

## NEW CASTLE PRESBYTERY

### ACTION PLAN 2006 – 2008

#### A VISION FOR MUTUAL RENEWAL AND GROWTH

Our goal is to support and strengthen our congregations by helping them to grow in spiritual vitality and membership.

#### STRATEGIES

YEAR TO

YEAR TO

INITIATE

COMPLETE

1. 1. Identify churches demonstrating spiritual-membership growth and conduct  
2006 2008

conversations to inventory “best practices”.

- § Host interviews with Pastors
- § Clarify support needed from Presbytery
- § Challenge churches to share learnings

2. Identify churches committed to spiritual-membership growth to enter into study,  
prayer 2006 2008

and consultation

- § Enroll lay leaders in renewal studies
- § Engage Pastors in professional development for church growth
- § Encourage churches to partner with one another

3. Council will appoint an action plan team to implement strategies one and two in

consultation with staff. 2006 2008

4. Reaffirm the “Church as Evangelist” sharing the Gospel with urgency in ways unique to our various 2006 2007

communities and cultures

§ Format all Presbytery Meetings in 2006-2007 to address evangelism/discipleship theologically and programmatically.

§ Incorporate curriculae in Presbytery’s Leadership Institute, “VESSEL” (Visioning, Effective Stewardship,

Shepherding Emerging Leaders) for training lay leaders for evangelistic work.

§ Support Evangelism/Church Growth Initiative (Net Results Workshop)

5. Initiate multiple probes for new fellowships organized by the New Church Development Committee

(NCD)  
2005 2007

§ Dover: multi-cultural outreach  
2005 2007

§ Queen Anne County (formerly Kent Island) transition to Hispanic outreach  
2005 2007

§ Cecil County: follow up on Chesapeake proposal to explore a NCD  
2005 2007

§ Hockessin: conduct home-based Bible study groups  
2005 2007

6. Affirm support for new congregational partnerships locally and globally  
2005 2008

§ Latino Ministry project – Elsemere/Calvary  
2005 2008

§ International Mission Opportunities  
2005 2008

§ Pencader Community Center  
2005 2007

§ Multi-Cultural Intern  
2005 2006

7. Support pilot projects for new ministries

§ Campus Work – University of Delaware, Delaware State, Salisbury University,  
University of Maryland-Eastern Shore  
2006 2008

§ Youth and Young Adult Programs  
2005 2008

§ SOAR staffing (“Stewardship of Accumulated Resources”)  
2005 2007

8. Develop Renewed Leadership

§ Launch Leadership Institute (VESSEL)  
2005 2008

§ Approve Commissioned Lay Pastor Training  
2006 2007

§ Host Clergy Support Groups  
2006 2006

9. Commit to Multi-Cultural Leadership Pool

2005      § African American  
2005

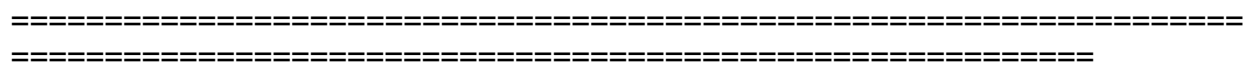
§ Asian  
2006      2007

§ Latino  
2006      2006

10. Over a three year period we will initiate efforts to grow church membership across the Presbytery by 10%

over our 2004 figure.

|        |             |            |      |      |
|--------|-------------|------------|------|------|
|        | Jan 1, 2005 | 2006       | 2007 | 2008 |
|        | 12,157      |            |      |      |
| 13,372 |             |            |      |      |
|        | %of Growth  | _____ +10% |      |      |



FOR YOUR INFORMATION

HELP REQUESTS FROM CHURCH NEEDS SURVEY

| TOPIC   | PRESENT SUPPORT             |
|---|-----------------------------|
| STATUS  |                             |
| 1. Lay Leadership Development                 | Fall & Spring Workshops     |
| VESSEL Institute, Fall Event                  |                             |
| Oct. 22, 2005, Dover, DE                      |                             |
| 2. Christian Education                        | Mission Associate for Youth |
| Trip to Montreat, June 17-22 Youth Conference |                             |
|   | Young Adults, Employed      |

5/1/05 Ms. Clarisse Durnell

-Educator support group organized

- |   |  |                          |
|---|--|--------------------------|
| 3. Evangelism<br>Scheduled for 2/4/06   | Net Results Workshop – “Reach<br>Out, Growing Your Church”                 |                          |
| 4. Stewardship<br>Employed to develop pilot<br>program                            | S.O.A.R.<br>Staff conducts stewardship<br>workshops                        | Consultants<br>endowment |
| 5. Facilities Management<br>Assembling a grant directory for<br>& equipment needs | (Sacred Spaces)<br>Five congregations enrolled;<br>\$10,000 grant received | building                 |
| 6. Personnel/Staff<br>Visitation schedule for all program<br>place                | Staff Consultation   | Church<br>staff in       |
| 7. Program Development<br>Study, PERCEPT training ongoing                         | Staff Consultation   | Mission                  |

|  |                                      |      |
|--|--------------------------------------|------|
| 8. Communications<br>format for the "LINK" | Mission Associate for Communications | New  |
| week e-mail update begun                   | Beth Thomas employed 6/1/05          | Mid- |

As Presbytery staff are made aware of needs, they will respond with visits and consultation.

## The Presbytery Review

Thoughts from Jim Moseley, Executive Presbyter

Documents from the General Assembly (G.A.) regularly come my way to help me stay abreast of G.A. activity and also to alert me to trends across the breadth of the Church. In many ways we are "bucking" the larger trends affecting the denomination. I'd like to share these with you.

### Trends:

1. Dollars are down everywhere! This is generally true due to economic flux and churches required to spend a larger portion of dollars for their life and ministry. In New Castle Presbytery we expect to tighten our budget. However, careful financial planning from years past will enable us to maintain our commitments to mission concerns, church development projects, and our new initiatives in Leadership Development and Youth & Young Adult programs.

2. Congregations see Presbytery as a regulatory agent! We do serve to hold pastors, congregations and our own committees accountable for their work and witness. Yet, we tend to be a body that sees first our responsibility to connect congregations for mutual ministry. Congregations in partnerships are presently growing our witness in every arena of ministry.

3. Mission: Life in the Presbytery is so chaotic there is no time or money for New Church Development (NCD)! We are taking a much more positive and creative approach here in New Castle. Three hot spots for NCD work have been identified each with a different model for start up.

1. The Queen Anne County NCD has transformed into a new Hispanic outreach, La Luz, which hosts regular worship and fellowship in a facility provided by one of our own Presbytery Elders.

2. Hockessin: In concert with Red Clay Creek, the Presbytery has a strategy to host Bible study and worship in private homes hoping to grow interest in a house church model of ministry.

3. Dover: Again in concert with First Presbyterian, the Presbytery is pursuing a "probe" to discern the best model of ministry to grow our Presbyterian presence in this very diverse community.

4. Pastors: Morale is low. It's true that pastors are working harder than ever and many feel personally responsible for the successes and failures of their congregations. However, the pastors of our Presbytery also testify to having great affection for their people, and the great majority are clear that they are responding to God's call upon their lives. Our pastors typically experience long-term pastorates of good will and good health. We have very few vacancies and many, many clergy are eager to come serve in New Castle Presbytery.

5. General: Presbytery work is more complicated (COM, CPM, PJC). This trend reflects the many complexities of welcoming candidates for ministry who might not have strong Presbyterian roots, and speaks to the many stresses in congregations that create conflict. Not all conflict is bad or indicative of dysfunction. Conflicts which hone the churches priorities and mission and heated debate that requires pastors to clarify their call and leadership are conflicts worth managing. New Castle Presbytery has a strong and compassionate COM and a very focused CPM. They pursue their work with great prayer and devotion, and each contributes to the health of New Castle Presbytery. We are blessed by their efforts.

While all is not roses across our denomination, we who serve in this place of Christ's church in this part of God's realm are working well together to do God's will. We must never underestimate the value of the trust we have built in the past and which will serve us well in the days ahead.

Merry Christmas & Happy New Year New Castle!

In Christ's Peace,

Jim Moseley

