

**POC** OCTOBER 11 TABLE DISCUSSIONS: *How has or how could the presbytery equip, resource, and/or connect you and other local congregations for the ministry and mission to which God has called your congregation?*

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At the called presbytery meeting in September, the council presented a broad vision to the presbytery. They spoke of *equipping, resourcing, and connecting* local congregations in ministry and mission. In a phrase, we are seeking to become a more missional presbytery. Some key phrases and questions we have asked of each presbytery ministry and mission are the following:

❖ **Missional Effectiveness**

*How well does this program/resource strengthen a congregation's local ministry?*

❖ **Congregational Connectivity**

*How well does this program push resources down/out to and connect local congregations?*

❖ **Disciple-making**

*How well does this program make disciples (missionally-engaged followers) for Jesus Christ?*

## Organization of Responses

*The table responses have been grouped into the following categories and sub-categories. If the name of the church was provided, it is listed.*

### Ministry

TUTORING/SCHOOLS  
INTERNATIONAL MISSIONS/MISSION TRIPS  
MINISTRY/MISSION ALREADY HAPPENING IN LOCAL CONGREGATIONS  
WORSHIP/MUSIC

### Outreach

LATINO/IMMIGRANT/RACIAL-ETHNIC MINISTRY  
NEW MEMBERS

### Growth

TRANSFORMATION/REVITALIZATION/HEALTH OF CHURCH

### Fellowship/Relationship

CONGREGATIONS COMING TOGETHER  
CARE OF PASTORS  
PROMOTE COLLEGIALLY/COOPERATION  
TRUST BETWEEN PRESBYTERY/CONGREGATIONS (both ways)

### Resourcing

SHARED RESOURCES (other than \$\$; expertise, equipment, etc...)  
LEVERAGING COLLECTIVE PRESENCE FOR LOCAL MINISTRY  
HELP FOR CHURCHES WITHOUT PASTORS  
FINANCIAL SUPPORT  
CONFLICT/CRISIS HELP  
TRAINING

### Communication/Information

COMMENTARY  
INFORMATION

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## Ministry

### TUTORING/SCHOOLS

- Providence Elementary school tutoring (Good Shepherd)
- Small group elementary school (next door) (Marshville)

### INTERNATIONAL MISSIONS/MISSION TRIPS

- Where are we involved in international missions? (Communication links) (Unsigned)
- Have annual mission trips – sponsored by presbytery – to points of mission outside USA, so smaller churches can send one or two people with a larger group (Unsigned)
- Assist with opportunities for short-term mission trips- especially MIDDLE school- not even enough places that welcome them to do work. (Unsigned)

### MINISTRY/MISSION ALREADY HAPPENING IN LOCAL CONGREGATIONS

- South Meck work with Eagle scouts, spirit of hospitality, small groups (South Meck)
- All done in the past 6 months; all this has been done without the help of Presbytery and we believe will continue in that fashion. (Unsigned)
  - 4 baptisms by submersion; new adult membership
  - Picnic Pavilion and Remodeling of restrooms – all DEBT FREE
  - Multiple smaller renovations throughout ... i.e., new energy-efficient windows; repainting interior of church and fellowship hall, etc.
- Proceeds of Annual BBQ to Barium Springs probably \$30,000 (Bethel)
- Clothes Closet donations – Interview clothes for men and women; Uniforms for children (Williams Memorial)
- Habitat for Humanity help to build (CN Jenkins)
- Loaves and Fishes (volunteer and giving) (CN Jenkins)
- School Supplies to Freedom School (CN Jenkins)
- Uniform to Druid Hills Elementary (CN Jenkins)
- Bible Study @ Rebound (CN Jenkins)
- Mission Trip Belize (CN Jenkins)
- Loaves and Fishes (volunteer and giving) (Grier Heights)
- School Supplies to Freedom School (Grier Heights)
- Uniform to Druid Hills Elementary (Grier Heights)
- Host Narcotics Anonymous meeting (Grier Heights)
- Senior Exercise Class (Grier Heights)
- After School Program (Grier Heights)
- Youth Community Service (Memorial)
- Host Narcotics Anonymous meeting (Memorial)
- Health Alliance (Covenant Kannapolis)
- Thanksgiving Dinner (Covenant Kannapolis)
- Caldwell House: Feed people in area (Caldwell)
- Serve as a clearinghouse on what's already being done in local churches. (Sardis)
- Rock Program to reach out to kids in our community. (Paw Creek)

### WORSHIP/MUSIC

- Music- combine with other churches for musical events- public Jazz Mass with Carmel Pres. (Good Shepherd)
- Covenant CN Jenkins do joint service day; worship exchange grew out of relationship. (Covenant)

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## Outreach

### LATINO/IMMIGRANT/RACIAL-ETHNIC MINISTRY

- Huge outreach potential to Latinos but language barrier, help us talk to our neighbors, resource (Macedonia)
- commissioned missionary to Latino cong. in Charlotte (Quail Hollow)
- Radical changes in racial/ethnic compositions; approached Presbytery – little resources – have had to go on their own to develop ministry. (Albemarle Road)
- Sought resources on immigrant ministries from other churches/denominations – take what they can find, wherever. (Albemarle Road)
- Racial-Ethnic neighborhood near church where congregation partners for ministry, tutors, ESL (Myers Park)

### NEW MEMBERS

- Got a youth minister to help them contact people within the neighborhood to help them bring in new members. (St. Andrews)
- Moving from county to city church, need help on how to get members from neighborhoods near the churches - maybe a class on something. How to go out & bring in new folks. (Central Steele Creek; Amity)
- Mega churches are part of our culture; high-tech too. How do we reach those who still might be looking for relationships and stability? We need to gather together around this issue. (Central Steele Creek)
- Pulling together timely conferences that equip./train congregations for ministry in their specific neighborhood types – rural, urban residential, urban ???, empowering congregations for growth (Sharon)
- Some churches are aging out? Youths and young are going non-denominational (Ben Salem; Smallwood; Marks Creek, Hamlet)

## Growth

### TRANSFORMATION/REVITALIZATION/HEALTH OF CHURCH

- Discernment of revitalization transformation or dying gracefully. Open to new ways of visioning what the church looks like and will be. (Marshville)
- 10 church transformation pilot - forced 10 congregations to ask, "Do we really want to transform." (A presbytery plus!) (Christ PC)
- Helped to keep church function (Caldwell)
- Transformational Pilot has created much angst in Union Co. Presbytery should avoid "programs" with mandates – all or nothing. (Bethany)

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## Fellowship/Relationship

### CONGREGATIONS COMING TOGETHER

- Interested in Matthews-Murkland collaborations (Good Shepherd)
- Presbytery has helped us by helping H.O. Graham, Clanton, McClintock and Woodland work together as a body on sponsoring services together. (Mt. Olive)
- Connectedness (?) for resources – not just for supply pastors but for teachers, youth pastors, worship leaders as we send our people out. (Good Shepherd)
- Also a list of churches that we could help support as we reach out. (Good Shepherd)
- Combine congregations to share a Resource Person (e.g., Xn Educator) (Statesville, Woodland, Quail Hollow, Covenant-Kannapolis)
- Youth 30-hour famine at Norwood Pres – for non-Charlotte churches. (Albemarle)
- Connect several congregations with college students who could provide leadership for summer programs. (Statesville, Woodland, Quail Hollow, Covenant-Kannapolis)
- Presbytery's ??? (Presbyterian?) women (Locust)
- Assist clusters in planning Mission trips/projects either locally or globally that they cannot do alone. (Mt. Gilead/Norwood)
- help bring smaller churches together/develop relationships in hopes that synergy (Mt. Gilead/Norwood/Bethany/Union Co.)
- Gather information from all local churches on what they are presently doing to connect (Sardis)
- Perhaps encourage churches within cluster to meet, fellowship, worship, serve. (Unsigned)
- Maybe have Presbytery meeting of cluster and empower cluster to do work and ministry. (Unsigned)
- Become more inter-connected – use each other's resources. Need to talk to each other. (Ex: churches working Habitat Houses/focus on your surrounding neighborhood/who are your neighbors?) (Ben Salem; Smallwood; Marks Creek, Hamlet)
- Perhaps Presbytery can help connect churches with similar settings/challenges (i.e., web index, data bank, ministry matching service, church, who to contact) (Myers Park)
- Many churches do their own thing without connecting with other churches (Myers Park)
- Possibly connecting with other denominational congregations. (Myers Park)

### CARE OF PASTORS

- Shepherds need Shepherds (Good Shepherd)
- Immigrant ministers also need support from presby. (PHUC NGUYEN)
- Pastor has found Sam Roberson helpful – willing to come to Albemarle – help think through things (FPC Albemarle)
- Need Timm for Pastor's need (Steele Creek)

### PROMOTE COLLEGIALLY/COOPERATION

- Cooperation grows out of friendship between ministers (Good Shepherd)
- POC could foster friendship & collegiality among Pastors; letters etc. (Good Shepherd)
- Build social capital relationships. (Good Shepherd)
- Stop micro-managing lunch meetings; allow mingling during meeting transitions (Covenant)
- Connect churches focusing on evangelism, or contemporary worship, share experiences and successes among churches so they can learn from each other. (Mulberry)
- Help connect with the other denominations to learn from them. (Mulberry)
- Nice for pastors in small churches to be in conversation with other pastors, connect. (Macedonia)
- Presbyterian staff visits to congregations (Unsigned)

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**Fellowship/Relationship (cont.)**

- Create opportunities to bring “clusters” of churches together- to share “stories”- committees getting together to discuss what works, how to combine effects- find better ways to share – share “best practices” –also allowing smaller churches to work with larger churches, especially in mission programs, youth programs – help with stagnation. (Unsigned)
- Presbytery need to be more proactive in reaching out to each church. (Plaza)
- Leadership – Presbytery take a leadership role in fostering leadership. (Plaza)
- Church cluster could/should get together to share new ideas, define projects and ask for assistance, encouragement and willingness to work together for the greater good. (Unsigned)
- Partner with Salvation Army – Caldwell House homeless shelter for women – make Sunday Sabbath for them – need help from other churches to provide lunch (volunteer to feed 32 women). (Caldwell Memorial)
- Russian congregation meeting at Philadelphia PC “Our Father’s House” using space. (Philadelphia)
- Monthly cluster – mentoring, coaching; Put together pastors in same place for mentoring, coaching (Cornerstone)
- Knowing what other congregations are doing/have done with certain ministries; Angel Food Ministry (Huntersville)
- Continue face-to-face relationships with Presbytery staff and leaders. (St. Paul)
- Need cluster meetings (Thanks for new set-up) (Steele Creek)
- Effective, regularly meetings of Presbytery clusters: Including time for ministry how-to questions, sharing ministry successes, glitches (Locust)
- Allow churches to share their successes @ POC meetings, on POC website, for encouragement and stimulation. (Sardis)
- Cluster huge improvement – Union County – nFOG training was good (Unsigned)
- Require/encourage one-on-one relationships with pastors for mentoring, spiritual direction, accountability. (Unsigned)
- Sharing of stories/models for local churches in order to engage in local mission. (Unsigned)

**TRUST BETWEEN PRESBYTERY/CONGREGATIONS (both ways)**

- Less regulation around property allows churches to be more entrepreneurial, if we buy, POC will own. (Good Shepherd)
- Promote freedom among churches to make decision. (Covenant)
- Put power back in local churches. Preventing failure cannot be our M.O. (Covenant)
- Presbyterian being in “partnership” instead of bishopship” with churches. (Unsigned)
- Transparency (Plaza)
- COULD: We would value Presbytery assistance that respects our particular culture and connects us to ministries and missions that reflect that culture. Too often we have felt pushed towards what some group thinks we should be about instead of what Carmel feels led towards. (Carmel)
- Presbytery did not know us (our situation, setting)! Presbytery has not worshipped with us, contacted us even after we asked for help. (Albemarle Road)
- We would welcome any interest shown by Presbytery staff and/or committees. (Albemarle Road)
- Need help from outside of ourselves, but have come to conclusion that Presbytery cannot, will not provide it. (Albemarle Road)

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## Resourcing

### SHARED RESOURCES (other than \$\$; expertise, equipment, etc...)

- Making list of churches that would share their transportation/van with those in need. (Good Shepherd)
- Provide list of resources for community services. (Good Shepherd)
- Connecting churches who could help each other with building space, ministry needs, sharing ministry resources, etc. (St. Paul)
- Resource Center is incredibly important and its staffing as well. (Albemarle)
- Nancy Youman's coming to Locust to do Advent resource event. (Albemarle)
- Nancy's emails are a valuable help – pointing out resources (Albemarle)
- Donald Latham – helpful for financial person (FPC Albemarle)
- Resource center is must have; churches could not pay for this (individually/locally) (Steele Creek)
- Sharing of resource personnel among various churches. (Pleasant Hill)
- Encourage local networking of churches for the sharing of resources between those that are resource-rich and those that are not. (Pleasant Hill)
- Build a resource library on the internet for sharing, e.g., equipment, van, etc. (Pleasant Hill)
- Church resource list e.g. – one church may have a great sound person and a neighboring church does not. (Unsigned)
- Make a bulletin board of items (Ex: Hymn books, communionware – small churches in need and larger churches have needs also, what are they?) (Ben Salem; Smallwood; Marks Creek, Hamlet)

### LEVERAGING COLLECTIVE PRESENCE FOR LOCAL MINISTRY

- POC strike deal with golf course , Coffee shop, Friday friends.; Make incentives for elders. (Covenant)
- Partnering in local neighborhood mission (Back of Room\*)

### HELP FOR CHURCHES WITHOUT PASTORS

- Is getting a CLP, but for the past 5 years have not had stable leadership. Need help maintaining consistent leadership. They have had a good moderator, but need more stable leadership. Maybe a cadre of folks just to help (more intense help) folks without pastors. (Smallwood)

### FINANCIAL SUPPORT

- Union cluster- Siler pres. Has helped Waxhaw pres. At financially difficult time. (Waxhaw)
- Help Waxhaw pres. With financial expertise when treasurer left church. (Waxhaw)
- Scholarships to conferences (Unsigned)
- Has helped with church finance questions (Rockingham)
- Need help finding money – can Presbytery help? (Wadesboro)
- Funding (funds) equally among small churches that are in need. (Statesville Ave)
- Financial resources as we consider offering housing and seminary students behind our church (Swan's Run); providing a "mission" in our neighborhood (Good Shepherd)
- Money for smaller churches to expand the church facilities (St. Paul)
- Provide grants to make possible Resource People/Person (Statesville, Woodland, Quail Hollow, Covenant-Kannapolis)
- Congregational Connectivity: How is it that financial funds can be (are) available to a congregation for a candidate or cell ruling elder or teaching elder chosen by the Presbytery, when the congregation chooses the candidate, ruling elder or teaching elder, no funds are available ??? (H.O.Graham PC)
- Paw Creek Center for Arts needs grant money for scholarships. (Paw Creek)

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**Resourcing (cont.)**

**CONFLICT/CRISIS HELP**

- HAS: The Presbytery COM has been particularly helpful in a painful and difficult season of conflict at Carmel; we have come through that season and in doing so have broken a cycle (repeated 3 times) that has resulted in the departure of the Jr. Pastor. COM had a large role in guiding us through that. (Carmel)

**TRAINING**

- Small Churches- Without permanent pastors need materials and/or resources to help them understand/interpret current issues. (St. Andrews)
- Leadership training workshops. (Waxhaw)
- Conversations around disaster preparedness. (Unsigned)
- New pastor seminars? (support group) Pastors new and new to presby. Especially in outlying counties of presby. ( for a period of two years) [Bill Tiemens]
- As congregations and sessions move forward to implement FOG offer workshops for elders and ministers to share strategies, etc. (Unsigned)
- A ???, meeting quarterly, for newly called pastor – going on continually – with each new pastor staying at least two years; for support and ways to deal with congregational problems; presbytery supplies the moderator-counselor (Unsigned)
- Help us think about “who and what” we are- not just “doing” but thinking. (Unsigned)
- Fun way to integrate old and new. (Unsigned)
- Consulting with Warren Lesane re: resources within Presbyterian in mission study. (Unsigned)
- Up to date resources. (Unsigned)
- Has helped with curriculum development/policy questions (Rockingham)
- Adding 2<sup>nd</sup> worship service – non-traditional – but undecided about exactly what it will look like – Is there someone in Presbytery who might advise/help? (Sharon/Union Sem)
- Would like to have more communications, such as being more visible (we do need a liaison person) (Statesville Ave)
- Presbytery explore the possibility of training teams to work with churches. (Hickory Grove)
- Need models for New Member classes – does the Resource Center have multiple models for churches to use? Perhaps as many as 5 models or templates for congregations of various size to use and/or tweak for their purposes. (Locust)
- Provide resources to congregations for creating ecumenical/cross-denominational partnerships for worship and service during Lent, Advent, etc. (Locust)
- Programming that is same in different congregations bundled together for training and support (Providence)
- Helping churches discover passion/vision @ certain place and time. (Huntersville)
- Presbytery help locate people to assist in specific roles/tasks in church (ex.: SS teachers; audio-video techs) (Derita)
- Need to expand the use of clusters for training. (Unsigned)
- Sunday School Teacher training for Presbytery (Locust)
- Better guidance for PNC’s (Locust)
- Presbytery elder training in November. (Locust)
- Pastor of Locust PC compile some manuals of operation! (Locust)
- In the past, Paul Borden Workshop was very beneficial (Bethany)
- Really appreciate educational opportunities that have happened in the cluster, i.e., Timm High on nFOG. (Union Co Churches)
- “Precept” very helpful and eye opening. (Mt. Gilead/Bethany)
- New way of raising funds. Teaching people how to shop and a percentage of what he/she buys goes back into the church. The company is marketAmerica.co. (H.O. Graham)
- Share officer training. (Ben Salem; Smallwood; Marks Creek, Hamlet)
- Group Teaching (Back of Room\*)

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## Communication/Information

### COMMENTARY

- Movement of Holy Spirit moving toward simplicity, leanness, agility (Covenant)
- Culture when mistakes/failures are acceptable. (Weddington missed the model of multi-campus church); culture shift that failure is acceptable/inevitable; make mistakes – create accountability (Covenant)
- Continue 10 cents a meal program (Biscoe)
- We did this four years ago, why are we doing it again? Feel like Presbyterian isn't listening to small churches. (Biscoe)
- 10 cents a meal blessing (Macedonia)
- Often presbytery events consume time better served at church. (Sharon)
- Mission and ministry needs to be done in community where church is. (Cornerstone)
- CPM: Representation of all different kinds of churches is very important as we prepare candidates for ministry and meaningful for CPM member to connect with colleagues from other churches that are different size, ethnicity, locale, etc. (Myers Park)
- Need to fund our missions at an above poverty level (Unsigned)
- Congregation has done this on its own, without Presbytery involvement. (Myers Park)
- Many feel that the size of our presbytery geographically is too large and we need to partner more in our neighborhoods (Back of Room\*)

### INFORMATION

- Info & links with other churches, etc. (Unsigned)
- Need far more education about what is available from Charlotte Presbytery. Presbytery not good marketers of their resources – maybe be rewritten. (Davidson College)
- Need to better describe what they do and how they can help; communicate (Myers Park)
- Information for Youth (Steele Creek)
- E –mail information (Steele Creek)
- Need to follow information from Debbie (Steele Creek)
- Need staff, listed; Tim, Nancy, Debbie (Steele Creek)
- Absolutely – each cluster church needs the name, phone #, and e-mail address of all ministers in their clustery – Bethany. But all second hand. (Bethany)
- Update Pulpit Supply list (Mt. Gilead/Norwood/Bethany/Union Co.)
- Better sharing of information by cluster, so as to optimize the geographical location. (Pleasant Hill)
- Communication and connectivity in community (Back of Room\*)
- May be helpful for the presbytery to establish a data base of congregations and their mission focus/activities so that partnerships and collaborations might be fostered. This would be a helpful resource. (Back of Room\*)

\*Back of Room Group:

Union Presbyterian Seminary (Nadine Ellsworth-Moran; Susan Hicoock; Rev. Dr. Tom Currie)  
Presbytery Staff (Debbie Wikinson; Rev. Dr. César Carhuachín)  
Churches (Providence; Henderson Grove; Sugar Creek; CN Jenkins; Westminster)  
Davidson College (Rob Spach)