

PRESBYTERY GRANT FOR CONGREGATIONAL TRANSFORMATION

Date Prepared _____

Synod _____ Phone _____

Contact Person _____ E-mail Address _____

Presbytery _____ Phone _____

Contact Person _____ E-mail Address _____

Project Name _____

Web Site Address _____

INTRODUCTION: This grant is intended to provide funding to presbyteries in support of their efforts to develop a process for helping congregations to begin and continue a transformational way of life. Transformation is the process of intentionally moving into a new reality and way of being that helps congregations envision what God is calling them to be for their community and for the Kingdom of God. All churches are in some state of being transformed and presbyteries must have resources available to assist them.

The readiness assessment gives the presbytery an opportunity for self-examination as it begins the challenging task of leading transformational change. Such self-assessment is critical as the presbytery develops its process for encouraging and supporting congregational transformation.

GRANT FUNDING AMOUNTS: Presbyteries may request a one-time grant of ordinarily up to \$50,000. The first year lump sum payment will be for up to \$30,000 and assuming satisfactory progress has been made toward meeting stated goals; a second year lump sum payment of up to \$20,000 will be disbursed. A dollar-for-dollar match provided through presbytery and/or synod is required but waivers will be considered on a case-by-case basis. This grant is not intended to provide funding for congregational-level transformation efforts.

INSTRUCTIONS: This application is available from the [Mission Program Grants Office website](#). E-mail as an attachment the completed proposal (Parts 1 and 2) to the grants office. Proposals will be reviewed according to the cut-off and review dates schedule contained within the Manual of Administrative Operations and on the Mission Program Grants website.

PART 1: ASSESSMENT OF PRESBYTERY READINESS TO LEAD CONGREGATIONAL TRANSFORMATION

The format of this document allows the writer to add typing space as needed to fully respond to each question.

1. Has your presbytery clearly articulated its vision for congregational transformation?
 Yes (Please attach a copy.)
 No
 In the process of clarifying that vision
Comments regarding your process (Required):
2. What tools have been most helpful to you (or do you expect to use) in shaping your vision for transforming the congregations within your presbytery? (Rank in numerical order of importance, with 1 as most important and 7 as least.)
 Prayer
 Bible study
 Study of demographic and congregational trends
 Purposeful conversations with congregations and pastors
 Purposeful conversations with Presbytery groups
 Guidance from a consultant
 Other (Please describe):

3. Transformation is a process rather than a product, a journey rather than a destination. How you will communicate that understanding of transformation to presbytery leadership and congregations? *(Required)*:

4. Has your presbytery identified and recruited a representative team to lead your transformation effort?
 Yes (Please attach a copy.)
 No
 In process

Comments regarding your process (Required):

5. To what extent has your presbytery established congregational transformation as a priority? (Check all that apply.)

- Presbytery Council has agreed.
 Committee on Ministry has indicated an understanding of the need.
 Presbytery has agreed to make transformation a priority and confirmed a leadership team.
 The presbytery budget includes significant support for transformation.

Comments (Required):

6. Has your presbytery considered how it will deal with the inevitable conflict that accompanies significant change?

- Yes, and we have a plan in place.
 Yes, and we are developing a plan.
 Not yet, but we are aware of the possibility of conflict.
 No, we are not anticipating major conflict.

Comments (Required):

7. Which of the following do you consider most critical for congregational transformation? (Rank in numerical order of importance, with 1 as most important and 9 as least.)

- Evangelism
 Leadership development for transformation
 Mission
 Pastoral commitment
 Congregational commitment
 Strong faith component
 Familiarity with theory of transformation
 Outside consultant
 Other (Please describe):

8. Does your plan include an outside consultant? If so, identify them and the qualifications that prompted you to choose them. If your plan includes a consultant but you have not yet chosen one, what qualifications are you seeking and how do you propose to find the consultant? Comment on your presbytery's follow-up plan for continuing the transformation process after the end of the consultant's contract.

Note: While your presbytery may have the expertise to develop and implement the transformation process, if you wish to seek an outside consultant, contact Ann Philbrick in the Church Growth Office, (888) 728-7228, X5514 or ann.philbrick@pcusa.org for a listing of consultants and other related training resources.

9. Has your presbytery considered how it will evaluate and assess their progress towards congregational transformation?

- Yes, and we have a plan.
 Yes, and we are developing a plan.
 Not yet, but we understand the need.
 No, our priority is to get transformation happening; we will worry about evaluation later.

Comments on your plan or understanding of the need (Required):

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PART 2: APPLICATION FOR MISSION PROGRAM GRANT FUNDING

The following vision of the church in 2020 may prove helpful in determining the areas around which a transformation process might develop. It is with this future in mind that the Mission Development Resources Committee will evaluate your proposal.

Churches in the year 2020, as a result of your work with them, will:

- Have strong, competent, and spiritually mature leaders whose roles are prayer and discernment for the congregations and who will lead their faith communities into deeper spiritual practices;
- Be worshiping congregations that reflect the cultures and ethnicities of their neighborhoods;
- Engage in building relationships and share their faith with others;
- Embrace their God-given missional opportunities with passion and equip people to meet those challenges in adaptive and innovative ways;
- Be places where welcoming strangers and showing hospitality is the norm;
- Accomplish great things by connecting and collaborating with partner communities.

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Please answer the following questions in narrative form:

1. What is your presbytery's vision for successful congregational transformation? What is the history and results of the transformation work in your presbytery?
2. Describe the strategies you will use to develop a process for promoting continual transformation. Your response should consider, but is not limited to, the following questions:
 - a) What are the needs, strengths and weaknesses of the congregations and their contexts for ministry and mission?
 - b) How will you assess the effectiveness of your pastors and sessions?
 - c) What is the vision of the presbytery for your pastors, sessions and congregations?
 - d) How will you prepare and support your pastors, sessions and congregations as they transform?
 - e) What training opportunities are needed and available?
 - f) Will you network or link congregations for mutual support during transformation?
 - g) How will you determine if your efforts are effective? How will you adapt if they're not?
3. How will this transformative work be continued beyond the life of the grant?
4. What is your plan for the education of the Committee on Ministry and the presbytery-at-large?
5. Include a balanced income and expense budget that describes how the grant will be used and how you will financially support the effort beyond the life of the grant.

SCHEDULE OF PROPOSED INCOME FOR PRESBYTERY TRANSFORMATION GRANT FUNDING

<u>Presbytery</u>	<u>Synod</u>	<u>PMA</u>	<u>Other</u>	<u>TOTAL</u>
\$ _____	\$ _____	\$ _____	\$ _____	\$ _____

The responses to the assessment and application were reviewed and approved by the appropriate mission strategy body of this presbytery and/or synod as fulfilling the policies governing Mission Program Grants. Presbyteries and synods participating as funding partners and giving oversight and assistance, date and sign below. Synod review and approval of this proposal is not required by the Mission Development Resources Committee if the synod is not providing funding.

Date

Presbytery Executive or Designee

Date

Synod Executive or Designee