

Leadership Round Table Notes

September 29-30, 2003

Strategic Direction:

*Assist this church to **bring forth and support faithful, wise and courageous leaders** whose vocations serve God's mission in a pluralistic world.*

Leadership Outcome 1 –the vocation of all

By 2012 the people of the ELCA will have a renewed understanding of vocation as vital to their lives, as significant in all arenas of life, and as encompassing both affirmation of the abundant goodness of God's creation and involvement in efforts to address brokenness and evil.

Measurement indicators:

- Increasingly, call committees and synod call process staff will be asking call candidates about their commitment to acknowledge, equip, support and celebrate lay persons in their daily vocations.
 - Strategy – CWO develop new resources for call process use
- Increased numbers will attend gatherings for leaders of synodical and other programs that focus on equipping lay persons for daily callings
 - Strategy – CWO could convene or publicize such gathering and share reports
 - Strategy – CWO enables web-based connections/forums for ongoing collaborative work
- Increasingly, members will expect their congregations to affirm and encourage their daily ministries through the worship life.
 - Strategy – Renewing Worship effort will develop a new service of affirmation for vocation which can be used in a variety of settings and vocations
 - Strategy – The annual parochial report will ask if such services are being used and how often
- Increasingly, candidacy committees will ask candidates about their understanding of the Lutheran concept of vocation and will articulate the importance of this for ministry in the ELCA and for the life of the minister
 - Strategy – DM staff talk about this during candidacy committee member training

- Increasingly, congregational confirmation programs will include explicit conversation about vocation and students will learn skills for discerning their own callings
 - Strategy – CWO/Augsburg assemble and/or produce resources
 - Strategy – youth oriented section of ELCA website that aids with this. Measure “hits”

Leadership Outcome 2 – cultural diversity

By 2012 the composition of the leadership of the ELCA (in all its manifestations) will more closely reflect the diversity of its communities and the world

By 2005 the people of this church will acknowledge that diversity of leadership is essential for our participation in God’s mission in a pluralistic world.

Measurement indicators

- An increased percentage of persons on candidacy committees and synodical candidacy staff are persons of color, persons whose primary language is other than English and persons who have lived in poverty
 - Strategy – encouraging attention to ELCA diversity guidelines and tracking these figures
- An increased percentage of candidates for rostered ministries are persons of color, persons whose primary language is other than English and persons who have lived in poverty
 - Strategy – focused recruitment efforts
- Increased number of multi-cultural learning opportunities
 - Strategy – a trans-cultural institute on the model of the Hispanic Theological Institute
 - Strategy – global and domestic mission and ecumenical partnerships
 - Strategy – a Living Letters campaign about the importance of diversity for this church
- Increased percentage on seminary faculties of persons of color, persons whose primary language is other than English and persons who have lived in poverty
 - Strategy – DM encourages broader concept of who is faculty, more use of adjuncts and sharing of faculty, while working toward the goal of 20% in the tenured faculty ranks

- Increased percentage in CWO, at each grade level, of persons of color, persons whose primary language is other than English and persons who have lived in poverty
- Increased percentage of churchwide budget committed to the development of leaders from these communities
- Increased consultation with leaders of communities of color, of communities with a primary language other than English and persons living in poverty when plans are being made that concern them
- Increased use of consensus decision-making models in church council, assemblies and other governance entities

Leadership Outcome 3 – leadership of youth and young adults

By 2012, youth and young adults will be authentically engaged in the ELCA through opportunities to discern their gifts and to strengthen their voices for the church and the world.

Measurement indicators:

- ELCA youth and young adult leaders in the church and the world will gather more frequently.
 - Strategy – CWO and synods sponsor regular gatherings for mutual support, training in leadership and in finding effective voice
- More youth and young adults will be in leadership positions not necessarily designated as “youth positions”
 - Strategy -- CWO will produce and distribute resources for congregations, synods, etc. on ways to develop young leaders for the world and for the church
- More youth and young adults from traditionally underrepresented communities will be engaged in ELCA leadership
- More youth and young adults in the ELCA will plan for their futures by inventorying their spiritual gifts and explicitly seeking to discern God’s callings to them
 - Strategy – CWO will identify or develop spiritual gift inventory models and discernment events for affirming youth in their passions and convictions and recognizing them as present and future Christian leaders

- More youth and young adults will engage in Christian service learning opportunities such as Lutheran Volunteer Corps, Lutheran World Relief, ELCA Global Mission, and similar ecumenical programs
- Youth and young adults will be worshipping more regularly and leading in worship
 - Strategy -- “Renewal of Worship” planners will make this a conscious goal
- Youth and young adults will more often find that they have needed access to this church’s financial and human resources for ministries that can develop their leadership gifts, including camps, schools, etc.
- More youth and young adults will be engaged with an older or peer mentor
 - Strategy – the CWO will help develop and encourage networks for support
- More youth and young adults will engage in cultural exchanges among various social locations. When exchange is not possible, more will be involved in cross-cultural experiences
- More alliances will be in existence between the ELCA and other existing programs in and beyond the church whose work aims to strengthen youth and young adult leadership

Leadership Outcome 4—partner institutions and agencies

Option One: By 2012 – ELCA institutions involved in vocational discernment and leadership development (including colleges and universities, seminaries, campus ministries, social ministry organizations, outdoor ministries, congregations) will increase their capacity for cooperation and will cooperate more effectively with one another and with the church-wide organization in the work of equipping the diverse people of God for their vocations to serve God’s mission.

Option Two: The ELCA Churchwide Office, by 2012, will establish a viable network of support and interchange with and for the institutions involved in leadership development and vocational discernment (including colleges and universities, seminaries, campus ministries, SMOs,

outdoor ministries, congregations) in order to discover and equip a diversity of leaders for the sake of the world.

Measurement indicators:

- Our educational, social ministry, outdoor ministry organizations and congregations will have better data and will use it more intentionally to understand and enhance their capacities to equip a diverse people for their callings in the world and church
- More vocation-oriented events and programs will be taking place
- Institutional leaders will regularly discuss these matters at their formal and informal gatherings
- More graduates will identify vocational guidance as a positive element of their Lutheran college or university experience
 - Strategy – create a common assessment tool to identify and measure their capacities for cooperation in equipping the diverse people of God
 - Strategy – develop a joint implementation plan

Leadership Outcome 5 – Leaders for the church

By 2012 the congregations and other institutions of the ELCA will identify, form, and mentor people with gifts for leadership in the church by creative and innovative programs that recognize the abundance of the Spirit's gifts for our multicultural context and cultivate excellence of practice.

Measurement indicators:

- With appropriate provisional approval, ten “ordinations to place” will have taken place by 2006 as a pilot program
 - Strategy – Division for Ministry will develop and recommend a policy for ordinations for place, incorporating a pilot plan for testing the idea by 2006 and having a policy in place by 2008

- At least five ongoing partnerships will be established across economic barriers for the purpose of strengthening the body of Christ and the local community
 - Strategy – CWO will convene ten day-long conversations that include people living in poverty and people with material and institutional privilege.

- ELCA congregations and other institutions will increasingly assume the possibility of experimenting together in new ways to bring forth and support leaders
 - Strategy -- CWO will develop a tool kit on spiritual gifts and leadership-intentional programs of raising up leaders
 - Strategy – CWO will convene, by 2010, 65 groups of 60 people who wish to explore, in three days, the juxtaposition between biblical narrative and the identification and nourishment of spiritual gifts as they pertain to congregational leadership; give each of these people a 2-3 page explanation and 1 hour of training on how they can lead this process within their own congregation

- The ELCA will be noted for its effectiveness in forming rostered leaders for mission in a pluralistic world

- Strategy – CWO will work with global and ecumenical partners to develop processes, including discernment and testing, for preparing such leaders