

## Mission Funding Dynamics

- Hunger for resources and story-telling – you tube availability of stories
- Affirm Mission Challenge and telling the story – engaging the people
- Per capita/mission – Why two income streams? Why not just one?
- What comes after the demise of the NMPF after 2013?
- Giving in churches is remaining constant expenses are going up – impact on small churches
- Will there be “undesignated” funds for presbyteries and synods (2013) for executive/staff salaries? Where will the funding come from?
- How can we foster work camps? “National Mission” How we can we pay a pastors salary on a church to church partnership?
- If GAC folks go into a presbytery, call EP/SE
- We need annual stewardship materials for churches
- How do we help connect churches with a Native American churches who are a National Mission designate – church to church partnerships
- How can all create awareness and interpret the need for “National Missions” with churches directly?
- Funding for National Missions for congregations that all receiving national funds – How do all help them become self-sustaining?
- Dynamic relationship between per capita and mission funding?
- How are we going to fund national mission such as Alaska – adhere the churches aren’t self funding
- What are we going to do with per capita (go up by 20%) mission funding go down by 50% over 10 years mission funding is voluntary and is going down
- Why are we listening to the push back from a few presbyteries when we need to do direct response and S/B tied to WMC
- Presbyteries cannot write direct appeals to congregational members even when a congregation gives noting to Presbyterian mission. Why can the GAC do this?
- Who is tasked/responsible for making the season of interpretation a multiple governing body communication
- How are we preparing the season of interpretation as a multiple governing body communication?
- I don’t understand why the GAC is by passing its partners when it comes to mission funding?
- AEPS why doesn’t AEPS commission research on session/mission table funding decisions?
- Charlotte has been doing interpretation – funding streams untapped; bequests/endowments; closed churches
- Mission funding and mission – need to use technology to tell the story 2-3 minute stories “You Tube” for churches where do the \$ go? The effect of mission dollars not the annual reports.

## Rebuilding the Presbyterian Establishment

- General Assembly Business Management:
  - We need a filter of which determines if some overtures/referrals rise to GA action
  - Business not approved in committee does not reach the floor
  - Reports on committee business can be published 60 days ahead with no further action
  - Require 60-65% majority for BOO changes
- Our synod doesn't need to exist – need to reduce the amount of business at GA; need to reduce the number of commissioners at GA; business needs to be allowed to die in committee at GA and not go to plenary; we need to move YAADS out of GA and into a leadership development program or youth GA
- Need to revisit our quota (equal representation) system to allow gifted persons to serve
- Governance that allows freedom within boundaries; boundaries like budget; goals; job descriptions; mission statements; and agreed upon boundaries between the leader and the governance boards
- Very often the tall steeple pastors are not involved in presbyteries
- How can the establishment encourage empower support for bold visionary pastors
- May need to rethink the rotation system – do we need leadership skills to be more important than service terms
- Identify talent early, then mentor, mentor, mentor
- Don't like the word "establishment"
- Is the path to diversity and inclusion really through white male leadership?
- Article doesn't recognize different gifts
- Underlying assumptions need to be questioned: need for an establishment; leadership in big steeple churches
- Re-evaluate and standardize the role of the ACC to maximize decision by uninfluenced commissioners and maximize the voice of overture advocate
- We should build and connect, not rebuild or reconnect
- The letters "re" indicate backward looking, trying to do what we once did
- Balance representation with gifts and skills when uniting people to serve
- Address GA staff self-interested, protective of their role, figure a way to keep their job
- Large steeple churches are led by white men – no diversity
- The entire MGB structure needs to be evaluated – who has the will?

## Growing the Church Deep and Wide

- Mission attracts; mission trips
- Good pastoral leadership is important to growing the church deep and wide
- Learning to read the culture is part of growing the church deep and wide
- When filled with the Holy Spirit we experience, embrace, share God's presence in the community of faith
- Church as vital and visible part of community – growing through local mission involvement
- Growing deep (our spirituality/relationship with God); growing wide (how wide we cast our nets in the world to be inclusive of others, serving and showing the light of Christ)
- Authenticity is crucial to yours adults 25-40
- Growing church deep and wide may not result in more numbers
- Servanthood is key to growing the church deep and wide
- Praying for one another (intentional spiritual practice)
- Leadership development but what does this mean . . .
- Different strategies and points of entry; habitant, single parents; small groups
- Watch presbyteries of Tampa Bay, Greater Atlanta, Charlotte, Eastern Virginia, Muskingum, Pueblo and Wyoming as they put into practice Paul Borden's teachings about making new and better disciples – also 20 presbyteries using Stan Ott's Acts 16:5
- Create paradigms of doing church differently – evangelism; meeting agendas; decision making; welcoming people
- Develop new ways of planting churches; not traditional NCD; clusters of congregations funding emergent church
- What do we mean and understand by deep and wide
- Growing deep and wide involves growing in the knowledge and practice of the love of Jesus Christ
- One image from the Book of Acts in growing in faith in Christ before we grow in numbers
- Tabeya (?) Theological/Biblical approach – speaking of Christ, using biblical imagery rather than a "Presbyterian"
- Deep and wide is not a top down plan – it is seeing and proclaiming God at work in congregations – telling their stories and helping ignite the fire of the Holy Spirit
- Build accountability and skill in going deep – evangelism ; train to faith sharing
- Lift up uniqueness of Presbyterian way of being; questioning, thinking curious; trying too hard to be all things to all people – not offend anyone
- Acknowledge different languages; generational; racial ethnic; structural
- Shared experiences helps to deepen faith; need "safe" and caring places; not "church"; to grow, question; be authentic
- How do we give congregations the vision and tools (to grow deep and wide)
- Paul's Gorkin's book "Hitting the Bullseye"
- Ask pastors/elders "What are you trying to do to people, esp. on Sunday?"
- Growing deep prayer for intensification of the Holy Spirit

- Growing deep a need for developing pastoral leadership and purity
- Don't have a base line for what we mean by going "deep"

### **Caring for Self in Difficult Times**

- COM initiated pastor self care covenant between ministers and congregations
- Bring to the table request for down time in the position; adjust how we work to the limitless
- Self-care practices; loving ourselves, so we can love others; first hour of the day to center ourselves or to read positive words
- Sabbath keeping one day a week "Y" members that gets used
- Living in community
- Seek prayer support from others
- EP doing Bible study with pastors
- Observe Sabbath
- Monitor when I' function for others; keep Sabbath; keep Christ's perspective on my life
- Care for self all the time, not just difficult times
- Get a god or a cat
- Monitor my time and don't take on things that are not my responsibility

### **Healthy MGB=Healthy Denomination**

- Healthy MGB's should be organizing principle of GAC
- Ask Jill at Synod Forum to ask synod execs to generate new conversations about need for synods (Albright paper)
- Connect around issues/needs (seminaries, new church del.) not geography (no synods?)
- Resurrect Albright paper 2000 to 3 (not 4) governing bodies
- Revisit viability conversation of 2 years ago in Tucson
- Steinke's list of healthy congregation applied to presbyteries to define "healthy"
- Learn from ELCA; give up regulatory; focus on tradition (what does it mean to be Lutheran?) build relationship
- One GA staff assigned to each presbytery to build relationship or stable of experts
- What If web or other growing deep and wide had list of presbytery renewal process to grow if 3 are using a method national church, Otts, Paul Borden, etc, so there could be network and evaluation for people coming in new
- The stronger each – the stronger of the whole – if communicating church – presbytery – GA
- What if 30 presbyteries in the next three years were growing with intentional processes; would it not contribute to a positive mood of all of us and encourage others
- By not passing along problem pastors and being strong on having good candidates, would make for healthy MGB's and healthier denomination
- Identify people to encourage to become pastors
- Having presbyteries be proactive in providing good names to the GA Nominating Committee

- Measure how many growing congregations; let congregations count how many disciples
- Thriving do 2 X 2; accountability; creativity ; protection; mission focus like climbers on a cliff; coaches ahead and ??; 2 X 2 partner on each end of things lead and followup keep clients in between; horse trail image; see trouble ahead of trouble itself
- Failure to thrive is our issue; need for driving set of metaphors to inform our journey – encourage journey
- Thriving together
- Thriving disciples; thriving apostles; thriving presbytery and synods; thriving GAC/OGA; dependent on thriving leaders at each level
- If the congregations is the fundamental unit (client) how define boundaries and partnership between GAC and presbytery and synod all of whom name congregation as client
- Healthy – can freeze us in a maintenance mode – need metaphor with journey involved
- Providence- less anxiety – what is God doing here and how do we join God in it?
- Realm of God; citizen; ambassador; new Jerusalem; identity as contrast community
- Thriving is better metaphor than healthy which can constrain imagination, diversity, in medical nomenclature
- The ability of CMP to say no, you’ re not (ready, gifted)
- Do not return to an old mantra – “mission unites, theology divides” we learned once that theology matters; when we embrace divisive theology at the denominational level we divide the presbytery from the denomination

### **Furthering Adaptive Change**

- Need spiritual formation, noting leaders and members deep faith in Christ to withstand pressures
- Training in harnessing emotions for God’s purposes, spir. Growth and healthy leadership
- Integrate operating on “sync” w/how our neurobiology works
- Creating “aha” moments for each person
- Dialogue, study and discernment
- Supportive context for learning
- Coaching leaders
- Feedback
- Need moving from technical change – adaptive change – ask why?
- Adaptive change is leader dependent – sense of humor – good sense of self move into new relations
- Kotter – sense of urgency moves toward change
- Presbytery programs – do not cause churches to grow – live cong’s do
- One pastor started two churches – creating multi-staff/multi-cell
- Drastically reduce business GA does
- Limit what GA does to impose on time and attention of presbyteries; an attention budget should be considered

- The most major denominational issue adaptive change
- Adaptive change need at GA meeting level; comparative with Robert's Rules; too many issues; lack of dialogue
- Stop false dichotomies we/they either/or
- Biblically – Holy Spirit is the key to adaptive change
- Build personal relationships between GAC staff and the presbyteries; assign a staff person to “x” presbytery for three years – face time creates empathy and trust
- Setting priorities – put resources around what's important instead of what's urgent, what's been imposed by GA, etc
- Innovators will become impatient and we need to encourage a climate of innovation
- Differentiate between technical and adaptive solutions to adaptive challenges
- Have to maintain enough discomfort to keep the pressure on to change
- Review adaptive changes for learnings
- Never overlook the power of prayer. It is God who does “a new thing”
- Is GA too large to be an effective body – are GA committees too large?
- A better wording: Meeting Adaptive Challenges
- Must be willing to risk failure, give permission to experiment
- In each situation find people who are willing to experiment (early adapters)
- How do we honor those who resist change and allow them to choose not to change and/or leave?
- Form a GAC/MGB task force to address significant change in GA meetings: adaptive change
- GA needs to vote on only those issues that have national implications; GA tries to do way to much – reduce business filter out minor decision before they get to GA; narrow focus of each GA meeting; need to reduce number of GA commissioners; need to reduce size of GA committees; reduce quantity of commissioners, increase quality; need to prioritize; move 5 minute GA commercials to other venues
- Need to bring people together to – pray, dream, think outside the box – What are we connected for? Need to define what connectionalism is good for? Replace synods with field staff like Board of Pensions and Foundation have
- Is it possible (under adaptive) for some agency of the church to figure out of “empathy” charge should be “compassion” and change it?
- GA focus on only (2) ministry areas at an assembly. Therefore, it would take 3 assemblies and 6 years to cycle through areas. And, the GAC continues its work in the meantime, and, it would be healthy to have commissioners chose who have knowledge and experience in those 2 areas.
- Notion of leadership is changing constantly
- Vision in context of adaptive change comes from individual to who the people respond – how recognizing and support
- How match gifts of GA commissioners to the task?
- Move from regulatory model to a resource model
- How lead in organization almost rapidly egalitarian in value
- What got us here won't be what is going to get us there

- More church from predominant – inward focus (members, building, self serving activity) to outward focus (those not there yet)
- What Is God’s desired future for us? How discern and then sacrifice to follow?
- How make decision in a less percussive more relationally sensitive manner
- Elders have spears to keep visionary leader up the tree and to defend visionary leader from those who would dislodge the leader from the tree
- Exodus like non-linear journey to change in which on original site of promise land lead to 40 year return to wilderness at a generation had to die, passed on to new generation