

Vision 2018: Discerning God's Plan – Implementation Outline

Forward in Faith

Purpose: this document outlines how, with the Holy Spirit's guidance, we plan to implement the Four Ways of **Vision 2018** aligned with our **Forward in Faith** capital campaign.

1. The Way of Discipleship: \$265,000

Oversight Responsibility: Mission Through Congregations Team – Jennifer Simms

Our people will be empowered to share the Good News of Jesus Christ in their communities

Goal 1: Invite all of our congregations to execute a plan for mission and ministry by 12/31/2018. Goal of 30 congregations per year for a total of 90 by 12/31/18. By 12/31/15, the Synod Staff will prepare and disseminate (on-line and through personal contact) a list of resources for the development of plans for mission and ministry. The campaign will provide up to half of the costs of the planning process and additional funds if needed.

Cost: \$35,000

Goal 2: The Synod Staff will prepare a survey of congregation's progress towards the Synod Vision Plan (as a starting point) – using Congregational Connectors where possible. Goal is a response from 75% of the congregations by 2/28/16.

Goal 3: The Synod Staff, Deans, coaches and ministry teams along with outside resources, will provide consultation and monitoring as congregations develop and implement their plans for mission and ministry. Goal of 30 congregations per year for a total of 90 by 12/31/18.

Cost: \$40,000

Goal 4: The Synod Staff will identify areas for two new mission starts by 3/30/16 and implement them by 12/31/18

Cost \$100,000

Goal 5: The Synod Staff will identify and prepare three new redevelopment starts for 2016 by 3/1/16 and three each in 2017 and 2018. Redevelopment funds of \$10,000 per start.

Cost \$90,000

2. The Way of Communication: \$60,000

Oversight Responsibility: Communications Team Leader – Julie Stecker

Our communication will be effective and a defining characteristic of our Synod

Goal 1: Create a basic technology threshold for all congregations and then assist in bringing them to that level (hardware/software) so that communication can flow from the Synod to congregation and among congregations. Examples include: basic internet connectivity, smart boards, Go To Meeting, etc. Conduct assessments for hardware in congregations. Assist congregations in bringing them up to the basic technology threshold. Synod funds to be combined with individual congregational funding. Goal to have all congregations to minimum level of connectivity by 12/31/18.

Cost: \$50,000

Goal 2: Identify designated on-going Congregational Connectors in each congregation. They will be trained and equipped in their ministry through local training events and larger-scale events, such as the Region 8 Networks for Mission gathering. All congregations to have a Congregational Connector by 12/31/18.

Cost: \$10,000

3. The Way of Connectedness: \$50,000

Oversight Responsibility: Mission Through Partnership Team – Claudia Harrington

Our congregations and related ministries will thrive through deeper connectedness with other congregations and communities through mutual support and sharing of resources

Goal 1: Congregations will be linked with at least two others with similar opportunities and challenges to share ideas, insights, and resources. The gatherings will include lay and rostered leaders in each conference and encourage Bishop and Synod Staff participation. Conference Deans will be responsible for coordinating the initial gatherings. Timing by 12/31/16.

Goal 2: Develop congregational discipleship and stewardship ministries to grow generosity in support of the Synod's wider ministry to include providing funds to enhance and support ministries that connect congregations both inside and beyond our Synod. For example, potential areas of support include, but are not limited to: Task Forces for Hunger, Tanzania, Estonia/Finland; Lutheran Community Services Delaware; Campus Ministry; Disability Ministry; Mar-Lu-Ridge Camping and Retreat Ministry; Youth and Family Ministry among others. Synod Council will determine which programs to sponsor considering appropriate input.

Cost: \$50,000

Goal 3: Conference Deans will organize and conduct annual Pre-Assembly Conference meetings prior to Synod Assemblies, beginning in 2016.

4. The Way of Leadership: \$125,000

Oversight Responsibility: Mission Through Leadership Team – Mike Louia

Our leaders, lay and rostered, will be energized to serve with passion, health, and effectiveness.

Goal 1: Engage a Leadership Development Director role to lead and implement the rostered and lay leadership development curriculum (see Goal 2 below) of the Synod. Director would report to the Mission Through Leadership Team. Stipend of \$7500/year for 4 years which includes mileage and expenses (\$1000/year). Timing: 3/1/16.

Cost: \$30,000

Goal 2: Leadership Development Director working with the Mission Through Leadership Team develops lay and rostered leadership development curriculum by 6/1/16. The first 100 leaders are trained by 6/1/17 and the second 100 by 12/31/18.

Cost: \$40,000

Goal 3: Mission Through Leadership Team provides resources and implementation support for a Mutual Ministry Team in every congregation by 12/31/17.

Goal 4: The Synod will financially support DE-MD Synod seminary candidates by establishing a DE-MD Synod Endowed Scholarship Fund through Gettysburg Seminary (to be matched \$1 for \$1 by the seminary), and encouraging congregations to pay the candidacy fees as well as establishing a fund to provide support for candidates without congregational financial support by 3/1/16. Fund breakdown listed below:

Cost: \$30,000 – Gettysburg Scholarship

Cost: \$25,000 – Candidacy Fees

Goal 5: Synod Council will re-evaluate the overall structure and functioning of the Mission Teams (closer alignment with the Four Ways of Vision 2018), conferences and Synod Staff. Initial plans to be proposed and presented to the 2016 Synod Assembly in June, 2016. Final implementation following the 2017 Synod Assembly.

Note: As the Capital Campaign exceeds the \$500,000 designated for the Synod's ministries, projects and goals in each of the Four Ways will be expanded upon approval of the Synod Council.