

Presbytery of the Twin Cities Area

# Mission Statement and Design

A transitional document

Under Revision in 2007

Presented to Presbytery  
March 12, 2002

# Theological Framework for Mission Design

## Summary Statement

The Presbytery of the Twin Cities Area exists for the purpose of helping its congregations and minister members thrive in the mission and ministry of Jesus Christ. The mission design exemplifies the presbytery as servant minister, which focuses its program role and burden.

As servant minister, the presbytery will help to fan the coals of ministry and mission in the congregations. It will foster cooperative alliances among and provide resources to congregations. It will intentionally care for the congregations and clergy members of the presbytery.

## The Nature of Servant Ministry

The core value of servant ministry is expressed over and over again in the scriptures of the Old and New Testaments. Philippians 2:1-11 encapsulates an understanding of servant ministry that contains the biblical streams of both Testaments and the teaching of our Lord. At least three critical principles emerge from this text:

- Servant ministry willingly and consistently chooses to forego the privileges of position and authority to be sure that others are given power. Its authority is sacrificial. Its defining quality is love. The Presbytery of the Twin Cities Area succeeds when its churches and member clergy experience being loved, enlarged, and encouraged by the ministry of presbytery.
- Servant ministry is characterized by obedience. This means that presbytery must struggle with what it means to be obedient to God. Churches and member clergy must have the freedom to speak the truth in love, especially when there are different opinions regarding what this obedience requires.
- Servant ministry is grounded in commitment to enter into the experience of others and provide opportunities for the expression of a full range of convictions and ministry represented by the churches of the Presbytery of the Twin Cities Area.

## Implications For Structure

The congregations of the Presbytery of the Twin Cities Area are the primary agents of ministry and mission. Ministry and mission are undertaken in several ways: (1) in individual congregations; (2) in partnership with other Presbyterian congregations; (3) in partnership with the presbytery; and (4) in ecumenical partnership or with other agencies.

One defining role of presbytery is "Servant Minister." Presbytery collectively represents the composition of the Presbytery of the Twin Cities Area and exists, in part, to serve its congregations and member clergy. The structure embraces this guiding principle by emphasizing servant ministry in balance with presbytery's roles as a governing body of the denomination. Presbytery staff is freer to focus on relationships with congregations and clergy. With a reduced programmatic component, presbytery staff is encouraged to focus on enabling presbytery to be a servant minister to the churches and member clergy.

## Process Framework for Mission Design

In this mission design, the focus of the presbytery staffing and programming is to support areas of interest and involvement of local congregations and to provide resources to help them thrive. Efforts are made through presbytery staff, through the design of presbytery meetings and gatherings, and by communication between congregations to find ways of matching interests and resources to further the mission of God in the Presbytery of the Twin Cities Area. People and congregations come together around specific interests and tasks and create temporary, focused groups known as task forces. These task forces have access to funds and presbytery resources through the three work groups (mission statements and responsibilities follow).

## Mission Statements

The following mission statements reflect the constitutional and organizational framework for the mission design and staffing pattern:

### Presbytery

(Staffed by Stated Clerk and Executive Presbyter)

#### **Mission Statement**

The Presbytery of the Twin Cities Area, as part of the Church of Jesus Christ and a particular unit of mission of the Presbyterian Church (U.S.A.), gathers as a worshiping community and partners with its congregations, members, Synod, and General Assembly to be a witness to God's love within its bounds. The presbytery, defined as a corporate expression of the church consisting of all the Presbyterian churches and ministers of the Word and Sacrament in the Presbytery of the Twin Cities Area, is responsible for the mission and governing of the church in this geographical area. These specific responsibilities are outlined in the Book of Order.

#### **Focus**

- There is greater emphasis on spiritual growth, worship, education, and leadership development. Presbytery meetings will be held in the odd-numbered months for the purpose of conducting the business of the presbytery. Presbytery gatherings, held in even-numbered months, are designed to inspire, inform, and energize for ministry. These gatherings may be planned by any entity in the presbytery for the entire presbytery.

## Presbytery Council

(Staffed by Stated Clerk and Executive Presbyter)

### **Mission Statement**

The Presbytery Council ensures the development of strategy for mission and fund development and serves as the presbytery's visioning and evaluation body, executive committee, designer of presbytery meetings, and scheduler of presbytery gatherings.

### **Focus**

- As visioning body, the Presbytery Council explores ways to better embody the mission of the presbytery as well as focus on short term priorities and strategies for the presbytery. As agent of evaluation, they provide for the regular review of the relationship between presbytery's structure and its mission as spelled out in G-II.0I03. Significant time will be spent on visioning at Presbytery Council meetings during the odd numbered months.
- As executive committee, the Presbytery Council approves and recommends budgets to presbytery, coordinates presbytery-wide events, develops plans for response to crises, recommends and implements policies, oversees the work of the Personnel Committee and the Treasurer and acts between meetings of presbytery within the delegated powers of the bylaws.
- As designer of presbytery meetings and scheduler of presbytery gatherings, the Presbytery Council devises formats that meet Book of Order criteria for doing business and meets the presbytery's desire for more time for theological reflection, meaningful worship experiences, and time for discussion of trends or issues that affect the church.

### **Membership**

Chairpersons of the following entities will serve:

Leadership Development Work Group  
Personnel Committee  
Board of Trustees  
Nominating Committee  
Congregational Ministries Work Group  
Connectional Ministries Work Group

Synod Commissioner, selected annually by the presbytery's commissioners to Synod

General Assembly Commissioner, selected annually by the presbytery's commissioners to GA

Six elected members-at-large

Executive Presbyter

Associate Executive Presbyters

Stated Clerk

Moderator of presbytery

Moderator-elect of presbytery

Immediate past Moderator of presbytery

Chairperson of Presbytery Council

## Presbytery Work Groups

This mission design focuses on the mission, ministry, and needs of the local congregation. As individuals and sessions are led to further the mission of the Church (G-3.000), they receive encouragement, support, and/or resources of the presbytery through its work groups.

### **Mission Statement**

Work groups each have their own mission statement. In addition, they are responsible for the approval and oversight of appropriate task forces.

### **Focus**

In addition to its mission, each work group also serves to coordinate the work of task forces within the presbytery. The work group:

- receives, prioritizes, and endorses program requests and constitutes task forces;
- communicates and/or initiates task force opportunities;
- facilitates network building;
- evaluates the work of task forces which report to it on at least an annual basis;
- reports to the presbytery on an annual basis;
- celebrates the work of its related task forces;
- develops processes for assisting task forces to disband upon completion of their tasks;
- facilitates access to presbytery meeting agendas for its task forces

## **Congregational Ministries Work Group**

(Staffed by both Associate Executive Presbyters)

### **Mission Statement**

The Congregational Ministries Work Group provides resources, guidance, referrals, and expertise to promote thriving, healthy congregations.

### **Focus**

This work group focuses on the body of Christ, including building community and community life.

**Task Force Requests** may include such areas as:  
congregational stewardship and mission interpretation;  
consulting services;  
support for special congregational projects;  
worship support

### **Membership**

9 elected members

## **Connectional Ministries Work Group**

(Staffed by Associate EP for Connectional Ministries)

### **Mission Statement**

The Connectional Ministries Work Group facilitates partnerships and resources congregations to do ministry beyond the congregations. Partnerships may be with other churches of the presbytery, other Presbyterian Church (U.S.A.) governing bodies, ecumenical partners, partner churches around the world, or appropriate community agencies.

### **Focus**

This work group designs processes for partnership development, identifies areas of potential

ministry, receives and prioritizes partnership proposals (including General Assembly grants), and communicates partnership opportunities.

**Task Force Requests** may include such areas as:  
ecclesiastical relationships/programs;  
ecumenical relationships/programs;  
presbytery stewardship and mission interpretation;  
communications (websites, print media, yellow pages, marketing, etc.)  
synod/GA partnerships;  
chaplaincy;  
campus ministry;  
social justice advocacy;  
urban ministries;  
rural ministries;  
racial ethnic ministries;  
international partnerships

**Membership**

9 elected members

## **Leadership Development Work Group**

(Staffed by Associate EP for Leadership Development)

**Mission Statement**

The Leadership Development Work Group assists clergy, Christian educators, and lay persons in their quest for increased competence and spiritual growth by providing opportunities for worship, spiritual growth, theological reflection, leadership training, and pastoral care.

**Focus**

This work group focuses on Christian nurture and discipling individuals.

**Task Force Requests** may include such areas as:

growth events for clergy/laity;  
continuing education events;  
spiritual retreats;  
education;  
leadership and services for identified groups: women, men, children, youth, older adults, persons with disabilities, racial ethnic persons, etc.

**Membership**

9 elected members

## **Task Forces**

**Mission Statement**

Task forces are established to expedite ministry opportunities arising from grass roots interests. Their goal is to accomplish a specific task in a specified amount of time in response to an

expressed need or interest. Task forces are not permanent committees and are designed to provide short-term engagements in specific projects.

Establishment, approval, and oversight of a task force are the responsibility of the entity which received the request or saw the need. In the cases where the task force budget exceeds the approved budget of the work group, requires the cooperation of another work group, or raises policy questions, then Presbytery Council becomes the establishing body, but may delegate oversight to one of the work groups.

### **Process**

Each task force:

- establishes communication with the appropriate entity;
- submits a ministry proposal to the appropriate entity for approval, including purpose of task force, goals and objectives, time line, funding needs, people involved, and personnel needs.
- submits an evaluation to the appropriate work group upon completion of the task or as requested by the work group. Each task force can be constituted for up to one year. Renewal is possible, but an evaluation form and new request form are required to maintain the integrity of the task force concept.
- is composed of people interested in and/or adept at accomplishing the specific task. The number of members varies with the task. Task force members can be those who initiated the task suggestion, plus others who volunteer or are recruited for the task. These are not elected positions.
- has access to presbytery through the entity with oversight for it.

## **Other Presbytery Entities**

### **Board of Trustees**

(Staffed by Executive Presbyter)

#### **Mission Statement**

The Board of Trustees manages the financial and property affairs of the presbytery.

#### **Focus**

The Board of Trustees recommends fiscal policies, administers the budget within the fiscal policy, provides regular financial reports, manages investments, maintains adequate insurance approves loan applications of congregations, provides for an annual auditing process, recommends sales and leases of property by congregations, and provides financial guidance to congregations upon request.

**Task Force Requests** may include such areas as:

local church treasurer training;  
financial record retention;  
church property insurance issues

#### **Membership**

9 elected members

Treasurer & Stated Clerk (ex-officio, without vote)

## **Personnel Committee**

(Staffed by Executive Presbyter)

### **Mission Statement**

The Personnel Committee administers personnel matters in accordance with the Book of Order and presbytery policies.

### **Focus**

The Personnel Committee is responsible for developing personnel policies, position descriptions, and criteria for employment. In addition they conduct annual staff reviews, recommend compensation and benefits provisions, and provide for the triennial performance review of the Stated Clerk. This committee also oversees the use of staff time. The committee may resource local congregations by providing training for local church personnel committees.

### **Membership**

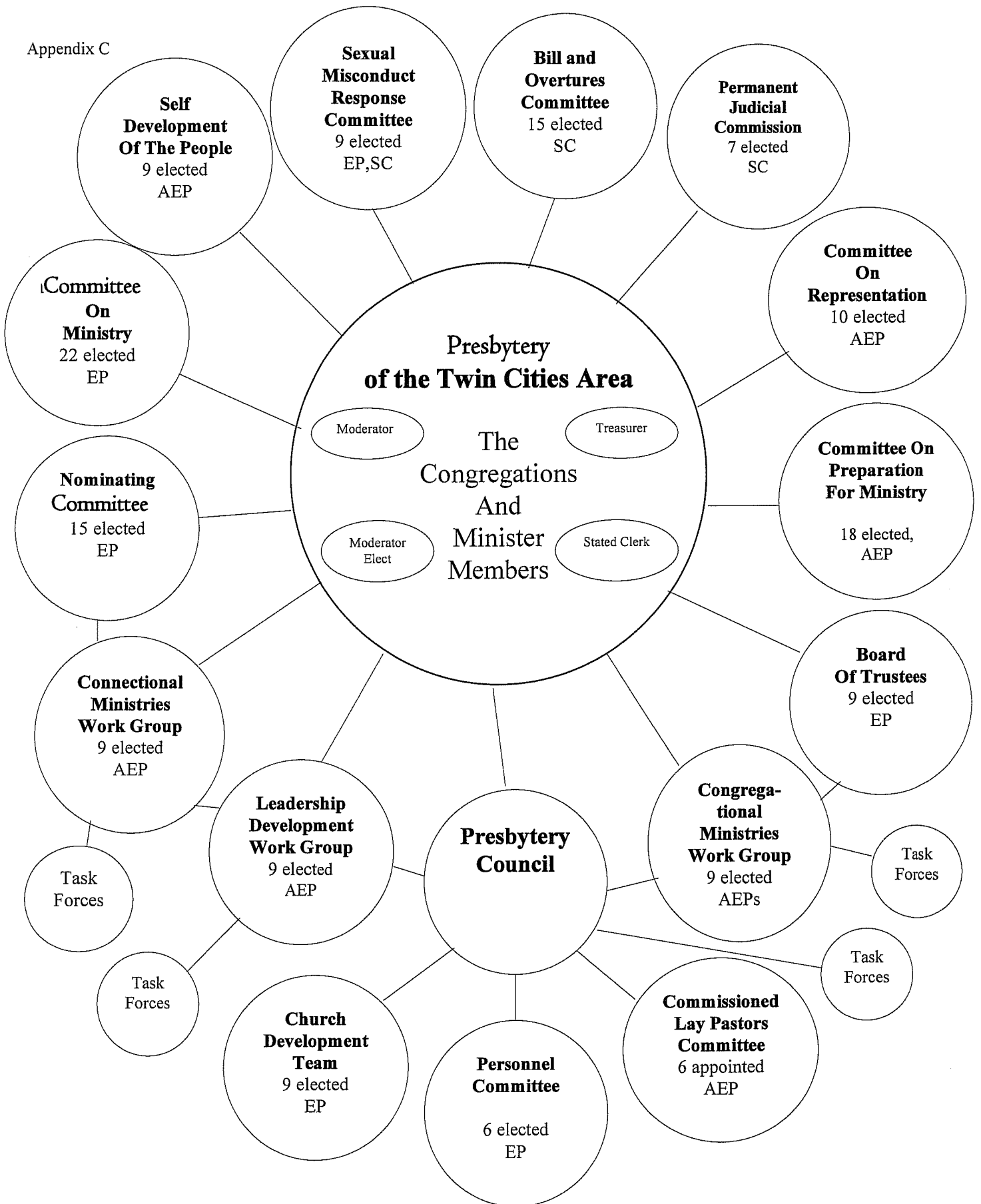
6 elected members

## **Constitutional Entities**

The Committee on Ministry, Committee on Preparation for Ministry, Committee on Representation, Permanent Judicial Commission, and Nominating Committee carry out their responsibilities as outlined in the Book of Order, the bylaws of the presbytery, and in their respective policies.

## **Non-Constitutional Entities**

The Bills and Overtures Committee, the Sexual Misconduct Response Committee, the Church Development Team, Commissioned Lay Pastor Committee, and the Self-Development of People Committee function and report as outlined in the bylaws of the presbytery and their respective policies.



Non-staff elected persons shall be eligible to serve in only one position in the permanent structure at any one time (with the exception of Bills & Overtures Committee). These persons shall be eligible to serve no more than six years aggregate in the same committee or work group. (PJC as per D-5.0105).