

Date Completed: Jan 15, 2019

The Synod Ministry Profile was created based on conversations and comments from the Synod Council Retreat, Conference of Dean's Retreat, and 2018 MNYS Town Hall Meetings, during the summer and autumn seasons of 2018.

## **PART I: WHO WE ARE**

### **1. What are the characteristics of the synod in terms of socio-economic and demographic status, and range of settings (urban, rural, small town, etc.)?**

The Metropolitan Synod includes urban, suburban, small towns and rural areas. There is also a wide range of socio-economic groupings, including wealthy, middle class, working poor and homeless. Within our boundaries are many immigrants (both documented and undocumented.) A wide variety of religions are represented, including "nones." Many ethnic groups are part of the diversity we experience.

### **2. List three ways that the synod has been challenged by change and transition in the last three years.**

- Resignation of the bishop
- Declining Mission Support
- Increased need for models beyond one pastor/one congregation

### **3. What are three changes or trends within the synod and territory in the last three years?**

- Improved internal communications
- Fewer congregations with full-time clergy
- Desire for greater clarity around the appropriate role of synodical deacons

### **4. What are some of the synod's programs for mission and ministry?**

The strategic plan provides structure for efforts in mission and ministry through the three teams: Claimed, Gathered and Sent. It is through these strategic teams that a variety of programs happen, including congregational and leadership grants, first thirds ministry, mission development and redevelopment, worship events, social justice, educational opportunities and many more.

### **5. What are the primary goals to which the synod is committed?**

- Living out the goals of the strategic plan in using assets of congregations that have completed their ministries of developing new mission sites.
- Claiming our unity in Christ
- Building stronger connections between synod and congregations
- Growing in diversity



**6. With whom do we partner with in the synod?**

- Women of the Evangelical Lutheran Church in America (WELCA)
- Lutheran Schools
- Campus Ministries
- Lutheran Ministries in Higher Education (LMHE)
- Koinonia, Pinecrest, Lutheran Youth Organization (LYO)
- Northwest Diocese of the Evangelical Lutheran Church in Tanzania
- Various partnerships throughout the Evangelical Lutheran Church in America (ELCA)



## **PART II: OUR VISION FOR MISSION**

### **1. How does the synod understand its reason for being?**

- The Gospel of Jesus Christ is our foundation
- Congregations are the mission field
- We have a shared identity as the body of Christ

### **2. What are the gifts and resources available for fulfilling the purpose of the synod? (top three assets and top three obstacles)**

Assets:

- Information and guidance from consultant
- Growing communication strategy
- Congregational grants

Obstacles:

- Prevalence of racism
- Lack of clarity/results from the strategic plan
- Lack of program resources

### **3. What are the top mission strategies?**

- Focus on forming disciples
- Support of congregations thinking creatively about shared mission and ministry
- Willingness to try and fail (strategic plan experiments)



### **PART III: THE LEADER WE SEEK?**

#### **1. What are our top 5 ministry tasks?**

- Congregational vitality
- Supporting and increasing youth ministry
- Improved internal communication
- Advancing diversity
- Equipping lay leaders

#### **2. What are the gifts for ministry we need in our new bishop?**

- Bishop as pastoral and spiritual leader
- Bishop as bridge builder
- Bishops as leader in making known the work of the synod and the Lutheran message
- Bishop as administrator and overseer

#### **3. What are the top priorities for the first year of our new bishop's service?**

- Building trust and relationships throughout the synod, including addressing adversarial relationships
- Being visible and accessible
- Address both, evangelism and social justice, together
- Clarity around strategic plan
- Give attention to diverse congregational representation in synod leadership