

## V. Standing Rules for the Permanent Entities of the Presbytery of Carlisle

### Administration Committee

**Mission Statement:** To support the effective functioning of the Presbytery of Carlisle in the areas of finance, personnel, stewardship and property.

**Membership:** It shall consist of 9 members, in three classes of four members each, ministers and elders with at least one-third of the membership being ministers and no more than two-thirds of the membership being elders. Members of the Administration Committee shall serve concurrently as trustees in accordance with the Charter of the Corporation. The executive presbyter, who serves as the primary presbytery staff resource person, and the treasurer of presbytery shall be ex-officio members of the committee with voice but without vote. The committee will meet prior to each stated meeting of the presbytery, as needed.

**Quorum:** The quorum for meetings shall be a majority of the membership.

#### Tasks:

##### Trustee

1. It shall receive gifts and bequests to the presbytery and hold in trust the properties and funds of the presbytery in the manner directed by the presbytery. Financial management and investment policies and procedures relating to the presbytery shall require approval by the committee and shall be reported to the presbytery.
2. It shall receive requests submitted to the committee by particular churches for permission to sell, lease, or mortgage any real property. It shall carefully examine the financial wisdom of all such actions and ascertain the plans and probability of success for retiring such requested indebtedness in a reasonable period of time. Such requests shall be submitted at least one month prior to the presbytery meeting at which action is requested. Recommendations on these requests will be forwarded to the presbytery by the Administration Committee. When appropriate, it shall have the authority to act on behalf of the presbytery to approve or disapprove requests involving amounts of less than \$500,000.
3. It shall receive the reports that all churches having any indebtedness shall submit to the Administration Committee annually in January with an account of the amounts paid upon such indebtedness during the preceding year. A compilation of these reports shall be submitted to the presbytery at its May stated meeting together with an account of the properties to which the presbytery holds title.

##### Financial

4. It shall prepare a proposed annual Mission Budget and Per Capita Budget which presbytery shall consider at the September stated meeting of the presbytery. The budget process will be interpreted to the presbytery and will include obtaining budget requests from the Coordinating Council and all committees of the presbytery. All reimbursement items are listed in "The Fee and Reimbursement Schedule" contained in the Leadership Handbook. Annually, the Administration Committee shall recommend the amounts for reimbursement to presbytery as part of the budget.
5. It shall provide for the financial management of presbytery funds, monitor the income and expenditures of the Mission Budget and the Per Capita Budget and shall ensure that timely financial information, including the results of a full annual financial review of all books and records pertaining to finances, is reported to the presbytery (*Book of Order*). All receipts, disbursements and transfers of funds within the investment and operating accounts shall be executed in accordance with the presbytery's "Policy and Procedures for Financial Management and Accounting."
6. It shall monitor investments and shall make decisions relating to the investment of presbytery funds in accordance with investment policies and procedures the committee has established and report decisions to the presbytery.

### Stewardship

7. It shall promote stewardship and benevolence giving throughout the churches of the presbytery and shall assist sessions in this area by providing denominational stewardship resources and training events, and by making specific requests for annual financial support of presbytery's mission and program.

### Personnel

8. It shall provide for the oversight and implementation of personnel policies relating to all presbytery staff and persons employed by the presbytery. This oversight and implementation shall include: recommending changes in personnel policies to the presbytery, annually reviewing position descriptions, performance, compensation and continuing education of staff, and recommending salary changes to the presbytery through the budget process. The committee will provide counsel to the executive presbyter in her/his role as head of staff.
9. It shall maintain adequate confidential personnel files for each employee.

### Management

10. It shall provide for the maintenance, upkeep and insurance of the presbytery office facilities and any other property owned by the presbytery.
11. It shall provide advice and assistance to sessions, presbytery staff and committees regarding requirements and procedures for securing property and liability insurance. It shall receive the reports that all churches shall submit to the committee annually with an account of the current value of church properties and the amounts of property and liability insurance which the church carries.
12. It shall provide advice and assistance upon request to sessions, the presbytery staff and committees, regarding requirements and procedures for engagement of legal counsel.
13. It shall designate an appropriate repository for bonds and valuable papers such as deeds, etc., with those persons having access to be designated by the Administration Committee.
14. It may retain legal counsel as deemed necessary.
15. A financial institution(s) determined by the presbytery shall be the depository for all presbytery funds under a fiduciary relationship as set forth in an Agreement of Trust between the Presbytery of Carlisle and the designated financial institution(s). From time to time the stated clerk shall certify to the financial institution(s) the names and signatures of those individuals authorized to transfer funds or sign checks.
16. Oversee the work of Lend-A-Hand and approve single item purchases over \$5000.00.

### **Basic characteristics of members:**

1. Commitment to the Presbyterian expression and mission of the Church of Jesus Christ.
2. Experience in serving the church at the congregational level.
3. Ability to understand the needs of staff and to offer support to staff in their ministries.
4. Skill in understanding financial matters, recognizing that the church is not a business even though it values and employs sound business practices.
5. Interest in enhancing the ministries of congregations through the mission and program resources of the presbytery.
6. Organizational skills, including the gift of timely follow-up on decisions.

*Adopted 6/25/2002, amended 1/22/2008, amended 1/27/2009, amended 2/26/2013*

## **Camp Krislund Committee**

**Mission Statement:** "To provide persons of every age with the opportunities to know Jesus Christ as Savior and respond to Him as Lord through nurture in the Christian faith and life based on Holy Scripture, individual and group discoveries and experiences over a continuous period of time, under the guidance of Christian men and women and in dependence upon the Holy Spirit. " (from the Krislund Camp & Conference Joint Committee report to the three presbyteries for study and action in 1994)

**Membership:** It shall consist of six members, ministers and lay persons. These six committee members are our presbytery's representatives to the Joint Camp and Conference Committee. The presbytery staff contact person is the executive presbyter.

**Tasks:**

1. To continue a Spirit-filled summer camp program for children and youth.
2. To maintain and improve the facilities for our camp program.
3. To offer events for children, youth, families, adults and older adults.
4. To offer off-season programming as well as hosting groups.
5. To maintain financial viability and to pursue a development program.

**Basic characteristics of members:**

1. Gifts and skills in teaching and programming for persons of all ages and reaching out with the love and gospel of Christ.
2. A broad commitment to Christian stewardship of the earth.
3. The ability to work well with a sizeable committee of the whole and abilities to be productive in subcommittee work.
4. The ability to be present for a total of five to six hours per month minimum for on-site meetings at the camp.
5. The ability to interpret the camp's mission and ministry to church groups and individuals of all ages.
6. Skills in the analysis of financial statements.
7. Skills in personnel management and a sensitivity to the needs and circumstances of employees.
8. An affirmative approach to "connectional" church relationships, since the camp relates to local churches, three presbyteries, the Synod of the Trinity and the General Assembly of the PCUSA.

*Adopted 6/25/2002*

## **Church and Society**

**Mission Statement:** To educate the presbytery and its member congregations so that they may address and affect contemporary social issues and concerns with the love, justice and peace of Jesus Christ.

**Membership:** It shall consist of six (6) members, two or three ministers and the rest being active church members. The primary presbytery staff resource person is the executive presbyter, who serves as an ex-officio member with voice, but without vote.

### **Tasks:**

1. Identify matters of social concern from:
  - a. our communities,
  - b. our commonwealth,
  - c. our nation and/or
  - d. our world.
2. Inform and educate
  - a. the presbytery regarding our commitment to peacemaking,
  - b. sharing appropriate informational materials,
  - c. sponsoring relevant speakers,
  - d. hosting educational events, etc.
3. Encourage Christian witness in these matters, recognizing that:
  - a. God alone is Lord of the conscience,
  - b. there are truths and forms with respect to which women and men of good character and principles differ, and
  - c. it is the duty of both private Christians and societies to exercise mutual forbearance toward each other.  
(Book of Order G-1.0300)

### **Basic characteristics of members:**

1. Have a passion for Christian social witness
2. Ability to inspire others to become engaged
3. Willingness to respect differing views and opinions
4. Represent the diversity of the presbytery

*Adopted 11/18/2003*

## Commission on Ministry (COM)

### Introduction

The Presbyterian Church (U.S.A.) adopted a new Form of Government (effective July 2011) which substantially reorders the structures of individual presbyteries. The new Form of Government requires presbyteries to develop mechanisms that address the means whereby a presbytery will receive and oversee teaching elder members.

### Background

While the new Form of Government does not name the entity whereby presbyteries oversee the process for receiving and overseeing teaching elder members, it does explicitly indicate that a presbytery “may delegate its authority to designated entities within the presbytery.” (new Form of Government, G-3.0307) To that end, this policy sets forth the specifics for the designated entity which will oversee these functions.

### Statement of Purpose

The purpose of this policy is to name and identify the entity within the Presbytery of Carlisle with the responsibility and authority to receive, evaluate and act upon those teaching elders who wish to become members of the Presbytery of Carlisle and to support congregations.

### Implementation

#### 1. The Name of the Entity

The entity designated within the Presbytery of Carlisle with responsibility and authority is the Commission on Ministry.

#### 2. Membership

The members of the Commission on Ministry shall continue in place until replaced by the Presbytery of Carlisle. The number and composition of the Commission on Ministry is eighteen members, including the chair, in equal numbers of teaching elders (ministers) and ruling elders. Additionally, the executive presbyter, who serves as the primary staff resource person, and the stated clerk shall be ex-officio members with voice but without vote.

#### 3. Meetings

The Commission on Ministry shall meet monthly. If there is no pressing business, the chair of the Commission on Ministry may cancel a particular month's meeting.

#### 4. Quorum

A simple majority of members elected shall constitute a quorum.

### Duties

#### Delegated Authority

The Form of Government specifically identifies those tasks which may be delegated to an entity within the presbytery. (G 3.0307) Of those functions, the following are those that the Commission on Ministry is responsible to carry out and/ or oversee:

- receive and oversee teaching elder members,
- approve calls for pastoral services,
- approve invitations for temporary pastoral services,
- support congregations without pastors,
- dissolve relationships between pastors and congregations,
- dismiss members,
- uphold close relationships with both member congregations and teaching elders.

To facilitate the above identified tasks, the Commission on Ministry will have the authority to act on behalf of presbytery in the following ways:

- a. Examine and approve teaching elders for membership in the presbytery;
- b. Review and approve calls issued by congregations for installed pastoral relationships;
- c. Examine and approve teaching elders for service beyond the jurisdiction of the church;
- d. Dissolve the pastoral relationship in cases where the congregation and pastor concur;
- e. Inquire into reported difficulties in a congregation;
- f. Appoint moderators for sessions of churches as necessary;
- g. Validate ministries for teaching elders laboring beyond the jurisdiction of the church;
- h. Approve ministers as honorably retired, or member-at-large.
- i. Dismiss members to other presbyteries
- j. Dismiss members to other denominations

For all actions carried out as a result of these delegated authorities, COM must report any such action to the presbytery at its next regular meeting.

### **Related Duties**

To ensure the smooth functioning of congregations and pastoral relations, the Commission on Ministry shall also have the authority to carry out the following tasks:

- a. Recommend to the Presbytery annually for action any change in minimum terms of call;
- b. Review annually the compensation and benefit package of all installed pastoral relationships within the Presbytery to determine that they meet the Presbytery's minimum terms of call;
- c. Approve and communicate the rate for all pulpit supply and appointed moderators of sessions.
- d. Provide support and guidance for sessions and certified Christian educators in the employment process, including:
- e. Encourage certified Christian educators to complete and place on file with the Committee on Ministry the Christian Educator Information form;
- f. Review annually minimum compensation and benefit requirements for full-time certified Christian educators and recommend any changes to Presbytery for approval;
- g. Encourage sessions to notify COM when sessions are considering dissolving the relationship with certified Christian educators, notifying COM before any action takes place on such dissolution.
- h. Provide support for certified Christian educators in the certification process and encourage employing sessions to make continuing education funds and time available to Christian educators seeking certification.
- i. Develop and maintain appropriate policies pertinent to the conduct of teaching elders and certified Christian educators, for example the Ethics policy or the Sexual Misconduct policy.
- j. Respond to the pastoral needs of teaching elders and certified Christian educators.
- k. Generate commissions to ordain and/or install teaching elders, and report the completion of such work to the presbytery.

### **Continuation of Existing COM Policies**

All policies and guidelines in place within the Presbytery of Carlisle adopted before July 10, 2011 that applies to the functioning of the Commission on Ministry shall remain in place until they are replaced by action of the Commission on Ministry or the Presbytery of Carlisle.

*Adopted 6/25/2002, amended 1/13/2007, Amended by Presbytery 11/15/2011, Amended by Presbytery 5/24/2016*

## Committee on Preparation for Ministry

**Mission Statement:** To provide support to individuals in their discernment of a call to ordination as a minister of the Word and Sacrament in accordance with the *Book of Order*.

**Membership:** It shall consist of twelve members, in equal numbers of ministers and elders. The primary presbytery staff resource person is the stated clerk, who serves as an ex-officio member with voice but without vote.

**Quorum:** The quorum for meetings shall be a majority of the membership.

### Tasks:

1. Provide educational opportunities for congregations and individuals to help identify individuals whose gifts are appropriate for ministry.
2. Provide educational opportunities for congregations and individuals about the call to ministry process.
3. Provide congregations with education and support in their responsibilities for inquirers/candidates.
4. Provide support to inquirers/candidates through the following:
  - a. Provide information on the steps of the process.
  - b. Perform annual consultations to assess preparation, progress, and to provide consultation on courses and field work.
  - c. Assign a committee advocate who will communicate regularly with the inquirer/candidate, provide counsel, and report status/questions/concerns to the committee.
  - d. Provide resources on financial aid and counseling.
  - e. Share expenses for career counseling, psychological exams, and travel for annual consultations.
  - f. Provide helpful information and consultation annually.
5. Provide reports and recommendations on status of inquirers/candidates to presbytery.
6. Review the Ethics Policy and the Sexual Misconduct Policy annually with all candidates.
7. With the authority of the presbytery, certify candidates as ready for examination for ordination, pending a call, with the provision that all such actions be reported to the next stated meeting of the presbytery.
8. Provide support to educators who are in the process of certification as follows:
  - a. Keep a record of those in the process that would include name, place of employment, copy of the plan for study as approved by the Certification Council, names of those serving on the reference group, yearly progress report, notation of when exam process begins, report from the reference group after exam has been approved by it, and copy of notification that certification has been approved.
  - b. Appoint a person from the committee to serve on the reference group, that person to be determined by the makeup of the reference group, i.e. laity or clergy to provide a balance to the reference group.
  - c. Coordinate presentation of the certificate at a presbytery meeting with the educator, his or her advisor and the preparation committee.
  - d. Keep current with requirements for certification as they change.
  - e. Encourage educators to seek certification by providing scholarship money for course work or continuing education to assist in meeting the requirements for certification.

### Basic characteristics of members:

1. Can articulate one's own sense of call to ministry as an elder or minister.
2. Familiarity with educational process (secular or religious).
3. Ability to act as a mentor by listening and seeking resources.
4. Interest in the inquirer/candidate process.

*Adopted 6/25/2002*

## Committee on Representation

**Mission Statement:** To serve both as an advocate for the representation of racial ethnic members, women, different age groups, and persons with disabilities, and as a continuing resource to the presbytery in these areas.

**Membership:** It shall consist of six people and conform to the *Book of Order* G-9.0105a. The presbytery staff contact person is the executive presbyter.

### **Tasks:**

1. Consult with the Nominating Committee, advising of any need for nominations in particular categories needing increased representation.
2. Annually inform the presbytery of its progress toward fair representation of racial ethnic members, women, different age groups, and persons with disabilities.
3. Recommend to presbytery any corrective action.
4. Consult with racial ethnic members, sessions, and nominating committees of churches of the presbytery to determine achievable representation.
5. In accordance with the principles of participation and representation (*Book of Order* G-4.0403) and conformity with a church-wide plan for equal employment opportunity (*Book of Order* G-13.0201b), advise the presbytery on the employment of personnel.

*Adopted 6/25/2002*



## **Coordinating Council**

**Mission Statement:** The Coordinating Council is the planning and visionary group of the presbytery that focuses on listening and responding to the needs of congregations.

**Membership:** It shall consist of thirteen people, who have an awareness of the presbytery and the ability to look at the whole of the presbytery's life and programs. The council shall consist of four designated members who are: the moderator, vice-moderator, the most recent past moderator of the presbytery, the executive presbyter, and nine additional at-large members (Teaching Elders and Ruling Elders in as nearly equal numbers as possible). The executive presbyter will moderate the council, following the model of the local session. The stated clerk of the presbytery shall serve as the secretary of the council with voice, but without vote. The treasurer of the presbytery will be an ex-officio member with voice, but without vote.

### **Primary Tasks:**

1. Manage the design and plans of the presbytery, adhering to the mission statement and the three guiding principles of the presbytery;
2. Develop strategies for regularly and effectively communicating presbytery's vision and mission to the congregations;
3. Appoint task forces, ad hoc committees and teams as necessary to carry out presbytery decisions, policies and strategies (such as presbytery-wide ministry initiatives). Whenever appropriate, the Coordinating Council may use the Nominating Committee to assist in recruiting members for the aforementioned task forces, ad hoc committees and teams.
4. Communicate with congregations and offer a variety of networking opportunities to address needs, in coordination with the Strengthening our Congregations Committee.
5. Administer the Parish Consultant Fund to provide specialized support for congregations through local and regional resource persons on a limited-term, contractual basis.

### **Secondary Tasks:**

6. Plan the presbytery meeting docket utilizing action teams to assist in offering a variety of worship experiences.
7. Nominate a committee of two persons to review the minutes of each stated presbytery meeting.
8. Field unexpected needs that arise within the life and ministry of the presbytery and create additional action teams (with a designated, short life span) to address them, e.g. an action team to review overtures from sessions to the General Assembly.
9. At least every three years, review the tasks and composition of all presbytery committees in light of the guiding principles.
10. Annually appoint an action team to examine session records and report to the presbytery.
11. Nominate persons to serve on the Nominating Committee.

### **Basic characteristics of the at-large members:**

1. Feel the Lord's call to help our presbytery move in this exciting new direction.
2. Creative and receptive to new ideas.
3. Buy into the mission statement, guiding principles, and new vision of our strategic plan.
4. Have an awareness of presbytery that envisions the ministry and mission possible through our 52 congregations.
5. Possess strong personal relationship skills, i.e. good listener, good communicator, fair and sense of collegiality.
6. Demonstrate organizational skills and understand the importance of prioritizing projects.
7. Understand the importance of using teams to empower people.
8. Sensitive to the nature of all of our congregations and the variety of their needs.

*Adopted 6/25/2002, Revised Sept. 24, 2013*

## Education Committee

**Mission Statement:** To provide training for leadership roles in our churches and presbytery, respond to educational needs in churches, pay attention to presbytery-wide ministry initiatives, and support educators and educational events in and beyond our presbytery.

**Membership:** It shall consist of nine members with at least one-third of the committee members being ministers and no more than two-thirds of the committee members being active church members. The primary presbytery staff resource person is the Executive Presbyter, who serves as an ex-officio member with voice, but without vote.

### Tasks:

#### Leadership Training

1. Provide and promote training opportunities and events for church officers and church school teachers.
2. Encourage continuing education of both clergy and laity.
3. Support local youth leaders; provide training to help make local youth programs more effective.
4. Encourage youth and young adults to apply for annual synod and General Assembly youth advisory delegate (YAAD) positions and recommend individuals as YAADs to the Nominating Committee.
5. Present annual educational programs to inform and to promote the prevention of sexual misconduct. All ministers of the Word and Sacrament, employees, and volunteers of the presbytery shall be urged to attend such programs. Attendance records shall be kept.

#### Children and Youth

6. Plan and promote junior and senior high events, retreats, social, mission and training opportunities both within and beyond the presbytery.
7. Support Presbyterian Youth Connection and its activities.
8. Encourage attendance at Presbyterian-sponsored conferences (Synod School, Triennium, Trinity Youth Conference).

#### Advocacy

9. Advocate for the protection of all children.
10. Advocate for employed educators; encourage participation in the certification process; provide a means to connect with other educators through Educator Support Group.
11. Provide additional support in cooperation with the associate for education, vocation & nurture at the Synod of the Trinity.
12. Assist smaller churches by planning and carrying out volunteer educator training in the Presbytery of Carlisle.

#### Resource Center

13. In consultation with the resource center director, develop policies related to the resource center.
14. Make churches, new pastors, educators and volunteer educators aware of the resources available through the center.
15. Encourage the director and/or committee to provide displays at presbytery-wide events and meetings, and other events as requested.
16. Provide advice in developing local church libraries.

### Basic characteristics of members:

1. Commitment to the importance of Christian education.
2. Good organizational skills.
3. Creative thinkers and willing workers.
4. Care about the church.
5. Good communication skills.
6. Collegial and collaborative.

*Adopted 6/25/2002, Revised 9/24/2013*

## Mission Advocacy Committee

**Mission Statement:** To advocate mission work essential to the life and witness of the presbytery.

**Membership:** It shall consist of six members, ministers and active church members, in as equal a number of each as possible. Two of these members will be representatives from the Peacemaking Advocates and the Presbyterian Women chosen by their respective organizations *annually (added 5/2/06)* and elected by presbytery. The primary presbytery staff resource person is the executive presbyter, who serves as an ex-officio member with voice but without vote. (Standing Rules: V-11)

### Tasks:

1. Administer mission grants, including the annual review of existing programs and the consideration of new proposals, to be done as an integral part of the annual budget process of presbytery.
2. Administer the following mission-related funds and report all actions to presbytery:
  - a. Emerging Needs Fund
  - b. Presbytery share of peacemaking offerings on the recommendation of the Peacemaking Advocates.
  - c. Carlisle Mission Fund (exclusively for urban ministry projects).
3. Interpret to presbytery and congregations our denomination's special offerings and the Theological Education Fund.
4. Make recommendations for presbytery partnerships and advocate and administer such partnerships.
5. Serve as a clearing house for information about mission being carried out by our congregations, presbytery, synod and general assembly, including and especially our own presbytery-wide ministry initiatives.
6. Interpret presbytery's mission as a whole.
7. Relate to the presbytery's Peace Advocates and Presbyterian Women.

### Basic characteristics of members:

1. Have a passion for mission.
2. Value collaboration.
3. Affirm the place of connectional mission.
4. Possess a working knowledge of (or a willingness to become knowledgeable about) presbytery's mission grants programs, PCUSA special offerings, the Theological Education Fund and presbytery's mission partnerships.
5. Possess creativity and skill in interpretation and communication.
6. Be open to the many possibilities of mission in our presbytery.

*Amended 4/25/2006, Adopted 6/25/2002*

## **New Church Development Committee**

Mission Statement: To research and develop new congregations within the bounds of the Presbytery of Carlisle in the name of Jesus, the Christ, in conjunction with local congregations.

Membership: It shall consist of nine members: three ministers and six active church members. The primary presbytery staff resource person is the new church development director, who serves as an ex-officio member with voice but without vote.

### Tasks:

1. Research demographics to determine the appropriate placement of new churches.
2. Help educate members of the presbytery and of local congregations about the need for and effort required to develop new congregations.
3. Share any new understandings with local churches that might help in their efforts to proclaim God's Good News.
4. Search for funding sources both within the presbytery and the larger Presbyterian Church, USA.
5. Enable a group of people to meet together to explore the possibility of starting new congregations.
6. Work directly with the presbytery's director of new church development.
7. Recommend to the presbytery that an administrative commission be appointed to start a new church development in a particular area of the presbytery.

### Basic characteristics of members:

1. A strong belief that God is calling us to plant new congregations within our presbytery.
2. Vision and an openness to new ideas as well as new ways to be the church.
3. Understanding of demographics.
4. Background in real estate.
5. Knowledge of what is happening in their particular area of the presbytery.
6. Organizational skills.

*Amended 11/26/2002*

## Permanent Judicial Commission

Mission Statement: Conforming to the *Book of Order* D-5.0000, to work to bring a swift, fair, and satisfactory closure to any remedial or disciplinary case brought to it.

Membership: The commission shall consist of nine members with not more than one of its elder members from any one church, four ministers and five elders or four elders and five ministers. The term of office for each member shall be six years. Commissioners shall be elected in three classes, not more than one half of the members to be in any one class. No person shall be eligible for re-election until four years shall elapse. It shall meet and elect from its members a moderator and a clerk. The stated clerk shall provide staff assistance.

Quorum: The quorum for meetings shall be a majority of the membership.

### Tasks:

1. In the cases transmitted to it, the commission shall have the powers prescribed by and conduct its proceedings according to the *Constitution of the Presbyterian Church (U.S.A.)* and rules governing the procedures in such cases.
2. When a case, either remedial or disciplinary, has been transmitted to the commission, the presbytery shall take no further action on the case.
3. An orientation of judicial process pertaining to the commission shall be conducted upon appointment of an investigating committee or a committee of counsel.

### Basic characteristics of members:

1. Ability to listen carefully to evidence and exercise appropriate balanced judgment.
2. An understanding of judicial process as it relates to the church and the *Book of Order*.
3. Trained in conflict management.
4. Have both an appreciation for the “rules” and empathy for the people involved.

*Adopted 6/24/2003*

## **Strengthening Our Congregations Committee**

**Mission Statement:** To listen to the needs and interests of the congregations and to respond by developing information networks, offering appropriate assistance and recommending to the Coordinating Council possible action teams and/or presbytery-wide ministry initiatives to support these needs and interests.

**Membership:** The Strengthening Our Congregations Committee (SOCC) shall consist of 12 members, Teaching Elders and active church members, in as nearly equal numbers as possible. The primary presbytery staff resource persons are the four Regional Associates, who serve as an ex-officio members with voice, but without vote.

**Tasks:**

1. Listen to congregations to hear their needs and interests.
2. Converse/communicate with congregations to establish, maintain and encourage a collegial relationship for ministry together as a presbytery and as congregations.
3. Review and share with the Coordinating Council the information gathered from congregations.
4. Develop appropriate strategies, networks, events and regional workshops to respond to the needs and interests of congregations so that the ministries and programs of congregations and presbytery might be supported and enhanced.
5. Make recommendations to the Coordinating Council about possible action teams and presbytery-wide ministry initiatives that might be formed in response to the interests/needs heard from congregations.
6. Visit with congregations, at least every three years in conjunction with the Committee on Ministry, so that congregations and presbytery might mutually listen, learn and encourage one another.
7. Administer the Creative Ministry Fund, and the Church Building Fund of the Presbytery of Carlisle plus the Small Church Leadership Development Fund provided annually by the Synod of the Trinity. Report to presbytery all grants awarded. (6/24/08)

**Basic characteristics of members:**

1. Pro-congregational in ministry and mission.
2. See each congregation as unique and valuable.
3. Cheerleader for what congregations are doing as they witness to Jesus Christ.
4. Good sense of humor.
5. Love for networking with people and is collegial.
6. Can process information from individual congregations to pick-up larger patterns of needs.
7. People persons, approachable, and are well-respected within the presbytery.
8. Intuitive and can see possibilities.
9. Willing to venture beyond own congregation.
10. Able to help people work through change.
11. Embrace the servant role of presbytery.

*Adopted 6/25/2002 & Amended 6/17/08 & 9/24/2013*