

# Delaware-Maryland Synod Strategic Plan 2007-2012

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

GOAL	ACTION ITEM	STRATEGY	RESPONSIBLE	
<b>Goal 1 Expand the Church in Response to the "Great Commission"</b>	1.1 Increase biblical literacy	1.1.1 Determine if the MTC 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	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 Identify lay leadership and a curriculum that lay leaders could use	MTC	
		1.1.7 Encourage the use of the Bible – the book itself – in church	MTC; Mick Thistle, Sue Fitzsimmons	
		1.1.8 Encourage use in Sunday schools	MTC	
		1.1.9 Distribute Bibles	MTC	
		1.1.10 Use the Bible for devotions prior to MTC and submit to "FaithLines"	MTC; Gary Kulik	
		1.1.11 Begin to find leaders	MTC; A2B Price	
		1.1.12 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			

	<p>1.3 Increase congregational giving/mission support</p> <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</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> <p>1.3.5 Encourage established churches to “birth” new churches</p>	<p>MTC; Bishop, A2Bs</p> <p>MTC; A2B Price</p> <p>MTC; Gary Kulik</p> <p>MTC</p> <p>MTC</p> <p>MTC</p>
	<p>1.4 Increase the average worship attendance</p> <p>1.5 Create a vital ministry of faith-building for youth and their families</p> <p>1.5.1 Articulate what it means to encourage family-centered faith-building and provide resources to congregations</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>MTC; Youth Ministry Mission Force</p> <p>MTC</p> <p>MTC</p> <p>MTC</p> <p>MTC; MTL</p> <p>MTC</p>
	<p>1.6 Increase the capacity of Lutherans to share and speak about their faith to others</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>	<p>MTC</p> <p>MTC</p> <p>MTC</p> <p>MTC</p>
<p><b>GOAL</b></p> <p><b>Goal 2 Develop a Mission-Focused Leadership</b></p>	<p><b>ACTION ITEM</b></p> <p>2.1 Increase the number of ministry candidates, especially "pipe-liners" (first career), people of color, and/or language other than English</p> <p>2.2 Graduate 60 more people from the Leadership Academy</p>	<p><b>STRATEGY</b></p> <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 older pastors</p> <p>2.2.2 Develop a plan to secure ongoing funding</p> <p><b>RESPONSIBLE</b></p> <p>MTL; Prs. Earl Janssen &amp; 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>

	<p>2.3 Encourage rostered and congregational leaders to be more mission-focused, i.e., take the Good News in word and deed to others.</p> <p>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</p> <p>2.5 Increase rostered leaders' collegiality</p>	MTL
<p><b>GOAL</b></p> <p><b>Goal 3 Address Society's Needs</b></p>	<p><b>ACTION ITEM</b></p> <p>3.1 Secure ongoing funding for Morgan State</p> <p>3.2 Create the Lutheran Adolescent Recovery School (LARS)</p> <p>3.3 Address racism</p> <p>3.4 Secure ongoing funding for the Director of Planned Giving</p> <p>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</p>	<p><b>STRATEGY</b></p> <p>3.1.1 Establish Morgan State as a separate campus ministry site and request funding from ELCA for this separate site</p> <p>3.1.2 Assist Morgan State with fund-raising</p> <p>3.2.1 Develop fund-raising plan (LARS Launch Team has primary responsibility)</p> <p>3.2.2 Refine operational plan</p> <p>3.3.1 Gather mission force to develop strategies</p> <p>3.3.2 Identify additional people for core group</p> <p>3.3.3 Identify needed resources</p> <p>3.3.4 Obtain Synod Council buy-in</p> <p>3.4 Secure ongoing funding for the Director of Planned Giving</p> <p>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</p>
	<p><b>RESPONSIBLE</b></p> <p>MTC; Jack Saarela; Lutheran University Ministry of Baltimore Directing Committee</p> <p>MTC</p> <p>MTP; Bishop Knoche</p> <p>MTP</p> <p>MTC; MTP; MTL; A2B Price</p> <p>MTP; Consortium has primary responsibility</p> <p>MTC</p>	

**Notes:**

Teams, Synod Council, and all staff review Strategic Plan at every meeting.

Strategic Planning Force will meet twice each year to review plan. Next meeting: Thurs., Nov. 1, 2007, 10 a.m.

Bishop will review Strategic Plan with participants at Committee of Deans' meetings.