

TRANSFORMATION TEAM REPORT TO PALO DURO PRESBYTERY June 5- 6, 2009

The Palo Duro Presbytery Transformation Team makes the following recommendations to Palo Duro Presbytery:

1. The Transformation Team recommends that Palo Duro Presbytery amend the adopted Guiding Vision.
2. The Transformation Team recommends that Palo Duro Presbytery amend the adopted Role & Mission Statement.
3. The Transformation Team recommends that Palo Duro Presbytery adopt as final the revised Structure and Ministry Design (Recommendation # 1) with a transition period from March-December 2009 with full implementation beginning in 2010.
4. The Transformation Team recommends that Palo Duro Presbytery adopt as final the Ministry Design Outline (Recommendation # 2).

**HISTORY OF THE TRANSFORMATION PROCESS:
The who, what, where, when, why and how of presbytery transformation**

Palo Duro Presbytery in June 10-11, 2005 approved a motion from the Coordinating Council authorizing entering into a contract with the Center for Parish Development to begin a process of transformation. This effort began with several congregations and later was expanded to the presbytery as a whole. The Council talked about what we could do to be proactive about our future rather than reactive. It talked about investing in our future in a positive way.

Prior to this time several persons from Palo Duro Presbytery attended events presented by the Synod of the Sun and the Center for Parish Development which focused on the developing idea of the missional church, a new and different way of understanding the church and its call to discern the will of God.

In spite of a structural reorganization within the presbytery around the year 2000, many had become aware that what the presbytery was doing was not working. Financial support for the work of the presbytery dropped, creating the need for deficit budgets; participation in the work of the presbytery also dropped, and continues to be problematic. Controversy at times tore at the very core of who we are as a presbytery. Small churches have closed, congregations have been dissolved. And it became clear that the way we have always done things, was no longer working.

The Center for Parish Development makes it clear that true transformation takes time. A three hour seminar on evangelism is not going to change the culture of a congregation or a presbytery. It takes time- a minimum of three years to truly embed new ways of thinking and acting. True transformation must begin and be supported throughout the process with the development of Christian disciplines such as prayer and Bible study.

A transformation team was recruited to monitor and coordinate all the various aspects of the process. At different points in the process individuals and groups were recruited for specific tasks. Input was broadly sought through a variety of opportunities to talk and reflect, pray, and study. The process was in 5 phases:

- Phase 1: Getting ready for the journey
- Phase 2: Developing a common view of reality
- Phase 3: Discerning God's call
- Phase 4: Designing our life and witness
- Phase 5: Living into a missional future

In August, 2008 the presbytery began phase 4 as four design teams were trained and empowered to do their work of planning for the presbytery's future. These groups made a preliminary report to the October presbytery meeting. These design teams include a look at how we structure our common life, our Christian formation, the resources available to us and what structure will enable us to do our work and be faithful to God's call to us as a presbytery.

Area meetings were held on January 25 to give the presbytery another preliminary look at the structure proposal for the future of the presbytery. The final report will be presented at the February, 2009 presbytery meeting.

The hope is to get the new structure in place by the middle of 2009 and move into it fully beginning in 2010.

Our hope at the end of this process is that we will have a clear understanding of what it is that God wants from Palo Duro Presbytery. And we will have a process to help us to move into the future with behaviors and attitudes which will be more in line with God's will rather than our own.

A Timeline for Transformation in the Palo Duro Presbytery

GETTING READY FOR THE JOURNEY

Summer-Fall (2006)

- Summer, 2006 -- Design the Transformation Process. Build awareness and support.
- June 9-10, 2006 -- (Vernon) Engage Presbytery to introduce the “case” for Vision and Planning, proposed goals and design of the process, inviting input.
- August 11 & 15, 2006 -- *Area Cluster Discussion # 1* to introduce in local settings the “case” for presbytery vision and planning, proposed goals and design of the process, inviting input.
- August 23-26, 2006 -- Transformation Team meeting. Plan the Process Design, incorporating feedback. Review/react to proposed budget. Plan for Presbytery Kick-off. Plan detailed scenario for Phase 2.
- September 16, 2006 -- Transformation Team meeting. Make adjustments to the Process Design, incorporating additional feedback. Plan details of Presbytery meeting. Identify organization interviewers and interviewees, and draft letters. Begin to plan for congregation participation in Phase 2.
- September, 2006 -- Mailing to all congregations outlining the proposed process, inviting input.
- October 20-21, 2006 -- Presbytery kick-off for the process. Introduce the process to the Presbytery, congregations, develop commitment and consensus across the Presbytery, introduce the specifics of Phase 2 and equip congregations, clusters, and pastors for taking part.
- Congregations engage in Bible study, “The Journey of the People Called.” Share feedback to Team on the case, goals, and process parameters. Receive and discuss the proposed Transformation Process design in preparation for Presbytery in October.

CLAIMING A COMMON VIEW OF REALITY

Winter-Spring (2006-2007)

- November 2-3, 2006 -- Transformation Team meeting. Plan for implementation of organizational analysis: A cross-section of interviews, data-gathering, and analysis of Presbytery functioning. Training for Interviewers. Conduct key interviews.
- November-December, 2006 -- Interviewers conduct organizational interviews. Other data on Presbytery functioning is gathered.
- Mailing to congregations, inviting them to study second installment of Presbytery Bible study “The People of God.” An additional resource, “What’s Going on Out There (and in Here)?” is offered for their Lenten study 2007.
- Organizational analysis formed around “hypotheses-to-be-tested” is drafted by consultant. (These are statements that name key opportunities and challenges facing us as a Presbytery of congregations that arise out of our shared missional context,

recent history and heritage, presbytery practices, congregational patterns, and organizational/common life).

January 10, 2007 -- Transformation Team meeting. Conducts analysis of the Presbytery, testing the “hypotheses-to-be-tested” in consultant report. Design Presbytery Conference on the Present. Introduce to Phase 3 Discernment process. Identify and plan to enlist Vision Panel. Begin to plan next Area Cluster Discussion.

February 22-23, 2007 -- (Canadian) Presbytery Discovery Conference. A broad participatory conference to discover and claim (prioritize) the top challenges and opportunities facing us as a Presbytery.

March 31, 2007 -- Transformation Team meeting. Prepare for Area Cluster Discussions. Introduction to Phase 3. Identify and enlist Presbytery Vision Panel. Plan for Presbytery Vision Retreat. Train Vision Panel. Vision Panel begins season of study and prayer.

April 22, 2007 -- *Area Cluster Discussion # 2* with clergy/elders meet to respond to the prioritized issues, identifying strategic opportunities/threats, strengths/weaknesses. Implications for congregations in our Area. Mailing a resource to congregations inviting dialogue and response around prioritized issues. Invitation letter to Vision Retreat for broad participation. Use of third Bible study installment: “The Body of Christ” in congregations.

May 4-5, 2007 -- Transformation Team meeting. Draft Strategic Issues document, incorporating feedback. Final plans for Presbytery Vision Retreat. Plan for affirmation of Strategic Issues at June Presbytery.

DISCERNING GOD’S CALL

Fall (2007)

October 4-6, 2007 -- (Floydada) Presbytery Vision Retreat (A Biblical Vision of the Church). A facilitated retreat focusing on biblical images of the church (e.g. church as Sign, Foretaste, and Instrument of God’s Reign). Congregations come with initial insights from their Bible study on what it means to be church together. Input is captured from the Retreat for expressing a Guiding (biblical) Vision for the Presbytery.

August-November, 2007 -- Vision Panel continues to meet, expresses a Guiding Vision for the Presbytery.

Mailing to congregations inviting their use of third Bible study installment, “The Body of Christ.”

January 9-12, 2008 -- Transformation Team meeting to interact with emerging Guiding Vision. Plan for Area Cluster Discussions. Initial planning for Coordinating Council/Key Leaders Workshop (in this workshop Presbytery leadership gathers to craft the Missional Strategy that is based on the new Guiding Vision).

January 25-26, 2008 -- Transformation Team meeting. Details for Leadership Workshop. Plan and communicate for Area Cluster Discussion. Communication with congregations. Nominate persons for Design Teams.

Leadership Retreat: Crafting our Missional Strategy. The Presbytery Coordinating Council and other key leaders come together to shape the Missional Strategy that will guide Palo Duro Presbytery into the future, providing clarity around:

- (a) Role-and-mission,
- (b) Key Result Areas and Overarching Goals,
- (c) Target Participant Groups,
- (d) Core Beliefs and Commitments.

February 1, 2008 -- A writing team from the Transformation Team drafts the Missional Strategy following the workshop.

February 22-23, 2008 -- (Fain, Wichita Falls) Presbytery interacts around the Guiding Vision. Affirmation of the Guiding Vision as basis for further planning.

DESIGNING A MISSIONAL PRESBYTERY

Spring (2008)

March 7, 2008 -- Transformation Team meeting. Plan details for Conference on the Future, equip facilitators. Plan the process and support for Design Teams work. Training workshop for Design Teams

April 6, 2008 -- *Area Cluster Discussion # 3* interacting around the Missional Strategy.

April 26, 2008 -- (First, Lubbock) *Presbytery Futuring Conference* discusses the proposed Missional Strategy and generates “parameters” for designing Presbytery of the Future that fulfills the Vision and achieves the Goals. Nominate persons for Design Teams.

October 3-4 and November 9-10, 2008 -- Design Teams shape the common life, formation, resources, and structure of the Presbytery to express the Missional Strategy.

December 5-6, 2008 -- Transformation Team meets in joint Design Teams meeting to coordinate and support. Plan for Area Cluster Discussion.

January 25, 2009 -- *Area Cluster Discussion # 4* to react to and give input to emerging designs.

Transformation Team meeting. Coordinate and harmonize designs. Draft recommendations for Presbytery.

LIVING INTO A MISSIONAL FUTURE

Winter-Spring (2009 →)

February 20-21, 2009 -- Presbytery Meeting. Embrace the work of design teams. Affirm the design recommendations.

March, 2009 -- Transformation Team meeting. Draft the transition plan for moving into new structure supporting new strategy.

April-September, 2009 -- Create the new groups and linkages.

June, 2009 -- Leadership Retreat. Orientation and training for all Presbytery organizational units.

Presbytery meeting: Embrace new structure, commission new organizational units. Clarify budget and planning cycle.

Annual Ongoing: Manage the Presbytery to embody the Guiding (biblical) Vision and strategic plan. Annual planning cycle.

Persons Providing Leadership in the Transformation Process

Robert Beckley	Chuck Massey
Randy Branson	Liz Massey
Sally Brantley	Melissa Matthews
Janne Brumbelow	Dana Mayfield
Luann Burlison	Carol McClellan
Watt Casey	Cruse Messer
Andy Channer	Kathy Monroe
Ross Clopton	Edy Morningstar
Ruth Cochran	SarahLee Morris
Cary Cooke	Pat Osoinach
Mert Cooper	Susan Osoinach
Mary D'Alessio	Davis Price
Kathryn Davis	Nancy Ruff
Valerie Deason	Rich Schempp
Robert Donald	Mike Schubert
Fane Downs	Ben Seller
Berta Farmer	Jon Sharpe
Robert Fortney	Linda Shelly
Geanna Fox	Janice Six
Jean Frugé	Paul Soderquist
James Hodsdon	Cliff Stewart
Sara Hodsdon	Rhodes Stipp
Joe Horn	James Story
James King	Don Stribling
Trey Little	Lee Stribling
Dee Lowe	Tim Tam
Howell Martin	Barbara Taylor
Lucy Martin	Jim Wallace
Peggy Martin	Dave Wilson

Tom Wisdom

Don Wright

Gail Zoya

Presbytery Commissioners

Church Sessions

Area Meeting Participants

**Palo Duro Presbytery
Emerging Guiding Vision: Living In Relationship**

I Corinthians 12:12-27

For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ! For in the one Spirit we were all baptized into one body--Jews or Greeks, slaves or free--and we were all made to drink of one Spirit. Indeed the body does not consist of one member but of many. If the foot would say, "Because I am not a hand, I do not belong to the body" that would not make it any less a part of the body. If the ear would say, "Because I am not an eye, I do not belong to the body" that would not make it any less a part of the body. If the whole body were an eye, where would the hearing be? If the whole body were hearing, where would the sense of smell be? But as it is, God arranged the members of the body, each one of them as he chose. If all were a single member, where would the body be? As it is there are many members, yet one body. The eye cannot say to the hand, "I have no need of you," nor again the head to the feet, "I have no need of you." On the contrary, the members of the body that seem to be weaker are indispensable, and those members of the body we think less honorable we clothe with greater honor, and our less respectable members are treated with greater respect; whereas our more respectable members do not need this. But God has so arranged the body, giving the greater honor to the inferior member that there may be no dissension within the body, but the members may have the same care for one another. If one member suffers, all suffer together; if one member is honored, all rejoice together with it. Now you are the body of Christ and individually members of it.

Micah 6:8

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.

Palo Duro Presbytery is called to be the Reformed (*i.e. Book of Order chapters I-IV, 2007/09*) expression of the body of Christ in this time and place. This expression of the body, like the human body, is made up of many different members, each of which is in relationship with the others.

The one God is revealed in relationship--Father, Son, and Holy Spirit--and calls us into this covenant relationship as persons, congregations, and presbytery. It is this covenant relationship which brings life, hope, faith and salvation, *and enables faithful living in Christ.*

Called to Live in the Love of Christ.

Living in relationship means we focus our energy and efforts so singularly upon the love of Christ that an atmosphere of mutual love and respect permeates all of

our activities, an atmosphere where matters of disagreement are always secondary.

Living in relationship with God means we are called to learn and practice the Christian disciplines of prayer, Bible study, worship, witness, and discernment in all aspects of our life together.

Living in relationship means that support and care for one another as congregations is our primary, mutual responsibility. In congregations we are called as leaders and members to support and care for each other. The same is true of us as a presbytery. “If one member suffers, all suffer together. If one member is honored, all rejoice together with it.” As the body of Christ, it is the role of staff and structure of our presbytery to support and to enable such relationships of mutual care.

Living in relationship means we act out of compassion and love rather than out of fear and retribution. We seek to learn about each other in order to share one another’s suffering and one another’s joy. We search for opportunities for God to do something new through us as we foster faith-full relationships with one another.

Called to Seek and Do God’s Will.

Living in relationship means we are constantly seeking God’s will for our life together, and are willing to set ourselves aside so that God’s will may be done on earth as it is in heaven.

Living in relationship means we value and need each other’s unique gifts and skills, talents and points of view. “Indeed, the body does not consist of one part, but of many.” Seeking God’s will as good and faithful people, we will sometimes agree and other times differ with each other. We acknowledge that God’s ways are often different from our own. Thus, seeking and doing God’s will involves discerning, discussing, agreeing, and differing in the context of relationships, in which we commit ourselves together to the law of love.

Called to Faithful Witness.

Living in relationship means we are called to proclaim the Gospel of Grace known in Jesus Christ-God’s amazing undeserved love for all people and all of creation. This Gospel is the unique message we are called both to embody and to share, in words and deeds.

Living in relationship means we model the uniqueness of being a Reformed witness in this part of God’s good creation as well as the wider world, by “doing justice, loving kindness and walking humbly with our God.”

Living in relationship means we are in partnership with persons, organizations and ministries which proclaim and share the love of Jesus Christ in their witness, whoever they may be.

Living in relationship means we are passionate about the health and growth of congregations and ministers, and commit ourselves to enable faithful and fruitful ministry in every setting.

Palo Duro Presbytery Role & Mission Statement

Palo Duro Presbytery is the *body of Christ*, a broken but redeemed community of faith in the Reformed tradition, called by God to live and serve in covenant relationship with God, God's people and God's creation. In response to God's call, guided by the Holy Spirit, prayer and Bible study, the faith communities of Palo Duro Presbytery proclaim the Gospel of grace and love in word and deed. (Micah 6:8 and Mark 12:28-31). Connected by grace and love, we who are Palo Duro Presbytery seek to nurture and support our communities of faith as *we* discern God's call to mutual care and opportunities for growth and service.

Palo Duro Presbytery Key Result Areas and Goals

Relationships:

To build relationships by cultivating opportunities for trust, sharing, support, and communication in a manner that embodies the love of Christ.

Congregations:

To focus the work of the presbytery in support of and in partnership with congregations as they discern and live out God's call.

Stewardship:

To practice faithful, wise, and responsible stewardship of God's spiritual, human, and financial gifts entrusted to Palo Duro Presbytery in service to God's mission in the world.

Discernment:

To embed an ongoing practice of communal discernment, including decision-making, which is nurtured by prayer, Bible study, and worship, and guides the whole of the presbytery's life together.

RECOMMENDATION # 1
PALO DURO PRESBYTERY
RECOMMENDED STRUCTURE & MINISTRY DESIGN

INTRODUCTION

The structure of Palo Duro Presbytery is based on the biblical and Reformed concept of covenant. God established a covenant with Israel (Ex. 6:7), and in Christ extended that covenant to the world (John 3:16ff). Through the covenant people God promised to provide a blessing for all nations (Gen 12:2-3). As a covenant people, Palo Duro Presbytery structures its life to be a blessing to its members by establishing a partnership in Christ in which resources are shared to support ministry in local congregations and associated mission fields. This structure is also based on the biblical image of the Body of Christ in which each member plays a crucial part in the effective ministry of the entire body. (I Cor. 12:12-27)

VISION OF THE FUTURE

The structure vision of Palo Duro Presbytery offers a new paradigm for cooperative ministry. The presbytery adopts a servant role rather than a programmatic or regulatory one. The presbytery through its staff, leaders and structure will be responsible for ensuring this approach to ministry. This structure seeks to encourage faithful and productive ministry within the presbytery. Palo Duro Presbytery will work with its churches to discern directions for ministry and the resources needed to implement their mission. Consulting, assessing, guiding, empowering, and brokering resources for ministry and mission are the primary responsibilities of the presbytery. The work of the presbytery will be done more by task groups than standing committees. Each of the ministries will have responsibility for forming short term and limited scope task groups to carry out its work.

GOAL

The goal of Palo Duro Presbytery is to strengthen congregations for Christ's ministry and mission.

STRUCTURE

Palo Duro Presbytery will be organized into three ministries that reflect its Guiding Vision: Common Life, Formation, Resources. The presbytery will continue to ***function through*** four geographical areas to ensure representation to ministries and committees from the major areas of Palo Duro Presbytery. A Ministry Council will be responsible for coordination, communication, and accountability between the ministries. In addition, the Ministry Council will have the responsibility for progress assessment, keeping the vision alive and modifying it as the need arises. Each of the Ministries will have 8 members and

the Ministry Council will have 13 members (2 from each ministry, the 4 area coordinators, the Moderator of presbytery, and 2 staff persons.).

Common Life – This ministry will have responsibility for matters that affect relationships within the entire presbytery. This ministry will have responsibility for presbytery meetings, agenda and special events. This ministry will be creative in worship, community building, offering educational and inspirational opportunities, as well as providing occasions for members to share life and ministry with one another. This ministry includes Presbyterian Women and Cursillo and is responsible for the functioning of the four geographical areas of the presbytery.

Formation – This ministry will have primary responsibility for consulting with congregations as to their ministry and mission. *This ministry* will focus on developing and empowering congregational leadership to discern and implement ministry, mission and evangelism in a particular setting. While Common Life ministry focuses on the presbytery, this ministry focuses on congregations. Consultation with congregations individually is necessary to discern particular needs and challenges. Resources can then be sought within the presbytery to address the mission of a congregation. Coordination with the Resources ministry and Area leaders will be crucial to the functioning of this ministry.

Resources – This ministry has primary responsibility for assessing the resources of Palo Duro Presbytery and making them available to the members of the body. It will develop partnerships with people and congregations who have resources to share, propose a presbytery budget, promote presbytery mission, and encourage financial support of presbytery ministries.

COMMITTEES

In addition to these three ministries, Palo Duro Presbytery structure will continue the work of the following committees that are mandated by the Book of Order: Nominations, Representation, Committee on Ministry, Committee on Preparation for Ministry, Permanent Judicial Commission.

RECOMMENDATION # 2 **MINISTRY DESIGN OUTLINE**

COMMON LIFE MINISTRY

Current Situation

Even though there is a spirit of caring in Palo Duro Presbytery, lack of communication and trust and a sense of fear and fragmentation keep us from fully functioning as the body of Christ. The challenge is to embrace Palo Duro Presbytery as the *body of Christ* and help it mature in its individual members through their interrelatedness as a functioning body of Christ.

Vision of the Future

We envision Palo Duro Presbytery as an organism that is the *body of Christ* activated/inspired by the Holy Spirit who builds a community of communities through healthy relationships among different members of the body for the common good, with particular emphasis on the most easily overlooked members of the body. In our Common Life we strive for the greater gifts (1 Corinthians 12.31) that come only through “the more excellent way” – love.

Focus Areas

1. Fostering mutually supportive relationships within the presbytery and among its congregations.

A. Objective: There will be an increase of interdependent relationships

Action Plans

- (1) Community-building events
 - a. One Cursillo weekend per year
 - b. One presbytery-wide koinonia event per year (e.g. discernment of spiritual gifts retreat,)
- (2) Intercessory prayer for other churches and their members
Prayer blog or Face Book prayer
 - a. Structured prayer covenants
- (3) Reconciling practice
 - a. At least one presbytery gathering/event per year that addresses the theme and practice of reconciliation

B. Objective: Develop better communication throughout the presbytery

Action Plans

- (1) Internet (electronic) resources
 - a. Blog, etc.
 - b. ‘Push’ technology (email, fax, thought for the day)
- (2) Continue use of face-to-face meetings, mail, telephone, area meetings, etc.

2. Sharing gifts and stories, successes, and challenges.

A. Objective: Increased compassion, care, concern for one another within the presbytery

Action Plans

- (1) Structured time at presbytery meetings for sharing with one another
- (2) Intentional grouping at tables at presbytery meetings to honor different members of the body with differing perspectives, *e.g. at tables of diversity and at tables of similarity.*
- (3) Create a Care and Concern Team

3. Supporting theological decision making at presbytery’s stated meetings

A. Objective: Discerning God’s will for the presbytery

Action Plans

- (1) Bible study & prayer at each meeting
- (2) Collaborative decision making
 - a. Round table discussion
 - b. Processes that focus discussion
 - c. Processes that provide for open forums
- (3) Exploration of new forms for discernment

FORMATION MINISTRY

Current Situation

Maintaining a distinctive Reformed witness is difficult in a religious culture that blends many different traditions. It is especially difficult when our church members derive from and have been formed by a variety of Christian traditions. The challenge is to form our church leaders in the distinctive Reformed tradition as a faithful witness to Jesus Christ.

Vision for the Future

We envision church leaders in Palo Duro Presbytery that have been formed sufficiently in the Reformed tradition of the gospel:

- to help our churches identify their continuity with Reformed theology, history, and polity, and
- to live it out in relationship to
 - the Presbyterian Church (USA), including Palo Duro Presbytery churches;
 - their particular context of mission, including other churches of their community;
 - members of their church.

Focus Areas

1. Leadership Formation

- A. Objective: Utilize processes and practices that form Church leaders who understand and live out the Reformed expression of the gospel of Jesus Christ, with a focus on sessions, all elders, pastors and other ministers of the Word and Sacrament, and church and presbytery program and support staff.

Actions Plans

- (1) Develop Peer Support:
 - a. For pastors, elders, and sessions
 - b. Encourage natural development of clergy relationships through and by personal friendships with help and facilitation from the Committee On Ministry and the Executive Presbyter
- (2) Offer special programs at presbytery gatherings
- (3) Create on-going Christian Formation
 - a. Encourage participation in Cursillo
 - b. Provide area officer training events at least annually
 - c. Provide youth area events and camps

- d. Provide pastor/ educator retreats

Principles of formation to be addressed in the action plans shall include:

- Congregations in covenant with one another as part of the whole church
- Church as an emotional system
 - How we relate to one another in a church setting
 - To promote positive relationships
- The Christian disciplines
- Discernment practices
- Personal faith
- Doctrine as contained in the PCUSA Constitution
- Duties of office
- Church history and polity

2. Congregational Transformation

- A. Objective: Utilize processes and practices that form every church in the presbytery into a discipleship community that moves toward its full potential in following Jesus Christ into mission in its particular place and time.

Action Plans

- (1) Create a presbytery work unit and support staff on congregational development that works with individual congregations to develop their ministry and mission. Attention should be paid to the role of each church in its community, city, and presbytery.
- (2) Provide resources for and support to congregational leaders and officers.

3. Discernment Formation:

- A. Objective: Utilize processes and practices that form an ongoing practice of communal and individual discernment, including decision making, which is nurtured by prayer, Bible study, and worship, and guides the life of presbytery and its congregations.

Action Plans

- (1) The encouragement and development of lectionary study groups, peer support groups, renewal groups, and other gatherings for learning and teaching the practices of Bible study, round table discussion, collaborative decision making, worship and prayer.
- (2) Encourage and assist churches to promote education programs for spiritual growth and development of individuals through learning and teaching the practices of Bible study, scripture reading, meditation, singing, worship and prayer.

RESOURCES MINISTRY

Current Situation

1. Congregations and officers do not understand that *they are the presbytery*, and that they control the policies and actions of the presbytery, subject to the Book of Order.
2. Distance to travel to meet together is an obstacle for relationships and communication.
3. Congregations do not understand that their value is based on more than *money* and *membership*.
4. The current budgeting process is not conducive to building much-needed trust, openness, and transparency in Palo Duro Presbytery.

Vision of the Future

The Resources Ministry is responsible for creating ways in which the cultivation, utilization, and management of resources of the presbytery gives visible expression to the Missional Strategy, with special focus on our role as stewards of the gifts of the presbytery – both material and spiritual. *This ministry is concerned with the following tools: presbytery finances, facilities and equipment, as well as the leadership, talent, and time of folks in the presbytery.*

The call to share resources is shown powerfully in the life of Jesus. He called on God his Father to channel energy and power through him. He asked and received and passed it on.

We envision that our community of congregations, Palo Duro Presbytery, is part of the immediate household of God to which each individual and each congregation belongs. We seek to encourage and inspire a greatly accelerated sharing of resources within and without this community. We define these resources as follows:

- ✘ spiritual energy - the grace and good news of the Gospel, prayer
- ✘ time - personal presence, prayer
- ✘ money - that transferable resource prayerfully given
- ✘ gifts of the Holy Spirit - talent, leadership, example, prayer

Principles of Resource Stewardship

- We proclaim that the call to share resources is not bounded by place, not by church buildings, towns, regions, states, or nations, and that responding to that call is a dynamic, life-giving activity. Within that dynamic, receiving may be as important as giving.
- We believe that responding to God's bounty does not require holding large resources in reserve to protect against the unknown. The bounteous love of God in Christ is a wonderful unknown that continues to surprise us.
- We pledge to receive, manage, redirect, and when appropriate, expend resources to promote and strengthen the missional service strategies of our community of communities, Palo Duro Presbytery.

- We assert that it is appropriate for congregations to share directly with one another in all these ways and we request that presbytery be informed of these exchanges so we can chronicle and celebrate more of our common life together.

Focus Areas

1. Recognizing that we are together the *body of Christ* as the presbytery so that there is support of its operations.
OBJECTIVE: Congregations and officers participate in the life of the presbytery with dollars and effort.
2. Emphasizing face-to-face Palo Duro Presbytery meetings and area worship/celebration/action or task force meetings; also use technology to the extent possible
OBJECTIVE: Increased enthusiasm and participation is visible in presbytery's activities.
3. Emphasizing ways of developing and nurturing relationships so that congregations remain vital in terms other than money and members
OBJECTIVE: Congregations experience renewed value and worth.
4. Rebuilding trust by being open, transparent, and inclusive in the budgeting process
OBJECTIVE: Congregations and officers are knowledgeable about and comfortable with Palo Duro Presbytery's budgeting process.
5. Developing better communication throughout the presbytery.
OBJECTIVE: Communication will be enhanced throughout the presbytery.

Action Steps listed below are designed to implement the objectives above

1. Create Implementation Teams to meet face-to-face with congregations and officers.
2. Teams explain the needs and opportunities for sharing of dollars and gifts (skills, talents, prayers, etc.) within presbytery and among congregations.
3. Develop and foster opportunities for relationship building within the areas and throughout the presbytery.
4. Provide models for sharing resources, energy, successes, and needs among congregations.
5. Invite congregations annually, beginning with the 2010 process, to participate in the development of a narrative budget.
6. Make use of various communication instruments including internet resources, face to face meetings, mail, telephone, area meetings, etc.