



Design for a Missional Presbytery: A Community Collaborating in Worship, Education, and Mission

Acts 2: 42-47 They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers. Awe came upon everyone, because many wonders and signs were being done by the apostles. All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds to all, as any had need. Day by day, as they spent much time together in the temple, they broke bread at home and ate their food with glad and generous hearts, praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved.

PRESBYTERY OF SANTA FE WORK GROUP: Nelson Capitan, David Casson, Maribeth Culpepper, Rickisue Daly, John Detterick-Chairperson, Tom Hart, Libby Whiteley

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VISION AND VALUES

The Presbytery of Santa Fe, as the Presbyterian Church (USA) in this place, is a community of congregations engaged by the Triune God in worship, education, and mission, both as congregations and as relational networks.

We live into our future as a community of faith engaged in God's mission, guided by Scripture, fulfilling ecclesial responsibilities, and claiming these shared values:

- Living Christ's call to love God and one another in word and deed.
- Responding to God's call by connecting as congregations to do mission and ministry together with Christ-like creativity and innovation.
- Mentoring and nurturing all people for discipleship.
- Cultivating generosity, hospitality and mutuality in all of our relationships.
- Being faithful stewards of the Spirit's gifts, including wisdom, community, theological traditions, and cultural diversity.
- Embracing God's ongoing new creation through openness to creativity and change in our structures and systems.

OVERVIEW

The meetings of the Presbytery of Santa Fe will consist of worship, education, mission and ecclesial components in that order. We believe that this approach will help identify and build on our commonalities and enhance our ability to follow and serve Jesus Christ in New Mexico. In all of our conversations we will strive to listen to one another, to learn about the feeling and thinking of fellow presbyters on matters of shared concern. From such conversations presbyters may better serve our congregations in worship, education, mission, and ecclesial functions. With a Presbytery vision that emphasizes community, the groundwork is laid for organizing our time together based on our commonalities.

We believe that there are at some commonalities among New Mexico Presbyterians:

Worship - gather in prayer and praise to be formed as God's community

Education -provide educational and nurturing events for congregational leaders

Mission -provide a forum for mission to be developed and implemented by congregations in partnerships

Ecclesial -conduct the needed polity and business of the Presbytery and provide a communication linkage to the larger church

These commonalities form the building blocks for Presbytery meetings and the organizational structure of the Presbytery of Santa Fe.

Responsibility for the organization, execution and evaluation of these functions will reside in the meeting of the Presbytery where each commission, committee, task force, and work group will provide a written summary of their work since the previous presbytery meeting.

EDUCATION

Building on the Vision and Values Statement to mentor and nurture all people for discipleship, each meeting of the Presbytery will seek include time for an educational component. The Vision Statement value Informational dialogue on theological matters or practical new ways of being church will become a regular part of the Presbytery experience, drawing on the variety of experience and expertise within and outside the presbytery. The educational component of each presbytery meeting will follow the Mission Forum time. Additionally, Bible study and support group opportunities will be available for Teaching Elders.

Small groups of Commissioned Ruling Elders and Certified Christian Educators may be formed to provide strong relationship building among individuals who have a variety of perspectives and who might not ordinarily be in regular conversation.

MISSION

Building on the Vision and Values Statement, each meeting of Presbytery of Santa Fe will include time for relationship building between and among Presbyterians around shared mission interests. This time will be in the form of a Mission Forum where congregations with common mission interests will gather to explore and implement their callings. It may be a place for visiting existing network groups to learn about their activities. It might also be a place where a congregation can “set up shop” to seek other congregations with similar mission interests. This “missional forum” will be the initial component of all New Presbytery meetings.

ECCLESIAL

Building on the Vision and Values Statement, each meeting of the presbytery will include time for the ecclesial tasks. Business of the presbytery will be discussed

using consensus dialogue where helpful and appropriate. Consensus dialogue slows down the process and focuses on understanding the various perspectives present versus the Roberts Rules of Order majority “wins” approach. Much of the dialogue is done in small groups where it is much easier to identify shared values and to seek understanding of other perspectives. In a culture where mutuality in all of our relationships is valued, more time in open respectful dialogue is desired.

SUPPORT

While the foundational focus of the Presbytery is on worship, educational, missional and ecclesial activities, it is necessary that a support structure be in place to facilitate the primary work of the Presbytery. This support structure includes leadership, financial and communications functions, all of which are expected to support and implement the Vision and Values Statements.

DESIGN

Responsibility for the organization, execution and evaluation of Presbytery commissions, committees, task forces, and work groups will reside within the Presbytery where each commission, committee, task force, and work group will provide a written summary of their work since the previous presbytery meeting.

The design is intentional in its use of the terms “committee” and “commission.” According to the Book of Order, a committee is one that studies and recommends action or carries out decisions already made by a council or presbytery.

Committees make a full report to the council or presbytery that created it, and its recommendations require action by that body. A commission is empowered to consider and conclude matters referred to it by the presbytery. The presbytery states specifically the scope of the commissions’ powers and any restrictions on those powers. Work Groups and Task Forces are appointed by the presbytery for a specific short term task.

EDUCATION

Education Networking Committee (ENC) Remembering Christ promised to be with us always, to the end of the age; we are commissioned to make disciples of all nations baptizing and teaching everything that Christ commanded. In concurrence with our vision of mentoring and nurturing all people for discipleship, the Education Networking Committee will be a catalyst for education.

MISSION

Mission Networking Committee (MNC) Relying on Christ’s assurance that where two or three are gathered Christ will be in our midst, we will strive to encourage, facilitate and do mission through networks of congregations. This core

responsibility is based on the understanding that a congregational commitment to mission and service is a logical extension of worship and is mandated by scripture, which calls us to reveal God's love in the world. This focus on mission networks recognizes that additional congregational mission work may be done nationally or internationally through individual or community partnerships.

The role of the Mission Networking Committee is to manage the forums and to facilitate the conversations at each presbytery meeting. Needs which arise will be expected to be addressed through networks.

ECCLESIAL

Commission on Ministry (COM) will fulfill the constitutional responsibilities assigned to it by the presbytery. Commission on Ministry will assume responsibility for the oversight of Commissioned Ruling Elders (CRE). Working with Education Networking Committee, the Commission on Ministry will help provide and coordinate educational and training opportunities for churches and members.

Commission on Ministry is composed of eighteen (18) members, including the chairperson, and elected by the presbytery.

Commission on Preparation for Ministry (CPM) will fulfill the constitutional responsibilities assigned to it by the presbytery. Commission on Preparation for Ministry will work with Inquirers, Candidates seeking ordination, and potential Commissioned Ruling Elders seeking a commission in the Presbyterian Church (U.S.A.). Commission on Preparation for Ministry is composed of twelve (12) members, including the chairperson, and elected by the presbytery.

Committee on Representation and Participation (CORP) will fulfill the constitutional responsibilities assigned to it in G-3.0103. In addition, it will serve as the nominating committee of the Presbytery, striving to fulfill Presbytery's mandate of diversity and inclusivity. CORP is composed of nine (9) members, nominated by the members of ACIM and elected by the presbytery.

SUPPORT

Leadership Team (LT) will be responsible for planning and conducting the presbytery meetings and other responsibilities assigned to it by the presbytery. The Leadership Team shall also actively consult with other committee, commission, and team chairpersons to ensure that their needs and concerns are included in the planning process. The leadership of the presbytery will consist of the following:

1. The Moderator of presbytery (convener of the Leadership Team)
2. The Moderator-Elect of presbytery
3. The Past Moderator of presbytery

The three (3) members of the Leadership Team will provide the ongoing oversight and supervision of the Missional Presbyter/Stated Clerk.

Finance and Property Committee (F&P) will be responsible for informing and advising presbytery in matters related to property and finance. Under the direction of the presbytery, Finance and Property will supervise the management of the property and financial matters of the presbytery. Finance and Property is composed of six (6) members, including the chairperson, and elected by the presbytery.

Administrative Commission on Interim Matters (ACIM) is authorized to act on behalf of the presbytery on matters that need to be addressed between presbytery meetings and which do not warrant calling a special presbytery meeting. These matters might include property decisions, loan approvals, significant personnel developments, or other time sensitive issues. The Administrative Commission on Interim Matters will conduct a triennial comprehensive performance review of the Presbytery Pastor/Stated Clerk.

The Administrative Commission on Interim Matters is composed of the Leadership Team members and the chairs of Commission on Ministry, Commission on

Preparation for Ministry, Finance and Property, Mission Networking Committee, Education Networking Committee and Committee on Representation and Participation. A meeting of the Administrative Commission on Interim Matters may be called by any two of its members, and will be chaired by the Moderator of the Presbytery.

Communications Advisory Team (CAT) exists to advise the Leadership Team and the Missional Presbyter/Stated Clerk on ways to improve and enhance communications between the presbytery and its congregations, as well as beyond the presbytery. The shift to a networking presbytery built on shared values and shared missional endeavors requires flexibility and creativity in communications. Presbytery leadership is challenged to communicate to congregations in ways that recognize and encourage their initiatives and responsibilities, especially in missional and educational opportunities.

The Communications Advisory Team will consist of between six and twelve members who will serve at the invitation of the Leadership Team, and recommendations for membership from congregations will be welcomed. Members will be invited to serve for a one-year term and may serve for as long as the Leadership Team continues to invite their participation.

The Communications Advisory Team is expected to develop and recommend to the Leadership Team a Communication Plan for the Presbytery. In developing its initial Communications Plan the Team will consider the Communications Opportunities document developed by the Work Group for a New Presbytery Design. The recommended Communications Plans are expected to focus primarily on utilizing technology to keep the congregations fully informed of missional and educational opportunities and the ecclesial activities of the presbytery. More traditional communications vehicles will also be considered in the advice to the Leadership Team.

PLEASE NOTE: The Missional Presbyter/Stated Clerk and Associate Stated Clerk may be members of all committees, commissions, teams, and task forces; with voice and no vote.

STAFFING

Missional Presbyter will be the interpreter of the Presbytery Vision. This includes facilitating cooperative ministry within the presbytery and beyond, encouraging networks and joint ministries by developing an ongoing flow of information regarding the life of the congregations, telling the story of their successes, needs and opportunities in ministry. The Missional Presbyter encourages a permission-giving culture that vitalizes and energizes our connectional commitment to mission. Other responsibilities of the Missional Presbyter will include:

1. Facilitator for Commission on Ministry

- Attend all COM meetings
- Prepare COM report for Presbytery meetings
- Pastoral visits with congregations, pastors and educators as needed

2. Facilitator for Committee on Representation and Participation

- Attend meetings
- Update workbook for nominations
- Resource committee as needed

3. Presbytery meetings

- Coordinate meeting logistics with local churches
- Prepare docket with Leadership Team

4. Other Committee Responsibilities

- Meet with Finance and Property
- Consult with Commission on Preparation for Ministry as needed.
- Meet with Education Networking Committee as time allows
- Meet with Mission Networking Committee as time allows

5. Electronic Communications

- Publish and send Bi-weekly “Ponderings”
- Update Presbytery Facebook Page
- Schedule Go To Meeting times for the internet cafes

6. Relationships outside the Presbytery

- Judicious participation on outside boards
- Represent the Presbytery at non-Presbytery events as time allows
- Maintain connections with denominational and ecumenical entities

Responsibilities of the Stated Clerk will include:

1. Keeper of the Presbytery History, Rolls and Records

- Fulfills the duties of the Stated Clerk as set forth in the Book of Order
- Keeps a full and accurate record of the proceedings of the presbytery, preserves these records and grants extracts from records when properly required; serves as recording clerk for Presbytery meetings and Commission on Ministry, and distributes minutes of those meetings in a timely manner.
- Keeps rolls of membership and attendance for all Teaching Elders, Commissioners, Certified Educators and Commissioned Ruling Elders; maintains a roll of presbytery moderators, Permanent Judicial Commission members, commissioners to General Assembly and commissioners to the Synod of the Southwest.
- Maintains the By-laws, Standing Rules and Manual of Operations for the Presbytery, insuring that all ecclesial and civil requirements are met.
- Notifies the appropriate persons in case of the resignation of any commission or committee members or officers, ecclesial or corporate, of the presbytery. Recommends annually to the presbytery the dates and locations of meetings for the coming year, and provides due notice of all meetings to members of the presbytery.
- On behalf of the Commission on Ministry, grants permission for teaching elder members of other presbyteries to labor within the bounds of the presbytery to conduct on-time events such as weddings and funerals.
- Provides for the reception, release, or transfer of minister members to or from the presbytery.

- Receives the filings of remedial cases, complaints, appeals and requests germane to the presbytery.
- Provides for an annual review of congregational council records.

2. Official Communicator on Behalf of the Presbytery

- Provides rulings when requested on matters involving interpretation of the Book of Order.
- Refers communications and items of business or concern to the appropriate commission, committee, work group, task force or team.
- Performs duties specified by the Office of the Stated Clerk of the General Assembly, the Synod of the Southwest, or by action of the presbytery.

3. Other Duties within the Presbytery

- Provides staff support for the Permanent Judicial Commission.
- Insures that training to prevent sexual misconduct is offered for Teaching Elders and Commissioned Ruling Elders on a routine basis.

Responsibilities of the Bookkeeper/Office Assistant responsibilities will include:

1. Oversee Presbytery Master Calendar
2. Bookkeeping
3. Answer all incoming calls
4. Update data bases
5. Maintain property files
6. Order Mission Yearbooks and calendars
7. Oversee website
8. Assist with Presbytery registration (may take overtime pay)

History: October 2005 - present

The National Mission Partnership Funds (NMPF), created in 1973 with the closing of the Board of National Missions (UPUSA), attempted to assist synods and presbyteries to continue effective mission work at what were formerly national mission sites. Through supportive synod policies, our two presbyteries have received generous dollars for mission and administrative staff throughout the ensuing 35 years. Clearly noting mission and administrative support to the presbyteries from NMPF has fallen dramatically in the last ten years we are also aware that in this same time period declining membership and increased focus on congregational mission, mission dollars flowing from congregations have fallen as well.

The original work, conducted by Transition Task Force 1 (TTF1), came as a result of awareness by leaders of both the presbyteries of Santa Fe and Sierra Blanca that the national mission funding system would probably disappear by 2013. The loss of resources was of such significance that not only would the mission work as we know it be lost in both presbyteries, but the ability of both presbyteries to even continue staffing in their then present configurations would be impossible. TTF1 looked at a variety of models. Seriously considered was a single state presbytery in New Mexico. TTF1 believed that a single state presbytery might well be a better option in some future step, but significant style and cultural differences between the two current presbyteries presented serious obstacles to early and effective single system work. Another option considered envisioned a number of small “Book of Order” presbyteries spread around the state – but the population distribution of Presbyterians across the state made this an impossible option. TTF1 literally thought outside the box – looking at the possibility of changing presbytery boundaries to include a portion of Tres Rios Presbytery in the El Paso area or portions of Western Colorado Presbytery in the four corners area. The time lines related to pursuing approvals from a variety of congregations, presbyteries, synods and assemblies would extend the work beyond any reasonable ability to have a plan in place by 2010. TTF1 did not think that the

shared staff model would be the final word in the quest to preserve Presbyterian mission health in New Mexico – but was convinced shared staff was the next step into our future.

At the Joint meeting of Sierra Blanca and Santa Fe presbyteries (September 2007), in Las Cruces, both presbyteries approved “in principle” the concept of shared executive staffing between the two governing bodies in New Mexico. They directed their Councils to appoint a small joint task force to respond to a series of questions which clarified the process leading to this decision and filled in the detail which would be required to draft both a position description and wording for an understanding between the two presbyteries. This task force, Transition Task Force 2 (TTF2), brought to the two presbyteries at their Fall meetings in 2008, a document which both answered the questions posed by the two presbyteries and also provided the two presbyteries with the actions they would need to approve to put the agreement into operation. TTF2 felt the answers to most of the questions would constitute both a Covenant of Understanding between the two presbyteries and a Position Description for the shared executive. Two additional sections would fill out the proposals to bring the Fall meetings: a proposed compensation package for the shared position, and a process for a search. All documents were approved by both presbyteries.

The Joint Search Committee began its work in October 2009 and at the end of the first round of interviews had not found that “right” person to be our regional presbyter/stated clerk. They began again, adding two previous Sierra Blanca TTF members to their team, and found the right person, the Rev. Dr. Sallie M. Watson, who began her work with us April 1, 2010. The Implementation Team began its work and was charged to “consult with and advise the Councils and staff about steps to take as this project moves forward, identify and help resolve issues and conflicts arising along the way.” After completing their work, the Implementation Team was dismissed in October 2011.

The combined meetings of the two Councils in August 2011, was close upon the news that four churches in Sierra Blanca had met (without notice to presbytery) and declared their desire to depart PC(USA). This news did propel a re-thinking

among Sierra Blanca Council members as to how to consider options for the future of Sierra Blanca—particularly in relation to talks with Santa Fe Presbytery. There was an excitement around the shared table that day that what was at hand was a positive opportunity for renewed exploration of what the future might hold for the relationship of the two presbyteries.

The Joint Presbytery Task Force worked together from September 8, 2011 through May 2012. John Detterick served as Chairperson. During this time, the Task Force framed a Vision and Values statement, and three papers which grew from it: “Organizing” (how the new presbytery would be organized), “Communicating” (how the new presbytery will stay connected over a broad geographic area), and “Functioning” (how everything is going to work).

At a Joint Presbytery meeting at Ghost Ranch in October 2011, both presbyteries approved “in concept” the idea of moving forward to design a new presbytery. Meeting together again in Las Cruces in February 2012, both presbyteries received the four documents and voted to ask the Joint Presbytery Task Force to continue its work and bring detailed plans – including a new name, staffing plan and budget – to a meeting at the end of April 2012. In April, both presbyteries were asked to approve the plans presented; the Presbytery of Santa Fe approved the original (preferred) plan and Sierra Blanca Presbytery rejected both the preferred and alternate plan recommended by the Joint Presbytery Task Force, voting instead to become an ecclesial presbytery. The Presbytery of Santa Fe requested Presbytery Council to appoint a New Work Group, made up of a combination of those who had worked on previous task forces with new voices to present a plan on how the Presbytery of Santa Fe could move forward with the approved plan. The Joint Presbytery Task Force was asked to meet again and bring to the next presbytery meetings a recommendation for the dissolution of The Covenant of Understanding between the two presbyteries. This meeting occurred in May and a proposal for the dissolution was prepared.

In the middle of July 2012 Harold Armstrong who chairs the special committee from Sierra Blanca contacted both Sallie Watson and John Detterick, who chairs the new work group from Santa Fe to, ask if Santa Fe would be willing to come

back to the table and begin another conversation about how the two presbyteries might become one. This proposal was brought to both presbyteries at their respective July 28, 2012 meetings and Sierra Blanca Presbytery did not get the super majority needed to approve this action, resulting in both presbyteries voting to dissolve the Covenant of Understanding between the presbyteries, effective December 31, 2012. The Presbytery of Santa Fe reviewed the proposal of the new Work Group and expects a final proposed plan to be presented at the October 2012 presbytery meeting, with the intent of the plan being implemented January 1, 2013.

Task Force, Committee, Team, and Work Group Members

Transition Task Force 1 (February 2006 – October 2007)

Sierra Blanca Presbytery: Co-Chairperson David Sallee, John Camp, Gary Dill, Florence Hamilton, Teresa Ogden Norm Story

Presbytery of Santa Fe: Co-Chairperson Marty Bruner, Walter Blood, Maribeth Culpepper, Frank Hayes, Chris Lieberman, Conrad Rocha, Harrison Underwood

Staff Support from Presbyteries: Jim Collie, Shannon Webster, Sharon Yates

Staff Support from Synod: Jan DeVries, Mary Lynn Walters, with voice

Two Arizona observers at the table, with voice

Transition Task Force II (January 2008 – October 2008)

Presbytery of Santa Fe: Chairperson Maribeth Culpepper, Steven Blackstock, Frank Hayes

Sierra Blanca Presbytery: John Camp, Tony Chambless, Virginia King

Staff Support from Presbyteries: Jim Collie, Jeff Finch

Synod Observers: Jan DeVries, Conrad Rocha, with voice

Staff Support from GA: Jill Hudson

Search Committee (October 2008 – April 2010)

Sierra Blanca Presbytery: Chairperson Stephen Deutsch, John Camp, Gary Dill, Virginia King, David Sallee, Tracey Spencer-Brown

Presbytery of Santa Fe: Dwain DePew, Karen Hill, Solema Newton, Harrison Underwood

Staff Support from Synod: Jan DeVries

Implementation Team (January 2009 – October 2011)

Presbytery of Santa Fe: Chairperson Maribeth Culpepper, Steve Blackstock, John Detterick, Catherine Robinson, Conrad Rocha, John Sitler, Judith Wellington

Sierra Blanca Presbytery: Ann Blakely, Mary Lynn Bogle, Joyce Brown, Sharon Caldwell, John Camp, Gary Dill, Tina Sullivan

Staff Support from Sallie M. Watson, Regional Presbyter/Stated Clerk

New Presbytery Joint Task Force (August 2011 – April 2012)

Sierra Blanca Presbytery: Vice Chairperson: Gary Dill, Hugh Burroughs, Janell Kane, Virginia King, Steve Loman

Presbytery of Santa Fe: Chairperson John Detterick, Maribeth Culpepper, Rickisue Daly, David Whiteley, Rob Woodruff

Staff Support from Presbyteries: Sallie M. Watson, Regional Presbyter/Stated Clerk

Synod Observer: Conrad Rocha, Interim Synod Executive/Stated Clerk

Presbytery of Santa Fe Work Group (April 2012 - present)

Chairperson John Detterick, Nelson Capitan, David Casson, Maribeth Culpepper, Rickisue Daly, Tom Hart, Libby Whiteley

Staff Support: Sallie M. Watson, Regional Presbyter/Stated Clerk

Communications Opportunities

For consideration by the Communications Advisory Team

In order to provide tools and resources that may be helpful in accomplishing the objectives of clear and effective communication, the work group offers the following opportunities for inclusion in a Communication and Networking Plan:

1. Provide time at presbytery meetings for committees to meet face-to-face, building relationships, and networking. Build into Presbytery meetings adequate informal time together to encourage networking and strengthen relationships.
2. Survey the presbytery to create an inventory of technological infrastructure (software and hardware), and develop and maintain a list of contact information for all presbytery staff and elected leadership [The list should include email address, cell phone number, general availability for ad hoc contact].
3. Provide training opportunities across the presbytery for the effective use of technology-assisted communication, at least at presbytery meetings and other events.
4. Encourage committees, commissions, work groups, and task forces to develop listserves for all committee members or a committee email list through the Presbytery. Make available on the presbytery website the results of the detailed survey information regarding church, committee member, and contact information. This information will be kept current by chairs of commissions, committees, work groups, and task forces via the webmaster. This will require that chairpersons welcome website support and communication training.
5. Make a web page available for every church. Each page could be a sub-domain of the presbytery's website, be similar in structure and share the same branding. This would also be an inexpensive way for each church to have its own website. The presbytery could provide a standard page with basic template information that congregations could embellish or enhance. Technical support and resources from the Synod of the Southwest's Communication Dream Plan will be utilized.

6. Include as follow-up to all questions the queries "How can this answer become available and findable on our website(s)?" and "How does this fit the vision statement and values of the presbytery?"
7. Make it possible for groups of all kinds (committees, task forces, commissions, etc.) to be able to create a secure area on the new presbytery's web presence easily and quickly.
8. Assume that face-to-face meeting formats will become the exception to the normal way of doing business [which is telephone or video conferencing, email, and other technology-enabled pathways]. Encourage committees, commissions, work groups, and task forces to consider utilizing technology such as telephone or video conferencing, email, and other technology-enabled pathways as a primary way of maintaining contact and doing business— particularly video conferencing and related technology.
9. Encourage electronic sharing of all written records of presbytery-related work. Committee, commission, work group, and task force reports for presbytery meetings should be accessible via web pages where everyone can see what is turned in and what is not. Each committee, commission, work group, and task force chairperson will be responsible for seeing that reports are submitted for inclusion on the web page.
10. Provide a web location for member reviews and discussion of the benefits or challenges of using technologies such as Skype, Go To Meeting, Vonage, localphone.com, freeconferencecall.com, etc. Based on the feedback from those reviews, input for specific committees could be sent to committee chairs and/or members.
11. Establish contact or calling lists and groupings whereby regular communication is encouraged and healthy connected relationships are nurtured. These could include small "calling trees" for sharing news of the challenges and accomplishments of mission and ministry.
12. Work with the presbytery staff to insure that information on the presbytery website is timely and useful, making sure that as many presbytery documents as possible are accessible on the site.