



# **NEW COMMISSIONER ORIENTATION**

## **NEW CASTLE PRESBYTERY**

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Revised December 9, 2019





## TABLE OF CONTENTS

	<u>PAGE</u>
• WHO ARE WE? New Castle Presbytery	1-5
• VISION STATEMENT/STRATEGIC PRIORITIES OF NEW CASTLE PRESBYTERY	6-7
• BALCONY 2 FINAL REPORT	8-14
• PRESBYTERY MEETINGS	15
▪ Details of Docket	
▪ Always Address Moderator	
• BUDGET	16



## WHO ARE WE?

### NEW CASTLE PRESBYTERY

#### **ECCLESIASTICAL JURISDICTION:**

Entire state of Delaware and the following counties of Maryland: Caroline, Cecil, Dorchester, Kent, Queen Anne, Somerset, Talbot, Wicomico, Worcester

- **MEMBERSHIP: 7,308** (as of the 2018 statistical reporting)
- **CHURCHES: 49** (*and 2 new worshipping community*)
- **LARGE NUMBER OF OLDEST CHURCHES** (*i.e., Makemie Memorial, Manokin, etc.*)

### NEW CASTLE PRESBYTERY STAFF

#### POSITION/NAME

#### CONTACT INFORMATION

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#### **PRESBYTERY NEWSLETTER**

*Midweek Musings*

**Submissions/questions:**

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<b><u>CHURCHES/NEW WORSHIPPING COMMUNITIES OF NEW CASTLE PRESBYTERY</u></b>	<b><u>CITY, STATE</u></b>
Beaver Dam Presbyterian Church	Pocomoke City, MD
Buckingham	Berlin, MD
Calvary	Wilmington, DE
Chesapeake City (First)	Chesapeake City, MD
Chestertown	Chestertown, MD
Christiana	Newark, DE
Church of the Covenant	Wilmington, DE
Church on Main ( <i>New Worshipping Community</i> )	Middletown, DE
Community	New Castle, DE
Concord	Wilmington, DE
Coolspring	Harbeson, DE
Delaware City (First)	Delaware City, DE
Dover (The Presbyterian Church)	Dover, DE
Easton	Easton, MD
Elkton	Elkton, MD
Elsmere	Wilmington, DE
Faith Chapel	Berlin, MD
First & Central	Wilmington, DE
Forest	Middletown, DE
Frankford	Frankford, DE
Georgetown	Georgetown, DE
Green Hill	Wilmington, DE
Hanover Street	Wilmington, DE
Head of Christiana	Newark, DE
Limestone	Wilmington, DE
Lower Brandywine	Wilmington, DE
Makemie Memorial	Snow Hill, MD
Manokin	Princess Anne, MD
Milford (First)	Milford, DE
Newark (First)	Newark, DE
New Castle	New Castle, DE
New Covenant	Middletown, DE
Ocean City (First)	Ocean City, MD
Ocean View	Ocean View, DE
Olivet	Newark, DE
Perryville	Perryville, MD
Pitts Creek	Pocomoke City, MD
Port Deposit	Port Deposit, MD
Port Penn	Port Penn, DE
Red Clay Creek	Wilmington, DE
Rehoboth	Westover, MD
Rehoboth of Midway	Rehoboth Beach, DE
Riverfront ( <i>New Worshipping Community</i> )	Wilmington, DE
Rock	Elkton, MD
Seaford	Seaford, DE
Smyrna (First)	Smyrna, DE
St. Andrews	Newark, DE
Trinity	Wilmington, DE
Westminster (Rehoboth)	Rehoboth Beach, DE
Westminster (Wilmington)	Wilmington, DE
West Nottingham	Colora, MD
Wicomico	Salisbury, MD



## New Castle Presbytery History The First 100 Years

Presbyterianism was a part of the fabric of our nation 136 years before the 1776 birth-of-this-nation date.

The first Presbyterian meeting houses were erected on Eastern Long Island beginning in **1640**. As early as **1672** homes of Presbyterians in the present Maryland counties of Somerset, Wicomico and Worcester were meeting places for church services.

In **1683** the Reverend Mr. Francis Makemie began planning for the beginning of the first Presbytery in the United States. In late **1705** or early **1706** the first Presbytery was formed. Makemie, together with six other ministers, met in Philadelphia and bound themselves together in a new governing body known simply as "The Presbytery." Of these seven men, five were then laboring within the bounds of what is now New Castle Presbytery.

The Presbytery was pleased with the rapid growth of Presbyterian membership but did occasionally have a bit of trouble regarding attendance at meetings of The Presbytery. In **1709** The Presbytery ordered, That no members of this Presbytery, upon any whatever pretense, do depart or leave the Presbytery, without the meeting be broken up, or at least leave be asked and had from the Presbytery.

By **1716** there were four Presbyteries New Castle, New York, Philadelphia and Snow Hill (the former Snow Hill Presbytery, which never held a meeting, is now within the bounds of New Castle Presbytery) and in **1717** those four Presbyteries united to form a Synod - the Synod of Philadelphia.

New Castle Presbytery held its first meeting on March 13, **1717** in New Castle, Delaware. Within the bounds of New Castle Presbytery congregations began to be organized as early as the one in **New Castle**, Delaware, in **1654**. The English were settling there and John Wilson was called as the first pastor. It is the oldest church in Delaware and was a member of the first Presbytery which was organized there.

As the Presbyterian Church in New Castle grew in strength some of its neighbors from other denominations did not always celebrate their success. In **1708**, Colonel Robert Quarry, an Episcopalian, complained that A Makemie...by his subscriptions from persons in England and those he hath influenced here, has built an Extraordinary good Meeting House in this Town, with a considerable allowance to their Minister.

In **1671**, a wooden building was home for the first Presbyterian church at Old Drawyers near Odessa, Delaware, although the Old Drawyers Church was not formally organized until **1683**. The present building was built in **1861** and the congregation was dissolved in **1953**.

The Rev. Mr. Francis Makemie played a major role in the early years of Presbyterianism in the American colonies, not merely by organizing and moderating the first presbytery meeting in this nation, but especially by working to establish and strengthen Presbyterian congregations in Maryland, Virginia and Delaware. The inscription on the Makemie monument, located near Temperanceville, Virginia, mentions that Francis Makemie was born in Ramelton, County Donegal, Ireland, **1658(?)**, was educated at Glasgow University, Scotland, and came as an ordained Evangelist to the American Colonies in **1683**

at the request of Col. William Stevens of Rehobeth, Maryland. For more than three centuries pastors who served congregations founded by Makemie met frequently to support each other in their work. These lively meetings continue today and there are other special gatherings of laypersons and pastors of those congregations who meet to celebrate and strengthen their Makemie heritage.

**Rehoboth** Presbyterian Church in Rehoboth, Maryland, was established in **1683** and the Rev. Mr. William Traile was the first full-time pastor there in **1702**. In **1706** a meeting house, a small log structure, located along the edge of the Pocomoke River, was built by Francis Makemie on his own land, land given to him by Colonel Stevens. That building, undergoing a number of significant changes and alternations, has been in continuous use since that time.

Colonel Stevens also owned land at the newly formed settlement of Snow Hill, Maryland. The church there got underway in **1683** and was organized in **1684**. Samuel Davis was the first pastor. A meeting house was built in **1690**. The fourth meeting house and current place of worship for the Makemie Memorial Presbyterian Church was erected in **1889**. Manokin Church in Princess Anne, Maryland, can trace its history back to **1672** when a pastor was called to preach in a home at Manokin. As early as **1680** Presbyterians had a meeting house in Princess Anne on the same site as the present church building. In **1683** Francis Makemie founded a congregation at the head of the Manokin River and those persons became the nucleus of the **Manokin** Church. Some historical sources give the date of the official organization of the church as **1683** while other sources cite the date of **1686** when Thomas Wilson began his service as Manokin's first pastor. In **1765** the brick building which currently houses the congregation was erected.

The **Wicomico** Church in Salisbury, Maryland, has been a continuous congregation since **1683** and permission for Presbyterians to worship was granted in **1672** by the Somerset Court. Wicomico had a "settled" pastor by **1706**. It was a member of the first Presbytery having George McNish as minister. The present building was erected in **1854** on its fifth site. During this same era **Buckingham** Presbyterian Church in Berlin, Maryland, was taking root. Makemie preached to the residents in that area and a meeting house was built on the Buckingham Plantation.

Two other **Makemie** congregations, now yoked in **Pocomoke City**, Maryland, are **Beaver Dam** Presbyterian Church and **Pitts Creek** Presbyterian Church. The fore bearers of the current congregations made an effort to build a meeting house out of logs near a ferry site on the Pocomoke River. Some local residents not friendly to Presbyterians threw the logs from their first building effort into the river. These determined Presbyterians persisted, retrieved the logs from the river, and rebuilt the meeting house. In 1735 the Presbyterians moved five miles south to the head of **Pitts Creek**, a short distance from Virginia which recognized only the Church of England. **Beaver Dam** Presbyterian Church gave nearby persons in Virginia an opportunity to exercise their freedom in choosing a religion. The Pitts Creek Presbyterian Church was a missionary outgrowth of the Beaver Dam church and its current sanctuary was built in 1845.

It is believed that Presbyterian worship services were first held in **Lewes**, Delaware in **1692**.

A meeting house was built in **1707** and that building was replaced in **1727**. The present building, which has undergone several renovations, was built in **1832**. In the early days copper tokens were used in the Lewes church to indicate that members were eligible to participate in communion

**Head of Christiana** in Newark, Delaware, was chartered in **1708** as a congregation of New Castle Presbytery. Head of Christiana was a strong Scotch-Irish congregation. A log structure built in 1708 was replaced by a brick meeting house in **1750**, the second brick church building in the Presbytery. The **Pencader** Welsh Tract, of Welsh origin about **1710**, was a church that was used as a hospital for British soldiers after the battle of Cooches Bridge. The first President of Princeton College, Rev. Samuel Davies, came from this church. Welsh was spoken during worship in this congregation until 1776. **St. Georges** Presbyterian Church in St. Georges, Delaware was formed between **1710** and **1715**. It was a Scots/Irish settlement. The congregation was dissolved in 1984 and building is now owned and operated by the town.

By 1711, the greatest number of people in **Dover**, Delaware were Presbyterian but the Church of England opposed the establishment of a Presbyterian Church. In spite of that opposition, the Presbyterian Church in Dover came into being in **1714**. In 1740, its first meeting house, built of logs, was erected. **Lower Brandywine Church**, established in **1720**, was formed from the Birmingham Meeting of Friends for the benefit of their Presbyterian friends. The site that the congregation now occupies in Centerville, Delaware, was selected in 1774. It was here, for the first time in the history of The Presbytery and New Castle Presbytery, that the Presbytery was entertained without the use of alcoholic spirits. **Rock** Presbyterian Church in Fair Hill, Maryland, had its beginnings in the Spring of **1720**. The church was located near the Octorara River and the original name of the congregation was Mouth of Octorara. A group of Irish people petitioned New Castle Presbytery to send a minister to them. By **1724** they had a full time minister. The present church building was erected in **1761**.

**Red Clay Creek** Presbyterian Church in Wilmington, Delaware, was organized in **1722** and its first building was constructed in 1761. Minister William McKennan was the pastor there and shared his ministry with First Presbyterian Church of Wilmington, Delaware. The **White Clay Creek** Presbyterian Church of Newark, Delaware had a meeting house as early as **1723**. In that year Presbytery met at the White Clay Creek Church and suspended the pastor for profaning the Lord's Day by washing himself in a creek. In 1739 George Whitefield preached to over 8,000 persons at this church's site.

**Coolspring** in Harbeson, Delaware, built its building in 1789, but started meeting for worship in **1728**. The church in Elkton, Maryland, was organized in **1733**. **First** Presbyterian Church, Wilmington, Delaware was organized in **1737**. The original church building was constructed in 1740. This building was used as a hospital during the Revolutionary War. The building was moved by the Colonial Dames to its current site along the Brandywine River. First Church merged in 1920 with **Central Church** to form First and Central Presbyterian Church on Rodney Square, in Wilmington, Delaware.

When Presbyterians began to worship in the village at Christiana Bridge in **1732**, a river port there was just coming into being. **Christiana** Presbyterian Church in Christiana, Delaware, built its first meeting house in **1738** on land donated by Colonel John Read, the father of George Reed, a Delaware signer of the Declaration of Independence. The Synod of Philadelphia agreed to establish a school for those planning to go into the ministry and Newark Academy in New London, Pennsylvania, was started in **1741** by the Rev. Mr. Francis Allison. In 1745 the school moved to Elkton, Maryland, and then, in 1769, to Newark, Delaware. This was the beginning of the **University of Delaware**. Dr. John McKinly, the first President of the University of Delaware and a member of the First Presbyterian Church in Wilmington, paid the salaries of the teachers in the school and sponsored many students in their education there. Worship services were held at **West Nottingham** Church in Colora, Maryland, as early as **1724** and in 1774 that congregation became a part of New Castle Presbytery.

At a meeting of the Synod of Philadelphia in 1735 an overture was presented by four ministers of New Castle Presbytery desiring that they might be set off from New Castle Presbytery and erected into a Presbytery of themselves. The Synod voted that they become a Presbytery under the name of the Presbytery of Lewistown, and do order them to meet and constitute the 19<sup>th</sup> day of November next, at Lewis-Town. Lewis-Town Presbytery was not strong enough to survive and rejoined New Castle Presbytery in 1742. But a very serious division was on the immediate horizon, a division emanating from a disagreement about the required education for Ministers of the Word and Sacrament, a disagreement which would divide the Synod and a disagreement which would lead to the creation of two presbyteries named New Castle.





## **New Castle Presbytery Vision Statement**

The vision of New Castle Presbytery is to be a governing body of the Presbyterian Church (USA) that cares for and connects its congregations, clergy and laity for mission and ministry. Our work together will be offered as worship to Our Lord. The Presbytery envisions the following, each of equal importance:

- A community challenged, energized and guided by a missionary vision that seeks to share the good news of Jesus Christ through word and deed
  
- Nurtured, well equipped and well resourced congregations, clergy and lay leaders who serve each other, their communities and the world on the basis of their spiritual gifts
  
- A healthy communal life that is whole and effective, fostering community and respect for varying theological views
  
- An interdependent church, committed to the transformation and revitalization of existing congregations and the development of new congregations for a new age of cultural and racial diversity
  
- A learning community free to experiment and explore new ways
  
- The development of a mission strategy for local, national and international partnerships involving the resources of our congregations as well as the resources of the Presbytery as a regional body

## STRATEGIC PRIORITIES

- Work with priorities, programs and structures that serve the member congregations and their leaders to help assess and enhance their health and wholeness in ministry.
- Find, nurture, develop and support clergy and lay leadership for churches in times of transition, trouble and opportunity. This will necessitate recruitment and in-service training for clergy and lay leaders, “gearing them” for leadership in the church as it finds itself today. Provide training and resources in leadership, evangelism, conflict resolution, stewardship, endowment and education.
- Support and encourage the transformation and revitalization of existing congregations that they may creatively and effectively serve in their specific geographic and social context.
- Develop new congregations, one church at a time, providing the necessary resources to make them thrive.
- Support and encourage existing Presbytery commitments to racial/ethnic diversity and work towards increasing the number of racial/ethnic pastors in our existing congregations and the number of racial/ethnic congregations in our Presbytery.
- Develop a mission strategy for local, national and international partnerships, both within PC(USA) and the ecumenical, interfaith communities through which local congregations can enrich and expand their mission and ministries.

## **A Recommendation on the Future State of New Castle Presbytery from Balcony 2**

*The "Balcony 2" team was tasked by the Presbytery Council to engage in the work of listening to the Spirit of God moving through our members to recommend a direction for the future of New Castle Presbytery. Balcony 2 follows the work of Balcony 1, a group that recommended a new staffing structure for NCP. Its members are Nate Phillips (convener), Sarah Holben, Julius Jackson, Signe Bell, Donna Bowers, John Molina-Moore, Mark Olson, Barbara Price-Martin, Duke Dixon, Fernando Rodriguez, Donna Jackson (chaplain), Tom Stout (chaplain), Marlene Quinn, and Mary Jo Dean.*

### ***Biblical Reference***

#### ***Isaiah 60:1-4a (NRSV)***

Arise, shine; for your light has come,  
and the glory of the Lord has risen upon you.  
For darkness shall cover the earth,  
and thick darkness the peoples;  
but the Lord will arise upon you,  
and his glory will appear over you.  
Nations shall come to your light,  
and kings to the brightness of your dawn.  
Lift up your eyes and look around.

#### ***John 1:1-5, 14a (The Message)***

The Word was first,  
the Word present to God,  
God present to the Word.  
The Word was God,  
in readiness for God from day one.  
Everything was created through him;  
nothing—not one thing!—  
came into being without him.  
What came into existence was Life,  
and the Life was Light to live by.  
The Life-Light blazed out of the darkness;  
the darkness couldn't put it out.  
The Word became flesh and blood,  
and moved into the neighborhood.

### ***Theological Reference***

“The Church is not the source of the witness; rather, it is the locus of witness. The light cast by the first rays of the morning sun shining on the face of a company of travellers will be evidence that a new day is coming.” Lesslie Newbigin

“The mission of God in Christ gives shape and substance to the life and work of the Church. In Christ, the Church participates in God's mission for the transformation of creation and humanity by proclaiming to all people the good news of God's love, offering to all people the grace of God at font and table, and calling all people to discipleship in Christ. Human beings have no higher goal in life than to glorify and enjoy God now and forever, living in covenant fellowship with God and participating in God's mission.” Book of Order, F-1.01

“Jesus did not come into this world and live His life on a mountaintop isolated from human suffering. He walked among us, ate with us, and shared in our humanity. He did not heal lepers from a distance, but touched them into wholeness. He pressed His disciples and prayed for

them to be in the world but not of the world. The focus of their three years together was not the salvation of the Twelve, but their ministry to the entire planet.” Erwin McManus

“A missional encounter happens when the unbeliever sees ‘the spontaneous overflow of a community of praise . . . the radiance of a supernatural reality.’” Lesslie Newbigin

“Daily life becomes a discipline of asking how one may move more squarely into the realm of God’s reign and how one may welcome and receive it into the fabric of one’s life this day more than ever before.” Darell Guder

“That the zeal for God's honor is also a dangerous passion, that the Christian must bring with him [her] the courage to swim against the tide instead of with it... accept a good deal of loneliness, will perhaps be nowhere so clear and palpable as in the church, where he [she] would so much like things to be different. Yet he [she] cannot and he [she] will not refuse to take this risk and pay this price... he [she] belongs where the reformation of the church is underway or will again be underway.” Karl Barth

### *Polity Reference*

“The presbytery is responsible for the government of the church throughout its district, and for assisting and supporting the witness of congregations to the sovereign activity of God in the world, so that all congregations become communities of faith, hope, love, and witness.” Book of Order, G-3.0301.

“Presbytery, being composed of the ministers and commissioners elected by the session of congregations within the district, has a particular responsibility to coordinate, guide, encourage, support, and resource the work of its congregations for the most effective witness to the broader community.” Book of Order, G-3.0303

### *Listening Campaign*

The listening campaign that took place in May-July of 2016 was a tremendous success. A total of 440 Presbyterians participated in the professionally-designed and conducted survey. Each and every one of our NCP churches participated.

The survey was created through one-on-one interviews (oral and written) with over a dozen key leaders of NCP.

Chestertown, Red Clay, Trinity, Easton, Dover, Elkton, Westminster Wilmington, Church of the Covenant, Head of Christiana, and Olivet were the top participating churches (in that order).

50% of respondents were ordained elders/ deacons, 30% members of a congregation, 16% ordained as Minister of Word and Sacrament.

80% of respondents were over age 50.

29% of respondents were active in church and NCP. 64% were active in church but not NCP.

Each church had a liaison from Balcony 2 and was encouraged to participate - multiple times through multiple mediums.

### ***Top 3 Areas of Strongest Alignment***

*In other words, the three surveyed statements that NCP agrees on the most.*

- The typical person in the pew is unaware of what NCP does. (Compare the 29% of respondents who were active in both church and NCP with the 64% of respondents active only in church.)
- NCP should focus on being a Christ-like organization to make our communities better rather than being an organization flush with cash.
- NCP should primarily be responsive to the needs of the congregations.

**The key point that emerges here: our Presbyterians wish to see the NCP involved at a local level - strengthening the churches and enhancing the mission of the churches within their specific communities.**

### ***Top 3 Areas of Misalignment***

*In other words, the three surveyed statements that NCP disagrees on the most.*

- Because the current mission statement of the Speer Trust is not found in the bequest which established the Speer Trust, NCP has the authority to change the mission.
- The walls that presently divide the work of the Speer Trust Commission from the work of NCP should be eliminated so that NCP can make a consistent and coordinated determination about the use of all NCP funds.
- Too much time is spent on struggling churches that might need to be offered an exit strategy.

**Our listening campaign reveals that our Presbytery needs attention and repair on these matters of disagreement, so we offer the beginning of a solution.**

### ***Recommendation***

We recommend New Castle Presbytery's primary energy and focus will be to engage churches in working in mission and partnership. Everything - staff, meetings, Speer and other funds, structure - will be designed to serve that end.

Balcony 2 recommends a full implementation of a unified funding model. As the Spirit moves, this will be the primary mechanism allowing us to make this missional shift. Mission funding currently passes through many "buckets" (Speer, West Legacy, Mission Development, Church Development, etc.). The absence of a unified vision and the lack of coordination can lead to overfunding in some areas, underfunding in others, and a general failure to direct mission resources to areas with the highest priorities for NCP. Going forward, all Presbytery funds will come from one "bucket". Each year, the Committee on Budget and Finance will assign a dollar amount to "Ignite" churches working in mission and partnership and a dollar amount to Presbytery administration of no more than the proportional amount spent on administration at the launch of the new staffing model as described. As explained below, the "Ignite" team will be responsible for determining how those funds will be allocated each year.

### ***Structure***

**Presbytery Meetings:** We will move to five yearly meetings. Three of the meetings will be business meetings, including worship. Two meetings will become missional workshops (the Beach Retreat already serves as one). At the workshops, we will share best practices and success stories, and hear from dynamic speakers. We will seek to engage congregations to send delegates for more than their "votes", but

also for their passion and enthusiasm for mission. We will set aside ample funding to make these substantive events.

*Number of committee members are suggested for a 12 month period and can be adjusted thereafter. The idea is to keep committees strong and encourage them to invite members of the Presbytery to engage in tasks - rather than carry all the work in our committees.*

**Committee on Coordination:** (Moderator, Stated Clerk, Vice Moderator, Missional Presbyter, Administrator) Note: this is not a policy making body.

- coordinate agenda for business meetings of the Presbytery
- facilitate planning for worship/fellowship/education at Presbytery meetings
- propose a schedule (dates, times, & locations) for Presbytery meetings
- call special meetings of the Presbytery when appropriate
- communicate regularly with all committees to assure that work is done in a timely manner
- coordinate work of committees as appropriate (i.e. assign review of GA amendments)
- coordinate the review of structure, vision, mission as needed
- work with all committees to develop opportunities to work cooperatively with other presbyteries and ecumenical entities to fulfill their particular responsibilities
- will serve as Committee of Counsel when needed
- will be responsible for coordinating the vision work of the presbytery

**Ignite Team:** (12 members, Resourced by Missional Presbyter)

For the first three-year cycle, the Ignite Team will be comprised of a current member of 1) Speer Trust commission, 2) West Legacy Trust, 3) Church Development Unit, 4) Mission Development Unit and six other “at large” members. The Ignite Team will allocate and support the allocation of the funds assigned to Ignite, for the following purposes:

- develop and support ways in which the Presbytery, its congregations and pastors, its members engaged in validated ministries, and its new congregations, new worshipping communities, fellowship groups, and other non-congregational entities can fulfill the mission of God in Christ, guided particularly by the Great Ends of the Church (F-1.0304)
- encourage and support ministry partnerships among congregations, campus ministries, regions, and ecumenical and interfaith organizations which fulfill the mission of the church
- promote and support ministries of social, racial, and environmental justice, peacemaking, and self-empowerment throughout the congregations of the Presbytery including a pro-active commitment to surface and generate excitement in congregations of all sizes and locations.
- promote and support ministries of proclamation, evangelism, and discipleship throughout the congregations of the Presbytery
- promote, support, and coordinate the establishment of new congregations, new worshipping communities, fellowship groups, non-congregational entities, and other forms of corporate witness, support congregations in the work of transformation, revitalization, and transition, and propose and administer the Presbytery’s financial support for development and mission

**Priority for Ignite funds will be given to NCP congregations that partner with other congregations of any denomination, with community groups or through denominational initiatives to 1) alleviate root causes of poverty (key to Speer and MDU), 2) develop new worshipping communities (key to denomination), 3) seek justice and power for the disenfranchised (key to West Legacy), 4) develop new initiatives for church transformation (key to CDU), or 5) engage in world-wide mission activities.**

**Committee on Representation & Nominations:** (6 members, Resourced by Stated Clerk)

- advise the Presbytery regarding the implementation of principles of unity and diversity
- advocate for diversity in Presbytery leadership
- consult with the Presbytery and the Committee on Leadership on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403
- nominate persons to serve in positions requiring election by the Presbytery, ensuring that nominations are broadly representative of the Presbytery and in conformity with the church's commitment to unity in diversity (F-1.0403)

**Committee on Leadership:** (7 members, Resourced by Missional Presbyter)

- develop and administer the personnel policies of the Presbytery
- propose to the Presbytery job descriptions and compensation for Presbytery staff and employees, review and evaluate the work of Presbytery staff and employees annually, and provide an annual report to the Presbytery
- respond to routine workplace issues and concerns
- provide care and support for all Presbytery employees
- facilitate the process for employing and terminating Presbytery employees care for and supervise candidates and inquirers for ordination as Ministers
- propose and administer the Presbytery's financial support for preparation for ministry
- work with the Committee on Coordination to develop and implement regular plans for growth in leadership skills for those serving in various capacities within the Presbytery
- transfer inquirers and candidates to other presbyteries, and receive inquirers and candidates by transfer from other presbyteries

**Trustees and Financial Resources:** (9 members, Resourced by Treasurer)

- prepare and propose a budget for annual operating expenses, including administrative and personnel costs, to support the church's mission within the Presbytery
- communicate with the Ignite Team on the level of funding available for mission
- propose to the Presbytery the means for funding the Presbytery's annual budget, conduct a full annual review of all financial books and records, and present a financial report at each business meeting of the Presbytery
- receive, hold, encumber, manage, and transfer property, real or personal, for and at the direction of the Presbytery
- monitor and oversee the financial condition of loans made or guaranteed by the Presbytery
- monitor and oversee investment performance of the Speer Trust
- invest those Presbytery funds that are not part of the Speer Trust
- oversee general business matters, including office facilities, the Hayloft, and insurance
- assist congregations in developing plans for the care and maintenance of buildings
- on behalf of the Presbytery, consider and act upon requests from congregations for permission to take the actions regarding real property as described in G- 4.0206

**Permanent Judicial Commission:** (7 members, Resourced by Stated Clerk)

- consider and decide cases of process for the Presbytery according to the Rules of Discipline
- composed of no fewer than seven members, with no more than one of its ruling elder members from any one of its constituent churches
- the term of each member to be six years, with members elected in three classes and with no more than one half of the members to be in one class

## **Committee on Ministers and Congregations:** (16 members, Resourced by Stated Clerk)

- serve as pastor and counselor to all Ministers and Commissioned Ruling Elders
- facilitate relationships between congregations and Ministers and Commissioned Ruling Elders
- counsel with a session concerning reported or observed difficulties within a congregation, including: (1) advising the session as to appropriate actions to be taken to resolve the reported difficulties, (2) offering to help as a mediator, and (3) acting to correct the difficulties if requested to do so by the session or if the session is unable or unwilling to do so, following the procedural safeguards of the Rules of Discipline, recommend to the Presbytery the appointment of administrative commissions to assume original jurisdiction in any situation in which it determines that a session is not properly exercising its authority
- propose annually the minimum compensation standards for pastoral calls and approve sabbaticals and mini-sabbaticals
- provide for periodic rounding visits
- propose and administer any financial support to be provided by Presbytery for Ministers
- Examine and approve, on behalf of the Presbytery, candidates for ordination as Ministers
- appoint administrative commissions of Presbytery for the purpose of ordaining and installing Ministers and Commissioned Ruling Elders to particular pastoral service, approve terms of call and contracts for Ministers and Commissioned Ruling Elders, examine and receive Ministers by transfer from other presbyteries for the purpose of accepting valid calls to ministry and membership in the Presbytery, and approve and review annually the work of all Ministers engaged in validated ministries outside the congregation

### ***Staffing***

**Missional Presbyter** (full-time) — The primary responsibility of the MP is to engage the churches in connecting with one another, other worshiping communities, and community groups to be about the mission of the gospel outside the walls of their churches. The MP will work to bring enthusiasm to our churches by connecting dreams, ideas, and leaders with the work of the Ignite Team. The MP will also work with the Committee on Coordination and the Committee on Leadership, will serve as “Head of Staff” of the Presbytery, and be “looped in” on all matters of the Presbytery.

**Stated Clerk** (full-time) — The SC will assume the duties prescribed by the BOO. Additionally, the SC will be the resource to Committee on Ministers and Congregations, CON, PJC, and serve as the point person for matters of discipline in the local church and among clergy. An early priority for the new SC will be to work with the Committee on Ministers and Congregations and the Trustees and Financial Resources to design and implement a team to investigate viability of NCP churches and design a process to direct a future for struggling churches. The SC will also compile a list of members from NPC churches to use as a resource for committees that need to create task groups.

**Administrator** (full-time) — The Administrator will assume all duties of managing the NCP office and communications functions. Since the MP and SC are full time positions, they will also take on significant administrative responsibilities of their own.

**Treasurer** (1/4 time) - The Treasurer will be responsible for maintaining the Presbytery’s financial records, providing periodic financial reporting to the Trustees and Financial Resources and the Presbytery, monitoring budget performance and supervising the bookkeeper. The Treasurer will be a resource for Trustees and Financial Resources and, as necessary, the Ignite Team.

**Bookkeeper** - contract determined by Committee on Leadership, Missional Presbyter, Treasurer

**Mission Staff** (funded through Ignite) - Campus Minister, Campus Ministry Associate

**Volunteer staff** - Interfaith Peacemaker, Mission Advocate, Disaster Recovery Coordinator



*Timeline*

**Structure**

Approve new structure March, 2017, for implementation January 1, 2018

**Funding**

Approve unified funding model March, 2017, for implementation January 1, 2018



## **PRESBYTERY MEETINGS**

### **ATTENDANCE**

Open to the public

### **PARTICIPATION**

Right to speak and vote: Continuing members, Commissioners, Committee Chairs, Moderator, and Vice-Moderator

### **PROCEEDINGS**

Moderator, Vice-Moderator, or Moderator's designee presides. To speak, wait to be recognized by the Moderator. When recognized, identify self by name and church first before comments. (ALWAYS ADDRESS THE MODERATOR).

### **DETAILS OF DOCKET**

- Worship
- Inspirational/informational speech/discussions
- Lunch/Dinner
- Omnibus Motion
- Business Items: Council Report, Committee on Ministry, Committee on Preparation for Ministry, other

### **MOTION TO RECESS OR ADJOURN**

Please do no leave before the closing prayers

**New Castle Presbytery  
Budget - 2020**

<b>INCOME</b>				
Withdrawal from Invested Funds	157,810			
Per Capita	200,000			
Mission - Undesignated	65,000			
Speer Trust	804,171			
Del. Community Foundation	11,214			
<b>TOTAL INCOME</b>				<b>1,238,195</b>
<b>EXPENSES</b>				
<b>Administration</b>				
<b>Employee Expense</b>				
Missional Presbyter	134,911			
Connectional Presbyter	134,911			
Administrator	90,189			
Treasurer	20,888			
<b>Total Employee Expense</b>		<b>380,899</b>		
<b>Office Overhead</b>		<b>98,600</b>		
<b>Total Administration</b>			<b>479,499</b>	
<b>Mission and Program</b>				
Presbytery Ministry Expenses		117,552		
Governing Bodies Per Capita		71,619		
Ignite		569,525		
<b>Total Mission and Program</b>			<b>758,696</b>	
<b>TOTAL EXPENSES</b>				<b>1,238,195</b>
<b>Excess/(Deficit) of Income over Expenses</b>				<b>0</b>