

**IMPLEMENTATION PLANS FOR  
DISCOVERING GOD'S CALL  
TO THE PRESBYTERY OF THE CASCADES**

**I. BACKGROUND**

In March 2001 the Core Planning Team was commissioned by the Presbytery to guide a planning process to help the Presbytery of the Cascades discern God's call.

A new mission statement, vision statements, and objectives emerged through a series of forums and discussions and were enthusiastically and unanimously affirmed by the Presbytery in June 2002.

**OUR MISSION: TO SERVE GOD  
BY NURTURING, SUPPORTING, AND CELEBRATING  
OUR COMMON MINISTRIES**

Later that year Action Teams were commissioned to develop a structure to implement the Presbytery's newly-adopted mission statement. The Action Teams met several times over the next year to fashion a flexible structure that supports the four vision statements growing out of the new mission statement. A proposed new structure was presented to Presbytery in November 2003. Questions were asked, comments were made, and the Presbytery voted to refer the implementation of Discovering God's Call to the Council for further refinement. Since that meeting members of Council have gathered twice to review the written and oral comments and refine the implementation plan.

**II. THE PROPOSAL**

Some things would not change.

Presbytery has several committees mandated by the Book of Order and good administrative and financial management.

These committees remain:

- Committees on Ministry
  - Four Regional Committees
  - Coordinating Committee
- Committee on Preparation for Ministry
- Committee on Representation
- Nominating Committee
- Permanent Judicial Committee
- Board of Trustees
- Personnel and Administration Committee
- Westminster Foundation Board (higher education)

Four new support committees would be created.

With this proposal the Presbytery moves to a new programmatic structure that is flexible and open to change. It shifts to a support ministry that can respond to our passions in this fast-paced twenty-first century. Each of these four new committees would focus on one of the four vision statements and its objectives as approved in June 2002:

**Congregational Support:** We will encourage and support congregations to grow in their particular ministries.

- A. Assist congregations to develop their distinctive ministries
- B. Partner with congregations in leadership development and evangelism
- C. Revitalize existing congregations
- D. Develop new churches

**Professional Support:** We will support and care for our Ministers of Word and Sacrament and professional staff.

- A. Create and implement self-directed peer support systems for ministers, their spouse and families
- B. Develop and implement a support system for retired ministers, their spouses, widows and widowers
- C. Orient and integrate ministers new in the Presbytery
- D. Provide opportunities for professional development of ministers
- E. Provide opportunities for spiritual and personal growth of ministers
- F. Provide opportunities for professional development of Certified Christian Educators and Commissioned Lay Pastors

**Relational Support:** We will create resources and programs to develop supportive relationships within the Presbytery and with other sisters and brothers in Christ.

- A. Develop and implement ways to create and celebrate relationships at the regional, Presbytery, denominational and ecumenical levels
- B. Provide opportunities for creative and varied worship, theological reflection, and spiritual nurture at Presbytery events
- C. Communicate effectively with one another

**Mission Support:** We will initiate, encourage and support mission beyond the capabilities of the local congregation.

- A. Identify, evaluate and implement programs and events that require and are best served by Presbytery management and resources
- B. Discover new areas of need for mission throughout the Presbytery
- C. Facilitate and advocate for program and mission partnerships between congregations and/or regions
- D. Minister in partnership with people who are oppressed, marginalized and distressed with a particular attention to racism

**DISCOVERING GOD'S CALL** March 2004

Other existing program committees, as defined in the present BY-LAWS, would dissolve

**III. THE IMPLEMENTATION TIMELINE**

March 2004 Presbytery Meeting:

- Presbytery approves the four support committees implementing Discovering God's Call.
- Presbytery extends the life of the existing programmatic committees through December 31, 2004.

June 2004 Presbytery Meeting:

- Presbytery approves a reorganized Council.
- Presbytery elects members as needed to the Council and to the administrative and mandated committees.
- Presbytery elects members to each of the four support committees: nine members, eight representative of the four regions and one chair, elected for three-year staggered terms.
- During the last six months of 2004 the support committees consult with the extended programmatic committees and each other as they develop their action plans for implementing their vision and objectives.

November 2004 Presbytery Meeting:

- Council and the four support committees present their action plans and any bylaw amendments needed to implement this new structure.
- Presbytery approves the bylaw amendments implementing Discovering God's Call.

December 31, 2004:

The following programmatic committees will end:

- Christian Education
- Church and Society
- Congregations
- Mission
- Racial Ethnic Ministries and Justice
- Theology, Spirituality and Worship
- Certification and Commissioning
- Mission Grants
- Self-Development of People