

NOTICE OF SPECIAL MEETING

[Online- Zoom](#)

7 pm

July 9, 2025

Upon the request of the Presbytery Leadership Commission, Moderator Chris Murphy, in consultation with 2025-2026 Moderator Margaret Mitsuyasu, has called a SPECIAL MEETING of the Presbytery of the Cascades at the request of the Minister Members and Ruling Elders on the Presbytery Leadership Commission* for the purpose of

- **Restructuring the Presbytery Leadership Commission by amending the [bylaws](#), and**
- **electing members at large, if needed, for the Presbytery Leadership Commission.**

The proposed changes to the bylaws are on page 2, the rationale for that change and the restructure is on pages 3-5).

The meeting will be held online using ZOOM at 7 pm on July 7, 2025. Register in advance for this meeting: https://us02web.zoom.us/join/zoom/register/xRfALfgtRoO5__d63o7apA

Questions about the proposal? **A Zoom Workshop** on this Restructuring plan will be held on **Wednesday, July 2 at 7 pm**. [Click here](#) to join the workshop.



Paul Belz-Templeman (He/Him)

Stated Clerk

Presbytery of the Cascades

503-227-5486

245 S Bancroft, Suite D

Portland, OR 97239

paul@potc.life

*Members of the Presbytery Leadership Commission who voted to request this meeting are: Ruling Elders Gail Black (Portland, Rose City), Carol Eckerd (Roseburg, First), Lisa Snodderly (Portland, First), Eileen Sheelar (Keizer, John Knox), Dan Vetter (Portland, Westminster) and Minister Members Jim Wallace, Amy Delaney, and Steve Hammond.

FOR ACTION**Amend Bylaws Article VIII.B.9**

(proposed deletions in strike-through, proposed additions underlined)

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED WILL READ
9.Presbytery Leadership Commission The Presbytery shall establish a Presbytery Leadership Commission (PLC) composed of the following persons with voice and vote: the moderator of the Presbytery, the vice moderators of the Presbytery, a chair from each of the following: Commission on Preparation for Ministry, Communication and Technology Team(CATT), New Ministries Team, Personnel and Administration Committee, Board of Trustees, a representative from the Committee on Representation and each of the regional Commissions on Ministry (COMs), and the immediate past moderator of the Presbytery, who shall serve as chair of the Presbytery Leadership Commission. The Treasurer is a member of the Presbytery Leadership Commission with voice and is also able to vote if enrolled as a voting member of the Presbytery. The stated clerk and other executive staff as the presbytery may employ shall serve as ex-officio members with voice but without vote....	9.Presbytery Leadership Commission The Presbytery shall establish a Presbytery Leadership Commission (PLC) composed of the following persons with voice and vote: the moderator of the Presbytery , the vice moderators of the Presbytery , a chair from each of the following: Commission on Preparation for Ministry, Communication and Technology Team(CATT), New Ministries Team, Personnel and Administration Committee, Board of Trustees, a representative from the Committee on Representation and each of the regional Commissions on Ministry (COMs), and the immediate past moderator of the Presbytery, who shall serve as chair of the Presbytery Leadership Commission. <u>, the moderator elect, the treasurer and three members at large elected by the presbytery.</u> The treasurer is a member of the Presbytery Leadership Commission with <u>has</u> voice and is also able to <u>may</u> vote if enrolled as a voting member of the Presbytery. <u>The PLC shall elect one of its members to serve as chair until that member's term expires or their successor is elected.</u> The stated clerk and other executive staff as the presbytery may employ shall serve as ex-officio members <u>staff support</u> with voice but without vote....	9.Presbytery Leadership Commission The Presbytery shall establish a Presbytery Leadership Commission (PLC) composed of the following persons with voice and vote: <ul style="list-style-type: none"> • the moderator • the vice moderators, • the immediate past moderator, • the moderator elect, • the treasurer, and • three members at large elected by the presbytery. The treasurer has voice and may vote if enrolled as a voting member of the Presbytery. The PLC shall elect one of its members to serve as chair until that member's term expires or their successor is elected. The stated clerk and other executive staff as the presbytery may employ shall serve as staff support with voice but without vote....

[For information, section 9 continues]... The Presbytery Leadership Commission (PLC) shall function in accord with the Constitution and these Bylaws as a coordinating body for the mission of presbytery, for advising the presbytery on budgeting, for meetings of the presbytery, and for amendments and overtures. The Presbytery Leadership Commission (PLC) shall have responsibility for strategic planning and management, for personnel matters on the recommendation of the Personnel and Administration Committee, and for action on behalf of the presbytery between meetings of the presbytery on recommendations of the Board of Trustees or as directed by the presbytery. The Presbytery Leadership Commission may have authority to appoint such sub-committees as it deems necessary to accomplish its responsibilities. The Presbytery Leadership Commission may have authority to authorize the chair of the Presbytery Leadership Commission to appoint an Administrative Commission charged with negotiations pertaining to congregations seeking dismissal under the Gracious, Just and Responsible Dismissal Policy.

RATIONALE & INFORMATION

Phase 1: PLC Restructuring Proposal Special Presbytery Meeting: July 9th, 2025

Summary: The moderators and vice-moderators brought a proposal to the PLC to change to the purpose and structure of the PLC (Presbytery Leadership Commission). This proposal is to shift from a round-table appointment model that focuses on technical problems and financial issues to an intentional commission of members who have both ability and capacity to discern our mission and vision. This restructuring of the PLC will create a body that can provide direction, clarity of values, and set goals and objectives for the remaining commissions, teams and staff of the Presbytery.

Background: Since the current POTC organizational model was established around 2015, our presbytery has lacked a clear missional body. The stated purpose of the PLC is to be “a leadership council [that] shall serve as the leadership team of the Presbytery, monitoring/ adjusting/challenging/leading the total mission and program of the Presbytery while overseeing its ecclesiastical, strategic, and fiduciary responsibilities.” We need a missional body with both the time and capacity to engage in in-depth conversations about our mission and values, wrestle with adaptive challenges, research the emergent needs of our churches, discern God’s will for our collective future, and provide clear direction of purpose and goals to the rest of the presbytery.

The current PLC round-table model brings together 23+ volunteers and POTC staff by appointment. Ten of these volunteers already serve in significant leadership roles as commission/team chairs, alongside their other ministry and/or life responsibilities. The last decade has seen the work of the PLC functioning more as a business coordinating body; handling macro-level technical challenges and some fiduciary oversight, mostly of grant awards. For the most part, the current PLC structure has lacked both the time and the capacity for addressing missional and adaptive challenges with our presbytery, much less tackling the values vacuum and lack of missional clarity that has been spotlighted in both the Pneumatrix and CART reports.

At the PLC Retreat in Fall 2024, a conversation was started about addressing the current mission, vision and values deficiencies in our presbytery, recognizing that these deficiencies were stemming from our current council structure. The Moderators and Vice-Moderators, along with the Stated Clerk and Transitional Executive Presbyter, began meeting to study these deficiencies, and how a potential restructuring of the PLC could begin to remedy some of those issues. The work included identifying priorities and potential benefits, studying similar presbytery councils and learning best practices. From this work, the group came to agreement on the following PLC Restructuring Proposal to present to the PLC in June, and to the Presbytery at an upcoming meeting.

Priorities: The group set the following priorities to help guide the PLC restructuring proposal:

1. The PLC needs to be reestablished as an authoritative body that provides missional direction and clarity of purpose to remaining POTC commissions and teams.
2. The PLC needs to refocus its work on adaptive challenges of our presbytery.
3. The PLC needs to be a smaller group that can allow space for all members to contribute.
4. The PLC should be made up of group members who do not serve or lead other commissions or teams. The PLC would be their primary area of service to the Presbytery, allowing more time and capacity for mission discernment and strategic planning.
5. The PLC should ideally be made up of members who:
 - a. Have previous presbytery leadership experience, or similar business/non-profit leadership experience.
 - b. An understanding of the workings and challenges of our presbytery.
 - c. Or are experts with a needed skill set the PLC has identified.
 - d. Demonstrate the ability to listen well, communicate clearly, and develop trusting relationships with a team environment.
 - e. Are committed to the work of spiritual discernment as a leadership practice.

6. Any new PLC structure still needs to allow for coordinating time with other commission/team chairs to share their macro-level needs and concerns.
7. PLC would elect their own chair and would have the option of serving as chair for multiple years, to provide for continuity of leadership.

Proposal:Part 1: Restructure the composition of the PLC

The recommendation is to change the composition of the PLC from the current roundtable model (by appointment) to an intentionally mission/executive model with members elected specifically to serve on the PLC.

Current PLC Structure	Proposed New PLC Structure
<ul style="list-style-type: none"> • 3 Moderators • 4 Vice-Moderators • Treasurer • 4 Regional COM Chairs • 6 Commission/Team Chairs (Trustees, P&A, COR, CPM, NMT, CATT) • 5 POTC Staff (non-voting) PLC Total = 23 (18 voting)	<ul style="list-style-type: none"> • 3 Moderators • 4 Vice-Moderators • Treasurer • 3 At-Large Members • 3 POTC Staff (non-voting) (Transitional Executive Presbyter, Stated Clerk, Assoc. Cong. & Clergy) PLC Total = 14 (11 voting)
<ul style="list-style-type: none"> • Rotating PLC Chair (Prev. Moderator of Presbytery) 	Elect PLC Chair, able to serve multiple years.

New “At-Large Members”: Nominating Committee would target individuals with skills and experience listed in #5 of the Priorities section. They would serve traditional 3-year terms, eligible for 6 years max. To start, the 3 new members would be brought in under staggered classes (Class of 2026, 2027, 2028) to allow for even turn-over.

Part 2: New PLC Meeting Schedule and Focus

A. Continue with Monthly PLC Meetings with the new structure.

- Live into the defined purpose of Leadership Council: “to serve as the leadership team of the Presbytery, monitoring/adjusting/challenging/leading the total mission and program of the Presbytery while overseeing its ecclesiastical, strategic and fiduciary responsibilities.
- First-Year Goals and Agenda: Begin discussions of values, missional objectives, and adaptive challenges. First year goal: provide clarity of purpose, shared values, and set goals and directives for rest of Presbytery.
- Navigating the needs of the transitional period, time to focus on CART and Pneumatrix recommendations.

B. Begin Quarterly Coordinating Meetings.

- Move current monthly round-table group with commission/team chairs to quarterly meetings, with reports submitted ahead of time.
- Chairs/Leads will share highlights from their ministry areas, bring items they would like to see PLC discussion and/or input.
- Can discuss and vote on any technical items needing PLC action.

Proposal Timeline:**Goal: To implement new structure with incoming PLC Class (Summer/Fall 2025)**

1. Plan presented to PLC on June 5 for discussion and vote.
2. Call Special Presbytery meeting on July 9th for discussion and vote on PLC Restructure Proposal; preview of proposal to be presented during TEP Report at June 25th Presbytery meeting, video presentation of proposal to be sent out via Cascades Connections.
3. If approved by Presbytery, implement summer 2025, train new PLC body in summer, smaller PLC retreat in fall. First Quarterly Coordinating Meeting would be in Fall 2025.

Looking Ahead: Phase 2: Presbytery-Wide Restructuring Plan (After Phase 1 Implementation)

Fall 2025-Spring 2026: Implement Phase 1, PLC completes work on updated Mission/Vision/Value/ Purpose, reports to Presbytery in Spring 2026.

Spring 2026-Fall 2027: PLC begins study on restructuring entire presbytery, including current and emerging needs of our churches, reevaluating current regions, commissions/team, and update staffing plan accordingly. Review updated PLC structure. Review/Revise/Update all by-laws of the Presbytery to bring into alignment with restructuring plan and current needs. (Expected timeline: 15-18 months.)

Fall/Winter 2028: Bring Restructuring Plan and Updated By-Laws to Presbytery for introduction and review. Solicit feedback from Presbytery.

Spring 2028: Present updated Restructuring Plan, By-Laws, and updated staffing plan to Presbytery for vote. Elect Search Team for new Executive Presbyter.

Summer 2028: Implement new presbytery-wide structure, post MDP for new Executive Presbyter.