

Presbytery of Ohio Valley
Proposed Presbytery Structures
For Presentation to Assembly
By Council Action Taken March 29, 2008

Led by the Holy Spirit, we order our life together and form structures in order to accomplish our mission. All of our structures are flexible and fluid, supportive and encouraging, equipping and providing loving accountability so that we will be a people who are constantly being transformed by the power of God for greater effectiveness in our life together. These structures will necessarily change as the clusters increasingly provide mutual support and accountability for their closest sister churches and as God works in our midst.

Missional Structure: Summary

Presbytery Assembly (Commissioners to other Governing Bodies)		
Clusters		
Council (Personnel, a Committee of Council)		
Ecclesial Division	Witness & Mission Support Division	Corporate Division
Ministry (COM) Preparation for Ministry Lay Pastor Nominating Representation Permanent Judicial Commission	Church Planting* Church Transformation* Mission Partnership* Stewardship* Response* Leadership Institute* Task Forces Teams	Trustees

- The Ecclesial Division consists of elected groups that fulfill functions required by the *Book of Order*.
- The Witness and Mission Support Division includes groups that the presbytery determines are essential to carry out our mission. Those marked with asterisks (*) will be ongoing groups with elected moderators. Members shall be co-opted¹ and/or elected.
- Task Forces will form when individuals, congregations, or clusters respond to the leading of the Spirit to engage a missional issue, task, or service for a period of

¹ A co-opted member is a non elected person who has special skills and abilities in a particular area of ministry and who has been invited by the moderator of the committee/work group for a specific purpose and specified period of time.

25 time. Both groups will depend on co-opted rather than only on elected members.
26 Task Forces may be formed by action of the Assembly or Council.

- 27 • Teams consist of individuals who develop expertise and join together to
28 accomplish ongoing work throughout the presbytery.
- 29 • The Corporate Division fulfills legal requirements of the state.

30 31 32 **Missional Structure: Details**

33 **The Presbytery Assembly**

34 The presbytery, gathered in solemn assembly, shall fulfill the above duties and
35 responsibilities, but will also engage in theological discussion and discernment; review
36 the work of its commissions; respond to initiatives from clusters, congregations, and its
37 own entities; communicate and coordinate mission and ministry partnerships; and act
38 on recommended changes to the presbytery bylaws or manual of operations. The
39 presbytery may delegate work to commissions, and may form particular provisional
40 program committees and task forces that will bring their recommendations to the whole
41 Presbytery Assembly or to groups designated by the Assembly.

42
43 Presbytery Assemblies are open, and all connected to the presbytery are encouraged
44 and invited to attend. Visitors may be given voice. Notice of Presbytery meetings will be
45 sent to all minister members and elder commissioners, as well as to other committees,
46 and mission and ministry moderators. The Presbytery may go into executive session by
47 a simple majority of those present and voting, for sensitive personnel matters or for
48 matters requiring confidentiality regarding minister members or congregations.

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50 The Council recommends for the time being that the Presbytery keep the provisional by-
51 law suspension and continue to meet three or more times a year at a place and meeting
52 model determined by the Council. We further recommend that the Council continue to
53 explore creatively and widely other models for meeting (for example, teleconferences
54 through satellite or web and committee meetings incorporated into or prior to
55 Assembly). As clusters develop, the Assembly schedule will need to change.

56 57 **Officers of the Presbytery**

58 Officers elected by Presbytery include the constitutional officers of Moderator, Vice
59 Moderator, and Stated Clerk; and the administrative officers of Missional Presbyter and
60 Treasurer.

61 (Position responsibilities will be developed for later Assembly approval.)

62 63 **Commissioners to Other Governing Bodies**

64 Presbytery shall elect people to serve with other governing bodies (currently Synod and
65 General Assembly) on a schedule and in numbers determined by those bodies.

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67 Currently serving commissioners to General Assembly plus the Stated Clerk and
68 Missional Presbyter, *ex officio* without vote, will serve when needed as a committee to
69 consider and present overtures and amendments, with or without recommendation, to
70 the presbytery assembly. They shall consider requests for concurrence with overtures

71 from other presbyteries and may present them to presbytery assembly at their
72 discretion.

73

74 **Clusters**

75 The Presbytery of Ohio Valley shall be divided into geographic clusters of
76 congregations. Clusters are sacred relational centers for accountability and
77 responsibility and will form the heart of the presbytery's life and missional activity. The
78 clusters will function much as smaller presbyteries did in the past, serving as close
79 neighbors who band together for mutual support and fellowship and who strengthen one
80 another's ministries and mission and share gifts and resources with one another. There
81 are currently six clusters.

82

83 Clusters will have some required functions (see responsibilities listed below), but each
84 cluster will develop a unique personality, style, and mission to fulfill its vision and carry
85 out its work. Much of the purpose of the clusters will be done in informal gatherings or
86 events. Required functions will be carried out in formal meetings (see below).

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88 **Cluster Vision**

89 Guided by the vision of the presbytery the clusters come together regularly to

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- 91 • develop and empower leadership;
- 92 • encourage and develop gift oriented mission and ministry;
- 93 • nurture passionate spirituality and offer joint Christian education events;
- 94 • develop and maintain functional structures for their clusters;
- 95 • provide opportunities for inspiring worship, prayer, and theological discussion
96 and discernment;
- 97 • develop small groups that minister to whole persons (Presbyterian Women,
98 Presbyterian Men, youth, older adult ministries, or other groups with particular
99 mission or ministry interests);
- 100 • initiate/coordinate evangelism, church planting, and congregational
101 transformation;
- 102 • foster loving relationships.

102

103 **Cluster Gatherings**

104 Gatherings to fulfill the vision of the cluster shall be held at least quarterly and will be
105 announced widely throughout the cluster so that all may have opportunity to attend.

106

107 **Cluster Responsibilities**

108 Each cluster shall express the ministry of the greater Presbytery community and shall

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- 110 • provide primary pastoral and supportive care to congregations and clergy within
111 its area;
- 112 • aid in the assimilation of new pastors into the life of POV;
- 113 • order its life together to provide for required meetings and leadership;
- provide session minutes and record review guided by the Stated Clerk;

- 114 • work with the Committee on Ministry, Nominating, the Leadership Institute, and
115 other commissions and committees that are developed for the good of the whole
116 Presbytery;
117 • nominate one elder and one minister to POV Nominating Committee to serve on
118 Council;
119 • involve entire congregational communities in the life of the cluster.
120 • each cluster has the responsibility to establish and communicate an equitable
121 way to determine who may vote at cluster meetings.
122

123 **Cluster Meetings**

124 Each cluster shall hold a formal meeting at least annually to conduct business required
125 of the cluster. This business includes, but is not limited to,

- 126 • election of cluster leadership
127 • nomination of one elder and one minister to the POV Nominating Committee to
128 serve on Council
129 • other business as may properly belong to the cluster.
130

131 Notice of time, place, and purpose of meetings shall be sent to pastors and church
132 offices within the cluster for inclusion in church bulletins at least two Sundays prior to
133 the meeting. Notice shall also be sent to the Stated Clerk and the presbytery office.
134

135 **Cluster Leadership**

136 Each cluster will elect at minimum a Convener and a Communicator. Clusters may, at
137 their discretion, have a leadership team that includes the functions of the Convener and
138 Communicator. The leadership from all clusters will meet together three or four times a
139 year. This group will be convened by the Vice Moderator of the Presbytery and these
140 gatherings may happen at Assembly. The purpose of these meetings will be to build
141 relationships, to strengthen communication, to share ideas, and to learn from each other
142 effective ways to fulfill their roles and the mission of the clusters.
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144 Conveners and communicators shall have gifts and commitment to

- 145 • support the mission and vision of the Presbytery and the PC(USA);
146 • delegate tasks and authority, knowing the expectations of their
147 positions;
148 • work collaboratively;
149 • be spiritually mature, compassionate, motivated, and able to motivate
150 others
151 • attend cluster leadership meetings three to four times a year.
152

153 **Conveners will**

- 154 • schedule cluster meetings,
155 • plan the agenda,
156 • ensure leadership for each meeting.
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158 **Communicators will**

- 159 • keep information flowing to their congregations through various media;

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- communicate with other clusters and presbytery entities (including the presbytery office, committees, and work groups);
 - stay connected with the other cluster communicators, sharing events and other information;
 - be computer literate and knowledgeable with email and web (in relation to the Presbytery website).

167 **Council**

168 Responsibilities: The Council seeks to advance the Reign of God by holding up the
169 mission and vision of the Presbytery. It has responsibility for the work of the Presbytery
170 between assemblies. It is not the responsibility of Council to regulate access to the
171 assembly or to execute programming. Its work includes, but is not limited to the
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- discussing and discerning theology
 - visioning
 - deciding matters that require response before the next Presbytery Assembly
 - grant money from special/designated funds at the request of entities of the presbytery (churches, clusters, council, committees, task forces, teams) in consultation with others as necessary
 - receiving and dismissing members of Presbytery between meetings of Committee on Ministry and the Presbytery
 - planning Assemblies
 - responding to initiatives from congregations, clusters, committees, and groups between assemblies
 - communicating, coordinating, and scheduling
 - validating expenditures from special accounts
 - recommending changes to the Presbytery Bylaws or Manual of Operations to the Assembly
 - carrying out any work delegated to it by the Assembly
 - assuring that clusters continue to function.

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191 Council must always report its actions in full at the next meeting of Presbytery.

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193 **Membership:** The Council shall consist of the following elder or minister members:

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- Moderator of Council (1)
 - Moderator and Vice Moderator of Presbytery (2)
 - Moderator of Personnel (1)
 - Immediate past moderator of POV for one year (1)
 - One elder or minister representative from each cluster (currently 6)

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201 Additionally, the Missional Presbyter, the Stated Clerk, and the Treasurer will serve, *ex*
202 *officio*, without vote.

203

204 The Council Moderator will be elected by Presbytery for a two-year term, is eligible for
205 re-election, and may serve a total of four consecutive years. The Moderator, Vice

206 Moderator, and Personnel Moderator serve on Council for the lengths of their respective
207 terms. Representatives from each cluster will be elected for two year terms and are
208 eligible for re-election and may serve a total of four consecutive years.

209
210 Discernment and Process for Selection of Cluster Representatives to Serve on Council:

211 Clusters will submit the names of one elder and one minister to the POV Nominating
212 Committee. These may include the convener and/or communicator or others actively
213 involved in the life of the cluster. These names will be chosen by the cluster at a
214 meeting whose call clearly includes the nomination of one elder and one minister to the
215 POV Nominating Committee. Care will be taken to follow the requirements below and to
216 allow for nominations by the assembled body. From the names proposed, the POV
217 Nominating Committee will nominate one individual to the Assembly taking into
218 consideration the balance of the Council and the gifts needed. Representatives from
219 Northwest, Southwest, and Southeast will be elected in even years and all others elect
220 in odd years.

221
222 Service on Council is a position of significant leadership within the Presbytery and, as
223 with all positions, a call from God to specific service. Women and men, elders and
224 ministers are eligible and needed for service on the Council. Each person selected to
225 serve on Council shall have been active in the life of this or another Presbytery for at
226 least one year. This may include service on a Presbytery committee or serving as a
227 commissioner to assembly. Each person must be willing and able to attend up to six
228 Council meetings each year. Each person selected must have the ability to think
229 theologically and exhibit an understanding of Reformed/Presbyterian faith. Each should
230 be visionary and bold, wise and discreet. Each should have shown an ability to lead and
231 display spiritual and emotional maturity.

232
233 After reading the above statement, the cluster shall use a process of discernment that
234 takes into account the gifts and qualifications of persons, and the needs of the Council.

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236 Meetings: Council meetings are open. Members of Presbytery and of presbytery
237 committees and groups may attend and shall be given voice. Notice of Council
238 meetings will be sent to all Council members, to committee moderators, and to Synod
239 and General Assembly commissioners. By a majority vote of members present, the
240 Council may go into executive session for sensitive personnel matters or for matters
241 requiring confidentiality regarding minister members or congregations.

242
243 The Council shall meet at least three times each year at times and places determined
244 by the Council, coordinating with the schedule of the Committee on Ministry and the
245 Assembly. One of these meetings may be a retreat. One or more of the meetings may
246 use technology rather than face-to-face gatherings. A quorum for any Council meeting
247 is one more than half the current elected membership.

248
249 Transition Period for Council Membership

250 The current structure of the Council will be retained for one to two years to enable the
251 clusters to develop their common life and leadership. In the third year, cluster
252 representatives will meet with an enlarged Council to learn its work. In the fourth year
253 the new structure will be in place. During the transition, the Nominating Committee is

254 urged to consider cluster representation as it seeks to balance the members of Council
255 thus ensuring a smooth transition. (Thus if the Structure is adopted in September, 2008,
256 the current Council would continue through 2009, the enlarged council would meet in
257 2010, and the new Council structure would be in place in 2011.)

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260 *CD and R recommends the following addition to the document at this point,*

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262 **During the transition period the council shall review the Presbytery's financial resources,**
263 **recommending to the Assembly a policy for how the new structure will have access to such**
264 **funds, including a recommendation for how appropriate Ezekiel Funds and Funds from**
265 **the sale of Presbytery property can be directed toward New Church Development and**
266 **Church Revitalization projects.**

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271 Council may recommend changes in this timeline to the Assembly if needed.

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273 *Recommended by the CD and R Committee is that the words below be added at this point.*

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275 **Council Transitional Responsibility for Ongoing Transformation**

276 **As the Council moves toward completion of the transition period (end of 09) it shall assist**
277 **the Presbytery to stay alert to the Mission and Vision Goals, our changing times, and the**
278 **action of the Holy Spirit in our midst by looking to ongoing transformation (rather than**
279 **just structural change) in the following ways:**

- 280 • **Hold a time of reflection and planning that is led by a person trained and**
281 **experienced in Transformational theology and practice, focusing on the**
282 **Presbytery's progress toward our Mission and Vision Goals, and reporting the**
283 **results/conclusions to the Assembly.**

284 **Develop a plan for identifying members of Presbytery who have interest, training and**
285 **experience in Transformational Theology and which informs clusters of their availability**
286 **for service.**

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292 **Personnel Committee**

293 **Responsibilities:** As a committee of Council, the Personnel committee is
294 responsible to

- 295 • review annually the work of all paid Presbytery staff and paid elected officers
296 of the Presbytery and to report the results to the Presbytery through the
297 Council;
- 298 • conduct a five-year comprehensive review of the work of the Missional
299 Presbyter, to conduct a three year comprehensive review of the work of the
300 Stated Clerk and the Treasurer, and to make recommendations to the

- 301 presbytery Nominating Committee regarding advisability of re-election for
302 those staff whose election is for a specified term;
- 303 • review annually the staff position descriptions and to update them as
304 necessary;
 - 305 • make recommendations to the Trustees about changes in compensation for
306 staff;
 - 307 • recommend to the Presbytery through the Council the dismissal of elected
308 staff for cause;
 - 309 • receive requests for extended sick leave, which shall be reported to the
310 committee moderator, with action taken by the full committee if temporary
311 replacement is required;
 - 312 • assist in conflict management among exempt and non-exempt staff, in accord
313 with the Personnel Policies and the *Constitutional Standards of the PCUSA*;
 - 314 • support the Head of Staff in optimizing and coordinating staff availability and
315 absences;
 - 316 • ensure that the Personnel Policies of the presbytery are up to date and are
317 followed in all employment practices;
 - 318 • determine staffing needs for non-exempt staff upon recommendation of the
319 Missional Presbyter, Stated Clerk, or other bodies. The Missional Presbyter,
320 the Stated Clerk, and/or the Personnel Moderator shall be empowered to
321 dismiss non-exempt staff for cause.

322
323 Membership: The Moderator shall be elected by the presbytery for three years
324 and may be reelected for a second term. Although the moderator is elected by
325 the Presbytery, the committee functions as a committee of Council. In addition to
326 the moderator, Personnel also will include the Moderators of the Mission
327 Partnership Work Group, Committee on Ministry, Trustees, and Congregational
328 Transformation Work Group. The Missional Presbyter is an *ex officio* member. A
329 representative from the Synod of Lincoln Trails may be asked to participate.
330

331 Meetings: The Personnel Committee shall meet at least semi-annually.
332 Additional meetings may be called if needs arise. A quorum shall be one more than half
333 the current membership.
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Ecclesial Division

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Committee on Ministry (COM)

340 Responsibilities: The purpose of this committee is to fulfill the requirements of the
341 *Constitutional Standards of the PCUSA*. The presbytery may grant commission powers
342 to COM to receive ministers into membership of presbytery and to dismiss ministers to
343 other bodies.
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344

345 Membership: The committee shall consist of twelve (12) members
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347 *The Committee on Ministry will offer a change to increase the number of members on*
348 *the Committee.*

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350 elected by the Presbytery from the clusters, plus the moderator, the total membership
351 divided as equally as possible between ministers and elders. Ordinarily, there will be
352 two members from each cluster. Members may be elected to serve a cluster other than
353 their own when necessary to accomplish the work of the committee. Members shall be
354 elected for terms of three years, except where necessary to fill partial terms.. Members
355 may serve for full or partial terms not to exceed six years and shall not be eligible for re-
356 election until a full year has elapsed. Staff resource for COM shall be the Missional
357 Presbyter. The COM shall co-opt ministers and elders in each cluster to aid its work.

358
359 Members should possess the following qualifications: sensitivity to and experience in
360 congregational life, diplomacy, good communication skills, ability to keep confidences,
361 conflict management skills, ability to enhance the ministry of others, vision for long
362 range planning, and administrative skills.

363
364 Meetings: The committee shall meet as often as necessary to complete its work, at least
365 quarterly on dates agreed by the committee, and as called by the moderator. A quorum
366 shall be one more than half the current elected membership.

367
368 **Committee on Preparation for Ministry (CPM)**

369 Responsibilities: The Committee on Preparation for Ministry shall

- 370 • assist Presbytery in fulfilling the functions required by the *Constitutional*
371 *Standards of the PCUSA* regarding preparation of persons for the office of
372 Minister of Word and Sacrament;
- 373 • administer the Candidates' Scholarship Funds according to policies and
374 directives of Presbytery;
- 375 • counsel with pastors and sessions as they relate to Inquirers and Candidates
376 from congregations;
- 377 • suggest to Nominating Committee the names of elder(s) and minister(s) to serve
378 as readers of examinations for candidates for ordination.

379
380 It is vital that those who are to become ordained as Ministers of Word and Sacrament
381 receive full preparation for their task. Members of this committee enter into a covenant
382 relationship with those preparing to become ministers of Word and Sacrament to
383 prayerfully guide, direct, and support inquirers and candidates throughout this process,
384 finally recommending to presbytery certification as ready to receive a call.

385
386 Membership: The committee shall consist of three (3) elders, and three (3) ministers
387 elected from as many clusters as possible, plus the moderator. All are elected by the
388 presbytery for three (3) year terms and may be re-elected for one additional term by the
389 presbytery. The Stated Clerk will serve *ex-officio*.

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391 Meetings: The committee shall meet as often as necessary to complete its work, at least
392 quarterly on dates agreed by the committee and as called by the moderator. A quorum
393 shall be one more than half the current elected membership.

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Lay Pastor Committee (LPC)

Purpose: To develop and maintain competent and faithful Elders to serve as Commissioned Lay Pastors to specific congregations within the bounds of the Presbytery of Ohio Valley.

Responsibilities: This committee

- administers and coordinates the Lay Academy for education of elders,
- recruits, selects, trains, and mentors elders through the Lay Academy, including those who may be commissioned as lay pastors;
- endorses to COM those who complete the Academy and whose gifts are suitable for commissioning;
- maintains records of those not currently serving, but who are eligible for commissioning together with their ongoing continuing education;
- coordinates continuing education, mentoring, and transitions of Lay Pastors;
- The LPC and COM may work with the Leadership Institute to meet continuing education requirements for ongoing eligibility for service.

Membership: The LPC is composed of one elder or minister from each cluster plus a moderator, all elected by the Assembly. At least two members will be Ministers of Word and Sacrament and ordinarily one member will be a currently serving CLP or a person eligible for commissioning.

Meetings: The committee shall meet as often as necessary to complete its work, at least quarterly, on dates agreed by the committee and as called by the moderator. A quorum shall be one more than half the current elected membership.

Nominating

Responsibilities: The Nominating Committee is responsible to

- nominate to the Assembly qualified, dedicated persons to serve on presbytery committees and entities;
- nominate commissioners and youth advisory delegates to Synod and General Assembly, Readers of Ordination exams, and other entities of the larger church as requested;
- consult with the Chair of Representation prior to making nominations and pay particular attention to principles of inclusion, non-discrimination, and balance in nominations;
- consult periodically with moderators to ascertain effectiveness of members, determine the needs of the committee or entity, and be aware of changing descriptions of the work of the committee or entity;
- maintain a list of qualified ministers, elders, deacons, and lay persons who are gifted and available for service at Presbytery, Synod, and General Assembly, always seeking new persons available for service.

Membership: The Nominating Committee shall be composed of six (6) elders and ministers plus the moderator, with one-third lay women, one-third lay men, and one-third ministers

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Southeast Cluster recommends the following to emphasize the importance of cluster representation.

,one member from each cluster.

. The members of the Nominating Committee shall be nominated through the Council or may be nominated from the floor of presbytery and shall be elected by Presbytery for one three-year term; they may be re-elected once, but may not serve more than six consecutive years.. The Missional Presbyter and Moderator of Representation serve *ex-officio* with voice, but without vote.

Meetings: The committee shall meet as often as necessary to complete its work on dates agreed by the committee and as called by the moderator. A quorum shall be one more than half the current elected membership.

Representation

Responsibilities: The Moderator of Representation shall fulfill all duties assigned to the Committee on Representation by the *Constitutional Standards of the PCUSA*.. including to

- make an annual report to Presbytery concerning distribution in all of Presbytery's elective and administrative positions and the presbytery's progress toward fair representation relating to racial/ethnic, age, and ability considerations.
- attend meetings of the Nominating Committee
- advise the Nominating Committee regarding nominations in particular categories that need increased representation
- consult with Personnel regarding employment practices that promote inclusiveness and diversity.

Membership: One person is elected for a three (3) year term as Moderator of Representation. This person may be re-elected once, but may not serve more than six consecutive years. Because this is not a racial-ethnically diverse presbytery, the presbytery took an action in 1996 not to form a committee, choosing instead to use effectively those persons who would qualify on various committees.

Permanent Judicial Commission (PJC)

Responsibilities: The Permanent Judicial Commission of Presbytery shall be created in accordance with the *Rules of Discipline*, to be the ecclesiastical court of the presbytery. Its decisions, unless appealed, are final and shall be reported to Presbytery and entered in the Minutes. The Permanent Judicial Commission shall be accountable to the Permanent Judicial Commission of the Synod through the appeal process, and shall be resourced by the Stated Clerk of Presbytery.

Members: There shall be nine (9) Commission members, who are elders or ministers and represent the clusters. They shall be elected by Presbytery for one six (6) year term. After completing a term, those persons remain on the reserve roster and may be called upon to serve when needed to create a quorum. The Commission shall elect its

487 own officers. Members should be familiar with the *Rules of Discipline*, be prayerful,
488 intuitive, and non-judgmental, and seek justice and fairness for all parties involved.

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490 Meetings: The Permanent Judicial Commission acts only when needed.. Periodic
491 training is called and provided by the Stated Clerk. A quorum shall be one more than
492 half the current elected membership.

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Witness & Mission Support Division

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497 The purpose of this division with its work groups and task forces is to facilitate and aid
498 the clusters and their congregations in various means of Christian witness and to
499 coordinate mission work common to the life of the Presbytery.

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Church Planting Work Group

502 Purpose: This work group will work with clusters, their congregations, and the
503 presbytery to establish new churches and will

- 504 • receive requests from clusters or groups,
- 505 • take initiative to generate interest within clusters or groups,
- 506 • develop expertise in church planting,
- 507 • encourage, support, and develop leaders for church planting
- 508 • maintain awareness of and develop sources of funding for new churches.

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510 Membership: This work group consists of three persons elected by the presbytery from
511 at least two clusters with one member designated Moderator by the presbytery. The
512 work group shall co-opt others who are called and passionate to carry out this work.
513 The Missional Presbyter shall support the work of this committee *ex officio*.

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515 Meetings: The group shall meet as often as needed, at least quarterly, to carry out its
516 work.

517

Church Transformation Work Group

519 Responsibilities: The purpose of this work group is to aid and assist the clusters, their
520 congregations, and their leaders in creating a transformational culture in which:

521 Pastors

- 522 • enter into and remain in accountable, supportive networks,
- 523 • become increasingly clear about who God is shaping them to be and what
524 God is calling them to do,
- 525 • engage in lifelong spiritual formation and transformational learning,
- 526 • work in partnership with congregational leaders to lead congregations..

527 Congregational leaders

- 528 • become increasingly clear about who God is shaping them to be and what
529 God is calling them to do,
- 530 • engage in lifelong spiritual formation and transformational learning,
- 531 • work in partnership with pastors to lead congregations.

532 Congregations

- 533 • grow deeper in their love of God and one another,

- 534 • grow wider in their love of the people among whom God has called them to
535 serve .

536 This work group will continue building on the success the Presbytery is experiencing
537 with Natural Church Development, coaching, and creating a coaching network, as well
538 as working with the Leadership Institute in developing and maintaining pastoral
539 excellence.

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541 Membership: This work group consists of 3 persons elected by the presbytery from at
542 least two clusters with one member being designated moderator by the presbytery. The
543 work group shall co-opt others who are called and passionate to carry out this work.

544 Meetings: The group shall meet as often as needed, at least quarterly, to carry out its
545 work.

546 547 **Leadership Institute**

548 The purpose of the Institute is to encourage and equip God's people for the tasks to
549 which God is calling them, serving as an umbrella to foster programs such as retreats,
550 continuing education opportunities and other spiritual growth events. The Principal will
551 assure that Youth Triennium has a registrar and assist the registrar as needed.

552 Presbytery entities that desire to offer educational events must coordinate through the
553 Leadership Institute Principal.

554
555 The Presbytery Assembly shall elect a Principal for the Leadership Institute to provide
556 the overall direction and coordination of the Institute to aid the clusters, their
557 congregations, and individual Christians with educational opportunities. The Principal
558 may co-opt individuals for a Work Group. The Missional Presbytery provides staff
559 support.

560 561 **Mission Partnerships Work Group**

562 The main goal is to facilitate cluster and/or presbytery-wide networks on common
563 mission, social justice, and peacemaking projects. A new description will need to be
564 created by those called to this ministry.

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566 The Moderator is elected by the presbytery as nominated by the Nominating Committee
567 or from the floor of presbytery for a term of three (3) years and may be re-elected for
568 one additional term. All other members are co-opted. The Missional Presbyter serves as
569 staff resource.

570 571 **Stewardship Work Group**

572 The Stewardship Work Group's purpose is to provide interpretation of the mission of the
573 Presbyterian Church (U.S.A.) including local, presbytery, synod and General Assembly
574 and to help churches grasp the holistic concept of stewardship. A new description will
575 need to be created by those called to this ministry.

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577 The Moderator is elected by the Presbytery as nominated by the Nominating Committee
578 or from the floor of presbytery for terms of three (3) years, and may be re-elected for
579 one additional term. All other members are co-opted. The Missional Presbyter serves as
580 staff resource..

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Corporate Division

Trustees

Responsibilities:

The Board of Trustees is responsible to

- fulfill relevant requirements of the *Book of Order*
- fulfill legal requirements of the State of Indiana for religious corporations
- develop, present and recommend the annual Presbytery budgets
- manage the investments, property, and funds of the presbytery
- report regularly through the Treasurer the balances and expenditures of all funds to each Assembly and each Council meeting
- maintain sufficient insurance coverage for the Presbytery
- approve all sales and major renovations of church property
- determine annually the adequacy of insurance coverage for congregations.

Membership:

Six (6) elders and ministers are elected by the Presbytery as nominated by the Nominating Committee or from the floor of presbytery and may be re-elected for additional terms, not to exceed six consecutive years of service. The board shall elect one of its members to serve as President and one as Vice President. The Treasurer of Presbytery shall serve *ex officio* and the Missional Presbyter and Stated Clerk are available to the Board as needed. One or more of the Trustees may serve as Legal Counsel for the presbytery from time to time without conflict of interest. The Trustees may co-opt members who will have voice, but no vote. Additionally, they may use consultants to gain necessary expertise to complete their work.

Skills required by the Board include sensitivity to congregations and their property, knowledge of finance, investments, insurance, property, civil law, and budgeting.

Meetings:

The Trustees shall meet at least three times a year. A day long training/discussion meeting is ordinarily held annually. Conference call meetings are permitted in accordance with the Presbytery's electronic meetings policy. The President is responsible for moderating the Annual Meeting of the Corporation held at the last presbytery assembly of the year.