

# STRATEGIC PLAN

For the 2018-2021 Triennium



Prepared by  
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For the  
**NWD - LCMS Board of Directors**

Revised July 2018; July 2017 DJS  
Revised/Board Reviewed November 2016  
Revised/Board Reviewed November 2015  
Board Reviewed November 2013

## **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) Principal Academies
- (6) Early Childhood Director Gathering
- (7) State Youth Gathering
- (8) Office Support Staff Gathering
- (9) Retirement Planning
- (10) Tax Seminar
- (11) All Schools Summit
- (12) Stewardship: Assessing and Equipping
- (13) Colloquy Financial Support

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- (14) FLAME-SLED Financial Support (Future Leader Administrators Midwest Educators)
- (15) District President-Pastor Check-In Meetings

## **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
- (6) Calls vs Contracts Support
- (7) Severance 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

Goal 3. Encourage and aid church leaders to develop and implement a plan for ministry.

- (1) Board Governance Education
- (2) Revitalization
- (3) Small/Dual Congregation Needs
- (4) Whole Life Stewardship Education

## **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) Peru
- (7) 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) Mission Start

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