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IN THE LOOP



Personal Reflection by General Presbyter Dan Schomer



Performance Goals for 2012

Just a thought...

To use the language of consultant George Bullard, **where is God pulling your congregation?** Make no mistake—God is out ahead of us. We can no longer settle for doing last year’s program, only better. Nor can we assume that increasing membership and money is a faithful vision for the church. The challenge for us today is to be captured by God’s vision for our churches and to take the risks necessary to live into that vision. But don’t get overwhelmed by it all. Even the riskiest of journeys involves taking one step at a time. The most important step is first one!

As the end of a year approaches, one of the disciplines I follow religiously is to prepare a list of performance goal for the coming year and present it to the Personnel Committee as part of staff evaluation. Performance goals help to keep me focused and allow others to keep me accountable.

2012 is no exception. Here are my Performance Goals approved by the Personnel Committee for 2012:

- Provide presbytery staff resourcing for the Spiritual Strategic Journey with George Bullard. This will include attending cluster meetings, participating in all webinars & conference calls, providing coaching for participating pastors, designing & implementing a small church version of the Spiritual Strategic Journey, and planning & organizing three

workshops on conflict management.

- Work with those who have received coaching skills training to apply their skills in service to congregations and ministries within the presbytery.
- Work closely with the Presbytery Council to implement the new presbytery structure and develop a presbytery-wide vision and mission strategy for 2012-2014.
- Work closely with the Personnel Committee to envision a new presbytery staffing pattern, clarify responsibilities, write new position descriptions, and interpret new staffing patterns to the presbytery.
- Continue to work with the Joseph Badger Meadows Camp and Conference Center Committee as it redefines its ministry while maintaining viability.

- Continue working with the Mahoning Valley Organizing Collaborative, the Ohio Organizing Collaborative, and Ohio Prophetic Voices for the purpose of helping congregations in Eastminster Presbytery to engage in ministries of peace and justice with a special focus on local and statewide issues.

While these performance goals are by no means exhaustive, they do determine where a significant amount of my ministry will be focused this year.

Of course, some of my ministry is determined by you. A phone call by a pastor or clerk of session requesting assistance or resourcing may end up adding you or your church to my performance goals for 2012. You know where to find me. Don’t hesitate to make a call or send an email.

Inside this issue:

Performance Goals for 2012	1
Parish Paper 2012	1
Presbytery Staffing Transitions	2
Resource Center???	2

PARISH PAPER for February, 2012

The February Issue of *The Parish Paper* deals with how to manage resistance to change. Any church dealing with change (is any church not?) will find this issue worth its weight in gold. The authors explore why resistance to change develops within congregations, but dedicates

most of its space to suggesting how to address resistance. Pastors and Sessions alike will find creative, thoughtful, and helpful suggestions on how to face resistance head on and what steps can be taken to minimize resistance.

Remember that Eastminster Presbytery has purchased

the Parish Paper to makes it available to all Eastminster Churches. To access this resource, go to www.faithfulness.com, click on the “Member Area” tab, and type in the password. Don’t know the password? Call the Presbytery Office at 330-505-2167, ext. 101.

Eastminster Presbytery

3833 Main Street
Mineral Ridge, OH 44440

Phone: 330-505-2167
Toll free: 800-215-2416
E-mail:
danschomer@faithfulness.com

We're on the Web:
www.fidelity.com



Presbytery Staffing Transitions

Changes are taking place everywhere these days. In Eastminster Presbytery in 2012, one significant area of change will be in staffing. The Personnel Committee began to anticipate significant change when Administrative Assistant Marianne Lidstone announced she would be completing her work with the presbytery at the end of March so she may join her husband in Martinsville, Virginia. Marianne has served the presbytery for nearly a decade and her departure will be deeply felt. We are grateful to Marianne for her faithful service and we will set aside time at the March presbytery meeting to give us all an opportunity to say thank you.

The good news for the presbytery is that the Personnel Committee has selected a new Administrative Assistant. After an open search with excellent candidates, the Personnel Committee selected Lorraine Jones, current Resource Center Coordinator. Lorraine will be completing her work as Resource Center Coordinator on February 29 and will begin one month of training on March 1.

Two positions have been eliminated for 2012—Financial and Clerical Assistant and Resource Center Coordinator—and one has been expanded—the Treasurer filled by Colin Miller. The reduction in staff is a cost cutting measure. While we must live into this new staffing pattern in order to know what impact it will have on the presbytery, it will at least mean that the Presbytery staff cannot duplicate what the larger staff was able to accomplish. Nonetheless, the staff will do all we can to serve the churches of the presbytery with efficiency and effectiveness.

Prayer Concerns

Prayers of comfort for the family of the Rev. Elaine Dutton, daughter of Brad and Bonnie Dutton.

Prayers of comfort for the family of the Rev. Ed DeLair who died in his sleep of an apparent heart attack. Ed is best known by many in this area as the former Executive Director of the church camp Kirkmont in Zanesville. Ed was serving as Program Director at Ghost Ranch in New Mexico.

What's Going to Happen to the Resource Center?

So...what happens to the Resource Center after February 29—the date when Lorraine Jones completes her work as Resource Center Coordinator?

To explore this and other questions relating to the Resource Center, the Presbytery Council has formed a Task Group to work with Lorraine to determine the best way to continue to make the Resource Center available to our churches.

What kind of ideas will be explored? Lorraine is already

working on preparing the Resource Center to function on a self-serve basis. There is also the possibility of forming a team that will volunteer to give a limited amount of time and leadership to continue the availability of the Resource Center.

What we cannot do is to expect Lorraine to become the Administrative Assistant/Resource Center Coordinator. Nonetheless, it will be good to have as our new Administrative Assistant someone who knows what is involved in organizing

and managing the Resource Center.

So, though we must all learn to live with a little uncertainty, be assured that the resources in the Resource Center will continue to be available for borrowing and using. I'm certain the Resource Center Task Group will keep us all informed of what they learn and what they will propose to the Presbytery Council.

In the meantime, keep using the Resource Center and praying for the Team.