

BEING REVIVED + BRINGING REFORMATION

A Framework for Planning for
the Presbyteries and Churches of the
Presbyterian Church in America

“...a looming crisis for all American evangelical churches is that they cannot thrive outside of the shrinking enclaves of conservative and traditional people and culture. We have not created the new ministry and communication and church models that will flourish and grow in the coming post-Christian very secular Western world. Our vision should be to develop campus ministries, new churches, Christian education/discipleship systems that are effective in those fields in North America.”

→ TE Tim Keller, Senior Minister, Redeemer Presbyterian Church, NYC

FORWARD



During the last three years, a steering committee formed by the 2000 General Assembly has had some very interesting and somewhat unusual discussions about the *denomination*, the Presbyterian Church in America. Though I have long devoted my thoughts and prayers and efforts on behalf of my local church and Covenant College, I had never participated in formal discussions about the entire denomination. Like most members of the committee, I found it both stimulating and challenging to consider how having all parts of the denomination working harmoniously could bring glory to God and extend His kingdom in eternally profitable ways.

Around the country, research indicates there is less interest in and commitment to, denominations. Yearning for the unity that should be in the body of Christ, many younger people decry the divisions that seem to be the result of denominationalism. Yet a denomination provides the local church with vision, accountability, fellowship and resources that enable the local church to do far more than it could acting alone.

Knowing the national trend of declining loyalty to denominations and perceiving membership confusion concerning what the PCA represents, the Steering Committee wants to present the enclosed document as a useful “Framework for Planning” for churches and presbyteries. It is the result of many hours of discussion over several years. The committee has received and considered the input from committees, agencies, sixteen presbyteries and many individuals. It is presented for final consideration to the 2003 General Assembly. Agreement on the identity, mission, values, vision and strategic priorities helps unite the denomination’s churches, presbyteries, committees and agencies, which must develop structures and allocate resources and personnel.

This is a great committee composed of knowledgeable and dedicated individuals. I want to thank all the members of it who have contributed in many valuable ways.

FRANK A. BROCK

Chairman of the Steering Committee

Editor of *Being Revived and Bringing Reformation*

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INTRODUCTION



Did you know...

That the worldwide body of Christ is growing rapidly?

That there may be more Christians in Africa, South America and Asia than in North America?

That the PCA is one of the fastest growing denominations in North America and is doing some very innovative things in church planting, ethnic ministry, youth ministry, women's ministry, education, missions and giving?

That the PCA has four strategic priorities?

- 1. Empower church health and growth for new and existing churches local and worldwide.**
- 2. Develop leadership for the future.**
- 3. Increase denominational understanding and effectiveness.**
- 4. Engage the culture – timeless truth for our times.**

Do you have a sense of anticipation to be involved in what God is doing?

Or are you finding your church or Presbytery is “business as usual,” that a few people seem to be doing everything and “church work” has replaced the “work of the church?”

Is your Presbytery or church zealously working to become a more healthy part of the denomination while developing leadership for the future and engaging the culture in which you serve?

It is the height of absurdity to continue to do what you have always done and to expect change. The first step is to initiate an inclusive process for change. We hope the contents of this booklet will provide a useful *framework* for your church or presbytery to *plan*.

THE FUTURE DIRECTION OF THE PCA



A Framework for Planning

(Presented at the 2003 General Assembly)

Under the kind hand of God's blessing, the Presbyterian Church in America plans to move into the future with a clear sense of (1) identity, (2) mission, (3) values, (4) vision, and (5) strategic priorities.

THE PCA IDENTITY

The Presbyterian Church in America is a covenant community of churches committed to:

- **Biblical inerrancy and authority.** The denomination's foundational commitment is to the Bible as the inspired Word of God, the only infallible rule of faith and practice.
- **A reformed-covenantal theology.** The denomination's office-bearers subscribe in good faith to *The Westminster Standards*.
- **Mutual accountability.** The denomination follows an ecclesiastical connection yet "grass-roots" Presbyterian church government and Biblical church discipline, as reflected in *The Book of Church Order*.
- **Cooperative ministry.** The denomination seeks to accomplish more together than the separate units of the church could accomplish on their own (local church, presbytery, General Assembly, networks, and like-minded brothers and sisters in the Church of Jesus Christ worldwide).

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THE PCA MISSION



The Presbyterian Church in America was founded in the crucible of the battle over the authority and inerrancy of the Bible. The denomination's mission for the future is built on previous statements approved by the General Assembly.

THE MISSION STATEMENT:

→ The mission of the Presbyterian Church in America is to glorify and enjoy God by equipping and enabling the churches of the PCA to work together to fulfill the Great Commission by making disciples of all nations, so that people will mature as servants of the triune God, will worship God in spirit and truth, and will have a reforming impact on culture.

This mission statement implies that the Presbyterian Church in America will be a covenant community of churches that have the following attributes:

- 1. Worshipping churches,** where elders proclaim, teach, and apply the Word of God to all areas of life and the congregations worship God in spirit and in truth.
- 2. Equipping and enabling churches,** where members practice love for God, for fellow Christians, and for all people and where there is genuine fellowship and community.
- 3. Discipling churches,** where Christians seek the truth while depending on the grace of God, develop godly leaders for future generations, plant churches, and minister to a broad range of peoples throughout the world.
- 4. Reforming churches,** where the denomination reflects the many ethnic peoples of North America and displays the compassion of the Lord Jesus Christ in various ministries of mercy, and where members transform the culture in which they work and live.

THE PCA VALUES



The PCA as a denomination and among its member churches will pursue all the following defining values:

**These have been alphabetized to avoid any sense of priority.*

Accountability to one another privately and through the church corporately for personal holiness and gospel witness.

Cooperation by engaging in ministry together as local churches, presbyteries and as a denomination, and with like-minded churches in North America and the world.

Faithfulness to the Holy Scriptures as the inspired, inerrant Word of God.

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Fidelity to the reformed faith as the system of doctrine most consistent with the Word of God.

Love to the one true and living God, to fellow Christians, and to our unbelieving neighbors.

Obedience to fulfilling the Great Commission.

Prayer that fulfills biblical models and instructions.

Worship that is God-centered, Biblically based, participatory, historically informed, and culturally appropriate.

THE PCA VISION



The Third Millennium has dawned full of crisis, fear, uncertainty and opportunity. The PCA must urgently and effectively proclaim to the world the message that Jesus Christ is the only Savior and Lord. By God's grace and for His glory, and in His Power, the PCA seeks to be a denomination of churches transforming the lives of people who transform cultures.

The PCA, through the General Assembly, its Committees, Agencies and Presbyteries, should guide, connect and support local churches and presbyteries so that they work together to fulfill our mission statement.

To guide means, in this context, to identify opportunities, common goals, and values for each local church and presbytery.

To connect means to facilitate the complementary roles of each local church and presbytery.

To support means to provide or suggest resources and expertise to assist each local church and presbytery.

To work together means to create purposeful, unified, and effective efforts among the local churches and presbyteries.

As a result and with God's blessings, the PCA will become a denomination increasingly committed to revival and reformation in North America and the world.

→ A succinct motto for this vision is
"Being revived and bringing reformation."

The vision implies that the PCA will strive to be a denomination full of healthy churches glorifying and enjoying God, working together as the Body of Christ to fulfill the Great Commission, and as a result through these churches, cultures and society will be more greatly affected and directed toward worshiping the Creator rather than the creation.

THE PCA STRATEGIC PRIORITIES



Out of its unwavering commitment to the inerrancy of Scripture and the reformed faith, and in obedience to the Great Commission, the PCA will pursue the following four strategic priorities to accomplish the vision.

→ Empower church health and growth for new and existing churches local and worldwide.

→ Develop leadership for the future

→ Increase denominational understanding and effectiveness

→ Engage the culture – timeless truth for our times

FIRST STEPS TO INITIATE PLANNING



Set clear objectives:

- Discuss, clarify and offer suggestions on the purpose of the meeting.
- Develop a concrete set of practical implications

A typical agenda:

- Opening, prayer, clarification of session objectives, discussion of ground rules
- Discussion of the *The Future Direction of the PCA: A Framework for Planning*.
- Discussion of Church or Presbytery Implementation
- Discussion of desired/required assistance from other presbyteries, General Assembly Committees or Agencies

Approach

- Best if held separate from a stated meeting but can be part of a stated meeting. A half-day working session with an open invitation to deacons, men and women, and youth, as well as elders has proven to be an ideal approach.
- Aim for a highly interactive discussion session. A good facilitator is important, perhaps someone with experience. (The PCA Planning Committee can offer facilitator suggestions.)
- Assign a “scribe” to record thoughts, decisions, and general ideas. Use flip charts or overhead transparencies.
 - Discussions probably broken down into smaller groups if the number of participants is greater than 20.

Pre-work

- Prayer
- Publication and publicity of meeting time and location to a broad cross-section of potential attendees (A free meal has been known to motivate Presbyterians to attend a meeting)
 - All participants should read this booklet and become familiar with the denominational framework.

RESOURCES AVAILABLE OTHER CHURCHES OR PRESBYTERIES



Over the last few years, many of the ideas in this plan have come as a result of presbytery discussions about the plan and the future of the PCA. These ideas might provide a beginning point or base of discussion for your church or presbytery. You can find twelve pages of “Compiled Bullet Comments,” identified as Appendix A of the Steering Committee’s report posted on PCANews.com (under “News”, “Strategic Planning Framework Report.”

These ideas fall generally into the following categories:

- A feeling of disenfranchisement (by both some large and small churches)
- Cultural non-awareness
- Leadership training
- Alternate credentialing and growth of ethnically targeted churches
- Current meeting designs/processes
- Women’s issues

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Reports from consultants and comments from presbyteries on other parts of the plan are also posted on the web site.

It is the prayer of the Steering Committee that the ideas found on the PCANews.com site may “ spur one another on toward love and good deeds.” (Hebrews 11:26)

RESOURCES AVAILABLE COMMITTEES AND AGENCIES



Under the auspices of the General Assembly, there are ten committees and agencies that can provide counsel and leadership to local churches and Presbyteries. Following are important phone numbers and web sites where you can learn more information.

Administrative Committee

Tel : 678-825-1000 Fax: 678-825-1001

Email:(first initial/last name)@pcanet.org

Stated Clerk of General Assembly, Roy Taylor ext. 1010

PCA News Officer, Dominic Aquila ext. 1025

**Administrative Assistant for Business Administrator,
Susan Cullen ext. 1018**

Assistant to the Stated Clerk, Robert (Bob) Fiol ext. 1020

Pastor Search Secretary, Amy Harms ext. 1022

Office Manager, Diane Hitzfeld ext. 1030

Yearbook/PCA News, Monica Johnston ext. 1028

Administrative Assistant to Stated Clerk, Peggy Little ext. 1012

PCA Historical Center,, Wayne Sparkman 314-909-1932

Christian Education & Publications

Tel: 678-825-1100 Fax: 678-825-1101

Email: (first initial/last name)@pcanet.org

Coordinator, Charles Dunahoo ext. 1150

Resource Coordinator, Richard Aeschliman ext. 1148

Service Associate/Video Librarian, Jamie Brooks ext. 1116

Youth Ministries Coordinator, Dean Conkel ext. 1144

Training Coordinator, Bob Edmiston ext. 1156

Children’s Ministries Coordinator, Sue Jakes ext. 1140

Sales & Product Coordinator, Mark Johnston ext. 1124

Bulletin Supplement Editor, Bob Logan ext. 1128

Church Ministries Coordinator, Robert Palmer ext. 1158

Women’s Ministries Coordinator, Jane Patete ext. 1146

Advertising Manager, William Savage ext. 1126

Bookstore Manager, Tim Schirm ext. 1112

WIC Administrative Assistant, Kathy Stair ext. 1114

RESOURCES AVAILABLE **COMMITTEES AND AGENCIES CONTINUED...**



Covenant College

Tel: 706-820-1560 Fax: 706-419-1142

Email: webmaster@covenant.edu

President, Niel Nielson 706-419-1117

Academic Affairs, Jeff Hall 706-419-1412

Admissions, Bryan Pierce 888-451-2683

Athletics, Roy Heintz 706-419-1514

Chalmers Center, The Church and the Poor 706-419-1805

Peacemakers Center for Conciliation, Richard Pettit 706-419-1807

Covenant College Foundation, Frank Brock 706-419-1062

Education 706-419-1407

Library 706-419-1407

Quest Adult Education 706-419-1051

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Covenant Seminary

Tel: 314-434-4044 Fax: 314-434-4819

Email: [\(first initial/last name\)@covenantseminary.edu](mailto:(first initial/last name)@covenantseminary.edu)

President, Bryan Chapell ext. 206

Academics V.P., Donald Guthrie ext. 226

Advancement V.P., David Wicker ext. 220

Business Administration V.P., Wayne Copeland ext. 211.

Dean, Student Services and Placement, Mark Dalbey ext. 221

Chief Information Officer and Director of

Access Distance Education, Brad Hough ext. 216

Library, Jim Pakala ext. 462

Covenant Foundation Director and Estate Planning,

Marvin Fornwalt ext. 220

Francis Schaeffer Institute Director, Luke Bobo ext. 460

Donor Relations Director, Steve Perkins ext. 220

Student Admissions Director, Eric Richards ext. 450

Bookstore, Hugh Collison 314-434-0110 or ext. 305

RESOURCES AVAILABLE **COMMITTEES AND AGENCIES CONTINUED...**



Mission to North America

Tel: 678-825-1200 Fax: 678-825-1201

Email: [\(first initial/last name\)@pcanet.org](mailto:(first initial/last name)@pcanet.org)

MNA Coordinator, Jim Bland, 678-825-1231

MNA Assistant Coordinator, Fred Marsh, 404-307-8266

Assessment Center: Ted Powers 630-910-0765

Chaplain Ministries: Dave Peterson 605-347-5812

Church Planting, Ted Powers 630-910-0765

Church Planter Development, Jim Hatch 314-308-4226

Church Planter Coaching & Mentoring,

Jimmy Dodd 913-208-4522

Church Vitality, Archie Parrish 678-825-1229

Conference and Events, Tina Smith 678-825-1253

Korean Ministries, Henry Koh 678-825-1221

Mercy Ministries, Fred Marsh 404-307-8266

Disaster Response, Ron Haynes 636-227-2612

Multicultural Ministries, Tim McKeown 678-825-1225

Mission to the World

Tel: 678-823-0004 Fax: 678-823-0027

Email: [\(first initial/last name\)@mtw.org](mailto:(first initial/last name)@mtw.org)

Coordinator, Paul Kooistra ext. 250

Chief Operating Officer, Bruce Terrell ext. 251

Chief Financial Officer, Roger Kooistra ext. 205

Human Resources, Floyd Simmons ext. 220

Short-Term & Recruiting, Wallace Anderson ext. 262

International Director, Africa, John Rollo ext. 262

International Director, Asia/Pacific, Paul Taylor 011-632-633-2034

International Director, Enterprise, Scott Seaton ext. 263

International Director, Europe, Brian Deringer ext. 258

International Director, Latin America, Ken Thompson ext. 261

Recruitment, McKenzie Edwards ext. 331

Short Term, Charles Godwin ext. 305

Two Year, Jack Beall ext. 335

Two Week, Sam Haupt ext. 318

Internship, David White ext. 350

RESOURCES AVAILABLE**COMMITTEES AND AGENCIES CONTINUED...****PCA Foundation****Tel: 678-825-1040 / 800-700-3221 Fax: 678-825-1041****Email: (first initial/last name)@pcanet.org**

President, Randy Stair 678-825-1050

Administrator/Business Manager, Janice Mutchler 678-825-1052

Reformed University Ministries**Tel: 678-825-1070 Fax: 678-825-1071****Email: (first initial/last name)@pcanet.org**

Coordinator, Rod Mays 678-825-1070

Administrative Assistant, Karen Rose 678-825-1090

Retirement & Benefits, Inc.**Tel: 678-825-1260 / 800-789-8765 Fax: 678-825-1261****Email: (first initial/last name)@pcanet.org**

President, William Kuh ext. 1280

Accountant, Terry Aiello ext. 1272

Field Coordinator, Robert Bishop ext. 1290

Secretary/Receptionist, Brenda Hoyt ext. 1276

Executive Assistant, Sally Kaplan ext. 1278

Marketing & Field Coordinator, Chet Lilly ext. 1294

Relief Representative, Ann Llewelyn ext. 1270

Service Representative, Justin Ledford ext. 1282

Senior Service Representative, Steve Wykoff ext. 1284

Ridge Haven**Tel: 828-862-3916 Fax: 828-884-6988****Email: ridgehaven@citcom.net**

Administrator, Mo Up De Graff 828-862-3916

Ministry Director, Mack Griffith 828-862-3916

Administrative Assistant, Rebecca Hagedorn 828-862-3916

Accounting Manager, Ronna Snipes 828-862-3916

Maintenance Superintendent, Dale Hagedorn 828-862-3916

Food Service Director, Cheri Snipes 828-862-4060

Resident Manager, JD Wetterling 828-883-2240

RESOURCES AVAILABLE**Consultants**

Many have found it helpful to have someone experienced in facilitating the process, someone who can bring dedicated time and experience to the local church or Presbytery. In addition to CE & P, who regularly assists in the planning process, an outside consultant may prove helpful.

Harry Pinner, formerly Vice President for Planning for Covenant College, has been a member of the General Assembly's Steering Committee. He has received and assimilated all the reports that the Presbyteries have provided and could provide valuable assistance in your planning endeavors. Mr. Pinner's services to a Presbytery for the early stages of a planning would include an environmental and statistical review, meeting with planning leaders, drafting a mission statement, a planning symposium, a summary report and plan development. His reduced fee for over 40 hours is \$3000, half of which the Planning Committee will subsidize, funds permitting.

Contact information:**Harry Pinner, Applied Strategy Resources**

3423 Highway 319, Conway, SC 29526

hcpinner@msn.com

843-365-7479

In addition, the committee has used the services of another PCA ruling elder, Jim Wert, who has vast experience in a wide variety of secular and Christian organizations.

Contact information:**Jim Wert, Team Resources**

2100 Riveredge Parkway, Suite 800, Atlanta, GA 30328

jwert@teamresources.com

770-661-7847 (work) or 404-421-9378 (mobile)

RESOURCES AVAILABLE



Members of the Steering Committee

Some other members of the General Assembly's Steering Committee are also willing to give advice regarding the best way to proceed. You may email them.

Rev. Frank Barker, Birmingham, AL fbarker@briarwood.org

Dr. Will Barker, St. Louis, MO wmsbarker@earthlink.net

Mr. Joel Belz, Asheville, NC jbelz@gwpub.com

Mr. Mark Belz, St. Louis, MO mbelz@belz-jones.com

Dr. Ric Cannada, Charlotte, NC rcannada@rts.edu

Rev. Dave Clelland, Dallas, TX david.clelland@tnpc.org

Dr. Ligon Duncan, Jackson, MS lduncan@fpcjackson.org

Mr. Sam Duncan, Hattiesburg, MS sjduncan@netdoor.com

Mr. James "Bebo" Elkin, Jackson, MS missrum@aol.com

Mr. Tom Harris, Birmingham, AL tharris@briarwood.org

Rev. Wayne Herring, Memphis, TN waynepca@bellsouth.net

Mr. Richard Hostetter, Orlando, FL rhostetter@century-capital.net

Dr. Tim Keller, New York City, NY valerie@redeemer.com

Dr. Rob Rayburn, Tacoma, WA fpc@accessone.com

Dr. Joseph Wheat, Colorado Springs, CO ajwheat@v7pc.org

Mr. John White, Atlanta, GA jbw1@ix.netcom.com

Mr. Jack Williamson, Greenville, AL wandw@greenlynk.com

Mr. Mike Wilson, Houston, TX mikew27@attglobal.net

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PARTICIPANTS' COMMENTS



After a discussion of process, the group was randomly divided by the facilitator into four groups to deal with each section of the GA report in detail and then report back to the group as a whole at 11:00am. The groups broke up into Sunday school rooms for detailed discussion.

Why does PCA do so well in "George Bush" country and so poorly in "Al Gore" Country? How can we effectively reach out to the various ethnic communities?

Have we over-reacted to the feminist movement and cut off some areas of service for women?

Will there ever be a reformed Church among our nation's growing ethnic minorities? Not if we continue doing what we are now doing.

We did not strictly follow the suggested outline. Again the opinion was strongly voiced that we do not understand the culture we are charged to engage. It seemed to me, the facilitator, that the youngest men present were more alert to the secular and rawish nature of the culture's shift than those of us who are cloistered in church work with kingdom people and have been for some time.

It is not thought that what the PCA is doing is a barrier to our task, but that culture awareness and ideas on addressing the culture need to be added. What if the presbytery was to sponsor training seminars for a week at a time? Could we get the teachers and key people to it? We do not know, but we think that this or some new model of training is needed that is not necessarily intended to contribute toward an academic degree, but toward ministry to the people in the churches, including their officers and pastors.



“It has been a blessing to meet with some of the very gifted ministers, elders and lay people of our denomination, and dream together about how we can better serve the Lord, glorify Christ and edify his people in the years to come. We hope that this Strategic Plan will serve as a constructive impetus for denominational ministry, and stir presbyteries and congregations to a deliberate planning process, so that we will collectively become better stewards of the resources and opportunities entrusted to us by our gracious, sovereign God.”

→ **J. Ligon Duncan III, Ph.D., Senior Minister, First Presbyterian Church, Jackson, MS and member of the PCA Strategic Planning Committee**