

October 12, 2020

Greetings Members of the New Brunswick Presbytery

As our presbytery's elected representatives, we were asked by the Central Leadership Team (CLT) to offer response to questions sent to us on Tuesday, September 29th. The New Jersey Missional Structures Working Group (NJMSWG) has published a [Frequently Asked Questions](#) document which answers some questions asked. We welcome the chance to share this list with the larger working group, trusting that our Presbyterian siblings in other parts of the state may appreciate answers to these questions as well.

We believe that the majority of questions raised in your FAQ document find pathways to answers in a document prepared by Rev. Thia Reggio, a consultant contracted by our Synod to facilitate conversations in and among what is slated to become (should the way be clear) the new "Central" presbytery. We commend "Transition Model and Considerations," to you, which calls for the establishment of a Transition Working Group, to be peopled by folks from all three regions. We have included it as part of this document.

We have read and re-read the six pages of submitted questions, had conversation and spent time in prayer. Looking to Philippians 2:12 (*Therefore, my beloved, just as you have always obeyed me, not only in my presence, but much more now in my absence, work out your own salvation with fear and trembling*) as a framework, with fear and trembling we hold to the following:

- Many of the questions raised are not ours to answer.
- Many of the questions raised are not the Central Leadership Team's, nor any other entity within our presbytery, to answer.
- Answers to many of these questions rightly belong to the discernment process taken up by what is to become the new Central & Northwest presbyteries.

Accordingly, we offer the following answers on the pages that follow.

Sal Lalama (Bound Brook), Marcus Lambright (First-Trenton) & Wendi Werner (Dayton)
New Brunswick Presbytery Representatives
to the New Jersey Missional Structures Working Group (NJMSWG)

1. How was it decided to break the presbyteries out this way?

(page 3 of the NJMC report for presbytery approval)

After diligent consideration of statewide resources and structural possibilities, the NJMCTWG formally recommends the vision cast by the NJ Missional Structures Working Group: the dissolution of our seven presbyteries and creation of four presbyteries/missional communities. For the time being, these missional communities will be identified by region: South, Central, Northwest and Northeast. The names of the new communities are to be self-determined when their life together begins. The shaping of these communities has been intentional, with the desire to reflect a balance of diversity in as many forms as possible (congregational size, community type, culture, etc.). Attention has been paid to the issue of equity, striving to ensure there are resources available to allow the strongest breadth of possibility in staffing and shared mission for each presbytery/missional community. While these new communities will retain the unique witness and “flavor” of geographic regions, the hope and expectation has been laid for a new way of working together across the state to serve our congregations, 1001 worshipping communities, validated ministries, schools and educational institutions, camp and retreat center, and other extensions of the work of our state.

2. How was funding allocated?

In short, funds were allocated on a per capita basis, directly dependent on the percentage share of members moving from one presbytery to another. Real property was allocated based on the geographic bounds of the new presbyteries.

Slide 10 of the NJMC presentation deck expands on the details of the asset transfers:

- a. Donor-restricted funds shall remain intact by prior agreement
- b. Board-restricted funds may also remain intact by prior agreement
- c. Real property not associated with a congregation is listed in the motion - priority was given to geographic location

Further information can be found in section 3, FINANCIAL RESOURCES AND REAL PROPERTY on pages 9-10 of the NJMC report, which contains a complete description of how financial and real assets are to be redistributed from the seven presbyteries to the four new presbyteries.

3. What exactly are we hoping to do better or achieve that we are not achieving now?

In November of 2019, the Presbytery of New Brunswick voted to accept the invitation to participate in the New Jersey New Missional Communities initiative which stated in part “Fresh expressions of faith are springing up all around, even as older expressions are passing away. The Church at every level, from individual congregations to national denominational bodies, is examining anew what it means to be and do church....Through listening sessions in each of New Jersey’s presbyteries, we have heard from you the confirmation that this is indeed the time to radically change the structure and function of our presbyteries; to embrace an understanding of mid-councils as spiritual communities rather than legal and administrative organization.” (pg. 3 Invitation to Participate in New Jersey New Missional Communities)

4. What is the history of this proposal?

From the NJMC FAQ: How did we get here? [FAQ LINK](#)

The work of transforming New Jersey's seven geographic presbyteries into four new Missional Communities began in 2017, in response to dwindling membership and resources, when Monmouth Presbytery, with concurrence from Newton and Elizabeth Presbyteries, overtured the Synod of the Northeast to convene a working group to "examine the present boundaries and structures of [New Jersey's] presbyteries, consider the possibility of redrawing presbytery boundaries, and make recommendations to the Synod."

The result of this overture was the creation of the New Jersey Missional Structures Working Group (NJMSWG). This working group met over the course of a year and a half, from March 2018 to November 2019, and included listening sessions in each of the presbyteries as well as a meeting with presbytery leaders and stake-holders. The work of the NJMSWG culminated with "An Invitation to Participate in NJ Missional Communities," issued to the presbyteries on February 14, 2019. This invitation proposed the creation of four new missional communities in NJ as well as a new working group that would dig into financial and legal details and make the proposed transformation a reality.

All seven presbyteries voted to accept the "Invitation" to participate in the process. The new working group that was formed, the NJ Missional Communities Transitions Working Group (NJMCTWG), began by reviewing and updating the assumptions and data the NJMSWG had based their invitation and proposal on. Extensive data modeling and projection by the NJMCTWG's T(echnical) team, comparing a number of possible new configurations, revealed with abundant clarity that the boundaries proposed in the "Invitation..." were by far the most equitable and sustainable presbytery composition for the present and future of our state.

5. What have we learned from previous efforts to share with other presbyteries?

We find this question to be somewhat troubling. We know it to be true that there has been both success and failure in shared efforts. The entities identified as Central and Northwest, however, are entirely new bodies to be led by representational leadership. Through the work of discernment, these new bodies will chart their own course in determining what shared life may look like. Past shared experiences have been defined by all manner of boundaries; boundaries within the new missional community will be eliminated.

6. What are the pros and cons of the proposal?

We have been faithful in reporting to the presbytery what we believe are the merits to the proposal and commend to you all of our previously submitted documents.

7. What will happen if not all Presbyteries agree? What happens if one or more presbyteries says no? Is it a majority decision? Is unanimity necessary?

(from the NJMC FAQ: What if a presbytery votes “No?”)

Any presbytery that votes not to participate in the proposed reconfiguration of presbytery life in NJ will continue in its current shape and form. This would most likely throw off the balance of the participating communities, so the NJMCTWG would have to go back to the drawing board and reconsider the most equitable and sustainable size, shape, and configuration for presbyteries in the state.

Any non-participating presbytery would, however, still be included in statewide shared resources and be part of the overall missional community.

It does not have to be a unanimous decision among all seven presbyteries.

A majority vote will be necessary in the New Brunswick presbytery.

8. Will border churches get to decide where they end up, as was discussed before? If they want to remain, what happens then to process, since it’s been said there was some balancing done?

The NJMSWG began its work with the understanding that boundary lines between the new proposed bodies were “soft,” lending opportunity for churches to make independent decisions. We were later reminded by the Office of General Assembly that individual congregations are without vote when it comes to presbytery identification. Instead, it falls to the determination of individual presbyteries. Further, the Office of General Assembly does not support non-geographic boundaries for our presbyteries, so presbyteries are refrained from “leapfrogging” individual churches.

Since it is within the charge of the working group to have conversations with “border churches” the working group has engaged in dialogue with congregations directly adjacent to the proposed borders. Only three of all churches within the New Brunswick presbytery qualify as border churches within the new Central presbytery: Bound Brook, Kingston & Titusville.

Also from the NJMC FAQ: What if a church doesn’t want to move to the proposed new community?

We understand, appreciate, and honor the grief and anxiety that may arise in churches and individuals who find themselves in a new community from some of their long-time friends, colleagues, and partners in ministry. We will work to facilitate communication and collaboration between the sending and receiving entities and the affected congregations to ensure a smooth and successful transition.

It is important to keep in mind that all of New Brunswick presbytery’s people, all congregations, all specialized ministries will be joining a new presbytery, and while some congregations will feel the effects more than others, no one will be staying with their “old presbytery.” Geographic boundaries are not prohibitive, and there’s nothing to keep anyone from being in relationship with friends across presbytery borders. In fact, one of the goals and aspirations of this

reconfiguration is greater connection and collaboration between Presbyterians across the whole state!

9. How far will commissioners need to travel?

A fully interactive [map](#) is now available.

10. How often will new presbyteries meet? How many times a year?

Question to be discerned by the new presbytery entities.

11. Will increased size of presbyteries lead to a feeling of disconnect and thus further make it harder to recruit volunteer leadership?

The concerns this question raises should be tackled by the new entities. The question here is how to create meaningful connections through mission, ministry, collegiality, and connection in the Spirit. Presbyteries deal with many issues, geographic size, number and size of churches. The working group has considered these to the extent possible—even down to roads, etc.—but we anticipate that the work of building connections will be a priority for the new entities' transition teams.

12. In what specific new ways will pastors be supported in this challenging time as a result of this proposal?

Question to be discerned by new presbytery entities.

13. Northeast Presbytery is well endowed. So are others. Central Presbytery not so much. Are there any new resources being brought into the new Central presbytery as a result of this proposal? If so, what are they?

This process has not created new resources. Rather, the new structure allocates the existing resources from the current presbyteries into a new set of presbyteries. The resulting levels of resources in the new presbyteries are expected to enable them to be sustainable and able to grow and thrive. Please note that assets currently held by the Newark Presbytery consist of items such as real property that cannot be divided and so these move intact into the new Northeast presbytery. In cases where assets are essentially liquid they will be allocated using a per capita allocation.

14. What is the new Central Presbytery's status regarding congregations, their sizes, their capacities, their resources?

A data file containing membership, per capita and attendance data is now available and will be provided.

15. In NBP we have many congregations in different phases of transition. How many of each type of congregation would there be in the new Central Presbytery?

If this question is asking how many churches in total within the new Central Presbytery are in transition, the answer is unknown to us.

16. What is the new Northeast Presbytery's history of being welcome and affirming to LGBTQIA+ pastors and elders? What is the new Central Presbytery's history of being welcome and affirming?

Please note that New Brunswick churches are slated to go to either the new Central or new Northwest presbyteries.

There is no history to call upon, as these will be entirely new bodies. The new bodies will determine how they are to live out the inclusion mandated by our polity.

17. What is the new Northeast Presbytery's work around racial justice? What is the new Central Presbytery's work around racial justice?

Please note that New Brunswick churches are slated to go to either the new Central or new Northwest presbyteries.

There is no history to call upon, as these will be entirely new bodies. The new bodies will determine how they are to live into God's call on churches and specialized ministries to engage in work around racial justice.

18. How does this structure accomplish better mission - helping congregations strengthen their 7 vital marks?

This is considered an excellent question for the new entities to consider in their discussions.

19. Describe the assets in detail; are they buildings, endowments, restricted funds, unrestricted funds? Are these assets owned by congregations or by the presbytery as a whole?

Assets are defined in the financial reports of each of the current presbyteries. These include only presbytery assets, not the assets of the individual churches. The assets of churches are retained by the churches.

20. We know that having money doesn't equate to good governance, and having human resources does not equate to engagement. How does this new structure improve governance and increase engagement?

This question belongs to the discernment process of the new entities.

21. Committee on Ministry is already under-resourced in terms of committee-members per crisis-ridden church. How many more churches will need help?

This question belongs to the discernment of the new entities.

22. Our welcoming/affirming culture of our LGBTQIA+ ministers, members, leaders--how do we ensure continuation of this culture and this priority?

This question belongs to the discernment process of the new entities. We would note, however, that the values and ideals that have defined the New Brunswick Presbytery have found primary expression within its people, churches and specialized ministries. The New Brunswick presbytery representatives to the transition team will serve as ambassadors to those values within the new entities, as will other individuals and groups who have been part of our presbytery.

23. How will we coordinate our values of social and racial justice priority across new groups?

This question belongs to the discernment process of the new entities. We would note, however, that the values and ideals that have defined the New Brunswick Presbytery have found primary expression within its people, churches and specialized ministries. As with the question of LGBTQIA matters, the New Brunswick presbytery representatives to the transition team, as well as other individuals and groups that have been part of our presbytery, will serve as ambassadors for those values within the new entities.

24. How will we address work/issues of disaster relief and environmental/earth care or other priorities of those congregations with which we'd be combining?

This question belongs to the discernment process of the new entities. We would note, however, that the values and ideals that have defined the New Brunswick Presbytery have found primary expression within its people, churches and specialized ministries. As with the questions above, the New Brunswick presbytery representatives to the transition team, as well as other individuals and groups that have been part of our presbytery will serve as ambassadors for those values within the new entities.

25. Trying to understand how there can be an idea that the new central and northeastern presbyteries are even faintly equal in assets? Wasn't a distribution of assets part of the phase I vision?

The working group reviewed multiple factors with respect to the sustainability of each of the new missional communities and net assets was one of them, along with number of members and geographic affinity. Millions of dollars of the net assets of the Northeast are comprised of accounts receivable on church loans and permanently restricted funds, both of which provide income, some of which is also restricted.

26. Tell us what the working templates are for Committee on Ministry, Committee on Preparation for Ministry, nominating, and any other committees?

A template was developed by the Newark, Palisades and Elizabeth presbyteries and this document can be made available to the team that will develop the Central presbytery.

27. Is there a graph of the racial ethnic diversity of the four new presbyteries?

Racial/Ethnic data is inconsistently collected by individual churches and so has not been used in the analyses.

28. Is there a graph on per capita % in new presbytery by congregation?

A data file of all per capita percentages will be provided.

29. Will there be help in merging different cultures?

The Central presbytery will be assisted by a Synod facilitator, Thia Reggio. Ultimately, assessment of needs will belong to the new entities.

30. How were congregations analyzed and designated rural/suburban/urban? How were each of those terms defined? How does the urban church definition compare with NBP's urban church definition?

The Technical team of the Working Group did not develop designations regarding rural/suburban/urban. The team did use a set of definitions of "Family", "Pastoral", "Program", and "Corporate". These definitions were defined in the Alban document which can be provided.

31. How does this proposal affect our current staff?

This question belongs to the discernment of the new entities.

32. Why is NBP moving to hire new staff now if this change is on the horizon?

We leave this question for the CLT and Personnel Committee to answer.

33. What are the implications for voting yes on the work of our Nominating Committee and electing leaders this fall to serve in roles necessary to continue the presbytery's work while two new presbyteries are being established?

This question belongs to the discernment of the Transition Working Group, which needs to be established.

34. Who will carry out the work of crafting the transition proposal?

The Transition Working Group, which needs to be established.

35. How will the transition proposal be decided upon?

This question belongs to the discernment of the Transition Working Group, which needs to be established.

36. What is “broken” in NBP that this proposal will fix? How will it fix those things? What other attempts have been made to “fix” those things? What has been learned from those efforts? Will there be things that are working in NBP that this proposal undoes?

The New Missional Community proposal does not endeavor to fix what may be considered by some to be broken. Instead, it looks to seize a Kairos moment to live into a new thing to its greatest potential, with God’s help. Lessons learned in the New Brunswick presbytery will be carried forward by individuals to the new entity.

37. How will the 13 Hunterdon and Somerset congregations be welcomed into the new Northwest Presbytery?

It is our understanding that the Transition Working Group of the new Northwest is eager and ready to both welcome and engage these 13 congregations.

38. What will we need to know to have a decent, orderly discussion in our churches?

We find this question somewhat troubling, as it is unknown to us why churches wouldn’t have decent, orderly discussions. It is suggested that churches be afforded the opportunity to watch a recording of the Missional Community presentation from the September meeting, and reach out with questions.

39. Most people in our congregations would not know about this or see its significance. How will congregations be assisted in knowing what’s happening? What will the new structure mean for individual churches – will it be noticeable and what impact will have on each congregation?

All of our congregations have had varying levels of involvement in the presbytery, and we assume that this will continue to be the case no matter what. We will seek to communicate to all our churches, and invite their participation. It is our hope that the new entities will draw a greater number of people into involvement

40. How will the new structure change things for the 25 congregations moving to the Central Presbytery, and how will things change for those 13 churches who will move to the new Northwest Presbytery?

The effort seeks to form a strong framework for resourcing and empowering member churches in their mission.

41. How will this proposal seek to ease the overwhelm people are feeling because of the pandemic and everything else going on in the world now, and especially new to NBP?

This pandemic has created an opening for us to discern how to be the church going forward. This provides a beautiful opportunity to embrace this opportunity to the fullest.

42. Urban Policy/Urban Fund - what happens to this priority of ours?

This question belongs to the discernment process of the new entities. We would note, however, that the values and ideals that have defined the New Brunswick Presbytery have found primary expression within its people, churches and specialized ministries. The New Brunswick presbytery representatives to the transition team will serve as ambassadors to those values within the new entities, as will other individuals and groups who have been part of our presbytery.

43. Who is informing congregations?

We are bringing representatives of congregations and ministries into conversation in October and they have already seen the presentations at presbytery meetings in Sept and will vote. We can certainly support those representatives in sharing with their congregations.

44. How will the Vital Congregations Initiative be affected? Will it continue or be put off?

This question belongs to the discernment process of the new entities.

45. What is the timetable for the transition, and how will it work? Does making it happen quickly make sense, or would there be reasons to take more time?

The first question belongs to the discernment process of the new entities. Based on the experience of other presbyteries, the timeline should be appropriate to the task.

46. What will we do regarding Nominations for 2021?

This question belongs to the discernment of the Transition Working Group, which needs to be established.

47. Who should our congregations contact as the transition occurs so that they feel supported?

This question belongs to the discernment of the Transition Working Group, which needs to be established.

48. We believe pastors are in serious need of support during the pandemic-- how will the transition include intentional support of pastors?

This question belongs to the discernment of the Transition Working Group, which needs to be established.

49. When will the audit be conducted and who pays?

Each current presbytery pays for its own audit or full financial review, to be performed by an independent vendor. The audit would be for 2020, as that is the last full year each of the current presbyteries will be in business. It is a best practice to perform an audit prior to a major transition. The old presbytery corporation will be allowed one year to complete that audit. We recommend having a conversation with audit firms now to plan on the funds required to complete the audit.

50. How will Administrative Commissions currently active be handled?

This question belongs to the discernment of the Transition Working Group, which needs to be established.

51. Exactly what happens when - eg. March 1?

This question belongs to the discernment of the Transition Working Group, which needs to be established.

52. How/will we have new opportunities to think about how validated ministries would work in new presbyteries--eg. college ministries, all kinds of chaplaincies - new opportunities for dialogue around these ministries?

This question belongs to the discernment process of the new entities.

53. Will/how will we work together to find common directions for missional growth, as experience says combining groups have very different directions?

This question belongs to the discernment process of the new entities.

54. How will time be afforded and process for different ways of doing things/different cultures and their coming together be addressed as work unfolds?

This question belongs to the discernment process of the new entities.

55. What will happen to outstanding loans from a presbytery to congregations?

This question belongs to the discernment process of the new entities.

56. Some congregations send to presbytery the per capita collected from its members; it does not pay its total member amount. Will current practice be honored in the new presbyteries?

This question belongs to the discernment process of the new entities.

57. If churches are getting financial and ministerial support from our Presbytery, is there certainty that they will get the same support from the new Presbytery? How is the merger process envisioned? How are the various Boards and Committees going to be combined?

With the new realignment, will the Trenton Urban Churches have their “voice” and financial support weakened? · How would properties currently managed by the presbytery be managed?

The following four items would be part of the recommendations of the Transitions Working Group. The group will need to make decisions regarding re-allocation of presbytery assets, liabilities and real property. They should also recommend best practices in support of the harmonization and merging of all governance and missional boards, teams and committees. Each new presbytery needs to collectively decide how it works and how it is designed. Some of the Northern presbyteries have met on this topic, since they have already accepted the invitation and want to do as much advance planning as possible. No entities should suffer or lose what they already have.

Transition Model and Considerations

written by Thia Reggio, Synod Consultant

Transition

The leadership of the current New Brunswick, Monmouth and Elizabeth presbyteries identified as part of the Central Missional Community may wish to establish a core Transition Working Group. This group would have representation from each existing presbytery and would work on overarching issues such as timing, reporting, and coordinating the transitional elements to create an implementation plan. In addition to a core working group, the process would benefit from establishing teams to focus on specific areas of importance to the life and health of the new missional community. A preliminary list of teams is included in this document to be considered by the presbyteries as a starting point for organizing its work.

Transition Working Group

The core working group would consider overarching issues including:

- What is the timetable for the transition, and how will it work?
- Exactly what happens when? What must be in place by March 1 to facilitate the year of full transition?
- How will time be afforded in the process for different ways of doing things/different cultures and their coming together be addressed as work unfolds?
- Who will carry out the work of crafting the transition proposal?
- How will the transition proposal be decided upon?
- Will/how will we work together to find common directions for missional growth, while honoring differences and accommodating a range of priorities?
- How might lessons learned in previous structures inform the way forward?

Facilitation

Additional support for the process will be provided by a facilitator. A description of the facilitator's role in supporting the transition is attached to this document.

Mission

Mission is the primary focus for determining the way forward. Mission is made possible through ministries, resources (financial and other), structure (for relational and governance purposes), and staffing. Therefore, everything belongs under the heading of mission.

The following questions and considerations will affect the Central Missional Community's ability to articulate and carry out its mission. For purposes of supporting a transition that is creative, thoughtful, and Spirit-led, the considerations have been organized here in categories that can be translated into teams. These teams can take primary responsibility for each of the core areas identified here, subject to discussion for final consideration. Other teams based on other areas of focus may arise in discussion.

Relationship building

- How might we ensure that increased size doesn't lead to a feeling of disconnect or make it harder to recruit volunteer leadership?
- Will there be help in merging different cultures?
- How will diversity be recognized, fostered, and reflected in the new structure?

Pastoral care and support for those serving in ministry (pastors, chaplain, CRE, validated)

- In what specific new ways will pastors be supported in this challenging time as a result of this proposal?
- We believe pastors are in serious need of support during the pandemic-- how will the transition include intentional support of pastors?

Financial

- What is the new Central Presbytery's status regarding congregations, their sizes, their capacities, their resources?
- Describe the assets in detail; are they buildings, endowments, restricted funds, unrestricted funds? Are these assets owned by congregations or by the presbytery as a whole?
- How would properties currently managed by the presbytery be managed?
- Some congregations send to presbytery the per capita collected from its members; it does not pay its total member amount. Will current practice be honored in the new presbyteries?
- How might a new structure inspire increased per capita giving?
- What will happen to outstanding loans from a presbytery to congregations?
- When will the audit be conducted and who pays?
- Are there any new resources being brought into the new Central presbytery as a result of this proposal? If so, what are they?

Congregational support

- How can the new structure accomplish better mission - helping congregations strengthen their 7 vital marks?
- How will we support congregations that are in transition during this process? churches in crisis?
- What will we need to know to have a decent, orderly discussion in our churches?
- Most people in our congregations would not know about this or see its significance. How will congregations be assisted in knowing what's happening?
- What will the new structure mean for individual churches – will it be noticeable and what impact will have on each congregation?
- How will the Vital Congregations Initiative be affected? Will it continue or be put off?
- If churches are getting financial and ministerial support from our Presbytery, is there certainty that they will get the same support from the new Presbytery?
- With the new realignment, will the Trenton Urban Churches have their “voice” and financial support weakened?
- Who should our congregations contact as the transition occurs so that they feel supported?

- Who is informing congregations?

Ministries

- How do we ensure a welcoming/affirming culture of our LGBTQIA+ ministers, members, leaders--how do we ensure continuation of this culture and this priority?
- How will we coordinate our values of social and racial justice priorities across new groups?
- How will we address work/issues of disaster relief and environmental/earth care or other priorities of those congregations with which we'd be combining?
- What will be the new Central Presbytery's work around racial justice?
- How will this proposal seek to ease the overwhelm people are feeling because of the pandemic and everything else going on in the world now, and especially new to NBP?
- Urban Policy/Urban Fund - what happens to this priority of ours?
- How/will we have new opportunities to think about how validated ministries would work in new presbyteries—(e.g. college ministries, all kinds of chaplaincies - new opportunities for dialogue around these ministries?)

Governance

- What are the working templates are for Committee on Ministry, Committee on Preparation for Ministry, nominating, and any other committees?
- What will we do regarding Nominations for 2021?
- How will Administrative Commissions currently active be handled?
- What are the implications for voting yes on the work of our Nominating Committee and electing leaders this fall to serve in roles necessary to continue the presbytery's work while new presbyteries are being established?
- By laws, priorities for Day One, and implementation overtime

Structure and staffing

- How does this new structure improve governance and increase engagement?
- How were congregations analyzed and designated rural/suburban/urban? How were each of those terms defined? How does the urban church definition compare with NBP's urban church definition?
- How does this proposal affect our current staff?
- Why is NBP moving to hire new staff now if this change is on the horizon?
- What is the staffing model that supports the shared vision for mission?

Meetings, Logistics and Planning

- How far will commissioners need to travel?
- How often will new presbyteries meet? How many times a year?

