Christ and to follow, learn, and live God’s new way in the world by:

STRATEGIC GOALS

- Engaging in Biblical, theological, ecumenical, interfaith and ethical study;
- Studying, articulating, and teaching our Reformed tradition;
- Resourcing Christian education, spiritual disciplines, worship, and stewardship; and
- Encouraging bold and inclusive witness to the Gospel in all facets of personal and communal life.

VOCATION

GOAL AREA

Now there are varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone. 1 Corinthians 12:4-6 NRSV

The General Assembly Council will encourage people to hear and respond to God's call to witness and serve in the church and the world by:

STRATEGIC GOALS

- Assisting all people to discern and respond to vocational call;
- Encouraging and supporting people called to mission service in the United States and around the world;
- Partnering with congregations, governing bodies, seminaries, other educational institutions and entities to cultivate leadership for the church; and
- Supporting pastors, commissioned lay pastors, Christian educators, other church professionals, elders and deacons in service and leadership.

JUSTICE

GOAL AREA

He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God? Micah 6:8 NRSV

The General Assembly Council will join God in transforming societies to reflect God's intention for a just, peaceful, and compassionate world by:

STRATEGIC GOALS

- Bearing prophetic witness to justice and compassion and speaking truth to power on behalf of the General Assembly;
- Equipping and supporting congregations, mission initiators, global partners, and mission personnel as they bear witness to God's intentions;
- Working to alleviate injustice, poverty, hunger, and the effects of illness, disaster and suffering;
- Promoting peace and the resolution of conflict in all aspects of life and community; and
- Fostering cultural sensitivity and welcoming diversity as the church witnesses in the world.

STEWARDSHIP

GOAL AREA

Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received. 1 Peter 4:10 NRSV

The General Assembly Council will commit itself and inspire people to live in grateful response to God's abundant grace and gifts by:

STRATEGIC GOALS

- Professing a common understanding within our Reformed tradition of a theology of abundant living and giving;
- Communicating the vision, mission and ministry of the General Assembly Council within the context of the PCUSA;
- Inviting people into a meaningful response to God's abundance;
- Urging responsible care for God's creative work in the environment; and
- Effectively managing the church's resources while leading the PCUSA with purpose, transparency, integrity and commitment.

Glossary of Terms

Core Value: A statement in broad terms of the essential and enduring ethos that permeates all facets of organizational life.

Goal: A statement in broad terms of the principal program, development, administrative or other major accomplishments the organization hopes to achieve to realize its vision.

Goal Area: A grouping of related goals

Mission: Proclaiming the Gospel in word and deed locally, regionally, nationally, and internationally.

Mission Work Plan: The framework for directing, supporting, and evaluating the ministries of the General Assembly Council.

Objective: A statement in narrow terms of a milestone to be accomplished, related to operational goals, stated in terms of a result (not an activity) that is time bound and measurable.

Operational Goal: A subsidiary goal to a strategic goal that focuses the operations of the organization toward the achievement of strategic goals.

Strategic Goal: A high level goal that is formed in response to opportunities and challenges related to achieving the organizational vision that focuses operational activities.

Vision: A broad statement of what the organization hopes and dreams of becoming.

A Plan for Setting the Direction for Ministry and Guiding the Work of the General Assembly Council

In collaboration with staff, and input from across the church the GAC develops the

VISION

and from that vision identifies

GOAL AREAS

then sets ...

STRATEGIC GOALS

that along with GA referrals guide the staff's development of

OPERATIONAL GOALS

Budget

Which are supported by specific, measurable, and attainable

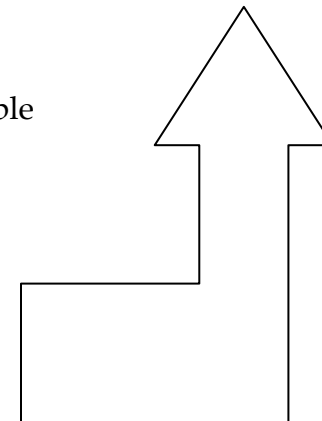
OBJECTIVES AND OUTCOMES

Office/Team Goals

Individual Goals

Comment: Goals cascade down and increase in level of detail and specificity from the strategic goals of the GAC to the goals of the individual staff members.

**REVIEW
EVALUATION
EXECUTION**



Comment: Ministry area operational goals complement and support the strategic goals.

2/15/2008