

SYNOD COUNCIL MEMBERS

*The Rev. William Baum	2016
<i>The Rev. Rosalind Brathwaite</i>	<i>2016</i>
Ms. Christine Connell, DM	2014
*Ms. Maria del Toro, Vice President	2014
The Rev. Khader El-Yateem	2016
Dcn Charles Germain	2014
<i>Ms. Hazel Goldstein</i>	<i>2016</i>
Ms. Barbara Hansen	2014
Mr. Eugene Hiigel	2014
*The Rev. Brenda Irving	2016
*Ms. Barbara Johnson	2016
Ms. Savanah Lochansingh, Youth	2014
Dr. Carlos Lopez	2014
Dcn. John Malone	2014
Ms. Minerva Melendez	2014
The Rev. Paul Milholland	2014
The Rev. Craig Miller	2014
Mr. Brian Reardon	2016
*The Rev. Robert A. Rimbo, Bishop	2014
The Rev. Kit Robison	2014
<i>Ms. Terra Rowe</i>	<i>2016</i>
*The Rev. Robert Schoepflin, Sect.	2014
Ms. Abby Triebel, Young Adult	2016
*Mr. Frank Suttell, Treas	2016
*Mr. Christopher Vergara	2016
Ms. Karen Woolley	2016

AUXILLIARY MEMBERS

STAFF

The Rev. Perucy Butiku
Ms. Sarah Gioe
The Rev. Kathleen Koran
The Rev. Jonathan Linman
Dcn. Gayle Ruege
Ms. Kathleen Schmidt
Ms. Rebekah Thornhill
The Rev. Marc Herbst
The Rev. Lamont Wells

GUESTS

Bold = present

Italics = excused absence

*Member of Executive Committee

Devotions: Pr. Kit Robison

Observer: Abby Triebel

Call to Order: Ms. Maria del Toro at 5:06pm

Opening Prayer by Bp Rimbo

- 1. Adoption of the Agenda:** adopted as amended.
- 2. Adoption of the Minutes:** 23 January 2014: adopted as presented.
- 3. Report on Constitutional Changes:**

Secretary Schoepflin reviewed, for the members of the council, amendments to the Model Constitution for Synods that were made by the 2013 Churchwide Assembly. These amendments were made to mandatory provisions in our constitution and became effective without any action required by the Synod.

Secretary Schoepflin also reviewed amendments that were made to mandatory provisions in the Model Constitution for Congregations by the 2013 Churchwide Assembly.

At the suggestion of Gene Hiigel, Secretary Schoepflin will contact ELCA Secretary Boerger and ask his office, in the future, to provide explanations as to why constitutional provisions were amended.

4. Strategic Plan

A. Report on the Quadrant 1 Visit (February 7-9, 2014)

Bp. Rimbo reported on the visit.

- Friday dinner was held at Grace, Yorktown Heights with 50 persons in attendance.
- The Saturday retreat was held at St. John's, Middletown with 110 participants.
- Bp. Rimbo and staff made visits to congregations on Sunday. Members of Synod Council were not assigned congregations to visit because of possible weather issues.
- The changes that were made to the presentation format proved very successful.
- There was positive energy at the Saturday retreat/leader's meeting and a spirit of gratitude was expressed.

B. Report of the Steering Committee / Committee Updates

- Implementation: Marc Herbst

Pr. Herbst met with the SW Queens Conference. They voted affirmatively to participate in the pilot project.

He announced that Pr. Richard Hill will be working with the Western Nassau Conference.

Pr. Herbst will be meeting with the Bronx ministerium on Saturday, February 15, 2014.

He also reported that he is looking at proposals to reduce fuel costs and insurance costs for congregations.

- SENT: Barbara Johnson

Ms. Johnson reported that a survey was sent on February 5 to rostered leaders. The goal of the survey is to provide a listing of ministries being carried out in the congregations of the Synod. This listing will be provided to voting members at the Synod Assembly in May. Sarah Gioe reported that follow-ups will be done to try to get a response from every congregation.

Ms. Johnson reported that the Sent committee will also be looking to engage a community organizer to work with congregations.

b. Communications Consultant update (Marc Herbst)

Pr. Herbst reported that Rubenstein has jumped right out in promoting stories of ministry within our Synod.

He plans on holding three communications workshops prior to the Synod Assembly.

5. Bishop's Report

- A. Calls:
 - a. Rev. Linda Bell: *On leave from call status (annual renewal)*

ACTION SC14:02/01

RESOLVED, that on leave from call status for Rev. Linda Bell be renewed.

ADOPTED

- B. Appointments
 - a. Ms. Margaret Wenger: *Tanzania Companionship Committee*
Bp. Rimbo reported that this appointment had been made.
- C. Congregations
 - a. St. Luke's, Brooklyn: will addressed under Old Business.

6. Treasurer's Report

- A. Mission Support update
Final mission support was 60K below anticipated, but due to performance of investments, repayment of some loans and reduction of expenses, Synod is in fair shape financially.

7. Constitutions

- A. Grace, Yorktown Heights
- B. New Hope, Jamaica
- C. Gustavus Adolphus, Manhattan
- D. Holy Trinity, Brooklyn

Secretary Schoepflin reported that Constitutions of New Hope, Gustavus Adolphus and Holy Trinity were received, reviewed and approved. Constitution of Grace was received, reviewed and comments returned to congregation.

7. New Business

- A. Trexler Grants : Presented by Pr. Linman
 - Pr. Flora Hartford – \$1,000 to study Spanish.
 - Pr. Khader El-Yateem - \$1,000 for theological conference in Bethlehem and how theology can work toward peace and justice in Palestine.
 - Paul Milholland – \$1,000 for pilgrimage to Holy Land.

ACTION SC14:02/02

RESOLVED, that Trexler grants in the amount of \$1,000 each for Pr. Flora Hartford, Pr. Khader El-Yateem and Pr. Paul Milholland be approved.

ADOPTED

B. Gathered Strategy Resolutions:

VP Del Toro introduced agenda item. Asked for period of silence for discernment and then invited P. El-Yateem to pray.

Treasurer Suttell reported on work of FMC in reviewing strategic plan initiatives, primarily reviewing the effect of those initiatives on the 10 year financial plan of the synod.

Memo to Executive Committee from FMC was distributed, as well as a revised 10-year plan.

Ms. K. Schmidt reviewed the contents of the memo and walked the SC through the 10-year plan spreadsheet.

I. Rostered Leader Mobility Resolution

Whereas, this church is interdependent in its nature and form; and

Whereas, rostered leaders of this church are called to serve this church in its various forms; and

Whereas, our interdependence is realized, in part, through regular communications and reporting to one another; therefore be it

Resolved, the Synod Council of the Metropolitan New York Synod affirms the constitutional provisions of this church outlining specific expectations of rostered leaders related to mission support, record-keeping and annual reporting¹; and be it

Resolved, the Synod Council affirms that regular congregation and rostered leader reports document our mutual ministry journey, recording joys and challenges, milestones and other important history; and be it

Resolved, the Synod Council affirms times of transition and mobility are specific opportunities to assure congregation and rostered leader records are in order; and be it

Resolved, Metropolitan New York Synod Rostered Leader Profiles will be activated in the Evangelical Lutheran Church in America database only when the annual Report for Ordained Minister or Report for Associate in Ministry, Deaconess or Diaconal Minister; the annual Congregational Report (Parochial Report); and the Mission Support Commitment for the most recent year is on file with the bishop's office; and be it

¹ †S14.02. c. 4) *Consistent with the faith and practice of the Evangelical Lutheran Church in America, Every pastor shall endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of this ELCA synod.*

S14.03. a and b. The pastor shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, shall submit a summary of such statistics annually to this synod; and

S14.05. Each ordained minister on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Resolved, that when the annual Report for Ordained Minister or Report for Associate in Ministry, Deaconess or Diaconal Minister and the annual Congregational Report have not been submitted by the February deadlines, Metropolitan New York Rostered Leader Profiles currently posted will be archived until these reports have been submitted.

ACTION SC14:02/03

RESOLVED, the Synod Council of the Metropolitan New York Synod affirms the constitutional provisions of this church outlining specific expectations of rostered leaders related to mission support, record-keeping and annual reporting²; and be it

RESOLVED, the Synod Council affirms that regular congregation and rostered leader reports document our mutual ministry journey, recording joys and challenges, milestones and other important history; and be it

RESOLVED, the Synod Council affirms times of transition and mobility are specific opportunities to assure congregation and rostered leader records are in order; and be it

RESOLVED, Metropolitan New York Synod Rostered Leader Profiles will be activated in the Evangelical Lutheran Church in America database only when the annual Report for Ordained Minister or Report for Associate in Ministry, Deaconess or Diaconal Minister; the annual Congregational Report (Parochial Report); and the Mission Support Commitment for the most recent year is on file with the bishop's office; and be it

RESOLVED, that when the annual Report for Ordained Minister or Report for Associate in Ministry, Deaconess or Diaconal Minister and the annual Congregational Report have not been submitted by the February deadlines, Metropolitan New York Rostered Leader Profiles currently posted will be archived until these reports have been submitted.

ADOPTED

Pr. Irving recommended that the text of this resolution be mailed, under letter, to all rostered leaders.

II. Pastoral Care for Bronx Conference Resolution

Whereas, pastoral care for rostered leaders and congregations in transition is an essential aspect of our synod's Bronx Conference Pilot Project for our strategic plan; therefore be it

Resolved, that the following individuals, having been appointed by the bishop to provide pastoral care to the Bronx Conference: Rev. Amandus Derr, Rev. Emilce Erato, Rev. Brenda Irving, Rev. John Jurik, and Rev. Ernst Moss; are to be compensated for their efforts; and

Resolved, that compensation be provided consistent with our synod's Pastor Compensation Guidelines which currently set the synod's supply pastor rate of \$175 per service. Based upon an estimate 5 visits at each congregation, \$5,250 will be designated for this purpose.

ACTION SC14:02/04

RESOLVED, that the following individuals, having been appointed by the bishop to provide pastoral care to the Bronx Conference: Rev. Amandus Derr, Rev. Emilce Erato, Rev. Brenda Irving, Rev. John Jurik, and Rev. Ernst Moss; are to be compensated for their efforts; and

RESOLVED, that compensation be provided consistent with our synod's Pastor Compensation Guidelines which currently set the synod's supply pastor rate of \$175 per service. Based upon an estimate 5 visits at each congregation, \$5,250 will be designated for this purpose.

ADOPTED (Pr. Brenda Irving having recused herself from voting)

III. Western Nassau Conference Pilot Project Proposal Resolution

Developing an experiment with the congregations of the Western Nassau Conference is a worthwhile challenge for our Synod. I see several important components that would be needed to make a viable Shared Ministry experiment possible.

February 2014—Meet with pastors to solicit their support and insight in forming a plan for the congregations of the conference. Ideally this would include stronger and weaker congregations working collaboratively, but getting the stronger ones to join may be more difficult than involving ones that are experiencing greater stress. It would be great to meet for a day rather than just for a few hours, and a retreat would be even better. If there were money available from the synod or conference to cover the cost, an overnight retreat would be great.

The goals would be:

1. To lift up a vision of what is possible when churches support one another in ministry.
2. To develop a consensus among the clergy (a buy in) that would enable them to seek support from the members of their leadership who are the "Yes" voters.
3. To identify the positive outcomes an experiment might achieve.
4. To locate the possible blockages that would slow down an experiment.
5. To create a Steering Committee or Planning Team to work together to create a series of events/classes that would involve a larger number of regular church members together in building a sense of urgency and motivation to do something.

LENT 2014—Meet with the Steering Team to map out a calendar of events and discuss ways to publicize them within the congregations willing to work together. Sending Planning team members from other churches to visit councils and congregations is a useful means for increasing participation rather than asking each church to carry this out on their own. Collaboration starts early.

EASTER-PENTECOST 2014—Depending on the plan, this is the time to begin bringing people together. A 6 session course in Shaping Mission (perhaps 3 Saturdays or 6 evenings) with teams from participating churches

could be developed using resources created in the UK as well as in the US. The Planning Team would want to have others involved in providing logistical support for these sessions. Ideally these would be from several churches.

Meanwhile some work needs to be done behind-the-scenes to analyze the situations/contexts in which the respective churches exist. Gathering information can be done by a team of people who have the gift for analyzing information and interpreting it. At the same time some work could be done to see what resources exist for linking ministries together using different models. These models can be thought of as experiments that last a specific amount of time (e.g. 12-18 months) and can be periodically reviewed, tweaked, and redone or even abandoned. The budgets and the amount of financial support to be contributed by each church should be part of this.

FALL 2014-- Start new relationships based on the models adopted by the conference. There could be differing models used in different combinations of churches, and churches from outside the conference might be asked to think about how they might possibly become part of the experiment.

Develop Ministry teams for the clusters that evolve from the process, and set up a plan to train and support these teams as they slowly get underway. Use an outside trainer for training these teams. Let pastors be team members, not trainers.

Once teams have been formed (by Spring 2015) have a Commissioning Service with the Bishop and have the congregations come together to covenant and celebrate their ministry.

FALL 2015—Bring teams together to share their insights, challenges, and issues with each other, to identify needs for additional training and support for the teams.

It would be helpful to cover travel expenses and if a stipend were given, it could be based on existing synod guidelines for supply pastors as a starting point.

We can make use of all sorts of resources and resource people including Robin Greenwood (in person or via Skype). I know dozens of others who would be happy to support my efforts from the UK and across the USA.

Resolved, that the Metropolitan New York Synod Council contract with the Rev. Dr. Richard Hill as the Western Nassau Conference Shared Ministry Pilot Project consultant for a monthly fee of \$1,000.

ACTION SC14:02/05

RESOLVED, that the Metropolitan New York Synod Council contract with the Rev. Dr. Richard Hill as the Western Nassau Conference Shared Ministry Pilot Project consultant for a monthly fee of \$1,000.

ADOPTED

IV. Leadership Development Grants Resolution

This was not distributed to Synod Council prior to meeting since the FMC had to meet to consider, review and recommend some changes. Therefore, Bp. Rimbo asked for a consensus vote on whether to consider now or postpone consideration. The vote was to consider now.

Whereas, Metropolitan New York rostered leaders are expected to engage in intentional life-long learning for their ongoing education and formation for leadership in ministry and mission; and

Whereas, the Metropolitan New York Synod of the ELCA enacts a vision of an interdependent church which nurtures both mutual accountability and support for its rostered leaders; and

Whereas, a tangible expression of our synod's support for rostered leaders includes financial contributions for their continuing education; and

Whereas, current funds to support leadership formation are limited to modest grants for seminarians through the ELCA Fund for Leaders program and other synod funds, as well as modest grants to support travel for continuing education abroad through the Trexler Grant program; and

Whereas, our synod's strategic plan has a specific focus on recruiting, equipping and supporting pastors and lay leaders to execute the strategy's objective to ensure that Word and Sacrament ministry is provided in the metropolitan New York areas; and

Whereas, excellence in leadership is crucial to the successful and faithful implementation of our synod's strategic plan; be it

Resolved, that up to \$50,000 be made available annually to rostered leaders in the form of challenge grants to supplement continuing education funds provided by individual leaders and their congregations or ministry settings; and

Resolved, that a grant application process be designed to establish criteria and protocols for making these grants with special focus on educational programs that will specifically nurture education, training and formation for leadership skills and qualities that complement the aims of the strategic plan and are needed for our church in this particular season of mission; and

Resolved, that the Leadership Working Group of the Gathered Committee review grant applications, making recommendations to the Executive Committee for approval of grants by the Synod Council; and

Resolved, that funds shall be appropriated within the Synod's annual operating budgets.

ACTION SC14:02/06

RESOLVED, that up to \$50,000 be made available annually to rostered leaders in the form of challenge grants to supplement continuing education funds provided by individual leaders and their congregations or ministry settings; and

RESOLVED, that a grant application process be designed to establish criteria and protocols for making these grants with special focus on educational programs that will specifically nurture education, training and formation for leadership skills and qualities that complement the aims of the strategic plan and are needed for our church in this particular season of mission; and

RESOLVED, that the Leadership Working Group of the Gathered Committee review grant applications, making recommendations to the Executive Committee for approval of grants by the Synod Council; and

RESOLVED, that funds shall be appropriated within the Synod's annual operating budgets.

ADOPTED

- V. Congregational Capital Improvement Challenge Grants Resolution
This was not distributed to Synod Council prior to meeting since the FMC had to meet to consider, review and recommend some changes. Therefore, Bp. Rimbo asked for a consensus vote on whether to consider now or postpone consideration. The vote was to consider now.

Whereas, the Gathered Strategy Committee is charged with ensuring word and sacrament ministry is provided in the metropolitan New York area; and

Whereas, providing capital improvement challenge grants is a way for our synod to support our viable congregations and help them to grow in mission and ministry; and

Whereas, unexpected major repairs often take attention and resources away from mission and ministry; and

Whereas, good stewardship of property assets is crucial to the successful and faithful implementation of our synod's strategic plan;

Resolved, that the Metropolitan New York Synod make available up to \$1,000,000 over the next six (6) years for challenge grants to congregations seeking to improve their property or to make capital repairs in order to improve and provide for Word and Sacrament ministry in our Synod; and

Resolved, that a grant application process be designed to establish criteria and protocols for making these grants with special focus the aims of the strategic plan; and

Resolved, that the Research Working Group of the Gathered Committee review grant applications, making recommendations to the Executive Committee for approval of the grants by the Synod Council; and

Resolved, that funds shall be appropriated within the Synod's annual operating budgets.

ACTION SC14:02/07

RESOLVED, that the Metropolitan New York Synod make available up to \$1,000,000 over the next six (6) years for challenge grants to congregations seeking to improve their property or to make capital repairs in order to improve and provide for Word and Sacrament ministry in our Synod; and

RESOLVED, that a grant application process be designed to establish criteria and protocols for making these grants with special focus the aims of the strategic plan; and

RESOLVED, that the Research Working Group of the Gathered Committee review grant applications, making recommendations to the Executive Committee for approval of the grants by the Synod Council; and

RESOLVED, that funds shall be appropriated within the Synod's annual operating budgets.

ADOPTED

- VI. Formation of an Innovative Ministries Team and Project Resolution
This was not distributed to Synod Council prior to meeting since the FMC had to meet to consider, review and recommend some changes. Therefore, Bp. Rimbo asked for a consensus vote on whether to consider now or postpone consideration. The vote was to consider now, after a 5-minute period for review.

Formation of an Innovative Ministries Team

As indicated in the charges developed for the three strategy committees, the Gathered Committee is to form an Innovation Team.

The Gathered Strategy Committee will form an Innovation Team to create a strategy to plant and nourish bold, visionary ways to provide Word and Sacrament Ministries. This team will:

- *Recognize that innovation thrives when given supportive distance from the institution, and create structures that balance freedom and accountability to support new ministries.*
- *Approach the development of new ministries from the ground up and not from the top down by seeking out visionary leaders, successful grassroots groups and multicultural expressions who are already responding to the hungers they've perceived in their local communities, or by commissioning a capable leader to respond.*
- *Seek to promote new ministries that are built on visionary and capable leadership, theological depth, connected to the local community, and financially sustainable models.*
- *Remember that we experience grace in risk and failure, and see both as necessary for learning.*

The Innovation Team will explore the Innovative Disruption ideas of Clayton Christensen (Harvard University). We will expect the Innovative Team to develop highly experimental ventures. No failures means we are not thinking big enough. The Gathered Strategy Committee will think through how to put constructive governance and finance controls in place.

Ministries will not necessarily lead to official "congregations." They may develop into Synodically Authorized Worshiping Communities where the goal is not necessarily to transition into a congregation. Or they may even stop short of becoming Synodically Authorized Worshiping Communities.

Funding for these experiments will be provided through an income stream generated by building sale proceeds to create an Innovation Fund. We will conserve the asset from building sales to permit future ongoing experimentation. When something shows strong promise of self-sustainability we may invest resources beyond the Innovation Fund to move the ministry to established sustainability.

-from the charge to the Gathered Committee, September, 2012

Tools and Resources Needed

The Innovation Team convened for the first time on Saturday, October 5, 2013. We spent our time thinking through the structures, tools, and resources we feel we will need to faithfully carry out the vision outlined

above. After prayer and consideration, would like to lay out the following guidelines to support and nurture our work:

- That our work be seen as a “laboratory” for the Synod -- lifting up ideas for New Ministry Projects and providing the project and the leader behind it with seed money to support its growth.
- New Ministry Projects that take root and flourish will continue to receive support, then be ushered into the existing system in place for new starts, becoming a SAWC (Synodically Authorized Worshipping Community) and then a Congregation Under Development. From this point the ministry will be under the direction of the Director of Evangelical Mission (DEM).
- That Pastor Lamont Wells, DEM, function as staff liaison to the Innovation Team, in the same way that staff serve as liaison to the Claimed, Gathered, and Sent committees.
- That the congregations within the Synod be encouraged, through staff invitation to support the innovation through by encouraging individuals in their networks to nominate communities and for innovative ministry projects, and to offer their support through prayer and presence.
- That the Innovation Team leave the oversight of Partnership Grants to the DEM and the Outreach Committee.
- That the team be able to work, in collaboration with the Candidacy Committee and the Assistant to the Bishop for Formation with Auburn Seminary’s Entrepreneurial Leaders Fellowship program and other similar programs.
- That the Innovation Team will be engaged in an evaluation process regarding the work we have done in collaboration with the DEM. Based on the charge to the Gathered Committee, the evaluation of our work will be based on how much we have tried rather than how much has “succeeded.” We will learn from our failures and integrate that learning into our next pursuits.
- That the Synod Staff and Synod Council support the raising up of leaders who may be lay people.
- That the team be resourced with a budget of one million dollars over six years.

Strategies and Approaches

The task before the Innovation Team is developing a set of strategies and approaches to planting new ministries that may be employed by the Synod in the next 10-40 years. As such, a large part of our work will be testing various strategies to see what works well and what works less well. We plan to employ a variety of approaches including, but not limited to:

- Seeking out leaders on the grass roots level already doing ministry, or with the potential to start a new ministry. This approach will require a great deal of relationship building and networking as we contact pastors and leaders in healthy and thriving congregations and identify leaders whose work we can lift up, support and encourage.

- Contacting seminaries directly to identify leaders who are well equipped for planting new ministries well suited to one of the cultural contexts of our Synod.
- Collaborating with Auburn Seminary's Entrepreneurial Leaders Fellowship Program and other similar programs which will also be working to identify leaders with the gifts for start-up ministries
- Accessing or conducting needs assessments for various geographic areas of our Synod, and imagining how a new ministry might respond to those needs.
- Accessing information about growing ethnic groups in our Synod and strategizing about how to build relationships and minister with them.
- Creating a grant process that individuals or groups may apply for to receive seed money to start something new in their area.

Granting Process: The Innovative Ministry Project

As we explore the tasks listed above, and in pursuit of our stated mission to create a strategy to plant and nourish bold, visionary ways to provide Word and Sacrament Ministries, the Innovation Team will launch the Innovative Ministry Project (IMP). IMP is a application and granting process developed to nurture and support local, innovative ministries and identify innovative leaders for our Synod.

IMP will feature an online database to gather grassroots information as the foundation for implementing large numbers of short-term experiments in ministry in seven on-going phases. All potential leaders will be invited to apply through the IMP process, outlined below.

Phase 1) Spreading the Word: The Innovation Team will send out invitations to conference deans and seminaries, as well as synodical, denominational, and ecumenical organizations asking them to nominate both potential innovative ministry leaders as well potential communities within the Metropolitan New York Synod in which innovative ministries might flourish.

Phase 2) Applying Online: As word spreads, anyone with access to the internet will be able to nominate potential leaders, communities, or specific project proposals on the IMP website. The online nomination application will include several short questions to help the Innovation Team identify which nominations to further investigate.

Phase 3) Reviewing Applications: The Innovation Team will review nominations and match promising nominated leaders with promising nominated communities and proposals. Those nominations that the Innovation Team feels offer promise to proclaim the gospel will be scheduled for interviews.

Phase 4) Meeting Applicants: The Innovation Team will interview promising nominees either in person or via video conferencing to further access potential matches between nominated leaders, communities, and projects.

Phase 5) Creating Assessment Rubric: Prior to receiving funding, leaders of approved projects will create a self-assessment rubric including a set of goals, a loose time-line for their project, and a plan for what will happen when IMP funding ends. Each leader, in collaboration with the Innovation Team, will outline a supervisory system comprised of mentors, advisors, and supporting congregations. Leaders will be expected to support one another through write ups on the IMP blog and gatherings with other IMP leaders.

Phase 6) The Innovation Team recommends projects to the bishop for approval. Approved projects will be reported to the Executive Committee and Synod Council. Bishop's Liaison to the Innovation Ministries Team is the Director for Evangelical Mission (Pr. Lamont Wells). To execute projects, leaders will be given funding, encouragement and support.

Phase 7) Interpretation of Results: Throughout the ministry experiment, leaders will blog their experiences on the IMP website. At the end of the experiments, leaders will assess the experiment using the rubrics they created and provide commentary to interpret the assessment. These assessments will also be posted on the IMP website for public edification and to spread the word about IMP, thus restarting the phase cycle. Projects which seem rooted in good soil will be passed along to the Director of Evangelical Mission as potential sites for a Congregation Under Development.

Resolution Regarding the Innovative Ministries Project (IMP)

Whereas, The Gathered Strategy Committee will form an Innovation Team to create a strategy to plant and nourish bold, visionary ways to provide Word and Sacrament Ministries. This team will:

- Recognize that innovation thrives when given supportive distance from the institution, and create structures that balance freedom and accountability to support new ministries.
- Approach the development of new ministries from the ground up and not from the top down by seeking out visionary leaders, successful grassroots groups and multicultural expressions who are already responding to the hungers they've perceived in their local communities, or by commissioning a capable leader to respond.
- Seek to promote new ministries that are built on visionary and capable leadership, theological depth, connected to the local community, and financially sustainable models.
- Remember that we experience grace in risk and failure, and see both as necessary for learning; and

Whereas, the Innovation Team will explore the Innovative Disruption ideas of Clayton Christensen (Harvard University). We will expect the Innovative Team to develop highly experimental ventures. No failures means we are not thinking big enough. The Gathered Strategy Committee will think through how to put constructive governance and finance controls in place. Ministries will not necessarily lead to official "congregations." They may develop into Synodically Authorized Worshiping Communities where the goal is not necessarily to transition into a congregation. Or they may even stop short of becoming Synodically Authorized Worshiping Communities; and

Whereas, funding for these experiments will be provided through an income stream generated by building sale proceeds to create an Innovation Fund. We will conserve the asset from building sales to permit future ongoing experimentation. When something shows strong promise of self-sustainability we may invest resources beyond the Innovation Fund to move the ministry to established sustainability; and

Whereas, new ministry developments are crucial to the successful and faithful implementation of our synodical strategic plan;

Resolved, that the Metropolitan New York Synod make available up to \$1,000,000 over six (6) years as seed money for the Innovative Ministry Project (IMP); and

Resolved, that the bishop will approve the allocation of funds for these projects based upon recommendation from the Innovative Ministries Team. Approved projects will be reported to the Executive Committee and the Synod Council; and

Resolved, that funds shall be appropriated within the Synod's annual operating budgets.

ACTION SC14:02/08

RESOLVED, that the Metropolitan New York Synod make available up to \$1,000,000 over six (6) years as seed money for the Innovative Ministry Project (IMP); and

RESOLVED, that the bishop will approve the allocation of funds for these projects based upon recommendation from the Innovative Ministries Team. Approved projects will be reported to the Executive Committee and the Synod Council; and

RESOLVED, that funds shall be appropriated within the Synod's annual operating budgets.

ADOPTED

8. Old Business

A. Congregations under synod administration/Synod properties **EXHIBIT A**

Ms. Kathleen Schmidt reported:

- that closing on St. Thomas, Bronx has occurred.
- that Studley will do analysis of use of St. Lukes, Brooklyn.
- that closing service for Zion, Brooklyn, was held Jan 27. Studley will do analysis of property.
- that closing service for Reformation, Brooklyn, will be Feb 23. This will also be a memorial service for Pr. Huenicke.
- that closing on Sion property took place on Feb.7. Loan from Synod has been paid back.

C. Congregational Loan Status: **EXHIBIT B**

C. Pending:

b. MNYS Committee structure analysis

c. Process for the Election of the synodical bishop

VP Del Toro invited Synod Council members to submit proposed questions to be asked of the candidates at the forums. Submit questions by March 1 to Bishop-election@mnys.org.

9. Other Reports

A. **Charlie Germain: Child, Youth & Family Ministry EXHIBIT C**

10. Announcements/Events

A. Quadrant 3 Leaders Retreat: March 8 – Trinity, 46th Street, Brooklyn (8:30 am – 3:00 pm)

B. MNYS Events Page

11. Observer's Evaluation

Pr. Kit Robison led us in closing devotions.

Meeting was adjourned at 8:10 pm.

Respectfully submitted,
Robert Schoepflin, Secretary