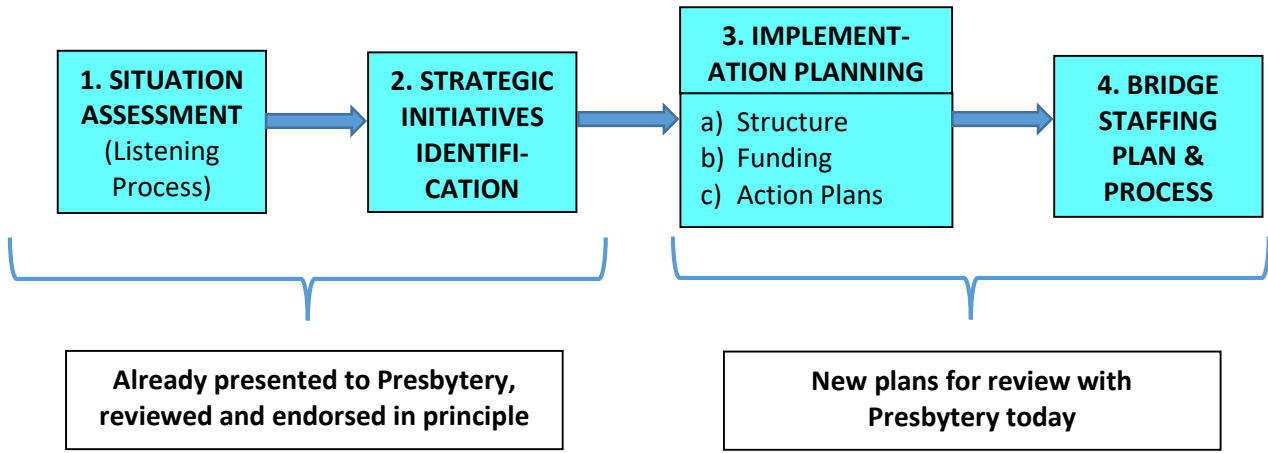


## Strategic Planning Process Summary

We are moving through four key planning and implementation processes to reconfigure our Presbytery to serve God in the Present and meet the challenges of the future:



1. **Situation Assessment:** We have gone through several “listening” processes over the past four years (Holy Listening sessions, Presbytery meeting break-out sessions, etc.) to understand where we see the voice of God and the movement of the Holy Spirit in this process. Attached is a theological reflection - “**Hope for The Future.**”
2. **Strategic Initiatives Identification:** The new strategy that emerged from the Design & Discernment (D&D) planning process is summarized in the attached “**Strategic Plan Executive Summary**” that was presented to the Presbytery in May 2016. Changes included in this update were made based on feedback reported from moderated breakout groups.
3. **Implementation Planning:** The team and the Structure and Funding (S&F) Team worked to put flesh on the bones of the strategic plan.
  - a. **Structure:** The Presbytery needs a new organization of staff and volunteers to implement the D&D strategies. The S&F team proposed an organization with a smaller Council that meets more often to focus on key issues, a committee and team structure that is better aligned for coordination/implementation, and staff re-configured to better address the unique needs of congregations and members (listening, communicating and facilitating real solutions). This structure is reviewed in detail in the attached “**Proposed New Presbytery Structure**” document.
  - b. **Funding:** Financial stewardship is always important, so the S&F team shifted resources into the new structure without increasing Presbytery staff costs. An exhibit showing the relevant financial costs and comparisons is available on request or at the presbytery meeting.
  - c. **Action Plans:** D&D selected the top three priorities and set up three action planning teams to study and recommend action plans to address each strategic priority. While

this was a separate effort from the work by the S&F team, both were grounded in the D&D strategy recommendations. As a result, the recommendations of the three action planning teams align well with the recommendations for structure and funding from the S&F Team. Copies of the detailed action plans are available on request by email or at the presbytery meeting.

4. **Bridge Staffing Plan & Process:** The Proposed New Structure does not include a position for an Executive Presbyter. With the departure of the Transitional Executive Presbyter, the Council committed to develop a Bridge Staffing Plan that both addresses necessary Presbytery activities provided in the past and moves the staff configuration toward the new structure during a Bridge Period.
  - a. **Bridge Period:** November 16, 2016 to the Fall 2017 Presbytery Meeting.
  - b. **Staff Configuration:** Move toward the Proposed New Structure in steps during the Bridge Period with five new positions/hires – a Communications Coordinator and four Area Relationship Coordinators. A sixth person, the Relationship Coordination Director, will be added at the end of the Bridge Period if the Proposed New Structure is approved.
  - c. **Staff Management:** Manage staff (current and new positions) through a special team initially comprised of the Moderator (Ralph Moulder), the Moderator Elect (Jeff Welch), the Moderator in Nomination (Mary Mickel) and Edd Norris. The current members of the staff management team will serve through the Bridge Period.

The attached “**Bridge Staffing Plan Summary**” reviews key elements of this plan.