



National Capital
PRESBYTERY
MISSIONAL • PASTORAL • PROPHETIC

IMPACT 2021

NARRATIVE BUDGET



FROM THE GENERAL PRESBYTER

REV. JOHN MOLINA-MOORE



James 3:4 ...look at ships: though they are so large that it takes strong winds to drive them, yet they are guided by a very small rudder wherever the will of the pilot directs.

Rudders can be traced back thousands of years in almost every ancient culture. A simple engineering concept that changed the way humans traveled. Though tiny in comparison to the overall size of the ship it allows for a giant vessel to change direction with what feels like little effort. A slight adjustment to a rudder will send the ship in a completely new direction. Ever since I took on this role, it has been my hope for our presbytery that we make slight changes to our rudder. Adjustments we barely feel, but significant enough to completely alter the course of where we're headed. All the data about where The Church is now and where it's headed are filled with shrinking numbers and point to a large-scale decline. If we keep a steady hand on the rudder at its current position our ultimate destination will be a place of empty pews. That's not what Jesus has called us to be! We are entrusted with co-piloting this ship we call The Church. We trust the voice and direction of where Christ is calling us next. It is up to us to move the rudder in order to get there. This past year was a rudder adjusting year.

Shifts for this year

During this past year, we made some shifts. We broadened our leadership development through things like "learning labs" and pastor cohorts. We had over 150 people around the presbytery trained in the work of dismantling racism. We helped churches rethink how they might fill their pastor vacancies for the future. We continued to resource congregations who were beginning to do a new thing in their communities. All of that you will see highlighted in the pages ahead, but there is one shift I want to highlight for you...

This year we had over a dozen churches begin the conversation around property redevelopment. For many of our congregations managing the current configuration of their property consumes most of the time, energy, and resources of their best leaders. We want to free churches from that burden to create more bandwidth for ministry that will **grow through reach and impact of their church**. There isn't a "one size fits all" for this, but through sharing expertise we will be able to set more of our churches up for long term success and sustainability.

This year alone two congregations, Northwood and Church of the Pilgrims have officially moved their rudders in this

direction. Both leaning heavily on our connectional nature to make this happen. Northwood took advantage of the full toolbox that CDC has to offer with things like a CAT scan, direct support from committee chairs and NCP staff. Church of the Pilgrims approached Leadership Council where a team was commissioned to help them navigate all the complexities of what a vision could be. Our hope for next year is to have even more churches begin the first step in moving the rudder, which is simply starting the conversation. I can tell you that through both experiences, I have seen nothing but hope from their members. We've watched the temperature go from "We only have a few more years to hold it all together" to "Wow! Look what we can be for the generations ahead."

Moving Forward

This next year we're hoping for even more adjustments to NCP's rudder. We want to expand how we resource our congregations through adding things like resources for missionally integrated worship, further development of current and new leaders, and practical tools for further reaching evangelism. We will engage with even more churches from a holistic approach to their ministry. To do this we will have to be more connectional than ever before as we use the full supply of skills, gifts, and resources scattered around our presbytery.



For the year ahead, our focus will be **"so that our churches can grow."** This is the lens through which we will view everything we do as a presbytery. This is our course! We'll keep our hand firmly planted on the rudder with our ears directed toward Christ's voice while trusting the blowing of The Spirit to fill our sails and move us in the direction God has already charted for us.

The time to support this work is now and it is going to take all of us. An increase in your mission giving to NCP is a rudder change. A small amount here to have seismic changes there. Join us in this journey.



PER CAPITA
GIVING



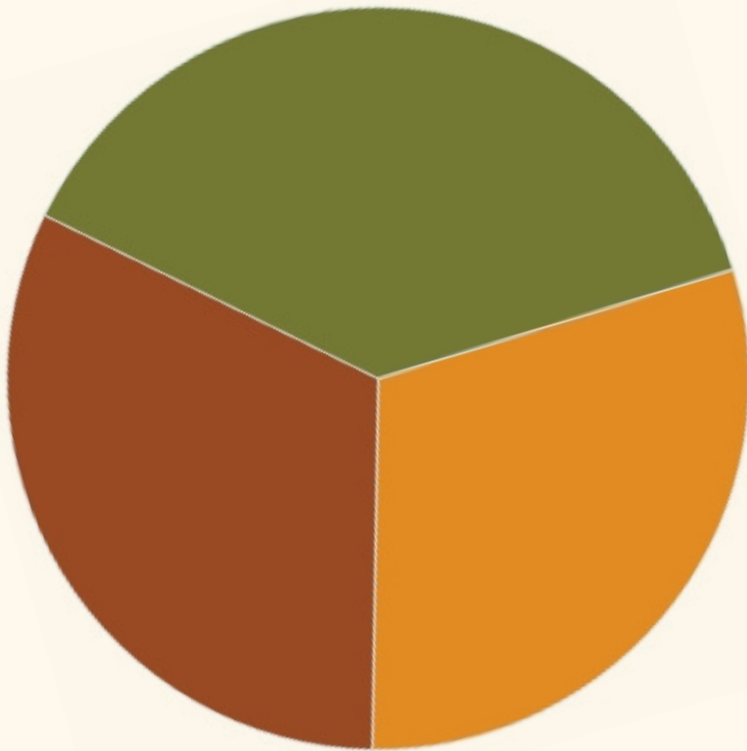
UNIFIED MISSION
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National Capital
PRESBYTERY
MISSIONAL • PASTORAL • PROPHETIC

2022 BUDGET

We have two budgets at NCP. The Operational Budget and the Unified Mission Budget. Both exist for the same purpose: to fulfill the ministry goals of NCP to be Missional, Pastoral, and Prophetic. What we have put together below is a helpful visual to see how all of our resources are used to live into our shared identity. Your per capita giving and your unified mission gift help complete the picture of the work we can do together as a presbytery.



Missional
32% | \$651,903

Missional is based on the Latin “missio” which means sending. A missional church is an outwardly focused church. A Missional church understands that its ministry is not to bring people IN to a church building, but rather to “Go ye therefore into the world” and to meet people where they are. But that explains how churches are Missional. How can a Presbytery be Missional? The Presbytery isn’t Missional... however, it does empower its congregations to become more outward focused. It does so by being a catalyst and providing tools and training. The Presbytery is also Missional when it enables new worshipping communities.



Pastoral
35% | \$715,420

Pastoral is the way in which we care for our clergy, educators, congregations and assist in crisis situations.



Prophetic
33% | \$677,465

Prophetic refers to calling out the status quo. In response to this focus we continue our work through our Dismantling Racism Team and through our networks – Earth Care, Israel-Palestine, Refugee Ministry, and the Affordable Housing Network.

OUR LEADERSHIP COUNCIL AT WORK



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Dismantling Racism

The Leadership Council, guided by conversations with the Dismantling Racism Team and NCP staff, adopted changes to the Dismantling Racism policy to require mandatory training for all minister members of NCP and NCP staff, and to encourage such training for church staff, lay leaders and NCP congregations.

This training was initiated this year through the nonprofit “allyship” involving Service Never Sleeps and received positive reviews.



UNITY · RECONCILIATION · JUSTICE
Dismantling Racism

NCP Fossil Fuel Divestment

The LC, acting in response to a recommendation of the Mission Coordinating Committee, amended the “Prohibited Investments” of the NCP Financial Policies to prohibit the investment of assets in the NCP portfolio in any company listed in the Carbon Underground 200 or companies list in the Global Industry Classification Standard. This action was taken out of profound concern about the destructive effects of climate change on all God’s creation, due in part to the burning of fossil fuels.



Exploration of the Redevelopment of Pilgrim’s Church

At the request of the Session of the Church of the Pilgrims, the LC appointed a task force to explore the redevelopment of Pilgrim’s Church through a private developer that would provide renovated space for the church, possible space for NCP offices and/or general use, as well as private development, at little to no cost to the church. The task force, proceeding under authority delegated by the Session of Pilgrim’s, prepared a request for proposals to identify interested and qualified developers. It then reviewed responses to the RFP and followed up with appropriate due diligence. The task force hopes to conclude the selection process, and ultimately negotiate a definitive agreement with the candidate selected.



Presbytery Structure and Revision Team

The LC appointed a team to consider options for the long-term structure and direction of National Capital Presbytery. This team, comprised of a cross section of NCP members, embarked on visioning exercises to explore where God might be leading NCP. The team expects to wrestle with various issues facing the presbytery, and to return to the LC with thoughts and options for further consideration. - **Charles K. Barber, chairperson, LC (2020-2021)**

Committees:

- Bills & Overtures
- Representation
- Nominating
- Session Records

PRESBYTERY



CONNECTING

Pastor Testimonies



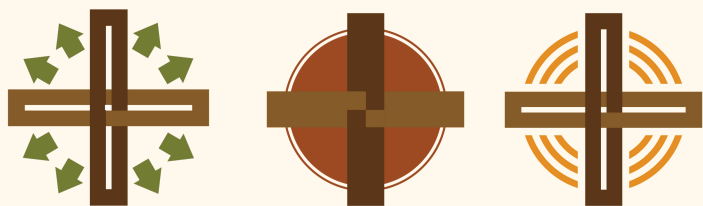
PER CAPITA
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Adele Crawford, Pastor, Warner Memorial Presbyterian Church

Every time I've moved to a new city, I spend several months feeling excited and energized and isolated and exhausted, all at the same time. That has been

especially true since I arrived in NCP in September 2020 in the midst of a pandemic lockdown. But because we are a connectional church, and because NCP is committed to resourcing its pastors and congregations, I've been able to alleviate some of the isolation through opportunities like Congregational Assessment Tool interpreter training and the Service Never Sleeps Ally Training co-hort, while also growing as a person and pastor. And I and my staff have been afforded some much-needed rest through NCP's prerecorded worship offerings. This presbytery is blessed to be a blessing.



John Molina-Moore and Tara Spuhler McCabe were offering sermons for after Christmas last year. The gift of not having to preach allowed me to breathe a little easier between the holidays, to enjoy a little more time with loved ones, to experience a bit of Sabbath. I was so grateful. More than just that, though, it meant my congregation could meet and hear from our presbytery staff in meaningful, connectional, and prophetic ways. In the spring of 2021, NCP offered complete worship services for the Sunday after Easter and the Sunday after Pentecost that incorporated the entire NCP staff. Additionally, these worship services highlighted a few of the terrific musicians in our local churches, sharing the Good News through a variety of musical languages.

In a time that for all of us is one of personal, professional, and public challenge, I thank God for being part of a presbytery that takes seriously the commitment we make at ordination, to serve with "energy, intelligence, imagination and love." I thank God for the ways NCP has innovated in the last year to serve its people, not just once but many times over. And I thank God for what God is already doing in NCP for 2022 and beyond. I can't wait to see what's next!



Dwight Peace, Pastor, New Hope Presbyterian Church

As a new pastor in the National Capital Presbytery, the bi-weekly zoom gatherings with other pastors were without a doubt of great value to me. These gatherings for

conversation and sharing, greatly quickened my transition both as member of the clergy group and as the new pastor of New Hope Presbyterian Church. The welcoming spirit of the "circle" gave me a sense of belonging, and more importantly, one of acceptance.

To get the full scope of why these gatherings were so important to me, perhaps a very brief backstory might help. In September 2019 I became a member of the National Capital Presbytery as a teaching elder. On January 16, 2020, I became the pastor of New Hope Presbyterian Church. On March 13, 2020, my world shut down because of COVID19, as it did for practically everyone. As a community of faith, we had to navigate our lives and our ministries around the closing of churches, the risk of gathering of any sort inside or outside, and the wearing of masks and social distancing while in public spaces. These particular circumstances, especially for a new pastor transitioning into a new church, were quite challenging. The gatherings were my "Jacob's well" where God's presence was evident. At this Jacob's well I could see God doing a new thing in the lives of God's people, as well as in the Church.

The gatherings offered me an invaluable spiritual, relational, and connectional undergirding to continue in the work of Christ during a time when things were "different" and times were challenging. I am thankful for the many pastors who were part of the gatherings. I thank God for God's grace manifested through the "circle," which remains a wonderful source of support, as well as an awesome group of friends.



CONNECTING



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Northminster Presbyterian Church

During this pandemic period and prior to it, Northminster Presbyterian Church has made great use of the National Capital Presbytery staff and resources. In addition to the challenges presented by the pandemic, our Church began the arduous task of finding a new pastor. This task has been exacerbated by the fact that we do not have the required cash flow needed to sustain a full-time minister in Washington, DC. The General Presbyter, Rev John Molina-Moore, was key in helping the session understand, wrestle with, and come to terms with that fact. He guided and met with our session to understand our options and next steps. Rev. Molina-Moore assured us; our church is not alone in not having the resources to fund a full-time minister.

Also instrumental to Northminster during this transition period was The Committee on Ministry (COM), specifically, Rev. Mary Austin, the co-chair of Congregational Transitions Commission. Rev. Austin provided us with guidance and assistance in getting through this period without a minister. This included assisting the session with securing a moderator for session meetings and finding teaching elders on any given Sunday to preach.

Our Church has recently completed the Church Assessment Tool (CAT) scan of our congregation with the help of Rev. Tara Spuhler McCabe, Director of Congregational Development and Mission, NCP, and the Church Development Commission (CDC). The CAT scan has provided insightful information about our congregation which will be helpful in our search for a new minister. The CAT results will help us determine the best person to lead our Church.



While the pandemic has created challenges for all of our churches, the staff of NCP has provided leadership for thinking about post-pandemic and "Hybrid Church" issues. The Hybrid Church workshops, offered by the Church Development Commission (CDC) and the Communication arm of NCP have been most helpful in keeping our Church in front of the technology requirement area. These past two years have caused many of us to rethink what churches will look like and how they will operate. Like us, many churches have new members coming to our services via Zoom, and we want to continue to offer an in person and remote worship experience.

The Presbytery has been a great resource and we thank them for all the support. – **Lou Durden, Elder Northminster Presbyterian Church**

GROWTH & IMPACT



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Tech Talks

After almost two years of worship and gathering virtually our congregations, fellowships, and new worshipping communities have mastered Zoom! What started out as a simple webinar offered through the Church Development Commission (CDC) back in early 2021 with Convergence on "Hybrid Worship" generated meeting and cultivating a trio of professionals, Elder Willie Montgomery, Elder Jimmy Butler, and Sam Guillermo. Through the Communication arm of the Presbytery, the Tech Trio has offered multiple workshops on "Making Hybrid Worship a Reality". These workshops are designed to help our congregations discern a path forward with hybrid worship. We have offered 4 workshops with more than 25 participants representing 10 churches of all sizes and bandwidth.

This trio is working with NCP staff and the Worship and Theology Team as we move forward with virtual and hybrid Presbytery Meetings.



GROWTH & IMPACT

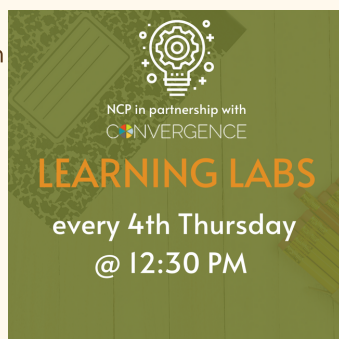


Convergence Learning Labs and Cohorts

From seed to harvest, a growth cycle of a generative ministry: A seed was planted when the Congregational Development Commission (CDC) offered a Convergence learning lab on Best Practices in Online Church with Rev.

Jim Keat, a digital minister, and the Director of Online Innovation with Convergence. He provided a well-received webinar about creating space to engage people during online worship. Elder Willie T. Montgomery Jr., Fifteenth Street Presbyterian Church, says, *"The Convergence Learning Labs have been a welcomed addition to my*

continued learning and development as a Lay Leader and Elder at my Church and as part of NCP. Not only because of the wonderful facilitator and course subjects, but the interaction with leaders from across the Presbytery. The Convergence Learning Labs have become a virtual study hall for us to gather, meet, discuss, and learn for each other. The community bond that is being strengthened, because of this learning opportunity, is simply priceless."



Engagement among online and in-person worshipers made participants yearn for more information and guidance for online ministry overall. Tech Grants were offered to help churches purchase the necessary equipment to offer

hybrid worshipful, educational, and fellowship experiences. CDC and the Spiritual Formation Team were able to invite congregations with shared interests and needs into a Co-Hort about Online and Hybrid ministry. This led into a harvest of new growth...new ways and opportunities to ensure NCP makes available



ways to implement best practices for online church. Throughout the year, CDC has continued providing Co-Horts around online ministry engagement for Youth Ministry, future Online Preaching, and Best Emergence Practices.

Northwood Presbyterian Church



Northwood Presbyterian Church, Vision and Redevelopment Task Force, faced the question, "we are thriving in faith but what can we do about our aging building?" The Session and the Task Force has been in faithful work and discernment around this question. They requested support from the Presbytery in guiding them through this discernment. Taking advantage of the lower use in the building gave the leadership time to assess while working with several tools. The Task Force met with Presbytery staff through a time of coaching around what is the vision and mission of the congregation.

The congregation participated in their second Church Assessment Tool (CAT), recommended after three to five years of taking it previously. Northwoods' second CAT reflected back to them that they have grown in Energy and Satisfaction. Specific questions about priorities and change also reflected, members knew there needed to be change around the property or building in order to thrive in their mission and ministry with the surrounding community.

This discernment led the Task Force to also look at current and projected demographics from the MissionInsite tool



provided through the Presbytery office. Using MissionInsite, along with the CAT, solidified for the Task Force that their assumptions of the surrounding community's population were correct. An important learning was about the generational shift that is projected to occur in the next 10-20 years. The projections affirm a congregation's desire to engage with specific needs of the community around intergenerational and older adult populations. Sharing this information with the congregation supported the Task Force and the Sessions' desire to move forward into next steps of assessing the property, zoning, and what IS possible with a grant from the Presbytery through CDC. The Task Force and the Session now know there are possibilities that can happen from this faithful work that can ensure Northwood to THRIVE with greater Impact and Reach. - **Members of the Vision and Redevelopment Task Force at Northwood Presbyterian Church**



SUPPORTING NATIONAL CAPITAL PRESBYTERY



TOGETHER WE CAN MAKE A DIFFERENCE!

We hope you have felt the impact of the collaborative ministry of National Capital Presbytery in 2021.

You are invited as a church, an organization or as an individual to join with us by financially supporting our shared work in the year ahead. – Thank you for your generosity!

**Pledge your 2022
financial support here:**
<https://bit.ly/3BCFcVj>



Make a financial gift here:
<https://bit.ly/3jQFfaf>

