January 21, 2019

Dear Brothers and Sisters of the Central Region of the Presbytery of San Francisco,

Happy New Year! At the most recent meeting of the Presbytery of San Francisco (11.13.2018) I presented an initial vision, rooted in earlier group conversations, in our Central Region Meeting about how we might move forward as a region using our designated presbytery monies to stimulate, empower and bring about missional church action in our region. This was unanimously approved. A small group was then chosen to further flesh out the vision so that we as a regional community could take full ownership of it by formal adoption. This group included: Ron Fong, Susanne Lea, Lauren Patrus-Betzel, and Karl Shadley. We were charged to bring back an agreed upon charter protocol for an up or down vote of adoption at our next meeting of Presbytery and Region scheduled for February 12th at First Presbyterian, Richmond.

Attached you will find the charter proposal we propose to our regional community for consideration and adoption on February 12th during our regional meeting. This will be an up or down vote. If it passes our group will proposes a slate of peer review team members to adopt so that we might begin awarded grants as per this protocol no later than Summer 2019.

In our writing of this charter we have chosen to define success not in terms of money as in succeeding to obtain a grant, but rather as the success of trying something thoughtful, intentional, and innovative. These mission monies are an invitation to *be* the church, to try, risk, dare, step-out of our established ways of ministry, comfortable status quo or impotence due to money. These monies are different from those awarded by the 1001 New Church Communities Grants and Vital Congregations Initiative and are not intended to replace such grants or to be used to bypass or duplicate those Presbyterian Mission Agency Initiatives.

The process we are proposing for adoption is not written or intended to be a structure in which it's already decided who gets the money (and who doesn't). These mission monies are for all of us. The proposed process will make sure that all churches of our region will have equal access, no matter their size, age, racial make-up, missional maturity, or ministry prowess.

We are confidently hopeful that this charter will stimulate, empower and bring about missional church action in our Central Region which we all call both home and mission field. We will have 15 minutes of conversation about the proposal before voting on February 12th. Between now and then you can ask questions, seek clarification by contacting me as the representative of our group by email, phone, and even face-to-face meetings as time permits.

For the Central Region Steering Committee,

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PRESBYTERY OF SAN FRANCISCO
ALLOCATION OF FUNDS FOR NEW MISSION WORK
THROUGH MISSIONAL PARTNERSHIPS OF THE CENTRAL REGION

The Central Region will use our $1,000,000 Fund 2 monies for grants to create, nurture and expand concrete mission projects from our region that stimulate, empower and bring about missional church action. A typical award will be around $50,000.

1. **ESTABLISHED VALUES: Ministry Projects in which we will invest our resources of time, money and human skill shall respond to one or more of our established values.**
   They shall be:
   - an existing ministry with an established track record in need of expansion OR a new and exciting opportunity for mission-ministry;
   - doable/feasible as well as viable/sustainable efforts;
   - share the Gospel / reach the unreached with the good news of God in Christ;
   - advance the proclamation of the gospel through justice-related actions or ministries relating to material, social, or relational well-being;
   - be a joint ministry of collaboration among at least two or more congregations and/or organizations rooted in our region.
   - respond to a root cause or need that manifests itself locally and/or beyond, in a hands-on or collaborative manner;
   - excite and involve a core group of people from our region in ministry, mission, and relationship-building.
   - Central Region monies **WILL NOT** fund proposals which simply seek to copy another church's or organization's successful ministry or program.

2. **PEER REVIEW TEAMS/PEER REVIEWERS: Ministry Proposals will be reviewed by a Central Region Peer Review Team, in review cycles which match the cycle of meetings of the San Francisco Presbytery.** There will be a total pool of six peer reviewers. Peer reviewers:
   - Shall be lay or ordained persons, from Central Region congregations, with only one peer reviewer per any given congregation;
   - Shall be characteristically warm, wise, curious, communicative, conscientious and committed (see attached Peer Reviewer Characteristics);
   - Initially, shall be nominated by the Central Steering Committee and approved by the Central Region at a meeting by vote;
   - Shall be trained in the grant review process, such training to be paid from Central Region Fund 2 monies;
   - Shall gather in teams of three to review the ministry proposals;
   - Shall serve a three-year term;
   - Shall receive a reasonable stipend;
   - Shall develop the grant application form and formulate the review process (initial peer reviewers only). Applications must be readily accessible online and shall include project

names, cost, material needs, human needs, a narrative of objectives, a list of measurable goals, and description of support of ministers and the ministry
- Shall develop the process for adding or deleting peer reviewers;
- Shall recuse themselves when a ministry proposal is from their own congregation.

3. **PEER REVIEW PROCESS: The peer review process is as follows**:
   - Peer reviews will occur at regular meetings of the Central Region occurring at least as often as the Presbytery of San Francisco meets.
   - Applications to fund ministry proposals must be submitted 3-4 weeks in advance of the meeting at which it is to be considered.
   - The peer review process will strive not merely to approve or disapprove a proposal, but to advance and encourage ministry creation and implementation. To this end, where appropriate, instead of disapproving a proposal outright, a Peer Review Team will endeavor to deliver concrete suggestions for fleshing out and perfecting a ministry proposal.
   - Ministry proposals that are approved outright or perfected by peer review will be adopted by majority vote of the Central Region at a meeting with a quorum.
   - A quorum[1] consists of representation from a majority of congregations (12) in the Central Region, with each congregation charged with sending at least one representative.
   - Voting commissioners per congregation are assigned for purposes of Central Region meetings as in all presbytery meetings. A simple majority will rule our votes.
   - Time invested by Ministers of Word and Sacrament as Peer Reviewers shall be recognized as part of their regular workload by all sessions of the Central Region.

4. **EVALUATION: A three-member Peer Review Team shall evaluate funded ministry projects** at 1 or 2 year marks. The peer reviewers need not be the three who initially approved it. The Peer Review Team will have the flexibility to articulate the optimal way of evaluation and tracking of supported ministry projects.

5. **DISTRIBUTION OF FUNDS: Monies shall be distributed, received and accounted for as per the Framework for Decision Making and Fund Distribution of the Presbytery of San Francisco.[2]**

6. **RECOURSE ACTION: There shall be an action for recourse and reimbursement should funds be used for other purposes than intended as per the approved proposal**. The session of churches that sponsored or served as the primary collaborators of the proposed ministry shall be held fiduciarily responsible for any such loss or financial abuse.

This overall Mission Stimulating Protocol shall last for a renewable three-year term from the date of its adoption by the Central Region.

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[1] This was established and adopted at the Central Regional Meeting of May 23, 2018.

[2] This was (shall be) established and adopted by the Presbytery of San Francisco, November 13, 2018.

PEER REVIEWER CHARACTERISTICS
(referred to in charter §2)

Peer Reviewers are characteristically:

1. *Warm* * i.e. have a heart for ministry to see God's love advanced through these grants understanding that our theologies may differ, but God's love covers all.
2. *Wise* * i.e. have some discernment and insight skills in recognizing strengths and weaknesses of a proposal; and what would be needed to make success happen. The goal of a review is not merely to approve or disapprove, but to advance and encourage ministry creation and implementation through peer encouragement constructively.
3. *Curious* * inquisitive in what is the local context that can be learned? The characteristics of the people being served? What is the content intent being delivered, and how well is it implemented? What factors influence the results? Are the program costs well defined and reasonable? Are there realistic time expectations?
4. *Communicative* * willing to talk to people and Able to write
5. *Conscientious* * i.e. recognize conflicts of interests and the need for being objective and transparent.
6. *Committed* * willing to commit the time required to adequately read, evaluate, verify, pray and discuss proposals.