

**NORMS, GOALS and MISSION STATEMENT
FOR COM STRATEGY 2010-2011**

COM Strategy is a task force that reports to the Congregational Care subcommittee of the Committee on Ministry. The membership is renewable at the end of each year without set terms. The membership of the group for 2010-2011 is: Chris Garrison (chair), Tim Coombs (staff), John Aldridge, Joanne Snover, Bonnie Orth, Cass Shaw (resource)

Committee Norms

Communication

- The week before the meeting, the group will be sent the minutes from the previous meeting and the agenda for the upcoming meeting.
- Any members who cannot attend any meeting shall inform their subcommittee chairs and the Presbytery office as soon as they are aware of the conflict...or if an emergency arises, as soon after the missed meeting as possible.

Accountability

- The members shall sign a yearly covenant that outlines expectations for participation

Meeting Format

- The group meets monthly (June, July, and August only as needed), on the 2nd Wednesday of the month at the Presbyterian New England Congregational Church in Saratoga Springs, from 12pm to 2:00pm.
- Meetings involve prayer, reports relating to our ministry work plan, and strategic discussions.

Role of chair

- To moderate meetings and involve everyone in planning and participation

Role of staff

- To engage in work of committee and serve as liaison to General Presbyter and council as appropriate

Role of member

- To spend 2 hours a month on Strategy meetings, and to do the work of the group once agreed upon.
- Reimbursement for travel, telephone, and other expenses related to committee work is available for elders.
- Pastors are expected to request reimbursement for expenses related to stated meetings from their own church expense accounts, but other expenses related to COM work outside of stated meetings may be reimbursed by the Presbytery.
- If COM members voluntarily cover expenses, they are entitled to a charitable tax deduction to the full extent allowed; please consult your own tax adviser for further information.
- Expenses must be submitted by the end of the following month. For example: Vouchers submitted by February 29 for January expenses. Vouchers must be submitted through the committee chair, either on paper or by email.

Mission

Our mission is to intentionally and proactively promote the health and vitality (faithfulness to calling; fruitfulness in mission) of the particular congregations within Albany Presbytery.

To fulfill this mission, the Strategy Group will provide:

- Congregation Coaching for Transformation: mindset and method of working with churches to discern their future and set their goals.
- Pastoral Coaching for Transformation: coaching for excellence in ministry where pastor discerns calling, strengths, and sets own goals.
- Transformation Pastor Recruiting: network with seminaries for internships and networks with regionally proven Transformation Pastors and bring to Albany Presbytery in designated relationship.
- New Church Development:
- Training:

1. Draft overarching strategic plan

- **Geographically targeted**
- **New Church Development**
- **Goals 2010-2011:**
 - **Write working document and engage COM and council in discussions**
 - **Explore shared partnership with RCA**

2. Congregational Coaching for Transformation (Bill, Chris, Joanne, Tim)

- **Mindset and method of working with churches to discern their future and set their goals**
- **Toolbox (Natural Church Development, Unbinding Gospel, etc.)**
- **Goal 2010-2011:**
 - **Work with 3-5 churches using guiding principles**

3. Pastoral Coaching for Transformation (Joanne, John, Tim)

- **Coaching for Excellence in Ministry where pastor discerns calling, strengths, and sets own goals.**
- **Goals 2010-2011:**
 - **Offer to pastors of churches engaged in our congregational coaching program—using the same facilitators for pastor and congregation**
 - **Select 4 pastors to receive training and a coach for a year**

4. Transformation Pastor Recruiting (Tim with Kirianne Riehl & David Bennett)

- **Network with regionally proven Transformation Pastors and bring to Albany Presbytery in designated relationship**
- **Engage seminaries to supply pastoral interns for churches**
- **Goals 2010-2011:**
 - **Create a plan for recruitment**

5. Training Events

- Offer one excellent presbytery wide training event with a national figure leading, or
- Offer a couple regional events a year
- **Goals 2010-2011:**
 - Offer 'Unbinding the Gospel' with Martha Grace Reese for group of churches – Tim as point person
 - Engage Laurie Ferguson to speak to presbytery and offer two workshops: 1) coaching 101: coaching skills, and 2) coaching 201: coaching groups and teams

6. New Church Development

- Learn from other our own and other traditions who do this well in the Northeast
- Discern geographically and strategically viable places and sponsoring churches
- **Goal 2010-2011:**
 - Engage COM and Council in discussion
 - Explore shared partnership with RCA

7. Ongoing Team Training

- Offer fall and spring opportunities for COM Strategy Team members to keep honing skills in areas of coaching and transformation
- **Goal 2010-2011:**
 - Members participate in training events outlined above