

## **Committee on Ministry, Presbytery of Hudson River Triennial Leadership Conversation (TLC)**

### **Part 1— usually 30 to 45 minutes**

Opening prayer & introductions

Scripture—Matthew 5:13-16 (other passages could be substituted, but need to be about vision and mission)

*<sup>13</sup>You are the salt of the earth; but if salt has lost its taste, how can its saltiness be restored? It is no longer good for anything, but is thrown out and trampled underfoot. <sup>14</sup>You are the light of the world. A city built on a hill cannot be hid. <sup>15</sup>No one after lighting a lamp puts it under the bushel basket, but on the lampstand, and it gives light to all in the house. <sup>16</sup>In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.*

In pairs or as a whole especially with small Councils/Sessions, explore the following questions. (5-10 min.)

1. Think back on your entire experience at this church and tell a story about a time when you felt the most engaged, alive and motivated.
2. What do you think is the single, most important, life-giving characteristic of this church? When we are at our best, who are we? How are you salt & light?

Come back together to share (15-20 min.)

1. What gives life to this congregation?
2. What are the unique gifts that make your congregation's ministry life-giving?

### **Part 2— usually about an hour**

Briefly look at 5-year trends and demographics. What stands out? Any surprises? How would you describe the last 5 years? (10 min.)

Where do you want to be as a congregation in five years? (10 min.)

(Pastor is asked to step out of the room for Session to have further conversation. When invited back, someone from Session is asked to share what was discussed).

What are the actions, steps and/or changes do you need to make to get you moving in that direction? What will be your biggest challenges in taking these steps and/or making these changes? What one action, step and/or change will you commit to tonight? (20 min.)

What resources and/or support do you need from HRP or elsewhere to assist you in this action? (10 min.)

Resources available through Hudson River Presbytery: (10 min.)

1. Resources tab on HRP website.
2. Grants available: Legacy, Challenge to Change, Peacemaking
3. Mediation Team who can assist a congregation with resolving differences in a way that builds greater community, unity and health
4. Point out resources available on HRP website (personnel, treasurers, stewardship, cross-cultural, etc.)

5. Email list to receive Constant Contact emails with news, events and resources. (collect them now and provide them to the HRP office)
6. Flyers about upcoming HRP events

2018

**THINK SHEET - Preparation for a Triennial Leadership Connection  
(Please share this sheet and other enclosed materials with  
members of the Session ahead of time.)**

As you prepare for the Triennial Leadership Connection with representatives of your church along with colleagues from the Presbytery of Hudson River you might want to ponder some of these questions:

- What is life-giving about your congregation? What are you most passionate about?
- How does your excitement spill out into the community?
- How do you define your community?
- Who do you think God is calling you to be?
- What, if anything, do you find life-giving about the Presbytery?
- How might your church and the Presbytery of Hudson River partner together?

During our gathering you will not be asked to answer these specific questions. You will, however, be asked to share a story of the life and vitality of your congregation as you have experienced it. Be thinking of specific stories as you anticipate our gathering. Be ready to describe the event in detail. What made it a meaningful experience? Who was involved? How did you feel? What happened in you and in your congregation because of this experience?

We greatly anticipate our time with you. We have worked to prepare ourselves for the gathering and would like to thank all of you for engaging in this process with us.

Grace and peace,

Your Triennial Leadership Connection Team



# Will Your Congregation Still Exist Ten Years From Now?

## 25 Factors That May Impact Your Survivability, Vitality, and Vibrancy

By George Bullard, Strategic Leadership Coach with The Columbia Partnership

#	More Likely to Exist	Marginal/Uncertain	Less Likely to Exist
1	Empowering vision.	Programmatically flavored and captivated.	Controlled by Management.
2	Shared Vision.	Pastor's vision.	No vision.
3	Empowering and shared leadership.	Controlling leadership.	Matriarchal and/or patriarchal leadership.
4	Clear core values.	Fuzzy core values.	No apparent clarity on values.
5	Obviously Christ-centered.	Christ/culture conflict.	Obviously culture-centered.
6	In Childhood to Early Retirement stages of life cycle.	In Retirement, Birth, or Infancy stages of life cycle.	In the Old Age stage of the life cycle.
7	Intentional	Unintentional	Accidental
8	Kingdom-focused	Self-focused	Survival focused
9	High expectations of members.	Low expectations of members.	Few or no expectations of members.
10	50+ percent are involved in hands-on mission	25 to 50 percent are involved in hands-on mission	Less than 25 percent are involved in hands-on mission
11	Average tenure of active congregation is less than 15 years.	Average tenure of active congregation is 15 to 25 years.	Average tenure of active congregation is more than 25 years.
12	Average age of active congregation is less than 50.	Average age of active congregation is 50 to 65.	Average age of active congregation is over 65.
13	Experiencing conversion, biological, and transfer growth.	Experiencing primarily biological and transfer growth.	Experiencing primarily transfer growth, if any.
14	Relationships are about true friendships.	Relationships are about meaningful fellowship.	Relationships are about face familiarity.

15	20+ percent of active adults are tithers.	Less than 20 percent of active adults are tithers.	Only a remnant of active adults are tithers.
16	Growing context, with contextual relevance.	Stagnant context with some contextual relevance.	Shifting context with contextual irrelevance.
17	Worship is true encounter with God.	Worship is primary weekly program.	Worship is a weekly cultural gathering.
18	136 or more in weekly worship attendance.	80-135 in weekly worship attendance.	Less than 80 in weekly worship attendance.
19	Attendance growing	Attendance plateaued	Attendance declining
20	Conflict capacity.	Close calls.	Repeated conflict.
21	Empowering management.	Controlling management.	Dysfunctional management.
22	More than 30 percent of budget goes to programs, ministries, activities, and missional efforts outside the congregation.	20 to 30 percent of budget goes to programs, ministries, activities, and missional efforts outside the congregation.	Less than 20 percent of budget goes to programs, ministries, activities, and missional efforts outside the congregation.
23	No significant debt for buildings and other areas.	Significant debt.	Overwhelming and burdening debt.
24	No dependence on endowment.	Some dependence on endowment.	A lot of dependence on endowment.
25	Facilities in good shape.	Facilities need regular repairs.	Facilities crumbling around congregation