

Delaware-Maryland Synod Strategic Plan 2007-2012

(Revised 5-17-08)

GOAL	ACTION ITEM	STRATEGY	RESPONSIBLE	
Goal 1 Expand the Church in Response to the "Great Commission"	1.1 Increase biblical literacy (Theme for 2009 Synod Assembly)	1.1.1 Determine if the MTCT is set up to do this	MTC	
		1.1.2 Leadership must model the goal using the Bible in their communication within the synod.	MTC; Bishop Knoche	
		1.1.3 Offer a synod-wide workshop	MTC	
		1.1.4 Develop a plan to increase the number of Bible studies in congregations; Identify lay leadership and a curriculum to use; Encourage use in Sunday Schools	MTC; Bishop Knoche requested new Bible study groups for every 50 congregants	
		1.1.5 Enlist the support of the deans	MTC; ask deans to identify new Bible study groups.	
		1.1.6 Encourage the use of the Bible – the book itself – in church	MTC; Mick Thistle, Sue Fitzsimmons	
		1.1.7 Encourage congregations to distribute Bibles	MTC	
		1.1.8 Use the Bible for devotions prior to MTC and submit to "FaithLines"	MTC; Gary Kulik	
		1.1.9 Encourage pastors to join Bible study groups	MTC	
		1.2 Increase the number of congregations by one mission start per year	1.2.1 Plan a capital appeal for missions	MTC; Jeremy Bouman, Wolfgang Herz-Lane
			1.2.2 Encourage established churches to "birth" new churches	MTC
			1.2.3 Communicate the need to our congregations in visits by synod staff and lay leaders	MTC
			1.2.4 Develop a list of editors of congregational newsletters and see that they get written copy on new mission starts and the need to support them	MTC; Linda Lovell

MTC = Mission Through Congregations team MTL = Mission Through Leadership team MTP = Mission Through Partnerships team

	1.3 Increase congregational giving/mission support	<p>1.3.1 Enlist the support of the deans. Deans will support accountability. Pay deans/churches stipend. Re-write job description in line with Strategic Plan (Deans discussing personal stewardship with pastors. 5-08)</p> <p>1.3.2 Plan synod-wide workshops</p> <p>1.3.3 Evaluate the current effectiveness of the synod office in increasing giving</p> <p>1.3.4 Develop a plan to be more focused and intentional about communicating the need</p>	MTC; Bishop, A2Bs MTC; A2B Price MTC; Gary Kulik MTC
		<p>1.4 Increase the average worship attendance</p> <p>1.5.1 Articulate what it means to encourage family-centered faith-building and provide resources to congregations Faith-Building in Families Program, fall of 2009 (5-08)</p> <p>1.5.2 Encourage lay leadership</p> <p>1.5.3 Partner with the family focused programs of community-based organizations</p> <p>1.5.4 Use the Assembly and PIF/PIV intentionally</p> <p>1.6.1 Encourage lay leaders to tell their stories</p> <p>1.6.2 Modify worship style to allow for more individual witness</p> <p>1.6.3 Encourage congregations who want to be inclusive to act on it</p> <p>1.6.4 Encourage congregations to develop outreach programs</p>	MTC MTC; Youth Ministry Mission Force MTC MTC MTC MTC; MTL MTC MTC MTC
GOAL	ACTION ITEM	STRATEGY	RESPONSIBLE
Goal 2 Develop a Mission-Focused Leadership	2.1 Increase the number of ministry candidates, including people of color, and/or language other than English	<p>2.1.1 Develop a plan to reach confirmation classes and campus pastors</p> <p>2.1.2 Communicate the need</p> <p>2.1.3 Establish a database of potential candidates</p> <p>2.1.4 Hold a bishop's meeting with potential candidates once a year</p> <p>2.2.1 Consider expanding the audience to experienced pastors</p> <p>2.2.2 Develop a plan to secure ongoing funding</p>	<p>MTL; Prs. Earl Janssen & Karen Brau (Project Connect)</p> <p>MTL; Linda Lovell; A2B Miller-Zurell</p> <p>MTL</p> <p>MTL; Bishop Knoche; A2B Miller-Zurell</p> <p>MTL; A2B Miller-Zurell</p> <p>MTL</p>
2.2 Graduate 60 more people from the Leadership Academy			

	2.3 Encourage rostered and congregational leaders to be more mission-focused, i.e., take the Good News in word and deed to others.			MTL
	2.4 Foster a sense of church: interconnectedness between congregations in the synod, synod office, partners such as Lutheran World Relief, Lutheran Immigration and Relief Services, and churchwide/ELCA			MTP
	2.5 Increase rostered leaders' collegiality			MTL
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Goal 3 Address Society's Needs	3.1 Secure ongoing funding for Morgan State	3.1.1 Establish Morgan State as a campus ministry site and request funding from ELCA for this site	MTC; Jack Saarela; Lutheran University Ministry of Baltimore Directing Committee	
		3.1.2 Assist Morgan State with fund-raising	MTC	
	3.2 Create the Lutheran Adolescent Recovery School (LARS)	3.2.1 Develop fund-raising plan (LARS Launch Team has primary responsibility)	MTP; Bishop Knoche	
		3.2.2 Refine operational plan	MTP	
	3.3 Address racism	3.3.1 Gather mission force to develop strategies	MTC; MTP; MTL; A2B Price	
	Theme of 2008 Synod Assembly	3.3.2 Identify additional people for core group		
		3.3.3 Identify needed resources		
		3.3.4 Obtain Synod Council buy-in		
		Secure ongoing funding for the Director of Planned Giving Appointed David Whitenack as Director of Planned Giving (5-08)	MTP; Consortium has primary responsibility	
		3.5 Foster local social ministry connections between congregations who currently do not work together and do not think of themselves as having similar problems	MTC	

Notes:

Teams, Synod Council, and all staff review Strategic Plan at every meeting. Strategic Planning Force will meet twice each year to review plan. Bishop will review Strategic Plan with participants at Committee of Deans' meetings.