

'Why Merge?'



What is God's Plan for SAPC's Mission and Vision?

In 2023, the Session of SAPC REAFFIRMED:

1. Our Identity
2. Our Values and Defining Qualities
3. Our Mission and Purpose in the World

Then adopted a 'North Star Vision Statement'

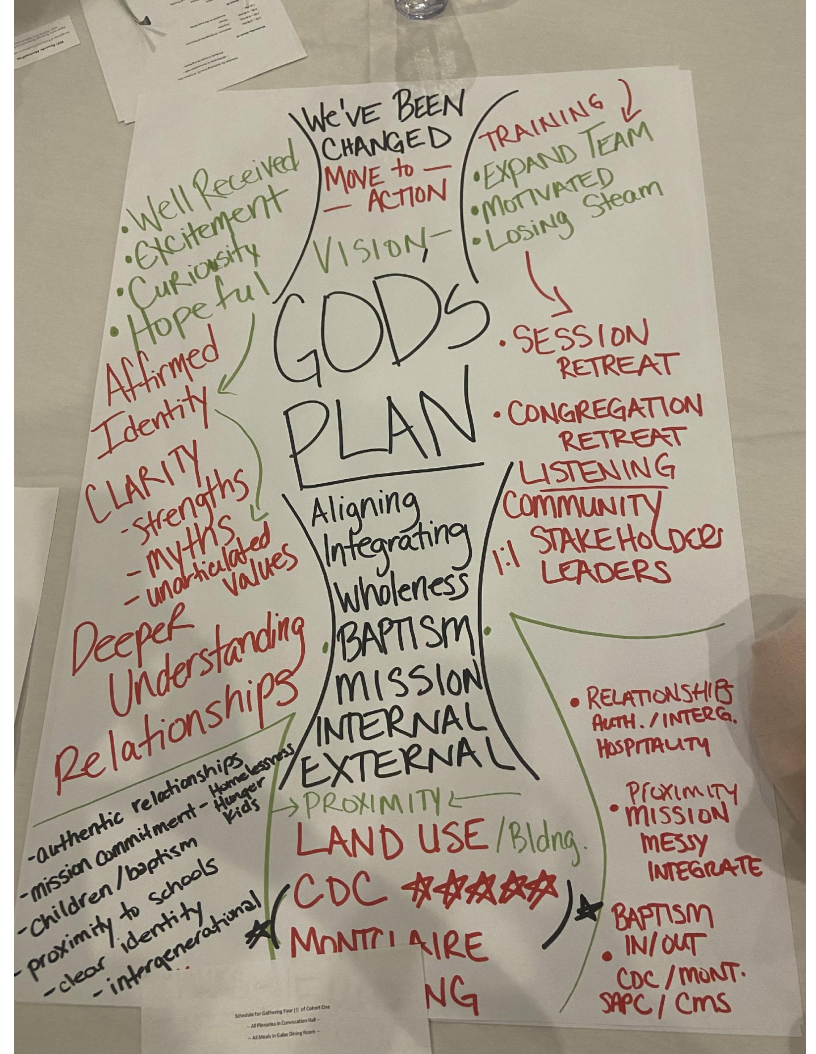
Selwyn Members place a high value on authentic relationships.



Members hope to engage Selwyn's mission in deeper, 'messier' ways.

Selwyn's long-standing commitment to children is vital to our identity and purpose.

These findings reflect who Selwyn is and what Selwyn values while affirming what Selwyn already does well. These truths will inform the decision making of our leaders, and soon we hope to cast a bold vision that will not only inspire our membership but impact the city in transformative ways.



Selwyn's Identity and Current State Mind*

Selwyn is **not afraid** to leap when called by the Holy Spirit.

Selwyn has always had a **desire to make a difference.**

Selwyn values **intergenerational community and authentic relationships.**

SAPC's long standing **commitment to children** is essential to our identity and purpose.

SAPC's **proximity** to several CMS Schools informs who we are and what we do!

Selwyn hopes to engage **mission in deeper and messier** ways.

Selwyn feels **called to lead.**

* Based on Thriving Congregation's meetings and listening sessions in 2023.

North Star Vision– Adopted June 2023

Selwyn Avenue is an intergenerational faith community committed to authentic and transformative relationships with one another and our neighbors.

Sharing God's love in Christ, we hope to engage those experiencing homelessness or hunger and underserved children and youth within South Charlotte.

Especially, we seek to impact the lives of children, youth and their families through community building, worship, early childhood development, and the deep care of those suffering from despair (mental, spiritual and emotional wellness).

2024 Work Groups Consensus Leads Toward a Recommendation to Merge

If a merger occurs, with great care our two communities would:

- set our eyes toward the shared North Star vision.
- move toward togetherness intentionally over the course of the first two years.

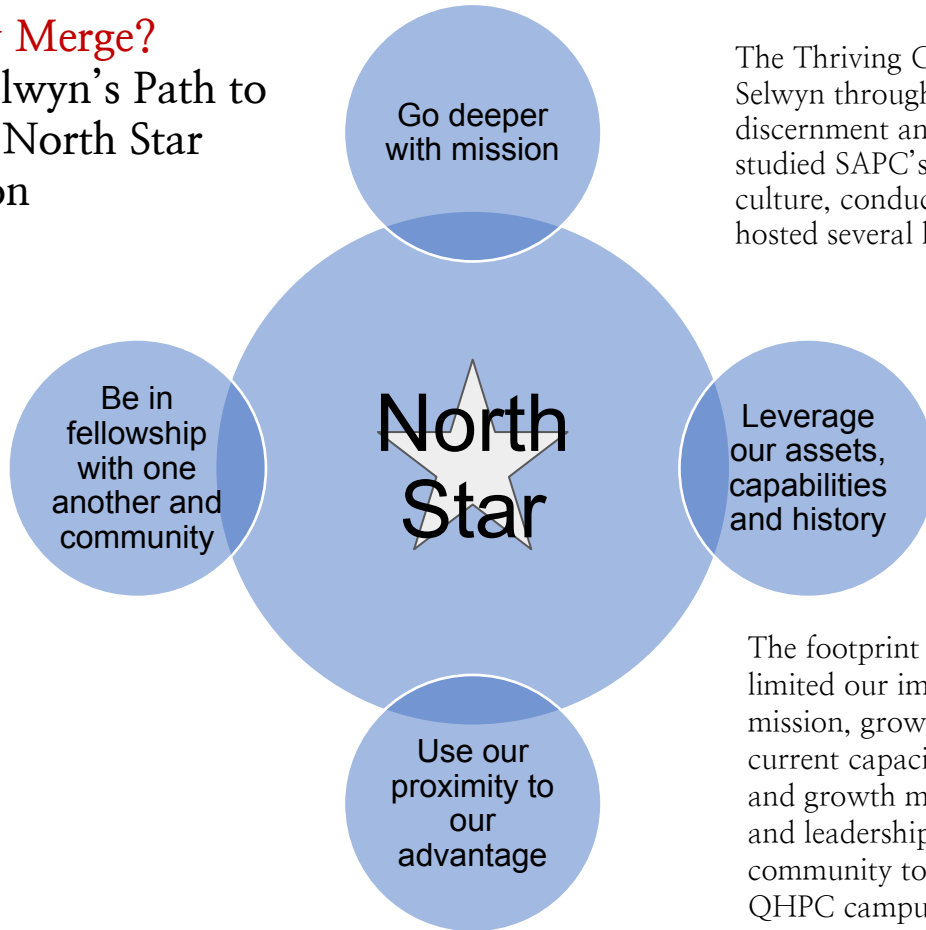
While there is risk in any leap of faith:

- The workgroup consensus reports were extremely positive.
- They found no red flags or issues to prevent a merger.
- The risks to merge are calculated and manageable.

However, as one Elder wisely stated:
“there is no reason why we shouldn’t
but we need to understand why we w

Why Merge?

1. Selwyn's Path to Our North Star Vision



The Thriving Congregations team led Selwyn through three years of spiritual discernment and strategic planning. They studied SAPC's history, proximity, and culture, conducted 70 1:1 meetings, and hosted several listening sessions.



As a result, Selwyn's identity was reaffirmed and its 'North Star Vision' vision was cast and adopted by the Session in 2023. A merger allows Selwyn the potential to realize our mission (North Star) in 'both plant and people.'

The footprint of SAPC's campus has limited our imaginations in terms of mission, growth and impact beyond our current capacity. However, expansion and growth must rely upon partnerships and leadership beyond the SAPC community to include those on the QHPC campus and other organizations within the city.



Why? 2. The Long-term Vitality of SAPC:



- A majority of faith communities across America (70%) are in decline or closing.
- As the religious footprint shrinks across the United States, major cities (like Charlotte) are growing at an exponential rate.
- For churches like SAPC to exist in the coming decades, we must expand and deepen our foothold with a clear identity and relevant purpose.
- While change and growth is essential to the long-term viability of SAPC, our commitment to authenticity, hospitality and intimacy amongst members can and should remain essential to our identity.



Why? 3. A Deep Dive into the Merger Opportunity Yielded Widespread Consensus

- Several months after the completion of Selwyn's strategic planning work, QHPC extended an invitation to SAPC to consider a merger. This summer, a comprehensive analysis of every aspect of both churches was conducted by more than 50 people across both campuses.
- With overwhelming consensus, the workgroups reported no red flags or substantial reason not to move forward with a merger.
- There is little (to no) financial risk and a structure for personnel is set to prevent undue strain on SAPC's staff. While nothing substantial is easy, a designated planning team would continue to drive a majority of the work to ensure Selwyn's leaders are not overtaxed.

Why? 4. The People of Quail Hollow are Ready and Committed



Even though a major transformation on the Quail Hollow campus will occur (such as property redevelopment, worship style or time, mission and programming realignment) a merger assures the QHPC's legacy and expression of faith on Park Road for generations.



We share a mutual sense of hospitality, commitment to children (theirs is expressed in a high-quality preschool), and love of worship and music. QHPC prayerfully invited SAPC to consider this merger after feeling a call toward SAPC's North Star vision and mission.

Quail Hollow has about 70 active members, most of whom are over 70 years old. While they lack capacity, they possess substantial assets of tenacity, faith, hope, and (yes) land. If the church were to disappear, what would replace it? They are committed to ensuring 'Christ's Church' exists on Park Road.

Why? 5. One Church, One Vision, Two Campuses!

- Weekly traditional worship and robust programming will continue on the Selwyn campus.
- Weekly worship will also continue at Quail Hollow as a plan toward redevelopment on Park Rd. comes to fruition.
- While the program staff will collaborate, pastoral leadership on the Quail campus will be designated to Allyson Anderson.
- All personnel costs on the Quail campus will be financially sustained by Quail's current resources.
- Occasional (quarterly) opportunities for combined worship will magnify God's abundant blessings between us, and foster connections.

Eventually, the Quail campus will become a mission hub, focused on community engagement and mission rooted in a worshipping



Why? 6. The Need for Affordable, High- Quality Childcare is Urgent

Selwyn's 5-star CDC will remain located at 2929 Selwyn Avenue. However, the waitlist currently holds 621 children. The waitlist at QHPC preschool is much smaller, but the needs across Charlotte for affordable, high quality early childhood development are tremendous. A merger and subsequent redevelopment of the Park Road campus can address this pressing community need for early childhood development not only for Selwyn Avenue and Quail Hollow, but also those we love at Montclair Elementary School and beyond.



Why? 7. The World Needs More Selwyn

There are reasons SAPC is thriving. Selwyn is an intergenerational community of faith, who prioritizes authentic relationships and belonging in a particular way. Essential to our identity and mission is the sacrament of baptism, and it is our identity in Christ that motivates and drives our mission as a Church.

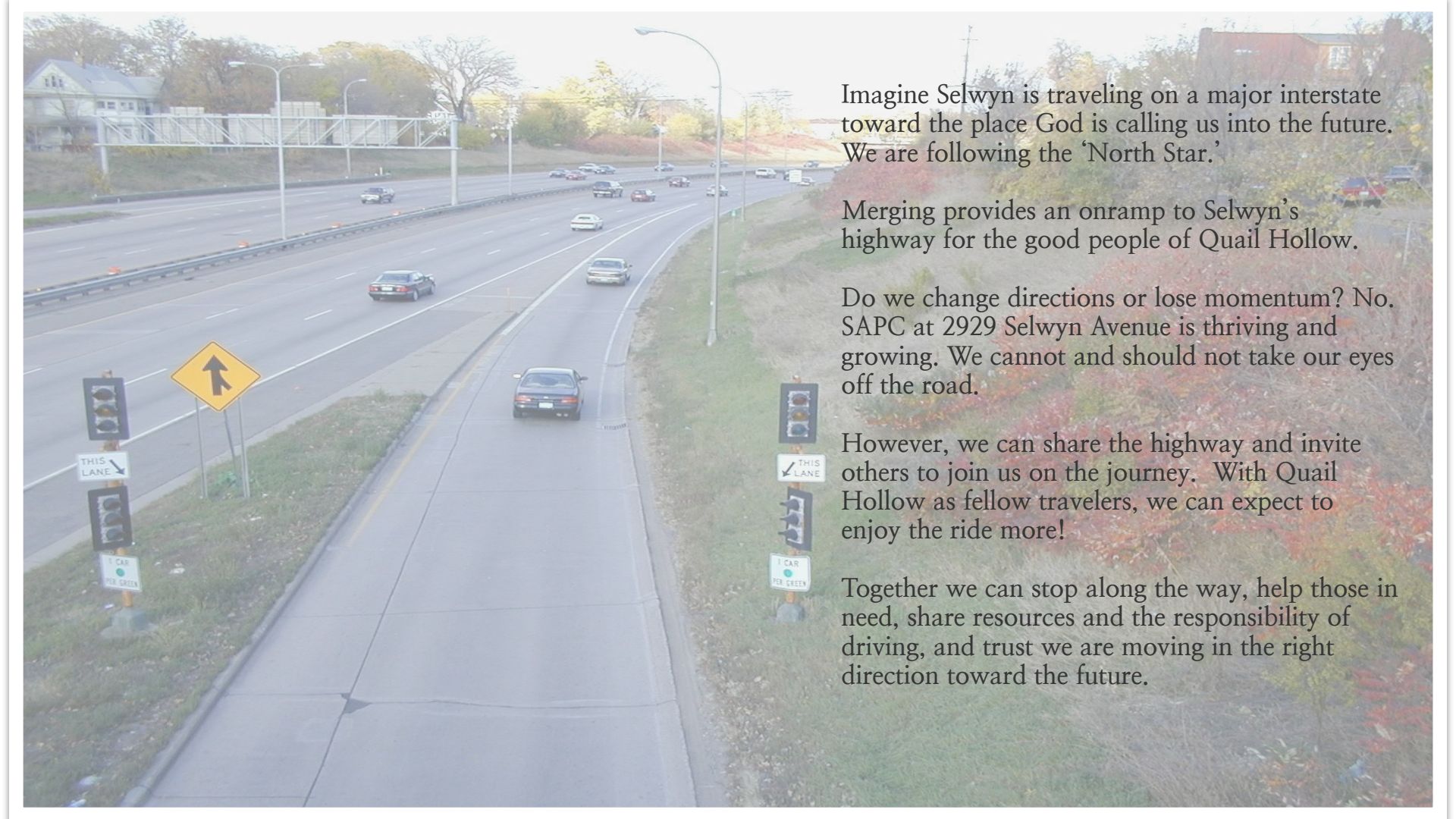


After months of discernment, it seems as if God is providing both Selwyn and Quail a path toward the future.

Just as WE have been transformed by our lives together at SAPC, we hope to share the love of Christ with others.



As Jesus commanded the earliest disciples, “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.”



Imagine Selwyn is traveling on a major interstate toward the place God is calling us into the future. We are following the 'North Star.'

Merging provides an onramp to Selwyn's highway for the good people of Quail Hollow.

Do we change directions or lose momentum? No. SAPC at 2929 Selwyn Avenue is thriving and growing. We cannot and should not take our eyes off the road.

However, we can share the highway and invite others to join us on the journey. With Quail Hollow as fellow travelers, we can expect to enjoy the ride more!

Together we can stop along the way, help those in need, share resources and the responsibility of driving, and trust we are moving in the right direction toward the future.

Risks, Mitigation, and Other Questions

The following slides are meant to address risks and questions our leaders and workgroups have uncovered along the way.

We want and need to hear from you. Please be in touch with additional questions, concerns, ideas, prayers and hopes!



Risk and Mitigation

1) SAPC may not have the lay leadership capacity to take on such a huge project, we do not always execute our ministries and mission in robust ways now.

2) SAPC's personnel does not have the capacity to lead two churches. There is a risk of losing focus or stretching them in ways beyond the scope of their jobs.

3) Long term, there could be inherent risks to SAPC's financial position such as, major catastrophes, capital expenses, or building repairs on the QH campus, and SAPC could not afford to pay for them.

1). A task force will be appointed to drive the North Star Vision alongside the Thriving Congregations team. The Session will focus on life together as a church, which will include hospitality and flexibility as we engage QH leaders into SAPC's Session and committees.

2) Clear parameters and expectations are in place for SAPC's staff. The Head of Staff and Personnel Group will continue to ensure all staff are supported and the scope of their work is contained to their assigned roles (organization & workflow charts are in place).

3) QH's current financial position can and will support unforeseen capital expenses. Long term, redevelopment will be funded and sustained by leveraging assets at Park Road, fundraising, and community partnerships, not SAPC's budget or investments.

Risks and Mitigation

4) Selwyn is sacred because of the authenticity and intimacy of our community. If we lose the essential nature of ‘what makes Selwyn, Selwyn,’ it would threaten our community.

5) There could be conflict over the North Star Vision as the re-development of QH campus is considered.

6) What if Quail Hollow can no longer support its modified budget?

4) Maintaining our identity while also sharing our gifts and inviting others into our community is sacred work. As long as the members and leaders of SAPC remain committed to discipleship, hospitality, and care for each other and our siblings in Christ, God’s Spirit will do the rest. God’s love is always expansive, but it is always intimate too.

5) Nothing substantial is easy. We will pursue a plan for ‘the North Star’ with as much integrity and care as we have considered this merger. Conflict reveals passion and often results in a more responsible plan.

6) With a realigned budget, Quail’s stewardship will better support operations on that campus. However, they also have financial cash reserves to address operational deficits and maintenance issues on the Quail campus.

Risks and Mitigation

7) The entire thing may simply fail or there may be a lack of community partnerships and funding sources for the 'North Star Vision.'

7) We might fail, but if we do our work and the risk itself will not have been in vain. Relationships are deeper, and SAPC's identity and mission is stronger for having imagined what might be possible with the good people of QHPC. As our siblings in Christ, QHPC now has a path toward togetherness either way. Their campus should be used to the glory of God and if it is God's will, the light will continue to shine on the path ahead of us.

8) The Presbytery could prevent the merger.

8) This merger models creativity, faithfulness, and Christian responsibility within the PCUSA. While there is NO reason the Presbytery should prevent the merger, it is also important that SAPC and QHPC partner with the Charlotte Presbytery as they provide guidance and eventually authorize the merger in a way celebrates the new thing God is doing.

FAQ #1. If a merger occurs, will worship at SAPC move locations or change?

No, Selwyn is thriving and growing. Weekly worship at 2929 Selwyn Avenue is essential to SAPC's identity. In fact, it is THE MOST important thing we do as a community. Vibrant, traditional worship together will remain SAPC's primary function, action, and expression of faith. There will be times when our choirs explore the sharing of time and talents across both campuses as they magnify their efforts and create efficiencies. With great intention, combined worship across both campuses will be planned occasionally (4-5/year) as we celebrate our unity in Christ.



FAQ #2– Will the Selwyn CDC move locations?

No. While we hope to provide more of what SAPC has to offer in our commitment to children and their families (especially those who are underserved), there is no reason the Selwyn CDC would move locations.

Childcare on Selwyn Avenue is essential to our current mission and vitality as a congregation. With a waitlist of 621 children, we only hope to grow and expand what we already do so well.

FAQ #3– Is the SAPC staff going to feel overburdened by a merger?

Yes, change always requires work, but the parameters of each job within Selwyn's staff are well defined. Through carefully established parameters and collaboration the staff will remain committed to the jobs they were hired to do on the Selwyn campus.

Allyson Anderson will be the Resident Pastor on the Quail Campus for Worship, Care and General Leadership.

Lori Raible will continue to moderate the Session and serve as the Senior Pastor and Head of Staff, while driving the vision and mission of Selwyn Avenue. The Quail campus will be part of that vision, but her focus for worship and care will remain on the Selwyn Campus.

With great joy and creativity, we can expect to see our music directors, **Fred Spano and Dareion Malone**, collaborating across both campuses. However, other pastors and staff (**Margo, Brian, and Nancy**) will remain fully focused on the Selwyn campus, including SAPC's office staff (**Marsha and Debbie**).

Please note, Quail Hollow's budget affords the necessary support for those who work and serve on the Quail campus.



FAQ #4– If Change Happens at the Speed of Trust, What’s Next?

If both congregations affirm a merger, the administration of the church will begin to integrate in 2025 (the Session, committees, bylaws, administrative efficiencies, etc).

Easy pathways of togetherness have been identified and those pathways will become accessible. For example, sharing curriculum, dreaming of a robust VBS together, gathering for a PW Women’s event or combining our choirs for special music are efficient, joyful ways to amplify our love in Christ.

However, we expect our togetherness will happen incrementally as our committees and groups begin to integrate. As the plan for our ‘North Star Vision’ comes in focus Quail Hollow will naturally begin to align their programming, scheduling, and mission toward Selwyn’s in ways that feel authentic to them.

1. The new year would usher in a ‘reset.’ The Session would hone its focus on the life of Selwyn Avenue Presbyterian Church and those who have been leading and discerning will rest from their labors!

2. A 2.0 task force would be designated by the planning team to continue the logistical work of the merger.



3. Thriving Congregations would shift into gear to listen and engage the thoughts and passions of members and neighbors across both campuses.

FAQ #5– What Might the North Star Vision Look Like?

Imagine: A mission hub and multipurpose campus redeveloped in partnership with other community and corporate organizations who share our vision. The project would be funded and operated through community partnerships, grants and the leveraging of existing assets on the Quail campus.

Imagine: The chance to expand our childcare offerings across both campuses to not only accommodate the 621 children on SAPC's CDC waitlist, but also children who will attend Montclair, Smithfield, Selwyn, Pinewood, and Collinswood Elementary. Imagine a partnership with the Charlotte bilingual preschool and/or building another CDC with a sliding fee scale to welcome every child who needs care alongside our children. Imagine wrap around services for ESL families who are a part of these childcare communities.

Imagine: Outpatient youth mental health services, suicide prevention programming, and support groups for youth who attend middle and high school near both campuses such as AGMS, QHMS, MPHS, and SMHS.

Imagine: A new worshipping community rooted in QHPC's legacy offering a new style of blended worship that complements the traditional worship offered on the Selwyn campus. Imagine a gold standard music program that capitalizes on our existing commitment to music on both campuses. Imagine how our care for children through early childhood development can impact our congregation (as has long been the case for SAPC).

Imagine: Outdoor gathering spaces for the Quail Hollow neighborhood community and shared intergenerational community space with Southminster Retirement community, and expanded ministries to welcome those who live next door!

Imagine: The Selwyn Avenue community will continue to congregate, worship, and learn on Selwyn Avenue as we exhibit God's Reign in ways that are authentic, intergenerational, and transformative in new ways.

Schedule of Merger Discernment and Decision Making

September:

- Sunday 15th – Selwyn Listening Session 11:45am in the Chapel.
- Monday 16th– Selwyn Listening Session 7:00pm on ZOOM
- Tuesday 24th– Selwyn Session Reviews a Draft Recommendation from Planning

Based on Session and congregational feedback, the Planning Committee will adjust the recommendation along with QHPC to ensure the final joint recommendation is complete.

October:

- Sunday 20th– Selwyn Listening Session 11:45am in the Chapel Recommendation will be shared
- Monday 21st– Selwyn Listening Session 7:00pm on ZOOM Recommendation will be shared
- Tuesday 22nd – Selwyn Session votes to affirm or deny the recommendation to merge (QHPC votes 10/17)
- Thursday 24th– Leaders from both Sessions meet with Presbytery Leaders to Review Plan (if merger is affirmed).

November:

- Sunday 10th– Share final recommendation with congregation for prayer and consideration in letter form.
- Sunday 17th– Selwyn Listening Session 11:45am in the Chapel
- Monday 18th– Selwyn Listening Session 7:00pm on ZOOM

- December:** Congregational Vote (*Tentative– December 1st 11:30am–Pending Session Voting and Presbytery Input)
- February:** Presbytery Vote (*Tentative– February 18th– Pending Congregational Voting and Presbytery Endorsement)