

## Nov 8, 2016: Crisis Management Team Report to Presbytery

- Structure
  - Organizational Structure
    - Clarify ecclesiastical & legal structure
      - Update bylaws
    - Present concept for structure change for discussion & feedback
      - See Presbytery Org Structure With Council 2016\_11\_03
      - See Presbytery Corporate Structure 2016\_11\_02
  - Staffing Structure
    - Review current staffing structure & make necessary recommendations
- Finance
  - Clarify Financial Reporting
    - Separate Stronghold & Presbytery finances
    - Make Stronghold a separate legal entity
    - Explore expanding income & expense detail on budget to match Quickbooks reporting
  - Address Financial Viability
    - Five Year Financial Projections (Per Capita & Mission budgets)
    - Plan for income stability (Per Capita & Mission budgets)
    - Plan for assessment of expenses & how to match expenses to declining income (Per Capita & Mission budgets)
    - Explore merging Per Capita & Mission budgets (two income streams & one expense budget)
- Culture – Laurie
  - 5 Minute Culture Conversation: Recent discussions within the Presbytery have suggested that it is time to ask you, members of Blackhawk Presbytery, to reflect on how to improve the Culture of Hospitality, of Communication, of Connection within our Presbytery. How can Blackhawk move toward a more Christ-like community where all are heard, respected and valued as instruments of the peace and love of God?
    - For discussion purposes, definition of culture: the behaviors & beliefs which are characteristic of Blackhawk Presbytery