

Interim Update
Addendum
September 2022



Table of Contents

1. Who We Are
2. 3-5 Year Strategic Goals
3. Key Outcomes from Staffing Plan Working Group
4. Recommended Functional Model for Full-Time Ordained Staff

Our Purpose / Mission Statement

Columbia Presbyterian Church: encouraging you to encounter God, to enter into a life-changing relationship with Jesus, and to allow the Holy Spirit to show you your place in God's work.

Our Vision Statement

A creative and vibrant community, every generation being transformed by Christ, reflecting God's love as servants of all.

~Adapted by Session April 2021

Our Values

Columbia is passionate about core values that direct and guide us as a community of believers. We have five core values:

Worship – We gather as a community of believers to worship God through the preaching of the Word, prayer, and the sacraments. We come to experience and praise God. Columbia values both traditional and contemporary worship styles, not trends or entertainment. We emphasize a thoughtful worship experience.

Reformed and Christ Centered Theology – Columbia is a reformed Presbyterian Church. We emphasize God's Word as authoritative and believe in God's grace through faith in all areas of our life together. We are Christ centered and theologically traditional.

Children, Youth and Families – Columbia has a long history of intentionally investing in its children, youth, and families through childhood education and youth ministry. We enjoy intergenerational relationships that enliven our church.

Service, Mission, Missional – Embedded in Columbia's identity is the commitment to reach out in service with the love of Christ both in Clark County and around the world. Being sent out to proclaim the gospel in word and deed is a key part of our personal and collective discipleship. The list of ministries that we support is long and varied.

High Quality Programs, Ministries and Staff – Columbia is a church that values and appreciates doing things well. We believe that the gospel, our missions, and our ministries are worthy of quality and planning, and we recruit and invest in our staff and lay leaders accordingly.

~Adapted by Session March 2022

3-5 Year Strategic Goals

This past spring, the Session gathered for two intensive sessions of goals work. They created a small breakout team to help take all of their learnings and wrestlings and produce some medium-long term goals for the church. At the end of that process, they settled on three broad 3-5 year goals. At the beginning of the summer, the Session then tasked the staff at CPC to develop a series of specific objectives to achieve each of those goals. Below you will find the 3 broad goals.

Strategic Goals

1. **CONNECT.** People attending and participating in activities at CPC will feel connected.

Examples: People can affirm they feel connected in the way they desire.

People are willing to have meaningful conversations-- both new to them and familiar.

All connected through our faith in Jesus.

Strategy: Teams and staff will build platforms where people can connect and where we create environments where people are invited into the life of the church community.

2. **FLOURISH.** Invigorated by the Holy Spirit, everyone who participates in the life of CPC feels that together we are vibrant, alive, engaged, excited.

Examples: We practice a deepening faith and discipleship.

We empathize with each other and those on the margins of our church community.

We encourage intergenerational, mutual friendships.

We engage with all age groups for the benefit of all.

Strategy: Staff and teams will develop activities that encourage church community grounded in Christ.

3. **SERVE.** All of those participating in this church community will be able to articulate God's call on them and identify where they might serve inside and outside the church.

Examples: We will each have a unique sense of call.

We will be the hands and feet of Jesus in the world, both locally and globally.

We will build strong connection with community and mission partners.

Strategy: Teams and groups of CPC participants will identify focus areas, provide education regarding outreach strategies, and open opportunities for anyone who wants to serve.

Why set these goals?

First, we feel that while we need a new Head of Staff to lead us into the future, it is our shared responsibility to determine our vision for what that future looks like. The Session has felt that CPC has the people and expertise to do that kind of work.

Secondly, part of our interim work also has demonstrated that while CPC has had a good mission/purpose and a good vision, our vision has lacked specificity. While we have a sense of where we are going we often have a non-specific vision that has no clear picture of what it is trying to do can lead to stagnation and poor stewardship of congregational gifts. If you don't get specific on what you want to do it becomes very hard to determine what you need and who you need to advance the Kingdom of God in Clark County.

Why didn't the task force set more specific goals?

In the end, the breakout team felt that the staff needed to get the goals to ground. Their role is to shape the ministries at CPC. However, the breakout team was very clear that the staff must do this work while getting the input of our teams, Session, and congregants along the way. The staff must develop objectives, but they need to do so with careful thought as to how this will be shared work of the whole congregation together.



~Adapted by Session May 2022

Key Outcomes from Staffing Plan Working Group August 2022

In April 2022, the Personnel Ministry Team formed a working group to 1) develop a comprehensive staffing plan that was sustainable with pledges and offerings and 2) recommend to Session a functional model for ordained staff. Members of the working group included Carol Cate, Tom Hill, Rev. Matt Overton, John Reid and Tricia Williamson. Pastor Scott Peterson also offered input at two important junctures. The group met twice monthly from April through August. The key outcomes from their efforts include:

1. Recommending the Session approve a staffing model that utilizes three, full-time ordained staff for Columbia to best serve its congregants and community. To accomplish this, some adjustments to ordained staff's current roles and responsibilities are necessary as shown on the attached, *Recommended Functional Model for Full-Time Ordained Staff*. Notably, the Deacons will be stewarded by the Associate Pastor for Discipleship and Congregational Care. Also, the Associate Pastor for Youth and Families will transition to be the Associate Pastor for Missional Initiatives. You can review the shared and individual ordained responsibilities on the next page.
2. Eliminating the part-time Parish Associate position prior to the arrival of the new Senior Pastor/Head of Staff. Current responsibilities of the position will be reallocated/shared among the ordained staff, program staff, and volunteer groups that the Rev. Ted Buck has been developing. Ted will make this transition just prior to a new Head of Staff's arrival.
3. Eliminating the part-time custodial position that typically covers Sundays. This position has been vacant for most of 2022. Sunday coverage will be accomplished by rearranging schedules of current facilities staff. We will be keeping a close eye on this to discern the impact this has on our two custodians and the facilities.
4. Returning the Business Administrator position to part-time (30 hours per week) from full-time (40 hours per week). This will mean that John Van Dinter, our current Business Administrator, will be transitioning out of what was intended to be an interim role. This will be a significant hole to fill because of John's work ethic and attention to detail. We feel the timing is right to make this change.
5. Restructuring the Children's Ministry Director position to assume an increased leadership role regarding intergenerational ministry and program efforts as well as children's ministry. There will also be an emphasis to work more collaboratively and intentionally with Circle of Friends pre-school to identify/implement ministry opportunities for students, their parents and their families. Our mission study and the strategic goals work of the Session indicate that we need to increase our investment in and intentional focus on our children's ministry in the coming years.
6. Identifying the need for an audit of the administrative positions to ensure efficient use of human and financial resources while providing the necessary staff support.

7. Using data from *ChurchSalary*¹ to better monitor compensation rates going forward. This is important since, while working on this plan, it was determined there are currently some positions that significantly deviate from the salary survey data.

¹ *ChurchSalary* is a part of the Christianity Today network. As a resource for churches of any denominational affiliation or theological stripe, it offers some of the best compensation resources available for churches including the National Church Compensation Survey. The survey, funded by the Lilly Endowment Inc., includes over 18,000 survey records collected from churches across the United States. It represents a significant data set improvement for us.

Recommended Functional Model for Full-Time Ordained Staff

Senior Pastor / Head of Staff

<u>Ministry Focus Areas</u>	<u>Shared</u>	<u>Resource For</u>
P Preaching P Worship <u>Administrative Oversight³</u> P Moderator of Session P Generosity Team P Personnel Ministry Team P Trustees P Staff Care P Vision Team / Strategy Team	Visitation: Hospital / Emergencies Relational Onboarding New Visitor Contact Congregational Connections Evangelism / Outreach Chair Staff Meetings Weddings / Funerals ²	Theology Nominating Committee CPC Foundation Board Presbytery

Associate Pastor / Discipleship & Congregational Care

<u>Ministry Focus Areas</u>	<u>Shared</u>	<u>Resource For</u>
P Adult Ministries including Small Groups S Preaching ¹ <u>Administrative Oversight³</u> P Deacons	Visitation: Hospital / Emergencies Relational Onboarding New Visitor Contact Congregational Connections Evangelism / Outreach Weddings / Funerals ²	Theology Vision Team / Strategy Team Health Ministries Stephen Ministries

Associate Pastor / Missional Initiatives

<u>Ministry Focus Areas</u>	<u>Shared</u>	<u>Resource For</u>
P Missions: Local, Global & Missional P Future Forge Executive Director S Preaching ¹ <u>Administrative Oversight³</u> P Kingdom Impact Stories (in conjunction with Generosity Team) P Program Innovation / Adaptation	Visitation: Hospital / Emergencies New Visitor Contact Congregational Connections Evangelism / Outreach Weddings / Funerals ²	Theology Vision Team / Strategy Team Youth Ministries Children's Ministries

Key

P = Primary Responsibility S = Secondary Responsibility

Notes

1. Preaching schedule is determined by Senior Pastor/Head of Staff and will require preaching as needed by the associate pastors.
2. Ordained staff performing weddings and/or funerals is predicated based on the involved families' requests.
3. Not all team oversight responsibilities or direct-report responsibilities are listed here.

Approved by Personnel Ministry Team on 7/11/2022