

RESOLUTION 4: MNYS TO USE THE BRIDGEBUILDER PROCESS

Whereas the Metro New York Synod/system is experiencing both disruption and pain as former Bishop Rimbo has left the office; and

whereas this disruption offers an opportunity, after thoughtful and intentional evaluation, to move in a positive direction; and

whereas the Bridgebuilder process provides a vehicle by which our synod can move from a focus on weakness to strength, from anxiety to clarity, and to grow and enhance the ministry we do together; therefore be it

Resolved that the Metropolitan New York Synod engage or accept a qualified facilitator from outside this synod to lead us through the Bridgebuilder process.

Submitted by:

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The Bridgebuilder Process

A structured process for helping religious organizations (such as synods, schools, and congregations) in times of transition and tension.

The purpose and elements of the process:

- A process of *growth* toward health and peace.
- A multi-step process including *consultation*, *teaching* and *coaching* of leaders.
- An *objective view* of the organization's emotional system.
- A way of *empowering the organization* to manage their situation in healthy ways.
- A *focus on strengths* not weaknesses.
- A process of *finding shared vision* and opportunity for the future.
- A *renewal of purpose*, mission and organizational health.
- A process to *increase the leadership capacities* within the organization.

The primary Bridgebuilders are the people of the synod who are most in the position to effect decisions, changes and direction. A French proverb says "Change is a door that can be opened only from the inside." Bridgebuilder is a way to help this happen. It is about empowering people to create a new future.