

STRATEGIC PLANNING TEAM REPORT FOR THE PRESBYTERY OF THE JAMES

NOVEMBER 21, 2020

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➤ **January 4-8, 2021**

Listening/Feedback Sessions via Zoom and audio conferencing

➤ **January 11-15, 2021**

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➤ **February 20, 2021**

Vote on SPT Report at Stated Meeting

TIMELINE FOR THE STRATEGIC PLAN

Ask questions and offer responses to the Strategic Plan with members of the Strategic Planning Team.

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OUR SPT STORY

October 2016 – Vision 2020 team appointed by Presbytery.

October 2017 - Vision 2020 Final Report presented at Presbytery. Commissioners refer it back to the Presbytery by majority vote and agree to form a Strategic Planning Team whose purpose will be to:

- Articulate a mission and vision for the POJ
- Propose a structure for the implementation of the mission and vision
- Recommend a financial plan for the implementation of the mission and vision.

October 2018 - Presbytery approves Committee on Nominations recommendations for the fifteen Ruling Elders and Ministers of the Word and Sacrament of the Strategic Planning Team, with Interim General Presbyter Fred Holbrook as *ex-officio* member.

January 2019 – Instructed by the direction of Presbytery and informed by the recommendations of Vision 2020, the Strategic Planning Team begins their work.

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THE POJ TODAY

- In 2010, the POJ counted 112 churches as members. In 2020, the POJ counts 101 congregations and 4 new worshipping communities.
- 51 of the 101 churches have 25 to 99 members. Nine churches in the POJ have fewer than 25 members.
- 52 pastors and associate pastors in the POJ work full-time in their churches.
- 43 pastors in the POJ are serving their churches part-time.

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WHAT WE HOPE FOR: THE VISION

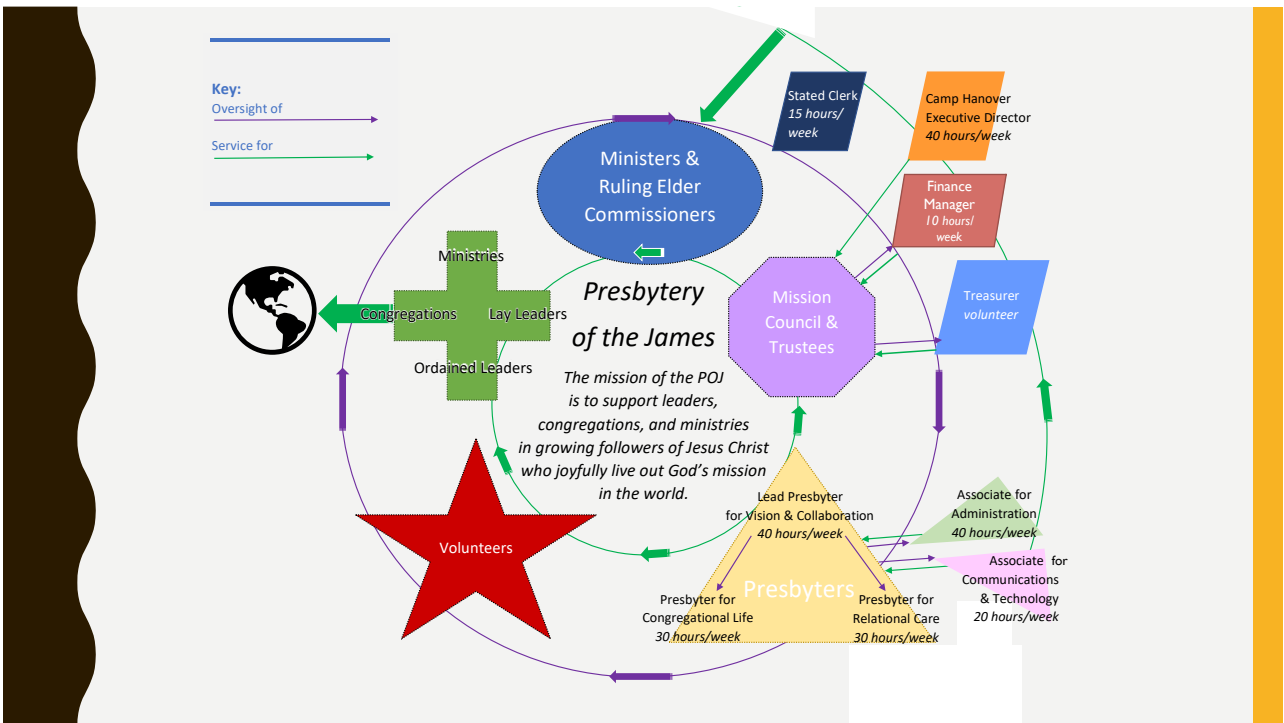
- **Christ-centered Spiritual Growth**, specifically as this relates to POJ staff resourcing and supporting church leaders, pastors, and ministries.
- **Communication and Coordination**, specifically as these relate to connecting churches and ministries with one another and creating vital partnerships.

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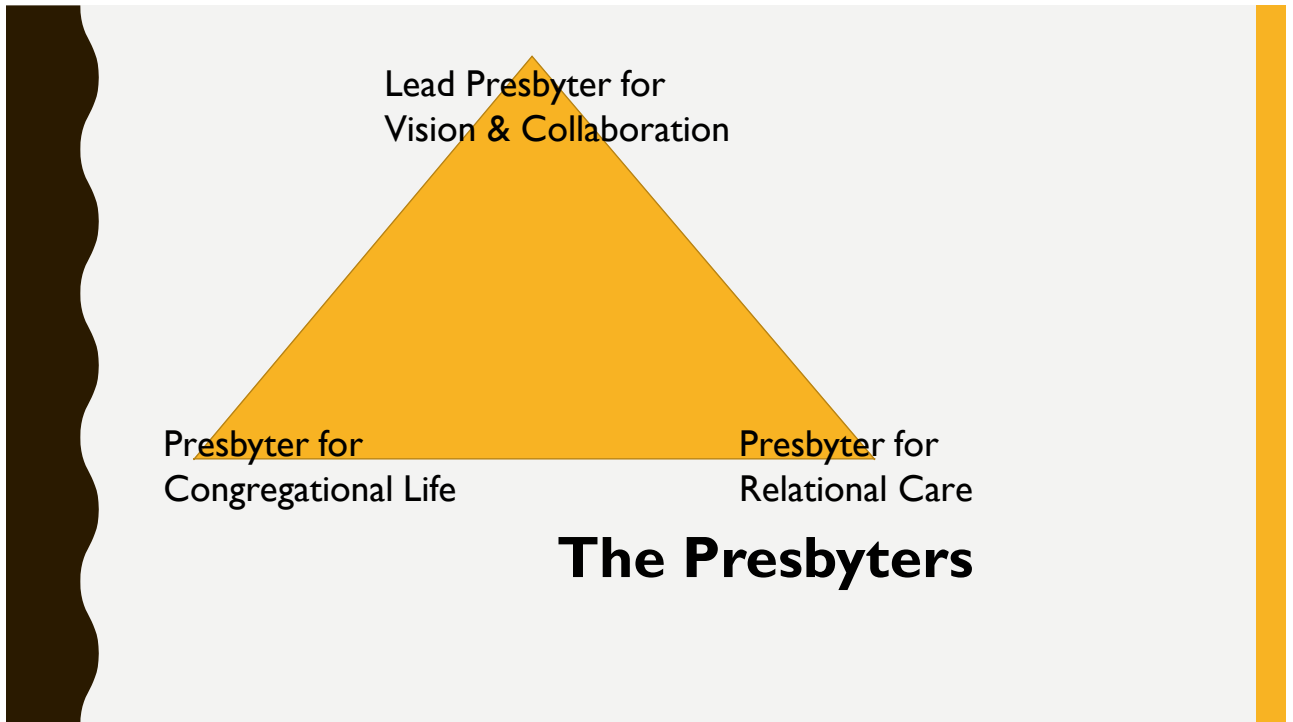
THE PLAN

HOW WE GET FROM THE WHY TO THE WHAT

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**LEAD PRESBYTER
FOR VISION &
COLLABORATION**

- Discern who we are as a presbytery and help guide the POJ in how we joyfully live out God's mission in the world
- Consult and coordinate with POJ members and staff on strategies for development and supplementing effective means of communication for their ministries
- 40 hours

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PRESBYTER FOR CONGREGATIONAL LIFE

- Celebrate and support existing ministries
- Guide and equip presbytery members and ministries in exploring new opportunities for enriching congregational life
- 30 hours

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PRESBYTER FOR RELATIONAL CARE

- Provide pastoral support and oversight of POJ members, setting a tone for the pastoral care of ministers, educators, chaplains, and commissioned pastors
- Create opportunities for imaginative and relevant Christ-centered spiritual growth and renewal
- 30 hours

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WHY 3 PRESBYTERS?

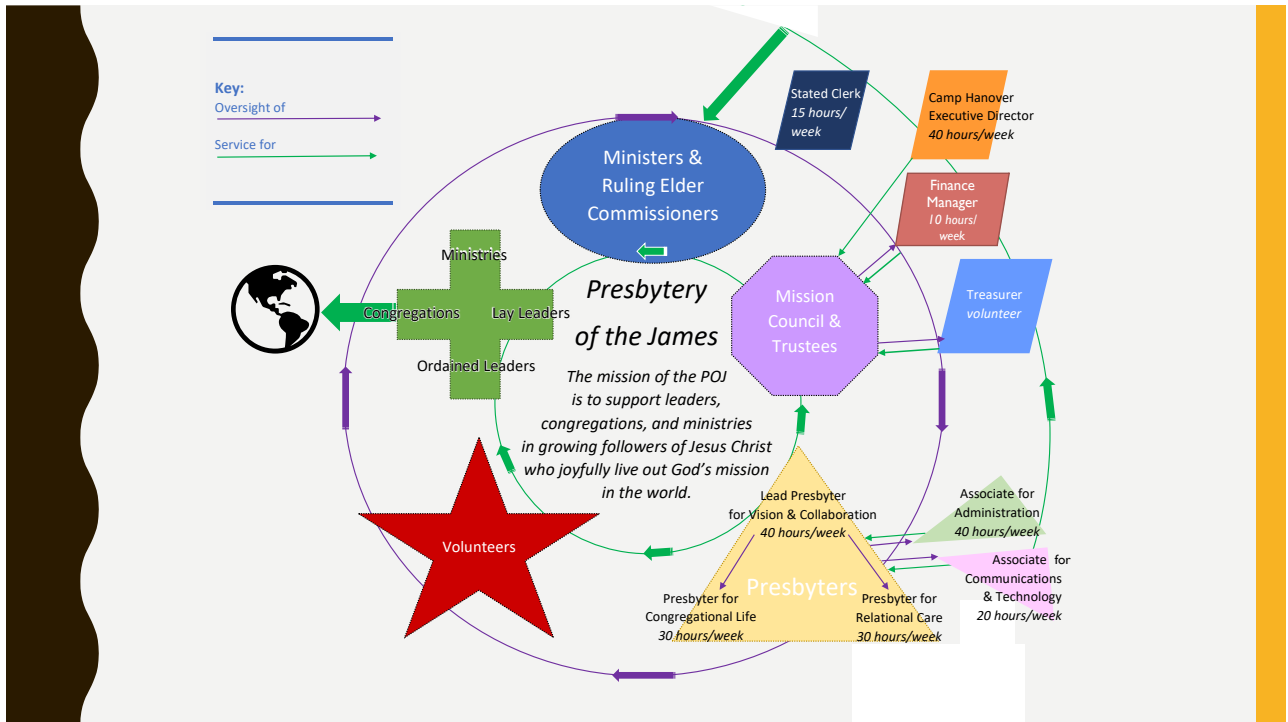
- Provides a dramatic increase in opportunities for connection and collaboration across the presbytery
- Reflects the current employment realities within the POJ and the vital dynamic of shared ministry between clergy and lay-members/volunteers
- Promotes diversity in leadership
- Signals a “sending out” approach to leadership – instead of a place where members “come to” for counsel, guidance, and resourcing, the presbyters are sent out to better meet ministers, educators, and ministries where they serve

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HOW WILL THE 3 PRESBYTERS BE “SENT OUT”?

- All POJ ministries will have the opportunity to “rent” space to one of the 3 Presbyters and serve as a hosting site
- The 3 Presbyters will be travelers – both in-person and virtually – enabling them to serve ministries in new and effective ways
- 3 Presbyters with 3 distinctive skill sets will be accessible to collaborate with each other and with members of the Presbytery in joyfully living out God’s mission in the world

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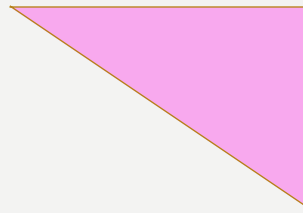
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The Associate for Administration

- Serve as POJ “first contact”
- Provide staff support to the 3 Presbyters and the Stated Clerk
- 40 hours

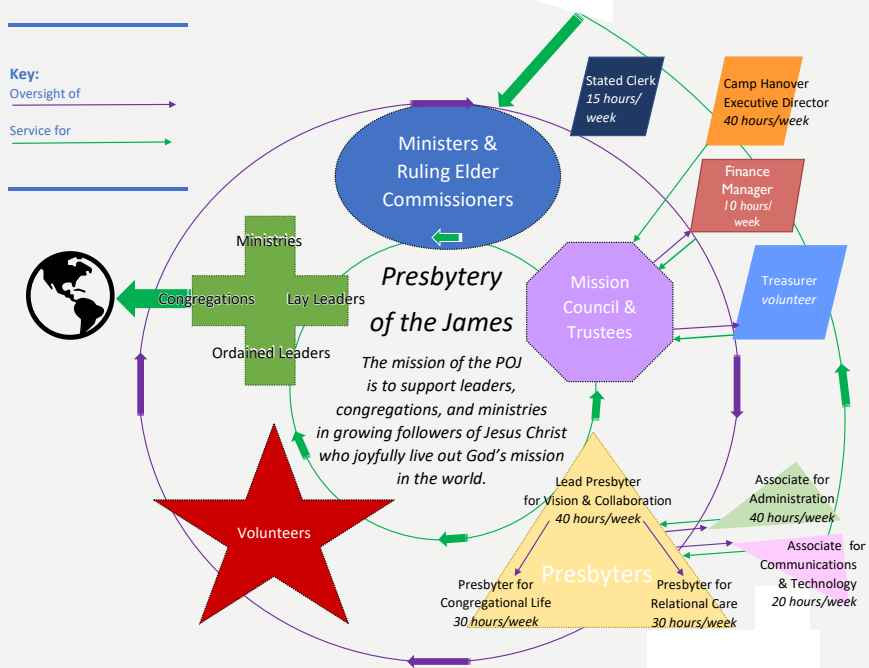
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- Provide webmaster services for effectively promoting the POJ's mission and ministries
- Consults with individual congregations concerning their communication and technology needs
- Attends POJ stated and called meetings to provide tech support
- 20 hours



Associate for Communications & Technology

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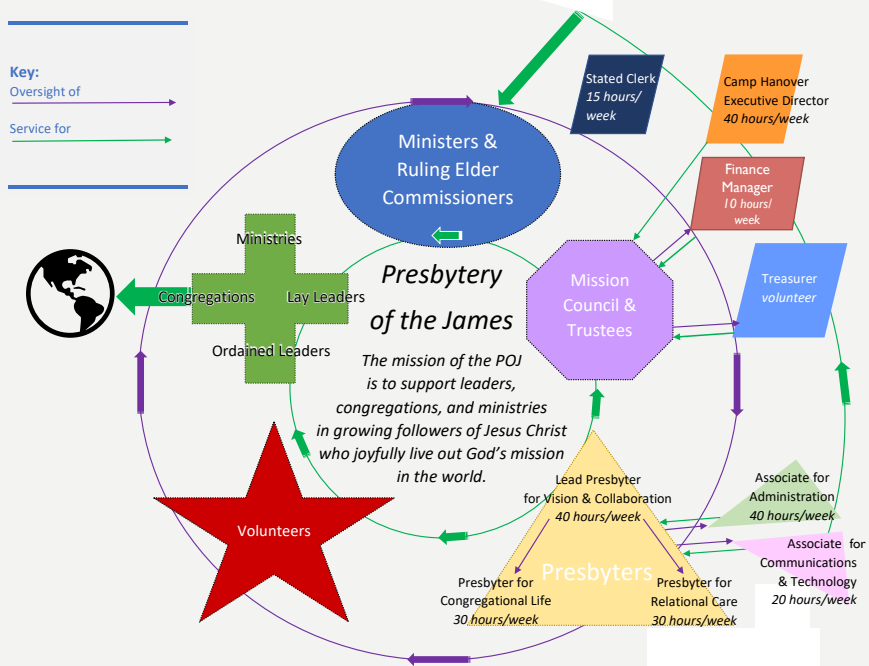


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The Stated Clerk

- Execute and complete the duties enumerated in the *POJ Manual of Administrative and Standing Rules*, complying with the responsibilities outlined in the *Book of Order G-3.0104*
- Serve as the officer of the presbytery as required by the Rules of Discipline in the *Book of Order*
- 15 hours



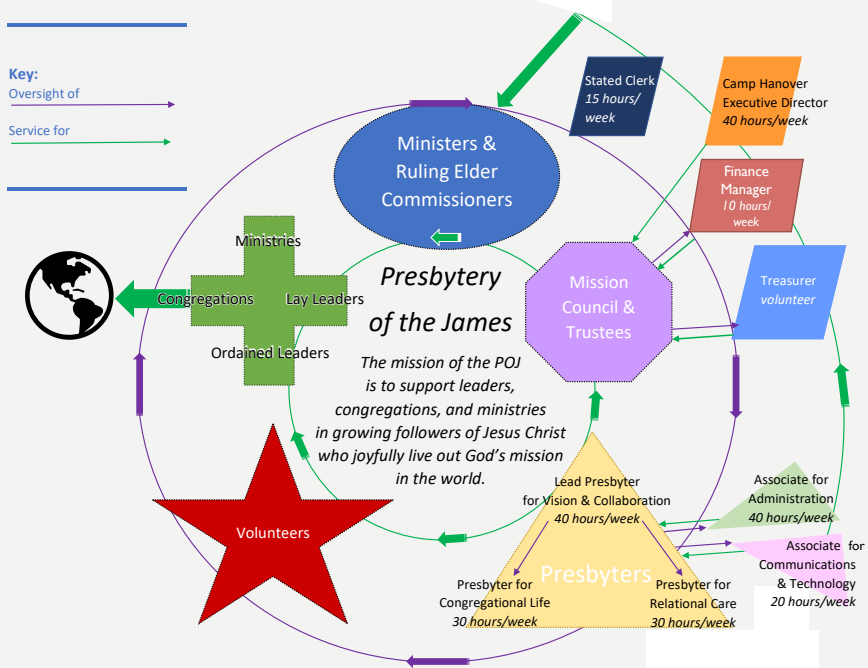


Finance Manager – independent contractor, 10 hours



Treasurer - volunteer

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Laity/Volunteers

- As many full-time ministry positions transition into part-time and volunteer roles, the model of pastor/leader as equipper reinforces and strengthens laypeople's capacity for ministry
- Prepared and supported laypeople and volunteers build communities of practitioners, not consumers
- In vital congregations (particularly those with part-time clergy) laypeople move into roles they find meaningful, rewarding, and fun

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THE FINANCIAL PLAN

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- **Current 2020 Budget:**
\$1,272,280
- **Proposed Strategic Plan Budget:**
\$1,346,658
- **Difference:**
\$ 74,378

Where will the money come from to support this budget?

- Church Development/Redevelopment Funds
- Genesis & Generations Fund (formerly dismissed churches)

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Evaluation & Review

- The Strategic Planning Team recommends the new staffing model be reviewed two years after implementation by the Personnel Committee of the POJ.
- Two or three members of the SPT will be available to participate in the review in order to provide background and insight into the hopes and vision for this model as it was developed for the POJ.

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