

STRATEGIC PLAN

For the 2015-2018 Triennium



Prepared by
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For the
NWD - LCMS Board of Directors

Mission

Encourage, Network and Equip Lutheran congregations of the North Wisconsin District LCMS to vigorously make known the love of Christ.

Vision

North Wisconsin District church workers and congregations will work collectively to carry out Witness, Mercy and Life Together.

Core Values

- Faithfulness to the Scriptures and Lutheran Confessions
- Excellence in all endeavors
- Integrity in all relationships
- Sustainability in all ministries
- Harmony in life together

Outcomes

Outcome #1: PROFESSIONAL CHURCH WORKERS

Church workers will be encouraged, equipped and aided to fulfill their Calls and vocations.

Goal 1. Aid workers in all tasks related to calls.

- (1) PIF-SET and CMIF Updates
- (2) Roster Status Paperwork
- (3) Accepted Calls Paperwork
- (4) Ordained/Commissioned Call Lists
- (5) Financial Support – Hardship
- (6) Worker Visits

Goal 2. Equip workers for wellness in all facets of their life.

- (1) Use Wellness Wheel for Education
- (2) Grace Place Ministry Support
- (3) Provide Counseling Support (Kohn)
- (4) Provide Worker Health Support (Lundgren)
- (5) Camp Luther Use Promoted

Goal 3. Encourage and aid worker participation in discovering and utilizing resources available from the NWD and Synod.

- (1) Pastor Conference
- (2) Teachers Conference
- (3) Professional Church Worker Conference
- (4) Circuit Visitor Gathering
- (5) Leadership Meetings
- (6) Principal Academies
- (7) Early Childhood Director Gathering
- (8) State Youth Gathering
- (9) Office Support Staff Gathering
- (10) Retirement Planning
- (11) Tax Seminar
- (12) All Schools Summit
- (13) Stewardship: Assessing and Equipping

Revised/Board Reviewed November 2016

Revised/Board Reviewed November 2015

Board Reviewed November 2013

Outcome #2: CONGREGATIONS

Congregations will be encouraged, equipped and aided to minister to the needs of all through Word and Sacrament.

Goal 1. Aid congregations in all work related calls and contracts.

- (1) University Placement
- (2) Installation/Ordination Process
- (3) Reduction In Force Guidelines
- (4) Call Meeting Materials/Visits
- (5) Performance Improvement Plan Support

Goal 2. Equip congregational leaders to identify and manage conflict.

- (1) Pre-call Meetings
- (2) Circuit Visitor Training
- (3) Ambassadors of Reconciliation Promoted
- (4) Coaching Support
- (5) Board Training/Roles
- (6) Forgiveness Bible Study

Goal 3. Equip and aid leaders to develop and manage an effective ministry team.

- (1) Team Ministry Resources

Goal 4. Encourage and aid church leaders to develop and implement a plan for ministry.

- (1) Board Governance Education
- (2) Newsletter Articles
- (3) Leadership Meetings

Outcome #3: DISTRICT MINISTRY RESOURCES AND AID

Ministry opportunities will be identified and resources deployed to collectively carry out Witness, Mercy and Life Together.

Goal 1. Support ministries that carry out Witness, Mercy and Life Together.

- (1) Campus
- (2) Chaplain
- (3) Deaf
- (4) Hmong
- (5) Camp Luther
- (6) Mission start
- (7) Peru
- (8) Hearts for Jesus

Goal 2. Identify and support new ministries based on potential impact on Witness, Mercy and Life Together.

- (1) Increased Mission Mini Grants
- (2) Rural Small Town: Identify Needs, Provide Resources
- (3) Disaster Recovery
- (4) Reformation Celebration

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