

## Synod of the Heartland Coordinator Year End Report 2008

### **RCA Mission and Vision**

*The Reformed Church in America is fellowship of congregations called by God and empowered by the Holy Spirit to be the very presence of Jesus Christ in the world.*

*Our shared task is to equip congregations for ministry – a thousand churches in a million ways doing one thing – following Christ in mission, in a lost and broken world so loved by God*

*“Our Call” in the RCA is to build on the foundations of discipleship, leadership and mission to renew existing congregations and start new churches.*

### **Synod of the Heartland Mission and Vision**

*Following Christ in Mission  
Expanding the Harvest*

*Mission – Focused Classes  
Healthy Growing Churches-healthy pastors  
Starting New Ministries  
Raising Up Leaders  
Together is Better*

2005 General Synod affirmed:

#### Revitalization objectives

- At least 90% of congregations will participate in a church health assessment process, and at least 75% of these will show an improvement in the church-health score by December 2013.
- By December 2013 at least 500 pastors will have participated for 5 years in a coached revitalizing network that includes a covenant with their consistories.
- At least 2/3 of congregations will be growing in mission, ministry, and members by December 2013.
- We will celebrate stories of new mission, new ministry, and new members continuously through the 10 Year Goal.

#### Multiplication objectives

- We will start 400 new congregations by December 2013.
- The Synod of the Heartland will start 100 of these congregations.
- We will celebrate stories of new mission, new ministry, and new members continuously throughout the 10 Year Goal.

### **Administration Team**

- Support the Administration Team in casting vision for the Synod of the Heartland's role in Our Call.
- Support the Administration Team in carrying out the general responsibilities of the Synod as defined by the Book of Church Order.
- Support the Administration Team in the administration of the Synod.
- Coordinate and help set agenda for Administration Team Meetings.
- Help coordinate the Fall Gathering.

#### **Actions and Outcomes:**

- **We welcomed and oriented 4 new Admin Team members, Iris Shaffer, Denny Brand, Ivan Wiersema, and Travis Else.**
- **Hosted our 2<sup>nd</sup> Gathering. There was much preparation and much work to do with feedback.**
- **Asked Bill Van Dyke to do an evaluation of our Orange City office staffing.**
- **Continued to provide pastor salary guidelines.**
- **Working on a large church gathering.**

### **Staffing**

- Coordinate activities of each team's ministry work plan to be consistent with vision of the Synod.
- Coordinate each team reviewing the staff support of their team.
- Coordinate salary administration.
- Validate Synod Staff following the policy manual.
- Work with Synod Administration team in interpreting the input from The Gatherings and coordinate any staffing changes required.

#### **Actions and Outcomes:**

- **Renee Wynia resigned and are working at replacing her.**

- Revised all employee contracts.
- Completed staff evaluation of all employees.
- Attended the Steering Team Meetings Jim Koopman, Dale Assink, and Dan DeVries.
- Attended Rocky Mountain High.
- Worked with Central Iowa and Pleasant Prairie on hiring an Administrative Assistant for Jim Koopman.

#### **Team Leadership**

- Coordinate regular staff meetings for general administration.
- Coordinate regular Regional Minister Team meetings for progress on goals, direction-setting and for all being on the same page.

#### **Actions and Outcomes:**

- Coordinated staff meetings
- Communicate regularly with all staff to check that we are all on the same page.
- Work with staff on communications (i.e. website, RCA Today, Church Herald, The Harvest.)

#### **Finances – working with Treasurer**

- Coordinate budget preparation.
- Manage expenses vs. budget quarterly.

#### **Actions and Outcomes:**

- Work with Treasurer on preparing the budget. Budget preparation is supported with a Finance Team
- Review expenses vs. budget regularly.
- Working on a 5-year financial plan model.

#### **Liaison to denomination and other church bodies.**

- Classis
- Council of Synod Executives (COSE)
- Program and Coordinating Team (PACT)
- Serve on denominational Church Multiplication Team (CMT)
- Western Seminary

#### **Actions and Outcomes:**

- Attend some classis meetings.
- Attend THE COUNCIL OF SYNOD EXECUTIVES # TIMES (COSE)
- Attend Wes Granberg-Michaelson's staff meeting 3 times (PACT)
- Attend 3 National Church Multiplication Team Meetings.
- Attended Thrive – training for new church start pastors.
- Attended 2 National Revitalization Team Meetings.
- Visited Western Seminary and Sioux Falls Seminary.
- Attended General Synod.
- Working with Bruce Bugbee on putting an agenda together for the denominational staff gathering in January.

#### **Other**

- Serve on Vantage Point 3 Board
- Serve on Central College Board

#### **Actions and Outcomes:**

- Participated in 4 Vantage Point 3 Board Meetings.
- Participated in 2 Central Board Meetings and 1 Board Retreat.