

Sequence of Activity Evolving from the Report Recommendations

NOTE: The actual resulting sequence should be the calculated will of the Presbytery, and should be implemented by the Presbytery. Any sequence of activity may be adjusted at any particular time in the sequential process.

I. Beginning: Formation of the Implementation Group, its gathering, organization, and orientation for the tasks described in recommendation 13.

II. Formation of Ministry Teams:

A. Formation and orientation of a head of staff search ministry team, whose task will be to study and digest the Presbytery's Strategic Plan, the Presbytery's Transition Team Report, and any other documents useful to presenting a complete understanding of the Presbytery.

1. It is crucial that each potential Head of Staff have a complete systemic understanding of the Presbytery.

B: The Implementation Group (IG) will form the ministry teams called for by the Reports recommendations 1, 2, 3, 4, 5, 12. The IG will seek to recruit people who are gifted for the particular task, and who are motivated by a desire to work on that task. When the task is completed, the team disbands.

(It is assumed that the work of the ministry teams, as well as their continued existence should be information offered to prospective Heads of Staff in interviews and dialogues.)

III: Adjustments to the Presbytery's structure and organization (after a Head of Staff has been called and is acclimated to Presbytery's structure and work):

- A.** Council's "divisions" should first be put in place.
- B.** Any adjustments needed by the standing committees as mandated by the Book of Order.
- C.** The intentional and planned disbanding of the other committees/divisions.
- D.** Establishing of the necessary ministry teams to continue the disbanded entities' pertinent work.
 - 1.** Functions will also need to be reassigned; e.g. budgeting and budget accountability into the third Council "division."

NOTE: It is assumed that the present Council's Presbytery priority discernment work will have reached a conclusion, or will nearly have done so, by the time of the calling of a Head of Staff.

IV: The completion of a staffing configuration. (“Configuration” means the number of staff persons, full time or part time, called and an understanding of each one’s particular responsibilities and accountability.)

A: The Head of Staff may research the particular staffing needs of the Presbytery, then, in concert with a ministry team, form a staff configuration which addresses those functions.

B: The hiring of the necessary support staff. The Head of Staff should be involved in the hiring of the support staff—not doing the task, but working with a well formed ministry team. The functions of support staff should carefully be recognized and defined. The support staff should be formed with the particular skill sets and capabilities to fulfill the identified functions.

Transition Team Note: Through all of this sequence consciousness should be directed to the major identity “themes” presented in our Report:

1. building a Presbytery that is collectively (including staff) self defined by Jesus Christ, Head of the Church;
2. has the capacity to “stand alongside” of our congregations in a mutual relationship;
3. building mutual awareness and value of gender, generation, family status and a variety of theological persuasion;
4. awareness of the cultural context in which the Presbytery and its congregations minister.

Coupled with these is an understanding and capacity to use open well-defined process, an understanding of transformation and its place in the Presbytery and the congregations, and the continued and never-ending work toward civil, mutually appreciated theological dialogue.