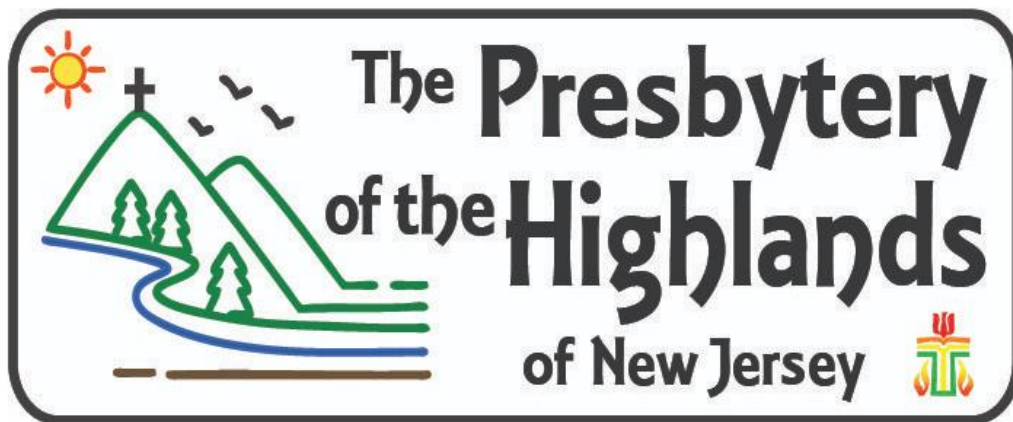




Presbytery of the Highlands

Vocation Statement

God calls the Presbytery of the Highlands to nurture,
equip, and enable the presbytery community as we
exemplify the love of Christ in and through creative
ministries preparing our faith communities to
embrace and engage a new season

Vision and Action Steps for the Vocation Statement

Nurture



Vision: To strengthen the Presbytery community, each Session will be visited annually by the COM liaison or a member of the Presbytery staff.

Action Steps:

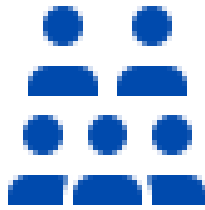
- COM liaisons will receive training in the first quarter each year to prepare for their annual visits to Sessions. They will be equipped with the necessary tools and knowledge to provide reports back to the COM.
- The COM will track these visits and provide an annual report for the Presbytery.



Vision: To build a connected Presbytery, all pastors in active service, including those in validated ministries, will be contacted at least annually by a COM member, a Church Development Team(CDT) member, or a Presbytery staff.

Action Steps:

- COM moderators, CDT moderators, and Presbytery staff will hold an annual meeting to develop and enhance a process for connecting with all actively serving pastors.
- COM will report annually on the process of connecting with pastors



Vision: To equip and nurture the Presbytery communities, ACT and other teams or congregations will organize gatherings for members of the Presbytery, including worship, fellowship, regional activities, and mission opportunities.

Action Steps:

- ACT will develop and implement an annual plan for gatherings.
- Host Churches will be solicited for regional activities and missional opportunities by the first quarter, with details published for the Presbytery.
- The Presbytery will gather for worship with Sanctuary and Seed at least once annually.
- A report on activities and opportunities will be shared at least annually.





Vision: To embody the love of Jesus Christ, the presbytery will host at least one annual gathering for retired pastors.

Action Steps:

- COM moderators and the Presbytery Leader will plan an annual fellowship gathering for retired pastors and spouses.
- The Presbytery will maintain a webpage with content and resources for retiring and retired pastors.



Equip



Vision: To equip and prepare our faith communities to embrace, engage with, and nurture innovation for a new season of ministry by establishing a Center/Committee for Innovation

Action Steps:

- The Presbytery will establish a Think Tank/Incubator to foster innovation and cultivate opportunities for creative ministry.
- The Think Tank/incubator will address the following:
 - Leverage current assets for future ministries
 - Explore creative mission ideas, particularly regarding church buildings.

- Provide opportunities for congregational leaders and pastors to learn how to plan for the future
- The Think Tank will report regularly on new ideas and next steps to the Presbytery and the ACT.
- A new group will be defined by ACT and nominated by the Nominating Committee.
 - Nominations will be approved by September 2025
 - The group will be diverse, with members representing varied experiences.
- The new team will present a plan for the Presbytery at the May 2026 Presbytery meeting
- ACT will allocate necessary resources to support the development of the Center/Committee for Innovation.





Vision: To nurture the presbytery community by creating an environment or project that fosters storytelling.

Action Steps:

- In the first 6 months ACT will identify a group to plan “Moth” style storytelling events in the future.
- The team will work with the Communications Plan development to include a storytelling project.
- The team will encourage and engage churches to share their stories.





Vision: To support the presbytery in fulfilling its Vocation Statement by developing communication strategies that strengthen and build the presbytery community.

Action Steps:

- Implement a presbytery Communications program.
- ACT will collaborate with staff to develop the program, which will include:
 - Celebrating: Highlighting milestones, achievements, and flourishing ministries.
 - Marketing: Creating materials to the message and vision of the Presbytery.
 - Presbytery Newsletter: Expanding outreach to congregations
 - Story Sharing: Encouraging the sharing of stories within the community
 - Communications Audit: Assessing the effectiveness of current communications strategies.
- ACT will assess staffing needs for communication roles and provide recommendations to the Presbytery at the earliest opportunity.





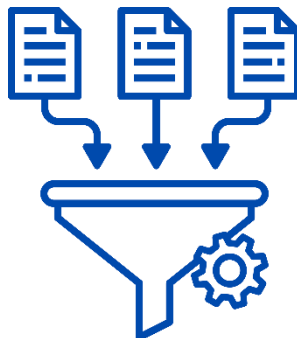
Vision: To equip, empower, and nurture the presbytery community by fostering strong relationships and collaboration among congregations and pastors.

Action Steps:

- COM will work to build community among pastors.
 - schedule at least two in-person gatherings for pastors annually
- ACT will focus on community building among congregations.
 - Evaluate whether in-person or ZOOM gatherings are more effective for congregational gatherings.
 - Define appropriate types of gatherings (social, educational, meetings, etc.).
 - Develop a one-year calendar of community-building events.
 - Encourage all teams to incorporate community-building activities into their plans.



Enable

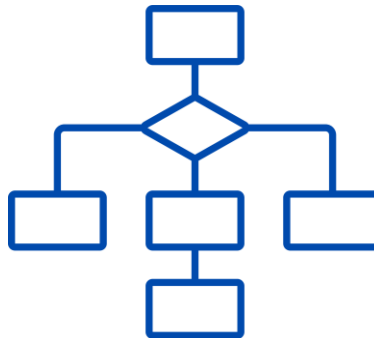


Vision: To help our congregations embrace a new season with information and resources

Action Steps:

- Develop a database of resources, people, programs and assets, that can be shared.
 - ACT will identify a person or committee to create the database and develop protocols/procedures for data collection, storage, and access.
 - ACT or Personnel will determine who or what group will oversee the communication of resources and assets.
 - Within 6 months, populate the database and establish methods for data acquisition.
 - By 12 months, the database will be an active resource.





Vision: Align the Presbytery Structure with the Vocation Statement.

Action Steps:

- ACT will collaborate with Presbytery Staff and Team moderators to align the structure with the Vocation Statement and recommend any necessary changes to the structure and team descriptions by November 2025.
- ACT will organize a retreat for all team leadership to initiate the realignment process.
- ACT will present a preliminary report on the process at the September 2025 Presbytery meeting.
- The new Presbytery structure/alignment will be implemented in 2026.

