

Synod of the Heartland Coordinator Year End Update, 2010

Carrying out our vision and goals can sometimes be hard to measure. I will break out the report into OUTCOMES and OUTPUTS. Outcomes are mostly the result of the fruit that goes on in the local church. The measurability of these goals will come at a later time, after we see the results of the consistorial reports and some of the summaries of other staff and team meetings. All Synod Staff will be discussing and working on how we can best measure the fruitfulness of our goals in their reports during the course of the year. The whole denomination and many of our churches are in the discussion of, "What should the score card look like?" Maybe we don't even have the right goals.

I have documented the Synod of the Heartland Coordinator's administrative OUTPUTS in red below.

Our Mission: The Synod of the Heartland is a 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 classes and congregations for ministry. 7 Classes and 170 churches in many different 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, Multi-Cultural Diversity, and Mission, to renew existing congregations and start new ministries.

Our Vision: We envision "Enlarging the Kingdom of God"

1. Missionally-focused classes.
2. Healthy missionally-focused churches with healthy pastors.
3. Raising up leaders.
4. Starting new ministries.
5. Multi-racially responsive.
6. Together is better.

Our Goals:

1. **Revitalization – The Synod of the Heartland staff, in collaboration with denominational staff and classes, will come alongside our churches to help carry out the following goals:**

Congregational Fruitfulness –

- a. Exhibit missional fruitfulness through stories of transformed lives.
- b. Show clear evidence of impact on their community.
- c. Employ statistical criteria to confirm that they are making more and better disciples.
- d. Celebrate a cultural and racial mix of congregational members that closely resembles the community.
- e. Make a commitment to start new ministries.
- f. Each year increase the number of adult confessions of faith and adult baptisms.
- g. Equipping churches to be fruitful in their discipleship of youth and adults as they impact the world.

Congregational Faithfulness –

- a. Each congregation will have a clear, compelling statement of mission, vision, and values.
- b. Active, vital prayer ministry.
- c. Congregational members equipped to engage in incarnational ministry through which they serve people and are trained to engage in spiritual conversation.
- d. Will engage in ministry partnership aimed at community impact.
- e. Empower congregations to call out and equip youth for ministry.

Congregational Renewal

- a. All churches are encouraged to be involved in a congregational renewal process, i.e. NCD, CRM, Revisioning

Healthy Pastors –

- a. All pastors will have the opportunity to be involved in a coached, revitalizing network.
- b. All pastors will have the opportunity to select a coach.

Leader Renewal

- a. All congregational leaders, including the pastor, have developed and are guided by a personal calling statement.
- b. All congregational leaders, including the pastor, are drawing on leadership training that will help them lead their congregation more faithfully and fruitfully.

2. **Multiplication – to start 100 new ministries with many of them being multi-cultural.**

Strategies:

- a. Most new ministries are started with an intentional plan and accountability to reproduce.
- b. Most of the new ministries will be started by parent churches.
- c. We will continue to use church planting missionaries to resource these new ministries.

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.

Actions and Outcomes:

- **All Staff is committed to carry out the above Mission, Vision, and Goals.**
- **Converted data base to the RCA system.**
- **Pastor salary guidelines for 2011 were approved and out on the synod website.**
- **Revised synod staff grade levels to be consistent with denomination grade levels.**
- **Facilitated two Administration Team Meetings.**
- **Coordinating a vision retreat with Wes Granberg-Michaelson, April 5 and 6, 2011 in Sioux City. In addition to the Administration and Staff we will be inviting Staff steering teams, classis executive teams, and classis revitalization and church multiplication teams.**

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:

- **Current staffing model and staff functioning well.**
- **Working on the possibility of adopting the RCA Employee Handbook.**
- **Working with Minnesota Classis on the role of their part-time church planter, J.R. Henderson.**
- **Staff salary administration was completed.**
- **All staff members have work plans and coordinated with their steering teams.**

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:

- **Had regular staff meetings.**
- **Coordinated 3 Regional Minister Team Meetings.**
- **Coordinated two gatherings of large church pastors in Ft. Dodge, IA on December 7 and 8.**
- **Had a gathering of all classis revitalization teams in May 2010.**
- **As a part of the denomination staff training, January 19 and 20, will revalidate and revise synod vision, values, and goal document.**

Finances – working with Treasurer

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

Actions and Outcomes:

- **Final 2009 numbers were audited.**
- **Budget for 2011 was prepared.**
- **Managed 2010 expenses to close to budget.**
- **Met with the Synod Finance Team.**

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:

- **Continue to tell the Sankofa experience. Working with Earl James to develop a Hispanic Sankofa experience.**

- Continue to meet at least twice a month with the National Revitalization Denomination Staff on the Redevelopment Model. The model is being tested in Rochester, MN and Brookings, SD.
- Working with Tim Vink and a developing team to look at new church start movement from the first leader to the second leader. I am the facilitator.
- Jim and Dale visited Western Seminary, November 30 and December 1.
- Attended 3 denominational staff meetings (COSE, PACT)
- Attended 3 denominational church multiplication team meetings.
- Attended classis meetings.
- Attended General Synod.

Other

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

Actions and Outcomes:

- Attended 3 Vantage Point 3 Board Meetings.
- Attended 3 Central College Board Meetings.

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