

Summary of The Staffing and Structure Proposals of the Budget & Strategy Working Group

The short version

Findings of the Working Group

- Widespread Desires from the Presbytery
 - Fellowship – at presbytery meetings and other times
 - Cooperative enterprises – missional, worshiping, sharing of resources
- Issues to Face
 - Need for staffing pattern to be more robust, with accompanying costs
 - Need for greater communication
 - Need for greater cooperation
 - Need for more financial stability

Vision for the Presbytery of Boston

- A vibrant, connected faith community, engaged in the mission of the Presbytery of Boston and its member congregations: the mission of the presbytery is to support and, where possible enhance, the mission of its churches
- A collaborative faith community, together contributing to meeting the needs and enriching the faith experience of the greater Boston community and reaching out in unified mission to a world in need of the gospel and its power (and working towards self-sustainability)

Presbytery Staffing

Budget & Strategy recommends:

- Maintain the ½ time Stated Clerk position
- Maintain ½ time Resource Presbyter, with some minor re-setting of the job description
- Establish a ½ or 2/3 time Communication Coordinator position
- Maintain Treasurer, Recording Clerk, and Clerks of COM and CPM as they are

Communication

Our conclusion has been that staffing and expenses are basically at their minimum required level to support the presbytery's (and its churches') mission and that we can only expect the presbytery to be financially healthy in the future if that expenditure level can be supported through member church giving in both per capita and undesignated mission giving. However, we believe that one can only expect that to work if the member congregations recognize the value of the presbytery's contribution to their mission.

The question is simply this: *is any congregation's mission ministry better off*

with paying per capita and receiving the presbytery's connectional mission support?

OR

without the presbytery and applying the funds spent on presbytery support, both per capita and mission giving, directly to its own mission?

The Presbytery must provide specific and compelling answers to those questions.

In order to enhance the presbytery's support for the congregations' ministry of mission and make the value of that connectional support visible, **we see the need for a skilled**

Communication Coordinator to improve congregational knowledge of Presbytery's Mission and the mission work of their fellow congregants in the presbytery, and to facilitate mission collaborations between congregations.

The Communication Coordinator could perhaps even be a resource to congregations in their own efforts at effective communication

Compared to the current Administrative Assistant position this new position represents an upgrade that needs to come in three areas: required skills, hours, and compensation. Our sense is that we are looking at an increase of \$25,000 to \$30,000 (probably on the high end) per year and that we should not skimp on this position, *because it is one of the two most crucial elements in bringing the presbytery back to financial health.*

We believe that a concerted effort led by the Communication Coordinator will open a vista of the richness of mission work across the presbytery to the grassroots level of our congregations and bring new opportunities and creativity to all. With a renewed appreciation of what the presbytery has to offer our congregations there will be sufficient buy-in for our members to lead to increased willingness to pay for that valuable resource.

Council should investigate possibilities of making this a shared position between Presbytery of Northern New England and Presbytery of Boston.

Presbytery Structure

Council: add three at-large members to the committee chairs and three moderators; SC, RP, Treasurer *ex officio*

Retain as they are now: Committee on Ministry, Nominating Committee, Committee on Representation, Trustees, Permanent Judicial Commission; Committee on Preparation for Ministry may be smaller

To be composed of designated Council members: Personnel Committee, Stewardship and Budget

New: Committee on Mission and Congregations, combines the tasks of CEM and CCS&D, but mainly works through appointing and coordinating Working Groups and Task Forces