



THE PRESBYTERY OF SOUTHEASTERN ILLINOIS: DISCERNING AND CLAIMING OUR COMMON CALLING

Over the past two years the Presbytery of Southeastern Illinois has engaged in Big Conversations to discern our ongoing calling to be a transformed and transformational body of Christ in Central and Southern Illinois. As disciples of the Risen Christ, we seek to act as servant leaders in the world, partnering in and with faith communities to equip, encourage, challenge, dream, and hold one another accountable as Christ's disciples.

In our journey of transformation, we envision

- Prioritizing life-giving engagement in mission and ministry that uses our energies effectively in service to others
- Discerning focused ways to share our gifts, talents, and passions to establish cycles of generative, meaningful ministry
- Developing our collective capacities for empathetic, dynamic leadership to nurture healthy relationships
- Measuring what matters to determine what enacting our shared vision has generated in our midst and how these results have planted the seedbed for the next focused vision for ministry and mission

VISION AND IDENTITY

The Presbytery of Southeastern Illinois seeks to be a community in which God in Christ is present in our relationships, and the Spirit is apparent in our actions of welcome, hospitality, witness, leadership, and service.

CORE VALUES

- Trust:** Reflecting who God calls us to be, we commit ourselves to one another through transparent actions that keep faith with one another
- Acceptance:** Appreciating the gifts and perspectives of everyone, but particularly those whose thoughts, preferences, and approaches differ from ours
- Community:** Fostering connections in the communities in which we are located, in the ecumenical church, and in cultures around the globe to share God's love in concrete actions of ministry and mission

Collaboration: Thinking, conversing, worshipping, discerning, and working together for the common good

Imagination: Dreaming together of new areas of service, new ways to relate, and new dimensions of our collective identity as the body of Christ

Energy: Displaying the vitality and passion of the Holy Spirit in our worship and our endeavors as servant leaders

Justice: Recognizing that God's creation includes fellow humans of all races, ethnicities, genders, classes, and stages of life, we minister beyond Presbytery boundaries to ensure justice for all people.

PRIORITIES

Congregational Vitality

Equipping congregations with resources and strategies that will enable them to effectively share God's love in the world and joyfully live out the Gospel of Jesus Christ as communities of faith, hope, love, and witness.

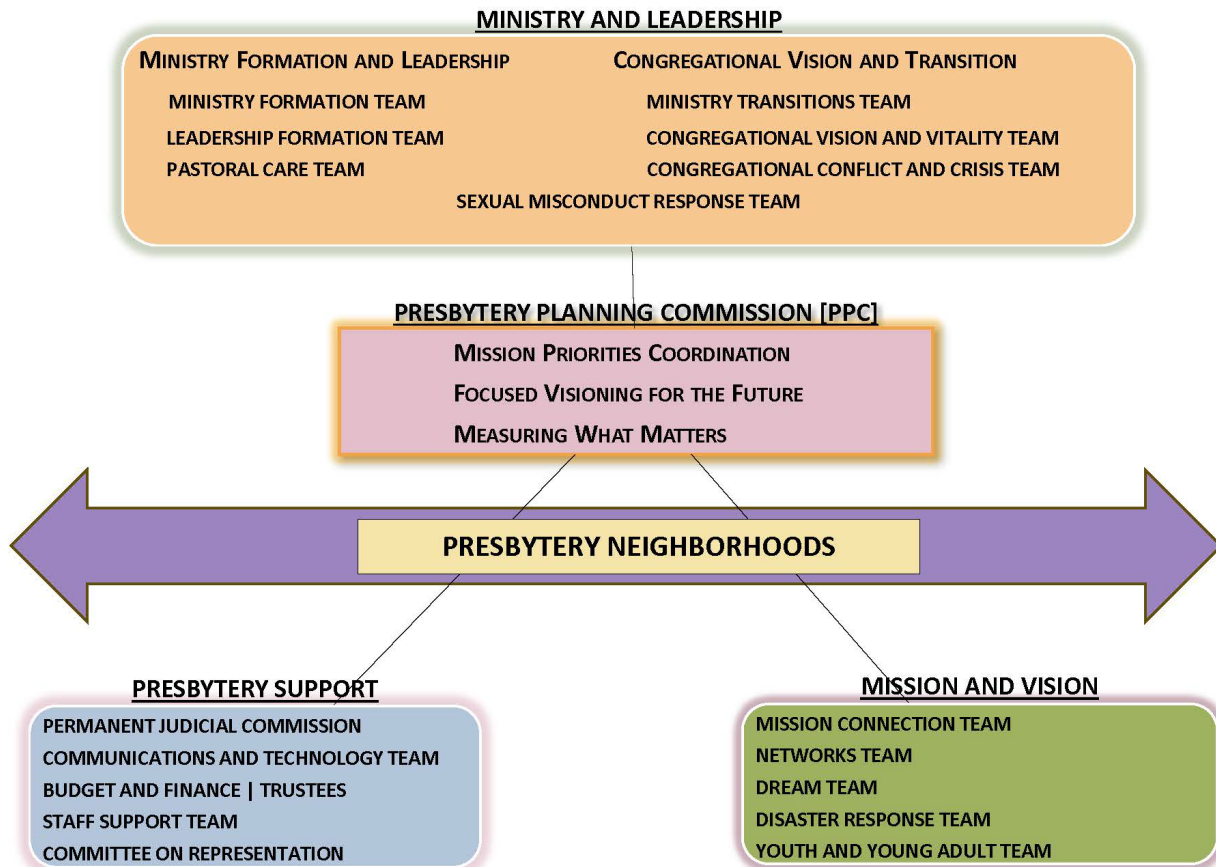
Ministry and Leadership Formation

Forming effective servant leaders who can model discipleship as they engage in pastoral and missional relationships with discernment, commitment, sensitivity and passion

Collaborative Mission and Service

Fostering congregational networks, ecumenical and interfaith partnerships, mission networks and engagement with community agencies that enable us to meaningfully address essential issues affecting the communities we serve.

PRESBYTERY OF SOUTHEASTERN ILLINOIS



PRESBYTERY OF SOUTHEASTERN ILLINOIS NEIGHBORHOODS		
SALT FORK NEIGHBORHOOD	ILLINI NEIGHBORHOOD	GREATER DECATUR NEIGHBORHOOD
Danville, First	Champaign, Copper Creek	Argenta, The Bridge
Hoopeston, First	Champaign, First	Bement, First
Monticello, First	Champaign, McKinley	Decatur, Bethlehem
Philo PC	Champaign, Westminster	Decatur, First
Tolono, First	Urbana, First	Decatur, Westminster
Paxton, First	Urbana, Korean	
SANGAMON NEIGHBORHOOD	EAST CENTRAL NEIGHBORHOOD	EMBARRAS NEIGHBORHOOD
Assumption, Memorial	Ashmore, United	Arcola PC
Mt. Zion PC	Charleston, First	Mattoon, First
Taylorville, First	Kansas, United	Mattoon, Loxa
	Paris, New Providence	Neoga, United
	Paris, The	Shelbyville, First
KASKASKIA NEIGHBORHOOD	OPEN DOOR NEIGHBORHOOD	FIRST CAPITAL NEIGHBORHOOD
Effingham, First	Butler, Union	Centralia, First United
Newton, First	Donnelson	Greenville, First
Palestine, First	Hillsboro, Waveland	Salem PC
Greenup, First	Sorento PC	Salem, New Bethel
	Sorento, Reno-Butler	Vandalia, First
BRIDGE NEIGHBORHOOD	SOUTH CENTRAL NEIGHBORHOOD	RIVERSIDE NEIGHBORHOOD
Albion, First United	Mt. Vernon, First	Carbondale, First
Bridgeport, First	Murphysboro, First	Chester PC
Lawrenceville, First	Pinckneyville, First	Cobden, First
Olney, First	Nashville, First	Grand Tower, First United
Sumner, Gilead	Sparta, Westminster	Rockwood, Ebenezer
	Tilden PC	Rockwood, First
WABASH NEIGHBORHOOD	ORCHARDS NEIGHBORHOOD	PRAIRIE NEIGHBORHOOD
Carmi, First	Equality PC	Raymond, Community of Faith
Eldorado, First	Golconda, First	Rosamond, Community
McLeansboro, First	Harrisburg, First	Pana, United in Faith
New Haven, United	Marion, First	Litchfield, First
Norris City, Union Ridge	Shawneetown, First	

Our Presbytery’s design seeks to serve the functions that put into action the Presbytery’s vision and mission priorities and values. Some groups will continue to be formed of members nominated by the Committee on Representation, elected by the Presbytery, and serving fixed terms. Other groups will come together less formally, organized around shared passions, interests, skills and experiences. Participants may be self-identified or invited through Presbytery communications and by personal invitation. These groups may design meeting schedules and structures scaled to the work they are doing. They will form and re-form to meet identified needs and forms of service.

PRESBYTERY NEIGHBORHOODS

One primary goal of our Presbytery is the encouragement and empowerment of healthy, vital, and sustainable congregations and leaders, active in the mission of serving God and neighbors, engaged with partners within the Presbytery and beyond it. We seek to practice that we are “better together” by encouraging and enabling partnerships in which congregations can amplify shared strength to be effective in their mission fields. As one expression of our core values, Neighborhood Groups facilitate relationship-building and potential shared mission among our congregations that comprise the Presbytery.

Gathering as Neighborhoods invites pastoral leaders and congregations to engage in conversations about ministry in their particular regions of the Presbytery, the gifts and skills they share in service to others, new things they want to learn together, how they can support each other, and how they can be active in mission together in the neighborhood and in the larger Presbytery community.

Along with elected officers and team leaders, persons from each Neighborhood come together in service on the Presbytery Planning Commission.

PRESBYTERY PLANNING COMMISSION

The Presbytery Planning Commission (PPC) focuses on three overarching functions: coordinating mission priorities, discerning focused vision for the future, and measuring what matters. The PPC meets at least quarterly, and is moderated by the Presbytery Moderator.

Members of the PPC, elected and appointed by virtue of office, include:

- Presbytery Moderator and Vice-Moderator
- Moderators of the 11 Presbytery Teams
- One commissioner from each Presbytery Neighborhood, elected by the Neighborhood to a three-year term
- Ex-officio member: Lead Presbyter for Transformation and Stated Clerk

PRESBYTERY TEAMS

MINISTRY AND LEADERSHIP

☐ **MINISTRY FORMATION TEAM**

The Ministry Formation Team enters into covenant relationship with those preparing to serve in various pastoral roles. The Team provides nurture, care, and oversight to Inquirers and Candidates preparing to serve as Ministers of the Word and Sacrament to ensure that those who are to be ordained receive full preparation for this service. The Team also works with cohorts of Ruling Elders engaged in preparation for pastoral service through the Ministry Formation Initiative and supports individual elders in essential equipping for these roles.

Members of this Team are elected by the Presbytery to 3-year terms of service upon nomination by the Committee on Representation.

☐ **LEADERSHIP FORMATION TEAM**

The Leadership Formation Team develops and implements resources and strategies for growth in pastoral leadership, including coaching, spiritual direction, and sabbatical resources. The Team invites leadership formation speakers to offer educational events at Presbytery assemblies and specialized workshops to equip those serving in leadership roles within congregations or the Presbytery.

Members of this team are elected by the Presbytery to 1-3 year terms of service upon nomination by the Committee on Representation.

☐ **PASTORAL CARE TEAM**

The Pastoral Care Team provides care and spiritual nurture to those serving in pastoral roles within the Presbytery. The Team is comprised of a network of care partners located in each of the Presbytery Neighborhoods, so that pastors in need of care will be contacted by neighboring colleagues. This vital ministry serves as one opportunity for At-Large and Retired minister members to offer care as friends in ministry.

Members of this team are appointed by the Presbytery Planning Commission to serve for undefined periods of time as the Spirit leads them, but members are encouraged to pause from service for respite every two years.

☐ **MINISTRY TRANSITIONS TEAM**

The Ministry Transitions Team bears commission authority to approve the terms of call and contracts for Pastors, approve the commissions for Commissioned Ruling Elders (CREs), validate other ministries, examine and receive minister members by transfer from other presbyteries for the purpose of accepting valid calls to ministry and/or membership in the Presbytery, approve the terms of dissolution of pastoral calls, and approve internal Presbytery changes in membership category and Authorized Ecclesiastical Occupation Designation.

Members of this team are elected by the Presbytery to 3-year terms of service upon nomination by the Committee on Representation. The LPTSC serves an ex-officio constitutional role.

☐ **CONGREGATIONAL VISION AND VITALITY TEAM**

The Congregational Vision and Vitality Team walks alongside leaders of congregations to help them discern and live into faithful actions through intentional spiritual practices that deepen the seven marks of vital congregations: 1) lifelong discipleship formation, 2) intentional authentic evangelism, 3) outward incarnational focus, 4) empowering servant leadership, 5) spirit-inspired worship, 6) caring relationships, 7) ecclesial health.

These practices are intended to take the congregation into deeper relationships as disciples of the Risen Christ, so that their individual lives are changed, congregations are transformed, and the congregation continues to envision life-giving ministries to share in their communities and in the world.

Members of the Congregational Vision and Vitality Team will be equipped for service through the Presbyterian Mission Agency Vital Congregations Initiative. This Team will be elected to 1-3 year terms of service by the Presbytery upon nomination of the Committee on Representation.

☐ **CONGREGATIONAL CONFLICT AND CRISIS TEAM**

The Congregational Conflict and Crisis Team serves as pastor and counselor to all Pastors and Commissioned Ruling Elders serving our congregations, facilitates relationships between congregations and Pastors/Commissioned Ruling Elders, counsels with sessions as invited concerning reported or observed difficulties within a congregation, including: (1) advising the session as to appropriate actions to be taken to resolve the reported difficulties, (2) offering to help as a mediator, and (3) acting to correct the difficulties if requested to do so by the session or if the session is unable or unwilling to do so, following the procedural safeguards of the Church Discipline section of the *Book of Order*.

This Team may recommend to the Presbytery the appointment of administrative commissions to assume original jurisdiction in those highly conflicted situations in which it determines that a session is not properly exercising its authority.

Members of the Congregational Conflict and Crisis Team will be equipped in family systems theory, conflict identification/management strategies, and other relevant practices. This Team will be appointed by Presbytery Planning Commission for 1-3 year terms.

☐ **PRESBYTERY SEXUAL MISCONDUCT RESPONSE TEAM**

The purpose of the SMR Team is to ensure that an expeditious, professional, objective, effective, and caring response is made by the Presbytery to allegations of sexual misconduct. This Team will not investigate an allegation or in any way usurp the roles of PSEI staff or ordered groups (including investigating committees and the PJC). This Team will confine its activities to:

- Coordinating a process that addresses the specific needs of the alleged victim(s) and their families, those accused and their families, an affected congregation, and the Presbytery
- Assigning advocates, if requested by the alleged victims, the accused, family members, or an involved congregation
- Recommending, providing, and participating in education regarding sexual misconduct, its consequences, and its prevention

Members of the SMR Team and any individual participating in the work of this Team shall sign a pledge of confidentiality, copies of which shall be furnished to the moderator of the Team and the Lead Presbyter for Transformation and Stated Clerk.

This Team will be appointed by Presbytery Planning Commission for 1-3 year terms.

MISSION AND VISION

☐ MISSION CONNECTIONS TEAM

God is calling us to bold and energetic connections with the communities we serve. The Missions Connections Team maintains and strengthens relationships with designated Presbytery missions, promotes and supports missional ministries of social, racial, and environmental justice, peacemaking, and self-empowerment throughout the congregations of the Presbytery, and promotes and supports special missional outreach ministries of evangelism and discipleship from the congregations of the Presbytery.

This Team engages in ecumenical and interfaith dialogue, facilitating and mutually supporting collegial relationships and forms of joint congregational mission and witness with other ecumenical and interfaith partners, as well as supporting emerging ministry partnerships among congregations, non-profit partners, and ecumenical and interfaith organizations which fulfill the mission of the Presbytery.

This Team will be elected to 1-3 year terms of service by the Presbytery upon nomination of the Committee on Representation.

☐ NETWORKS TEAM

Presbytery networks are groups of people sharing a common purpose, interest, mission, or passion. Two or more individuals from two or more congregations can become a network.

There are two types of Networks: Informal and Formal Networks. Informal networks often form through shared associations such as through groups of pastors, elders, and/or Christian Educators who have met for study, prayer, fellowship, or to work on some venture together. These informal networks function under their own leadership, and may or may not be sanctioned by the Presbytery. Formal networks are those officially sanctioned by the Presbytery through the Networks Team.

Two coordinators for this Team will be appointed by the Presbytery Planning Commission to serve staggered three-year terms. Membership is open to all and is not elected or term limited.

☐ **DREAM TEAM**

The Dream Team needs folks with creative minds, open hearts, eager spirits! This Team is charged with boldly thinking outside the box to imagine how our Presbytery can meaningfully and concretely live into our mission and vision priorities – keeping a spirit-led, long-range focus related to structure, finances, and potential collaborations with surrounding presbyteries.

Members of this Team will be appointed by the Presbytery Planning Commission for 1-3 year terms of service.

☐ **DISASTER RESPONSE TEAM**

The Disaster Response Team provides the Presbytery with planning and coordination in preparation for and partnered response with Presbyterian Disaster Assistance and other agencies to natural or human-caused disasters within the bounds of our Presbytery as well as collective responses to such disasters outside of the Presbytery.

Membership is open to all and is not elected or term limited.

☐ **YOUTH AND YOUNG ADULT TEAM**

The Youth and Young Adult Team aims to nurture youth from sixth through twelfth grades, and young adults in their late teens and twenties so that they have a firm sense of God's abiding love for them exactly as they are. The Team will provide a safe, welcoming, and affirming place for them to worship, study scripture and serve the community with love, share in fellowship, break bread, and pray together. The Team creates and sponsors events in collaboration with other youth-focused ministries including Camp Carew and various college and university ministries within Presbytery bounds. The Team also coordinates and oversees our Presbytery's cohort in attendance at national PC(USA) conferences including Montreat and Triennium.

Membership is open to all and is not elected or term limited. Members are subject to Presbytery policies, including background checks.

PRESBYTERY SUPPORT

☐ **PERMANENT JUDICIAL COMMISSION**

The Permanent Judicial Commission is a constitutional commission (D-3.01), which consists of seven (7) members—four ministers and three elders or four elders and three ministers. Term of office is six (6) years in three classes as nearly equal in size as possible, and with no more than one of its ruling elder members from any one of its constituent congregations. No person who has served a full term of six years shall be eligible for re-election until she or he has been out of office for at least two years.

❑ **COMMUNICATIONS AND TECHNOLOGY TEAM**

The Communications and Technology Team works with Presbytery teams and task forces to develop strategies and identify tools for fostering connections and community inside and outside of the Presbytery. The Team will coordinate the PresbyNet Communications Initiative. The primary communication platforms include the Presbytery website, News to Use email newsletters, various informational emails, and Presbytery social media sites.

Members of this Team will be appointed by Presbytery Planning Commission for 1-3 year terms of service.

❑ **BUDGET AND FINANCE TEAM | TRUSTEES**

The Budget & Finance Team carries out aspects of the Presbytery's financial processes by

- Preparing and proposing an annual budget to support the Presbytery's mission, ministry, and administrative operations
- Proposing to the Presbytery a range of instruments and strategies to fund the operating budget
- Engaging financial professionals to conduct a full financial review of all financial books and records every year, with professional external audit at least every three years
- Presenting a financial report at each business meeting of the Presbytery
- Consulting and coordinating with the Staff Support Team concerning salary issues impacting the Presbytery budget
- Serving as the Presbytery's Board of Trustees

Collectively Trustees bear corporate responsibility for maintaining fiduciary trust, the legal duty to act solely in another party's interests. The Trustees act as a body to look after the financial and legal affairs of the Presbytery and its corporation with an obligation to act in a way that responsibly stewards the long-term interest of the larger church.

The work of the Trustees involves attending to the affairs of the Presbytery corporation, oversight of special donations, financial accounts and restricted funds in accord with the Presbytery Financial Policy and managing the real property of the Presbytery and its constituent churches as necessary.

This Team is comprised of seven (7) members, four ministers and three elders or four elders and three ministers, elected to 3-year terms of service by the Presbytery upon nomination of the Committee on Representation.

❑ **STAFF SUPPORT TEAM**

The Staff Support Team develops and administers the employment policies of the Presbytery in accord with the current Employee Handbook, proposes position descriptions and compensation for Presbytery staff and employees, reviews and evaluates the work of Presbytery staff and employees, responds to routine workplace issues/concerns, provides care and support for all Presbytery employees, and facilitates the process for employing and

terminating Presbytery employees in accord with the processes found in the Employee Handbook.

This Team will be elected to 1-3 year terms of service by the Presbytery upon nomination of the Committee on Representation. As Head of Staff, the LPTSC serves ex-officio on this Team.

□ **COMMITTEE ON REPRESENTATION**

The Committee on Representation, as defined by the Book of Order (G-3.0103), shall nominate persons to serve in positions requiring election by the Presbytery with attention to reflecting the PC(USA) commitment to provide for full participation and access to representation in decision-making and employment practices.

This Team will be elected to 1-3 year terms of service by the Presbytery upon nomination of the Committee on Representation.