



Northwestern Minnesota Synod Evangelical Lutheran Church in America

God's work. Our hands.

Ways and Means (assets):



Devoted leaders with a strong theological legacy and a relevant, appealing Gospel message



Devoted people, grateful for their heritage in 200+ congregations in NWMN



Church and para-church organizations devoted to increasing openness, collaboration and partnership



Devoted in Giving: A Demonstrated capacity for growing generosity



Devoted synod leadership and staff living in communities across NWMN

Working together toward Congregational Vitality, with a specific focus on small membership rural congregations

Recruiting and developing diverse and adaptive leaders

Living more fully into our baptismal promise to strive for justice and peace in all the earth

Convening leaders to discern responses to ongoing and emerging change

Values:

FAITHFUL in relationships. **AUTHENTIC** in our welcome.

LOVE that makes a difference.

Mission:

Nurture safe and healthy spaces for the ministry of the Gospel to unfold and shape an abundant future for all in NWMN.

Vision Statement:

“Freed by God’s grace to be wholly devoted to Jesus and our neighbor in love.”

Desired End State:

1. Congregations are vital centers of resiliency in the communities where they serve and members demonstrate love for Jesus, each other and all neighbors.

Demonstrated by:

- Members are deepening their personal and communal faith practices.
- Members are engaged in at least one program of ministry that draws them into relationship with people beyond the congregation.
- Every member extends to a friend or neighbor at least one personal invitation to worship per year.
- There is at least one adult baptism and/or one new member received by affirmation of faith each year.
- The congregation gives at least 10% of its general offering to Synod and Churchwide Mission Support and is growing toward this benchmark and beyond by 1% a year;
- The congregation expends no more than 90% of its general offering on fixed costs;
- There is at least one member involved in synod or Churchwide leadership or programming.

2. The Synod is a partnership of congregations designed to provide resources for the well-being of people and communities in NWMN.

Demonstrated by:

- We develop an abundance of diverse leaders for congregations across NWMN Synod and the whole church.
- We are the go-to partner for congregational vitality.
- We are a trusted and effective agent for change who is helping bring about healing for communities and for creation and is striving for equity and justice with black, indigenous, people of color and LGBTQ+ neighbors.
- We are highly adaptive as leaders, congregations and as a whole synod: responding to emerging change creatively and effectively.

The Core Team: Bishop Bill Tesch, Vice President Sharon Josephson, Intern Olsen Pancoast, Pr. Laurie Albertson, Pr. Hans Dahl, Dr. Paul Dovre, Mr. Kurt Knutson, Peter Jacobson, and Pr. Birgitte Simpson

Action Team: Staff of NWMN Synod, Conference Deans, and Olsen Pancoast