

Presbytery of Western New York Congregational Transformation Fund Policy

As Christians we are called to share the gospel of Jesus Christ.

The general purpose of the Congregational Transformation Fund is to help finance church transformation and the development of congregational health for one or several churches, to provide seed money for new church development (planting), to provide resources for education and training for those involved in church transformation or planting, and, by doing so, to share the gospel of Jesus Christ with the world.

The Congregational Transformation Ministry Team (CTMT), acting on behalf of the Presbytery of Western New York, shall base its decision to recommend funding transformation efforts on the following precepts:

- Transformation involves the redirection of congregational ministry in light of changes in needs and circumstances among its membership, the community to be served, or both.
- Transformation involves new initiatives to help a congregation and the Presbytery discern what those needs are and how to adapt to change.
- Transformation includes a planned effort and intent to increase the congregation's capability for effective ministry in its community. Session members become primarily spiritual leaders—not simply business managers.
- Transformation of a church congregation requires a renewed spirituality in that congregation, beginning with the spiritual growth and transformation of individual members, making room for new opportunities.
- The Presbytery of Western New York affirms that transformation is to be a collaborative effort between a church's Session and the Presbytery acting through the CTMT.
- Resources to help a congregation and the CTMT in transformation include, but are not limited to:
 - The CTMT Handbook, listing many of the resources as well as objectives and five basic dynamics of transformation.
 - PERCEPT: a web-based program which offers ministry area profiles of demographic studies of a particular neighborhood including trends, census data, lifestyle and ethos.
 - Paul Nixon's books, especially I Refuse to Lead a Dying Church, and their study guides.
 - Natural Church Development (NCD) materials and coaches
 - PCUSA coaching
 - Congregational resource guides
 - Real Life evangelism series
 - A variety of printed materials available through the Resource Center, North Presbyterian Church, Williamsville.

The CTMT shall base its recommendations for providing seed money for a new church development project based on a comprehensive assessment of need, a plan for action and a definition of responsibilities.

Presbytery of Western New York Congregational Transformation Fund Grant Application

Summary of Fund Purpose

The Congregational Transformation Fund is to be used in support of a comprehensive plan for the strategic transformation of the mission and ministry of a particular church or group of churches or for the planting of new churches in the Presbytery of Western New York. It may also be used by the Presbytery's Congregational Transformation Ministry Team (CTMT) to fund participation in events, workshops and seminars which will educate and train members of the Presbytery of Western New York in various aspects of church transformation and church planting.

Application process

Applications to this Fund for grants shall be made according to the standard approval process set forth in the policies of the Presbytery of Western New York.

For CTMT projects

The CTMT shall apply directly to the Presbytery of Western New York Board of Trustees with a proposal for use of the funds.

The Trustees shall recommend funding based on fiscal feasibility, availability of monies and responsiveness to the purposes of the fund.

For a church, group of churches, or new church project

Applications by churches or a new church project team shall be made first to the CTMT. The CTMT shall forward its recommendations based on responsiveness to the purposes of the fund to the Presbytery of Western New York Trustees.

The Trustees shall recommend funding based on fiscal feasibility, availability of monies and responsiveness to the purposes of the fund.

The application

- The Session or church planting team must submit a plan describing the overall vision of what God is calling members to do and to be in their particular setting. The CTMT will assist with the development of this plan in order to facilitate this process.
 - a. The plan should articulate ways in which this proposal fits with the overall mission of the church.
 - b. The plan should include clear, specific strategies for transformation or planting and the goals which are to be achieved.
- The congregation seeking funding shall demonstrate its own financial commitment to its transformation goals by presenting a budget including an amount designated as the congregation's portion of the project.

- Before funds are disbursed, a church planting team or a church's Session and its pastor and the CTMT shall agree to a covenant which outlines specific responsibilities for the proposed project.
- Funds may be disbursed as a single, one-time grant or may be provided over a period of no more than three years.
 - When a multi-year grant is awarded, the Session or planting team shall provide annual financial and project results reports to the CTMT. No funds will be disbursed until the previous year's reports have been received.
 - When a single-year grant is awarded, the Session or planting team shall provide financial and project results reports to the CTMT within 18 months after the disbursement of funds.
- Capital projects and ongoing salary support shall not ordinarily be considered for funding.
- Transformation grants ordinarily shall not exceed \$15,000.

**Presbytery of Western New York
Congregational Transformation Fund
Template: Covenant Agreement between the congregation of
_____ Presbyterian Church
and the Presbytery of Western New York**

Whereas _____ Presbyterian Church is committed to transformation so that it might minister more effectively in the name of Christ, and

Whereas _____, pastor of _____ Presbyterian Church, is committed to church transformation and is committed to lead the church through the transformation process, and

Whereas the Presbytery of Western New York, through the Church Transformation Ministry Team (CTMT), is committed to encourage and support the transformation of churches,

Now therefore we, _____ Presbyterian Church,

_____, its pastor, and the Presbytery of Western New York, do covenant and agree as follows:

The Congregation commits to:

- Participate fully in the transformation process with the pastor and the Presbytery with the understanding that initial transformation efforts may take four or more years.
- Plan and work with the pastor and the Congregational Transformation Ministry Team liaisons to implement the dynamics of transformation.
- Begin or continue to develop the spiritual energy of the church.
- Work with the pastor to come to terms with the past, present and future of the church.
- Develop a vision statement and values that articulate the ministry to which God is calling the church.
- Identify long-range (three to five years) goals and annual objectives.
- Re-engage the community to assess community needs and ministry opportunities.
- Build a ministry team which can lead the change in ministry in the church.
- Develop a financial stewardship plan to support the transformation efforts, including a commitment of current church financial resources.
- Make appropriate changes in worship, programs, outreach, fellowship, building and finances to support the vision, mission values, goals and objectives.
- Adjust the church's organizational structure to free up the energies of the pastor and lay leaders to focus on the changes needed.

- Acknowledge that change often results in conflict, and, if handled well, that conflict can result in positive changes and growth. Therefore, employ a constructive and creative strategy to manage conflict if and when conflict arises.
- Participate fully in the life of the Presbytery and financially support its work.
- Participate in an annual review with the Session and the Presbytery to determine changes to the transformation plan as well as changes and/or continuation of this covenant.

The Pastor commits to:

- Participate fully in the transformation process with the church and the Presbytery with the understanding that initial transformation efforts may take four or more years.
- Gain and hone new skills for leading a transformation effort by participating in training opportunities provided by the Presbytery and other resources.
- Plan and work with the church and the Congregational Transformation Ministry Team liaisons to implement the dynamics of transformation.
- Begin or continue to develop the spiritual energy of the church.
- Work with the congregation and Session to come to terms with the past, present and future of the church.
- Develop, in conjunction with the congregation and the Session, a vision statement and values that articulate the ministry to which God is calling the church.
- Identify long-range (three to five years) goals and annual objectives in conjunction with the Session and the congregation.
- Help the church re-engage the community to assess community needs and ministry opportunities.
- Build a ministry team which can lead the change in ministry in the church.
- Develop with the Session and the congregation a financial stewardship plan to support the transformation efforts, including a commitment of current church financial resources.
- Develop and use appropriate skills to effectively manage the dynamics of change and manage conflict.
- Engage in intentional self-care, including physical, emotional and spiritual care.
- Participate in an annual review with the Session and the Presbytery to determine changes to the transformation plan as well as changes and/or continuation of this covenant.

The Presbytery commits to:

- Provide orientation and training for the church in the transformation process.
- Assign one or two trained liaisons through the Congregational Transformation Ministry Team to work with the pastor, the Session and congregation of the church.
- Plan and work with the pastor and the congregation of the church through the liaisons to implement the dynamics of transformation.
- Help the church begin or continue to develop its spiritual energy.
- Work with the pastor and congregation to come to terms with the past, present and future of the church.

- Assist the church to develop a vision statement and values that articulate the ministry to which God is calling the church.
- Help identify long-range (three to five years) goals and annual objectives.
- Assist the church to re-engage the community to assess community needs and ministry opportunities.
- Help the Session and pastor build a ministry team which can lead the change in ministry in the church.
- Work with the church to develop a financial stewardship plan to support the transformation efforts, including a commitment for using current church financial resources.
- Partner with the Synod and General Assembly to fund innovative transformation projects within the Presbytery.
- Conduct an annual progress review with the pastor and congregation to determine changes to the transformation plan as well as changes and/or continuation of this covenant.
- Assist the church (when engaged in the pastoral search process) to understand the qualities and talents needed in a pastor committed to transformation.

For _____ Presbyterian Church:

Clerk of Session

Date

Pastor

For the Presbytery of Western New York:

Chair, Congregational Transformation Ministry Team

Date