

Hope for A New Future

Our Presbytery, like many others around the nation, has sought to envision a new future that reflects the will of Christ to address our challenges and opportunities and proclaim the good news of the gospel in our context.

- **Listening:** As we listened to our members and congregations, we heard many key words and consistent themes that suggest strengths, challenges and hopes for the future:

Vibrant	Communal	Connected	Maximize	Risk
Common Good	Theologically-Engaged	Support	Witness	Seek
Belonging	One Heart and Soul	Relational	Outwardly Focused	Engagement
Communication	Trust			

- **A New Future:** The visioning process identified a common mission and goals. In our renewed life as the presbytery we seek to:
 - Believe that the Presbytery is all of us.
 - Relate to each other more supportively and effectively.
 - Develop intentional methods to connect and network with each other.
 - Deal with issues and opportunities more proactively and responsively.
 - Communicate better by using more robust technology and media.
 - Organize ourselves in a more effective, flexible, and participatory structure.
- **Our Current Reality:** The same listening processes provided a stark picture of our current situation as a place where we:
 - Believe that the Presbytery is a place (an office).
 - Connect with others in the Presbytery by accident.
 - Emphasize process and conforming with past practice more than we need to.
 - React to many challenges only after they are upon us.
 - Have not used available technology to communicate more effectively.
 - Are organized in a way that makes coordination and decision making more difficult than it needs to be.
- **Our Challenge:** As we considered the changes required to move from our current reality to the new future we desire, we realized that we would need to become less programmatic and more relational in everything we do. This in turn would require changing:
 - The way we communicate and deal with each other.
 - The events and activities we prioritize.
 - Our organization and staffing.
 - Our policies, procedures and processes.

The new strategy and Proposed New Structure represent a very significant change to our life together as a Presbytery.

- **Support for Change:** We may be the denomination that is reformed and always reforming according to the word of God, yet change – even good change – meets strong, natural resistance.
 - In the past we clung to our current organization, our current staff, and our current processes or policies as givens that challenged and frustrated efforts to implement change.
 - Organization, staffing, processes and policies should be derived from strategy, not drive it.
 - Like Lot's wife, our compulsion to look back may have prevented us from becoming what we need to be as a Presbytery.
 - To be successful, we will have to take risks, be willing to make mistakes and be patient as we recover from them - learning what does and doesn't work in our Presbytery.

The visioning process has been a listening process – listening to you, making inquiries of other presbyteries, and listening to the still, small voice of God. Now we offer you a strategic plan that reflects your input and comments and a proposed new structure to support it as a way forward.