

INDIANA-KENTUCKY SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA

OUR MISSION:

Empowering, Equipping and Encouraging the People of God to make Christ known.

OUR VISION:

Every person a Missionary
Every pastor a Mission Director
Every Congregation, Conference and Ministry a Mission Center.

OUR CORE VALUES:

Christ Centered
Collaboration/Trust/Risk taking
Communication/Interconnected
Compassion
Commitment and Faithfulness

OUR OPERATING PRINCIPLES:

1. Christ centered. We pray together to determine God's will for us.
2. Mission focused. Everything we do contributes to the mission of the church.
3. Ministry focused. God has gifted each person for ministry.
4. Committed to collaboration. Working together for the good of all and for mission.
5. Open to taking risks. We encourage ourselves and each other to try new things.
6. Committed to excellence. What we are called to do we do well.
7. People focused. We respond to others with care and compassion.
8. Open to resources. We want to use all the gifts God sends us.
9. Sharing decisions. We use each person's knowledge/wisdom/experience.
10. Sharing accountability. We are accountable to God, each other and the wider church.

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ROLE OF THE MISSIONARY

To fulfill our mission of making Christ known, the Indiana-Kentucky Synod calls upon each member to pursue the life of a missionary. A missionary is one who is named, claimed, and sent by God for a special purpose. Baptism is the defining moment for the Christian, where we are named as grace-filled children of God, claimed as members of God's church, and sent out to carry God's grace into the world. In our baptisms, we hear Jesus calling us to "let our light so shine before others that they may see our good works and give glory to our Father in Heaven." Through the power of the Holy Spirit, we are called to share the light of Christ by gathering in, welcoming, and bringing others into the community of faith which continues to shape and transform us all. And then together, as the renewed community of Christ, we are called to reach out again to all the world, by witnessing to the love and Grace of God in every way.

Therefore, we call upon each member of the synod to live the life of a missionary by:

1. **Praying** – A missionary prays often. This person seeks to listen daily to the will of God and to receive guidance from God in order to share the light of Christ with the world. As a person of prayer the missionary will
 - Devote prime time daily for listening to God.
 - Pray for self, family, church, friends, co-workers and community.
 - Pray with others at home and in small groups.
 - Worship frequently with the people of God for forgiveness, celebration and renewal.

2. **Trusting God** – A missionary acts courageously. This person entrusts life, family, church and community to God. As a person of faith the missionary will
 - Live life fully and joyfully trusting God in all things.
 - Trust the promise of scripture that we are saved by grace through faith in Jesus Christ.
 - Be prepared to suffer and sacrifice for the sake of Christ and the Gospel.
 - Look forward to the future trusting the promise that all things work toward the fullness of God’s loving plan.

3. **Learning the faith** – A missionary learns to know God. This person seeks to learn about God and God’s will for his people. As a student of faith the missionary will
 - Listen daily to the Word of God.
 - Study scripture and share the faith with family and others in small groups.
 - Learn the faith of the church as proclaimed in scripture and witnessed to in the confessions of the church.
 - Listen to Law and Gospel as proclaimed today by God through others.

4. **Sharing the faith** – A missionary shares the faith. This person is ready at the appropriate time to share God’s story with others. As a person willing to share the faith the missionary will
 - Go out and seek the lost with a passionate heart for all who have not heard the story of God’s love for them.
 - Listen compassionately to the stories of others while sharing their own story and God’s story.
 - Invite others to come and see what God is doing among the people of God.
 - Witness to God’s loving hand shaping our past, present and future.
 - Work for reconciliation among all of God’s people.

5. **Serving others** – A missionary serves others. This person seeks to serve as Christ served. As a person seeking to serve others the missionary will
 - Help those in need especially the poor, the outcast and the forgotten.
 - Work with others to strive for justice, peace and mercy for all.
 - Be faithful in fulfilling our roles in family, church, community and work place.
 - Disciple and mentor others to grow in their faith.

6. **Sharing gifts** – A missionary shares the gifts of God. This person uses the gifts of God for the work of God. As a faithful steward the missionary will
 - Live a life of humble gratitude acknowledging that every gift is a gift from God.
 - Discover and develop their spiritual gifts by sharing their time and talents in daily life.
 - Embrace God’s challenge of tithing as our response to God’s generosity and the never-ending need of the world.
 - Grow in generosity by sharing even more with others, and encouraging others to grow in their giving and thanksgiving as well.

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ROLE OF THE PASTOR/MISSION DIRECTOR

In an effort to fulfill our mission of making Christ known the Indiana-Kentucky Synod encourages each pastor to accept the role of mission director. As the mission director the pastor through Word and Sacrament ministry will lead the congregation in discovering its mission. The pastor is the spiritual leader of the congregation with responsibility for oversight of its mission and ministry. As a leader in the Church, the pastor will endeavor to live the life of a missionary witnessing to the love and grace of God in every way.

Therefore, we call on each pastor to fulfill the role of mission director by:

1. **Praying:** The Pastor will pray often seeking to listen daily to the will of God and to receive guidance from God in order to lead the congregation in mission and ministry.
 - The Pastor will regularly set aside time for prayer and retreat under the guidance of a spiritual director.
 - The Pastor will pray for the mission and ministry of the congregation.
 - The Pastor will pray for the members of the congregation.
 - The Pastor will pray for the leaders and staff of the congregation.
 - The Pastor will pray for the work of the church through conference, synods and the greater church.
2. **Leading Word and Sacrament Ministry:** The Pastor will lead the congregation in its Word and Sacrament ministry.
 - The Pastor will preach and teach the Word and administer the Sacraments in the congregation.
 - The Pastor will be responsible for the worship life of the congregation encouraging the people of God to praise and honor God and seek God's will.

- The Pastor will be responsible for the provision of pastoral care for the members of the congregation and the community including counseling, visitation, weddings, funerals and other personal needs.
 - The Pastor will be responsible for development and oversight of the educational ministry of the congregation including confirmation classes, Bible studies, new member classes, small study groups and other programs.
3. **Studying Scripture:** The Pastor will study scripture for personal grounding in the faith and the public proclamation and teaching of God's Word.
- The Pastor will regularly set aside time for the study of scripture and theology.
 - The Pastor will take advantage of continuing education opportunities and make wise use of sabbatical time granted by the congregation.
4. **Shepherding:** The Pastor will be a visionary leader for the congregation as it discovers and fulfills its mission and vision.
- The Pastor through prayer and study of scripture will interpret and advocate the mission and theology of the church for the congregation.
 - The Pastor will work with leaders of the congregation to develop a vision for carrying out the mission of the congregation.
 - The Pastor along with other leaders of the congregation will oversee the implementation of the mission and vision of the congregation.
 - The Pastor along with other leaders of the congregation will endeavor to empower, equip and encourage the people of God to make Christ known.
 - The Pastor along with other leaders of the congregation will endeavor to recruit full-time rostered leaders for the church.
5. **Coordinating:** The Pastor along with other leaders of the congregation will oversee the administration of the congregation.
- The Pastor will oversee the work of the paid and volunteer staff in helping the congregation carry out its mission and ministry.
 - The Pastor will have responsibility for the maintenance and upkeep of the records of the congregation.
 - The Pastor will work with and encourage leaders of the congregation as they perform administrative duties for the congregation.
6. **Communicating:** The Pastor will lead the congregation in promoting a sense of community and mission within the congregation and with the whole church.
- The Pastor will meet and consult regularly with other leaders of the church to keep informed on the work of the church.
 - The Pastor will attend ministerium, conference and synod meetings.
 - The Pastor will endeavor to share the good news about the work of the church with the congregational leaders and members.

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ROLE OF THE CONGREGATIONAL COUNCIL

To be more effective in mission and outreach the Indiana-Kentucky Synod calls upon our congregations to become mission centers. The Congregational Council is required by constitution to develop and oversee the mission and ministries of the congregation. Congregational Council members are to be discipling members of the congregation and models of faith, ministry and stewardship. As leaders in the church, council members shall endeavor to live the life of the missionary, witnessing to the love and grace of God in every way. The Congregational Council shall be elected and organized according to the constitution of the congregation.

Therefore, we call on Congregational Council members to fulfill this role by:

1. **Praying:** Congregational council members will commit themselves to the discipline of prayer in order to listen to the will of God and to receive guidance from God for leading the congregation in its mission and ministry.
 - The Congregational council will study scripture together and will pray for the guidance of the Holy Spirit.
 - The Congregational council will listen openly to the needs of the congregational members, staff and community.
 - The Congregational council will pray for the mission and ministry of the congregation, the conference, the synod and the whole church.
2. **Leading:** The Congregational council members will be visionary persons leading the congregation in discovering and carrying out its mission and ministry.
 - The Congregational council will be a visionary body looking for new ways and new models of carrying out mission.

- The Congregational council will model for congregational members the life of the missionary with a commitment to discipleship, mission and outreach.
 - The Congregational council will work with the pastor in leading the congregation in establishing its mission and vision.
 - The Congregational council will encourage the congregation's pursuit of mission and outreach by regularly setting goals and reviewing congregational priorities and commitments.
 - The Congregational council will meet yearly with a representative of the Conference Council to review the goals and accomplishments of the congregation.
3. **Communicating:** The Congregational council will work to promote the sense of community and mission within the congregation, and with the conference and the wider church.
- The Congregational council will support opportunities for the congregation and its members to come together for fellowship and service.
 - The Congregational Council will encourage the congregation and its members to deepen their involvement in the work of the wider church.
 - The Congregational Council will serve as a communication link between the congregation, the conference, the synod and the wider church.
 - The Congregational Council will encourage the development and use of communication tools such as newsletters and electronic media.
4. **Developing Outreach:** The Congregational Council will work in partnership with the Conference Outreach Team to plan and facilitate the mission and outreach of the congregation.
- The Congregational Council will encourage the support of mission work in and through the congregation and its members.
 - The Congregational Council will look for new opportunities for the congregation and its members to be involved in mission and outreach.
5. **Supporting congregational life:** The Congregational Council will work with the pastor, staff and other leaders to oversee the life and ministries of the congregation.
- The Congregational Council will seek to encourage all members to live the life of a missionary involving them in worship, learning, witness, service and support.
 - The Congregational Council along with the pastor will oversee and provide for the administration of the congregation in order to fulfill its mission and ministry.
 - The Congregational Council will work with the pastor and staff in maintaining supportive relationships in the congregation and in evaluating their mutual ministry.
 - The Congregational Council will work with the pastor in seeking out and encouraging qualified persons to prepare for full-time service in the church.
6. **Coordinating:** The Congregational Council will administer the business of the congregation.
- The Congregational Council will be responsible for the financial and property matters of the congregation.
 - The Congregational Council will be responsible for maintaining the membership roster of the congregation.
 - The Congregational Council will see that the provisions of the constitution are carried out.

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THE ROLE OF THE DEAN

The Indiana-Kentucky Synod will establish a **College of Deans**. Each Conference Ministerium will elect a Dean from the ordained roster of the ministerium serving under call in the ministerium. The election will be by ecclesiastical ballot. The Dean shall be elected to a two-year term with the possibility of being re-elected to one additional term. The College of Deans will meet regularly with the Office of the Bishop. The purpose of these meetings is to share information and review policies and actions related to shepherding the rostered persons and congregations of the Synod. The Dean will be the pastor and visionary leader of the Conference with responsibility for oversight under the direction of the Bishop. As a leader in the Church, the Dean will endeavor to live the life of a missionary witnessing to the love and grace of God in every way.

Therefore we call on each Dean to fulfill this role by:

1. **Praying:** The Dean will be a person of prayer seeking to listen daily to the will of God and to receive guidance from God in order to lead the Conference and the Ministerium.
 - The Dean will pray for the mission and ministry of the Conference.
 - The Dean will pray for the rostered persons of the Conference.
 - The Dean will pray for the congregations and ministries of the Conference.
 - The Dean will pray for the mission and ministry of the Synod and the wider Church.
2. **Providing Pastoral Care:** The Dean is to be available to the rostered persons in the conference for conversation, counsel, and discussion of personal and parish concerns and issues.
 - The Dean upon notification will serve as pastor, or insure that another is serving as pastor, to a rostered person or member of their family who is ill or experiencing other serious personal difficulty.
 - The Dean will establish a communications network within the conference in order to notify all rostered persons about the serious illness or death of a rostered person or family member.
 - The Dean will notify the Bishop's office when there is a serious illness or death among rostered persons and their families.

3. **Mentoring:** The Dean will seek to deepen the sense of community among rostered persons and their families.
 - Regular opportunities for continuing education will be sponsored by the conference. This may be done in conjunction with other conferences and the Synod.
 - Social occasions with rostered persons and their families will be encouraged.
 - Opportunities for colleague groups will be made available.
 - Fellowship among retired rostered persons and their families will be fostered.

4. **Overseeing the Call Process:** The Dean will work with a team (Dean's Team) of qualified persons (lay & clergy) to shepherd congregations throughout the process of calling a rostered person.
 - The Dean will work with Synod Staff in appointing members from the Dean's Team to work with congregations going through the call process.
 - The Dean will work with Synod Staff and members of the Dean's Team to assign interim pastors for vacant congregations.
 - The Dean will make use of a list of local qualified supply pastors and lay worship leaders (list maintained by the Synod office) for use by congregations during the vacancy period.
 - The Dean will work with Synod Staff in appointing a member from the Conflict Resolution Committee to assist a congregation at the time of vacancy to share methods for understanding and cherishing differences.
 - The Dean will install (or arrange for the installation) of all rostered persons called to serve in the conference.

5. **Encouraging Outreach:** The Dean will work with the Conference Council, Conference Outreach Team and congregations to encourage strategic planning for mission and outreach.
 - The Dean will be a member of the Conference Outreach Team.
 - The Dean will be a proponent for the mission and vision of the Synod.
 - The Dean will communicate outreach concerns to Synod staff.

6. **Working with Conference Council:** The Dean will work with the Conference Council to enhance the ministries and to encourage the mission of the Conference and Synod.
 - The Dean will be a member of the Conference Council.
 - The Dean will work with the Conference Chair to oversee mission and ministry in the conference.

7. **Supporting Congregations:** The Dean will work with congregations to enhance ministry and to encourage mission.
 - The Dean will notify the Bishop's office as problems and issues in congregations are brought to the attention of the Dean.
 - The Dean with the Synod staff will offer support and consultative resources for the congregation.
 - The Dean may be called upon to represent the Bishop's office in addressing situations of concern and/or conflict.

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ROLE OF THE CONFERENCE CHAIR

The Indiana-Kentucky Synod will establish a **Cabinet of Conference Chairs**. Each Conference at a Conference Assembly will elect a Conference Chair. Conference chairs are to be discipling members of their congregations and models of faith, ministry and stewardship. The chair shall be elected to a two-year term with the possibility of being re-elected to one additional term. The Cabinet of Conference Chairs will meet regularly with the Bishop and the Vice-President of the synod. The purpose of these meetings is to share information and review the mission and ministry of the synod, the conferences and the congregations.

Therefore we call on the Conference Chair members to fulfill this role by:

1. **Praying:** The Conference Chair will pray daily listening to the will of God and receiving guidance from God in order to lead the conference in mission and ministry.
 - The Conference Chair will pray for the mission and ministry of the conference.
 - The Conference Chair will pray for the lay leaders and rostered persons of the conference.
 - The Conference Chair will pray for the congregations of the conference.
 - The Conference Chair will pray for the mission and ministry of the synod.

2. **Leading:** The Conference Chair will lead the conference in discovering and doing its mission and ministry.
 - The Conference Chair will lead the conference in a missional planning process that identifies opportunities for mission and outreach for the conference and for individuals, congregations and ministries of conference.
 - The Conference Chair will lead the conference council in working with congregations, lay leaders and rostered persons to carry out the mission and ministry of the conference.
 - The Conference Chair will work with the Dean in establishing an atmosphere of collaboration and compassion in doing the work of the conference.

3. **Resourcing:** The Conference Chair will work with the Conference Council in identifying and utilizing the resources of the conference.
 - The Conference Chair with the Conference Council will facilitate leadership identification and training.
 - The Conference Chair will become knowledgeable of available resources, consultants and best practices that may assist congregations and individuals in doing mission and outreach.
 - The Conference Chair will work with other synod leaders to identify local resources that can be utilized in the wider church.

4. **Communicating:** The Conference Chair will work with the Conference Council and the Dean to promote the sense of community and mission within the conference.
 - The Conference Chair will coordinate communications within the conference utilizing means such as newsletters and electronic media.
 - The Conference Chair will disseminate appropriate churchwide and synodical information as needed for the mission and ministry of the conference and congregations.
 - The Conference Chair will share conference information with the synod when appropriate.

5. **Coordinating:** The Conference Chair will administer the business of the conference.
 - The Conference Chair will convene and preside at all conference meetings.
 - The Conference Chair will develop an agenda for all conference meetings and assure adequate meeting notification to all eligible participants.
 - The Conference Chair will meet regularly with the Dean and other conference leaders.
 - The Conference Chair will meet regularly with the Bishop and the Vice-President of the synod.
 - The Conference Chair will represent the synod at congregational meetings when appropriate.

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ROLE OF THE CONFERENCE COUNCIL

The Indiana-Kentucky Synod in order to be more effective in mission and outreach has been divided into geographic regions called conferences. Each conference at a Conference Assembly will elect a Conference Council to oversee its mission and ministry. Conference Council members are to be discipling members of their congregations and models of faith, ministry and stewardship. As leaders in the Church, they will endeavor to live the life of a missionary witnessing to the love and grace of God in every way. The conference shall determine the appropriate size of the Conference Council to lead the conference in its mission and ministry.

Therefore, we call on Conference Council members to fulfill this role by:

1. **Praying:** Conference Council members will commit themselves to the discipline of prayer in order to listen to the will of God and to receive guidance from God for leading the conference in its mission and ministry.
 - The Conference Council will study scripture together and be in prayer asking for the guidance of the Holy Spirit.
 - The Conference Council will listen to the needs of the congregations, ministries and communities of their conference area.
 - The Conference Council will be in prayer concerning the mission and ministry of the synod, the conference and the congregations of the conference.
2. **Leading:** The Conference Council will lead the conference in discovering and doing its mission and ministry.
 - The Conference Council will be a visionary body looking for new ways and models of doing mission.
 - The Conference Council will model for congregational councils a commitment to discipleship, mission and outreach.

- The Conference Council will encourage mission and outreach in congregations by meeting yearly with congregational councils to review goals and accomplishments in mission and ministry.
3. **Communicating:** The Conference Council will work to promote the sense of community and mission within the conference and with the wider church.
 - The Conference Council will facilitate opportunities for congregations and individuals of the conference to come together for fellowship and service.
 - The Conference Council will encourage the formation of clusters and/or coalitions for the purpose of fostering mission and ministry.
 - The Conference Council will serve as a communication link between congregations and between the synod ministries and congregations.
 - The Conference Council will encourage the development and use of communication tools such as newsletters and electronic media in order to communicate directly with the members of the congregations.
 4. **Resourcing:** The Conference Council will facilitate the identification and utilization of the resources of the conference.
 - The Conference Council will facilitate the sharing of resources to enhance the mission of the congregations, the conference and the synod.
 - The Conference Council along with synod leaders will work to identify, train and support leaders of the conference.
 5. **Developing Outreach:** The Conference Council will work in partnership with the Conference Outreach Team to plan and facilitate the mission and outreach of the conference and its congregations.
 - The Conference Council will encourage the support of mission work in and through the conference.
 - The Conference Council will look for new opportunities to be involved in mission and outreach.
 6. **Training:** The Conference Council will encourage the development of programs to meet the needs of congregations and individuals in doing mission and outreach.
 - The Conference Council will initiate and plan programs for training and equipping congregations and individuals for mission and outreach.
 - The Conference Council along with the synod will provide training for leaders in the areas of proclamation, worship learning, youth work, witness, service stewardship, and advocacy.
 7. **Coordinating:** The Conference Council will administer the business of the conference.
 - The Conference Council will establish the agenda, time and place for Conference Assemblies.
 - The Conference Council will develop and oversee a budget approved by the conference in assembly.
 - The Conference Council will have a Secretary and Treasurer elected by the Conference Assembly.
 - The Conference Council will report regularly to the Synod Council concerning the mission and ministry of the conference.

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ROLE OF THE SYNOD VICE PRESIDENT

The Indiana-Kentucky Synod at Synod Assembly will elect a Vice President. The Vice President shall be a layperson and a discipling member of a congregation of the Synod and a model of faith, ministry and stewardship. As a leader in the Church, the Vice President will endeavor to live the life of a missionary witnessing to the love and grace of God in every way. The Vice President shall be elected to a term of four years and may be reelected. The Vice President along with the Bishop will meet regularly with the Cabinet of Conference Chairs. The purpose of these meetings is to share information and review the mission and ministry of the synod, the conferences and the congregations.

Therefore, we call on the Synod Vice President to fulfill this role by:

1. **Praying:** The Vice President will pray daily listening to the will of God and receiving guidance from God in order to lead the Synod in mission and ministries.
 - The Vice President will pray for the mission and ministries of the Synod and the wider church.
 - The Vice President will pray for the Bishop, the officers of the Synod and the members of the Synod Council.
 - The Vice President will pray for the lay and rostered leaders and the congregations of the Synod.

2. **Leading:** The Vice President along with the Bishop and the Synod Council will offer visionary leadership for the Synod in discovering and doing its mission and ministry.
 - The Vice President along with the Bishop and the Synod Council will lead the Synod in a missional planning process that identifies opportunities for mission and outreach for the Synod and for individuals, congregations and ministries of the Synod.
 - The Vice President along with the Bishop will lead the Synod Council in empowering, equipping and encouraging the people of God to carry out the mission of making Christ known to the world.
 - The Vice President will work with the Bishop in establishing an atmosphere of collaboration and compassion in doing the work of the Synod.

3. **Communicating:** The Vice President will work with the Bishop and the Synod Council to promote the sense of community and mission within the Synod.
 - The Vice President will regularly make use of newsletters and electronic media to communicate the work of the Synod and the Synod Council.
 - The Vice President will represent the Synod in the conferences and congregations of the Synod sharing information concerning the work of the church.
 - The Vice President will disseminate appropriate churchwide and regional information as needed for the mission and ministry of the Synod.
 - The Vice President will represent the Synod at regional and churchwide meetings serving as a member of the Region 6 Steering Committee and a delegate to the Churchwide Assembly.

4. **Coordinating:** The Vice President will administer the business of the Synod Council.
 - The Vice President will preside at all Synod Council meetings.
 - The Vice President will be a member of the Executive Committee.
 - The Vice President will convene and chair the Nominating Committee.
 - The Vice President will meet regularly with the Bishop and the Conference Chairs.

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ROLE OF SYNOD COUNCIL

The Indiana-Kentucky Synod at Synod Assembly will elect a Synod Council to be the visionary body for the synod and the steering committee for the life and mission of the synod. Synod Council members are to be discipling members of their congregations and models of faith, ministry and stewardship. As leaders in the Church, they will endeavor to live the life of a missionary witnessing to the love and grace of God in every way. The term of office for synod council members will be three years with the possibility of being re-elected to one additional term. The Synod Council shall include the four officers of the synod and such representation (10 to 24) from the synod as needed to lead the synod in mission. The Synod Council will work with the Bishop and other synod leaders to empower, equip and encourage the conferences, congregations and ministries of the synod in doing mission and ministries.

Therefore we call on Synod Council members to fulfill this role by:

1. **Praying:** Synod Council members will commit themselves to the discipline of prayer in order to listen to the will of God and to receive guidance from God for leading the synod in its mission and ministry.
 - The Synod Council will study scripture together and be in prayer asking for the guidance of the Holy Spirit.
 - The Synod Council will be open to listening to the needs of the congregations, ministries, rostered persons and communities of the synod.
 - The Synod Council will be in prayer concerning the mission and ministries of the synod, the conferences and the congregations of the synod.

2. **Leading:** The Synod Council along with the Bishop will offer visionary leadership in helping the synod discover and fulfill its mission.
 - The Synod Council will be the visionary body for the synod looking for new ways and models of doing mission and ministry.
 - The Synod Council will model for conference and congregational councils a commitment to discipleship, mission and outreach.
 - The Synod Council will annually set goals for itself and the synod in the areas of mission and outreach.
 - The Synod Council will encourage mission and outreach in conferences and congregations by meeting yearly with conference councils to review goals and accomplishments in mission and ministry.

3. **Coordinating:** The Synod Council will work with the Bishop and other Synod leaders to oversee the work of the synod.
 - The Synod Council will establish the agenda, time and place of the Synod Assembly.
 - The Synod Council will develop and oversee a budget approved by the synod in assembly.
 - They Synod Council will carry out the business of the synod between synod assemblies.
 - The Synod Council will work with the conferences of the synod in reviewing and establishing appropriate goals and programming for each conference.
4. **Communicating:** The Synod Council will work to promote the sense of community and mission within the synod and with the wider church.
 - The Synod Council will encourage the free flow of information between congregations, conferences, the synod and the wider church.
 - The Synod Council will work with the Bishop and synod staff in promoting a sense of community and mission within the synod and with the wider church.
 - The Synod Council will work with the conferences in promoting a sense of community and mission within the synod.
5. **Developing Outreach:** The Synod Council will encourage the planning and implementation of the mission and outreach of the conferences and congregations of the synod.
 - The Synod Council will work with conference councils to support mission and outreach in each conference.
 - The Synod Council will work with the Synod Outreach Team to plan and facilitate the mission and outreach of the synod.
 - The Synod Council will work with the Mission 2000 program of the synod to encourage the support of mission and outreach.
6. **Empowering:** The Synod Council will work with the Bishop and other synod leaders in empowering the people of God to make Christ known.
 - The Synod Council will lead the synod in discovering systems that break down barriers and encourage mission.
 - The Synod Council will encourage risk-taking for the sake of the Gospel by giving permission, honoring dreams and celebrating attempts and innovations.
 - The Synod Council will work at building appropriate systems that enable the people of God to make Christ known.
7. **Equipping:** The Synod Council will work with the Bishop and other synod leaders in equipping the people of God to make Christ known.
 - The Synod Council will encourage the development of programs and training events that will enable every person to be a missionary.
 - The Synod Council will encourage the development of programs and training events that will enable every pastor and roster person to be a mission director.
 - The Synod Council will encourage the development of programs and training events that enable every congregation, conference and ministry to be a mission center.
8. **Encouraging:** The Synod Council will work with the Bishop and other synod leaders in encouraging the people of God to make Christ known.
 - The Synod Council will work with other synod leaders in caring for the rostered persons and the congregations, conferences and other ministries of the synod.
 - The Synod Council will work with other synod leaders in supporting and challenging the congregations, conferences and ministries of the synod in the work of mission and ministry.

INDIANA-KENTUCKY SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA

OUR MISSION

Empowering, Equipping and Encouraging the People of God to make Christ known.

OUR VISION

Every person a missionary

Every pastor a mission director

Every congregation, conference and ministry a mission center

OUR CORE VALUES

Christ Centered

Collaboration/Trust/Risk taking

Communication/Interconnected

Compassion

Commitment and Faithfulness

ROLE OF THE BISHOP

The Bishop of the Indiana-Kentucky Synod shall be the pastor of the synod. The Bishop will be an ordained pastor of the Evangelical Lutheran Church in America elected by the Synod Assembly to serve a six-year term with the possibility of being re-elected to additional terms. The Bishop will be the spiritual leader of the synod with responsibility for oversight of its mission and ministry. As a leader in the Church, the Bishop will endeavor to live the life of a missionary witnessing to the love and grace of God in every way.

Therefore we call on the Bishop to fulfill this role by:

1. **Praying:** The Bishop will be a person of prayer seeking to listen daily to the will of God and to receive guidance from God in order to lead the Synod in mission and ministry.
 - The Bishop will regularly set aside time for prayer and retreat under the guidance of a spiritual director.
 - The Bishop will pray for the mission and ministry of the synod.
 - The Bishop will pray for the rostered and lay leaders of the synod.
 - The Bishop will pray for the synod office staff.
 - The Bishop will pray for the congregations and conferences of the synod.
2. **Administering Word and Sacrament Ministry:** The Bishop will lead the synod in its Word and Sacrament ministry.
 - The Bishop will regularly preach and teach the Word and administer the Sacraments in the congregations and conferences of the synod.
 - The Bishop will be responsible for providing pastoral care for the rostered persons and the congregations of the synod.
 - The Bishop will exercise oversight of the preaching, teaching and administration of the sacraments within the synod in accord with the faith of the church.
 - The Bishop will be responsible for the ordination/commissioning/consecration of persons approved for rostered ministry who have received a letter of call.
 - The Bishop will attest all letters of call for persons serving under call in the synod.
 - The Bishop will manage the mobility/vacancy process for the synod.
3. **Studying Scripture:** The Bishop study scripture for personal grounding in the faith and the public proclamation and teaching of God's Word.
 - The Bishop will regularly set aside time for the study of scripture and theology.
 - The Bishop will take advantage of continuing education opportunities and make wise use of sabbatical time granted by the synod council.
4. **Shepherding:** The Bishop will offer visionary leadership in helping the synod discover and fulfill its mission and vision.
 - The Bishop through prayer and study of scripture will interpret and advocate the mission and theology of the whole church.
 - The Bishop will work with other leaders of the synod to develop a vision for carrying out the mission of the synod.

- The Bishop along with other leaders of the synod will oversee the implementation of the mission and vision of the synod.
5. **Empowering:** The Bishop will lead the synod in empowering the people of God to make Christ known to the world.
 - The Bishop along with other leaders of the synod will lead the synod in discovering systems that break down barriers and encourage mission.
 - The Bishop along with other leaders of the synod will encourage risk-taking for the sake of the Gospel by giving permission, honoring dreams, and celebrating attempts and innovations.
 - The Bishop along with other leaders of the synod will work at building appropriate systems that are needed for enabling the people of God to make Christ known.
 6. **Equipping:** The Bishop will lead the synod in equipping the people of God to make Christ known to the world.
 - The bishop along with other leaders of the synod will develop programs and training events that will enable every person to be a missionary.
 - The Bishop along with other leaders of the synod will develop programs and training events that will enable every pastor and rostered person to be a mission director.
 - The Bishop along with other leaders of the synod will develop programs and training events that will enable every congregation, conference and ministry to be a mission center.
 7. **Encouraging:** The Bishop will lead the synod in encouraging the people of God to make Christ known to the world.
 - The Bishop along with the Deans will have responsibility for the care and strengthening of the rostered persons of the synod.
 - The Bishop along with other synod leaders will have responsibility for the care and strengthening of the congregations and ministries of the synod.
 - The Bishop along with other synod leaders will support and challenge the congregations, conferences and ministries of the synod to be faithful in carrying out the mission of the church.
 8. **Coordinating:** The Bishop will lead the synod in administering the mission and ministry of the synod.
 - The Bishop will serve as the president of the synod corporation and be the chief executive and administrative officer of the synod.
 - The Bishop will preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council and the council's Executive Committee.
 - The Bishop will coordinate the work of the synod staff in light of the mission and ministry of the synod.
 - The Bishop will provide for the preparation and maintenance of the rostered persons of the synod.
 - The Bishop will provide for communicating with the secretary of the ELCA the changes in status of rostered persons and congregations of the synod.
 9. **Overseeing Ecumenical Affairs:** The Bishop will lead the synod in its efforts to witness to the unity we share in Christ with all other Christians.
 - The Bishop will be the chief ecumenical officer of the synod.
 - The Bishop will foster awareness of other Lutheran churches throughout the world communion and, where appropriate, engage in contact with leaders of those churches.
 - The Bishop will cultivate communion in faith and mission with appropriate Christian judicatory leaders within the territory of the synod.
 10. **Communicating:** The Bishop will lead the synod in promoting a sense of community and mission within the synod and with the whole church.
 - The Bishop will consult regularly with other synodical bishops and the Conference of Bishops.
 - The Bishop will oversee the communication efforts of the synod for the purpose of fostering a sense of identity, community and mission.
 - The Bishop along with other leaders of the synod will work at creating a system in which ideas, concerns and resources can flow freely throughout the synod helping to empower, equip and encourage the people of God.

***(A letter of Invitation to participants in the Indiana-Kentucky
Synod 2000 Synod Assembly in Covington, Kentucky . . .)***

**The Reverend James R. Stuck
Bishop**

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May 19, 2000

Dear Friends in Christ,

Greetings, and welcome to our Synod Assembly! May you find this gathering a time of celebration and renewal, a time to meet friends, make plans and build partnerships. Today in this synod, on this common journey, we're responding to Jesus by reclaiming the language of the Missionary. God is sending us out, as branches growing from the vine, to bring God's fruit into the world, to bring God's grace and love to those who have not seen it. As we continue our journey, our synod's Mission Planning Task Force offers the following description of our life together, and I am pleased to present this with a few words of introduction.

The wisdom of Proverbs reminds us, "Where there is no vision, the people perish." The attached mission and vision statements have served us well this past year, as we continue responding to God's questions: "Who are we?" And "Who are we called to become today?" We have worked hard this year to shape concrete answers, and I thank you all for the effort that has brought us here. These mission and vision statements come before you once again, and I invite you now to claim them as your own.

During this Assembly, we celebrate and affirm the various roles God has called us to live out, and we'll explore the details of doing so in this time and place. It is my earnest hope that every member, every pastor, and every guest who gathers here will claim their role as a missionary, and will join in the practical conversation of how we can best strengthen and support one another as we serve together in God's hurting world.

I have written these descriptions in conversation with many throughout our synod: with the Synod Council and the Mission Planning Task Force, with Deans and Conference Chairs, with pastors and lay leaders and members in the pews. These role descriptions capture my best understanding of what we should expect of ourselves and of one another. But they are not the end of the conversation. They are neither a bit of poetry to be hung on a wall, nor two tablets of stone, chiseled from on high.

I see these rather as the beginning of a story: the story of how we in this new day, in this new place, in this new century, will empower, equip and encourage ourselves and one another to make Christ known to the world.

Where we will go from here depends very much on you. I invite you to take up the role of the missionary with renewed passion and compassion, and to explore the concrete details of sharing God's love and grace in your life, in your home, in your way. As your bishop, I give you my commitment to walk with you and work with you, as together we venture into new acts of courage and sacrifice, new acts of risk and faithfulness, new acts of joy and love.

Our Lord has great things in store for us! I am honored to serve with you on this journey, and I look forward to the renewed partnerships and the renewed energies we bring together.

Your Partner in Ministry, and Your Friend in Christ,

Bishop Jim Stuck