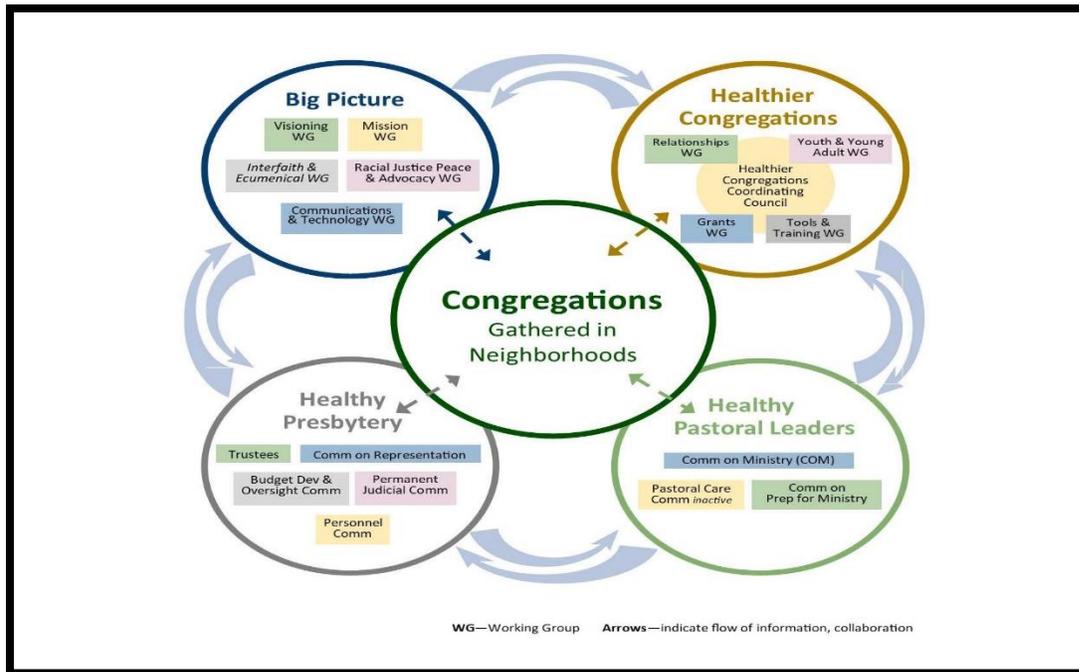


## APPENDIX C

# PRESBYTERY STRUCTURAL MODELS

## MODEL #1—THE NEIGHBORHOOD LIAISON MODEL



Gathering churches into Neighborhoods invites pastoral leaders and congregations to engage in conversations about ministry in their region of the Presbytery, what they may want to address or learn together, how they might support each other, and whether they might be active in mission together. Some groups will continue to be nominated by the Committee on Representation, elected by the Presbytery, and serve three-year terms. Other groups will be brought together less formally and will organize around passion, interest, skills and experience. These Teams and Working Groups may be short- or long-term, focused on a particular shared concern or event, or an ongoing function of serving congregations. Participants may be self-identified or invited through Presbytery communications and by personal invitation. These groups may design a meeting schedule and structure scaled to the work they are doing. They will form and re-form as needed.

### DEFINITIONS

**Team:** A Team is a group of people linked in a common purpose to equip, empower, and support congregations and neighborhoods, or the work of the Presbytery

**Working Groups:** Working Groups are small groups of persons who agree to work together to accomplish identified responsibilities, objectives, and goals within a Team

**Standing Committees of the Presbytery:** Committees serve the Presbytery by doing the work assigned to them by the Presbytery; members of standing committees are nominated by the Committee on Representation, elected by the Presbytery, and ordinarily serve three-year terms on a rotational basis

**Big Picture Team (Committee on Representation function):** Members are nominated by the Big Picture Team and elected by the Presbytery; the committee year begins each August 1; persons may be re-nominated and elected for a second term of 3 years; no committee member should serve longer than six consecutive years; chairs of the committee will be elected annually by the committee

**Principles of Representation:** Presbytery, through the work of the Committee on Representation and its Teams, shall give expression to the rich diversity within in its membership, and provide means to increase inclusiveness leading to wholeness in its emerging life; persons of all racial and ethnic groups, different ages and sexes, gender identity, gender expression, and sexual orientation, varied abilities, geographical areas and theological understandings consistent within the Reformed tradition, as well as different marital conditions (single, married, widowed, divorced) shall be guaranteed full participation and access in the decision-making of the Presbytery. (Book of Order F-1.04013, G-3.0103)

## **BIG PICTURE COORDINATING TEAM**

### **COMMUNICATION & TECHNOLOGY WORKING GROUP**

Communication and Technology Working Group works with all of the committees and working groups of the Presbytery to develop strategies and identify tools for equipping churches and fostering connections and community within the Presbytery. Support for website and social media content as appropriate.

### **INTERFAITH & ECUMENICAL RELATIONSHIPS WORKING GROUP**

Build relationships and encourage covenant agreements with groups, such as ministerial networks, campus ministries within our bounds, interfaith networks, ecumenical associations, leadership in other denominations and faith groups; Engage in ecumenical and interfaith dialogue and life; Participate together in mission opportunities within the wider community.

### **MISSION LINKAGES WORKING GROUP**

Maintains and strengthens relationships with designated Presbytery missions including, but not limited to: Kemmerer Village, Illinois Presbyterian Home, Camp Carew, PC(USA) Triennium, Campus Ministries, and Illinois Council of Churches. Commissioners to the Synod of Lincoln Trails and the General Assembly, are also connected to our work. With the Visioning Working Group, imagine and develop new mission opportunities for the Presbytery

### **VISIONING WORKING GROUP**

Charged with continually discerning an updated mission and vision and strategizing how the Presbytery will live into that mission and vision - keeping a spirit-led, long-range focus related to structure, finances, and potential collaborations with surrounding presbyteries that can best promote healthy, vital, sustainable leaders and congregations in our current context. The recommendations of the VWG will be guided by the Holy Spirit's work in our midst, exploration of the purpose of a Presbytery for God's current world and Church, honoring the "ministry of all believers," application of our Biblical roots and reformed theology, and respect for the Book of Order.

## NETWORKS WORKING GROUP

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 meet for study, prayer, fellowship, or to work on some common venture together. Informal networks, such as these, will continue under their own leadership, and may or may not be authorized by presbytery. Formal networks are those officially sanctioned by Presbytery through the Networks Working Group. Formal networks receive endorsement from the presbytery to gain access to presbytery channels of communication, to offer services [training, workshops, retreats, etc.] to our presbytery, and to receive funding from the presbytery for their work.

## NEIGHBORHOOD LIAISONS WORKING GROUP

Gathering churches into Neighborhoods invites pastoral leaders and congregations to engage in conversations about ministry in their region of the Presbytery, what they may want to address or learn together, how they might support each other, and whether they might be active in mission together. Neighborhoods are intended to encourage growth in the number of mission partnerships, either regionally or project-based, a stronger network of support for all pastoral leaders, churches deepening relationships with each other and supporting each other through prayer, shared mission, and gatherings, and churches and leaders learning new skills together that will strengthen their life and ministry. Each church will be supported by Neighborhood Liaisons:

**COM Liaison**—for pastoral transitions, entrance and exit interviews, pastoral call and contract processes, congregational issues

**Trustee Liaison**—for real estate and insurance issues

**Budget Development and Oversight Liaison**—for budgeting and financial issues including per capita

**Relational Working Group Liaison**—for neighborhood connection, prayer requests, and pastoral care

## HEALTHY CONGREGATIONS TEAM

The Healthier Congregations Team (HCT) includes the Healthier Congregations Coordinating Council and four distinct Working Groups: Grants Working Group, Relationships Working Group, Tools and Training Working Group, and Youth and Young Adult Working Group. Each group of the HCT is focused on identified goals and objectives that support congregations and neighborhoods.

The vision of the HCT is to “equip and empower congregations and neighborhoods to support one another for the risky work of discerning how to share God’s love more fully in our community, build healthier relationships, explore new ways of being church together, and live as a sign of hope for the world.”

### GRANTS WORK GROUP

### RELATIONSHIPS WORK GROUP

### TOOLS AND TRAINING WORK GROUP

## YOUTH AND YOUNG ADULTS WORKING GROUP

### HEALTHY PASTORAL LEADERS TEAM

The Healthy Pastoral Leaders Team, currently composed of two standing committees (COM and CPM), supports and serves pastoral leaders, churches in transition, and ministry candidates. The Healthy Pastoral Leaders Team promotes the well-being and effective functioning of the Presbytery and its leaders through the work of each committee as outlined below. Leaders and members of the Healthy Pastoral Leaders Team are encouraged to communicate regularly with each other on matters of common interest and concern. Leaders are encouraged to meet at least annually to discuss an overview of the work in which the committees are engaged, identifying overlapping responsibilities and concerns, and developing a plan to coordinate their work.

Members of standing committees are nominated by the Committee on Representation, elected by the Presbytery, and ordinarily serve three-year terms on a rotational basis.

#### COMMISSION ON MINISTRY

#### COMMITTEE ON THE PREPARATION FOR MINISTRY

#### PASTORAL CARE TEAM

### HEALTHY PRESBYTERY TEAM

The Healthy Presbytery Team promotes and supports the effective functioning and well-being of the Presbytery through the work of five standing committees. Each standing committee serves the Presbytery by doing the work assigned to them by the Presbytery as outlined below. Leaders and members of the Healthy Presbytery Team are encouraged to communicate regularly with each other on matters of common interest and concern. Leaders are encouraged to meet at least annually to discuss an overview of the work in which the committees are engaged, identifying overlapping responsibilities and concerns, and developing a plan to coordinate their work.

Members of standing committees are nominated by the Committee on Representation, elected by the Presbytery, and ordinarily serve three-year terms on a rotational basis.

#### BUDGET DEVELOPMENT AND OVERSIGHT

#### COMMITTEE ON REPRESENTATION

#### PERMANENT JUDICIAL COMMISSION



**Members: Moderator of Presbytery, Vice-Moderator, Stated Clerk, Presbytery Team Conveners**

## **MINISTERIAL RELATIONS GROUP**

The Ministerial Relations group relates to those serving in pastoral roles and to congregations to provide support and leadership development.

### **MINISTERS AND CONGREGATIONS COMMISSION [MCC]**

The Ministers and Congregations Commission carries out the following aspects of the Presbytery's mission and ministry. This Team is commissioned to:

- **Appoint administrative commissions of Presbytery for the purpose of ordaining and installing Ministers and Commissioned Ruling Elders to particular pastoral service with the responsibility to report all such appointments at the next meeting of Presbytery**
- **Approve renewals of terms of call and contracts for Ministers and Commissioned Ruling Elders with the responsibility to report all such appointments at the next meeting of Presbytery**
- **Make recommendations to the Presbytery regarding new terms of call and contracts**
- **Recommend Presbytery examination of and reception of Ministers of Word and Sacrament by transfer from other presbyteries for the purpose of accepting valid calls to ministry and membership in the Presbytery; and for membership in the Presbytery as at-large and honorably retired minister members**
- **Approve and review annually the work of all teaching elders and CREs engaged in validated ministries**
- **Counsel with sessions concerning reported 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 Rules of Discipline**
- **Recommend to the Presbytery the appointment of administrative commissions with authority to assume original jurisdiction in any situation in which it determines that a session cannot exercise its authority**
- **Propose annually the minimum compensation standards for pastoral calls, pastoral commissions, and those serving in certified educator positions for approval by the Presbytery**

### **CONGREGATIONAL DEVELOPMENT & VISION TEAM [CDV]**

The Church Development & Vision Team carries out aspects of the Presbytery's mission and ministry in the following ways:

- **Develops and supports ways in which the Presbytery, its congregations and pastors, its members engaged in validated ministries, and its new congregations, new worshiping communities, fellowship groups, and other non-congregational entities can fulfill the mission of God in Christ, guided particularly by the Great Ends of the Church (F-1.0304)**

- Promotes, supports, and coordinates the establishment of new congregations, new worshipping communities, fellowship groups, non-congregational entities, and other forms of corporate witness
- Supports congregations in the work of transformation, revitalization, and transition • Proposes and administers Presbytery financial support for church development

### LEADERSHIP AND DEVELOPMENT TEAM [LDV]

The Leadership Development Team:

- Works with the Presbytery Coordinating Commission to develop and implement regular plans for growth in pastoral leadership
- Develops skills for those serving in various capacities within the Presbytery, including at least one annual retreat to train Presbytery leaders
- Proposes and administers the Presbytery's financial support for preparation for ministry
- Cares for and supervises candidates and inquirers for ordination as Teaching Elders and supervises the preparation of Commissioned Ruling Elders
- Perform annual consultations with inquirers and candidates

This Team makes recommendations to the Presbytery to

- Enroll inquirers in covenant relationship with the Presbytery
- Transfer inquirers and candidates to other presbyteries
- Receive inquirers and candidates by transfer from other presbyteries
- Certify candidates ready to receive a call and give candidates permission to circulate the Personal Information Form
- Remove an individual from Inquirer or Candidate status

### PASTORAL CARE TEAM

The Pastoral Care Team is organized by regions in the Presbytery so that pastors in need of care will be visited by neighboring colleagues. This ministry may be a vital one in which at-large and honorably retired minister members may serve.

## MISSION AND WITNESS GROUP

### MISSION AND OUTREACH TEAM

The Mission and Outreach Team carries out aspects of the Presbytery's mission in the following ways:

- Encourages and supports ministry partnerships among congregations and ecumenical and interfaith organizations which fulfill the mission of church

- Promotes and supports ministries of social, racial, and environmental justice, peacemaking, and self-empowerment throughout the congregations and networks in the Presbytery
- Promotes and supports ministries of proclamation, evangelism, and discipleship throughout the congregations and through other groups in the Presbytery
- Proposes and administers the Presbytery's financial support for church mission initiatives

#### PEACEMAKING TASK FORCE

#### SELF-DEVELOPMENT OF PEOPLE TASK FORCE

#### NETWORKS TASK FORCE

Networks are vocational associations or groups of individuals, gathered by a sense of common passion, call, and giftedness for a particular ministry. Designating the networks that mark our passions for mission offers all of us an opportunity to focus together on life-giving ministry and mission instead of structure and to provide focused resources in support of these missional passions to serve others. Even if you are the only member of your church interested in the work of a network, joining a network would allow you to pursue your calling with others who share your passion and engagement in the Presbytery!

### FINANCE AND STEWARDSHIP GROUP

#### BOARD OF TRUSTEES

The Presbytery Board of Trustees shall be comprised of both ruling and teaching elders. Collectively these officers bear corporate responsibility for maintaining fiduciary trust, the legal duty to act solely in another party's interests. In this case, 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. The Stated Clerk serves as Corporate Secretary.

#### BUDGET & FINANCE TEAM

The Budget & Finance Team carries out aspects of the Presbytery's financial processes in the following ways:

- Prepares and proposes a budget for annual operating expenses to support the Presbytery's mission, ministry, and administrative operations
- Propose to the Presbytery the means to fund the operating budget
- Conduct a full financial review of all financial books and records every year, with professional external audit at least every three years
- Present a financial report at each business meeting of the Presbytery
- Consult and coordinate with the Board of Trustees and Treasurer concerning financial issues impacting the Presbytery budget
- Consult and coordinate with the Personnel Committee concerning salary issues impacting the Presbytery budget

## ADMINISTRATIVE AND JUDICIAL GROUP

### PERSONNEL TEAM

The Personnel Team provides counsel, guidance, care, and advocacy support for the continuing staff of the Presbytery as defined in the Presbytery Employee Handbook. The Team conducts an annual review of continuing professional and support staff of the Presbytery. The Team shall also make recommendations to the Presbytery, through the Presbytery Coordinating Commission, concerning changes in the position descriptions and the compensation of professional and support staff.

### COMMITTEE ON REPRESENTATION & NOMINATION

The Committee on Representation & Nominations carries out aspects constitutional functions on behalf of the Presbytery as follows:

- Advise the Presbytery regarding the implementation of principles of unity and diversity
- Advocate for diversity in Presbytery leadership
- Consult with the Presbytery on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403
- Nominate persons to serve in positions requiring election by the Presbytery, ensuring that nominations are broadly representative of the Presbytery and in conformity with the church's commitment to unity in diversity (F-1.0403)

### PERMANENT JUDICIAL COMMISSION

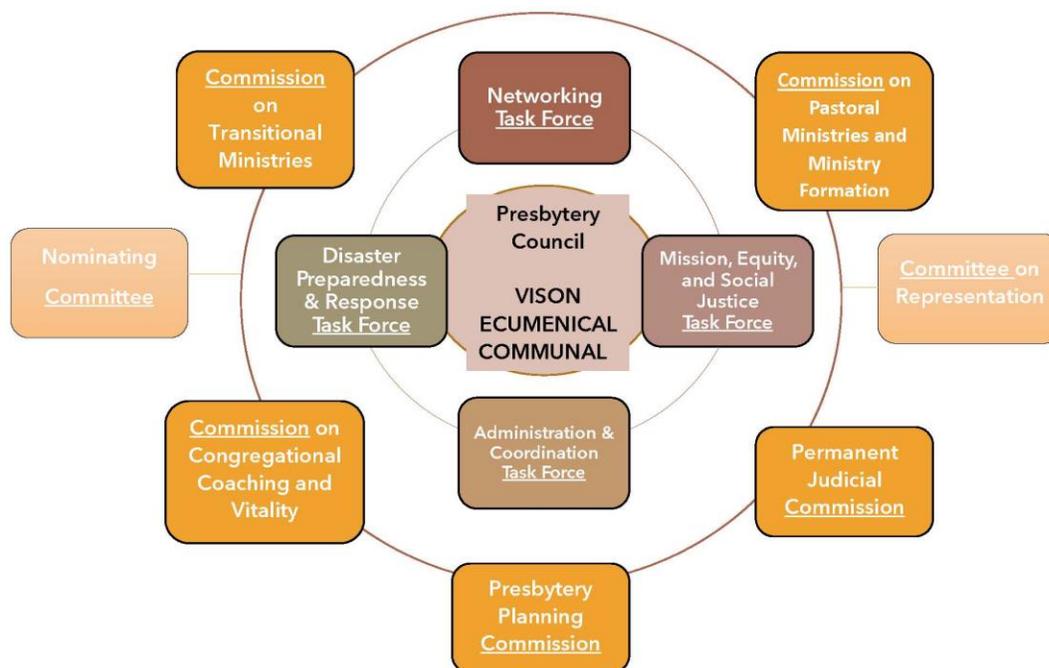
The Presbytery shall elect a Permanent Judicial Commission and the Permanent Judicial Commission shall function in accordance with the Book of Order (D- 5.0100 and following Page 11 of 11 D- 5.0000). The Permanent Judicial Commission shall be composed of seven (7) members: three teaching elders, three ruling elders, and a seventh member who is either a teaching or ruling elder. The members of the Permanent Judicial Commission shall each come from different constituent churches, and the Presbytery Moderator shall designate a member to serve as convener. The members shall be elected by the Presbytery and shall serve a six-year term, subject to the provision of D-5.0100. The Stated Clerk shall advise this commission.

## COMMUNICATIONS GROUP (internal and external communications)

Communications (Website, Social Media, Commission/Committee Communication) ∞ Stated Clerk (Ecclesiastical/Corporate Communication/ Commission/Committee Consultation)

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## MODEL#3-THE COMMISSION | TASK FORCE MODEL



### PRESBYTERY COUNCIL

The Council is a standing commission of the Presbytery called to lead the Presbytery in implementing its vision and coordinating the Presbytery's efforts to fulfill its constitutional and communal purposes. It offers guidance to several work teams, including the Personnel Committee, Disaster Preparedness & Response Task Force, Mission, Networking Task Force, Equity & Social Justice Task Force, and other Presbytery initiatives. It also is responsible for maintaining our ecumenical and interfaith relations.

### COMMISSIONS

#### COMMISSION ON TRANSITIONAL MINISTRIES

The Commission on Transitional Ministries has been delegated authority by the Presbytery to administer pastoral contracts and initial terms of call. It works with congregations that are in the midst of an active pastoral transition, including dissolving pastoral relationships and starting new ones. It assists congregations in the midst of conflict, when necessary.

#### COMMISSION ON CONGREGATIONAL COACHING AND VITALITY

The purpose of the Commission on Congregational Vitality is to support innovative, creative, and connectional congregational ministries that enhance the vitality of congregations and empower leaders. This support may include coaching, resources, grants, and accompaniment.

### **PRESBYTERY PLANNING COMMISSION**

The Presbytery Planning Commission focuses on planning the stated and called Presbytery Gatherings, including our themes, location, education hour, and worship. As we live into our missional vision and calling as servant leaders, the Planning Commission also seeks ways to learn and engage systemic poverty, environmental issues, structural racism, and food justice among other social issues.

### **COMMISSION ON PASTORAL MINISTRIES AND MINISTRY FORMATION**

The Commission on Pastoral Ministries and Ministry Formation supports persons discerning calls to the ordered ministry of Minister of Word and Sacrament, pastoral service as Commissioned Ruling Elder Pastors, Certified Christian Education, Music Ministry and all other stages and types of ministry. This commission provides personal support, group opportunities for learning and building relationships with colleagues, and administrative support for preparation processes.

### **PERMANENT JUDICIAL COMMISSION**

The Permanent Judicial Commission holds constitutional duties and authorities indicated in The Book of Order in contested matters of governance, worship, and discipline.

## **COMMITTEES**

### **NOMINATING COMMITTEE**

The Nominating Committee's role is to identify people willing and able to serve in leadership roles in the Presbytery and to present them for approval to the Presbytery Assembly.

### **COMMITTEE ON REPRESENTATION**

The Committee on Representation advises the Presbytery on the principles of participation and inclusiveness to ensure fair and effective representation in the decision making of the Presbytery.

## **TASK FORCES**

### **MISSION, EQUITY, AND SOCIAL JUSTICE TASK FORCE**

The Mission, Equity, and Social Justice Task Force is charged with the review and study of systemic cultural inequities and mission priorities; the development of action plans to address missional initiatives; the conduct of an "internal audit" of the Presbytery's policies and practices for equity; engagement with congregations, including a review of current mission efforts related to equity and justice; evaluation and recommendation of educational opportunities and resources for both individuals and congregations; provision of Presbytery-wide opportunities for learning, conversation, and action; and recommendation of concrete strategies for justice and change.

### **DISASTER PREPAREDNESS AND RESPONSE TASK FORCE**

The Disaster Preparedness and Response Task Force provides the Presbytery with planning and coordination in preparation for and response to natural or human-caused disasters within the bounds of the Presbytery, and response to larger disasters outside of the Presbytery.

### **NETWORKING TASK FORCE**

The Networking Task Force provides coordination and support to the Presbytery networks that focus on life-giving mission and ministry initiatives across the Presbytery.

## ADMINISTRATION AND COORDINATION TASK FORCE

The Administration and Coordination Task Force supports and coordinates administrative functions including Presbytery communications, long-range planning and strategy, property and legal matters, budget, finance and stewardship, and oversight of Presbytery office and personnel.

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Below you will find the information from last year's Big Conversations that identified the priorities we are seeking to implement this year.

## BIG CONVERSATION 2022 INITIATIVES

### 1-PRIORITIZED, SUSTAINABLE MISSION AND MINISTRY

- WHAT IS BREAKING OUR HEARTS?—MISSION FOCI
- DO WE SEE AND RECOGNIZE ONE ANOTHER AS SIBLINGS IN COVENANT RELATIONSHIP?

#### COLLABORATIONS

- small and large churches—worship, resource sharing
- churches and agencies—mission initiatives
- small and small churches—youth groups, meals, mission initiatives

### 2-EFFECTIVE, SUSTAINABLE STRUCTURE AND PROCESS

- FUNCTIONS OF A PRESBYTERY
  - Congregational resourcing/connection—ministry and congregations
  - Ministry preparation—CREs/MWS/Elders in congregations
  - Mission ministry facilitation/coordination  
[Networks, adaptive change, partnerships, grants]

- Leadership development
- Advocacy groups
- Nomination/Representation
- PJC—presbytery as judicatory
- Property and legal functions
- Budget and finance
- Employment and compensation

These functions could be combined

What structures and processes will most effectively address these functions, given the size, geographic structure, available human and financial resources of our presbytery?

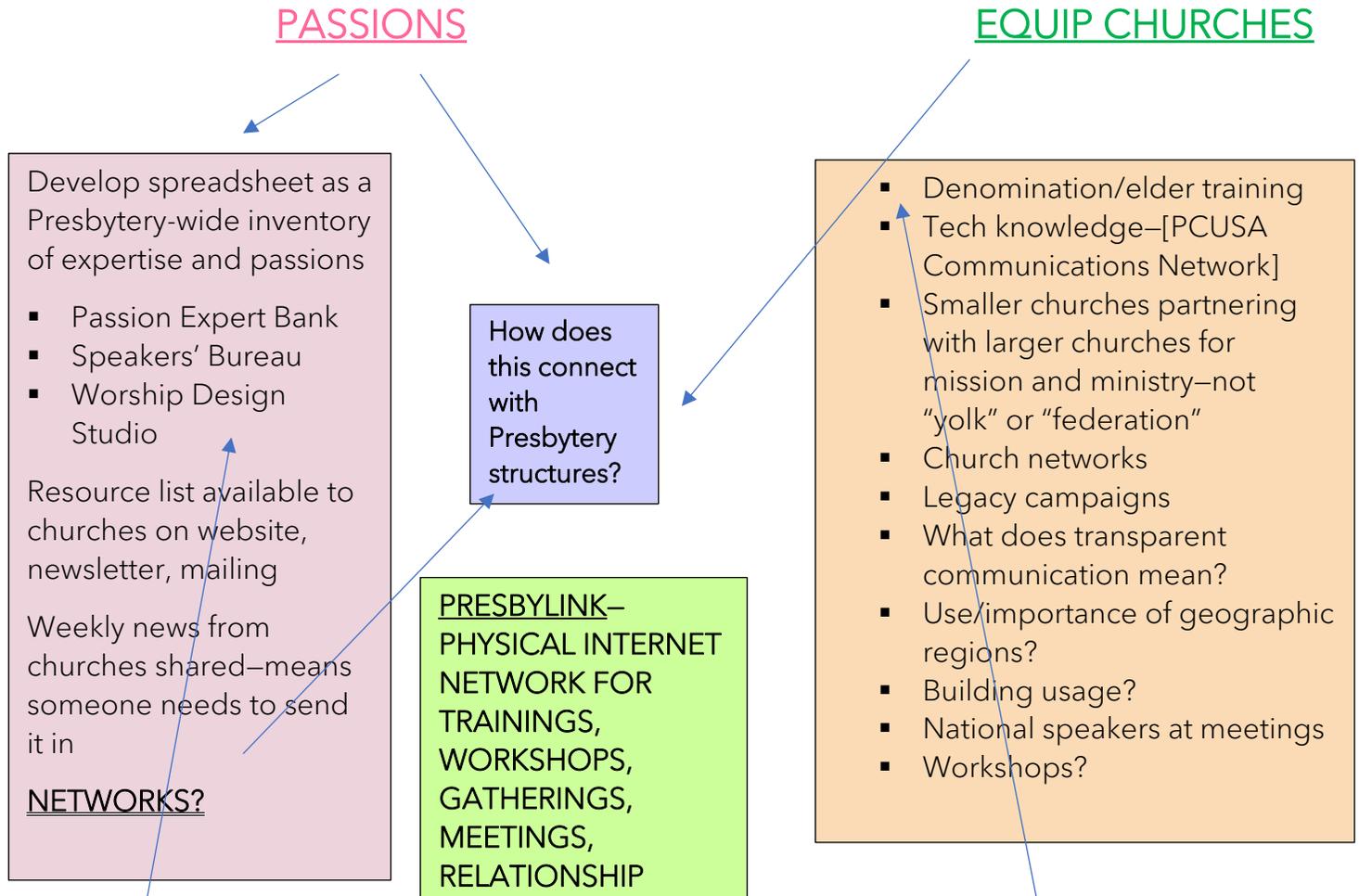
### 3-EFFECTIVE, SUSTAINABLE STEWARDSHIP OF PHYSICAL RESOURCES

What does effective and responsible use of resources, particularly technology, look like?

# THEMATIC SUMMARY of 2022 BIG CONVERSATIONS

## ❖ PHYSICAL RESOURCES

What does effective and responsible use of resources, particularly technology, look like?



## ❖ LEADERSHIP DEVELOPMENT

- Serious about servant-leadership, discipleship as value
- Include discernment in trainings
- No more volunteers ----- DISCIPLES—there is a difference
- Zoom conversation space [The Gathering?]-no agenda, safe space for relationship, fellowship, sharing, prayer, etc.
- Visioning available to congregations—each presbytery meeting speaks to marks of vitality, what is life-giving and generative
- Mentor networks—train trainers beyond Appreciative Inquiry, Holy Cow, etc.

## ❖ SUSTAINABLE MISSION AND MINISTRY

### NETWORKS

- Food justice
- Earthcare
- LGBTQIA+--inclusivity
- Intergenerational ministry
- Small churches
- Youth--afterschool, HS, College
- Christian education
- Pastor groups (interim, chaplain)

▪ CHAT  
ROOMS  
▪ MESSAGE  
BOARDS

### RETREAT CENTERS

- Use for fellowship events?
- Workshops and trainings?
- Other uses?

### WHAT IS BREAKING OUR HEARTS?--THIS IS OUR MISSION FOCI

### DO WE SEE AND RECOGNIZE ONE ANOTHER AS SIBLINGS IN COVENANT RELATIONSHIP?

### COLLABORATIONS

- small and large churches--worship, resource sharing
- churches and agencies--mission initiatives
- small and small churches--youth groups, meals, mission initiatives

## ❖ STRUCTURE IDEAS---Focus on tasks, teams?

- Functions of a presbytery
  - Congregational resourcing/connection--ministry and congregations
  - Ministry preparation--CREs/MWS
  - Mission ministry facilitation/coordination [Networks, adaptive change, partnerships, grants]
  - Leadership development
  - Advocacy groups?
  - Nomination/Representation
  - PJC--presbytery as judicatory
  - Property and legal functions
  - Budget and finance
  - Employment and compensation

These functions could be combined