



## PROPOSED VISION DOCUMENTS

### Presbytery Meeting

October 25, 2024

#### Mission Statement

The Presbytery of Arkansas inspires and connects congregations and their leaders, equips people of every generation to hear and respond to God's call in Jesus Christ, and fosters innovative expressions of ministry in response to the needs of a changing world.

#### Values

- **Faith:** We work, serve, and dream in response to the abundant love of God we have experienced in Jesus Christ.
- **Steadfastness:** We walk with churches and leaders through valleys of disconnection, disappointment, and conflict, seeking together the comfort and call of Christ.
- **Empathy:** We seek first to listen deeply, to understand, and to accompany each other as a supportive community that encourages growth, development, and acts of compassion.
- **Authenticity:** We embrace humble, genuine connection with God and one another, acknowledging that our vulnerabilities and imperfections are not barriers, but opportunities for growth and deeper relationships.
- **Courage:** We recognize systems of oppression in the church and culture, and we take risks faithfully to express God's love to the world.

- **Adaptability:** We remain nimble and willing to change our strategies and structures to address the needs of a changing world with imagination, innovation, and action.
- **Revitalization:** We celebrate and participate in the Holy Spirit's ongoing work of renewal in our communities, our congregations, and our own lives.
- **Joy:** We choose joy and gratitude as grounding for our life and work together.

### **THREE-YEAR REVOLVING GOALS**

ANNIVERSARY DATE: June 30, 2027 / ONE-YEAR ANNIVERSARY DATE: June 30, 2025

#### **1. Receiving New Life**

**2027:** At least five congregations have completed a needs assessment and a revitalization process sponsored by the presbytery or one of its partners.

- **2025:** A revitalization process for interested churches in the Presbytery of Arkansas has been designed and approved for prototyping.

#### **2. Deepening Financial Health**

**2027:** The presbytery has a clear, written fundraising plan and has received at least \$100,000 in grant funding and other initiatives in the previous year.

- **2025:** A fundraising plan for the presbytery has been drafted and approved.
- **2025:** The presbytery has named a single missional priority for the 2025-2026 program year and has a plan for inviting members of the presbytery to contribute to this cause.

### 3. Revitalizing and/or Repurposing Property

**2027:** In the previous year, three properties in the presbytery have been supported by the presbytery to creatively repurpose their properties in ways that increase the churches' mission and contribute to their ongoing financial health.

- **2025:** "Choice point" congregations throughout the presbytery have been identified and conversations have begun with those congregations about the future of their church property.
- **2025:** A first draft of a property opportunity assessment has been drafted and is ready for prototyping with interested churches.

### 4. Capacity and Capability Building

**2027:** Momentum has been built within the presbytery by tending to the creation of fundamental infrastructure needed to execute on the broad range of desired priorities, such that the presbytery will be ready to move into a rhythm of revolving three-year goals and one-year benchmarks.

- **2025:** The presbytery is positioned with the infrastructure necessary for the execution of future priorities, starting with the following results:

#### i. Small Churches

1. The presbytery has gained clarity around how the Thriving in Ministry work of the University of the Ozarks will work in collaboration with priorities of the presbytery.
2. Representatives of every church in the presbytery with an average worship attendance under 20 has had at least four conversations in the previous year with a supportive, collaborative representative from the presbytery.

## **ii. Innovation**

1. An incubation process for new expressions of ministry has been designed and approved for testing in the presbytery.
2. Structures for supporting the emergence of new worshiping communities have been implemented.
3. In alignments with the PCUSA 1001 New Worshiping Communities initiative and following an assessment of the areas/cities/regions most in need of new ministries, the next prospective worshiping communities for the presbytery have been identified."
4. Alternative metrics for ministry, informed by Gil Rendle's, [Doing the Math of Mission: Fruits, Faithfulness and Metrics](#), has been drafted for the presbytery.
5. Clear, written protocols for all available grant funds in the presbytery has been approved and this information is available on the presbytery website.
6. A game plan for launching a young adult leadership corps in the presbytery has been drafted and approved.

## **iii. Culture Building**

1. The stories of all new worshiping communities in the presbytery since 2015 have been compiled, written, and shared with the Presbytery of Arkansas audience.
2. The presbytery has drafted and begun to implement a game plan for diversity and inclusion.
3. Every presbytery meeting in the previous year included the sharing of stories of marvelous work happening throughout the presbytery.

4. A game plan for the sharing of culture-shaping stories in the presbytery has been drafted.
5. A first draft of a presbytery policy for the utilization of the presbytery's endowment and other designated funds has been drafted.
6. A game plan for the presbytery providing supplemental support for churches in paying pension dues has been drafted.

#### **iv. Leadership Cultivation**

1. A survey of the variety of pastoral leadership models being utilized in the presbytery has been completed and a clear picture of how many churches are using which non-traditional models of leadership is now available.
2. A pipeline design for leadership development from high school through campus ministry all the way to senior citizens has been drafted for the presbytery."
3. After listening sessions with pastors, ministry staff, and church officers, at least three initiatives have been identified for implementation in 2025 to deepen their spiritual and emotional health.