

Congregational Renewal Recommendations

Albany Presbytery is only as strong as its member congregations taken together. It is in our vital interest to encourage and foster our churches to become as strong and vital as possible, while helping those in the last stages of the lifecycle with compassionate care.

We see the work of congregational renewal as involving a three-fold strategy in Albany Presbytery:

1. Supporting entrepreneurial ministries - coming alongside congregations that are prepared to launch New Worshipping Communities, expanded ministries, and outreach to new populations
2. Encouraging vibrancy - working with the Ministry Snapshot/Ministry Plan (see attached), congregations will seek God's calling for their immediate future. (This plan pre-figures a renewal of the Triennial Visit Task Force).
3. Offering compassionate care - this is for a church that is in the metamorphosis stage of its life. COM representatives would help congregation carefully evaluate its present situation, legacy, and possible end with grace and dignity. If appropriate, members will be encouraged to find their next spiritual home. Also, a team from COM or a specialist will examine the community around the congregation with congregational representatives to determine future ministry in the area. A future ministry plan will be developed, which either the congregation will embrace as a challenge or another entity, (see item 1. above), will be sought to take on the mission.

The process attached "[Ministry Snapshot and Ministry Plan](#)" presumes that the Triennial visit team will focus their energies on preparing and guiding their churches through this method. We also recommend that the Triennial Visit team conduct their visits in geographic clusters, so that neighboring churches can support and network together in creating their Snapshot and living out their Ministry Plan.

Pastoral Leader Recommendations

We recognize that leadership development is ongoing. It happens as new leaders enter the presbytery and as we enhance the skills of our current leadership. Areas of particular focus for Albany Presbytery in 2017-18 are:

- Entrepreneurial leadership - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks; initiates action that involves deliberate risk to achieve a recognized benefit or advantage.
- Community organizing - astute at how congregations and organizations work, knows how to get things done through formal and informal channels;

- seeks to engage people both within the congregation with people outside the congregation around a common vision.
- Cross-cultural proficiency - having solid understanding of the norms, values, and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
 - Compassionate care - having the ability to suffer with others, being motivated by others' pain and is called to action as advocate, is motivated by caring for others, while concurrently keeping the organizational goals clearly in mind.
 - Technology to assist evangelism - the ability to navigate successfully, the world of technology using software, blogging, multi-media, and websites as tools for ministry

The below is a link to the [Leadership Competencies Definitions of the Church Leadership Connection](https://www.pcusa.org/site_media/media/uploads/clc/pdfs/leadership_competencies_definitions.pdf). Our foci for Albany Presbytery are represented there. https://www.pcusa.org/site_media/media/uploads/clc/pdfs/leadership_competencies_definitions.pdf

We will do this via continuing education. We are blessed by our partnerships with the Synod of the NE, CRTCC, and local/regional ecumenical and interfaith organizations.

Presbytery Staffing

- Recruitment
- Skills training development
- Coaching skills
- Provide guidance for new initiatives
- Mission assessment of communities, including areas within the geographic bounds of the presbytery not currently served by a partner denomination.