

2020-2021 Church Development Committee/Commission (CDC) Annual Report
Rev. Jeri Fields, Chair
August 26, 2021

How does CDC support the presbytery mission?

CDC supports the Presbytery's mission of becoming missional, pastoral, and prophetic by equipping and supporting congregations and their leaders with skills and resources to embrace adaptive changes meant to transform structures and hearts for being the church, not just doing the work of the church.

CDC, which operates as a commission and a committee, has six teams: 1) Equipping / Transformational Grants, 2) CDC Resourcing, 3) New Things, 4) Spiritual Formation, 5) Intercultural Ministries, and 6) Assets and Redevelopment. These teams work collaboratively within CDC, as well as with other NCP commissions and committees to support NCP's mission.

CDC celebrates the diversity of NCP by supporting, resourcing, and empowering the intercultural ministries of Light to the Nations (LTN), a network of immigrant Fellowships and churches.

What were the significant events (positive or negative) for your committee last year?

2020-2021 was a Spirit-filled robust year for CDC, as support and resources were made available to churches and fellowships striving to BE the church missionally, pastorally, and prophetically in new and creative ways, especially during the pandemic.

This year CDC requested and received authorization to change from a committee/commission of 12 to 9 members. By the end of this year, CDC moved from being partially filled with only clergy members to being a full committee/commission that is now more representative of the presbytery in its diversity, as well as in its composition of teaching and ruling elders.

By the power of the Spirit, with guidance and support from the Leadership Council, and funds made available through the New Growth Fund, progress continues to be made in finalizing the lease for the NCP Ministry Hub in the Germantown area of Upper Montgomery County.

And now, fasten your seatbelts, as you embark upon a Spirit-filled ride that includes *a few* of the many ways CDC provided resources and support to our congregations during 2020-2021.

1. Equipping/Transformational Grants (*Equipping Grants for Leaders, Equipping Grants for Congregations, Next Step Grants, Tech Grants*) Mark Gaskill, team leader

This team provides resourcing opportunities for leaders and churches to explore and/or provide ministry in new and innovative ways. Approved matching grants are generally awarded to churches who have contributed to NCP's Unified Giving program. A few examples follow.

- a. Churches that score in the "healthy" quadrant of the Congregational Assessment Tool (CAT) are eligible to request matching funds for a faithful next step. For example, Clarendon hired a part time Director for Christian Mission & Outreach.
- b. Teams of Certified Coaches are now NCP trained and approved to provide their expertise in coaching individual leaders and congregations. Others have been trained to interpret the Church Assessment Tool (CAT). Coaches may be paid stipends.
- c. Heritage Presbyterian Church invited others to join them in a virtual retreat presented by Dr. Cynthia Rigby of Austin Theological Seminary, who provided ideas about *Living God's Kingdom: A Theology of Play. What if "play" is our real work — creative work through which the Holy Spirit guides us more fully into being who we are, as children of God?*
- d. Several churches, especially NCP's smaller churches, have requested technology grants to assist them in purchasing audio/visual equipment for streaming worship.
- e. "Tech Talks" are currently offered that include a 1-on-1 session to help churches utilize their equipment and space more effectively for hybrid worship. Hybrid worship seeks to move a church beyond holding an in-person worship service that is being streamed

simultaneously, to a worship service that actively engages and builds community with those attending in-person or virtually during worship services. The outreach being accomplished is powerful as people unable to worship or who have moved away are now part of the worshipping community. Some churches are experiencing world-wide attendance.

2. CDC Resourcing (*Congregational Assessment Tool (CAT), MissionInsite, Coaching, Convergence*) Eric Peltz, team leader

This team provides tools such as PneuMatrix, the Church Assessment Tool (CAT), MissionInsite, trained NCP coaches, and Convergence Cohorts and Learning Labs. Convergence is a resource group for churches and denominations led by Rev. Cameron Trimble based in Atlanta, GA.

The PneuMatrix project that involved six churches was a carryover into this year. Due to the pandemic, the outcomes of this tool were less than anticipated as the leadership teams began focusing their energies into providing online worship while struggling to sustain the mission and ministries of their respective churches.

MissionInsite helped churches gain clearer pictures of themselves, understand community demographics, and/or acquire human resources to help guide them into taking the next faithful step towards their vision and mission. Churches that participated in the CAT scan around five years ago and recently retook it, either 1) demonstrated increased viability due to greater satisfaction and energy or 2) remained in the healthy quadrant suggesting sustained vitality, even in the midst of the pandemic.

In addition, a list of coaches is maintained to provide coaching to clergy and congregations; and collaborative efforts between this team and Spiritual Formation ensured successful outcomes for the Convergence Cohorts and Labs (*see Spiritual Formation below*).

3. New Things (*New Things Seeds/Starts, 1001 Worshipping Communities*) Chris Deacon (non-CDC member) team leader with Carrie Yearick as CDC liaison

This team enthusiastically resources NCP's priority and the PCUSA 1001 New Worshipping Communities (NWC) initiative with the purpose to help grow NWC within our changing culture by helping leaders navigate the extensive and long-term sustainability process for becoming an NWC. This process includes applying for seed grant applications, participating in required courses for funding next steps, coaching, completing required assessments, goal setting, and identifying a partnering church. This past year, there have been nine NWC initiatives to participate in this process.

Other new ventures included 1) initiation of a cohort of leaders of New Things, 2) EML (Exploring Missional Leadership) Training presented by a 1001 NWC Trainer, 3) creation of a video highlighting CDC's New Things presented during an Open Space, 4) welcoming a part-time NCP - NWC administrator, 5) initiation of revising the process for beginning NWC, and 6) active involvement in the process to receive a one-time \$100,000 donation from the New Growth Fund to secure a 15-year rental space for an NCP Germantown area Ministry Hub for NWC pastors and the Presbytery .

4. Spiritual Formation (*Christian Education, Youth Ministry, Spiritual Formation Grants, Resourcing Leadership Development*) John Lee, team leader

This group was newly assigned to CDC in September 2020. They partner, co-sponsor, and work with congregations and related organizations of NCP to help promote, resource, and enhance the discipleship and spiritual growth of individuals and groups of all age levels by actively exploring new ways to resource congregations and equip leaders in the area of spiritual formation.

Their initiatives included 1) offering an Advent/Christmas Dinner Theater in partnership with Willie Montgomery, Ruling Elder from 15th Street Presbyterian, and Faith Story Video Challenge where youth groups produce short videos; 2) sponsoring a virtual youth retreat, “Finding Faith Through Creativity” hosted by The Grace Lab; and 3) offering Convergence Labs and Cohorts for Youth Ministry in the Hybrid Church.

This team also helped to determine topics for the Convergence series of Labs and Cohorts. In conjunction with the equipping grants program, Convergence opportunities became a catalyst and connection for the members in our congregations to lead in new and exciting ways. An example is the current Tech Talks initiative that is solely organized out of shared laity and CDC leadership and has helped congregations navigate technology for streaming worship with a focus on hybrid services.

5. Intercultural Ministries (*Light to the Nations Network, Intercultural Church Support*) Joyce Rarumangkay, team leader

Intercultural Ministries provides support and resources to five Fellowships to strengthen their ministries as they work towards discernment to be chartered. In 2021, each fellowship has been invited to a one-year process of discernment to ensure growth from fellowship status to New Worshipping Community, or to a nesting or chartered congregation. Leadership Development, including coaching, is offered to help these Fellowships learn more about being members of PCUSA by attending trainings and conferences. The chartered churches within Light to the Nations Network are also invited to participate.

Light to the Nations (LTN) includes the five Fellowships, three chartered churches, and one inactive Fellowship. Elder Michael Rankin, then NCP Moderator preached at a well-attended virtual Christmas Celebration with the offering dedicated to NCP’s mission fund.

Other endeavors included 1) several LTN congregations formed partnerships with local NCP churches and now jointly share in mission, pulpit exchanges, and other programs; 2) providing resources to help cover the Brazilian Presbyterian Bible Church Pastor’s immigration expenses; 3) grants awarded to the Fellowships to enhance their ministries of mission and outreach, and 6) resources provided to help offset some expenses for a congregation that faced a significant decrease in their income due to the pandemic.

As an aside, in addition to being a member of CDC, Joyce Rarumangkay, team leader, is also a member of PC(USA) A-Corp Board of Directors, representing the GA Racial Equity Advocacy Committee and is the soon to be chair of the Personnel, Nominating, and Governance Committee.

6. Assets and Redevelopment (A & R) (*Affordable Housing Network, Project Regeneration 2.0*) Team Leader, Susan Etherton

A & R came under the umbrella of CDC in January 2021. This team offers guidance and resources around affordable housing possibilities and supports churches as they consider the role of their physical assets, land, and buildings in the future of their ministry.

As a congregation completes the CAT, A & R may be invited to provide support in assessing possible uses of property for affordable housing. Currently, there are four churches involved in affordable housing projects with others undergoing feasibility studies. In addition, Project Regeneration 2.0 through the Presbyterian Foundation is being explored as an avenue to provide evaluative tools to aid in the discernment process for property utilization.

At this time, resource funding is available through various CDC equipping grants. For example, Northwood received a matching equipping grant for a feasibility study to assess possible alternative uses of the church’s property.

CDC gives thanks to God for the many ways churches are becoming more missional, pastoral, and prophetic. Gone are the days of "If we build it, they will come." Our call is to GO into the world, to proclaim, witness to and serve Jesus Christ in word and deed to people wherever they are and however they present themselves. Together, we are equipping the saints to do so.

Just as CDC provides support and resources to church leaders and congregations, we are most appreciative of the support CDC receives from our support staff person, Tara Spuhler McCabe. She is a real asset to CDC, bringing wisdom and knowledge, creative ideas, and a love for the LORD and the church. She is the best possible resource NCP could provide CDC! THANK YOU!

What issues are most pressing on your committee's docket right now?

CDC's most pressing issue is to continue to provide support to churches and their leadership during the pandemic. How do we stay adaptive to support and engage the congregations in areas of redevelopment and technology? We realize only approximately 50% of the churches are engaged in what is being offered. How do we encourage more churches to take advantage of the resources that are available, especially the larger churches? How do we identify any unspoken needs so resources and support might be made available to them?

Other pressing issues include 1) ensuring the NCP Ministry Hub lease is rewritten according to the advice of legal counsel so we can pursue approval of the lease by Leadership Council and 2) having received two new groups under the CDC umbrella, we need to rewrite our manual.

What direction do you see your committee's work going over the next three-five years?

The CDC will need to continue to build effective teams within CDC's structure as they adaptably support, encourage, equip, and empower leaders in ways that churches will ultimately become more missional, pastoral, and prophetic. We will also need to continue to support NWC initiatives and encourage churches to be creative in their initiatives to expand the Realm of God.

How can the Leadership Council be of help to your committee?

CDC requests your prayers for CDC leadership, its teams, and all of NCP. We ask for your support for additional funding for next year's budget, as within the last year, CDC now provides resources from six areas, instead of four; two having been assigned to us since September 2020.

As the Chair of CDC, I am most grateful for the commitment and dedication of CDC's members and the teams they lead. They are hard-working, energized, and excited about the future of the church. We appreciate the support we have received from Leadership Council and the amazing staff that has supported and encouraged our endeavors: Tara Spuhler McCabe, Heather Deacon, Jan Moody, LaJuan Quander, Dina Bickel, and behind the scenes, John Molena-Moore. In my nearly twenty years of ministry in NCP, I believe NCP is the strongest it has ever been. To God be the glory!

May blessings abound as together we are the Body of Christ.
In HIS service, may I remain ever faithful.

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