

# 2007-2008 Mission Work Plan

## Objectives, Outcomes, and Funded Work

### Evangelism Objective

***Equip Presbyterians, governing bodies and others to witness locally and globally to the Gospel of Jesus Christ with an emphasis on those with no active church affiliation.***

#### Successful Outcomes

- Presbyterians more prepared to tell their faith stories and eager to share them with others
- Presbyterians better recognizing and responding to more opportunities to witness to their faith in their communities and in the world.

#### Overview

Work in domestic evangelism will be done in partnership with governing bodies and congregations through several program areas across divisional lines. GAC program offices will work to help equip presbyteries, congregations, and individuals to share the good news of the gospel with those who have no church affiliation. The “equipping of the saints for ministry” will be done through training, consultation, events, resources, providing encouragement and financial support with grants for new church starts, and congregational transformation projects. We will also equip governing bodies, congregations and individuals to share the gospel with new immigrant groups in the United States.

Work in international evangelism will be done in two contexts and methodologies. In Frontier areas where there is no partner church, the work of the GAC will be with international partners and coalitions to share the gospel and support the emergence of an indigenous church. In areas where a partner church exists, we will work with that partner in the sharing of the gospel and the invitation of new believers into the community of faith. In both of these situations, methodologies will include grants, provision of mission personnel, and leadership training.

#### Work that is funded

##### *Domestic*

The GAC will continue to provide mission program grants for governing bodies and congregations planting new churches and transforming existing ones. Resources will be provided for welcoming congregations that include individuals who may be excluded because of some emotional, mental or physical challenge; for middle governing bodies,

congregations and those engaged in community ministries that relate to marginalized communities.

The GAC will train young women leaders at leadership events and through networking to share the gospel with other young women, facilitate the formation of Bible study fellowships and lift up teaching models, structure, organize, and interpret evangelism research, develop and coordinate a network of evangelists in the PC(USA); provide a program for incorporating new believers into the Christian community; develop national and regional events on small church leadership development; provide support for metro urban congregations to become engaged in faith based community organizing and faith based community transformation.

In addition, the GAC will engage Presbyterian governing bodies, congregations and specialized ministries to address conflict in their communities through congregation-based community organizing locally and internationally.

The GAC will continue to provide training at national, regional, and local events equipping Presbyterians to witness to the gospel of Jesus Christ.

We will continue the Emerging Worship program that develops worship models and resources to appeal to persons who did not grow up in the church and who have no experience of our Reformed Tradition. These may not look like traditional worship but will be consistent with Reformed theology and practice.

We will continue the New Believers program that focuses on the incorporation of new believers into the church. Our evangelism policies remind us that evangelism is not complete until new believers are incorporated into an active community of faith. This program is in effect a contemporary version of historic catechumenate.

### *International*

We will continue the excellent work of the International Evangelism Office (IEO) soliciting and sending grants to partner churches to aid their evangelism ministries and to partner organizations in areas where there is no partner church for mission work to share the gospel and aid in the birth of an emerging indigenous church. The IEO office will continue to provide programmatic support for mission personnel appointed with that primary focus to their work and will provide training to all mission personnel on the evangelistic aspect of their work. IEO will facilitate our partnership and funding of Bible Translation Ministries that make the gospel available in indigenous languages. Through mission personnel we will also continue to support a variety of “development” mission efforts that provide help with specific needs such as vocational training with a conscious evangelistic witness portion of their work. (In some places this is the only way to be present in a country – nonetheless we do not work covertly.)

Our Interfaith Relations Office also will continue the work it does in developing resources on understanding other faiths and in the training of mission personnel preparing them for the context and people among whom they will serve.

In a newly created Direct Mission Involvement Office we will continue to support: our existing and expanding Young Adult Volunteers program; the Mission to the USA program (in which partners come and serve briefly in our congregations and presbyteries); and the LINKS program (in which we work with outside organizations to provide quality and meaningful mission volunteer experiences for PC(USA) members that are connected to our larger mission effort).

### Changes and Impact

#### *Domestic*

The GAC will no longer be able to provide the same level of program grants because of a \$250,000 reduction in the unrestricted funds. The capacity of the GAC to provide consultation and training regionally and locally on congregational transformation will be diminished because of the reduction of one staff position in the office of congregational transformation. Also with the reduction of this staff position, GAC will no longer be able to provide an analysis and evaluation of congregational transformation mission program grant applications.

The level of support for rural and small churches will be diminished because of the elimination of the program position that worked with rural and small churches, and provided network support. Also will be diminished, will be the work of advocacy for and on behalf of rural farmers. Other work of the position will be refocused in other programs

With the elimination of the staff position in Presbyterian Evangelism, GAC will create a new position that will more effectively and with integrity, address the objectives of the mission work plan. One other position will be created that will equip Presbyterians to grow the church through faithful discipleship.

#### *International*

The number of Mission Personnel is being diminished in response to the shortfall in endowment funds available (\$1.2 million). These mission workers have varied assignments, including evangelism. We anticipate a reduction of 55 persons, of whom we are aware of approximately 40 who will leave by natural attrition. Further, because of a decline in Directed Mission Support funds we anticipate a reduction of an additional number of mission workers still to be determined. We will be working with a special team to prevent having to call anyone home before end of term and to do our best so that no one has to leave mission service involuntarily at the end of term solely for financial reasons.

A major part of our involvement in mission in the past – in fact the primary request of partners – is for scholarship help so that their leaders can receive the formal training in disciplines of ministry and mission. This is funded out of restricted funds that are now disappearing. Our Global Education and International Leadership Development Office (GEILD) had run a program of individual scholarship grants. What funds remain will now be given as block grants to partner educational institutions so they can give individual scholarships. The GEILD is being eliminated. The functions of that office, focused on programmatic support for mission personnel, will be handled by others in our reorganized offices and responsibilities. The function of the offices in terms of raising new funds for educational mission will cease.

One of the major achievements of the last few years is the creation of 26 WMD-related Mission Networks at which PC(USA) presbyteries, congregations, organizations and individuals can come to learn about, strategize for and broker resources to support mission in a particular country. We have had three levels of interaction with these networks. First they related to the Area Office for the area in which that country exists. Second they related to the staff in the Ecumenical & Mission Partnerships office. Third they related to Regional Liaisons (mission personnel) covering the region including their country of interest. The E&MP team is being eliminated for budget reduction and avoidance of duplication reasons. We believe the Mission Networks can be effectively and vigorously supported and expanded by newly defined and refocused Area Offices and Regional Liaisons.

## **Multicultural Objective**

***Support presbyteries' efforts to develop congregations and fellowships that will enable them to reflect the multicultural makeup of our society.***

### Successful Outcomes

- Increased number of congregations that reflect and incorporate the diversity of their communities
- The life of Presbyterian congregations increasingly incorporating the unique customs and traditions of society's diverse culture

### Overview

The Multicultural work of the General Assembly Council will support both solidarity (building strong racial/ethnic congregations) and unified (building congregations that represent the full diversity of the culture) initiatives. Much of this work will grow out of the study of “best practices” and the preparation of print, electronic, human and financial resource tools for the work of presbyteries and congregations. The resources and training models will need to address both anti-racism concerns and the enhancement of cultural

proficiency. The appropriate role of GAC staff beyond such resource development is the establishment and nurture of appropriate networks in consultative work with middle governing bodies, congregations, networks and caucuses and the training of trainers.

A significant part of this effort will support particular populations that are under-represented or in other ways marginalized in the PC(USA). This will involve the identification, education, and nurturing of leaders for the church from those groups and the support of racial/ethnic/immigrant specific congregational development and transformation.

### Work that is funded

#### *Solidarity Model*

Almost all of the General Assembly Council work in this objective remains in area of expanding importance for the future of the PC(USA) and we have not had many resources dedicated to its achievement. The major part of the work we are doing falls in the “Solidarity” model of multicultural work. This is work that helps our church, particularly through presbyteries and newly created congregations, to reach out to people in our communities who are underrepresented in our church or who have been marginalized. The work here very much overlaps with the Evangelism work and is focused on the creation of new Racial Ethnic/ Immigrant/ age specific congregations or the transformation of existing congregations to include and serve the needs of those groups of people. We are retaining all of the staff currently working on this because this is one place where ethnic identity is crucial and we have ethnically diverse staff at work and we need them. This work also includes the study of “best practices” and the creation and distributing of print, electronic, human and financial resources. It involves the creation and nurture of networks, training of leadership, and the holding of consultations and conferences. It is supported by the giving of grants supporting Racial Ethnic/Immigrant New Church Development and Transformation.

#### *Unity Model*

The “Unity” multicultural work is work focused on helping all of our congregations appreciate the gift of grace we receive from each cultural tradition and to help each of our congregations become representative of the community in which they live, serve and worship. Good work is being done on providing Anti-Racism training, Cultural Proficiency training, and training of presbytery COM and CLP committees. We will work on a new effort to create a program (perhaps called the Multicultural Affirmation Program) using electronic tools to support presbyteries and congregations in examining how multiple cultures already enrich their lives, to affirm the values and connection to the gospel of such valuing of God’s gift in all and each people, and to commit to opening their church to become more inclusive of the full range of people found in their community.

## Changes and Impact

Because of the budget shortfall there had been a reduction of \$250,000 in the amount of funds available for grants in support of this work.

Under the multicultural objective, the racial ethnic enhancement offices will diminish by a reduction of program dollars for leadership development, scholarships for attending conferences, immigrant ministries, support for racial ethnic caucuses, and Bible study fellowships

## **Poverty Objective**

***Enable partnerships with governing bodies and others to actively address the causes and effects of poverty locally, nationally and globally.***

## Successful Outcomes

- An increasing number of synods, presbyteries, and congregations more actively engaged in ways of discovering and addressing the underlying causes of poverty
- An increasing number of synods, presbyteries, and congregations more actively engaged in ways to alleviate poverty locally, nationally, and globally

## Overview

The work related to the Poverty objective will support presbyteries and congregations in discerning and implementing responses to poverty in their own communities and in the world. Financial and other support will provide community organizing efforts that address poverty and its causes. Timely response to natural disasters will be carried out. Partnerships, related to poverty issues, will be facilitated between presbyteries in the United States and our overseas partners. Efforts to engage Presbyterians in advocacy for public policies and programs that address a variety of issues related to poverty will occur. And support for international mission personnel and institutions—educational, health and other—that enable indigenous peoples to address poverty will also be supported.

## Work that is funded

The poverty objective calls us to enable “partnerships with governing bodies and others to actively address the causes and effects of poverty locally, nationally, and globally.” In each of these areas of focus we will support **partnerships that include education, advocacy, and programmatic responses to poverty.**

Our work will be based on an analysis of the **appropriate role of the GAC** for each type of partnership in each area of focus. For example, we understand that the GAC has a

different role to play in advocacy about local poverty issues than we do in education about global poverty.

To do this, we will maintain our ability to **provide educational resources** concerning the causes and effects of poverty and to provide overseas experiences that help Presbyterian participants both understand the reality of poverty and gain a deeper understanding of the underlying causes.

We will build on existing GAC programs that work in partnership with middle governing bodies and congregations – **Joining Hands against Hunger, Church Based Community Organizing, Self-Development of People, National Health Ministry**, and ecumenical efforts such as Let Justice Roll. And we will add a new focus on working with presbyteries to help their congregations discern their particular calling in addressing poverty.

We will continue to engage Presbyterians in **advocacy** on important issues such as globalization, trade, health care and public responses to hunger and poverty. We will use the United Nations Millennium Development Goals as a framework for understanding PC(USA)'s responses to global poverty and for setting our own goals for that involvement.

We will continue to put a major emphasis on the role of **mission personnel** in working with partner churches in their own poverty, health and education related mission efforts, and will continue to provide a channel for funding for these efforts.

The grant-making and programmatic capacities of the **Presbyterian Hunger Program, Self-Development of People, and International Health Ministries** will be preserved, as will our ability to respond to disasters through **Presbyterian Disaster Assistance**.

Advocacy relating to poverty will involve a strengthened partnership among Louisville-based programs and the **Washington and United Nations offices**.

While the Mission Work Plan focuses resources and programs on these two objectives, we have also determined that we must preserve our capacity to directly and specifically address **issues of racial and gender justice**. It is impossible to address either peace or poverty without understanding the underlying racial and gender issues.

### Changes and Impact

In some areas, we will have reduced capacity to carry out those efforts which we consider essential. This includes a reduction of the number of mission personnel working on peace and justice issues, reduced staffing in the **Washington Office**, and loss of an office dedicated to **Global Education and International Leadership Development**, and reduced amounts of restricted funds available for grant making.

Some long-standing justice commitments, such as programs addressing **criminal justice** and **environmental justice**, will have to be relinquished. Similarly, with the loss of the **Corporate Witness office**, we will degrade our capacity to address issues such as civil liberties, public education, and global security.

Finally, with the elimination of **Church and Society Magazine**, we will limit our capacity to invite the PC (USA) to give in-depth consideration to social justice.

## **Peace Objective**

***Encourage and support presbyteries and congregations to be active in seeking non-violent solutions to conflict in their own communities and in the communities of the world.***

### Successful Outcomes

- Increased instances of successful non-violent responses to conflict, ultimately increasing trust and respect, thereby preventing conflict.
- Presbyterians more aware of non-violent options for conflict resolution and better equipped to employ them

### Overview

The General Assembly Council will support Presbyterians seeking non-violent solutions to conflict in their own communities and congregation, support overseas partners in their efforts to find non-violent solutions, coordinate denomination-wide efforts to seek peace in the Middle East, and provide opportunities for interaction between PC(USA) members and overseas partners in a common quest for peace.

Within the PC(USA), work will focus on non-violence training workshops and events as well as specific emphases on domestic violence and violence against children. We will support the efforts of overseas partners through the deployment of mission personnel, the provision of grants, and support of their advocacy for peaceful solutions to conflict. We will carry out the General Assembly's directives concerning the pursuit of peaceful solutions in the Middle East and interpret these actions to the church. We will coordinate a variety of activities that provide opportunities for interaction among U.S. Presbyterians and international leaders in the search for peace and interfaith understanding.

### Work that is funded

In looking at the **Peace Objective** we note that this objective's focus is on support to presbyteries and congregations to be active in seeking non-violent solutions to conflict...our communities...communities of the world...

It will come as no surprise that you will find that the majority of the work under this objective is comprised of the offices related to the Peacemaking Program. That program will continue to support this objective through training events, printed resources and study guides, conferences, seminars, non-violence training, travel/study experiences and partnership work related to the Interfaith Listening project and international peacemakers.

In addition to the ministry of the Peacemaking program other entities that will contribute to meeting the Peace objective include:

- The work of the Domestic Violence Network (PADVN) of the Presbyterian Health Education and Welfare Association (PHEWA) through print and web based resources, training, advocacy work and consultations...PHEWA Office will loose the services of their Senior Administrative Assistant
- Mission Responsibility Through Investment (MRTI) and its work related seeking Middle East Peace through interpretation of ...and creating resources related to...phased selective corporate engagement, as directed by the 216<sup>th</sup> General Assembly (2004). Environmental Justice responsibilities will no longer be done at the GAC level, except when work relevant to that issue is also directly related to the work of MRTI.
- The Child Advocacy Office's work related to production of web-based and/or print resources on bullying (nationally) and the use of child soldiers (internationally)
- Ecumenical and Interfaith Relations, currently situated in Worldwide Ministries will continue its work to facilitate crisis response and intervention in partnership with indigenous colleagues in multiple places in the world.
- The seeking of non-violent solutions also relates to some of the educational and advocacy efforts related to the ministry of the Hunger Program as well as Peace related advocacy efforts of the Presbyterian Washington Office
- The production and maintenance of up to date resources made available for presbyteries' Committees On Ministry will also contribute to meeting this objective

### Changes and Impact

While the work previously mentioned presents an array of means by which to attain positive outcomes related to the Peace objective, current financial constraints will cause capabilities will to be lost. Ministry related to young adults is of critical importance. Even so cut backs mean that there may be a reduced capacity for coordination of Young Adult involvement in Peace related networks. We also anticipate reduction in the ability for National Health Ministries to carry out some of its work. And while some of the ministry of PHEWA is core, that organization will see change that focuses work on support of the ministry of its networks that relate most directly to the Mission Work Plan objectives. Reductions in the Ecumenical Mission Partnerships (see Changes and Impact - International Evangelism) also impact capacity to meet the Peace objective.

## Reformed Identity Objective

***Encourage and support presbyteries and congregations to further develop their members' ability to appreciate and understand their Reformed identity, experience and practice disciplines of reformed spirituality and apply them in today's world.***

### Successful Outcomes

- A church membership that is clear and secure in affirming and living out what we, as Presbyterians, believe, teach, and practice as a denomination
- More awareness in the culture of the unique perspectives and contributions Presbyterians bring to 21<sup>st</sup> Century living

### Overview

Work that is funded in furtherance of this Mission Work Plan objective will support presbyteries and congregations in the church's central calling to know and practice distinctive Reformed perspectives on Christian faith and life. A broad range of theological, educational, liturgical, spiritual, ethical, and missional initiatives will focus on the *faith* of the church as expressed in Scripture and confessions, the *lived faith* of the church in a unified pattern of faith and action, *deepened faith* of the church through patterns of spiritual discipline, and an *empowered faith* in the church for witness in the world. Work across the ministries of the General Assembly Council will enhance the capacity of congregations and presbyteries – especially through the leadership of ministers, elders, and teachers – to embody patterns of Reformed faith and faithfulness.

### Work that is funded

#### *Congregational Worship in the Reformed Tradition*

The General Assembly Council will continue to provide resources for Reformed worship. *Call to Worship* will continue and supplemental resources compatible with the Book of Common Worship will be developed. New resources will include language and culture specific liturgical and musical resources that encourage reformed identity that is fully multi-cultural. New resources related to the sacraments will draw firm connections between worship and service in the world.

#### *Curriculum and Educational Resources*

The General Assembly Council will continue to provide curriculum resources that help congregations teach what they preach. The denominational curriculum "We Believe" will continue to be available for all ages in English and "Osi Creemos" (We Believe in Spanish) will continue. The General Assembly Council will continue publication of The Present Word in English and Korean. (The Present Word is Reformed curriculum for

adults that follows the International uniform lesson outlines. This work is done in partnership with five other Reformed communions.)

Staff of Congregational Ministries Publishing and Christian Education will work in partnership with other areas to provide resources for church leaders in English, Spanish, and Korean. The Spanish and Korean resources will be produced and leadership training events will be provided in partnership with Congregational Enhancement Offices whose work is described under the evangelism and multicultural objectives.

*Support for middle governing bodies and Congregations*

*Support for Pastors*

Reforming Ministries –

This work will gather groups of pastors, professors and governing body leaders to provide leadership in vibrantly articulating the Christian faith.

Theological Studies (mandated by General Assembly) will be carried out with participation of theological faculty, pastors, and elders designed for congregational educational programs.

*Support for Educators*

Christian Education staff will provide support for Resource Centers, The Presbyterians Organized for Nurture and Teaching and by providing resources and training for Christian education.

*Support for Particular Constituencies*

Asian Congregational Enhancement will provide resources and translations of Presbyterian documents into Asian languages.

Hispanic Congregational Enhancement will provide Resources and conduct Leadership events for Hispanic pastors, congregations and fellowships.

The Interfaith office will provide support for presbyteries and congregations for issues related to interfaith work and relationships.

The Office of Youth Ministries will continue sponsorship of the Youth Triennium as an intentionally multi-cultural event drawing youth from the cultures of the church as well as from international partner churches so that youth can experience a broad view of the church.

The Youth Connection, and support for the Presbyterian Youth Worker's association will also continue.

### *Advocacy*

Through the National Network of Presbyterian College Women (NNPCW) support will be provided for young women to attend General Assembly as observers and discussion resources will be provided to campuses and congregations. (This work also supports the vocation objective where more information about it is found.)

### *Ecumenical Participation*

Through Faith and Order/Ecumenical Engagements such as World Alliance of Reformed Churches (WARC), World Council of Churches (WCC), National Council of Churches of Christ in the USA (NCCC), as well as innumerable additional ecumenical contexts, PC(USA) will join the search for various forms of the visible unity of Christ's church that is central to the Reformed tradition.

The Ecumenical Partnership Office will maintain expertise in international, political, cultural, religious, economic and social issues in order to be effective as its nurtures and coordinates partnerships with international church partners, facilitates mutual learning networks and people to people interchanges.

### Changes and Impact

Services of support for congregational leadership will focus on providing resources for spiritual growth and vocational discernment for deacons and elders. (Because this work is now intentionally focused on vocation, the ongoing work is fully described under that objective.)

### *Congregational Ministries Publishing and Christian Education*

Congregational Ministries Publishing (CMP) will reshape work configurations and procedures. Marketing and promotion activities will be designed and scheduled by project teams that create the work and design the marketing and promotion for the projects. Some marketing tasks and efforts expand through partnerships with other denominational publishers.

More resources will rely on web-based delivery and web-based inter-active resources.

## **Families Objective**

***Enable presbyteries and congregations to ground families, in all their manifestations, in Christian discipleship that helps them confront and resist the idolatries of society today.***

### Successful Outcomes

- Pastors and congregations equipped to promote healthy Christian households and intimate community relationships
- Families strengthened to identify and effectively resist destructive pressures and temptations in society

### Overview

In order to strengthen the church's ministry with families, work funded in this objective will provide resources for presbyteries and congregations to support families in all their manifestations as together they grow in faith within the family of faith. Activities in this objective address societal idolatries that threaten to replace faithful lifestyles. The General Assembly Council will provide resources to help families experience and share spiritual strength through the events of their lives. Stewardship resources funded in this objective will encourage responsible use of personal resources as well as the world's resources. Child advocacy will provide resources and training on widespread consumerism aimed at children, violent video games, and child sexual abuse prevention.

### Work that is funded

In order to strengthen the church's ministry with families, work funded in this objective will provide resources for presbyteries and congregations to support families in all their manifestations as together they grow in faith within the family of faith. Activities in this objective address societal idolatries that threaten to replace faithful live styles. The General Assembly Council will provide resources to help families experience and share spiritual strength through the events of their lives. Stewardship resources funded in this objective will encourage responsible use of personal resources as well as the world's resources. Child advocacy will provide resources and training on widespread consumerism aimed at children, violent video games, and child sexual abuse prevention.

### *Stewardship*

Stewardship resources that address lifestyle issues by providing educational events, internet based networks for support and idea sharing, workshops on materialism and developing and producing stewardship resources for congregations to use to support their own ministry and bring about a change in stewardship culture.

### *Enough for Everyone*

The Presbyterian Hunger Program will provide educational resources and advocacy related to materialism through the Create Enough for Everyone Families program.

### *Support for Family Faith Development*

“Splash” a resource published in partnership with Augsburg Fortress will be provided for parents and caregivers of children from birth to two years. The resources will provide tools and introduce ideas for establishing faith and trust early in a child’s life.

A new web-based family-centered curriculum called “Akaloo” (from a Greek word meaning *to follow*) will be available. Content includes questions for discussion of bible content and faith issues as they intersect in contemporary culture.

### *Child Advocacy*

The Child Advocacy Office will provide resources to address media, violent video games, child sex abuse and consumerism. Educational seminars on abuse prevention in the church will be provided for congregational leadership.

### Changes and Impact

Current staff support for older adult ministries includes an associate who primarily works to raise funds in support of the ministry and also provides program support and an administrative assistant who provides assistance to groups related to ministry with older adults. The fundraising component of the work will be transferred to mission funding and the program support at the General Assembly Council level will be discontinued.

## **Vocation Objective**

***Equip presbyteries and congregations to help members discern that their vocation is a call from God to Christian witness in society and the church.***

### Successful Outcomes

- More Presbyterians who understand and live out their vocation, whatever it may be, as a sacred call from God
- More Presbyterians discerning a call to leadership in the church, particularly ministers of word and sacrament serving congregations

### Overview

This work builds upon the Christian Vocation objective in the 2005-2006 Mission Work Plan. Funded work focuses on strengthening the Christian identity of church members, church leaders in ordered ministries, developing personal and communal disciplines of discernment in congregations and presbyteries, equipping church members, including church leaders, for Christian witness in a unified pattern of speech and action, encouraging and enhancing enduring patterns rather than one-time or occasional events. Work aligned here will continue a strong emphasis on leadership development, especially

of young adults. Included are the call system and national and international mission service. Understanding that Christian vocation is nurtured in families and congregations, the funded work is that which is uniquely done at the national church level.

#### Work that is funded

The work of the General Assembly Council in fulfillment of this objective builds upon the Christian Vocation objective in the 2005-2006 Mission Work Plan. Ministry and mission focus on strengthening the Christian identity of church members, deepening the ordered ministries of deacons, elders, and ministers, developing personal and communal disciplines of discernment in congregations and presbyteries, equipping church members and leaders for Christian witness in a unified pattern of speech and action, and encouraging enduring patterns rather than one-time or occasional events. Work aligned with this objective will continue a strong emphasis on leadership development, with special attention to young adults. **The General Assembly Council understands that Christian vocation is nurtured primarily in families and congregations. The Council's work is that which is uniquely done at the national church level.**

General Assembly Council ministries in fulfillment of the Vocation objective cover a wide range of programs in multiple ministry divisions and offices. These ministries may be grouped in several broad categories in order to provide a more easily understood summary.

#### *Ministers of Word and Sacrament and Christian Educators*

The **Company of Pastors** is a voluntary community of spiritual, intellectual, and vocational disciplines for more than 700 pastors. The Company of Pastors encourages personal and communal engagement with the core of the pastoral vocation.

The **Company of New Pastors** is a transition to ministry initiative that works with persons from the mid-point of seminary education through the first four years of pastoral ministry. With the help of faculty and experienced pastor mentors, the Company of New Pastors establishes and maintains a rhythm of vocational, intellectual, and spiritual disciplines that will shape an entire ministry.

The **Church Leadership Connection** is the center of the national Call System, providing support for presbyteries, search committees and individuals in a call discernment process. At the present time, more than 1800 individuals and 850 positions are being served by CLP. Special attention is given to smaller congregations that are having difficulty in finding leadership as well as to the needs of growing multicultural ministries.

**Resources, consultation, and training** are provided for presbytery Committees on Preparation for Ministry and Committees on Ministry as they guide those who sense a call to church service, assist congregations in the call process, and develop healthy patterns of ministry.

The **Office of Certification** manages the certification process for Christian Educators, as required by the *Book of Order*. Currently, 600 Christian Educators are credentialed at one of three levels. The number of persons entering the process increases annually.

### *Elders and Deacons*

A broad range of initiatives are designed to **recover the ordered ministries of elders and deacons** as full ministries of discernment and service in congregations and middle governing bodies.

A specific instance of this recovery is the **Order of Elders**. A voluntary community of Presbyterian elders – both individually and in session groups – the Order of Elders engages persons in spiritual and vocational disciplines that are designed to encourage and enhance an understanding of the fully spiritual and ministerial calling of elders.

### *Young Adults*

The **Office of Christian Vocation** supports congregations and presbyteries as they work with young adults during a crucial time of vocational discernment.

Distributing \$2 million in dedicated scholarship and loan funds annually, the **Office of Financial Aid** enables Presbyterians to pursue undergraduate and seminary education in preparation for their vocation.

The **Office of Collegiate Ministries** works with over 1000 congregational and campus-based collegiate ministries to provide spiritual nurture to young adults. The **National Network of Presbyterian College Women** provides leadership development for young women with special attention to their unique concerns and contributions.

Historic Presbyterian **Racial Ethnic Schools and Colleges** provide significant educational opportunities for young adults who often encounter obstacles to higher education. Barber-Scotia College, Cook College and Theological School, Johnson C. Smith University, Knoxville College, Sheldon Jackson College, Stillman College, Menaul School, and Presbyterian Pan American School are supported by the Christmas Joy Offering

**Women's Ministries** provides leadership development and recognition events for women of all ages. Programs and events such as Women of Faith awards, celebrations of the ordination of women under gird the vocational responses of women to God's call. *Celebrate the Gifts of Women* provides ongoing study resources that open persons to embrace the role of women as leaders within congregations, presbyteries, and the wider community.

### *Mission Service*

**National Volunteers and International Mission Personnel offices** enable Presbyterians of all ages to engage in short and long-term opportunities for life-changing mission service within the United States and around the world.

*Supporting All Paths of Service*

The **Office of Theological Education** and the General Assembly's **Committee on Theological Education** are the arenas where a comprehensive plan for theological education for the whole church is developed and maintained. The Theological Education Fund (TEF) provides the only denomination-wide support for the eleven PCUSA-related theological schools.

Changes and Impact

The severity of the shortfall of funds available to support essential ministries of the General Assembly Council necessitates the elimination of some work, and the refocusing of remaining work.

**Young adult ministries** will be re-focused toward the objectives, and will concentrate on work that is appropriately done at the national church level. The General Assembly Council will support presbytery, congregational, collegiate, and military ministries with young adults, and will enable national and international mission experiences. One result of refocusing and consolidating young adult ministries is the elimination of one associate position in the Congregational Ministries Division.

The **Office of Congregational Leadership** in the Theology and Worship Area has been discontinued. This results in the elimination of one associate position and one administrative assistant position. A second associate position will be transferred to another area in order to better coordinate work in multicultural ministries. A third associate will re-direct work within Theology and Worship's Office of Spiritual Formation.

Because of reduced funding, **Church Leadership Connection** staff support will be reduced by one position.

Staff essential to administer the complex **Financial Aid** scholarship and loan program must now be paid from the restricted funds. Approximately \$150,000 of unrestricted funding was removed from the Financial Aid office.

**Small Church Objective**

***Facilitate the exchange and development of alternative models for pastoral and mission leadership in small churches.***

## Successful Outcomes

- Increased number of healthy, vibrant small churches with strong mission programs
- Recognition and understanding throughout the church of congregational life cycles, transformation occurring when possible, and compassionate assistance for congregations nearing the end of their ministry in their particular time and place.

## Overview

Work funded in this area will be focused on support for presbyteries and congregations to provide leadership for faith and life of our thousands of small membership congregations. This work will build upon the work of the 2005-2006 Mission Work Plan project team developing strategy for “Hard-to-Call” congregations. The recommendations include the refocusing of the small church offices to stress “the exchange and development of alternative models for pastoral and mission leadership in small churches” that fulfill the Evangelism objective “. . . to witness . . . to the gospel of Jesus Christ with an emphasis on those with no active church affiliation.” The identified work includes strategy such as working with our Formula of Agreement partners, consultation services, resources to share working models from across our church, and events where leaders can learn from one another.

## Work that is funded

The work of the General Assembly Council in fulfillment of this objective will focus on support for presbyteries and congregations to help provide leadership for the faith and life of thousands of small membership congregations. This work will build upon the work of the 2005-2006 Mission Work Plan project team developing strategy for “Hard-to-Call” congregations. Recommendations include **refocusing the General Assembly Council small church offices** to stress “the exchange and development of alternative models for pastoral and mission leadership in small churches” in ways that fulfill the Evangelism objective “. . . to witness . . . to the gospel of Jesus Christ with an emphasis on those with no active church affiliation.” The identified work includes strategies such as working with Formula of Agreement partners, consultation services, resources to share working models from across our church, and events where leaders can learn from one another. Among the strategies that will be implemented are:

1) **Providing a clear picture of the needs for leadership in the PCUSA and share strategies for meeting them.** The identified work includes strategy such as working with our Formula of Agreement partners, consultation services, resources to share working models from across our church, and events where leaders can learn from one another. It builds upon work by the 2005-2006 MWP project team in strengthening work to implement strategy to provide leadership for “hard-to-call” churches.

2) **Refocusing the work of the small church offices** to stress “the exchange and development of alternative models for pastoral and mission leadership in small

churches,” providing consultation and resources for presbyteries as they determine appropriate leadership and allocation of resources for smaller congregations.

3) Giving special **Church Leadership Connection support to smaller congregations** that often have difficulty in securing appropriate leadership.

4) Devoting special attention to the **leadership needs of racial ethnic congregations**, a high proportion of which have small memberships. This will involve collaborative work among the Church Leadership Connection staff, the CPM Office, the COM Office, the Congregational Enhancement staff, and Immigrant Ministry Staff.

#### Changes and Impact

Current small church and church development offices will be combined and new offices will be created in order to address the critical needs of congregations and presbyteries. This will result in the elimination and/or consolidation of some associate and support staff positions.