

GENERAL ASSEMBLY MISSION PROGRAM GRANT EXISTING CONGREGATION GRANT APPLICATION

Date Prepared _____

Synod _____ Phone _____

Contact Person _____ E-mail Address _____

Presbytery _____ Phone _____

Contact Person _____ E-mail Address _____

Project Name _____

Pastor / Project Director _____

Address/City/State/Zip _____

E-mail Address _____ Phone _____

DEFINITION: Transformation of an existing congregation is the redirection of its ministry in light of significant changes among its membership, the community to be served, or both. Transformation includes a planned effort and intent to refocus the congregation's ministry, under the direction of the presbytery. Transformation is about disrupting the current cycle of a congregation's life in order to intentionally bring about change.

GRANT PERIOD: Realizing that some projects desire a shorter or longer funding period, funding may be spread over a period of 5-7 years.

GRANT FUNDING AMOUNTS: A project may receive a cumulative grant amount of no more than \$100,000 from any combination of General Assembly Mission Program Grants.

INSTRUCTIONS: After obtaining the necessary presbytery and synod signatures, send the original and nineteen copies of this application copied two-sided with required attachments to the Mission Program Grant Office in accordance with the attached submission dates. This form is available in Microsoft Word format and may be obtained by downloading from the Mission Program Grants web page, www.pcusa.org/missionprogramgrants, or by e-mail from the Mission Program Grants office.

NOTE: If this project received Exploration & Feasibility Grant funding, ensure that you provide an end-of-study report prior to or with this grant request.

In narrative form, please respond to the following.

1. **Vision:** Describe the vision for the project.
2. **Staffing Rationale:** Describe the qualities you seek in a transformation pastor to carry out your proposed ministry plans. Include a position description for each staff member to be funded by this grant.
3. **Demographic Study:** Include a summary of the demographic study, not to exceed one page, which provides relevant findings, and ecumenical & mission opportunities, racial ethnic population, age distribution, and economic strength.
4. **Ministry Plan:** Describe the ministry plan for the project, including the five dynamics listed on page 3.
5. **Goals & Objectives:** List measurable goals and objectives for the first year. **Note:** It is a condition of grant funding that appropriate presbytery and project leadership, both pastor and lay, have attended or will attend presbytery, synod or GA transformation training within two years of when funding begins.
6. **Attendance:** List the realistic attendance estimates of worship, church school and other regularly scheduled activities, respectively, for each year of the grant. Give data to support your estimates.
7. **Income and Expense Budget:** Display itemized and balanced *operating* income and expense budgets

for each year of the grant. Capital expenses should be excluded. Include income amounts from General Assembly, synod, presbytery, project and other sources. Please include last year's financial statement, if available, showing the budgeted and actual income/expenditures. All projects are expected to achieve 10% of its total program operating budget to Basic Mission Support by the end of grant funding.

8. **Oversight of Project:** Describe your presbytery's plan to provide oversight, encouragement and regular contact with the leadership of this project.
9. **Funding Schedule:** Complete the following display of scheduled proposed Mission Program Grant funding to support the existing congregation grant. Place an asterisk (*) after specific amount to indicate that action has been taken to approve the grant and the specified amount.

SCHEDULE OF PROPOSED MISSION PROGRAM GRANT FUNDING

- A. Anticipated date that the monthly payment is expected to begin. _____
- B. Anticipated final year of mission program grant. _____

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>TOTAL</u>
PROJECT	_____	_____	_____	_____	_____	_____	_____	_____
PRESBY.	_____	_____	_____	_____	_____	_____	_____	_____
SYNOD	_____	_____	_____	_____	_____	_____	_____	_____
GA	_____	_____	_____	_____	_____	_____	_____	_____
OTHER	_____	_____	_____	_____	_____	_____	_____	_____
TOTAL	_____	_____	_____	_____	_____	_____	_____	_____

NOTE: The Mission Program Grant shall not exceed the combined funding amount provided by the presbytery and/or synod and may be less during the funding life of the grant. Mission Program Grants are scheduled on a declining scale.

Please refer to the **Mission Program Grant Proposal Checklist** contained within **Grant Writing 101** for general evaluation criteria.

Middle Governing Bodies participating and giving oversight and assistance to this project, please sign below and provide helpful information as appropriate.

At the _____ (date) meeting of the Presbytery of _____, the foregoing existing congregation plan for ministry and program grant application were reviewed and approved by the mission strategy body of this presbytery as fulfilling the criteria and guidelines governing GA Mission Program Grants.

General / Executive Presbyter or designee

Date

Synod Executive or designee

CONGREGATIONAL TRANSFORMATION

A transformation is not a natural cycle or stage of congregational life. It is a planned intervention in a congregation to stimulate the dynamics needed to enable the congregation to reorient its ministry.

THE MINISTRY PLAN OF A TRANSFORMING CONGREGATION SHOULD INCLUDE:

1. **CREATING SPIRITUAL ENERGY.** Many potential transformation congregations have encountered periods of decline and no longer possess the vision and vitality for an effective ministry. Attention must be given to building the spiritual strength and energy of the congregation. How can sufficient spiritual energy be stimulated within the congregation so that the corporate strength needed to carry out the ministry starts to build? How can despair be replaced with hope?
2. **CONGREGATIONAL IDENTITY: COMING TO TERMS WITH THE PAST, PRESENT AND FUTURE.** Some transformation congregations are locked into the past. Members remember fondly the time when more people were in church and the congregation was vital. If things could only be the way they used to be, everything would be okay. Processes must be provided that enable the congregation to confront the nature and degree of change that has occurred within the church and the community. Opportunity must be given for people to recall how things used to be, in contrast to how they are presently. Coming to terms with the past and present means allowing time for corporate grief. Until members of the congregation can openly affirm that the past is gone forever, movement toward a new future is unlikely.
3. **CONGREGATIONAL LEADERSHIP: BUILDING A MINISTRY TEAM.** Congregational transformation requires that the pastor and laity work together as a team to redirect the ministry of the church. This begins by recognizing and honoring the variety of gifts of people within the congregation. It requires blending the talents of those who have been part of the congregation for years, with the ideas and abilities of new persons who are just venturing into the congregation. It necessitates creating an atmosphere in which conflict is recognized, confronted and dealt with openly.
4. **RE-ENTERING THE COMMUNITY.** Many congregations that exist in areas of dramatic community change withdraw from direct contact and ministry with the people in the community around the church. The people in the church have little knowledge of, or relationship with, the people who live in the same block as the church. The laity must be trained to visit, listen, talk to and build relationships with the people of the community around the church. As relationships develop, the church laity begins to understand the hopes, desires and dreams of the people with whom they need to be in ministry.
5. **BUILDING A FINANCIAL BASE FOR MINISTRY.** Transformation congregations must build the necessary financial base to create a new future. Increased stewardship commitment of members is essential. A capital campaign for building improvements is often necessary. Increasing the financial base will ensure that the congregation's ministry will extend into the future.

DEVELOPING A MINISTRY PLAN. If you don't know where you're going, chances are you won't get there. Planning is essential in transformation congregations. As the interplay among the previously mentioned five forces builds, a series of ministry plans can begin to unfold. Components of the plans might include changes in worship and education programs, and the development of new ministries directed toward meeting specific needs of people in the community. As these program changes are woven into an overall ministry plan, the congregation may begin to move toward transformation.

OBJECTIVES

Objectives are descriptions of specific strategies describing measurable ways that the goals of a project will be fulfilled during a specified period of time. Objectives should be realistic, measurable, and challenging with a stated deadline for achievement.