

**WRITTEN REPORT OF THE EVALUATE AND IMAGINE TEAM  
PRESBYTERY OF CINCINNATI**

To the Presbytery – Tuesday, April 10, 2018  
@ Pleasant Ridge Presbyterian Church

*The overwhelming content of this report remains as it was initially presented at the  
February 2018 Presbytery Meeting at Madeira-Silverwood.*

**Q. What is the chief end of humanity?**

A. Humanity's chief end is to know and enjoy God, and glorify God forever.

*The Westminster Shorter Catechism, Question 1 (adapted)*

As members of the Presbyterian Church (USA), we confess that we desire to know God, and enjoy God forever. We affirm that we see God in the person of Christ, the teachings of Christ, and the mission of Christ, which has profound significance in helping us recognize Christ's presence with us, within our congregations, and among the people of this Presbytery.

If we understand Jesus as a paradigm for the church's being and mission, Christ's incarnation defines the church as a divine-human community. His ministry sets forth our mission as one of witness, compassion, and justice. His teaching provides both the content of Christian faith and a model for teaching others. According to the Book of Order, as Presbytery 'as church' is to participate in "*making disciples of all nations in the name of the Father, the Son, and the Holy Spirit; sharing with others a deep life of worship prayer, fellowship and service; and participating in God's mission to care for the needs of the sick, poor, and lonely, to free people from sin, suffering, and oppression; and to establish Christ's just, loving, and peaceable rule in the world.*" (F-1.0302.d) These foundational convictions provide a basis for our evaluation and imagination for the Presbytery of Cincinnati as a part of the body of Christ.

**EVALUATE**

The first task of the Evaluate and Imagine Team was to gather together and form a kind of genuine Christian community, covenanting to norms for our work together, studying Scripture, and praying with and for one another and the Presbytery. We knew we needed to create an environment to share honest observations, ask difficult questions, and challenge prevailing perspectives. The covenant we agreed to and shared during our meetings is the following:

*As teaching and ruling elders in the Presbyterian Church (USA), we the members of the EAIT of the Presbytery of Cincinnati, covenant to*

- *Faithfully follow Jesus Christ and encourage others to be faithful*
- *To bring the very best of ourselves in service to God*
- *To pray for one another, our congregations, and our Presbytery*
- *To honor one another by listening carefully, giving each person consideration, and responding in truth and love*
- *To hold in confidence shared concerns and personal information, thereby cultivating trust, respect, faith and love among our members*
- *To use the gifts we have been given to engage in the work to which we have been called with energy and imagination and honest discernment without judgment*

- *To support, pray and be present to one another in moments of challenge and disagreement Trusting the Spirit to guide us, we will prayerfully seek the will of God in all things, for the greater good of the Church, for the sake of the Kingdom, and the glory of Christ our Lord*

Our next task was a review of Presbytery policies and processes, to be followed by making an assessment, and for this task we did the following: interviews with Presbytery leaders and staff, a review of existing policies and Bylaws, a review of data foundational to the creation of Transformation 2.0 data and representation in a Review of Transformation 2.0 with CDTF and Council, responses from World Café, responses from Focus Groups, Ten Year Trend Report and Five Year Trend Report of the Presbytery of Cincinnati, along with Presbytery minutes, recent actions, and the institutional memory of members of the Team and others.

The purpose of the evaluation of the collective of statistics, data, characteristics, programs, narratives and outcomes of the Presbytery was a creative part of our ongoing discernment process. Evaluation teaches us lessons in order to comment on the program and mission life of the Presbytery, improve our faithfulness, effectiveness and accountability, and inform present and future decision-making in the Presbytery.

We are grateful to members of the Presbytery for their prayerful, thoughtful feedback in the surveys, group responses, and for your ongoing compliance with completing the annual statistical report that assists in assessing necessary, accurate information related to our Presbytery.

#### **Q: What trends emerged from the data collected in the effort to evaluate and learn about POC?**

**A:** We identified emerging trends after a thorough review of all the data and dialogue, and we arrived at the following conclusions:

- *Attributes of the Presbytery (who we are)*
  - Population center is the west edge of the Presbytery (greater Cincinnati and northern Kentucky)
  - 92% white Presbytery within a geographic region with a diverse racial-ethnic population (i.e. we do not mirror the racial-ethnic populations of our geographic region)
  - Congregation counts by county are out of sync with population counts by county
  - Different cultures and economies within the geographic region of the Presbytery, including urban, rural and Appalachian cultures
  - Possibility exists that we struggle with organizational depression due to people and groups exhibiting the following: doing the minimum and little more; low creativity and community, delayed and reactive decision-making; tolerance and reward for mediocrity; and tendency toward high-controlling leadership
  - Lack of understanding regarding Presbyterian identity and polity
- *Assets of the Presbytery (what we have)*
  - A desire to love and serve God and be faithful to the gospel of Jesus Christ
  - Church buildings located in prime strategic areas of our local communities
  - Pastors and members who are well-educated, dedicated, intelligent
  - Long-term stable members of many congregations
  - 82% of existing congregations were started over 40 years ago
  - Commitment of current Presbytery leadership and staff to embracing change and the consequences related to managing the transitions related to change

- Every congregation engages in some kind of hunger/feeding ministry within its local area
- *Storylines (stories told over and over as a way of defining/explaining the Presbytery)*
  - Historic lack of trust from the perception of an “old boys network” (sic)
  - Previous composition of Presbytery Committees indicate that a same small group of people served on committees and circulated among committees
  - Presbytery perceived as an entity to enforce rules and regulations and set administrative requirements rather than a source of support and encouragement for pastors and other leaders.
  - Lack of representation among the Presbytery leadership and in committees that reflects the current racial-ethnic diversity of the Presbytery
  - Perception that the a previous decision associated with Transformation 1.0 to reduce the committee structure of the Presbytery jettisoned important networks in the Presbytery and “threw the baby out with the bath water”
  - Small churches have been ignored and/or neglected with the exception of a larger parish arrangement that was subsidized by granted Presbytery mission dollars
  - Disassociation from participation in the meetings, events, support of Presbytery of Cincinnati by pastors and congregations due to displeasure with the prevailing operational culture of the Presbytery, also observed in difficulty recruiting presbyters to serve on the Committees of the Presbytery
  - Mass absenteeism following the dinner meal during the Presbytery meeting.
  - Perception of a lack of healthy choices made by pastors, elders, Presbytery staff and other leaders in the Presbytery, that include a lack of regard and role clarity for personal responsibility, presbyter responsibility, congregational responsibility, and committee responsibility to improve the life, health and well-being of the Presbytery
  - Perception that certain congregations of the Presbytery of Cincinnati have been “favored” with a percentage of persons from these congregations serving on Presbytery committees, receiving attention/presence, and allocation of mission support, and that other sizes of congregations, regions, and racial-ethnic representations have not received a commensurate attention.
  - Lack of role clarity and alignment of skills/abilities and the role, among Presbytery staff and Presbytery leaders, and committee structures and systems within the Presbytery
  - Lack of collaboration among pastors, elders and other leaders.
- *Opportunities (internal and external)*
  - There are significant funds available to resource collaborative mission opportunities and congregational revitalization efforts with the Presbytery of Cincinnati
  - There is an articulated and demonstrated desire among a small group of ruling elders and teaching elders to create and nurture a practice of excellence in ministry within the Presbytery of Cincinnati to provide opportunities for relational and spiritual growth
  - There is energy among motivated Elders and Ministers to establish networks with a focus ministry purpose among congregations and neighborhood needs in the region
  - Younger people aren’t tied to bricks and mortar buildings and there is a potential

- to experiment with gospel-centered gatherings without making investments in facilities in the growth-centers in the geographic region of the Presbytery
- Utilizing technology to its full potential to create connections and reduce costs, including re-visioning the purpose of Presbytery staff and the building at 1323 Myrtle Avenue
  - As existing churches struggle, it creates more of an incentive to work together, for purposes of survival and perhaps renewed vitality
  - As existing Presbyterian leaders open themselves to the movement of the Holy Spirit, it creates the possibility for us to deepen our love for God and one another, demonstrated in our support for our neighboring Presbyterian congregations
- *Challenges (internal and external)*
    - Motivation and malaise – the current culture of the Presbytery has been in operation for decades, and there exists a question of whether or not each and all of us is willing to make the personal and communal investment to make different choices to create a new culture in the life of our Presbytery
    - Previous work and decisions related to former Presbytery leadership (elected and staff) have a lingering negative effect in the life of the Presbytery and presbyters throughout our congregation may need to work on forgiving others and letting go of the negative effects they continue to allow in our common life by remembering incidents and reciting stories that no longer serve a productive nor prophetic purpose in the life of the Presbytery with staff and committee members who did not participate in previous decision-making

### **Online survey, focus groups and other groups:**

Beyond review of data, statistics, and dialogue, the recurring themes emerging in the online survey, focus groups, and other people groups were amazingly consistent. The responses indicated:

- A need for increased **communication** around the Presbytery, especially from the Presbytery regarding its purpose, processes, and appropriate role, and across the body from congregation to congregation. Also, there is a noticeable need for **education** regarding the appropriate role of a Presbytery as it relates to a congregation's leadership, and health and vitality as a Christian community of mission and ministry.
- A need for increased **communication** and **connection** among congregations and leaders in the Presbytery, especially in light of the public witness of our congregations. There is a lot of good ministry being done through our congregations, but often that good work stays within the congregation. We need to let our lights shine! There is a need for the Presbytery to focus on its "**relational catalyst role**" to create networks and mechanisms to share information and resources more effectively and efficiently.
- **Christian leadership formation** and **servicing as a resource**, was a major theme repeated during the information-gathering process. Respondents felt that a great number of people are willing to step up in ministry, but that there is also a level of trepidation that could be reduced with an increased focus on training, resourcing leaders: for networking ministry opportunities, for mission work, to lead worship and foster Christian spiritual formation, to lead a study group or run a youth program, and training to engage social justice issues or do ecumenical work. The "presbytery as **resource center**" encourages workshop and

other opportunities for building skills for ministry, and also encourages building relationships and networks to support one another in shared ministry efforts. It was felt that presbytery meetings, while necessary for conducting the business of the presbytery, could also be used for teaching opportunities and dialogue, along with sharing resources and encouraging ongoing collaboration/networking between local Presbyterian congregations.

- There is a desire among many to attach to a **renewed Presbytery**, its meetings and resources, leaders and staff, with a well-articulated gospel-centered purpose. A renewed and energized Presbytery includes creating clarity in the role and expectations of its member ministers and member congregations, and the Presbytery itself. For the Presbytery in its “**regulatory agency role**”, this includes a need to revise the current set of Bylaws, and to create a Manual of Operations detailing “how things work” in the Presbytery of Cincinnati that is clearly understood by others. This need for clarity in communication, role expectations and responsibilities, may include the need to revise and revamp the Presbytery website.
- **Feelings of mistrust** also surfaced in the discussions, highlighting the need to build bridges across a variety of divides, including the more negative aspects of storylines within a recent checkered Presbytery past and culture.
- There was a strong theme throughout that the Presbytery needs to **generate more opportunities to strengthen stable and vital congregations** within the bounds, in addition to offering resources to congregations who serve in impoverished and isolated areas. While there is a strong desire to stop closing churches, the challenge remains for existing clergy and lay leadership in declining, conflicted, or insular congregations to remain relevant to the culture without losing the truth of the Word and the gospel. The daunting question: do we truly desire to make the changes necessary (as individuals and congregations) to be more faithful and vibrant, or do we simply want to survive?
- There is a sense that the opportunities from the Presbytery of Cincinnati to assist in **funding local mission endeavors** of collaborative congregations, remain ongoing, often funding initiatives as “legacies” with the perception of “in perpetuity” support from the Presbytery. In the meantime, there is no funding support related to the hoped-for imagined efforts for congregational revitalization and energetic evangelism. Most funding efforts lack clarity regarding guidelines, lack communication regarding the opportunities available, and lack integrity in “legacy funding” of certain initiatives, some from non-Presbyterian sources. An overhaul of a unified grant system to disburse available Presbytery capital into our own congregations with energy, vitality, and hope must be accomplished in the coming year, in addition to challenging the Presbytery to envision mission support beyond its own geographic boundaries. This means that the Presbytery will encourage giving to PC(USA) mission co-workers, many who labor in service to unreached peoples in other places to address systemic sin and social justice issues contrary to God’s intention for human life.

An honest evaluation of the assets, attributes, storylines, opportunities and challenges, often asked us to isolate problems and to focus on deficits. We examined our limitations and failings as a Presbytery. We acknowledge our shortcomings and need for God’s grace and forgiveness. However, the remedy is not a prescription for positive thinking, because we must look deeply at causes and effects that have brought us to the present moment. And we must confront conditions

realistically in the Presbytery of Cincinnati, so we do not repeat the same mistakes but seek their redemption. The remedy we need is strategies for life – for empowering Presbyterian leaders and congregations by encouraging discussion and solving problems, creating spiritual, service, and fellowship opportunities so that all have opportunity to thrive, creating decision-making systems that are accessible and faithfully aligned with our purpose, and providing information and education regarding resources to strengthen our public witness and discipleship practices.

The life of the Church depends on the generative power of the Holy Spirit. The Holy Spirit moves in the Presbytery. Life is present in this Presbytery; and the challenge life presents to us is to find it, grab hold, and run with it because life is moving on. We have a choice, of course. Life or death.

“I have set before you life and death, blessings and cursings; therefore, choose life, that both you and your descendants may live.” - Deuteronomy 30:19b

“I have come that they might have life, and have it to the full” - John 1:10b

“Why do you seek the living among the dead?” - Luke 24:5b

### **IMAGINE**

A key in the Presbytery is changing the focus of conversation from death to life. That’s huge. That’s the point and is hopefully enough to give us all some hope. In a time when fear seems to fill up our imagination leaving no room for anything else, it is important for those that love at all to think that life may pass through us and beyond us. And for those who are called to follow, and to keep the mandate to love as Christ loves, we must choose life, and allow the life of Christ to be evidenced in who we are in this world.

The negative talk, the focus on deficiencies, the complaints and whining about “how is used to be” must pass away. This depends on each and every one of us. The focus needs to change from death to life. Choose life.

“Imagine” as a Team of the Presbytery invites us to enliven our capacity to see, to picture the future Presbytery in a manner that evokes a compelling urgency; in this instance, to grasp what the Presbytery must become in the years that lie before us. This compelling vision for the Presbytery will result from a picture of what Christ calls His body to be and do, and be relevant to the appropriate role of a Presbytery related to the guidance from our *Book of Order*. This imagination leads to a renewed expectation and different design for the primary roles of the Presbytery related to its various functions: relational catalyst, regulatory agency, and resource center.

#### **Q: What are the *Evaluate and Imagine Team’s* recommendations?**

**A:** The *Evaluate and Imagine Team* is proposing a common purpose for Presbytery of Cincinnati, and for our mission goals as a Presbytery, along with our five organizational priorities and a strategy for accomplishing the priorities.

### **Our Mission**

**(this is the reason we exist- our purpose for being a Presbytery)**

*“The Presbytery of Cincinnati gathers its ministers and congregations into a covenant partnership marked by faith, hope, love, trust and witness to Jesus Christ to create and nurture vibrant communities of Word and Sacrament, in our seven counties in southwest Ohio, our six counties in northern Kentucky, and our two counties in Indiana.”*

### Our Roles (the functions of the Presbytery)

The roles of the Presbytery of Cincinnati include the following: **relational catalyst, resource center and regulatory agency**. These roles correspond to our functions to serve our congregations and their leaders, along with the minister members of the Presbytery. We gather people and network to encourage **relationship-building**. We help attach people to local **resources** discovered through other Presbyterians, community leaders and current information, along with **resources** of the Presbyterian Church (USA). We align with our identity as Presbyterian Christians in the principles for ministry outlined in our Book of Order, Book of Confessions, and other helpful pieces that help us serve in our connectional capacity as a **regulatory agency**.

### Our Mission Goals (a statement of our commitments)

- **Strong, vibrant congregations of Word and Sacrament** will be centers of hope in the midst of every community in our region that enjoys Presbyterian presence. It is a call for Presbyterians to take the claims of being Reformed seriously and place Christ and Christian faith at the center of life, living out our faith. Ministers and Elders leaders will return to the promised presence of Jesus at the font, at the Table, in the Word, and take those gifts out into the neighborhoods in which we live and serve, sharing the saving grace of our Lord Jesus with all.
- **Faithful leaders demonstrating leadership competencies**, motivated by the conviction that the presence of Christ creates and sustains the Church, will be called to be pastors, elders and deacons in our strong, vibrant congregations of Word and Sacrament. These leaders will continue forward with a consistent sense of direction and work at being increasingly proactive, intentional, relational and missional in response to the gospel.
- **Generous mission giving to support local, national and worldwide evangelism and justice priorities** so that the presence of Christ known through the ministry and mission of dedicated Presbyterians will meet the needs of our communities and our world. Generous giving is born of grace, an obedient, faithful response to God's presence in creation and in Christ, and to the commands of Scripture. An education regarding missions in our connectional church, coupled with attention to Christian stewardship education, call this Presbytery to a greater faithfulness in the management of our financial resources to influence others for the sake of Jesus Christ.

### Our Priorities (the necessities to fulfill our commitments)

- **Align current people and place resources to meet the mission (i.e. purpose) of this Presbytery.** Next steps invite us to clarify staff roles and responsibilities to align with the Presbytery's purpose and goals, creating a staffing rationale that supports the Presbytery's mission. Also, we agree that we must seriously examine whether or not the asset at 1323 Myrtle Avenue in Cincinnati, Ohio is necessary for the Presbytery to fulfill

its mission in the future.

- **Accelerate the expectation for generosity, evangelism, and justice.** There is a need to reform and realign our funding systems and budget process for leadership, mission, evangelism and justice. We need to create norms and expectations for mission education, faithful stewardship, and generous giving within the Presbytery. This will include realigning the financial support streams in the Presbytery for congregations with plans for collaborative local, national, and worldwide mission efforts – with a priority for those that are uniquely Presbyterian, in addition to funding for focused evangelism efforts, and social justice work through our region. What is envisioned is a “One Hopeful Fund” for Presbytery support for creative endeavors related to the mission and purpose of the Presbytery (and not solely/only ‘cooperative local mission among congregations of the Presbytery’). Currently, the Presbytery assists with grants for funding cooperative local mission efforts shared between congregations of the Presbytery, but what about evangelism efforts? And social justice work? And leadership development? Therefore, we also hope to lay the foundation in the Presbytery to begin to envision a capital campaign to exceed goals for financial support for leadership, mission, evangelism and justice for the next decade.
  
- **Presbytery Meetings organized for maximum effectiveness from “soup to nuts”**, including their worshipful work model, programmatic emphasis, necessary business, time of day, schedule for the year, site location, and programmatic emphasis in order to create and nurture vibrant communities of Word and Sacrament.
  
- **Do what we say we are going to do in the new norms.** Provide six meaningful opportunities each year to offer collaborative opportunities and resources to engage in ministry, mission, prophetic witness, leadership development, worship, evangelism, responsible administration, networking, equipping and fun within the Presbytery. The six opportunities include:
  - four Presbytery meetings (one each quarter of the year);
  - a spiritual formation retreat for pastors/leaders;
  - a fellowship event for entire-Presbytery invitation and participation.
 The Presbytery will serve the congregations and leaders with quality resources and an expectation of excellence among highly engaged presbyters throughout our region.
  
- **Rewrite the rules that create the norms for our life together as a Presbytery.** Build on the current and emerging expectations for Presbytery leaders and staff, with a vision of an operational structure, with clear expectations regarding roles and responsibilities. This means a **revision of the current set of Bylaws of the Presbytery of Cincinnati**, and creating a Manual of Operations based on the revised Bylaws and expectations for the norms of Standing Committees. We need an organizational model and norms (i.e. Bylaws) that helps the Presbytery fulfill its role to *“provide encouragement, guidance, and resources to congregations in the areas of mission, prophetic witness, leadership development, worship, evangelism, and responsibility administration to the end that the church’s witness to the love and grace of god may be heard in the world.”* (G-23.0301.a) With revised Bylaws, and a new Manual of Operations, each Standing Committee will need to examine its own policies, procedures, roles and responsibilities to align with the greater whole of



the Presbytery. Also, it is also hoped we will utilize a more diverse group of leaders with spiritual depth and vitality to serve the Presbytery in an organizational model where healthy relationships are integral.

### Our Strategy

**(it has been said that “*culture eats strategy for breakfast*” so our steadfast hope is we each and all are truly willing to be new creations in Christ and renew our culture):**

The key to the strategy is the **building, sustaining and strengthening of relationships** within the Presbytery, within the congregation, within our communities and within the Presbyterian Church (USA).

If the shared common purpose of Presbytery of Cincinnati recognizes and honors the unique role of a Presbytery to nurture and plant faithful congregations, and support and challenge pastors and other leaders, it then follows that our stated meetings, the Presbytery organizational structure, and our staffing rationale will be aligned with that common purpose, the mission of Presbytery of Cincinnati. This strategy will include:

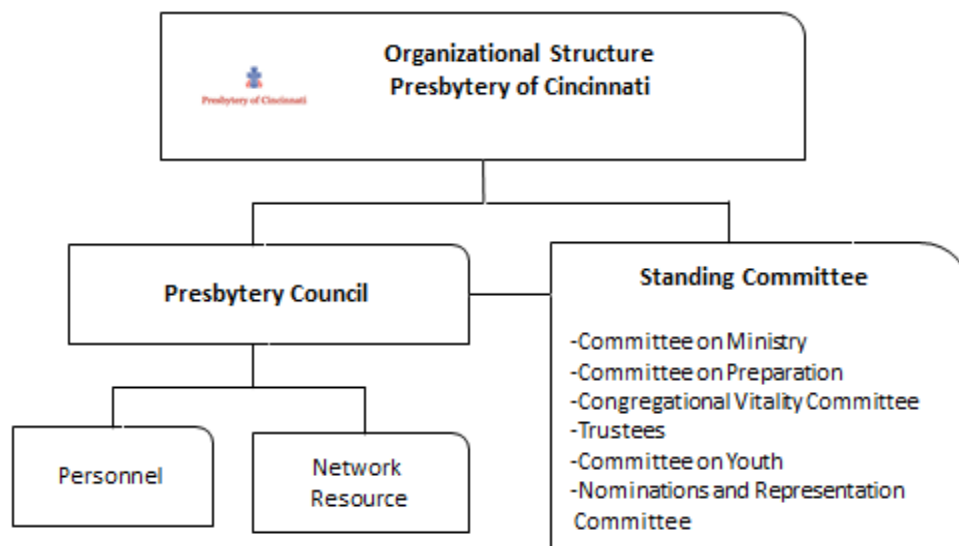
- Strongly encourage pastors, elders and other leaders to initiate, create and participate in opportunities to build bridges and enhance collaborative opportunities including fellowship, service, learning, worship gatherings, understanding that connections brings about life, understanding that the lack of connection brings loneliness and isolation
- Create a unified grant system for local mission and congregational revitalization endeavors that address leadership development, mission needs, justice issues, and asset management aligned with the purposes of the Presbytery and the local congregation to provide the expectation of vitality and generosity;
- Provide meaningful leadership development and spiritual formation opportunities for Ruling Elders, Teaching Elders, and other leaders in the presbytery to receive new tools for ministry;
- Restructure presbytery meetings for maximum effectiveness to continue to be shaped by worshipful work and include intentional segments for equipping, networking and necessary business, in addition to resourcing congregations and leaders for faithful vitality;
- Create a structure, reflected in the Bylaws (understanding how rules create cultural norms and a level of expectation) that enrich an understanding of Christian life together that nurtures servant disciple leadership and healthy quality relationships within the region of the Presbytery

### **Q. What will our new organizational structure look like with these recommendations?**

A. We’re suggesting a new structure of standing committees and functions, along with the proposal that class be translated “a term of two years” not the current term “term of three years”, with the possibility of re-nomination and re-election. Of course, we retain a Permanent Judicial Commission, and due to Book of Order provisions, this Commission retains its extended class and structure. Below, each group will have three classes, with each class a two-year term, and eligibility for re-nomination and re-election:

- Committee on Ministry to fulfill functions related to G-3.0306 and G-3.0307 (18 people/6 each class and Chair elected by POC and assume minute review function of the current Committee on Church Order)

- Committee on Preparation for Ministry to fulfill functions reflected in G-3.0307 (6 people/2 each class and Chair elected by POC)
- Trustees to fulfill functions related to G. - 4.0101 (6 people/2 each class and Chair elected by POC)
- Committee for Congregational Renewal and Vitality – to fulfill functions to provide resources and education to support evangelism efforts and enable vibrant communities of Word and Sacrament (6 people/2 each class and Chair elected by POC)
- Committee for Youth to fulfill functions of leadership development through worship, service, learning and equipping the saints (12 people/4 each class and Chair elected by POC)
- Committee on Nominations and Representation to fulfill G -3.0111 (6 people/2 each class/nominated by Council and elected by POC)
- Presbytery Council composed of Standing Committee Chairs and Elected Others to fulfill functions throughout G-3.03 including G-3.0302 (6 chairs of 6 standing committees, along with 6 “at-large” members/2 each class and responsible for the alignment of the mission/purpose/strategy with current Presbytery ministry, in addition to funding decisions related to the “One Hopeful Fund”. The Council will also be authorized to make urgent and emergency decisions for the Presbytery in-between Presbytery meetings.)
- Personnel Committee created as a subcommittee of the Presbytery Council with functions related to personnel policies and staffing rationale, along with support of Presbytery staff
- Network Resource created as a subcommittee of the Presbytery Council to fulfill functions of networking, resourcing evangelism, mission, prophetic witness, responsible administration, and justice ministries to assist leaders in our vibrant communities of Word and Sacrament
- Developing and implementing a strategy related to “New Worshipping Communities” will be a responsibility of the Presbytery Council, and be accomplished in a collaborative manner.



### **For the Special Presbytery Meeting - Tuesday, April 10, 2018**

The Evaluate and Imagine Team contacted the Moderator to request a special Presbytery meeting for the purpose of receiving recommendation for a final report of recommendations from the Evaluate and Imagine Team, along with approval for what may be necessary for implementation for what is approved by the Presbytery of Cincinnati.

Therefore, we propose the following for the meeting called for Tuesday, April 10 at Pleasant Ridge Presbyterian Church at 7:00PM:

- To receive and approve the recommendations of the Final Report of the Evaluate and Imagine Team;
- As the way be clear, to suspend the Bylaws of the Presbytery of Cincinnati through December 31, 2018 to begin to implement the provisions of the Final Report, including the creation of new Bylaws for the Presbytery (*to be a joint effort between the Evaluate and Imagine Team and the current Committee on Church Order*). Please note that this “suspend” action permits certain provisions of the recommendations to be implemented, all the while allowing the current Bylaws to be considered “operational” as we proceed on provisions related to incrementally introducing it in the Presbytery (e.g. nominations process).
- As the way be clear, to provide permission to the Presbytery Council to assign work teams related to implementing provisions of the Final Report.

### **The Evaluate and Imagine Team of the Presbytery of Cincinnati**

RE Lisa Allgood, Covenant-First

The Rev. Bobbie Bella, Pleasant Run

RE Bill Bogdan, Mt Auburn

The Rev. Jim Goff, Williamsburg

RE Patricia Martin, Winton Hills

RE Jill Moorman, Knox

The Rev. Tyler Pettigrew, West Chester

RE Bob Young, Blue Ash, Moderator

The Rev. Dr. Nancy Kahaian, General Presbyter and Staff Resource