

STRATEGIC PLAN

2022-2025



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 fulfill God's Great Commission [Matthew 28:19-20] through "Making Disciples for Life."

Core Values

- Faithfulness to the Scriptures and Lutheran Confessions and The Great Commission of our Lord and Savior. [Matthew 28:19-20; Deuteronomy 6:1-7; Acts 2:42; Hebrews 10:19-23, Ephesians 2:4-10, Psalm 1]
- Excellence in all endeavors pursuing the highest standards in our vocations. [Colossians 3:17, 23]
- Integrity in all relationships demonstrating honor and accountability so that we inspire trust. [Ephesians 4:25, 32; Colossians 3, Hebrews 10:24, Psalm 101:1-2]
- Sustainability in all ministries demonstrating faithful Christian stewardship of our God-given time, talents, and treasures. (Titus 3:1-8, 2 Cor. 9:6-15, Psalm 116:12-14)
- Harmony in life together demonstrating unity in the one true faith through faithful teaching and preaching and faithful lives lived according to our vocations. [Ephesians 4, 1 Peter 3:8-9, 2 Peter 1:3-9, Psalm 95:1-7]

Outcomes

Outcome #1: PROFESSIONAL CHURCH WORKERS

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

Goal 1. Equip workers in all tasks related to their 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) Encourage Using Grace Place, Shepherd's Canyon and Doxology Ministries
- (2) Provide Counseling Support through Concordia Plans
- (3) Provide Worker Health Support (Lundgren)
- (4) Camp Luther Use Promoted
- (5) Utilize a Worker Wellness Task Force
- (6) Provide Retirement Workshop
- (7) Provide Team Ministry Workshop for Personal Leadership
- (8) Support Pastors' Wives Retreat
- (9) Communicate educational opportunities, resources, and grants

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

- (1) Pastor Conference
- (2) Teachers Conference

- (3) New Worker Gathering
- (4) Circuit Visitor Gathering
- (5) Principal Academies
- (6) Early Childhood Director Gathering
- (7) Early Childhood Regional Meetings
- (8) Early Childhood Consultant
- (9) State/National Youth Gathering
- (10) Office Support Staff Gathering
- (11) Retirement Planning
- (12) Soldiers of the Cross
- (13) All Schools Summit
- (14) Stewardship: Assessing and Equipping
- (15) Colloquy Financial Support
- (16) FLAME-SLED Financial Support (Future Leader Administrators Midwest Educators)
- (17) Ministry Safe Abuse Prevention tools
- (18) Lutheran Special Education Ministry Group Purchasing
- (19) WI Council for Religious and Independent Schools Resources
- (20) PALS
- (21) Labor of Love
- (22) District Zoom Groups

Outcome #2: CONGREGATIONS

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

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

- (1) University Placement
- (2) Pre-call, Call Meeting, Installation/Ordination Process
- (3) Reduction in Force Guidelines
- (4) Performance Improvement Plan Support
- (5) Calls vs Contracts Support
- (6) Severance Support
- (7) Compensation Decision Support Tool

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

- (1) Circuit Visitor Training
- (2) Ambassadors of Reconciliation Promoted
- (3) Board Training/Roles

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

- (1) Board Governance Transition
- (2) Congregational Stewardship
- (3) Ministry Clarity (LCEF)
- (4) Provide Team Ministry Workshop
- (5) Provide Leadership Meetings
- (6) Dual Parish Agreements
- (7) Set Apart to Serve
- (8) Every One His Witness

Outcome #3: DISTRICT MINISTRY RESOURCES AND AID

Ministry opportunities will be identified and resources deployed to collectively carry out Making Disciples for Life.

Goal 1. Support ministries that work toward "Making Disciples for Life"

- (1) Campus (Peace, Houghton, Marquette)
- (2) Chaplain at King
- (3) Deaf
- (4) Camp Luther
- (5) Peru
- (6) Hearts for Jesus
- (7) French African Ministry

Goal 2. Identify and support new ministries based on potential impact on Making Disciples for Life.

- (1) Mission Mini Grants
- (2) Rural Small Town: Identify Needs, Provide Resources
- (3) Mission Start

**Making Disciples for Life is a Lutheran Church—Missouri Synod (LCMS) initiative to provide resources, training and opportunities for congregations as they witness to Christ and His eternal gifts. The four priorities of MDFL include: evangelizing the lost, retaining the faithful, strengthening congregations and planting churches.*

Core Values with Bible Verses

Faithfulness to the Scriptures and Lutheran Confessions and The Great Commission of our Lord and Savior.

- Matthew 28:19-20
 - 19 Go therefore and make disciples of all nations, baptizing them in[a] the name of the Father and of the Son and of the Holy Spirit, 20 teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”
- Deuteronomy 6:1-7
 - 6 “Now this is the commandment—the statutes and the rules[a]—that the Lord your God commanded me to teach you, that you may do them in the land to which you are going over, to possess it, 2 that you may fear the Lord your God, you and your son and your son's son, by keeping all his statutes and his commandments, which I command you, all the days of your life, and that your days may be long. 3 Hear therefore, O Israel, and be careful to do them, that it may go well with you, and that you may multiply greatly, as the Lord, the God of your fathers, has promised you, in a land flowing with milk and honey. 4 “Hear, O Israel: The Lord our God, the Lord is one.[b] 5 You shall love the Lord your God with all your heart and with all your soul and with all your might. 6 And these words that I command you today shall be on your heart. 7 You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise.
- Acts 2:42
 - 42 And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers.
- Hebrews 10:19-23
 - 19 Therefore, brothers,[a] since we have confidence to enter the holy places by the blood of Jesus, 20 by the new and living way that he opened for us through the curtain, that is, through his flesh, 21 and since we have a great priest over the house of God, 22 let us draw near with a true heart in full assurance of faith, with our hearts sprinkled clean from an evil conscience and our bodies washed with pure water. 23 Let us hold fast the confession of our hope without wavering, for he who promised is faithful.
- Ephesians 2:4-10
 - 4 But[a] God, being rich in mercy, because of the great love with which he loved us, 5 even when we were dead in our trespasses, made us alive together with Christ—by grace you have been saved— 6 and raised us up with him and seated us with him in the heavenly places in Christ Jesus, 7 so that in the coming ages he might show the immeasurable riches of his grace in kindness toward us in Christ Jesus. 8 For by grace you have been saved through faith. And this is not your own doing; it is the gift of God, 9 not a result of works, so that no one may boast. 10 For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.
- Psalm 1
 - 1 Blessed is the man[a]who walks not in the counsel of the wicked nor stands in the way of sinners, nor sits in the seat of scoffers; 2 but his delight is in the law[b] of the Lord, and on his law he meditates day and night. 3 He is like a tree planted by streams of water that yields its fruit in its season, and its leaf does not

with. In all that he does, he prospers. 4 The wicked are not so, but are like chaff that the wind drives away.5 Therefore the wicked will not stand in the judgment, nor sinners in the congregation of the righteous; 6 for the Lord knows the way of the righteous, but the way of the wicked will perish.

Excellence in all endeavors pursuing the highest standards in our vocations.

- Colossians 3:17
 - 17 And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.
 - 23 Whatever you do, work heartily, as for the Lord and not for men

Integrity in all relationships demonstrating honor and accountability so that we inspire trust.

- Ephesians 4:25, 32
 - 25 Therefore, having put away falsehood, let each one of you speak the truth with his neighbor, for we are members one of another.
 - 32 Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.
- Colossians 3
 - If then you have been raised with Christ, seek the things that are above, where Christ is, seated at the right hand of God. 2 Set your minds on things that are above, not on things that are on earth. 3 For you have died, and your life is hidden with Christ in God. 4 When Christ who is your[a] life appears, then you also will appear with him in glory.5 Put to death therefore what is earthly in you:[b] sexual immorality, impurity, passion, evil desire, and covetousness, which is idolatry. 6 On account of these the wrath of God is coming.[c] 7 In these you too once walked, when you were living in them. 8 But now you must put them all away: anger, wrath, malice, slander, and obscene talk from your mouth. 9 Do not lie to one another, seeing that you have put off the old self[d] with its practices 10 and have put on the new self, which is being renewed in knowledge after the image of its creator. 11 Here there is not Greek and Jew, circumcised and uncircumcised, barbarian, Scythian, slave,[e] free; but Christ is all, and in all. 12 Put on then, as God's chosen ones, holy and beloved, compassionate hearts, kindness, humility, meekness, and patience, 13 bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive. 14 And above all these put on love, which binds everything together in perfect harmony. 15 And let the peace of Christ rule in your hearts, to which indeed you were called in one body. And be thankful. 16 Let the word of Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God. 17 And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him. 18 Wives, submit to your husbands, as is fitting in the Lord. 19 Husbands, love your wives, and do not be harsh with them. 20 Children, obey your parents in everything, for this pleases the Lord. 21 Fathers, do not provoke your children, lest they become discouraged. 22 Bondservants, obey in everything those who are your earthly masters,[f] not by way of eye-service, as people-pleasers, but with sincerity of heart, fearing the Lord. 23 Whatever you do, work heartily, as for the Lord and not for men, 24 knowing that from the Lord you will receive the

inheritance as your reward. You are serving the Lord Christ. 25 For the wrongdoer will be paid back for the wrong he has done, and there is no partiality.

- Hebrews 10:24
 - 24 And let us consider how to stir up one another to love and good works,
- Psalm 101:1-2
 - I will sing of steadfast love and justice;
to you, O LORD, I will make music.
 - ²I will ponder the way that is blameless.
Oh when will you come to me?
I will walk with integrity of heart
within my house;

Sustainability in all ministries demonstrating faithful Christian stewardship of our God-given time, talents, and treasures.

- Titus 3:1-8
 - 3 Remind them to be submissive to rulers and authorities, to be obedient, to be ready for every good work, 2 to speak evil of no one, to avoid quarreling, to be gentle, and to show perfect courtesy toward all people. 3 For we ourselves were once foolish, disobedient, led astray, slaves to various passions and pleasures, passing our days in malice and envy, hated by others and hating one another. 4 But when the goodness and loving kindness of God our Savior appeared, 5 he saved us, not because of works done by us in righteousness, but according to his own mercy, by the washing of regeneration and renewal of the Holy Spirit, 6 whom he poured out on us richly through Jesus Christ our Savior, 7 so that being justified by his grace we might become heirs according to the hope of eternal life. 8 The saying is trustworthy, and I want you to insist on these things, so that those who have believed in God may be careful to devote themselves to good works. These things are excellent and profitable for people.
- 2 Corinthians 9:6-15
 - 6 The point is this: whoever sows sparingly will also reap sparingly, and whoever sows bountifully[a] will also reap bountifully. 7 Each one must give as he has decided in his heart, not reluctantly or under compulsion, for God loves a cheerful giver. 8 And God is able to make all grace abound to you, so that having all sufficiency[b] in all things at all times, you may abound in every good work. 9 As it is written, "He has distributed freely, he has given to the poor; his righteousness endures forever." 10 He who supplies seed to the sower and bread for food will supply and multiply your seed for sowing and increase the harvest of your righteousness. 11 You will be enriched in every way to be generous in every way, which through us will produce thanksgiving to God. 12 For the ministry of this service is not only supplying the needs of the saints but is also overflowing in many thanksgivings to God. 13 By their approval of this service, they[c] will glorify God because of your submission that comes from your confession of the gospel of Christ, and the generosity of your contribution for them and for all others, 14 while they long for you and pray for you, because of the surpassing grace of God upon you. 15 Thanks be to God for his inexpressible gift!

- Psalm 116:12-14
 - 12 What shall I render to the LORD
for all his benefits to me?
 - 13 I will lift up the cup of salvation
and call on the name of the LORD,
 - 14 I will pay my vows to the LORD
in the presence of all his people.

Harmony in life together demonstrating unity in the one true faith through faithful teaching and preaching and faithful lives lived according to our vocations.

- Ephesians 4
 - I therefore, a prisoner for the Lord, urge you to walk in a manner worthy of the calling to which you have been called, 2 with all humility and gentleness, with patience, bearing with one another in love, 3 eager to maintain the unity of the Spirit in the bond of peace. 4 There is one body and one Spirit—just as you were called to the one hope that belongs to your call— 5 one Lord, one faith, one baptism, 6 one God and Father of all, who is over all and through all and in all. 7 But grace was given to each one of us according to the measure of Christ's gift. 8 Therefore it says, "When he ascended on high he led a host of captives, and he gave gifts to men." [a] 9 (In saying, "He ascended," what does it mean but that he had also descended into the lower regions, the earth? [b] 10 He who descended is the one who also ascended far above all the heavens, that he might fill all things.) 11 And he gave the apostles, the prophets, the evangelists, the shepherds [c] and teachers, [d] 12 to equip the saints for the work of ministry, for building up the body of Christ, 13 until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, [e] to the measure of the stature of the fullness of Christ, 14 so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. 15 Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, 16 from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love. 17 Now this I say and testify in the Lord, that you must no longer walk as the Gentiles do, in the futility of their minds. 18 They are darkened in their understanding, alienated from the life of God because of the ignorance that is in them, due to their hardness of heart. 19 They have become callous and have given themselves up to sensuality, greedy to practice every kind of impurity. 20 But that is not the way you learned Christ!— 21 assuming that you have heard about him and were taught in him, as the truth is in Jesus, 22 to put off your old self, [f] which belongs to your former manner of life and is corrupt through deceitful desires, 23 and to be renewed in the spirit of your minds, 24 and to put on the new self, created after the likeness of God in true righteousness and holiness. 25 Therefore, having put away falsehood, let each one of you speak the truth with his neighbor, for we are members one of another. 26 Be angry and do not sin; do not let the sun go down on your anger, 27 and give no opportunity to the devil. 28 Let the thief no longer steal, but rather let him labor, doing honest work with his own hands, so that he may have something to share with anyone in

need. 29 Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear. 30 And do not grieve the Holy Spirit of God, by whom you were sealed for the day of redemption. 31 Let all bitterness and wrath and anger and clamor and slander be put away from you, along with all malice. 32 Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.

- 1 Peter 3:8-9
 - 8 Finally, all of you, have unity of mind, sympathy, brotherly love, a tender heart, and a humble mind. 9 Do not repay evil for evil or reviling for reviling, but on the contrary, bless, for to this you were called, that you may obtain a blessing.
- 2 Peter 1:3-9
 - 3 His divine power has granted to us all things that pertain to life and godliness, through the knowledge of him who called us to[a] his own glory and excellence, [b] 4 by which he has granted to us his precious and very great promises, so that through them you may become partakers of the divine nature, having escaped from the corruption that is in the world because of sinful desire. 5 For this very reason, make every effort to supplement your faith with virtue,[c] and virtue with knowledge, 6 and knowledge with self-control, and self-control with steadfastness, and steadfastness with godliness, 7 and godliness with brotherly affection, and brotherly affection with love. 8 For if these qualities[d] are yours and are increasing, they keep you from being ineffective or unfruitful in the knowledge of our Lord Jesus Christ. 9 For whoever lacks these qualities is so nearsighted that he is blind, having forgotten that he was cleansed from his former sins.
- Psalm 95:1-7
 - Oh come, let us sing to the LORD;
let us make a joyful noise to the rock of our salvation!
² Let us come into his presence with thanksgiving;
let us make a joyful noise to him with songs of praise!
³ For the LORD is a great God,
and a great King above all gods.
⁴ In his hand are the depths of the earth;
the heights of the mountains are his also.
⁵ The sea is his, for he made it,
and his hands formed the dry land.
⁶ Oh come, let us worship and bow down;
let us kneel before the LORD, our Maker!
⁷ For he is our God,
and we are the people of his pasture,
and the sheep of his hand.