

## **ELCA Strategic Planning Congregations Roundtable**

Roundtable dates: September 30, October 1, 2003  
Location: Lutheran Center, Chicago, IL  
Co-conveners: Wyvetta Bullock and Dee Pederson  
Participants: Female 20, Male 15, Persons of color 11,  
Young adults 6

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### **Outcome 1**

By 2012, all ELCA congregations will intentionally engage in and develop anti-racist multicultural relationships so that ELCA Lutherans will be transformed by meeting “the Christ” in our neighbor.

## **Outcome 2**

By 2012, every worshipping community will experience the transforming power of the Living God, who comes to us through the Word and Sacraments and in our relationships with others, so that individuals and communities more boldly follow Christ by making disciples, proclaiming Good News, and sharing resources generously.

### *Measurement Indicators*

- ❖ Ongoing – Increase in candidates for baptism, especially adult baptism.
- ❖ Ongoing – Increase in average weekly worship attendance.
- ❖ Ongoing – Increase in member service hours and annual giving.
- ❖ Ongoing – Increase in diversity and number of candidates for rostered ministry.
- ❖ Ongoing – Increase in congregation's community involvement.

### **Outcome 3**

By 2012, children, youth, young adults, and adults (both inside and outside church walls) will be transformed by God's grace so that discipleship increases and deepens.

#### *Measurement Indicators*

- ❖ By 2005, the churchwide organization partners with synods to provide training programs for youth and family leaders.
- ❖ By 2005, the churchwide organization develops sustainable networks that align leaders and enhance mission.
- ❖ By 2005, an exempt position at a minimum 16 salary grade, for young adult ministry is added to churchwide staff.
- ❖ By 2005, every congregation has an outcome based plan and corresponding strategies and resource analysis that includes attention to families, neighbors, outdoor ministry, campus ministry, schools, purposeful public service.
- ❖ By 2005, every congregation is intentionally developing leaders of all ages for Christian witness in the world.
- ❖ By 2012, every synod has designated staff for youth and family ministry and programs.
- ❖ By 2012, the churchwide organization credentials youth ministers, including the alignment of higher education, certification schools, congregational call process, call of the laity, associate in ministry.

#### Outcome 4

By 2012, congregations, as communities of moral deliberation, will increase their identification with, commitment to, and activity as a public church in public life so that our neighborhoods and communities experience peace, wholeness, safety, and justice.

#### *Measurement Indicators*

- ❖ By 2005, each synod will have a training team, trained in the “Engaging Tough Issues” process.
- ❖ By 2005, an annual survey is introduced that gathers information from congregations about what “public church in public life” topics were discussed, process utilized, and insights gleaned.
- ❖ By 2005, \_\_\_# of additional congregations will be trained in principles of faith-based community organizing.
- ❖ By 2006, at least two synod staff (including the bishop) in each synod will have attended national faith-based community organizing training (Gamaliel, IAF, or other).

## Outcome 5

### *Long-term Outcome*

By 2012, congregations, in word and deed, will more boldly bear witness to God's mission in Jesus Christ that welcomes all people into the reign of God.

### *Measurement Indicators*

- ❖ By 2005, worship attendance and adult baptisms will trend higher.
- ❖ By 2005, the number of people actively working from and with the mission of the congregation increases.
- ❖ By 2005, every congregation and synod assembly will have biblically, confessionally, and experientially reflected on what it means to participate in God's reign that loves fully and welcomes all creation.

### *Short-term Outcome*

By 2005, disciples in every congregation will articulate clearly their unique purpose, call and context so that both disciples and communities can best work to make God's mission manifest.

### *Measurement Indicators*

- ❖ By 2005, every congregation will have adopted a clear and memorable purpose statement and a supporting five-year strategic plan that become the focus for congregational ministry.