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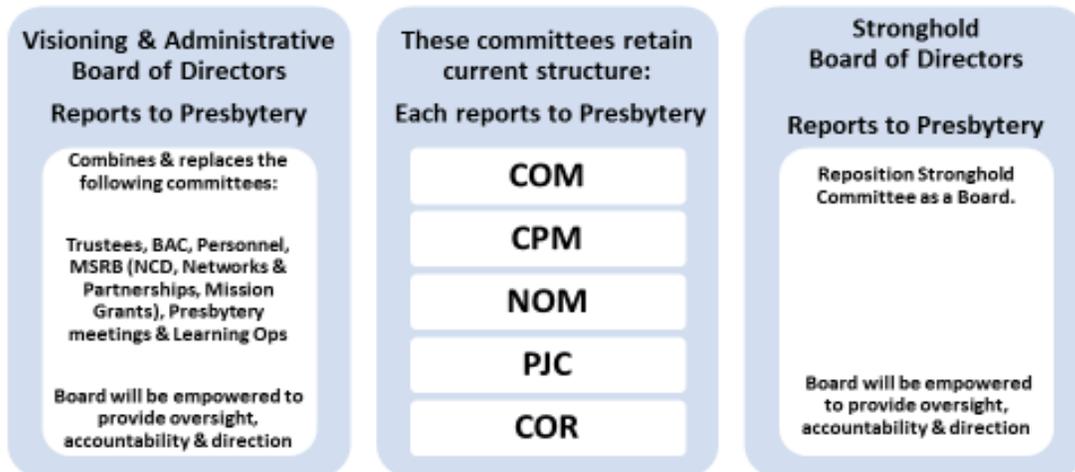
At the September 8, 2015 Presbytery Meeting, Rev. Dr. William Ward moved that an Ad Hoc committee be formed by the officers of Presbytery to study the organizational structure of Blackhawk Presbytery, but not the Mission Statement, with a report of its results to be presented at the February, 2016 Stated Meeting. The motion was second, and discussion ensued. After discussion, Presbytery Voted to approve.

Summary:

The Committee has reviewed the current structure, effectiveness and redundancy among the various committees. We recommend the establishment of two Boards responsible for providing oversight, accountability and direction for Presbytery & Stronghold, respectively. All committees currently responsible for financial & missional direction of the Presbytery would be combined into the Presbytery Board and the Stronghold Committee would be repositioned as a Stronghold Board. All other committees would retain the current structure, reporting directly to Presbytery.

Blackhawk Presbytery

Committee Restructure Concept



Anticipated Benefits of Restructuring:

1. Financial oversight responsibilities are currently spread among the Board of Trustees, Business Affairs Committee, and the Stronghold Committee. Mission projects, which are the responsibility of MSRB, are currently funded with whatever money is left over in a shrinking budget.

We believe that combining these committees will

- create a centralized voice of leadership, eliminate duplication of effort; enable more effective strategic decision-making;
 - right-size the structure of Presbytery with respect to “people power”, recognizing the declining size of Presbytery; and
 - give the Mission & Vision of the Presbytery a more central place in strategic financial planning.
2. The Stronghold Committee is currently structured as a staff-support committee. Due to the desire to pursue a separate 501(c) 3 designation for Stronghold, we believe that repositioning the Stronghold Committee as a Board with oversight responsibilities will support that desire.
 3. We believe that all other committees are properly positioned, however, recruiting committee members and streamlining the meeting process have been identified as areas of concern.

Timeline:

2016: Review & approve proposed restructuring & related bylaw changes

- April meeting: presentation of Proposed Restructuring of Blackhawk Presbytery
- June meeting: vote on proposal
- September meeting: 1st reading of Bylaw changes required to adopt this proposal
- November meeting: 2nd reading & vote on Bylaw changes

2017: Proposed Restructuring effective date

Committee members: Julie Raffety, Lou Ann Breckenridge, Bill Ward, Conley Zomermaand, Kathie Luke, John Rickard, Dale Ambler, Doug Forsberg, Jeff Borgerson, John Mecklenburg, John Gerlach, John Huff, Karen Krum, Rebecca White Newgren.

Proposed Restructuring of Blackhawk Presbytery

Our Vision: *Grounded in the biblical image for human community, as disciples of Jesus, following His witness and command for His church, guided by the principles of trust, open communication, and genuine relationships, we will challenge and support our congregations to be thriving faith communities by providing competent pastoral leadership, resourcing to energize ministry, and developing networks and partnerships of Presbyterians.*

Our Values: *We are Missionally-focused Faithful, Accountable, Energized, Connected, Permission-giving, Engaged in gifts-based ministry*

Part I: Visioning and Administrative Board (VAB) Description

Composition:

Membership consists of the Moderator of Presbytery, the Vice-Moderator, the Immediate Past Moderator plus 12 members structured in 3 classes of 4 (2 Ruling Elders and 2 Teaching Elders in each class), serving 3-year terms. The GP/Stated Clerk and Treasurer will serve as ex-officio members of the Board.

- The Nominating Committee will nominate the 12 VAB members to be elected by Presbytery. These individuals, plus the Current Moderator, Vice Moderator, and Past Moderator of Blackhawk Presbytery, will constitute the 15 members of the VAB.
- The VAB Board will select individuals from Board to serve as President and Vice President, each serving a one-year renewable term.
- The members of the VAB will serve as the Board of Trustees of the Presbytery

Responsibilities:

Handle the Legal and Financial Matters of the Presbytery: Responsible for managing the business affairs of the Presbytery in accordance with the missional vision of the Presbytery. As the Board of Trustees, VAB has charge of all legal matters in connection with the business of the Presbytery and acts on behalf of the presbytery in all matters referred to its jurisdiction.

- VAB will exercise good stewardship over and properly maintain the assets and the property of the Presbytery.
- VAB will receive and allocate Per Capita and Mission contributions consistent with the mission and vision of the Presbytery.
- VAB will submit an annual budget for approval by Presbytery and will monitor adherence to the spending guidelines established by that budget.
- VAB will monitor and adjust the budget as needed to ensure that support staff and mission activities of the presbytery are properly funded in accordance with the mission and vision of the Presbytery, within available resources.

Convene and Coordinate Presbytery Meetings: Responsible for coordination of Presbytery meetings and learning opportunities. Facilitate fellowship and collegiality among Presbytery members.

- VAB will schedule and coordinate the business meetings of the Presbytery.
- VAB will provide continuing education and fellowship opportunities.
- VAB will encourage and facilitate good communication and good relationships among the members of Presbytery.

Provide Mission Resourcing to Support Thriving Faith Communities: Hold public the missional vision of Blackhawk Presbytery. Manage the resourcing and missional grant support of new church development and the existing congregations of the presbytery to be thriving faith communities. Recognize networks and partnerships that align with the missional vision of the presbytery.

- VAB will actively create opportunities for community and fellowship among the members of the Presbytery.
- VAB will actively seek to encourage and support churches throughout the Presbytery to thrive in ministry and mission.

- VAB will actively seek out opportunities to network with like-minded ministries and create partnerships in mission.

Manage Human Resources: Establish and monitor compliance with a Personnel Policy, including an appropriate staffing and salary structure that supports the presbytery's vision. Conduct an annual performance review of the General Presbyter.

- VAB will annually recommend individuals to serve as members of the Nominating Committee to be elected by Presbytery.
- VAB will set annual performance and achievement goals for the General Presbyter and other key staff members, and monitor completion of those goals at least annually.
- VAB will recommend changes in staff and salary or terms of called positions at least annually based on those goals.

VAB Meetings: Time, Date and Location TBA by members.

Part II: Stronghold Description

Introductory Statement

For the wellbeing of both the Presbytery and Stronghold it is the opinion of the Ad Hoc Restructuring Task Force that we need to move forward with; a redesign of the Stronghold Committee to a board of directors. This recommended structure is presented with the option of Stronghold Ministries becoming a 501(c)3 organization. The following description of the board of directors is consistent with the requirements for a board of directors in the State of Illinois and is the first step.

The Stronghold Board of Directors

The Board of Directors of Stronghold Camp and Retreat Center shall direct the programs and business of Stronghold ministries. Included in their responsibilities will be all personnel decisions, the maintenance of all facilities, the financial operations and the development of multiple funding sources.

The officers of the Board shall be:

- Chairperson/President: Who will preside over all board meetings
- Vice Chairperson/Vice President: Who will preside in the President's absence
- Secretary: Who will keep the minutes of meetings and file required reports.
- Treasurer: Who will be responsible for receiving and disbursing the funds of Stronghold Ministries and provide regular reports of financial activities to the board.

The Officers of the Board shall act as an executive committee between regular meetings of the Board of Directors.

The board shall consist of nine members including the officers. They shall be in three classes of three persons. There shall be no limitations to the number of terms an individual can serve.

The board shall be elected by Blackhawk Presbytery following the usual nomination process by the Nominating Committee of Blackhawk Presbytery.

The Board shall meet no less than annually and at a schedule deemed appropriate by the Board in a previous meeting. Notice of all called meetings shall be made no less than one week prior to any meeting to all Board members. The executive committee shall determine if a called meeting is required.

Outline of Transitional Process:

Until such time as Stronghold ministries is its own 501(c)3 organization the Board of Directors will report directly to Presbytery.

Blackhawk Presbytery will need to make the following decisions:

1. Shall the Stronghold Committee become a Board of Directors as described above?
2. Shall Blackhawk Presbytery appoint a task force to determine the wisdom of forming a 501(c)3 organization for Stronghold?
- 3.

The Presbytery will receive this outline for information and discussion at the April meeting. Questions 1 and 2 shall be voted on at the June meeting of Presbytery.

If the way be clear the task force would be elected at the June meeting. The task force would then meet over the Summer and report to Presbytery its recommendations at the September meeting. The final vote would be at the November meeting.

Before final consideration is made, the following the factors must be addressed:

1. Ownership of all properties
2. The level of control the Presbytery shall maintain over Stronghold Ministries
3. Future provisions for the composition of the Board of Directors
4. Determination of final disposition of any existing financial obligations
5. Disposition of Stronghold endowment

Part III: Review of Commission on Ministry

Our discussion focused on the current understanding of Blackhawk Presbytery's Commission on Ministry (COM) and a look at what COM could look like in a new Blackhawk Presbytery structure.

Commission on Ministry (Source: page 3, "Blackhawk Leadership Opportunities" from the Blackhawk Presbytery Nominating Committee)

Composition: Thirty-six members composed of eighteen teaching elders (ministers) and eighteen ruling elders, elected for three year terms in three classes of twelve.

Responsibilities: COM serves as pastor and counselor to the teaching elders (ministers) of the presbytery, facilitates relations between congregations, teaching elders, and the presbytery, assists congregations during pastoral transitions, and settles difficulties on behalf of the presbytery when possible and expedient.

Each commission member is assigned specific churches for which he/she is liaison. Each commissioner's work involves driving to the churches for which he/she is liaison, as well as late afternoon and evening meetings. Commission members are encouraged to have personal email access, since timely communication among commission members is important.

The commission is grouped into 4 geographic areas, each with an area moderator. The area moderators and the commission moderator constitute the executive committee of the commission.

Meetings: Areas—2 weeks before each presbytery meeting. Executive Committee—2 weeks before each presbytery meeting. Committee as a whole—2 meetings per year, generally January (overnight retreat) and October.

Following are the observations and conclusions we developed:

1. There is a leadership issue within Blackhawk Presbytery with respect to COM – not in COM but the broader Presbytery (Executive Presbyter, Nominating Committee, Local churches).
 - The current belief of Blackhawk Presbytery is that it takes 36 individuals to adequately serve 75 local churches divided into 4 areas.
 - We have 20 serving currently.
 - The entire COM meets, currently, 2 times per year – however, attendance, for example, at this year's COM leadership summit at Stronghold was an issue.
 - Currently, the stated COM "term of office" is 3 years, however, the expectation is that you will be asked for a second term thereby serving 6 years on COM.
 - COM requires, according to the current moderator, a certain set of skills that is hard to find in Blackhawk Presbytery and coupled with the fact that we are an aging Presbytery there are enhanced difficulties as follows:

- A member of COM must be computer savvy – due to only meeting 2 times per year as a collective group, a great deal of passing of information requires use of a computer
 - The current moderator stated that some who are asked have no desire to use a computer.
- Blackhawk Presbytery covers a large area – many are reluctant to drive great distances and many, because we are an aging Presbytery, no longer wish to drive at night.
- Many who are asked are reluctant due to conflict management skills.
- Many are “burned out” and simply don’t want to come back.
- Local church pastors are reluctant to provide resources to COM.

PROPOSED ACTION:

There are differing views on the correct number of individuals to fully support COM when looking at the current expectation of 36 and the significantly reduced number being employed currently. Based on 75 churches in this Presbytery, consider conducting a review to right-size the number of individuals necessary to adequately meet the above responsibilities of COM.

Responsibility: Commission on Ministry

2. COM is perceived as a fire fighting team – they deal with problems after they have surfaced
 - COM is supposed to be connected with the local churches but there is no substantive relationship that exists.
 - The only real time that a local church sees or hears from COM currently is at the Triennial visit or when the church itself is in trouble.
 - Based on the stated purpose of the COM from the aforementioned Nominating Committee document:
 - It is believed that there is no real change needed in COM responsibilities, however, there appears to be a lopsided emphasis on “settles difficulties on behalf of the presbytery when possible and expedient” rather than “facilitates relations between congregations, teaching elders, and the presbytery”.

PROPOSED ACTION:

COM needs to shift its focus from “fire fighting” to relationship enhancing. The focus of COM needs to shift to one that is grounded in connection and relationship with the local churches. COM should consider establishing some form of “local summit” in each of their areas to meet with the local churches in those areas for the purpose of improving communications. One purpose of this “summit” should be the improvement in better supporting COM and vice versa.

Responsibility: COM and local area churches in each of the COM areas.

PROPOSED ACTION:

Based on several of the issues causing difficulty in seating members on the COM, there appears to be an opportunity for Blackhawk Presbytery to address, from a strategic perspective, the greater difficulty of an aging Presbytery. When faced with issues such as individuals no longer desiring to drive at night, difficulty with computer technology, weaknesses in skills like conflict management (specific to COM), it seems as if these issues might be indicative of a broader issue requiring review by the soon to be formed VAB. More importantly, the significance of this issue appears to warrant specific discussion and action at a Presbytery meeting.

Responsibility: VAB