



Northern Texas - Northern Louisiana Mission Area
Evangelical Lutheran Church in America *God's work. Our hands.*
Sowing and Growing Disciples of Jesus

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The NT-NL Plan for Mission
*As adopted by the NT-NL Mission Council on
September 28, 2013*

After this, the Lord appointed 70 others and sent them on ahead of him in pairs to every town and place where he himself intended to go. He said to them, 'The harvest is plentiful, but the laborers are few; therefore ask the Lord of the harvest to send out laborers into his harvest.'” Luke 10:2

KEY AFFIRMATIONS: We affirm the following premises as we continue on our journey of being led by the Spirit of God in ministry at the beginning of the 21st century.

1. The stated Mission of the Northern Texas-Northern Louisiana Mission Area has been and continues to be ***Sowing and Growing Disciples of Jesus***. We call this ***DiscipleLife***.
2. God is at work in the world, through the movement of the Holy Spirit among individuals, congregations, mission areas (synods), and denominations.
3. God is calling and leading the NT-NL Mission Area into actively participating in God's mission in the world within our many and diverse communities.
4. God is shaping and reshaping our identity as a contextualized ministry that is both rooted in our Lutheran heritage and relevant to those we are called and led to serve.
5. God is leading us to restructure the Mission Area in a way that will help free up and empower congregations to engage in ministry in their local contexts.
6. God is empowering clusters of congregations, both within our Lutheran context and among ecumenical partners, to engage in mission together.

LEADERSHIP FORMATION FOR DISCIPLELIFE is the central vision; it is what “we can do better together than congregations can do on their own.” We have set our vision on such ***Leadership Formation for DiscipleLife***. Disciples are

baptized Christians committed to walk into the world in the way of Jesus Christ...to go where he went, to love as he loved, to invite to the banquet feast that has no end those who have not yet heard or experienced the love and grace of the forgiveness of Christ. It is our purpose to sow and grow disciples of Christ, that is to form leaders and to equip people for their work in the 21st century through congregations working together in mission.

Thus we are creating the *DiscipleLife Center for Mission at Briarwood*, which is becoming the central hub of our leadership formation. When completed in March 2015, the DiscipleLife Center for Mission at Briarwood will host the Bishop's staff, which will work synergistically with Briarwood program staff, to develop activities and training that will deepen lifelong Leadership Formation for DiscipleLife. *DiscipleLife Alive!* is raising funds not only to build the Leadership Formation and Welcome Center, but to build an endowment to provide funds to bring in top notch, cutting edge missional leaders to teach us. ***To be clear, the DiscipleLife Center for Mission at Briarwood is not the goal of our missional effort; it is a tool to help us reach our goal of disciples making disciples in the world.***

Thus, in addition, over the past dozen years and more, our Mission Council has changed its way of functioning to be a support model for clergy and laity, and our Mission Assemblies have changed focus and function to inspire and equip participants to grow in missional awareness and outreach. NT-NL is transforming the way we do our work as a Mission Area; we are developing congregational leaders with a heart and desire for missional outreach.

The NT-NL PLAN FOR MISSION proposes a means to organize ourselves for the vision we hold for our mission together. The structural reorganization will provide a means for congregations to be better organized for mission within their conferences by connecting the Mission Council and Deans in a leadership team that will promote networking in each conference. This part of the Plan for Mission is designed to allow for flexibility in function and connectivity between baptized members, congregational lay and ordained leaders, Mission Area staff, and ELCA leadership as we move into the *NT-NL DiscipleLife Center for Mission at Briarwood*. It is offered in answer to many requests to consider re-configuration of the current Conference structure and Council function.

In addition, the Plan includes a design for the implementation and growth of **Mission Clusters**, growing out of successes of the Macedonia Project and congregations' desire to network and connect with other congregations for mission.

The 2014 Mission Assembly is being asked to amend the constitution and by-laws to enact the plan, which will then go into effect July 1, 2014.

TIMELINE

Past:

- May and June 2013 – Draft # 1 is created by Bishop Kanouse and staff and presented to the Deans.
- June 2013 -- Draft # 2 is created and shared with the Mission Council.
- June 2013 – Draft # 3 is created and shared with the Hispanic/Latino leaders and is released to congregations through the web. It is presented to the Council members and Deans for conversation throughout the summer and fall.
- July 2013 – Consultation of NT-NL leaders is held with consultants Dr. Craig van Gelder of Luther Seminary and Dr. Alan Roxburgh of *The Missional Network*, both of whom have walked with us as presenters at Bishop's Convocation and a Table Talk to see if our proposal is true to the changing environment of 21st century denomination movement. Drafts # 4 and # 5 have resulted from this consultation.
- August 2013 – Draft # 5 was prepared and presented to Conference Deans to receive input and suggested updates.
- September 2013 – Draft # 6 is presented to the Mission Council for review and adoption. The Plan for Mission is final. Constitutional provisions will be posted and mailed to congregations by October 24, 2013.

Future:

- By **October 24, 2013**, constitutional amendments must be announced to be acted upon at the 2014 Assembly. By-laws can be recommended by the Mission Council up to the time of the Assembly, so conversation leading to by-law changes can continue.
- Continuing through April 2014 – Discussion in deaneries and conference gatherings
- January 2014 – Mission Council reviews by-laws to be presented to the Mission Assembly. Plan is finalized for election process under the Plan for Mission, if constitutional and bylaw amendments are adopted.
- February 2014 – Conference Deans prepare for new election cycle and new structure, which will begin July 1, 2014, if the constitutional provisions are adopted at the 2014 Mission Assembly. Bishop begins recruitment of deans under proposed Conference of Deans structure.

- April 24-25, 2014 – Mission Council gives final by-law approval and refers to Mission Assembly.
- April 25-27, 2014 -- Assembly acts to approve constitution and by-law changes and elects Mission Council leaders as needed. Constitutional provisions are referred to the ELCA Church Council for final approval.
- July 1, 2014 – Beginning of functioning of new Conference, deans, and Council structures
- Summer 2014 -- Mission Cluster Formation begins for trial Clusters. Cluster Coaches are recruited and appointed. Cluster training begins for Cluster Coaches and Cluster Teams are formed.
- Fall to Winter 2014 – Cluster Teams begin working with Cluster congregations and Deans meet with Mission Council for the first time at fall retreat.

THE MISSION CONFERENCES

The purpose of the NT-NL Mission Conferences is to provide for coordination, collaboration, and networking, which helps congregations engage in effective ministry within their local contexts.

The Mission Area Conferences will be re-configured to form **8 Conferences** (7 will be geographic and 1 non-geographic (see Appendix 1). Each Conference will be led by a **Dean**, with amended duties (see Appendix 2). The Conference names are open for discussion and re-naming by the Conference. For now, the names are based on geographic distribution:

- Eastern Texas-Northern Louisiana Mission Conference
- Metroplex East Mission Conference
- Metroplex North Mission Conference
- Metroplex West Mission Conference
- Panhandle Mission Conference
- South Central Mission Conference
- Western Mission Conference

There will be 1 non-geographic Conference:

- Hispanic/Latino Mission Conference (*These congregations will also be encouraged to participate in the Geographic Conference in which they reside.*) The unique Hispanic/Latino Mission Conference is designed to meet the missional needs of the Hispanic/Latino communities within the NT-NL Mission Area.

Informal clergy groups for bible study, mutual support, and/or accountability may take any form within or crossing geographic boundaries. For example, current deanery groups that exist along certain conference boundaries are welcome to continue, informally.

Conference Dean: The purpose of the conference dean is to steward the vision of the conference congregations and the Mission Area by cultivating imagination and encouraging innovation for ministry among conference congregations and lay and clergy leaders. In addition they will provide pastoral care, spiritual support, and ecclesiastical leadership to the congregations and rostered leaders of the conference. The dean will work with the bishop to enhance the overall ministry of the Mission Area.

Conference deans are pastors (active or retired) or Synodically Authorized Worship Leaders from within the conference congregations. New deans may be recommended by a gathering of the conference rostered leaders and SAWLs and shall be appointed by the bishop to a three year term. They may be re-appointed for a second term. Deans will be subsequently installed at the Mission Assembly. Deans will appoint an Assistant Dean from within the conference to assist in carrying out the responsibilities of the office. Deans will be granted a stipend in December of each year as an expression of appreciation for their extra service to the wider church.

Conference Mission Team: The purpose of the Conference Mission Team is to give leadership to congregations in building connectivity and networking for mission. Conference deans will oversee the creation and functioning of the Conference Mission Team, consisting of the dean, assistant dean, and the three conference voting members on the Mission Council. The Conference Mission Team's work will be reported to the Mission Council by the dean at the fall Council retreat and in written form or verbally at the winter and spring Council meetings. The work of these Teams will be determined by the Dean and the Mission Team in conversation with pastors and lay leaders within the conference.

THE MISSION COUNCIL

[NOTE: For constitutional and bylaw purposes, more traditional language for Synod Council and Synod Assembly will remain because these are standard ELCA terms required by our constitution. However for this Plan for Mission and our daily use, "Mission Council" and Mission Assembly" will be used.]

The purpose of the Mission Council is to cast vision for and give oversight to the ministry of the Mission Area while working with conferences and clusters to enhance congregational ministry in local contexts. Additional constitutional provisions for oversight will be continued as required.

The Mission Council will be made up of 28 voting members (compared to the current 24) plus the Deans as non-voting members:

- the officers of the Mission Area (elected by Assembly) (4)
- two lay voting members nominated by each Conference and elected by the Assembly (16)
 - ✓ one shall be female and one shall be male
 - ✓ lay Mission Council members shall not be elected from the same congregation, nor shall they be married to each other or from the same household
 - ✓ it is the expectation that one shall be 35 years of age or younger at the time of election and the other shall be 36 years of age or older at the time of election
 - ✓ terms shall be four years and members shall be limited to one term with a year break before eligibility to serve another term
 - ✓ both conference lay voting members shall be elected in the same year; the clergy voting member will be elected two years later
 - ✓ initial terms will be established taking into account the number of years served by current Council members, who shall remain in office, such that every year voting members of one or two conferences will be elected at assembly.
- one clergy member (male or female) nominated by the conference and elected by the Assembly (8). Clergy members elected to the Council may be a member of a congregation where a lay voting member belongs. Clergy spouses may not serve on the Mission Council at the same time as the clergy is on the Mission Council
- Deans will be included in the Mission Council, with voice, but not vote, as they choose; but are expected to attend the fall retreat to engage the work of their Mission Team and the entire Mission Council and to provide a written or verbal report at subsequent meetings.

Conference deans will submit nominations for persons to serve on the Mission Council, but the Mission Assembly will elect the Council members. When a vacancy occurs mid-term, the dean will nominate a replacement to serve on the Mission Council and the Council will confirm the appointment. Those who

serve for a half of a term or less are eligible to serve another full term; those who serve for more than half of a term are ineligible to serve another term.

MISSION AREA WORKING GROUPS AND COMMITTEES

The purpose of Mission Area Working Groups is to provide for the ongoing ministry of the Mission Area. These Working Groups may or may not be detailed in the constitution and by-laws so that their work may begin and end as needed. These Working Groups will include, but will not be limited to:

- New and Renewing Ministries (Oversight from the Director for Evangelical Mission and appointed by the Mission Council)
- Lifelong Leadership Formation (oversight by the Bishop Assistant for Lifelong Leadership Formation and appointed by the Mission Council)
- Candidacy (appointed by Mission Council)
- Mutual Ministry (appointed by the Mission Council)
- Mission Endowment Fund Board (Board elected by the Mission Council)

The current **Standing Committees** of the Council or Assembly will remain:

- Discipline Committee (elected by Assembly)
- Consultation Committee (elected by Assembly)
- Nominating Committee (appointed by Mission Council)
- Legal and Constitutional Review Committee (appointed by Mission Council)
- Finance Committee (appointed by Mission Council)
- Audit Committee

Women of the ELCA, Lutheran Men in Mission, and Mission Area Youth are welcome to re-configure along these lines or along other lines.

THE MISSION CLUSTERS

The purpose of Mission Clusters is to work at the local level among and through congregations to discern the Spirit's leading in identifying opportunities which are present as well as challenges which must be addressed. Clusters will bring imagination and creativity into designing and implementing experiments in mission practice together to engage these opportunities and challenges.

Recognizing the unique time in which we live, the ever-changing means of missional outreach of our congregations, the relational nature of growing

congregations, we will provide opportunities for congregations to work with other congregations in a network of Mission Clusters. Formation of the Clusters will begin in the summer of 2014 with the discernment of interested clergy and congregations and the appointment of Mission Coaches.

NT-NL Mission Clusters provide a means for congregations willing to take courageous steps for change in the way they carry out their ministry to partner with up to five additional congregations in a geographic area or around other affinities (i.e. large congregations, rural ministry, ethnic ministry) to experiment in outreach. These Clusters may, in fact, grow from current Macedonia Clusters where relationships for mission are taking shape and community involvement has already begun. It is the hope and expectation that such Clusters will remain active over several years as the need and opportunity exists for joint ministry.

Each Mission Cluster will be led by a Mission Coach who will be trained by the Director for Evangelical Mission or similar staff person. They, themselves, will be coached and trained to act as a coach within their Cluster. This will be a minimally-stipended position and details of the expectations of the Mission Coaches will be provided in 2014 as this initiative takes shape.

NT-NL MISSION AREA STAFF CONFIGURATION

Current general staffing configuration, full time:

- Bishop (full time)
- Bishop Assistant for Lifelong Leadership Formation (full time)
- Mission Area Administrator (full time)
- Mission Office Database Manager/Bookkeeper (full time)
- Mission Area Office Support and Communicator (30 hours per week). Eventually, in cooperation with Briarwood Lutheran Ministries at the DiscipleLife Center for Mission at Briarwood, this position may become full time
- ELCA Director for Evangelical Mission (full time, staff position provided by the ELCA)

Current general staffing configuration, part time:

- Event/Assembly Planner
- Parish Lay Mission Academy Dean
- Web Manager

Potential general staffing shared with Briarwood in 2015 and beyond:

- DiscipleLife Center for Mission Program Organizer (part or full time)
- Receptionist (shared, full time)
- Event Registrar (shared, full time)

NT-NL Connected Mission Ministries and Related Staff

Lay Volunteer led unless otherwise noted

- Briarwood Lutheran Ministries with the DiscipleLife Center for Mission at Briarwood (Independent, paid Executive Director, Bishop serves on Board of Directors, *ex officio*)
- NT-NL Mission Endowment Fund (Part time paid Executive Director, Bishop serves as consultant to Board of Directors)
- NT-NL Parish Lay Mission Academy (Part time paid Dean with Bishop Assistant serving as advisor)
- Lutheran Youth Organization (and related ministries)
- Women of the ELCA
- Lutheran Men in Mission
- NT-NL Campus Ministry (Bishop Assistant serves as support)
- NT-NL Peace and Justice Team (Bishop serves as support along with Administrator)
- Sierra Leone Companion Synod Team (Bishop serves as liaison)
- First Call Theological Education (Bishop Assistant serves as support)

APPENDIX 1
CONGREGATIONAL ASSIGNMENTS TO MISSION CLUSTERS

Names of Conferences and Placement of Congregations Subject to Change
**Hispanic/Latino Bilingual Congregations may appear in two Conferences*

Hispanic/Latino Mission Conference (7)

No Current Dean, previously served by H/L Coordinator

Alvarado / San Gabriel	Garland / First Sagrada Familia
Fort Worth / San Miguel	Irving / Santa Maria de Guadalupe
Dallas / Walnut Hill	Tyler / Joyful Beginnings (SAWC)
Dallas / Emanuel	

Eastern Texas-Northern Louisiana Mission Conference (6)

Current Dean Jeff Borgwardt

Longview / First	Shreveport LA / Holy Trinity
Marshall / Good Shepherd	Shreveport LA / St Stephen
Monroe LA / Messiah	*Tyler / Joyful Beginnings (SAWC)

Metroplex East Mission Conference (23)

Current Deans Russell Vardell & Vicki Taylor

Dallas / Bethany	*Garland / First Sagrada Familia
Dallas / Central	Garland / Gloria Dei
Dallas / Christ	Glenn Heights/ Lord of Life
*Dallas / Emanuel	Grand Prairie / Our Redeemer
Dallas / First United	Greenville / Redeemer
Dallas / King of Glory	Irving / Good Shepherd
Dallas / Mount Olive	Irving / Holy Trinity
Dallas / St John	*Irving / Santa Maria de Guadalupe
Dallas / Umoja International (SAWC)	Mabank / Four Mile
*Dallas / Walnut Hill	Mesquite / Our Savior
Duncanville / New Life in Christ	Rockwall / Joy
Garland / Ascension	

Metroplex North Mission Conference (15)

Current Deans Paul Mussachio, Scott Zimmerer

Allen / Christ the Servant	Frisco / Rejoice
Allen / Gethsemane Indonesian	Plano / Preston Meadow
Carrollton / Grace	Plano / Resurrection
Coppell / Rejoice	Richardson / St Luke's
Denton / Christ the Servant	Richardson / Dallas Oromo Mission (SAWC)
Durant OK / Our Saviour's	Sherman / Trinity
Flower Mound / Faith	The Colony / Good Shepherd
Flower Mound / Finnish Community (SAWC)	

Metroplex West Mission Conference (24)

Current Deans Norma Cooper, Erik Gronberg

*Alvarado / San Gabriel	Haltom City / Christ the King
Arlington / Advent	Haslet / Resurrection
Arlington / Shepherd of Life	Hurst / St Andrew
Fort Worth / Community of Hope	Keller / New Hope
Fort Worth / Faith	Richland Hills / Calvary
Fort Worth / Grace Evangelical	Springtown / Hope
Fort Worth / King of Glory	Southlake / Abiding Grace
Fort Worth/ Kyrie (SAWC)	Stephenville/ Common Grace (SAWC)
*Fort Worth / San Miguel	Vernon / Peace
Fort Worth / St Matthew's	Weatherford / Messiah
Fort Worth / Trinity	Wichita Falls / Faith
Granbury / Emmanuel	Wichita Falls / Trinity

South Central Texas Mission Conference (18)

Current Deans Ruth Hetland & Heath Abel

Bartlett / St John	McGregor / Zion
Clifton (Norse) / Our Savior	Meridian / Faith
Clifton / Trinity	Pottsville / Trinity
Comanche, Hope	Rosebud / Salem
Coryell City (Gatesville) / St John	Shive / St Paul
Cranfills Gap / St Olaf	Temple / Covenant
Crawford / St Paul	Temple / First
Killeen / Immanuel	Waco / First
Malone / St Peter	Waco / St Matthew

Panhandle Mission Conference (12)

Current Dean Stephen Friedrich

Amarillo / Beautiful Savior

Clovis NM / Trinity

Gruver / Oslo

Levelland / St Paul

Littlefield / St Martin

Lockney / Trinity

Lubbock / Gloria Dei

Lubbock / Shepherd King

Posey / Immanuel

Slaton / Grace

Spearman / Faith

Wilson / St John

Western Texas Mission Conference (10)

Current Deans Diane Eggemeyer and Kurt Fangmeyer

Abilene / Grace

Avoca / Bethel

Midland / Hope

Midland / Midland

Miles / Trinity Evangelical

Odessa / Christ's

Roscoe / First Salem

Sagerton / Faith

San Angelo / Calvary

San Angelo / Christ

APPENDIX 2 **NT-NL DEAN'S LEADERSHIP RESPONSIBILITIES**

Constitutional Definition

The functions of the conference shall be to: . . . (f) Recommend an ordained minister or Synodically Authorized Worship Leader from within the conference to serve as dean. The term of the dean is three years. A person is eligible to serve two consecutive terms. When a vacancy occurs, a dean shall be appointed to complete the term. The employing organization of the dean may be reimbursed by the conference for the dean's expenses. Additional conference organization and leadership shall be developed as needed to meet ministry goals and objectives. (S12.01.02.f.)

Mission Focus

The purpose of the conference dean is to steward the vision of the conference congregations and the Mission Area by cultivating imagination and encouraging innovation for ministry among conference congregations and lay and clergy leaders. In addition they will provide pastoral care, spiritual support, and ecclesiastical leadership to the congregations, SAWLs and rostered leaders of the conference. The dean will work with the bishop to enhance the overall ministry of the Mission Area.

Qualifications

1. The dean will be an ordained pastor or SAWL of the conference who enjoys the personal and professional confidence of the conference as a person of stature and respect, ability and insight, sensitivity and wisdom – in order to minister effectively to the congregations and rostered leaders of the conference.
2. The dean will have a demonstrated ability to inspire shared vision for ministry among other leaders and to empower them to implement their vision.
3. The dean will have a demonstrated ability to lead a congregation in developing relevant, contextual mission.
4. The dean will be experienced in and supportive of the work of the conference, Mission Area, and ELCA.
5. The dean will have been a member of the conference long enough to have a clear sense of the history, needs, and gifts of the congregations and rostered leaders.
6. The dean will be chosen without reference to gender or ethnicity, yet with intent to appropriately diversify the overall balance of the Conference of Deans.

Duties of the Deans

Keeping in mind that the purpose of the Conference Mission Team is to give leadership to congregations in building connectivity and networking for mission, the deans will typically provide these duties:

1. Cultivate an environment of shared leadership among the conference pastors.
2. Encourage pastors and congregations to continuously study their local contexts and engage in discerning the Spirit's leading for their ministries.
3. Hold the rostered leaders and their families in prayer and visit them on a regular basis to offer pastoral care and support.

4. Appoint another person, clergy or lay, from another congregation in the conference to serve as Assistant Dean.
5. Organize and lead the Conference Mission Team which is made up of the three Mission Council members and the Assistant Dean.
6. Participate in Mission Council meetings as a non-voting visitor in order to connect with and grow the leadership of the Conference Mission Team. While Deans are expected to attend the fall Council retreat, the other two meetings each year are optional, but suggested.
7. Offer a ministry of presence by joining in the celebrations (e.g. ground-breakings, dedications, festivals, and anniversaries) offered by conference congregations, as they are able.
8. In the absence of the bishop, represent the bishop when requested at events, programs, and gatherings of rostered leaders or congregations – including the funerals, marriages, baptisms etc. for rostered persons and their families.
9. Support and care for congregations in time of vacancy by being present, when possible, for the Bishop Assistant's Call Process Orientation session and by offering encouragement and spiritual counsel during the vacancy.
10. Assist the bishop in identifying interim pastors to serve in vacant congregations of the conference and by offering counsel to the bishop about the character, needs, and hopes of the vacant congregation.
11. Welcome and orient new rostered leaders within the conference.
12. Install new rostered leaders to their ministry on behalf of the Mission Area and conference.
13. Serve as a liaison between the conference and the bishop to facilitate communication and care.
14. Assist the bishop in intervention in times of personal, professional, or familial crisis in the lives of the rostered leaders of the conference.
15. Gather regularly with all other deans (as the Conference of Deans) and the bishop to assist the bishop in defining and conducting the NT-NL mission and vision, caring for the rostered leaders and congregations of the synod by assessing their needs, planning pastoral responses, pursuing avenues for support and communication, and attending to issues of morale, spirituality, and leadership.
16. Share information with congregations of the conference about mission and ministry within the conference
17. Fulfill other duties as requested by the bishop or conference.

Assumptions

1. Conference deans may be recommended by their conference clergy & SAWLs and shall be appointed by the bishop to a three year term. They may be reappointed for a second term.
2. Deans will receive an annual stipend of \$ 1,000, paid in December of each year. Deans will be reimbursed for the business expenses (including mileage at the IRS charitable rate) by the conference (for conference business) or by the Mission Area (for Mission Area business).
3. Deans will receive training in their duties from the bishop, the bishop's staff, and others.

4. Deans will look to the bishop or bishop assistant for their pastoral care and support.
5. The bishop and Mission Council will find appropriate ways to affirm and thank the dean's home congregation for supporting the dean in this conference and Mission Area service.
6. Deans will be commissioned for this service within a worship service at the annual Mission Assembly.

APPENDIX 3
NT-NL MISSION CLUSTER COACH'S RESPONSIBILITIES

To be developed in 2014 as this process evolves...stay tuned.

APPENDIX 4
MISSION AREA STAFF AND MISSION COUNCIL OFFICERS' RESPONSIBILITIES

Bishop: "The Mission Area Pastor"

- ✓ Focus on Mission and Leadership Formation Vision
 - ❖ Lead Mission Council and Assembly in vision for mission
 - ❖ Select and support Mission Coaches and provide for Coaches' training
 - ❖ Support Mission Team for Lifelong Leadership Formation
- ✓ Development of the DiscipleLife Center for Mission at Briarwood
 - ❖ Design and Development of the Leadership Formation and Welcome Center at Briarwood
 - ❖ Fund-raising for DLA! to support Center for Mission and Leadership Formation Endowment and Fund
 - ❖ Leadership Activities:

<ul style="list-style-type: none"> ➤ Bishop's Convocation ➤ First Call Theological Education ➤ Table Talks 	<ul style="list-style-type: none"> ➤ Support Leadership, Stewardship & other Academies ➤ Peace and Justice Team ➤ Ordinations ➤ SAWLS authorization
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 - ❖ Briarwood Board of Directors
 - ❖ Mission Endowment Fund Board
- ✓ Congregation Support and Connector
 - ❖ Congregational pastor, president, and Council support
 - ❖ Lead worship: preach and preside
 - ❖ Congregational education and forums
 - ❖ Special events and anniversary celebrations
 - ❖ Congregation organization and closing
 - ❖ Weekly LifeLines Devotion
 - ❖ Stewardship education and inspiration

- ✓ Pastoral Care
 - ❖ Mission Area Pastor
 - ❖ Care of spouses
 - ❖ Congregational care
 - ❖ Conflict resolution
 - ❖ Emergency intervention
 - ❖ Misconduct investigation and discipline
 - ❖ Responding to annual and pastoral reports
 - ❖ Hospital visits and funerals
- ✓ Connector:
 - ❖ Sierra Leone Companion Team: Visits and Host
 - ❖ Peace and Justice Team
 - ❖ ELCA Churchwide
 - ❖ Seminaries and colleges
 - ❖ Mosaic, Lutheran Social Services
 - ❖ Ecumenical, Interfaith, and Full Communion Partners
 - ❖ Conference of Bishops
 - ❖ Parish Lay Mission Academy
 - ❖ Clifton Sunset Ministries
- ✓ Administration
 - ❖ President and CEO of Mission Area and Mission Council
 - ❖ With Vice President, organize three Council meetings per year
 - ❖ Finance Committee Support
 - ❖ Assembly agenda, program, and worship
 - ❖ Support and lead staff meetings and retreats
 - ❖ Administrative tasks: letters, phone, email, publicity

Bishop Assistant for Lifelong Leadership Formation (full time)

- ✓ Congregational support and connector
- ✓ Oversight for Lifelong Leadership Formation
 - ❖ Mission Team for Lifelong Leadership Formation
 - ❖ Oversee Lay Formation: Parish Lay Mission Academy
 - ❖ Oversee Rostered Formation:
 - Ventures in Vocation for youth, 2nd career, adults
 - SAWL
 - Candidacy
 - TEEM program
 - Seminary: On campus and distributed learning
 - Fund for Leaders scholarships
 - Assignment process and ordination preparation
 - Management of roster transitions through retirement
 - First Call Theological Education
- ✓ Support Continuing Leadership Formation through:
 - ❖ Leadership Academy
 - ❖ Table Talks
 - ❖ DiscipleLife formation activities
 - ❖ Tri-synodical planning team
- ✓ Call Process Administrator
 - ❖ Support pastoral discernment for call process
 - ❖ Support congregations at time of pastoral transitions
 - ❖ Oversee interim ministry
 - ❖ Manage call process with call committees
 - ❖ Provide candidates to congregations

- ❖ Support issuing of calls
- ✓ Pastoral Care
- ✓ Congregational conflict resolution
- ✓ Congregational visioning
- ✓ Campus Ministry

Mission Area Administrator (full time)

- ✓ Mission Area Administrative Director
 - ❖ Mission Office
 - ❖ Mission Council
 - ❖ Bishop's Convocation
 - ❖ Tri-Synodical Theological Conference
 - ❖ Design and Development Team
 - ❖ Web and Database
 - ❖ Legal and Constitution review
- ✓ Office Staff Coordinator
- ✓ Mission Assembly Coordinator
- ✓ Connector
 - ❖ Peace and Justice Team
 - ❖ Nominating Committee
 - ❖ Congregational administrator support

Mission Area Communicator and Office Support (30 hours per week)

- ✓ Oversee and edit NTL-NL website and related social media
- ✓ Publications Writer, Editor, Publisher
 - ❖ News Briefings
 - ❖ Info Mails
 - ❖ Facebook Page
 - ❖ Leader News
 - ❖ Page One
- ✓ Office Administrative Assistant

Mission Office Database Manager/Bookkeeper (full time)

- ✓ Finance: bookkeeping and check-writing
- ✓ Database management
- ✓ Phone system management
- ✓ Troubleshoot equipment problems and maintenance

ELCA Director for Evangelical Mission (full time, ELCA funded)

- ✓ New and Renewing Ministries Mission Team coordinator on behalf of ELCA Churchwide
- ✓ Supports new mission starts with grants, legal, and educational materials
- ✓ Mission Support education and awareness, including the Stewardship Academy
- ✓ Support Congregations and Mission Clusters in Mission Advancement
- ✓ Connects to ELCA Churchwide and tells story of wider church at work
- ✓ Supports ELCA Mission Interpreters
- ✓ Consultant for congregational ministry renewal
- ✓ Connector:
 - ❖ Coaches pastors and lay leaders on mission growth
 - ❖ Ethnic specific ministries
 - ❖ Conferences and Mission Clusters

Event/Assembly Planner (part time)

- ✓ Mission Assembly site selection
- ✓ Mission Assembly Planning Team support for facilities use
- ✓ Tri-Synodical site selection and support

Mission Endowment Fund Executive Director (part time)

- ✓ Oversee the management of the NT-NL Mission Endowment Fund and organize the Board of Directors

Parish Lay Mission Academy Dean (part time)

- ✓ Oversee the Parish Lay Mission Academy

Web Manager (part time)

- ✓ Oversee mechanics of NTNL.org

Mission Council Vice President (volunteer)

- Chair the Mission Council Executive Committee
- Chair the Mission Council Meetings
- Care and Compensation Updates
- Support:
 - Mission Area Staff
 - Candidacy Team
 - Special Events and Planning Teams
- Represent the Bishop at requested events
- Support the Bishop in congregational consultations, when requested

Mission Council Treasurer (volunteer)

- Serve on the Mission Council Executive Committee
- Oversee Budget Preparation
- Convene the Audit Committee
- Oversee Spending Plan with recommendations to the Finance Committee and Mission Council
- Educational support for congregational treasurers
- Oversee the Database Manager/Bookkeeper to ensure that all reports are up to date, including:
 - Monthly budget reports to Council and Assembly
 - Annual budget reports to Council and Assembly
 - DiscipleLife Alive! and all additional campaigns

Mission Council Secretary (volunteer)

- Minutes of all:
 - Mission Assemblies
 - Mission Council Meetings
 - Mission Council Executive Committee meetings
- Serve on the Mission Council Executive Committee

- Update and oversee the NT-NL constitution and by-laws
- Connect to assembly Committee on Minutes
- Prepare for emailing: “Mission Council News”