

The Pastoral Transitions Commission received a request from the Session of Faith Presbyterian Church Morehead, that the Presbytery establish an Administrative Commission to:

- **Oversee the implementation of a new vision in downtown Morehead**
- **Assume all responsibilities for Faith Presbyterian Church vested in the Session by the Book of Order.**

The Pastoral Transitions Commission recommends that the Presbytery:

Establish an Administrative Commission for a three-year term, composed of no less than 5 elders and no more than 9 elders, to oversee the implementation of a new vision in downtown Morehead and to serve as the Session for Faith Presbyterian Church. This commission will annually report to the presbytery an evaluation of the emerging leadership of the new mission and their capacity to resume decision-making. The Pastoral Transitions Commission further moves that the Presbytery Moderator be authorized to appoint the members of this commission.

FAITH PRESBYTERIAN CHURCH MISSION PLAN OVERVIEW (Edited for brevity)

January 2024

Introduction

Phila Group was hired in March 2023 to work with a Discernment Team from Faith Presbyterian Church to pursue a potential new mission in Morehead, KY. This congregation had made a courageous decision to sell their church building and property and were in the process of considering what the next season of their mission might look like. After an in-person meeting with the congregation and several phone calls and virtual meetings with the leadership, a Discernment Team committed to explore the unique opportunities for mission and ministry before them, with the hopes of developing a viable mission plan that could be pursued by Faith Presbyterian Church.

Faith Presbyterian Church Discernment Team: April Adkins, Sara Adkins, Diehl Ackerman, Allie Secor, Amy Monday, Carolyn Moore.

After months of prayer walking, conversations with residents and local leaders, Bible study, and group discernment, the Faith Presbyterian Discernment Team is excited to move forward with a mission plan in the heart of downtown Morehead meant to connect with those in the community who traditional, primarily conservative congregations are not currently reaching. The Discernment Team is willing to invest finances, time, and energy into a business/mission hybrid in which a storefront presence opens the door to safe space and a natural gathering place for those who might never step through the doors of an existing church. They look forward to a new expression of church that will embody the radical hospitality and heart of Jesus in the Morehead community.

The pursuit of this vision presumes the following actions:

- Develop a compelling business that both provides an entryway for people to be engaged by the mission (or new worshiping community) and provides a future income stream to the mission. The first year of the mission would include the exploration of business possibilities and the development of a specific business plan.
- Hire a Mission Developer/Evangelist to lead-up the mission or new worshiping community.
- Establish an Administrative Commission of the Transylvania Presbytery to provide leadership, oversight, and support to this new mission for a period of 3 years.
- Establish a Core Planning Team made up of people chosen by Missionary Lead to assist in refining and implementing the mission plan discussed below.

Why Morehead, KY?

Faith Presbyterian Church has been a faithful witness to the good news of the gospel in the town of Morehead since 1964. Now, the desire is to focus on what a 21st century PCUSA witness could look like in the Rowan County area. The initial question to be explored was this: is there a need for a new church in Morehead, and if so, what unique mission does not currently exist that could be the opportunity for a new gospel community to take root? Church facilities and (mostly small) congregations dot the landscape of the county. However, it is notable that:

- There is a prevailing theology that does not connect with those who feel unwelcome or pushed away by the church.
- Except for Faith Presbyterian, there is no other PCUSA witness in the local area.
- Morehead appears to be on a trajectory of growth, with new restaurants and development happening in the heart of the downtown corridor, as well as significant demand for housing that indicates an influx of population and investment in the community.
- Morehead is a regional center for medical care and education in eastern KY, as well as a tourist destination for outdoor enthusiasts.

These trends and data points lead us to believe that it is worth investing in mission and ministry in the Morehead area.

Background Information

Faith Presbyterian Church, through the Presbytery of Transylvania in Kentucky, approached Phila Consulting Group with the desire to determine the best path forward for them subsequent to the sale of their church property. Faith Presbyterian had seen a decline in their congregation. That, combined with the condition of their church building and an attractive offer from a neighboring business to purchase their property, made the sale of the church property a prudent decision. While Faith Presbyterian Church continues to exist, meeting in a temporary space elsewhere in the Morehead area, they are looking at alternatives, (1) to expand their ministry in the local area, and (2) to ensure they are being good stewards of the financial resources that came to the church as a result of selling their property. This had led Faith Presbyterian to seek professional assistance in considering the wide variety of alternatives on how best to proceed.

The Morehead Kentucky Context

Morehead, Kentucky is the county seat of Rowan County, a city of approximately 7,000 residents in a county of 24,000. It is located in a picturesque and culturally rich setting, just off of Interstate Highway 64, about 60 miles east of Lexington in the foothills of the Daniel Boone National Forest.

The population of Rowan County has grown by 5.7% since 2020. The median household income is approximately \$35,000 with approximately 20% of the population living below the poverty line, including about 20% of those under age 18 and 15% of those age 65 or over. The largest industries in Rowan County, KY are Health Care & Social Assistance, Educational Services, and Retail Trade; while the highest paying industries are Utilities, Transportation & Warehousing, and Construction.

Rowan County, KY is an area with excellent educational opportunities. The local schools evidence modern/upgraded facilities and have a strong reputation for providing quality education to their students. The city of Morehead is home to Morehead State University, a medium-sized university of approximately 8,800 students, including 600 graduate students. Setting Morehead State apart from other state universities is its relationship with NASA; MSU is a NASA Space Grant University. Space Grant is a national network of colleges and universities working to expand opportunities for Americans to understand and participate in NASA's aeronautics and space projects by supporting and enhancing science and engineering education, research, and public outreach efforts.

Downtown Morehead boasts a Conference Center and an active chamber of commerce. Long time restaurants and university hangouts co-mingle with local businesses, new restaurants, and a brewery. While there are empty storefronts, a developing entertainment district continues to

unfold. Plans for a new hotel are on hold, though the city is actively in conversation with the hotel group to either move the existing or an alternative redevelopment forward.

Rowan County has been a political swing county since 2000, voting red (Republican) in the 2000, 2012, 2016, and 2020 presidential elections and blue (Democrat) in 2004 and 2008. In 2015, Rowan County became a flashpoint around the issue of gay marriage and religious accommodation, with the county clerk refusing to issue marriage licenses to gay couples due to her religious beliefs. While the courts upheld the couple's right to marry and the clerk lost a subsequent election, this political chapter in the county cast a negative light on church and church people among those who were already sensing a disconnect from more conservative forms of church.

Rowan County is home to many Christian churches across a wide spectrum of the faith. In addition to these existing churches, there are church outreach missions in and around the University campus.

We sense that there is an opportunity for a mission/worshiping community that seeks to connect with individuals and families in the Morehead area who have felt excluded from, ostracized, or pushed-away from church. This would not be a program-centered attractational church, but rather an incarnation of Jesus-centered community that develops through relational connections among existing personal networks, a compelling business that fosters relational intersections, and invitational opportunities into participating in initiatives of justice and contagious goodness.

The Process of Discernment

The Faith Presbyterian Church Discernment Team consists of these members: April Adkins, Sara Adkins, Diehl Ackerman, Allie Secor, Amy Tudor, Carolyn Moore. Phila Group consultants Shannon Kiser, Brian Clark and Gary Mears met with this team over a period of 10 months for five face-to-face meetings to discern the best path forward. These gatherings invited the team to dig deeply into Bible study and prayer, giving sway to the movement of the Holy Spirit in this discernment endeavor. We broke bread (and cookies) together as we shared life and fellowship. Each meeting included robust conversations, differing points of view, and holy times of convergence and clarity. These conversations, in conjunction with community listening, provided the primary process of discernment.

The Discernment Team and Phila Consultants prayer-walked the community, met in local establishments, and spoke with local business leaders, nonprofit leaders, church leaders, educators, and residents. We worked with existing networks and connections, as well as forging new connections. We met with a commercial real estate agent to explore specifics related to the Morehead commercial market and met with community business leaders and merchants to explore the art-of-the-possible. Through conversation, Bible exploration, prayer, and deep

listening, the Team has narrowed the wide variety of alternatives and is close to crystalizing a theological identity for a new mission (or new worshipping community), a vision for the mission, a potential mission plan, and a missionary leader for the mission.

After some initial discernment teamwork with Phila, the session of Faith Presbyterian Church met to prayerfully determine whether they wished to continue solely as an existing traditional worshipping community or if they wished to continue working on discerning how God might be calling them into a new form of ministry in the Morehead community. With Session's vote to move forward in discerning a new mission, the Discernment Team continued to pursue a variety of potential ideas and networks.

Hearing that a partnership with the Episcopalian congregation might be a possibility, Phila consultants met with the assistant to the Bishop to explore possibilities. In that conversation, it became clear that the existing Episcopal congregation would not add any significant energy to this mission, nor would the Diocese be investing financial resources into the existing congregation, although the possibility of a partnership between the PCUSA and Episcopal Church into a new thing still exists.

Other ministry and partnership possibilities were put on the table, including the potential to partner with Kiju games, a business that has become a place for game enthusiasts and an LGBTQ+ safe place. Again, it became clear that partnership in the business is not a viable option, but with this business possibly closing, it may be possible to build on the concept of game playing as a way to provide a natural gathering place for the community, a stream of income for the mission, and a non-churchy atmosphere in which to explore faith community.

Ultimately, the mission plan that is emerging represents the ideas and energy that have risen to the front burner. The discernment process leads us to believe that this is a viable path forward for Faith Presbyterian Church and can best leverage the unique passions and gifts of this congregation for mission impact and a new form of Christian community in Morehead.

The Theological Identity Undergirding the Mission

How often in the church do we assume a shared theological starting point, yet come to find out we are on very different pages? Any new worshipping community needs to be built upon a strong sense of shared identity and vision among those who will be its champions. The early work of the Discernment Team was to wrestle with the theological identity that would undergird this mission. This shared identity will be the heartbeat of the mission and will help the team to work together towards a common purpose. Exploring the questions below helped to develop that shared identity:

WHO IS JESUS?

Jesus is the one who teaches us and models to us how we are to live with others and with God. Jesus is God's presence with us, in the hard times and the joyous times. Jesus is a light to our path and invites us to take steps in the direction that he leads. Jesus is our "song in the night" . . . when we simply don't know what to do, we can reach out for peace.

WHAT IS CHURCH?

Church is a community of people trying to follow Jesus, gathering together and sharing in God's work and God's Word together. It is a fellowship that recharges us for life and mission. It is a community of worship, steeped in the awe and wonder of God, God's beauty, and God's creation. It is a system of support and love wrapped in the Word of God. . . so much more than just friends! It gives us meaning and purpose. It inspires us to consistently rethink and reframe. Church requires something of us and invites us to commit to God and to others. And as we commit ourselves to love and serve in the way of Jesus, we become an embodiment of the presence of Jesus in this world. Like the great cloud of witnesses that have gone before us, we too we are part of the rich tapestry that is God is weaving.

WHAT IS SALVATION?

Salvation is preservation or deliverance from harm, ruin, or loss. It is knowing that we will see our Savior and one day, all our questions will be answered. Jesus is the source of salvation, saving us from our hard heartedness and the choices we tend to make. He keeps us and holds us, even in our fears and uncertainties. In light of God's saving love, we can be ever more fully present and connected with God and with one another. Salvation is a gift, but it is also a choice to move towards God. We reject the ways that religious people have often used "salvation" as a tool to judge people or stoke the fear of hell. Salvation is so much more than a destination after we die but is something we can joyfully experience here and now.

WHAT IS JUSTICE?

Justice is ultimate fairness. It is when we all have enough to eat, a home to lay our head, and all are treated with respect. It is when everyone is treated as if they really are God's child — no picking or choosing who's in and who's out. It is the lifting of the veil where evil is exposed to the light. Justice is removing the barriers and taking away the unfair and unequal. It is being in harmony with each other and being allowed to be who God made us to be. Justice is not a passive hope, but a God-shaped longing that drives us to action.

The Vision (The "Who" of this Potential Mission)

Developed through community presence, conversation, and Bible Study as a Discernment Team

The people group that God has place on the hearts of the Discernment Team as they considered a mission in Morehead, KY are:

- People who feel outside of the mainstream: politically, socially, or economically
- LGBTQ+ young people and allies who lack safe spaces in the community
- Those who don't know that they have an invitation to God's love
- Those who have a viscerally negative reaction to the prevailing theology of the county's predominately conservative churches

While the vision is to be fully inclusive of LGBTQ+ individuals, the desire is not to be *exclusively* LGBTQ+. This is a mission meant for a much broader community of the left out, forgotten, and judged – a community in which all can find a safe space for welcome, community, grace, hope, and spiritual home.

A Review of Options and Discernment Team Decisions

Over the last 10 months, the Discernment Team has looked at a number of alternatives, seeking the best way to move forward. Through a series of prayerful conversations, the Discernment Team initially reduced the alternatives to two options:

- Option A: Faith Presbyterian Church continues, with all the responsibilities of maintaining the governance of the church, while starting a new mission with a compelling business.
- Option B: Faith Presbyterian Church, as it currently exists, ceases to meet for Sunday worship, but remains constituted as a PCUSA church -- using its resources and funding to begin to work on a new worshipping community with a compelling business and the church members agreeing to dedicate their energies toward this endeavor.

Through further discussion and prayer, the Discernment Team committed themselves to Option B. In this way, Faith Presbyterian Church would orient all its focus and energy on this new mission:

- Discontinue Sunday morning pulpit supply and gathering
- Discontinue current lease and orient all ministry gatherings to a storefront space to be obtained as part of the Mission Plan
- Gather for Bible study/faith exploration around a shared meal
- Provide appropriate leadership and support to Mission Developer search and the mission as it unfolds

The Mission Plan: What Could this Mission Look Like?

Connecting with the “Who” of this mission will require a different kind of church than currently exists in Morehead. There are already traditional worshipping congregations that position themselves as inclusive, though they are small in number (and a minority) of the church landscape in town. If the people of the Vision wish to find a traditional Sunday morning worship

service, it does exist. What does not exist is meaningful safe space to foster relationships that can help people experience God's love, to taste and see that God is good. This is the unique opportunity that the Discernment Team feels a call to press into.

The Team is convinced that the mission plan being developed would best be served by creating a compelling business that would serve as both a natural doorway into safe space that fosters relationship and community AND a source of income that would help to sustain the mission's long-term viability.

What do we mean by compelling business? It is a business that would provide perceived value to the residents of Morehead, something that people would be excited about whether they are church people or not. It would be a business that locals would want to frequent and would provide a reasonably affordable environment that fosters relational connection, even as customers receive the products and services that are being offered. The business intersection would provide the opportunity for natural relational engagement with people in a non-threatening space, allowing for opt-in opportunities to wrestle with faith and engage in service, Bible Study, and worship.

What could this look like? This is the idea that seems to be rising to the top for the Discernment Team:

Picture a Main Street (or Main Street adjacent) storefront Game Lounge and Snack Bar for all ages. The vibe is warm and welcoming, with some music playing in the background and a wall of shelves filled with a vast library of various board games. Game tables dot the landscape, welcoming groups to grab a game and enjoy some time together. A snack counter is stocked with bagged snacks, cold drinks, and fresh popcorn for patrons to purchase and enjoy, as well as a few specialty game items for sale. The back of the store boasts an Escape Room experience that revolves to a new adventure every few months.

In the front room board game space, a modest entrance fee would include a drink and a snack with game play. This regular drop-in unstructured play opportunity would allow patrons to select games to play from the large selection of board games housed in the Lounge, or game players could bring their games from home. We envision this being a hangout space for all ages — families, teens, college students, and adults looking for alcohol free venues to gather (or who just love to play games!).

In addition to unstructured play, the mission developer and team would offer regular events, targeting a variety of interests, to draw community residents into the Game Lounge for enjoyment and relationship building. Throughout the month, there would be times and tournaments for select games, such as Mah Jongg, Settlers of Catan, Dominoes, Bridge, Euchre, etc. From time to time there would also be times promoted for specific age groups: kids game

time or teen game time. These opportunities would foster and build on natural connections where there is affinity and peer connection.

Aware of the existence of two other collectible card game stores, this Game Lounge would not specialize in the collectible card game arena, not wishing to create competition with neighboring businesses in Morehead. Dungeons and Dragons, Magic the Gathering, Pokeman, etc. would NOT be emphasized in this Game Lounge, though individual groups creating their own campaigns who wish to meet in the Lounge could do so.

The Escape Room, an immersive 60-minute group challenge experience made up of puzzles to be solved, would be housed in the back of the space or in an upstairs location. In this space, teams of players discover clues, solve puzzles, and accomplish tasks to try to unlock the room before time runs out. An Escape Room would be unique to Morehead, and could be marketed for:

- Corporate team building
- Birthday parties
- Tourist activity
- Teen activity

The Escape Room not only offers a unique addition to entertainment options in Morehead, it offers a cost-effective aspect to the business (low set up cost and low overhead) and would create a great team building opportunity for volunteers and staff as they work together on some DIY projects to add charm and character to the Escape Room environments.

The Snack Bar would offer simple food and beverages. We envision fountain drinks, including seltzers, canned specialty drinks, healthy snacks, fresh popcorn from a popcorn machine, and a few unique pre-packaged items. Pedestrians in the local area would be welcome to drop into the snack bar, whether they intend to stay for game play or not.

Beyond open play and game events, the mission developer would also provide a regular opportunity for faith conversation. For example, Tuesday nights twice a month might be “God Games, and Grace,” a one hour long gathering for middle school and high school students. Friday nights once a month might be a different “God, Games and Grace,” a one hour long gathering for families to explore faith together through playful experiences. Once a month, “Safe Escape,” a safe space for LGBTQ+ could gather for sharing, encouragement, and prayer together. And each week, Thursday nights could be “Dinner and Deep Dive,” which would be a shared meal, Bible study, and life-on-life sharing and prayer. This Thursday night group would become the forming worshipping community, and as the conversations deepen, new opportunities for worship and service would likely emerge.

The Discernment Team believes that this kind of setting would be the most effective way to both bless the Morehead community by providing a safe space and an additional entertainment

venue in the entertainment district (one that can be enjoyed by all ages) AND provide an on-ramp for those who most need to discover that they are loved by God and by God's people.

The Compelling Business

The Board Game Lounge and Escape Room with a snack bar seems to be a viable compelling business to accompany this mission in Morehead for these reasons:

- It does not compete with other ministries or businesses in the area
- It provides ongoing — not one-off — opportunities to connect with a variety of ages and peoples in the Morehead area
- It provides an environment where relationships and friendships can naturally develop
- The build out and set up costs for a game lounge, escape room, and snack bar are relatively low-cost
- The business can start small and add staff as the business grows
- This business fits the “entertainment district” aspirations of the city
- It provides an entirely different kind of worshiping community than currently exists in Morehead

In running the business concept by community leaders, there seems to be resonance and excitement among the church and unchurched segment of Morehead. Some have resonated with the safe space concept, recognizing that teens, recovering addicts, and others need safe places to gather and connect. Some have resonated with the possibility that families and young people will have a place to go to “get off video games” and have face-to-face interaction. Some are excited about ministry that connects with people in non-traditional ways. Yet others are simply excited about the addition of something new to do in Morehead.

Ideally, this business would exist in a downtown location, as envisioned in the previous section of this document. Realtors have already been consulted and the Discernment Team is actively pursuing leasing options in the Main Street area of Morehead.

A mission developer will need to be hired to run point on both the business and discipleship gatherings. **Staffing will be the great challenge for this mission.** Most likely it will take a year or more to identify and hire a full-time mission developer. Having the right staff person who is entrepreneurial, and a Jesus follower will need to be the initial focus of the Search Team

These following actions will be needed for a hybrid mission/compelling business vision to be actualized:

- As discussed above, Faith Presbyterian Church will conclude its Sunday morning worship (and accompanying expenses).

- FPC will gather instead for a weekly evening dinner and Bible Study. This will begin to reorient the church to its dedicated time and energy into this new form of community-building and shared spiritual life together.
- Continue to pursue the appropriate rental space in the desired location and once identified, secure the lease
- Form a Search Team made up of a combination of Faith Presbyterian and Presbytery of Transylvania members. Building on the job description found in this report, develop a job listing for a mission developer that can be circulated in PCUSA circles, as well as other networks and job-hunting sites.
- Begin actively working relationships, networks, and organizations to pursue potential candidates for this new position. The ideal Mission Developer/Evangelist candidate would be:
 - a lover of Jesus who is passionate about embodying the kingdom of God and the character of Christ in the everyday spaces and places of life.
 - an entrepreneur who is excited about establishing a business/social enterprise as a point of entry for connection and building community with local individuals, as well as a funding source for the Mission
 - a ministry leader who sees the church as a Christ-centered, diverse community reaching out to those who have felt pushed-away by the institutional church
 - a leader who has (or can make) connections with the neighborhoods and community networks in Morehead to bring people together.
 - a dreamer who would be excited about joining an emerging conversation about developing a loving community that looks a lot different from the churches which already exist in Morehead.
- Informed by the discernment work that has already been done, a more in-depth business plan will need to be developed that can best leverage the gifts and skills of the leadership and core team towards a compelling business that both provides an entryway for people to be engaged by the mission (or new worshiping community) and provides a future income stream to the mission. The first year of the mission would include the development of this in-depth business plan, to include:
 - Buildout plan and implementation
 - Financial goals and objectives
 - Detailed business and accounting plan
 - Point of sale research and implementation
 - Scheduling plan
 - Staffing plan
 - Ministry plan
- Establish an Administrative Commission of Transylvania Presbytery to provide oversight and support to this new mission for a period of 3 years. This Administrative Commission would have at least two current members of Faith Presbyterian Church serve on it.
- Establish a Core Planning Team made up of people chosen by the Mission Developer to assist in the developing and implementing the mission plan.

Leadership: How Would This Mission be Staffed?

As stated above, hiring the right Mission Leader will be vitally important. The process of hiring the right person **might** be a two-step process of first hiring a part time Mission Developer who can begin the work and lead the search for the full time Lead Missionary. If the right full time Mission Lead is identified, then there would be no need to first hire a part time Mission Developer. The two positions:

- Part Time Mission Developer (10-20 hours per week)—This supposes that there is preliminary work to be done to prepare for this business/mission hybrid even while searching for the primary mission lead for this initiative. Potential responsibilities of this part time initial position could be:
 - Chair/moderate/facilitate the search team for a full time Missional Leader
 - Work with the Steering Team to fine tune the compelling business plan
 - Oversee the renovation of the facility to house the new mission fulfilling the compelling business plan for an escape room board game center.
 - Oversee the Opening of the compelling business, the Board Game and Escape Room – soft opening – 20 hours a week.
 - Hire very part time staff.
 - Organize volunteers.
 - Run a weekly discipleship gathering with a core team open to the larger community
 - Oversee the inventory, sales, staff of compelling business.
- Full Time Lead Missionary—Ultimately, a full time Lead Missionary gives the initiative the best chance success, and is built into the 10 year budget of the project. Responsibilities of this full-time position are as follows:
 - Work with the Steering Team to fine tune the compelling business plan for an Escape Room and Board Game center.
 - Oversee the renovation of the facility to house the new mission fulfilling the compelling business plan.
 - Network with existing community leaders and locals to build trust and relationship and reputation for the sake of the mission
 - Develop marketing/communication plan for the new business
 - Oversee the Opening of the compelling business – soft opening – 40 hours a week
 - Organize volunteers.
 - Run weekly discipleship gatherings, possibly “Dinner and Deep Dive” for adults, “God, Games, and Grace” for Middle Schoolers and High schoolers, and a “God, Games and Grace” for elementary children and their families.

- Oversee the inventory, sales, staff of the compelling business.
- Cast vision for the overarching ethos of the mission among stakeholders, core team, and (future) employees

Governance and Oversight

What are the finances required for an effective mission?

- The business plan includes a full time Mission Developer at a salary of \$60,000 plus benefits. The Mission Developer would be the point leader for this initiative.
- Additional business staffing would be considered as usage and income rises, to meet the demand
- The financial model assumes active volunteer support by Faith Presbyterian and other like-minded people in the Morehead community (to help with teen events, etc.)
- Phila Consulting has developed a conservative 10-year timeline to achieve a break even business

At the current projections, there is more than adequate funding in Faith Presbyterian's accounts to carry out the full 10-year timeline.

What would be the relationship between Faith Presbyterian and this new mission?

Faith Presbyterian Church would orient all of its focus and energy toward this new mission:

- Discontinue Sunday morning pulpit supply and gathering
- Discontinue current lease and orient all ministry gatherings in the storefront space
- Gather for Bible study/faith exploration around a shared meal, possibly Dinner and a Deep Dive
- Participate and invite to the board game lounge and its programs
- Provide appropriate leadership and support to Mission Developer search and the mission as it unfolds

What is the projected governance structure going forward?

Faith Presbyterian Church will continue as a chartered church in the Presbytery of Transylvania. However, for this new mission to have the best chance for success, it is recommended that the governance be structured as follows:

- The Presbytery would elect an Administrative Commission (AC) for a period of 3 years to replace the FPC Session
 - 3 key people from Faith Presbyterian Church
 - 2 key people from Presbytery with specific skill sets (business, entrepreneurship, etc.)
- This structure would still give Faith Presbyterian Church the majority vote over any and all issues related to mission and ministry, while bringing in expertise from the greater community

- This structure would provide 3 years of stability (i.e. no rotating terms) during a crucial period of starting the compelling business
- This structure would be able to provide the nimble decision making that will be needed for a new business
- At the end of 3 years, the AC would stand down and a new Session would be convened that (hopefully) includes some new people who are engaging with the new worshiping community

Assumptions for Mission Plan and Financial Projections:

In developing the financial projections for this Mission Plan a set of assumptions has been made, these assumptions include:

- The mission/compelling business approach is, we believe, the most viable path to ongoing sustainability for a ministry presence in Morehead. Below are the assumptions we are making towards income streams and financial projections: The Escape Room and Board Game Lounge will charge for participation that will provide a steady stream of income that will fund the mission.
 - Board Game Lounge would have game play entry fees for game play with accompanying soft drink.
 - Tournament nights would have entry fees for participation.
 - Escape Room would have entry fees for 1-hour sessions.
- Some specialty board games, and merchandise may be available for purchase.
- A basic portfolio of non-alcoholic beverages and snack option will be available for purchase. Drop-in patrons, as well as game players, could also purchase snacks items.
- The compelling business of an Escape Room and Board Game Center will provide the basic resources for a new mission, but that income will be supplemented by donations from those engaged as Faith Presbyterian Church gathers around three key activities, a “God, Games and Grace” for elementary students and their families, a “God, Games, and Grace” program for middle and high school students, and some sort of dinner and discipleship offering.
- The compelling business should provide, by year 14, enough income that the business breaks even AND the congregation will have a healthy amount of assets remaining (over \$180,000) to provide for future projects and expansion.
- This Mission Plan assumes the dinner church community would grow to 40-50 people who are giving to this project.
- It is our expectation that the FPC congregation would become the core group that is creating the critical mass to seed this new mission.

Final Thoughts

Phila Group looks forward to seeing where God leads and remains strongly convinced that there is a need to a Christian mission to those in the Morehead community who feel excluded from, ostracized by, or pushed-away from church. Such a mission, complemented and supported by a compelling business, will be an exciting alternative to what exists today and for years to come.

We have been encouraged and inspired by the wisdom and the giftedness of the Discernment Team, as well as the participation and investment of each of them to this process. Given the information above and other factors, the Discernment Team and the Session of Faith Presbyterian Church must prayerfully consider their best path forward.

Appendix 1 - Position Description

SEEKING AN ENTREPRENEURIAL MINISTRY LEADER For a New Mission in Morehead, Kentucky

Looking for...

- a lover of Jesus who is passionate about embodying the kingdom of God and the character of Christ in the everyday spaces and places of life
- a Disciple whose heart breaks for those who don't know they have an invitation to God's love
- a ministry leader who sees the church not as an institution to be managed, but a Christ-centered community to live out rhythms of living, loving, serving, and worshipping together.
- an entrepreneur who sees not just the business potential but mission potential in marketplace ministry and wants to roll up their sleeves to give it a go.
- a dreamer who would be excited about joining an on-going conversation and developing a mission that looks a lot different than the churches which already exist in Rowan County, KY

The Presbytery of Transylvania (Presbyterian Church USA) and Faith Presbyterian Church have gathered a discernment team who have spent the last year praying, listening, and dreaming about the potential for a new mission in Morehead, KY. Just as the Apostle Paul had a vision for the Macedonian, this team has begun to glimpse an emerging vision for this mission. The people of this vision include:

- People who feel outside of the mainstream: politically, socially, or economically.

- LGBTQ+ young people and allies who lack safe spaces in the community.
- Those who have a viscerally negative reaction to the prevailing theology of the county's predominately conservative churches.

While the vision is to be fully inclusive of LGBTQ+ individuals, the desire is not to be *exclusively* LGBTQ+. This is a mission meant for a much broader community of the left out, forgotten, and judged – a community in which all can find a safe space for welcome, community, grace, hope, and spiritual home.

Connecting with the “Who” of this mission will require a different kind of church than currently exists in Morehead. Today, if the people of this vision wish to find a traditional Sunday morning worship service, they can do that -- it does exist. What does not exist is meaningful safe space to foster relationships that can help people experience God’s love -- to taste and see that God is good.

The Team is convinced that this mission plan would best be served by creating a compelling business that would serve as both a natural doorway into safe space that fosters relationship and community AND a source of income that would help to sustain the mission’s long-term viability. We seek to hire a full-time Entrepreneurial Ministry Leader would lead the mission and manage the business, hiring staff as needed and budget allows.

In Summary:

- The Presbytery/Church have financial resources to put to this project.
- The Presbytery/Church have a commitment to a new kind of mission.
- The Presbytery/Church believe that a business/ministry hybrid is likely the most viable mission strategy.
- The Presbytery/Church have a team of people who would support this mission, though none of them are the missionary leader for this project.
- The Presbytery, led by an experienced church planter and ministry entrepreneur, can provide great oversight and support.

We believe that God is already raising up a person with a heart and a passion and a calling for this ministry opportunity. We believe that person might just be a student or emerging leader who would be excited to be in a conversation *now* that could lead to their ministry position -- and that YOU might be that person.

IF YOU ARE INTERESTED, we’d love to schedule a time to connect and hear your passions, interest, and ideas. Please **contact XXXXXXXXXXXX** at **emailXXXXXXXXXX** if you would like to connect for a conversation.