



TOGETHER, ONE

Advancing the Mission & Ministry
Lutheran Church-Canada

David Friesen – Director of Advancement, LCC

Alan Zacharias – President, Zacharias Advancement Consulting



CHANGING OUR VANTAGE POINT

David Friesen – Director of Advancement, LCC

LUTHERAN CHURCH-CANADA TODAY



- New structure – new vision
- Develop consensus on future focus of LCC in specific areas
- Look beyond financial limitations
- Lay groundwork for ensuing strategic initiatives
- Create a plan to guide our development

ASSUMING A POSITIVE STANCE



- We are not in the 1950s anymore
- Going beyond “We’ve always done it this way”
- Focusing on our strengths ... Identifying our opportunities
- Assuming a positive stance for planning
 - From scarcity to abundance
 - From apathy to possibility and promise
 - From disparate congregations to unified synodical family

WHY UNDERTAKE THIS TASK?



- Help Lutheran Church-Canada boldly assume its God-given purpose for impacting the lives of individuals for the sake of the Gospel
- Intentional focus on strengthening the sustainability of our ministry

WHAT DO WE DESIRE?

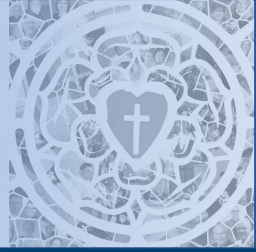


- Bring clarity of our mission priorities
- Create efficacy in our initiatives
- Establish greater appreciation of walking together as a synod
- Enrich the sense of unity across our synod
- Enhance the way we communicate
- Guide resources and funding priorities
- Position LCC for mission expansion

LISTENING TO MANY VOICES

Alan Zacharias – President, Zacharias Advancement Consulting

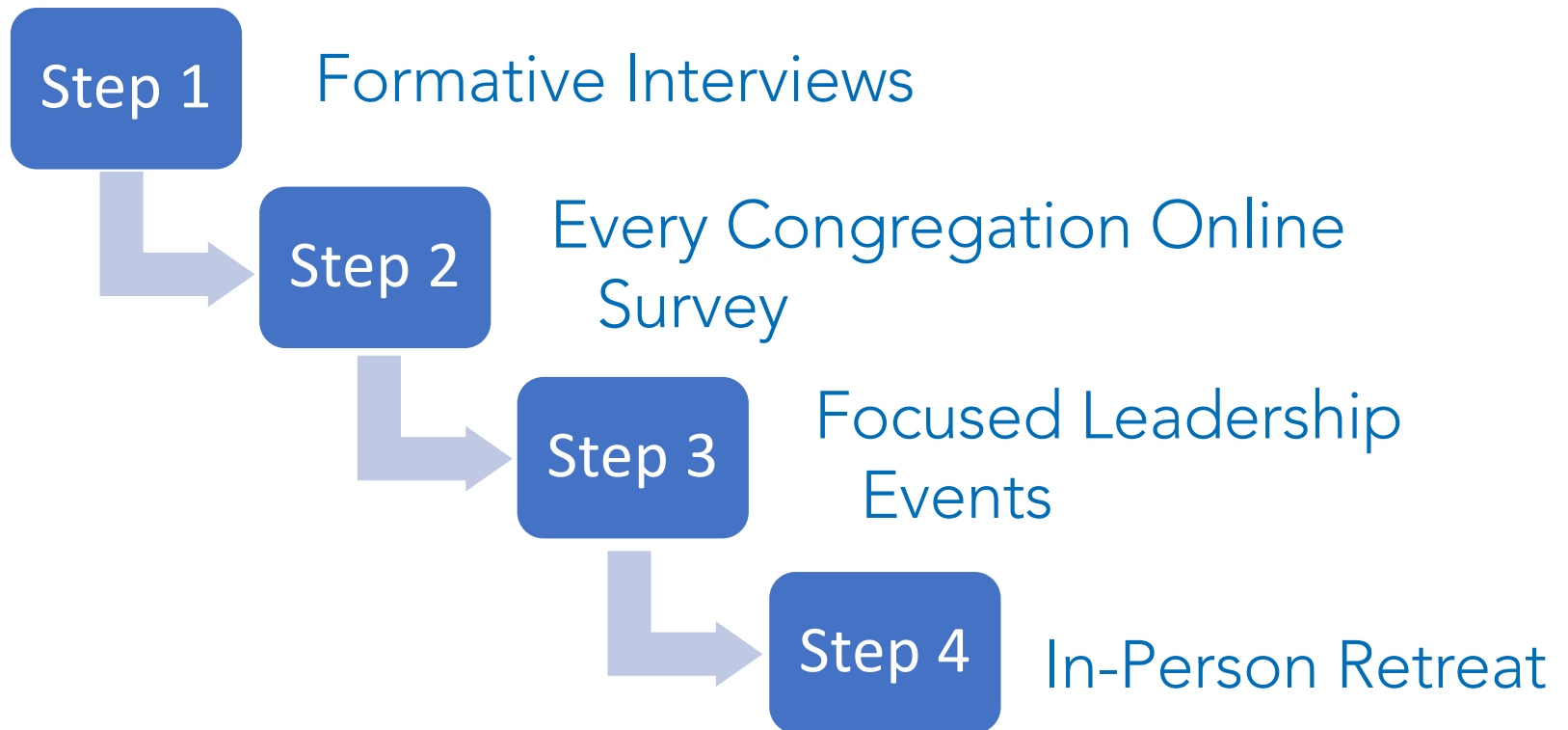
UNDERTAKING CHANGE



“Change is debilitating when it is done to us,
exhilarating when it is done by us.”

Rosabeth Moss Kanter

PURPOSE & PRIORITIES PROCESS



FORMATIVE INTERVIEWS



Purpose: Identify positive assets of LCC and critical issues facing the Church.

Process:

- 35 confidential interviews with individuals from across
- Mixed findings revealing other significant issues

ONLINE SURVEY



Purpose: Survey pastors, deacons, and other leaders regarding their needs, wants, and greatest hopes for LCC.

Process:

- 242 substantive survey responses completed
- Data collection on several different areas and issues
- Comments and foci on next level needs

FOCUSED LEADERSHIP EVENTS



Purpose: Dig deeper into the findings of the Discovery Phase.

Process:

- Eight 90-minute virtual sessions
- 102 engaged participants
- Strong participation indicative of a desire for growth among LCC members

IN-PERSON RETREAT



Purpose: Bring together a diverse group of 32 people from across the church to build a framework for the future.

Process:

- Large and small group sessions to help build the Strategic Framework
 - Mission, Vision, Values, Goals
- Positive, forward-focused discussion and ideas

RETREAT PARTICIPANT



"I have been at many conventions and meetings where difference of opinion has been met with argument, sometimes heated and overly critical. The absence of that kind of response was a blessing that allowed people with different views to remain engaged in sometimes difficult discussions and even tempering their opinions."

Retreat Participant, Alberta

RETREAT PARTICIPANT



“If this retreat is a fair depiction of how most synod-level retreats or meetings are run, then I am eager to participate more in the future. It was a pleasant experience for someone who is new to things like this.”

Retreat Participant, Ontario

SUMMARY OF FINDINGS

Listening to Many Voices



SWOT ASSESSMENT



STRENGTH

Theology & Doctrine

Mission Oriented

Well-trained clergy and diaconate

Strong Fellowship

Use of Technology



WEAKNESS

Aging Demographics

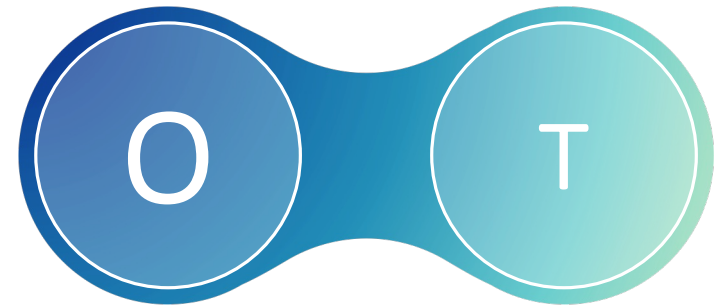
Financial Transparency

Lack of Resources

Clarity of Structure

Communications

Lack of Unity



OPPORTUNITY

Witness Opportunities

Significant # of Unchurched

People Seeking Community

Growing Need for Works of Mercy

Social Issues and their Impact on
People



THREAT

Government Regulation

Worldly Pressures/Economic Realities

Indifference Towards Faith

Misuse of Technology

Politicization of Religion

Lack of Trust

NEEDS ASSESSMENT



1. Clarify the role, function, and resources provided by LCC
2. Improve communications and transparency
3. Laity training and catechesis
4. Promote unity at the synodical level
5. Provide better engagement, support, and resources for struggling congregations

NEEDS ASSESSMENT (CONT'D)

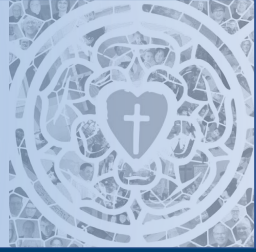


6. Catechesis and training materials for immigrant and ethnic groups
7. Technology support for local congregations
8. Creation of LCC education resources for all ages

CRITICAL ISSUES

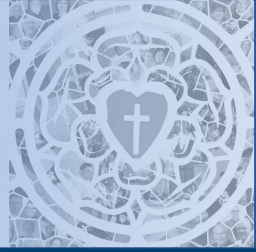


CRITICAL ISSUES



1. Need for a churchwide approach and plan that aligns resources and builds unity.
2. Program, training, and resource support for congregations of all sizes and locations.
3. Communication strategy to build awareness and engagement

CRITICAL ISSUE (CONT'D)



4. Review and improve synodical structure and relationships to promote financial and leadership transparency.
5. Expand pastoral formation options, enhance pastoral/church worker recruitment efforts, and streamline the call process.

MOST ENCOURAGING FINDING



“There is a strong desire to see Lutheran Church-Canada expand, grow, and sustain a theologically sound ministry which reaches throughout Canada and the world.”

Zacharias Advancement Consulting LLC



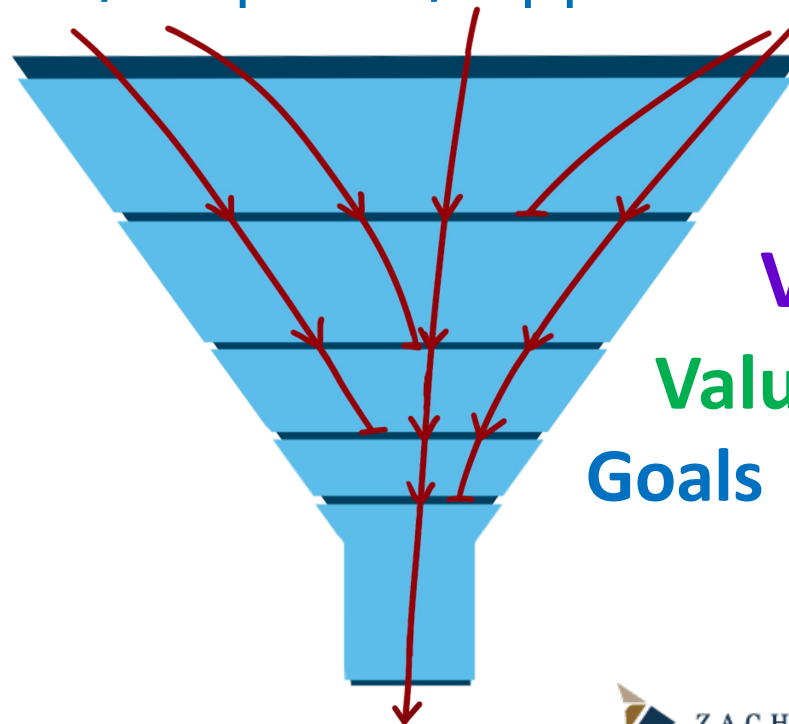
THE STRATEGIC FRAMEWORK

David Friesen - Director of Advancement, LCC

STRATEGIC FRAMEWORK FILTER



Ideas, Proposals, Opportunities



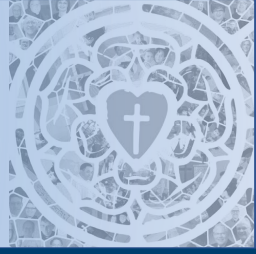
Mission

Vision

Values

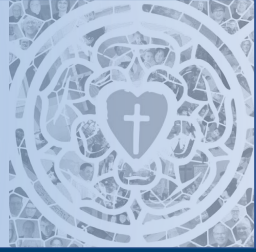
Goals

LCC MISSION STATEMENT



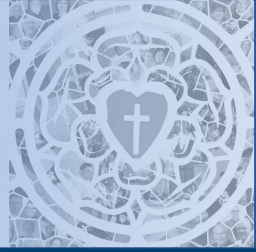
*Serve, strengthen, and equip congregations
for bold, faithful, Christ-centred witness.*

LCC VISION STATEMENT



*A unified, confessional body of believers,
fulfilling the Great Commission.*

LCC VALUES (1 OF 7)



Truth

We value Scripture as the inerrant, written Word of God, and the only rule and norm of faith and practice.

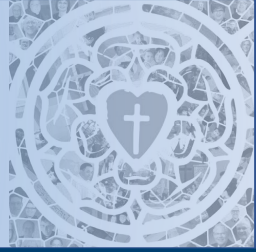
LCC VALUES (2 OF 7)



Grace

We value Grace as the free and undeserved gift of God through Christ Jesus, which empowers believers to show forgiveness and mercy to others.

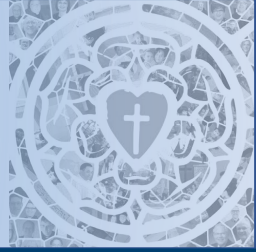
LCC VALUES (3 OF 7)



Unity

We value unity in doctrine, proclamation, and practice, as expressed in Scripture and the Lutheran Confessions.

LCC VALUES (4 OF 7)



Vocation

We value each person's unique God-given gifts, talents, and abilities, enabling them to witness Christ's redeeming love in all aspects and stations of life.

LCC VALUES (5 OF 7)



Sanctity of Life

We value life as a gift of God to be cherished, nurtured, and protected from conception to natural death.

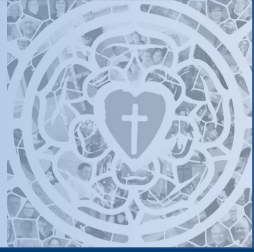
LCC VALUES (6 OF 7)



Trust

We value telling one another the truth in love, doing what we say we will do, and stewarding all ministry resources to the glory of God.

LCC VALUES (7 OF 7)



Relationships

We value and respect one another as children of God, demonstrating love in all things because He first loved us.

VALUES SUMMARY



- Truth
- Grace
- Unity
- Vocation
- Sanctity of Life
- Trust
- Relationships

LCC GOALS (1 OF 6)



Disciple-Making Culture

Serve, support, and equip congregations and partner ministries for mission and discipleship.

LCC GOALS (2 OF 6)



Mission Outreach

Pursue bold domestic and international outreach and ministry.

LCC GOALS (3 OF 6)



Equip Leaders

Recruit, educate, and support ecclesiastical, diaconal, and lay leaders for the church.

LCC GOALS (4 OF 6)



Organizational Effectiveness

Use and strengthen synodical structure, services, and processes to foster unity, transparency, and relationships.

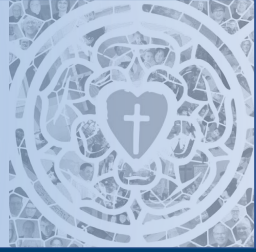
LCC GOALS (5 OF 6)



Fiscal Resources and Responsibility

Gather, manage, and allocate financial resources to increase and optimize mission impact.

LCC GOALS (6 OF 6)

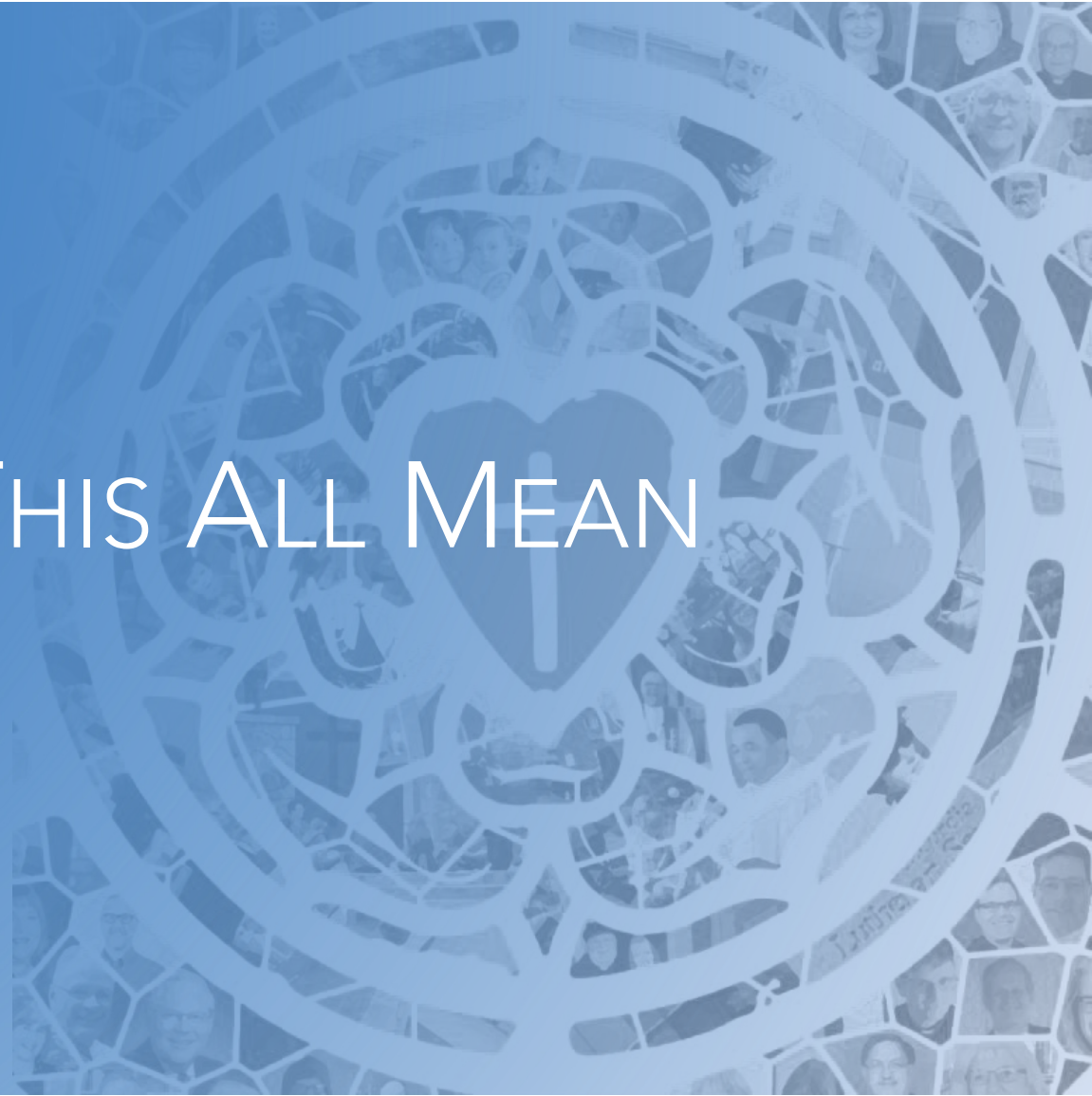


Strategic Communications

Cultivate open, consistent communications to inform, engage, and encourage awareness and response throughout the synodical family.

WHAT DOES THIS ALL MEAN

Next Steps



HOW YOU CAN BE INVOLVED

Pray, Participate, Support



THANK YOU

