



## ELCA - SOUTHEASTERN SYNOD

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# GREAT COMMISSION SYNOD PLANNING 2006-2009

In 1999, the Evangelical Lutheran Church in America Southeastern Synod Assembly adopted the “Living the Great Commission” mission plan. The word “synod” means “walking together”. The mission plan presents us with opportunities to live the Great Commission by planting congregations, transforming congregations, training missionary leaders, both lay and clergy, providing resources and networking with congregations and learning about our growing multicultural mission field in the Southeastern Synod. This long range plan will steer the Southeastern Synod in the direction that we want to go to reach our goal of “Living the Great Commission”

### SYNOD VISION STATEMENT

We will love God and neighbor so that all people, transformed by the Holy Spirit and believing in Jesus Christ, will be his disciples.

### SYNOD MISSION STATEMENT

Walking together in the Great Commission, the Southeastern Synod will faithfully and inclusively share a message of grace and faith in Jesus Christ with all peoples. We will witness and serve, nurture faith through baptism and teaching, and restore peace and unity to all of God’s creation.

### The Five Vision Statements of the Synod Commissions are as follows:

1. **Leadership** - The Commission for Leadership develops and equips courageous leaders who transform our congregations into discipleship communities living the Great Commission.
2. **Multicultural** - The Commission for Multicultural Ministries provides advice, counsel and services to assist the other four commissions and congregations in working toward the goal of full partnership and participation of African Americans, Blacks, Asian and Pacific Islanders, Latinos/Hispanics, Arab and Middle Eastern, and American Indian/Alaska Natives in the life of the church and society.
3. **Planting** - The Commission for Planting Congregations coordinates, plans and supports the development of inclusive word and sacrament ministries in the Southeastern Synod.
4. **Resources** - The Commission for Resources facilitates communication between the Synod Office and individual congregations and provides information resources throughout the Synod.
5. **Transforming** - The Commission for Transforming Congregations equips congregations to thrive in a changing world.

## **GUIDELINES FOR “GREAT COMMISSION SYNOD PLANNING”**

1. This document is intended to be a “living” dynamic document continually in need of scrutiny and changing as we walk together in seeking the Holy Spirit’s guidance in living the Great Commission.
2. Commissions are expected to update the document during each Commission meeting with revisions to the synod office by one month prior to each Commission Gathering or Synod Council meeting. Each draft of this planning document will be a three-year projection, i.e., after the January, 2003 “Summit,” the next edition of this document will be titled, 2003-2006.
3. Please list goals in order of priority!
4. When a major goal or objective is accomplished, do not remove it from the list. Rather move it to the bottom of the list and celebrate the accomplishment by noting “AN ACCOMPLISHMENT TO CELEBRATE!”
5. When two or more commissions “overlap” with the same or a similar goal/objective, one commission should take the lead with cooperation from the others. All the partners should be noted in the planning document under the commission in the lead.
6. The commissions’ vision statements should clearly reflect the scope of the commissions’ work and ministry. If a commission feels that a change is needed in their vision statement, they should contact the synod office since this would require a change to be made in the synod by-laws.
7. On a continuing basis, please use Roy Oswald and Claire Burkat’s book **TRANSFORMATIONAL REGIONAL BODIES** as a primary resource in the planning process.

## COMMISSION FOR LEADERSHIP

(Last Revision Date Jan 2006)

### Vision Statement

The Commission for Leadership develops and equips courageous leaders who transform our congregations into discipleship communities living the Great Commission.

### **Update Jan 2006**

- ! The leadership survey form was posted on the web, so far 16 responses.
- ! Self Care is one concern mentioned on the survey.
- ! Pre and Post Retirement is also a concern from the survey.
- ! A very successful New to the synod event was held in October.
- ! Leadership will be recruiting new commission members and reaffirming their membership on the commission.

### **Goals and Objectives**

#### **Goal #1 - To develop rostered leaders and lay leaders into transformational leaders to effectively carry out Christ's mandate of the Great Commission**

Objective: Recruit transformational rostered leaders from both inside and outside the synod to lead congregations toward becoming Great Commission Congregations.

Person Responsible: Bishop Warren, Synod Staff, Congregational Call Committees

Project Timeline: On-going

People Resources: Synod Staff, call committees, Candidacy Committee, ELCA seminaries

Financial Resources: Synod Budget related to call process and leadership commission. Congregation budgets related to call process

Evaluation Criteria & Timeline: That congregations that complete the call process show continued increases in the eight quality characteristics of a growing church (Natural Church Development) as demonstrated by survey results within the 1<sup>st</sup> year of the new pastorate.

Objective: To train transformational leaders, lay and rostered, for the church.

Person Responsible: Al Sagar

Project Timeline: On-going

People Resources: Leadership Academy, First Call Theological Education team, Professional Leadership Conference planning teams, Catch the Spirit planning teams and other continuing education planning event teams.

Financial Resources: WTA, large congregations pooling resources, grants

Evaluation Criteria & Timeline: The Leadership Academy will train an additional 25 congregations in 2004. Professional Leadership Conferences and Catch the Spirit Conferences will focus their workshops on transformational leadership. First Call Theological Education will have at least one transformational leadership event in 2004. As congregations begin to take the Natural Church Development survey, we will see a continued increase in the eight characteristics of growing congregations.

Objective: Encourage the development of the Vital Pastoral Leadership groups (Discipleship Coaches),

equip the participants and provide ongoing support.

Person Responsible: Bud Onstad, Al Sagar, Gregg Burch

Project Timeline: January 2006

People Resources: Discipleship Coaches, Changing Church Inc (Prince of Peace Lutheran Church, Burnsville, MN), Leadership Academy

Financial Resources: Grants, participating congregations, synod supplemental resources when available.

Evaluation Criteria &

Timeline: Changing Church Inc. will research the effectiveness of the program with surveys to participating congregation (2006).

Objective: Revitalize First Call Theological Education (FCTE) program focusing on Transformational Leadership.

Person Responsible: Rev. William Russell, Rev. Peter Samuelson

Project Timeline: On-going

People Resources: FCTE task force, Leadership Academy, Revs Bud and Amy Onstad

Financial Resources: Leadership Commission Budget, Grants

Evaluation Criteria &

Timeline :

By Synod Assembly 2005 FCTE task force will have fully implemented a three fold program focusing on continuing education events, a mentoring program and an intentional guided reflection program.

Objective: Increase roster leaders' wellness through a strategy that will reduce burnout and increase Spirit filled transformational leadership

Person Responsible: Bud Onstad

Project Timeline: 2004 - 2008

People Resources: Leadership Commission, Leadership Academy, LSAP

Financial Resources: Leadership Commission Budget, Grants

Evaluation Criteria &

Timeline:

Present a plan for rostered leaders wellness program for 2005 Synod Assembly.

Objective: In cooperation with the commissions for transformation and planting congregations, train lay and rostered leaders in Natural Church Development.

Person Responsible: Bud Onstad

Project Timeline: 2004 - 2008

People Resources: Leadership Commission, Leadership Academy, Synod Staff

Financial Resources: Leadership Commission Budget, Grants

Evaluation Criteria &

Timeline:

All congregations in the call process will use Natural Church Development Survey by the end of 2004. 15% of Southeastern Synod Congregations will use Natural Church Development to evaluate and plan for church growth focused on the Great Commission

## **Goal #2 - Family size congregations will be strengthened by using creative solutions and new models of transformational leadership by using the gifts of the people in the local setting**

Objective: To developing a variety of ways to support family size congregations

Person Responsible: Amy and Bud Onstad

Project Timeline: On going

People Resources: Local congregations, associates in ministry, Diaconal ministers, licensed lay ministers, rostered leaders from ecumenical partners, retired pastors, clergy in specialized ministry settings, Leadership Academy

Financial Resources: To be determined

Evaluation Criteria &

Timeline: 10% of Family Size Congregations will begin to use Natural Church Development to evaluate and plan for church growth by 2007. Survey all Family Size Congregations to determine their particular needs in their locations. Develop LLM leaders from the congregations to provide pastoral leadership where ordained clergy may not be available.

Objective: To encourage family size congregations to consider consolidation or closure where needed.  
Person Responsible: Bud Onstad  
Project Timeline: On going  
People Resources: Synod staff in consultation with Division for Outreach (Gary Christianson) and Commission for Transforming Congregations, family size congregations  
Financial Resources: to be determined  
Evaluation Criteria & Timeline: 10% of Family Size Congregations will develop a plan for growth, consolidation with other congregations, or closure by 2007

**Goal #3 - Have all congregations, agencies, institutions, and ministries of the Southeastern Synod served by Transformational leader to spread the Gospel across the territory of the Southeastern Synod.**

Objective: To support multicultural evangelism efforts within specific ethnic communities by recruiting, developing and/or equipping gifted transformational leaders within the Southeastern Synod with a goal of fourteen African American, four Asian, six Latino, two African and one Arab clergy added to our roster.  
Person Responsible: Amy and Bud Onstad, Commission for Multicultural Ministries  
Project Timeline: by 2007 with incremental progress along the way  
People Resources: The Commission for Multicultural Ministries, Candidacy Committee, Division for Outreach, LTCA  
Financial Resources: Fund for Leaders in Mission, local congregations  
Evaluation Criteria & Timeline: Ascertain if on-going ministries of the synod have leaders, if new multicultural ministries and leaders are being developed, if leaders raised up from specific communities return for ministry when their preparation is completed.

*Accomplishments to Celebrate*

1. Form an academy to equip, encourage, and develop transformational leaders, both lay and clergy.

## COMMISSION FOR MULTICULTURAL MINISTRIES

(Last Revision Date Jan 2006)

### VISION STATEMENT

The Commission for Multicultural Ministries provides advice, counsel and services to assist the other four commissions and congregations in working toward the goal of full partnership and participation of African Americans, Blacks, Asian and Pacific Islanders, Latinos/Hispanics, Arab and Middle Eastern, and American Indian/Alaska Natives in the life of the church and society.

#### **Update 2006**

- ! The Commission is working on three Martin Luther King, Jr. events for January. The locations are Memphis, TN, Atlanta, GA and Nashville, TN.
- ! Dates, locations and keynote speakers will be announced and given to the synod office to be included in the Transformer
- ! An anti-racism workshop will be presented at the All GA youth event February 24 & 25, 2006.
- ! On March 10-11, 2006 the workshop will be presented to the Lutheridge Staff.
- ! Also, in April for the Mission Developers and Redevelopers the anti-racism workshop will be presented.
- ! The Commission would like to present an anti-racism workshop at the 2006 assembly.
- ! The commission would like to have three more facilitators trained when the ELCA schedules the next training session.

#### **Goals and Objectives**

##### **Goal #1 – Diversity/Anti-racism Training**

Objective: To train all synod commission members and staff  
Person Responsible: Diversity/Anti-racism Training Team  
Projected Timeline: 2006  
People Resources:  
Financial Resources:  
Evaluation Criteria & Timeline:

Objective: To train Conference pastors and lay groups/congregations  
Person Responsible: Diversity/Anti-racism Training Team  
Projected Timeline: December 2006  
People Resources:  
Financial Resources:  
Evaluation Criteria & Timeline:

##### **Goal #2 - Sponsor the Annual Martin Luther King, Jr. Celebration Service**

Objective: Continue the MLK Celebration Service to lift up the theme of service and justice.  
Person(s) Responsible: Commission Members  
Projected Timeline: Each January the Sunday before MLK Day  
People Resources: Commission members, synod staff and Congregation members.  
Financial Resources: Multicultural Event Fund  
Evaluation Criteria & Timeline:

##### **Goal #3 - Sponsor a Synod Assembly Multicultural Festival**

Objective: Share our synod's diversity in song, food and worship  
Person Responsible: Commission members and SELBPC  
Projected Timeline: Synod Assembly 2005-ongoing

People Resources: Cathy Crimi, Pastor Jim Nelson & Liz Gaskins  
Financial Resources: Multicultural Event Fund  
Evaluation Criteria & Timeline:

#### **Goal #4 - Participate in the Church-wide Multicultural Mission Institute/Gathering**

Objective: To learn to serve in a multicultural church

Person Responsible: Cathy Crimi and Pastor Cliff Bahlinger  
Projected Timeline: each Gathering  
People Resources:  
Financial Resources: Multicultural Program Funds  
Evaluation Criteria & Timeline:

#### **Goal #5: Support the development of a Synod Latino/Hispanic Strategy**

Objective: Share available resources to the task force.

Person Responsible: Liz Gaskins and Glenn Hill  
Projected Timeline: Ongoing  
People Resources: Commission members  
Financial Resources: Commission Program Funds  
Evaluation Criteria & Timeline:

#### **Goal #6: Support the development of a Synod Asian/Pacific Islander Mission Strategy**

Objective: Share available resources to the task force

Person Responsible: Liz Gaskins and Charles Tarver  
Projected Timeline: Ongoing  
People Resources: Commission members  
Financial Resources: Commission Program Funds  
Evaluation Criteria & Timeline:

#### *Accomplishments to Celebrate*

1. Diversity/anti-racism team formed and active.
2. MLK events around the synod well publicized and attended.
3. Many diversity/anti racism trainings have been held.

## COMMISSION FOR PLANTING CONGREGATIONS

(Last Revision Date April 2004 )

### VISION STATEMENT

The Commission for Planting Congregations coordinates, plans and supports the development of inclusive word and sacrament ministries in the Southeastern Synod.

#### **Update Jan 2006**

- ! The Planting Commission sponsored a fall retreat in Ellijay, GA, and 16 attended. Dr. Norm Fintel led the program on Strategic Planning, and was very well received. The next retreat will be held in the spring, in the southern region of the synod, and the multicultural team will lead the program.
- ! Profiles for new starts in the coming year, and ongoing development projects include the following:
  - New Ministry Profiles (2006):**
    - Hispanic-Latino Starts (Synod) Authorized Worshiping Communities):**  
Christ the King, (Cumming, GA) – pending; St. James (Norcross, GA)
    - Satellite Starts out of existing Congregation (2006):**  
Lenior City, TN (Faith – Farragut, TN); Lithonia, GA (St. Paul & St. Stephen – Decatur, GA) for persons of African Descent
    - Traditional Starts – with assigned Mission Developers:**  
Bethlehem, GA (March2006); Crabapple, GA (June 2006); Gray, TN (September 2006 – if approved by EOCM Review Table)
    - Traditional Starts – no developers (2006):**  
Calhoun,GA; Demorest, GA (May become a satellite start out of Faith – Cleveland, GA); Hattiesburg, MS
    - Remaining Starts from 2004/2005:**  
Social Circle, GA; Blairsville, GA; Pooler, GA; Olive Branch, MS; Chelsea, AL
    - New 2006 - Under Development:**  
Collierville, TN; Braselton, GA; Canton, GA; Hispanic-Latino (Oakwood, GA) – December 2005?

#### **Goals and Objectives**

##### **Goal #1- Provide ongoing support to mission developers/redevelopers and their families**

- Objective: Regularly pray and maintain ongoing contact with assigned mission developers and attend their gatherings at least one gathering per year, as well as seek other ways to provide other specific support
- |                                            |                                                                        |
|--------------------------------------------|------------------------------------------------------------------------|
| <u>Person(s) Responsible:</u>              | All Commission members                                                 |
| <u>Project Timeline:</u>                   | Ongoing                                                                |
| <u>People Resources:</u>                   | Members of Commission, Mission Developers,                             |
| <u>Financial Resources:</u>                | Commission budget                                                      |
| <u>Evaluation Criteria &amp; Timeline:</u> | Ask mission developers for input, self reporting by commission members |
- Objective: Sponsor one annual November training retreat for developers/redevelopers and one annual March retreat for developers and spouses.
- |                               |                                                    |
|-------------------------------|----------------------------------------------------|
| <u>Person(s) Responsible:</u> | Barbara Engelbrecht, John Stirewalt, Nancy Padgett |
| <u>Project Timeline:</u>      | Ongoing                                            |

People Resources: Seek input of developers and spouses, persons with skills for leading workshops appropriate for this group to meet their needs

Financial Resources: Budget expenditure, seek alternative funding, schedule at or near one of the developing or newly organized congregations to use their space and resources

Evaluation Criteria & Timeline: Anonymous written evaluations at the end of retreat, attendance of developers

Objective: Sponsor a gathering event at each leadership Conference and at assembly for mission developers and spouses

Person(s) Responsible: Barbara Engelbrecht, John Stirewalt

Project Timeline: Ongoing

People Resources: Commission Members

Financial Resources: Commission Budget, alternative financial resources

Evaluation Criteria & Timeline: Report of mission developer/redevelopers, attendance of developers

## **Goal #2 - Increase the amount of SE Synod's Mission Partner Gifts**

Objective: Expand fund raising efforts of Partners in Celebration and Partners in Mission by, increasing the number of persons contributing as well as the total amount per year so occasions other than organization can be celebrated with a gift of money such as onset of ministry

Person(s) Responsible: David Smedley

Project Timeline: Ongoing with the Commission for Resources

People Resources:

Financial Resources:

Objective: Increase the number of congregations that are mission partners for a newly formed congregation or contribute to funding that directly supports planting new congregations

Person(s) Responsible: Gary Christensen, David Smedley

Project Timeline: Ongoing

People Resources: Nancy Padgett, Conference Deans, Synod Assembly (workshop resenatation)

Financial Resources:

Evaluation Criteria & Timeline: Increased number of congregations reporting elective support via annual Congregation Report to ELCA

## **Goal #3 - Develop racial and ethnic-specific planting strategies for intentional outreach to ethnic communities (including Korean and Hispanic Latinos) that reside on the territory of our SE Synod**

Objective: Hispanic Latino Outreach Strategy

Person(s) Responsible: Pastor Lydia Villanueva, Gregg Kaufman, Bob Tribble, Gary Christensen

Project Timeline: June 2006

People/Resources: Pastor Lydia Villanueva, Members of Hispanic Latino Congregations (Christ – Oakwood, Christ – Nashville) Rev. David Anglada (ELCA) – Multi-cultural Commission, ELCA H-L outreach drafts and resources

Financial Resources: None needed at present  
Evaluation Criteria & Timeline: Approval of final document by the SE Synod Council & ELCA-Division for Outreach – support by Synod congregations and leadership

Objective: Asian Outreach Strategy  
Person(s) Responsible: Gregg Kaufman, Bob Tribble, Gary Christensen, Rev. Min Chan Park  
Project Timeline: December 2006  
People Resources: ELCA resources, Rev. Min Chan Park, Ministry Council (CTK – Norcross) - Rev. Yataka Koshino, Multi-Cultural Commission

Financial Resources:  
Evaluation Criteria & Timeline: Approval of final document by the SE Synod Council & ELCA-Division for Outreach – support by Synod congregations and leadership

**Goal #3 - Increase synod awareness of the activities and needs of the Commission for Planting and developing congregations**

Objective: Create and maintain a web page for the Commission for Planting  
Person(s) Responsible: Nancy Padgett and her committee  
Project Timeline: ongoing  
People Resources: Nancy Padgett and her committee, Elaine Schwartz  
Financial Resources:  
Evaluation Criteria & Timeline: Completion of web page, Continued updating

Objective: Create articles for each issue of the Transformer  
Person(s) Responsible: Nancy Padgett and committee  
Project Timeline: Ongoing  
People Resources: Publicity Team, Mission Developers, CFP  
Financial Resources:  
Evaluation Criteria & Timeline: Completion of each article, feedback from readers of Transformer

Objective: Create bulletin inserts for congregations of the SE synod at least once annually  
Person(s) Responsible: Nancy Padgett and committee  
Project Timeline: Ongoing  
People Resources: Publicity Committee  
Financial Resources:  
Evaluation Criteria & Timeline: Completion of each insert, Response from congregations

**Goal #4 - Develop a general (1-3 and 5-7 year) Outreach Strategy that includes the places and priorities for the planting and on-going support of new Word and Sacrament ministries (worshiping communities, satellite ministries out of established congregations, campus ministry, etc)**

Objective #1: Develop a Synod-wide Planting Strategy  
Person(s) Responsible: Gregg Kaufman, Bob Tribble, Gary Christensen,

<u>Project Timeline:</u>	Ongoing
<u>People/Resources:</u>	Mission Developers, CFP Members, sample strategies - African American, Hispanic Latino, and Asian Strategies
<u>Financial Resources:</u>	
<u>Evaluation Criteria &amp; Timeline:</u>	Approval of final document by the SE Synod Council & ELCA-Division for Outreach – support by Synod congregations and leadership, including financial, people and prayer support for the planting of new communities of faith

**Goal #5 - Provide accurate and updated demographic (life-style/socio-economic, education, etc) information to assist with the planting of new ministries and transforming existing**

Objective: Assemble a Percept Team to gather, interpret and update information that is available through the Link2 Lead Percept Project, the ELCA Department for Research and Evaluation, and other agencies/information sources that are accessed through the world-wide web

Person(s) Responsible: Dave Rasmussen, Gregg Kaufman, Bob Tribble, Gary Christensen

Project Timeline: ongoing

People/Resources: Percept, ELCA resources

Financial Resources: SE Synod Percept contract \$

Evaluation Criteria & Timeline: Is this information actually used in the development of New Ministry Profiles? Is this information used by existing congregations to determine their outreach strategy to the unchurched?

Objective: Compile, interpret and present this information to the CFP at least one time each year and suggest potential planting sites as well as updates on sites under consideration

Person(s) Responsible: Percept Team

Project Timeline: Ongoing

People/Resources: Percept, ELCA resources

Financial Resources:

Evaluation Criteria & Timeline: 1-2 times each year, as needed

Objective: Catalog the Percept Team's research and recommendations in a current notebook (and electronic file) – an updated copy of this work should be housed in the Mission Director's Office

Person(s) Responsible: Percept Team, Gregg Kaufman, Bob Tribble, Gary Christensen

Project Timeline: Ongoing

People/Resources: Percept, ELCA resources, Existing "Far Out" Report compiled by CFP

Financial Resources:

Evaluation Criteria & Timeline: Update notebook 1-2 times each year, as needed – is this information used

*Accomplishments to Celebrate*

**2004** Created African American Outreach Strategy for the SE Synod

**2004:** Collected Synod-wide planting and transforming information – at the Conference level - to serve as the starting point for the formation of a "grass-roots" Synod Planting Strategy – this information could also be used by local congregations and conferences to develop "conference-specific" outreach strategies and shared projects of ministry.

## **COMMISSION FOR RESOURCES**

(Last Revision Date Jan 2006 )

### **VISION STATEMENT**

The Commission for Resources facilitates communication between the Synod Office and individual congregations and provides information resources throughout the Synod.

#### **Update Jan 2006**

- ! Marcia Giordano and Alison Ward attended the Christian Education Network two-day seminar.
- ! Resources is working on getting new members on board.
- ! Planning a Christian Education workshop in February.
- ! The commission is doing research on video conferencing.

#### **Goals and Objectives**

##### **GOAL #1 - Enable congregations to find information or resources available to them.**

Objective: Provide resource training for the lay leaders of the congregations. This is intended to equip church administrative personnel with the means to find information.

Person Responsible: Neva Warren and others to be trained

Project Timeline: Ongoing

People Resources:

Financial Resources: Travel expenses as needed for trainer

Evaluation Criteria: Completion of training sessions. Evaluation feedback survey.

##### **GOAL #2 - Provide Christian Education resources to aid congregations in choosing curriculum and in training leaders.**

Objective: Provide Christian Education resources to aid congregations in choosing curriculum and in training leaders.

Person Responsible: Christian Ed Team

Project Timeline: Workshop Feb 2006 and ongoing

People Resources: Marcia Giordano

Financial Resources: Shades Valley

Evaluation Criteria: Workshop Attendance

Objective: Develop suggested teacher training models for congregations and publish via website. Encourage conferences to establish teacher training workshops. Provide resources for conference workshops. Present models at Assembly or Catch the Spirit. Include available training resources.

Person Responsible: Sandra Carter

Project Timeline: Summer 2006 (target)

People Resources:

Financial Resources: None

Evaluation Criteria: Teacher training plan published on Synod website. Workshop at Synod Assembly or in conjunction with Christian Ed workshop.

### **GOAL #3 - Establish Emergency Management Resources**

Objective: Hurricane Partners: Link congregations in typical evacuation areas with congregations in safe areas to provide contact, hospitality, and perhaps space. Publicize before each hurricane season by contacting coastal conference deans.

Person Responsible: Neva Warren

Project Timeline: ongoing

People Resources: Bob Tribble

Financial Resources: None

Evaluation Criteria: Contacts made each fall

Objective: Develop and distribute a model for an emergency management plan. Using Ebenezer conference as a model, create generic models for conferences and congregations.

Person Responsible: Jim Ward

Project Timeline:

People Resources: Bob Tribble

Financial Resources: None required

Evaluation Criteria: Model published to synod Website

### **GOAL #4 - Promote Great Commission Partners**

Objective: Promote contributions to Great Commission Partners funds by providing more information about the funds and the works that are aided through these funds.

Person Responsible: Jim Ward, Elaine Schwartz

Project Timeline: ongoing

People Resources:

Financial Resources:

Evaluation Criteria: Assess awareness of Great Commission Partners and dollars flowing through.

#### *Accomplishments to Celebrate*

1. Christian Education task force established and gaining momentum.
2. Reciprocal agreements have been established with numerous non-Lutheran resource centers in the Synod territory.
3. Resource workshops held at some Conference meetings and at Synod Assembly.
4. Swap shop is up and running on the Synod website.
5. Hurricane Evacuation Partners established. Thankfully, this network has not needed exercise yet.
6. Sample congregation policies on the web site.
7. Attempted set up of resource center in Savannah. Closed due to lack of interest
8. Media relations packet distributed to help organizations publicize their activities and achievements.
9. Risk management checklist for congregations on website

## COMMISSION FOR TRANSFORMING CONGREGATIONS

(Last Revision Date Jan 2006 )

### VISION STATEMENT

Equipping congregations to thrive in a changing world.

#### **Update Jan 2006**

- ! Global Mission Strategy Team (GMST) – The GMST has had activity in the last six months in regard to four of our companion synods.
- ! Evangelism Strategy Team (E-Team) – Team is currently involved in the development of area/cluster/conference evangelism teams across the SES with specific initial focus in at least two of these specific areas; continuing work on the development of an evangelism DVD project for congregational use in the synod - A grant request is being written for this project; and serving as an evangelism resource/referral to persons and congregations across the synod.
- ! Coalition of Social Ministries of The South (COSMOS) – focused on: 1) reports from the Lutheran Social Services Agencies in the four state area; 2) a presentation by Heather Feltman, Director of Lutheran Disaster Relief in the ELCA; 3) a decision to redraft the “Southeastern Synod, ELCA: LDR Disaster Plan For Alabama, Georgia, Mississippi and Tennessee” into a much more inclusive plan
- ! Lutheran/Episcopal Services of Mississippi is beginning to take some significant steps.
- ! Lutheran Services of Tennessee is currently going through a significant transition period in leadership and focus.
- ! Senior Ministry Task Force – A letter, along with a questionnaire explaining and detailing the initiative, has been drafted and will be sent to all ELCA and LCMS congregations in the state of Georgia.
- ! Academy For Transformational Leadership - The Academy has held events this past year in Houston, Memphis, Gulf Shores, Birmingham, Jacksonville, Savannah, Jackson, Athens, Boulder and Hilton Head. The presence of the Academies web page, Transformingchurch.com has contributed to an expansion of focus.
- ! Grant Applications: At its next meeting, the Commission for Transforming Congregations will be reviewing seven requests for a grant from the Great Commission Fund.
- ! Youth
  - SESLYO is planning their 2006 assembly. It will be in Chattanooga, Tennessee at the same time as the adult assembly.
  - Rachel Alley attended a safe sanctuary workshop. She recommends doing background checks on all adults working with youth in any and all capacities.
  - Project Connect is a program to keep young adults connected to congregations. Planning has started on a Project Connect leadership event in January 2007.
  - AFFIRM is going well.
  - The All Tennessee event was great
  - Lamont Wells will be the Keynote speaker at the All Georgia youth event in February.

#### **Goals and Objectives**

##### **Goal #1 - Continued developments of TransformingChurch.com as a web community connecting transformational leaders across the Synod, the ELCA, and beyond**

Objective: Create a Transformational Ministry Network. Build awareness of the website as a primary resource and gathering place for Transformational leaders in our Synod and beyond. Create discussion threads to allow our network to interact with our consultants, faculty and team, and each other. Seek collaboration from the ELCA Transformational Leadership Gathering folks to join our team and utilize this site within their community and to publicize and enroll people for their

gathering.

Objective: Build a list of consultants who can equip congregations for transformation. Identify resource people who can be engaged with congregations over time to support their transformation and growth.

Objective: Utilize the Transformational Ministry Network to build Congregational Mentoring Models that link congregations together to support their transformational journey. Encourage Transformational Leader Gathering pastors to join the network.

Objective: Build awareness of the Academy for Transformational Leadership, its offerings and services. Publicize events, enable on-line registration, and develop content suitable for distance learning.

Person Responsible: Gregg Burch, TransformingChurch.com team leader.  
Project Timeline: ongoing  
People Resources: TransformingChurch.com Website team to collaborate  
Financial Resources: \$5000-\$10,000  
Evaluation Criteria & Timeline: Growth of Transformational Ministry Network, registered users

## **Goal #2 - Support and expand the scope and offerings of the Academy for Transformational Leadership**

Objective: Offer transformational events in each conference of the Synod

Objective: Offer individual consultations to congregations based on their developmental needs

Objective: Collaborate with the planners of Catch the Spirit and the Professional Leadership Conference to provide content that is consistent with the Synod vision and mission

Objective: Offer not less than one Distinguished Speaker Series event per year bringing the best and brightest transformational leaders from across the country into our Synod

Objective: Support and encourage congregations in developing a clear mission, vision, strategies and action plans

Project Timeline: Not less than 4 conference learning events per year  
People and Resources: Academy Team  
Financial Resources: \$7500 per year beyond registration fees.  
Evaluation Criteria & Timeline: Feedback from seminar participants and number of churches returning a second or third time. Of the 56 churches that have attended Academy events so far, 11 have attended two events, 4 have attended three events, 6 have attended four or more events.

## **Goal #3 - Support and encourage the development and implementation of Synod-wide strategies for Stewardship, Evangelism and Youth and Young Adult Ministries**

Objective: Plan and implement the ELCA Evangelism strategy within the Southeastern Synod.

Person Responsible: Evangelism Strategy Team  
Project Timeline: Implementation 2004-2008

People Resources:  
Financial Resources:  
Evaluation Criteria & Timeline:

Objective: Implement Stewardship strategy within the Southeastern Synod.

Person Responsible: Howard Mettee  
Project Timeline: 2004-2008  
People Resources: Stewardship Strategy Team  
Financial Resources:  
Evaluation Criteria & Timeline:

Objective: Plan and implement Transformational Learning Opportunities for youth and young adult leaders within the Southeastern Synod.

Person Responsible: Rachel Alley  
Project Timeline: ongoing  
People Resources: Dream Team  
Financial Resources: \$8000 per year  
Evaluation Criteria & Timeline: Evaluation form to provide feedback from seminar participants.

*Accomplishments to Celebrate*

1. Developed TransformingChurch.com as a web community connecting transformational leaders across the Synod, the ELCA, and beyond
2. Resource toolbox available on Transformingchurch.com to support congregations on their transformational journey. This toolbox includes assessment instruments, books, and videos, supporting events and training seminars and original content from the team.
3. Stewardship Strategy Plan completed
4. Evangelism Strategy team formed and working