

Executive Summary

Educate, Equip, Enact (3E) is the Rocky Mountain Synod's response to the Lilly Endowment's National Initiative to Address Economic Challenges Facing Pastoral Leaders. Research that we have undertaken during the Planning Phase of the Initiative reveals that pastors and other ministers on the rosters of the Rocky Mountain Synod experience diminished capacity for vital ministry due to fiscal hurdles they encounter. These economic challenges are sometimes chronic, sometimes unanticipated, and often systemic within the structures of church life. Our studies reinforce and corroborate other research already developed in the Initiative.

3E will use direct assistance given to economically-challenged rostered leaders as a way to create incentives for those leaders to build Fiscal Wellness Teams in partnership with congregation leaders. These teams will empower rostered and congregation leaders to work together to discuss specific challenges, and to move congregation systems from anxiety to proactive planning on ways to address these challenges. We are structuring our Ministerial Excellence Fund to link direct assistance with a required commitment for education that will deepen and develop fiscal management skills and healthy fiscal behaviors for both rostered leaders and their congregations or ministry agencies.

Two important realities are framing the way in which we are structuring **3E**. First, this program is being planned and integrated in tandem with a current strategic planning effort of the Synod begun last spring; this integration will help insure that the fruits of **3E** will be tightly woven into the character of the Synod beyond the three-year grant period. Second, the far-flung geography of the Synod requires distinctive approaches that address the immense distances and the elements of isolation that are part of our Synod's realities.

Rocky Mountain Synod, ELCA
A Reconciling in Christ Synod

CHRIST'S CHURCH, BETTER TOGETHER