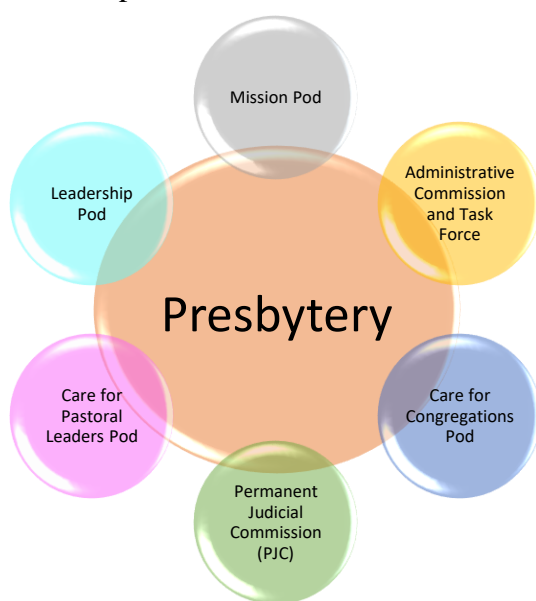


SUMMARY OF POD STRUCTURE PLAN

A new structure for how the Presbytery of the Northern Plains (PNP) will accomplish its responsibilities and tasks was approved at the October 2016 Presbytery Meeting. In addition, Sylvia Pringle, Moderator, appointed an Enactment Task Force (ETF) to carry out the implementation plan which was designed as a tool to provide the critical steps in developing and fulfilling the new structure.

The new structure was created to address several different obstacles PNP was facing. The primary goal is to accomplish the tasks of Presbytery more efficiently. In addition, the current committee structure calls for certain positions to be filled by PC(USA) teaching elders. As the number of leaders with this qualification decreases within the presbytery, it's becoming more difficult for the Nominating Committee to fill these positions. Other obstacles identified are: decreased membership, outsized committee structures (157 committee/commissioner/team members), geographical limitations, lack of training, unbalanced workload between committees, aging leadership, etc.

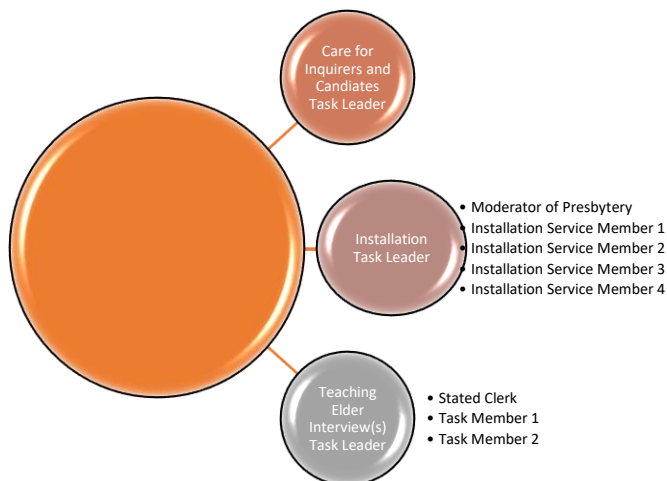


At this point in time the only tasks/responsibilities outline in the new structure are those outlined in the Book of Order (BOO). Over the next year, additional tasks will be identified as potential priorities to the new structure after prayer discernment and discussions. Those options will be brought forward for consideration at the October 2017 Presbytery Meeting.

The new structure breaks down the Presbytery responsibilities into four pods of core responsibilities – MISSION, LEADERSHIP, CARE FOR CONGREGATIONS, and CARE FOR PASTORAL LEADERS. Each one of these four pods would have a

chairperson and “task leaders” would be assigned to a task. Each task leader would be part of a pod with other task leaders. A chairperson would oversee the pod to make sure the task leaders are accomplishing their assigned tasks.

The new structure which are being called pods, would be the same as a committee in our current structure. However, each task of responsibility assigned to a pod would have a task leader. These task leaders make up the membership of the pod. Depending on the scope of the task assigned, one person may be responsible to ensure the task is completed and report back to the pod. However, if a task is large in scale additional people may be recruited to ensure the task is completed. If this happens, it would be similar to how Council or the Committee on Ministry has sub-committee’s which report to them.



The success of this new structure depends on significant participation from every congregation. The Book of Order sets forth the Session's responsibility to elect a Ruling Elder from their membership to serve as their Presbytery Delegate (congregations over 100 members may be asked to elect additional Ruling Elder(s)). This system insures that all congregations are informed and involved in the work of their presbytery.

Benefits of the plan are:

- The new structure will allow the PNP to focus on the true priorities and tasks mandated by the Book of Order. It will allow for the Presbytery to take healthy steps in removing tasks from our current structure that no longer fit into the life and mission of the Presbytery.
- Individuals, Teaching and Ruling Elders within the Presbytery will only be asked to hold one leadership (Pod or Task Leader) position at a time. While the number of individuals holding an elected leadership position will decrease to a more manageable number, the number of voices heard within the system will increase. This increase will come from more active participation from Commissioners from PNP congregations.
- Education is a significant component of this new structure. The idea is to allow an individual (or small group) to focus and gain the training needed to become knowledgeable in that given area.
- Terms are shorter in length which allows for more flexibility. It is believed that this will decrease the chance for individuals to become "burned out" from Presbytery work. With less "burn out" there is improved chance of success and energy at the Presbytery and congregation level.
- The Pod structure will create an atmosphere of accountability by having each pod member being responsible for completion of a task either mandated by the Book of Order or set as a priority of the Presbytery. The pod will act not only as a clearinghouse of ideas and training but also a place to encourage and support each other to completed the tasks at hand.

If all goes well and the timeline goals are meet, the new structure will be operational by October 2017. To accomplish this, the following items are requested from you and your congregation's session:

1. Support the work of the Presbytery of the Northern Plains, its staff, and the Enactment Task Force by offering prayers and encouragement.
2. Share this information about the new structure with your session and congregation.
3. Elected and submit the name of your Ruling Elder delegate to the Presbytery Office by January 31, 2017.
 - a. Pastoral leaders and ruling elder delegates should plan on attending Presbytery Meeting and fulling participate in work of the Presbytery. The two 2017 stated Presbytery meetings which will be held on April 21-22, 2017, at Community Presbyterian Church of West Fargo (ND) and October 6-7, 2017, at First Presbyterian Church of Hallock (MN).
4. Respond to future requests in a timely matter and be willing to reach out and voice your concerns and opinions.