



SYNOD OF THE NORTHEAST
Presbyterian Church (U.S.A.)

VISION REPORT ROLLOUT GUIDE

REIMAGINING THE
CHURCH IN THE WORLD

SYNOD PROCLAMATION

SPRIT-LED. TRANSFORMATIVE FAITH.
BOUNDLESS WELCOME

VISION STATEMENT

We are the Body of Christ, Spirit-led and faithful, sharing God's blessings through governance, innovation, and justice as we live out the Gospel in a changing world.

MISSION STATEMENT

A grace-filled, connected, and accessible Synod body where presbyteries, congregations, and leaders build trust, share resources, and boldly live Christ's call to justice, equity, and beloved community.

LOGO NARRATIVE



SYNOD OF THE NORTHEAST
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The Synod's new logo tells a story of unity, purpose, and Spirit-led movement. Curved lines evoke Creation and covenant, ripples signify our eight states and faith flowing outward, interwoven hands reflect God's embrace and our commitment to radical inclusion, flames symbolize the Spirit's breath animating a responsive Church, and the cross at the center grounds us in Christ, reminding us that leadership, advocacy, and love stand at the heart of our call.

PURPOSE

The "Reimagining the Church in the World" Vision Report represents a collective discernment of what God is calling the Synod of the Northeast to be in this specific time and place. The rollout plan ensures that this vision is received, studied, and embodied across the diverse communities within the Synod. This vision is not intended as a structural proposal; rather, it is meant to provide a spiritual and missional framework that lays the foundation for ongoing renewal. The goal is to invite the entire Synod into conversation, reflection, and shared ownership of the vision before any structural or policy changes are implemented.

GUIDING INTENTIONS

1. **Spiritual Discernment:** Encourage prayer, study, and dialogue to nurture a shared theological understanding of the vision.
2. **Shared Learning:** Provide opportunities for presbyteries, congregations, and the larger body to interpret what the vision means for their contexts.
3. **Connection and Storytelling:** Lift up local examples of transformation that embody "Reimagining the Church in the World."
4. **Preparation for Future Phases:** Gather insights and feedback that will inform the Synod's next steps toward governance alignment and implementation.

KEY HIGHLIGHTS:

1. Institution of the new Hybrid Missional Organization Model and structure with commissions, committees and teams.
2. Establishment of Six Missional Pillars to replace existing Working Groups and committees.
3. Creation of an Implementation and Evaluation Team to oversee the vision launch and outcomes.
4. Creation of mechanisms for collaboration, grant accountability, and programs.



ENGAGEMENT AND COMMUNICATION STRATEGY

- > Upon approval, new vision letters will go out to presbyteries and congregations. (November 2025)
- > Townhall meetings are scheduled for December and January for presbyteries and congregations to discuss the vision's local ministry opportunities and implications for grants and program involvement.
- > Vision Study Guide based on I Peter 4:8-11 will be provided for congregational use. (January 2026)
- > Branding materials will be forwarded to presbyteries for distribution

OUR THEOLOGICAL LENS

Our vision and the process to bring it to life are deeply rooted in scripture, particularly the words of I Peter 4:8–11: “Above all, love each other deeply, because love covers over a multitude of sins. Offer hospitality to one another without grumbling. Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms... so that in all things God may be praised through Jesus Christ. To God be the glory and the power forever and ever. Amen.”

WE ARE COMMITTED TO SOCIAL JUSTICE THROUGH THE MATTHEW 25 CORE FOCI

We strive to live out the church's mission through bold and compassionate discipleship. Centered in Jesus' teachings in Matthew 25:31-46, this movement invites us to engage in building congregational vitality, dismantling structural racism, and eradicating systemic poverty.

WE ARE COMMITTED TO LEADERSHIP DEVELOPMENT

Leadership Development intertwines with our Christian faith and mission. Leaders are agents of transformation, both for their congregations and in society. Leadership development serves not just as personal growth, but as an opportunity to enact God's will in the world, bringing about justice, peace, and healing.

WE ARE COMMITTED TO DIVERSITY AND INCLUSION

A variety of gifts are found within our Synod, just as a body has different parts. We are blessed by the great diversity of gifts and different ways of serving God. Because God works through each person in unique ways, diversity mandates inclusion for all, and inclusion calls for the equal concern and care for one another.

WE ARE COMMITTED TO INNOVATION

The church is "reformed and always reforming." We simultaneously affirm both the foundations of the Christian faith and the need to discern collaborative and innovative ways of expressing faith in an ever-changing world. This is what the church has done throughout history and cultures. Guided by the Spirit, we look for the new things God is doing among us and join in that creative work..

THE HYBRID MISSIONAL DESIGN



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THE NEW ORGANIZATIONAL DESIGN

Governance and mission intertwined in ways that strengthen accountability, empower broad participation, and decentralize authority



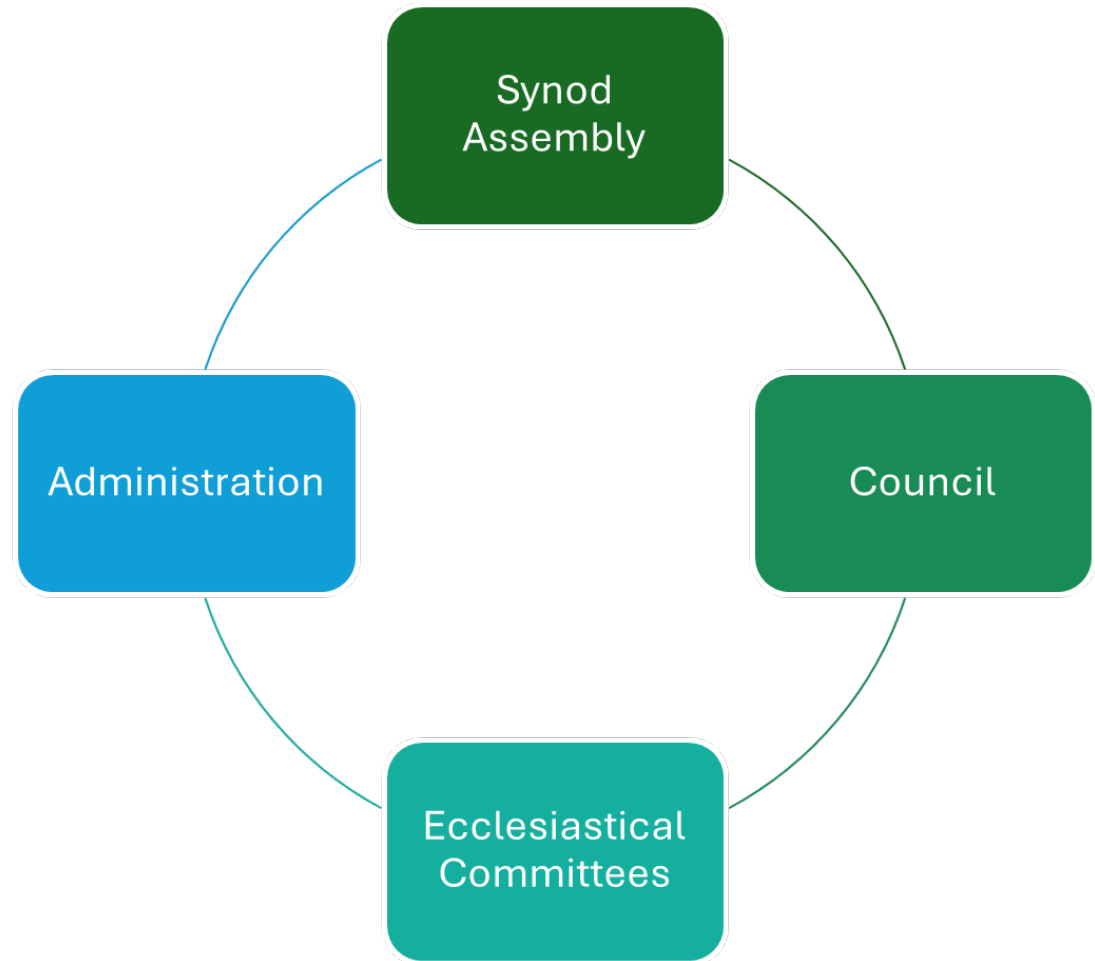
THE SIX MISSIONAL PILLARS

Six Missional Pillars in the new vision replace the current Working Groups. The Vision Report defines each Pillar's purpose, membership structure, and criteria for evaluating programs and budgets. Each Pillar is led by a Convener appointed by the Nominating Committee and includes at least one Synod Commissioner and members from the larger Synod community. Some Pillars operate as commissions, requiring all members to be ordained, while others function as committees or special teams, including both ordained and non-ordained individuals whose gifts match the Pillar's focus.



THE GOVERNANCE PILLAR

The Governance Pillar is distinct in function from the other Missional Pillars as it directs the general operations of the Synod's work. These four areas make up the Governance Pillar.



THE SYNOD ASSEMBLY



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The Assembly is the primary decision-making and spiritual gathering of the Synod. It brings together commissioners and officers for discernment, learning, and governance. The Assembly also serves as the Board of Trustees.

The Synod Composition

One Minister Commissioner, one Elder Commissioner, and one Young Adult Advisory Delegate (YAAD) from each presbytery

One Caucus and Presbyterian Women representative

Synod officers (Moderator, Vice Moderator, Treasurer, and Stated Clerk)

Synod Leader

FEEDBACK AND EVALUATION

- Following the adoption of the Vision Report, the Synod will implement a structured process for ongoing feedback and evaluation to ensure the effectiveness of the new structure and programs.
- Independent surveys will be conducted beginning in July 2027 to gather input on the impact of the structural changes, the development of committees, commissioner participation, and the implementation of new programs.
- Each Missional Pillar will establish evaluation metrics and reporting timelines. Progress will be reviewed regularly, with formal reports presented at the October Synod Assembly each year.
- The Synod Council will receive monthly updates from the Pillar Conveners to monitor implementation, share learnings, and make adjustments as needed.

TRANSITIONING THE WORK: 2026 - 2027 TIMELINE

This timeline outlines the Synod's major phases in transitioning from the current missional structure to the newly adopted framework. Each phase identifies essential milestones, responsibilities, and preparatory steps leading to the inaugural business meeting in January 2027.

1. Planning & Design Phase: January 2026

Activity	Description	Lead Participants
Leadership Team Retreat	Establishes the transition plan and sets 2026 priorities	Working Group Conveners, Staff, Moderators, Officers
Transition Mapping	Defines the overall timeline, responsibilities, and communication plan	Staff

2. Operational Continuity Phase: January - September 2026

Activity	Description	Schedule
Ongoing Operations	Synod continues under the existing structure	January, May, and September 2026
Transition Preparation	Administrative and logistical groundwork for the new framework	Ongoing throughout 2026

3. Orientation & Implementation Phase: October 2026 - January 2027

Activity	Description	Outcome
New Commissioners' Orientation	Onboarding and orientation of newly elected commissioners	Readiness for governance transitions
First Business Meeting	Inaugural meeting under the new Synod structure	Full implementation begins January 2027

KEY CHANGES IN GRANTS AFFECTING CONGREGATIONS & PRESBYTERIES



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Training for First-Time Applicants

- Required webinar on grant writing and Synod values.
- Offered twice a year in English, Spanish, and Korean.

Annual Progress Report Training

- Required webinar within 7 months of receiving funds.
- Focus on accountability as covenant, not paperwork.
- Reports must include both data and stories (photos, quotes, testimonies).

Mentorship for New Grantees

- Each new grantee paired with an experienced mentor.
- Quarterly check-ins (Zoom or in-person).

Storytelling Initiative

- Launch of Funders of Faith digital newsletter.
- Grants/ministry stories shared via video, articles, and Synod website.

Incentive-Based Funding (starting 2026)

- Innovation Grants shift to \$10,000 in Year 1.
- Up to \$15,000 in Year 2 if progress/sustainability demonstrated.
- Encourages accountability and long-term ministry health.

Equity & Inclusion Focus

- Trainings, multilingual access, and mentorships level the field.
- Designed to support historically under-resourced congregations.

Strengthened Connections

- Grants become more relational: linking congregations, presbyteries, and leaders across contexts.
- Moves from “funding projects” to “forming people” and communities.

SYNOD GRANTS

Our Grants Pillar strongly supports the Synod of the Northeast's vision of being a courageous, Spirit-led, inclusive, and missional community by empowering ministries to explore bold new ways of being Church in today's world. Our budget for grants supports these visions while remaining steadfast in the stewardship of our funds.

Innovation Grant: \$140,000

Innovation Grants give ministries permission to dream and take bold risks, from art-based worship to new forms of outreach, embodying holy imagination in action.

Emerging Gospel Community Grant: \$100,000

Emerging Gospel Community Grants support fresh, grassroots expressions of church that gather in homes, gardens, coffee shops, and justice movements, showing that Christ's love is alive wherever people come together in faith.

Youth and Young Adult Leadership Development Grant: \$40,000

Youth & Young Adult Leadership Development Grants amplify young voices, equipping them with the skills and confidence to guide the church today—not just tomorrow.

Campus Ministry Grant: \$30,000

Campus Ministry Grants meet students in the pivotal college years, offering spaces where faith and life intersect, friendships are formed, and leaders are born.

Inter-Faith/Ecumenical Relationships Grants: \$10,000

The Synod of the Northeast continues to invest in building and nurturing Inter-Faith and Ecumenical Relationships as a vital expression of our mission and ministry. These partnerships embody our commitment to Christ's call to unity, peace, and justice, extending our reach beyond denominational lines and into the broader spiritual and social fabric of our region.

SYNOD GRANTS



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Wurffel-Sills Scholarships & Interest Free Loans

2026 Budget for Wurffel Education Fund | \$48,000

2026 Budget for Wurffel-Sills Trust Loans | \$223,000

The Wurffel-Sills Scholarship and Interest-Free Student Loan Program at the Synod of the Northeast offers a private funding source for those seeking higher education goals. The program is open to any members of churches within the bounds of the Synod of the Northeast. Funding is offered to full-time undergraduates and both full and at least half-time seminary students seeking a Master of Divinity (MDiv), Master of Religious Education (MRE), or Commissioned Ruling Elder (CRE) certification.

Mary Wallingford/Presby Langdon Grant | \$4,400

Through these funds we expand our commitment to developing young leadership by utilizing the legacy gifts of the donors. These funds will help supplement costs for youth leaders to attend conferences, training events, and educational opportunities that deepen their faith, strengthen their leadership, and connect them with peers who share their passion for ministry.

Small Church Residency Grant \$20,000

Through this program, congregations receive consistent pastoral leadership while pastors in residency participate in a structured formation experience. Together, pastors and congregations engage in intentional training that includes change management, discipleship, stewardship, evangelism, and community relations. Rooted in the conviction that congregational vitality is possible, the program helps churches explore new ways of embodying faithful and outward-looking ministry in today's context. Congregations in the program receive \$20,000 grants annually for three years.

PROGRAMS FOR PRESBYTERIES



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COLLABORATION GRANTS

The Collaboration Pillar fosters sustainability, innovation, and vitality among presbyteries within the Synod of the Northeast. By encouraging shared resources, nurturing innovative partnerships, and, where appropriate, supporting presbytery mergers, this ministry area seeks to revitalize presbyteries, strengthen bonds across mid councils, and cultivate a thriving, inclusive, mission-oriented church structure. Intentional collaboration provides a pathway for presbyteries to adapt to changing contexts while maintaining faithful witness and mission.

Grants and Purpose:

- Multi-Presbytery Engagement
- Storytelling and Shared Learning
- Relationship-Building Gatherings
- Collaborative Grant Initiatives
- Shared Leadership and Resources
- Strategic Management Support

For more information on the Collaboration Pillar see pages 16 and 17 of the Vision Report.

REGIONAL LEARNING

The Regional Learning Missional Pillar will organize timely webinars and in-person meetings to address the needs and requests identified by multiple presbyteries for local training and education. This ministry area will also create opportunities for pastors and other affinity groups to collaborate, attend retreats, and network with one another.



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NEW AND CONTINUING PROGRAMS

- The Robert L. Washington Scholars Program
- Small Church Residency
- Community Organizing Cohort
- Synod-Wide Commission Pastor Training Program
- Early Ministry Institute (EMI)
- Pathways to Mid Council Leadership Foundations for Emerging Leaders
- Advocacy and Immigration Task Force
- Coaching Network
- Mediation Network

For more information on the continuing programs and ministries, see pages 22-30 of the Vision Report.



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ACCOUNTABILITY, REPORTING, AND EVALUATION

*Advancing Transparency,
Stewardship, and Continuous
Learning*

Purpose

This framework defines how the Synod monitors implementation, communicates progress, and integrates feedback. It fosters transparency, strengthens stewardship, and supports adaptive leadership throughout the rollout process.

I. Accountability and Reporting

1. Quarterly Reports to the Council

- Provide regular updates on progress, milestones, and emerging challenges.
- Enable timely adjustments and informed decision-making.

2. Annual Summary to the Synod Assembly

- Present a comprehensive account of implementation status, measurable outcomes, and financial integrity.
- Reinforce transparency and shared responsibility.

3. Evaluation by the Implementation and Evaluation Team

- Conduct systematic reviews to assess the effectiveness and alignment of initiatives with strategic priorities.
- Recommend modifications to enhance impact and sustainability.

II. Feedback and Evaluation

1. Feedback Loops

- Gather insights from presbyteries, congregations, and individuals through surveys, consultations, and listening sessions.
- Incorporate input into ongoing planning and refinement.

2. Evaluation Metrics

- Assess engagement, participation, and early outcomes using defined performance indicators.
- Use data to measure progress and inform future direction.

3. Reporting Schedule

- Maintain a consistent reporting cadence to the Synod Assembly and leadership bodies.
- Ensure updates remain timely, transparent, and accessible across the Synod community.

Implementation and Evaluation Team



The Implementation and Evaluation Team will guide the Synod of the Northeast in faithfully realizing the 2025 Reimagining the Church and the World vision report. The team will oversee implementation while safeguarding the vision's theological integrity and the process that shaped it.

The team will be composed of nine members from across the Synod (council, commissioners, members-at-large). Nominations for team memberships will be received from April through June 30, 2026.

Candidates for this team will have:

- Deep grounding in Reformed theology and PC(U.S.A.) polity
- Experience in adaptive leadership, strategic planning, and organizational change
- Commitment to justice, equity, inclusion, and innovative approaches
- Strong facilitation, communication, and engagement skills
- Capacity for both strategic vision and detail management
- Active involvement in presbytery/Synod life
- Availability for required travel and meetings
- A spirit of collaboration, willingness to learn, and ability to serve as storytellers and advocates for the Synod

The Synod Leader will recommend the selected team at the October 2026 Assembly. Team members will serve two-year terms beginning November 1, 2026. They will meet quarterly and attend a two-day gathering annually. The team will also deliver an annual report to the Synod Assembly.

The Implementation team will undertake the following:

Evaluate the Vision and Process

The team will preserve the theological commitments, values, and principles of the Vision Report. They will assess the Visioning Process (Phases I–III), capturing learnings and practices to inform ongoing work.

Design and Oversee Implementation

The team will develop an actionable framework grounded in the report’s principles, including the identification of priorities, timelines, partnerships, and structures to support implementation. They will translate vision statements into measurable initiatives aligned with Synod values: innovation, justice, welcome, and Spirit-led leadership.

Organizational Alignment

The team will recommend updates to governance (Standing Rules, Bylaws) to reflect the vision. They will ensure policies, staffing, and funding align with the reimagined commitments, and collaborate with Synod staff, commissions, and partners for alignment.

Engagement and Capacity Building

The team will communicate transparently across presbyteries, congregations, and networks.

Monitoring and Adaptation

The team will establish benchmarks and feedback loops for evaluating progress and recommend adjustments based on regular reviews. They will share findings and success stories through reports, newsletters, and town halls.

To measure success of the items detailed in this report, this team will use the vision and the six pillars to evaluate faithful embodiment of the report’s values and commitments, alignments with governance, staffing and funding practices, engagement across presbyteries and partners, and documented progress toward vision goals.

TIMELINE AND GOALS

2025

● NOVEMBER 15, 2025

The Vision Report is Considered By The Assembly

● DECEMBER 2025

Translate the approved Vision Report into Korean and Spanish

● NOVEMBER 2025 - MARCH 2026

Program Development for Previously Approved Programs

2026

● FEBRUARY 2026

A small group will work with the Stated Clerk and Synod Leader to draft new Bylaws and Standing Rules

● APRIL 1, 2026

Implementation & Evaluation Team Nominations Open

● AUGUST 1, 2026

Presbyteries Select New Commissioners

● SEPTEMBER 2026

Ministry and Mission Commission Approves Slate

● OCTOBER 2026

First Assembly Under the New Structure



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THANK YOU!