

Sierra Pacific Synod Transition Plan

1. Overview

Bishop Holmerud, Bishop's Associate Nancy Nelson, and the Synod Council would like to move forward in restructuring the Synod to promote a greater sense of connection between congregations, leaders, members, and the larger church. Among other things, this effort will involve deploying staff geographically, relocating and rethinking Synod office location(s), and installing 21st century communications networks – all while utilizing current financial resources.

Three focused teams will work in a coordinated fashion to refine and implement this effort:

- *Geographical and Staffing Configuration*
- *Facilities, Location and Communications/Technology*
- *Transition and Implementation*

2. Background

The findings of the Synod Profile research indicate that there is a profound need to deepen the connections of congregations, leaders and members with one another and with the greater Church. Bishop Holmerud and Pastor Nelson have confirmed this need by means of numerous conversations with leaders and members throughout the Synod. Improved communication (both interpersonal and broad-based) is greatly needed, yet the size of the Synod area makes this communication a challenge.

3. Objectives

- *Define the appropriate geographical areas for interconnection, and consequent deployment of staff*
- *Design the roles and responsibilities of deployed staff*
- *Design and implement a 21st century communication structure and network*
- *Decide on appropriate locations of offices and dedicated meeting space*
- *Develop a specific transition plan*

4. Methodology

- a) The three working groups (composed of five to six team members in each group, with appropriate skills and knowledge) will meet both together and separately to accomplish these objectives.*
- b) An initial retreat (February 28, 2009) for orientation and discussion within and between all three groups.*
- c) Groups will then work separately, keeping one another informed*
- d) Groups may find it desirable to come together at the midpoint and/or endpoint*
- e) There will be constant communication with the Synod regarding status of the project*

5. Timeline

See attached timeline

6. Leadership and Support

The project will be led by Bishop's Assistant Nancy Nelson, assisted by Pastor Jeff Thiemann.

The project group is supported by and accountable to the Synod Council.

7. Measures of Success

- *Appropriate geographical areas for interconnection, and consequent deployment of staff, have been clearly defined.*
- *Roles and responsibilities of deployed staff are clearly defined*
- *A 21st century communication structure and network has been designed*
- *Appropriate locations of offices and dedicated meeting space have been decided*
- *A specific and concrete transition plan has been established, with a clear timeline*
- *An evaluation plan is in place to assess the effectiveness of these transitions*

8. Tasks of the Three Project Groups

Ministry Configuration Group

- Define and recommend the optimal configuration of deployed staffing for the Bishop's Office by refining the decisions and recommendations from Bishop Holmerud and Pastor Nelson.

Facilities, Location and Communications/Technology Group

- Design and recommend communications infrastructure needed for:
 - Offices
 - Office-to-office
 - Home/remote-to-office
 - Office(s) to congregations
 - Synod-wide
- Locate regional facilities following the recommendations of the Ministry Configuration Group.

Transition and Implementation Group

- Implement the plan for staffing recommended by the Ministry Configuration Group.
- Implement the plan for communications/technology recommended by the Facilities, Location and Communications/Technology Group.
- Implement the plan for facilities recommended by the Facilities, Location and Communications/Technology Group.
- Implement these plans in conversation with the Bishop's Office and the Synod Council.
- Assess effectiveness of implementation at designated dates, providing any needed recommendations.

9. Skills, qualifications, characteristics needed for project participants

General Skills and Characteristics:

- Active involvement in a congregation or ministry within the Synod
- Computer skills (email, internet, etc.)
- Significant time available (see timeline for each group)
- Ability to travel within the Synod
- Excellent interpersonal and written communications skills
- Awareness of Synod needs
- Knowledge of the findings of the Synod Profile
- Understand the developing paradigm of “connecting to resources” (moving away from “directly providing resources”)
- Ability to be a collaborative team member

Specific Skills and Experience:

Ministry Configuration Group

- Awareness of current congregational and professional leadership expectations of Bishop’s staff, noting any geographical themes
- Awareness of Bishop’s expectations of staff
- Knowledge in management of deployed workgroups
- Expertise in drafting position descriptions

Facilities, Location and Communications/Technology Group

- Knowledge of the work of the Ministry Configuration Group
- Expertise in 21st century communications technology
- Knowledge in communications needs of deployed workgroups

Transition and Implementation Group

- Skills at project implementation (this is a “doing” group, not a “planning” group)
- Knowledge of the work of the other two workgroups
- Real estate negotiation skills
- Legal expertise
- Information and communications technology implementation skills
- Availability especially in late spring and summer 2009

Synod Restructuring Project Timeline

<i>January</i>	<i>February</i>	<i>March</i>	<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>August</i>	<i>September</i>	<i>October</i>	<i>November</i>	
Applications / Nominations Distributed and Received Team Members Selected	Initial Retreat 2/28 at St. Matthew's Walnut Creek	Whole Group Stays in Communication, Meets if Desired					Whole Group Meets	Complete Plan is presented	Transition Underway		
		Ministry Configuration Group									
		Facilities, Location & <u>Communications / Technology</u> Group		<u>Facilities, Location & Communications / Technology</u> Group							
				Transition & Implementation Group							