

# The Presbytery of Carlisle

*Adapting to a Changed World*



**Narrative Budget 2022**

# Table of Contents

Introduction and Invitation to Discipleship .....	3
2022 Expense Budget: Intentions and Purpose.....	4
Engaging Our Mission .....	5 & 6
Soul-Tending.....	7 & 8
Communicating.....	9
Congregations: Thriving in Witness.....	10
Relationships .....	11
The Agile Presbytery .....	12
A Message from the Interim Executive Presbyter.....	13

**When you think of 'the presbytery' what comes to mind?** Stated meetings? The staff?  
An office building? Functions of governance?

While the **Presbytery of Carlisle** includes all of these and more, it is also true that there is no presbytery apart from the Ministers of Word and Sacrament who comprise our membership, the congregations planted within our bounds, our local and global mission partners, and our validated ministries in places like schools, hospitals, hospice care and military chaplaincies.



Word Cloud created by Presbyters at the May 2021 Zoom Presbytery meeting

**We are a presbytery** when our lives and resources are linked around common values, in common purpose, toward the fulfillment of our common calling to serve as disciples of Jesus in the world today.

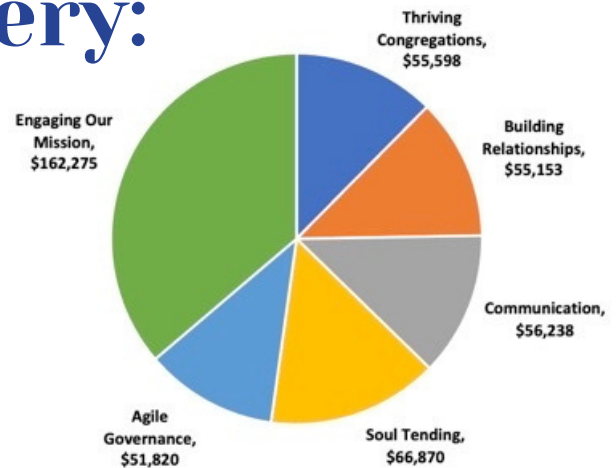
Friends, there is no doubt that this year has been difficult for us. Although we were able to pivot and pivot again, we have sustained many losses. Even when we relinquished some things that were no longer useful, the letting go was not easy. Yet, our congregations remain faithful. In constant support, prayerful encouragement, involvement and sharing of abundant giving, whether great or small, your love for God shows!

As the year 2022 approaches we want to let you know just how much we appreciate your generosity. Together, we serve God and God's children. Together, our offerings of time, talent, and treasure become as loaves and fish in the hands of Jesus...feeding the hungers of the world. Together, we discern our way forward, guided by God's Word and Spirit.

The pages which follow describe some intentions for our presbytery in 2022: what we will do and for what purpose. **We ask that Sessions and congregations prayerfully consider funding these intentions with your engagement, with your per capita and mission giving, and with your prayers.**

# Carlisle Presbytery: *Adapting to A Changed World*

**2022 Expense Budget = \$447,955**  
**Projected Income = \$425,100**



A global pandemic has changed our world. This comes on the heels of broader cultural changes we've been feeling for years. Much uncertainty remains, about the impact of these changes on our churches.

Although the budget we propose for first reading reflects a deficit, it also reflects the essential work we will do to adapt to the changes affecting us all. At the December presbytery meeting, a line item budget along with this narrative budget will be presented for second reading and action.

Given all that remains uncertain, what will we do? And for what purpose? In the pages that follow, we describe some of the intentions that will shape our life in the coming year.

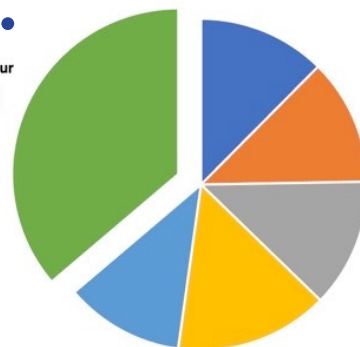
- We will engage one another in discernment of gifts and acts of service, so our lives and resources may be released for the sake of the needs of our neighbors.
- We will tend to our souls with practices of worship, prayer, contemplation and activism so we may be formed and transformed as Christ's body in the world today.
- Using digital tools and virtual space, we will connect and engage...inform and inspire, so we may discern God's hand at work in our lives and work together faithfully and effectively as partners in Christ's service.
- We will walk alongside congregations with resources and training targeted to their needs, challenges, and opportunities...so we may thrive in our witness to the gospel.
- We will build collegial and collaborative relationships among congregations and leaders...so we may be linked as beloved community, reflecting the kin-dom of God.
- We will practice agility with our polity and governance so as to be able to adjust and respond to ever-changing conditions.

These intentions offer a framework for the life of our presbytery, as we continue our learning, experimentation, and formation in Christ, for the sake of the world God so loves.

# Engaging Our Mission:

*With, in and Beyond  
Carlisle Presbytery*

Engaging Our  
Mission,  
\$162,275



Offerings at presbytery meetings signify our care for those most vulnerable.



Our Honduras partnership links congregations of Carlisle Presbytery with congregations of the Presbytery of Honduras, for mutual transformation.



Partnering with Presbyterian Disaster Assistance, Lend-A-Hand is gearing up to travel to New Bern, NC where clean-up from Hurricane Florence continues.

***As a conduit for the financial mission giving of congregations to local and global mission entities, we convey God's love, uniting us!***



One Great Hour of Sharing  
Pentecost  
Peace & Global Witness  
Christmas Joy



Community Outreach  
English Language Tutoring and  
Emergency Food Assistance for  
refugees and immigrants



Presbyterian Youth Triennium, 2019

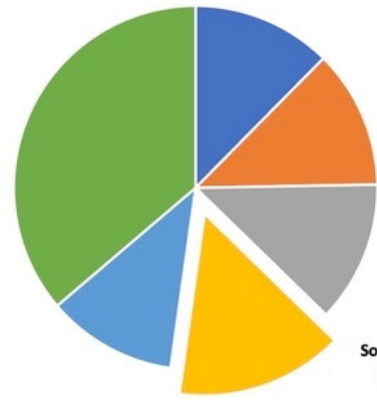
### ***We are the Church, Together***

In common commitment to the life and witness of the Presbyterian Church (USA), we will:

- Identify and train commissioners to the General Assembly and Synod Assembly
- Send a delegation to the Presbyterian Youth Triennium
- Give our per capita and mission dollars, sharing another way we seek to live into the fullness of being the church in the 21st century.

**We're becoming the church of the 21st century**, embracing creativity and openness in order to be more fully inclusive, flexible, and faithful.

# Soul-Tending: Formed and Transformed as Disciples of Jesus



Soul Tending,  
\$66,870

In times of uncertainty and change, we must ground our common life in God’s love and wisdom for us and our world. Our calling to follow Jesus by loving God and loving our neighbor remains central. Attuned to the Spirit, we discover God’s care for us today and discern new patterns for our mission, tomorrow.

## *Soul-tending: We worship and pray, together and on-line*



Weekly prayer post on Facebook.



Highland United worships at sunrise.

Faces at Derry,  
while we are absent...

## *Soul-tending: We celebrate God's call to new leaders*



The Rev. Pam Meilands, installed as Associate Pastor at Derry Presbyterian Church



The Rev. Stuart Seelman, ordained and installed as Associate Pastor at Camp Hill Presbyterian Church

*Soul-tending: We partner with Krislund, shaping the lives of children and youth*



Traveling Day Camp at Centre.



Traveling Day Camp at Greencastle.

“What excitement and enthusiasm during July 26 - 30 here at Centre Presbyterian Church. The 40 children seemed quiet on Monday but each day after that they were chatting, laughing, singing, and making new friends. It was truly a blessed week.”

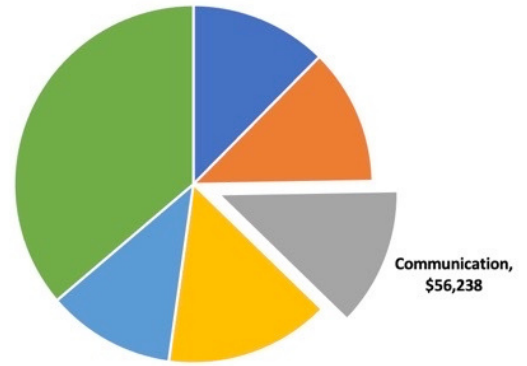


Rev. Jeff Gibelius & Rev. Vern Gauthier,  
Volunteer Chaplains at Krislund

**We’re becoming a listening community**, attuned to the Spirit and curious about how we might align our lives with what God is doing.



# Communicating: Digital Tools. Virtual Space. In Person...Connected

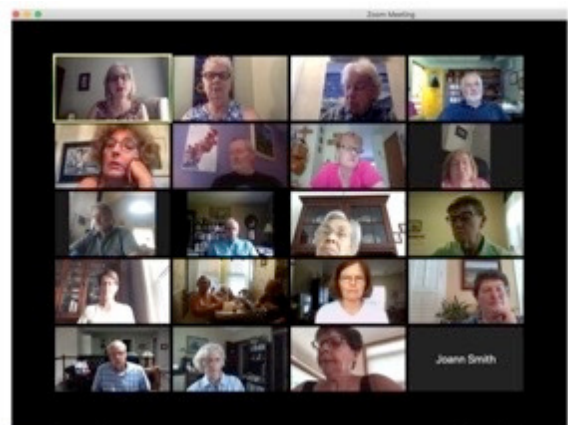


Tech Team in action at Derry.

We made the pivot. The congregations of Carlisle Presbytery are now found both in-person and on-line. For many, it was a big learning curve, to discover how we could use technology to worship, learn, visit, and meet.

Continuing our vital ministries during a pandemic, we're still learning. So we promote and/or offer training that helps us use technology to deepen and widen our lives, in Christ. We clear the way for grants to help with costs of tech tools. And we use electronic communication tools, social media and a website to keep timely information and resources before the presbytery.

Although we sometimes grow weary of Zoom-space, it allows us to break down geographic boundaries and to expand opportunities for engagement in learning, governance, and relationship-building.



Presbytery Zoom gathering

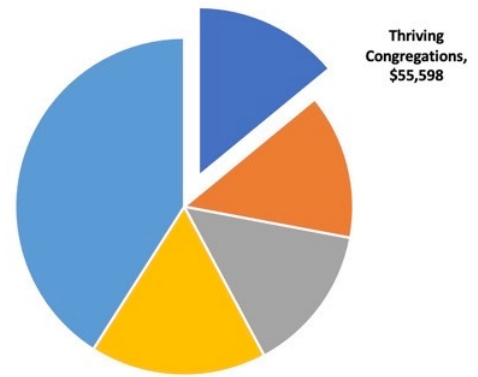


2601 N., Front Street, Harrisburg

With the move into new office spaces, renting two small simple offices in this building, we've significantly reduced our office footprint (and expenses). Still ahead - converting paper files to digital, to further reduce our storage needs.

**We're becoming a virtual/digital presbytery** that also exists in physical space and real time, connected for the sake of Christ's mission.

# Congregations: *Thriving in Our Witness*



With so many congregations in pastoral transitions and a denomination-wide shortage of interim pastors, how will our congregations prepare to call their next leader? And now that we are more aware of the adaptive challenges we share, what will position our congregations to thrive?

Questions such as these led the Commission on Ministry to initiate a partnership with PneuMatrix, an organization that brings adaptive change leadership skills for congregational transformation. Our partnership links the transition teams of nine congregations with a PneuMatrix consultant and local apprentices to help them make informed decisions about their future, in less time.



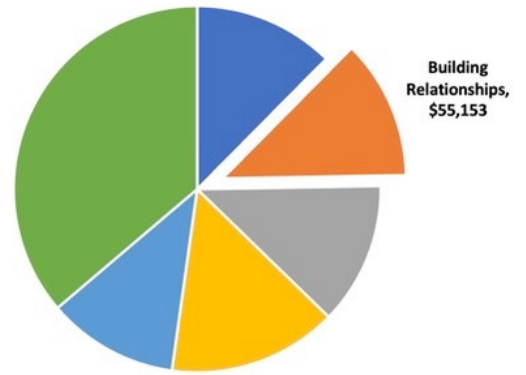
## ***Who are we? Why are we here? What is God calling us to do?***

To answer questions like these, the teams will use data from a Congregational Assessment Tool (CAT). They will read and discuss *Canoeing the Mountains*, going deeper in their understanding of what they will need in their next pastoral leader. And they'll use *Mission Insite* to better understand the needs of their neighbors. The goal is to be ready to elect a Pastor Nominating Committee or describe an alternative future path, after a six-month engagement with this learning and discernment. This initiative is the next step as our presbytery adapts to a changing environment.



**We're becoming a learning community** - engaging with each other, training leaders as they respond to God's call, and retooling with skills and strategies for vital congregations.

# Relationships: Creating Beloved Community



When asked, "What do you care about, that is worth working toward?" some leaders in our presbytery answered - "Existence...having a Presbyterian presence that matters, in this region...and a distinct Presbyterian identity that offers a life-giving alternative in a world often confused about what it means to be Christian." And then they began talking about their need to learn what sustainability and vitality mean in a changed culture. "We want a spirituality that engages the world rather than retreats from it," they said. "We desire to be disciples of Jesus more than consumers of religion." They spoke of care for people impacted by racial justice and economic disparities. They said they hear the groaning of our planet and want to practice earth care, as individuals and congregations.

How would you have answered?!



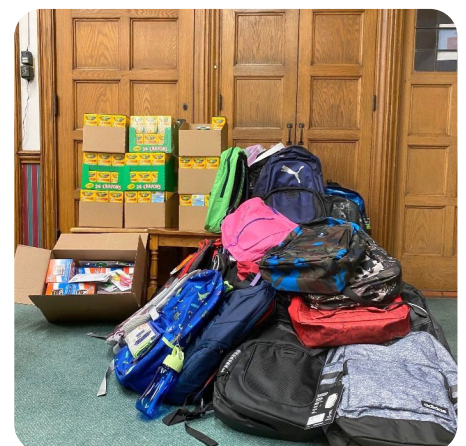
Yard signs in Carlisle.

We are linked by shared values and our common concern for the well-being of people our congregations seek to serve. All across our presbytery, the hearts, hands and voices of Presbyterians invest in what matters, not only to them, but to God. Yet, there is often a sense of isolation. We don't always function as if we are part of a connectional system. But we are on the way. **We're becoming a relational network**, learning from each other and working together to discern our part in the healing God wants for all of creation.



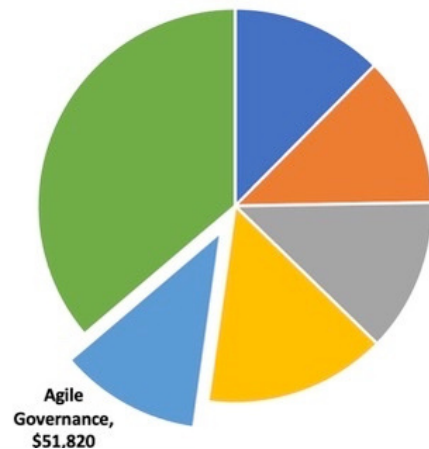
Blessing of the backpacks, Greencastle

**“Bless these backpacks as the first day of a new school year approaches. May the journey ahead be fruitful and full of faith.”**



Backpacks ready to go, from Market Square.

# The Agile Presbytery: Enacting Governance to Navigate Change



The colorful stegosaurus stationed outside the building where our offices are located, reminds us that our context matters! As our communities change, we must adapt.

We had already begun to experiment with the dates, times, and formats of presbytery meetings, when the pandemic hit. It hasn't always gone smoothly, but Zoom has allowed us to tend to the essentials of our common life.

Now it's time to go Hybrid. We are eager to meet in person again, and we want to make the widest participation possible. As pandemic conditions allow, we will begin to experiment with meetings that offer both in-person and on-line participation.



We're revising by-laws, standing rules and some policy documents to bring greater flexibility to the work we share, as Presbyterians governed by our theology and polity.

No longer on auto-pilot, we're thinking through what no longer works. And we're trying new ways of fulfilling the functions that serve the needs and empower the mission of our congregations

"The culture for which we know how to be church disappeared 15 years ago."  
-Jim Kitchens, PneuMatrix founder.

**We're becoming a community of experimentation and risk-taking**, that we may discern and pursue emerging configurations of shared mission and common purpose.

Dear Partners In Christ's Service,

This statement of mission currently guides The Presbytery of Carlisle:

**We exist to support our congregations for faithful service to God  
in the name of Jesus Christ.**

And it used to be enough, for a presbytery to support the congregations within its bounds....when our institutional structures were sound, when the place of our congregations in society was clear, when we knew how to connect our experience of the gospel with the needs of our neighbors.

But not anymore.

Now we are living through a global pandemic at the same time we face on-going racial injustice, political divisiveness, economic inequities, and 'code red' for our planet. This, along with sweeping cultural changes puts unique pressures on congregations.

What is our calling now? How will we carry out our mission under these conditions? Where will God lead us?

To thrive in this time of immense change and uncertainty requires wisdom, courage, resilience and hope. Adapting to a changed world is not easy. Therefore, we must embrace this time of experimentation and learning, so that our congregations may be **empowered** and **transformed** to thrive as 21st century gospel communities.

It is not yet clear, what new patterns for fulfilling our mission will emerge. The form of our witness has already changed in ways we wouldn't have imagined two years ago. And there's no going back. While we can't know what lies ahead, we can open ourselves to the influence of the Spirit of Christ today. And we can link our lives and resources with shared intention, in common purpose.

Margaret Wheatley has written, "The primary way to prepare for the unknown is to attend to the quality of our relationships, to how well we know and trust one another."

***When Change Is Out of Control.***

To me, this is why the presbytery matters - because the changes we are moving through and the crises of our world are bigger than we can manage alone. We're at our best when we walk together, making visible the love of God that connects us and all of creation. I look forward to continuing our discernment, that from the soul and substance of The Presbytery of Carlisle, God's healing, saving intentions may be known.

Blessings,

Cheryl D. Galan, Interim Executive Presbyter  
September 2021

