



THE PRESBYTERY OF  
**Los Ranchos**

**First Time Commissioner  
Welcome Booklet**



THE PRESBYTERY OF  
**Los Ranchos**

Welcome to your first meeting of the Presbytery of Los Ranchos.

The presbytery understands itself to be a learning community. We hope this first-timer booklet will help you learn more about the presbytery's mission, its committees, and what to expect at this and future presbytery gatherings.

Inside you will find:

- Dates and locations of current year presbytery meetings
- Responsibilities and privileges of presbytery commissioners
- Privileges of visitors to a presbytery gathering
- Los Ranchos Presbytery Revised Mission Plan
- Los Ranchos Presbytery Strategies in Plain Language
- Los Ranchos Presbytery Organizational Chart
- Los Ranchos Presbytery Committee Descriptions
- Los Ranchos Presbytery Moderators
- A list of presbytery and PCUSA acronyms

The Presbytery Gathering Team (PGT) plans each presbytery gathering. Our goals are to:

- Gather God's people for worship.
- Accomplish the presbytery's business.
- Provide opportunities for learning.
- Sit at table and break bread with one another.
- Become a community of trust.
- Inspire and equip commissioners and congregations to work towards the kin-dom of God here and now.

Each gathering of the presbytery will be unique. The theme, time, location, schedule, and speakers will vary. However, every gathering will include the following components:

- Worship
- Learning – speakers, workshops or some combination thereof
- Meal
- Business meeting

The Presbytery of Los Ranchos is a community of people and congregations. We are God's gathered and disbursed people. We are a community, which seeks to support, care for and love one another. We are here to answer your questions, to help you understand what is happening during the meeting and in between meetings, and also to introduce you to your colleagues in ministry.

You are welcome here!

## **2019 Meetings of the Presbytery of Los Ranchos**

- Thursday, February 21<sup>st</sup>: Santa Ana Orange Canaan Presbyterian Church  
940 W Wilshire Avenue, Santa Ana, CA 92707
- Thursday, May 30<sup>th</sup>: St. Mark Presbyterian Church  
2200 San Joaquin Hills Road, Newport Beach, CA 92660
- Saturday, September 28<sup>th</sup>: St. Peters-by-the-Sea Presbyterian Church  
16911 Bolsa Chica Street, Huntington Beach, CA 92649
- Thursday, November 21<sup>st</sup>: Shepherd's Grove Presbyterian Church  
4445 Alton Parkway, Irvine, CA 92604

## **Commissioners to Presbytery with Voice and Vote**

- All Teaching Elders of Los Ranchos Presbytery;
- Ruling Elders elected or assigned by their Session for the current year according to the Equalization Report approved at the February Presbytery meeting;
- Ruling Elders on Council; and
- Ruling Elders on Trustees (up to 6 maximum);
- Certified Educators, if Ruling Elders, otherwise voice only.

## **Guidelines for Participating in Presbytery Meetings**

- When speaking, please address the Moderator and not the body.
- Introduce yourself by stating your name and your church.
- Only enrolled commissioners are authorized to vote on issues.
- Enrolled commissioners include:
  - Ruling Elder commissioners chosen by their church as voting representative for Presbytery
  - All Teaching Elders who are members of Presbytery of Los Ranchos.
- Corresponding members are entitled to address the Presbytery. (Corresponding members are clergy who are members of the PCUSA but not our Presbytery)

All Commissioners should register for the presbytery gathering online at:

<https://losranchos.org/meet/presbytery-gathering/>

You can also reserve a meal when you register.

Visitors are always welcome at presbytery gatherings. Anyone who is not an enrolled Commissioner or a Teaching Elder/Minister of Word and Sacrament member of the Presbytery of Los Ranchos is considered a visitor.

On the day of the gathering, please check-in at the lobby tables before entering the meeting room. You are asked to register your attendance as a voting member or visitor and receive a name badge.

You may also purchase meals at that time. Credit card processing of meal payments is available at the check-in table.

## Revised Mission Plan for 2016-2018

### **Context**

Presbyteries are “responsible for...assisting and supporting the witness of congregations to the sovereign activity of God in the world, so that all congregations become communities of faith, hope, love, and witness” (G-3.03). This mission plan expresses our presbytery’s communal commitment to this work, as approved through the vote of our congregations’ representatives to presbytery.

The strength of the plan is its specificity. It includes strategies, objectives, and tools. Where a specific objective or tool is not optimal for a particular context, the presbytery will support an alternative option that provides similar benefit.

### **Vision**

To be a community of flourishing congregations that joyfully participate in God’s redemptive work through Jesus Christ in the world.

### **Strategies and Objectives for 2016-2018**

1. Invest in resources that help church leaders be effective in their unique contexts.
  - The presbytery will request sessions and New Missional Communities to commission at least one member to learn about the services of Mission Insite and to interpret the congregation’s context back to their congregation or New Missional Community.
  - The presbytery will provide assistance for all congregations (which have not recently completed one) to undertake a church assessment process that measures the health and vitality of the congregation, as well as equips the session with reliable information upon which to make strategic decisions about their congregation’s future.
  - SCT’s Healthy Congregations Team will identify skilled, experienced and specialized volunteer leadership from PLR’s transformational\*\* congregations who are able and willing to assist other sessions in their efforts to increase their congregations’ missional effectiveness.
  - SCT’s Healthy Congregations Team will provide financial assistance, if needed, to congregational leaders who participate in training and/or coaching that provides practical tools for congregations to increase their missional effectiveness.
2. Steward the resources of the presbytery for organizing New Missional Communities\*, and encouraging existing congregations in pursuing new missional endeavors.
  - PLR will become established as an incubator for New Missional Communities and pioneer leaders. Transformational Congregations\*\* will seek to partner with New Missional Communities as “partner churches.”

3. Collaborate effectively within a wider community of ethnic, linguistic, and theological diversity.
- SCT and the Presbytery Gathering Team will resource and broker educational and fellowship events to bring communities from diverse ethnic backgrounds together to learn about each other's spiritual journeys and cultures, and how to network with each other for greater missional effectiveness.

### **SCT Budget Guidelines**

The mission plan is to be funded from the annually-approved SCT budget, as follows:

- 50%** for equipping sessions to lead their congregations in healthy, vital ministry.
- 25%** for organizing and leading New Missional Communities.
- 15%** for ministries the presbytery values but where no particular congregation takes initiative to coordinate.
- 10%** for Research & Development: new ideas where no expectations for self-sufficiency exists, but where the lessons learned will be vigorously shared with the rest of the presbytery.

### **Glossary**

**Current Ministry Context:** We minister in a diverse, rapidly changing environment. Whether a congregation is newly forming or has existed for decades, our presbytery calls every congregation to grow in its awareness of its context, the people who live there, and the unique work that God is calling it to accomplish in that place.

**\*New Missional Communities:** Normally, these are initiated by a Transformational Congregation or a partnership of congregations as a specialized ministry. They may also arise as God stirs small teams of "pioneers" to organize a new ministry or community under the support and supervision of the presbytery.

**\*\*Transformational Congregations:** Those with significant history in an area with a strong sense of identity, mission, and a tradition of health and vitality. They demonstrate the capacity to consistently and meaningfully engage those outside the church. Furthermore, they form the backbone of the presbytery and provide resources of every kind. By doing so, they reinforce their own transformation and become living invitations to Christian discipleship.

**Transitional Congregations:** Those congregations which for a variety of internal and external factors require intentional revitalization and sometimes reinvention to thrive.

## Strategies in Plain Language

by Tom Cramer – Presbytery Co-Executive for Vision and Mission

On May 26, 2016, the presbytery approved a Revised Mission Plan that includes strategies and objectives. It was a way of saying, "This is how we believe we can serve God best given who we are right now." The **vision** is: *"To be a community of flourishing congregations that joyfully participate in God's redemptive work through Jesus Christ in the world."*

It benefits the presbytery for every leadership group, committee and congregation to understand this plan and to consider our respective roles in its implementation. To that end, I thought it would be helpful to render the plan's strategies in plain language. The invitation to each of us is to understand the plan and to engage our passions and gifts to achieve its ends.

Strategies Said a Different Way:

### **1. The Art of Neighboring**

Who are our neighbors? (demographics, needs, longings, aspirations)

What makes us good neighbors? (Good Samaritan, sacrifice, solidarity, adaptability)

How can we tell? (congregational assessments that accurately evaluate the quality of our spiritual communities)

*"Invest in resources that help church leaders be effective in their unique contexts."*

### **2. The Art of Starting New Churches**

What do you need? (a comprehensive, integrated, supportive, and innovative approach to running disciplined experiments)

Who is involved? (discerners, church starters, established congregations)

What is the path? (partnerships, accountability, sustainability, chartering)

*"Steward the resources of the presbytery for organizing New Missional Communities, and encouraging existing congregations in pursuing new missional endeavors."*

### **3. The Art of Living, Loving and Serving God Together in a Diverse Community**

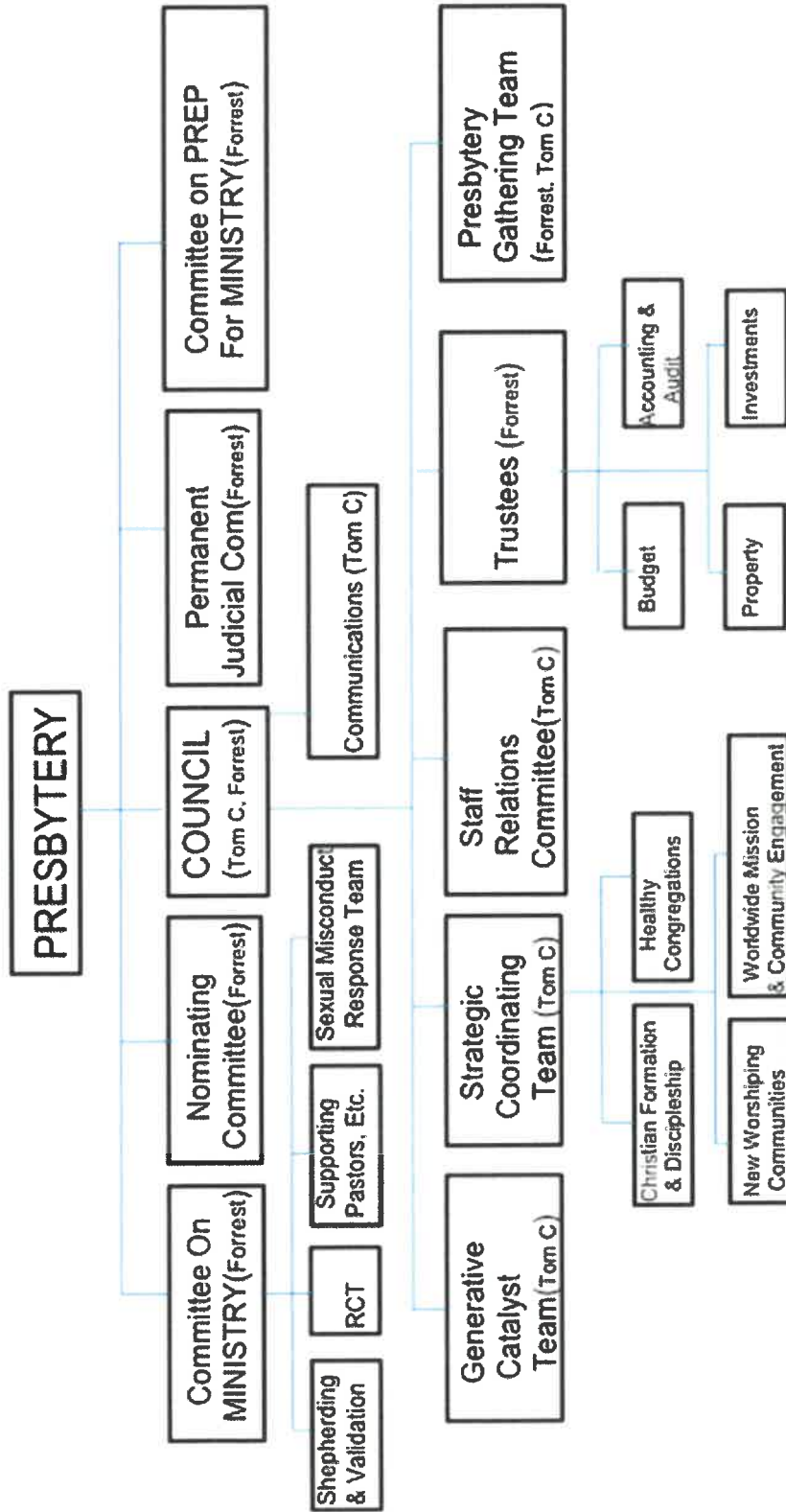
What unites us? (the gospel, the reconciling work of God, God's artistry)

What can we learn from each other? (the art of dialogue, deep listening)

How can we benefit from each other's strengths? (story telling, visitations, partnerships)

Collaborate effectively within a wider community of ethnic, linguistic, and theological diversity ....

**Presbytery of Los Ranchos Organizational Chart**



## The Presbytery of Los Ranchos Committee Descriptions

### **Presbytery Council**

#### Committee Membership:

Committee moderators of Generative Team, Strategic Coordinating Team, Staff Relations Committee, and Trustees or their representative, Council moderator, Presbytery moderator, vice-moderator and past moderator plus nine members at large, equally divided into three classes.

#### Committee Function:

Council functions as a coordinating cabinet for the presbytery, to be responsible for increasing efficiency and in general, oversee the work of presbytery. Acts on behalf of presbytery between its meetings, when necessary. Develops General Mission Budget annually.

### **Committee On Ministry (COM)**

#### Committee Membership:

Twenty-four members - twelve must be teaching elders, twelve must be ruling elders.

#### Committee Function:

Responsible for promotion of spiritual and temporal welfare of ministers and churches; supervise churches with vacant pulpit; counsel with all pastor nominating committees; process all pastoral calls; provide a pastoral presence and cultivate an attitude of caring and learning; respond to potential disorder within congregations; oversee validation of ministries not directly connected to a congregation.

Members shall be available as needed as a liaison to a pastor nominating committee (usually more than one PNC at a time). Every person on COM is assigned to a sub-committee by the COM moderator. This may mean one more meeting per month (average) as needed and may be day time or night time depending on the type of meeting.

Sub-committees are: Supporting Pastors and Pastoral Relationships, Response Coordinating Team, Shepherding and Validations.

### **Committee On Nominations**

#### Committee Membership:

Nine members nominated by Presbytery Council and elected by presbytery.

#### Committee Function:

Responsible to seek, discover, and develop the most effective personnel possible for presbytery committees; to present to presbytery nominations for all elected positions:

- presbytery vice-moderator, and when needed, presbytery moderator
- all permanent presbytery committee members
- synod commissioners
- Presbytery "representatives" or special requests for General Assembly Committees.

### **Committee On Preparation For Ministry**

#### Committee Membership:

Fifteen members – divided as equally as possible between teaching elders and ruling elders.



#### Committee Function:

Enlistment, oversight, care and nurture of persons interested in service as teaching elders and the sessions of such persons:

- interview applicants coming "under care"
- consults annually with each inquirer or candidate
- examines and presents inquirers to presbytery with recommendation for action on them becoming candidates.
- oversight of academic progress and Standard Ordination Exams
- examines and present to presbytery for examination for ordination, those candidates who have received a call (or are ready to receive a call).

In addition to monthly meetings, each member serves as an advisor for approximately three to four inquirers/candidates and will be assigned to a sub-committee.

#### **Staff Relations Committee**

##### Committee Membership:

Seven members appointed by Council

##### Committee Function:

The committee supports, guides, counsels, and evaluates all presbytery staff; implements the personnel policy of the presbytery; reviews, evaluates, and recommends appropriate changes to the policy; studies the staff configuration and recommends appropriate changes; reviews compensation for all staff members and prepares budget recommendations for the appropriate budget committees; presents nominations to Council for administrative and program staff with the exception of the Leader for Vision and Mission and the Leader for Polity and Administration/Stated Clerk.

#### **Trustees**

##### Committee Membership:

Twelve members: 6 teaching elders and 6 ruling elders.

##### Committee Function:

Fiduciary responsibilities for finances and property. Responsible for budget preparation and management; investment strategy and oversight; management and sale of property; endowment funds; insurance; audits; accounting and accounting software; loans from sale of property funds; reports to presbytery; interest income. Assure that presbytery meets all secular and ecclesiastical requirements for proper management of all assets.

Committee members serve on one of four sub-committees: Budget & Finance; Investments; Property and Facilities; Accounting and Audit.

#### **Permanent Judicial Commission**

##### Committee Membership:

Nine members; nearly evenly divided teaching elders and ruling elder...regular term is 6 years - a class elected every other year.

##### Committee Function:

Hear cases involving judicial matters and render its decision on behalf of the presbytery.

## **Generative Catalyst Team**

### Committee Membership:

Nine members who are futurists, entrepreneurs, strategist and creative (3 members are appointed by the Moderator, one each year; 3 members are nominated by Council and elected by presbytery; 3 members are appointed by Presbytery Co-Executives, one each year)

### Committee Function:

- Cultivating & stimulating generative and adaptive thinking
- Provide theological reflection and guidance to presbytery
- Evaluating presbytery's mission
- Reviewing the budget to insure that resources go to missional priorities
- Bring regular Odyssey Reports to presbytery gatherings
- Raise challenges and opportunities for presbytery's consideration
- Oversight of media and communication for presbytery

## **Strategic Coordinating Team**

### Committee Membership:

Eighteen members who have time to work with leaders of congregations to broker the resources of presbytery; are willing to challenge the status quo; are able to design experiments and measure results against desired outcomes; are able to think developmentally, in stages and phases.

### Committee Function:

Doing work which is critical to leadership for our presbytery's mission; help create, maintain, support partnerships of congregations; facilitating and supporting affinity and professional networks; provide resources to maintain and encourage ethnic ministries and New Church Developments (NCDs).

Members serve on one of four sub-committees: Christian Formation and Discipleship; Healthy Congregations; New Worshipping Communities; Worldwide and Community Engagement.

## **Presbytery Gathering Team**

### Committee Membership:

Moderator and Vice-Moderator of the presbytery, representatives from the Presbytery Council, the Generative Catalyst and Strategic Coordinating Teams, and three members-at-large equally divided into three classes.

### Committee Function:

The Presbytery Gathering Team builds enthusiasm and energy for Presbytery Gatherings by coordinating activities that flow together in a natural rhythm, in an effort to support the presbytery's vision, and enhance its missional effectiveness.

### **Presbytery Staff**

Executive Assistant for General Administration:	Carol Bridgeman, <a href="mailto:cbridgeman@losranchos.org">cbridgeman@losranchos.org</a>
Co-Executive for Governance and Congregational Leadership/Stated Clerk:	Forrest Claassen, <a href="mailto:fclaassen@losranchos.org">fclaassen@losranchos.org</a>
Co- Executive for Vision and Mission: Assistant to the Stated Clerk	Tom Cramer, <a href="mailto:tcramer@losranchos.org">tcramer@losranchos.org</a> Robin Clardy, <a href="mailto:rclardy@losranchos.org">rclardy@losranchos.org</a>
Executive Assistant for Presbytery Gatherings & Ministry Support:	Debbie Haley, <a href="mailto:dhaley@losranchos.org">dhaley@losranchos.org</a>
Administrator for Finance and Accounting:	Kathy Hill Long, <a href="mailto:klong@losranchos.org">klong@losranchos.org</a>

### **Presbytery Consultants**

Consultant for New Worshipping Communities & Congregational Transformation: Director of Cyclical Los Ranchos	Alfredo Delgado, <a href="mailto:alfredel_10101@yahoo.com">alfredel_10101@yahoo.com</a> Martin Garcia <a href="mailto:mgarcia@cyclicallosranchos.org">mgarcia@cyclicallosranchos.org</a>
Consultant for Spiritual Formation:	Susan Young-Thornton, <a href="mailto:smythornton@mac.com">smythornton@mac.com</a>

### **Moderators/Co-Moderators of Presbytery Committees and Teams – 2019**

Presbytery Moderator:	Deborah Mayhew - <a href="mailto:deborah@dmayhew.com">deborah@dmayhew.com</a>
Presbytery Moderator Elect:	Steve Sweet - <a href="mailto:ssweet@lagunapreschurch.org">ssweet@lagunapreschurch.org</a>
Committee on Ministry:	Steve Wirth - <a href="mailto:steven.wirth@presbyterianfoundation.org">steven.wirth@presbyterianfoundation.org</a>
Committee on Preparation for Ministry:	Jackson Clelland – <a href="mailto:jackson.clelland@mypcom.com">jackson.clelland@mypcom.com</a>
Generative Catalyst Team:	Rob Langworthy - <a href="mailto:rlangworthy@covenantlib.org">rlangworthy@covenantlib.org</a> Kim Skilling - <a href="mailto:kskilling@sbcglobal.net">kskilling@sbcglobal.net</a>
Nominations Committee:	Leanne Strommen - <a href="mailto:stromet@cox.net">stromet@cox.net</a>
Presbytery Council:	Robin Clardy - <a href="mailto:lifespanministries@gmail.com">lifespanministries@gmail.com</a>
Presbytery Gathering Team:	Deborah Mayhew - <a href="mailto:deborah@dmayhew.com">deborah@dmayhew.com</a>
Strategic Coordinating Team:	Steve Marsh - <a href="mailto:smarsh@genevapres.org">smarsh@genevapres.org</a>
Staff Relations Committee:	Winston Presnall - <a href="mailto:rwinston@firstpresorange.org">rwinston@firstpresorange.org</a>
Trustees:	Jesse Lund - <a href="mailto:jesse@trabu copres.com">jesse@trabu copres.com</a>

### **Common Presbytery Acronyms**

COM:	Committee on Ministry
CPM:	Committee on Preparation for Ministry
GCT:	Generative Catalyst Team
JST:	Joint Solution Team
LRP:	Los Ranchos Presbytery
NCD:	New Church Development
NOM:	Nominations Committee
PGT:	Presbytery Gathering Team
PJC:	Permanent Judicial Commission
PLR:	Presbytery of Los Ranchos
RE:	Ruling Elder
SC:	Stated Clerk
SCT:	Strategic Coordinating Team
SMRT:	Sexual Misconduct Response Team
SR:	Staff Relations Committee
TE:	Teaching Elder (Minister of Word and Sacrament)

Want to know more? Visit our website - <https://losranchos.org> - for more in-depth information.