

CAD/DS

Congregational Assessment and Discernment/Decision Support

Serving in God's Mission



Core Values



Purpose Statement



Mission Statement



Vision Statements



SMART Goals

Developed through an iterative and collaborative process, the congregation's Strategic Ministry Plan is the foundation and framework for implementing the other *re:Vitality* modules.

Every One His Witness

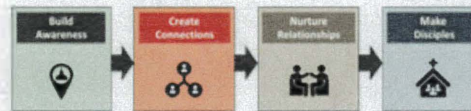
Through the individual witness of members of the congregation, nonchurched people are invited into and engaged in the congregation's intentional outreach efforts (i.e., outreach-integrated witnessing).



Outreach Integrated Witnessing

Connect To Disciple

Through collective efforts, the congregation's members engage nonchurched people in the community, build relationships with them, and invite them into Word and Sacrament ministry.



Shepherding Our Strays

Through a Contact and Visitation Plan, trained members of the congregation engage the congregation's inactive members to reconnect them to Word and Sacrament ministry.



Members of One Body



Gather



Belong



Prosper

Through an Assimilation and Incorporation Plan, trained members of the congregation guide and support people who are attached to the congregation (Gather) to deepen their connection to the congregation's members and mission (Belong) and to joyfully use their gifts as contributing members of the Body of Christ (Prosper).

RE:VITALITY

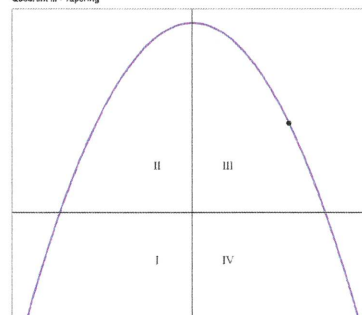
CONGREGATIONAL ASSESSMENT OF DEVELOPMENT/DECLINE STATUS (CADDs)

*An assessment of your congregation's stage of development or decline
by the leading experts on your congregation and context — you!*

OVERVIEW

The Congregational Assessment of Development/Decline Status (CADDs) is a survey-based self-assessment tool designed to provide your congregation with a consistent and objective way of answering the question “Where are we ... really?” CADDs is simple, straightforward and nonintrusive — it does not require anyone from outside the congregation to assist in the assessment. Instead, CADDs relies on input from the people who know your congregation and context better than anyone else: you.

Your overall result:
Quadrant III - Tapering



CRITICAL MEASUREMENTS

CADDs measures three critical elements of development and decline to evaluate your congregation's well-being. The first is sustainability (also called viability). It reflects the congregation's ability to continue ministry. The second element is adaptability, which measures the members' openness to change. The third element considers the balance of the outward focus and inward focus of the congregation. These critical measurements can be demonstrated on a standard distribution curve that spans four quadrants of development and decline.

THE CADDs SURVEY

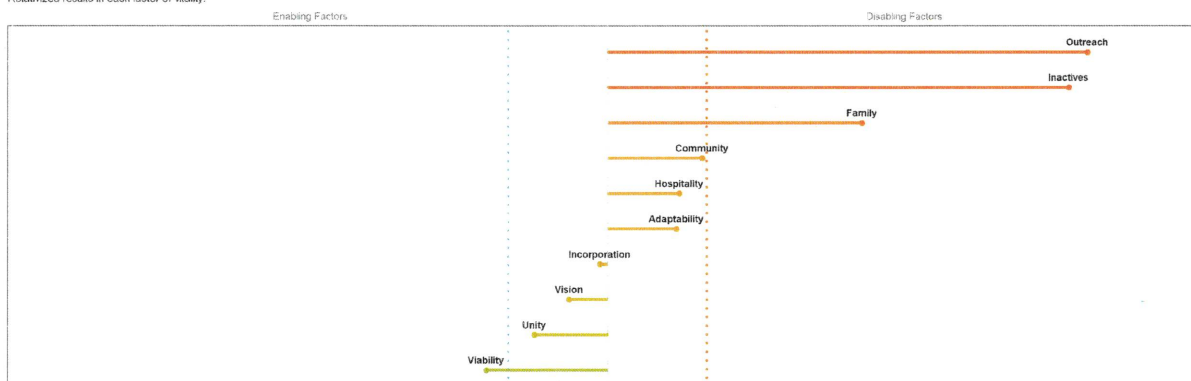
CADDs uses a scientifically-developed 95-question survey to measure the three critical elements of congregational well-being. The survey is designed to be completed by any and all members of the congregation and other people with an interest in the congregation (e.g., non-member school families). The survey is completed online (an offline option is available). It takes about 20–25 minutes to complete.



THE CADDs REPORT

The results of the CADDs survey are presented as a single-page, graphical report. This simple report provides a clear snapshot that answers the question “Where are we ... really?” In a diagram based on the *Stages of Congregational Development Decline* diagram, the report identifies an overall status that indicates the stage of development or decline. In a separate line graph, the report identifies the factors that are contributing to your congregation’s status. These factors are listed in order from the factors having the most negative impact (things you need to do better) to the factors having the most positive impact (things you are doing well). Having the results of the CADDs survey in a concise, graphical report rather than detailed textual report helps you avoid “paralysis by analysis” while providing you with a clear course of action.

Relativized results in each factor of vitality:



BY YOU, FOR YOU

The CADDs report is sent directly to your congregation. Unless otherwise agreed upon, the results are not shared with any other entity. The purpose of the CADDs report is to assist you with understanding the factors driving your stage of development or decline in order to identify which *re:Vitality* resources would be most beneficial to your congregation. However, there is no obligation for you to take any further action after completing CADDs.

COST

CADDs was developed and is supported by the LCMS Office of National Mission (ONM). ONM provides CADDs to LCMS congregations at no cost.

GETTING STARTED

CONTACT US for more information about or to begin the process of using CADDs for your congregation at

✉ WOR@lcms.org

FOR MORE INFORMATION about *re:Vitality* please visit

🖱 lcms.org/revitalization

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RE:VITALITY

SERVING IN GOD'S MISSION

Strategic Planning for Congregations

"Commit your work to the Lord, and your plans will be established" (PROVERBS 16:3).

OVERVIEW

Serving in God's Mission (SGM) provides a comprehensive, consensus-based approach for guiding your congregation through a strategic planning process tailored to meet the unique needs of Lutheran congregations. The overall goal of SGM is to assist your congregation with developing a strategic planning mindset that goes beyond putting a plan together to integrating a Strategic Ministry Plan (SMP) into the planning and management of your congregation's role in God's Mission.

The expected outcomes of SGM include:

- A working knowledge of the strategic planning process and its supporting tools;
- Achieving consensus in the congregation at each stage of strategic planning; and
- A realistic, meaningful and useful Strategic Ministry Plan.



APPROACH



SGM begins with taking inventory of what the Lord has invested in your congregation and how He has shaped it as the Body of Christ in a place, at a time, for a people of His choosing. Using God's Word and this assessment as the basis for understanding God's Mission for the congregation, SGM guides you through a tailored strategic planning process to develop a Strategic Ministry Plan that addresses how to faithfully carry out your part in God's Mission in the unique context of your congregation.

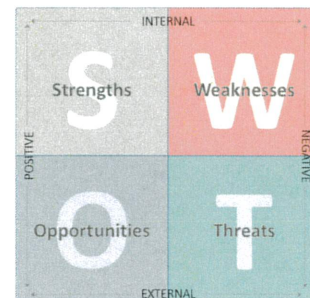
DEVELOPING CONSENSUS

When, why and how to develop consensus highlights one of the key differences between secular strategic planning and the strategic planning process of SGM. While secular approaches typically begin with a vision cast by a leader which is then "sold" to the rest of the organization, SGM approaches strategic planning as an activity in which the congregation-at-large is engaged from the beginning. Consensus-building is begun very early in the strategic planning process and continues throughout

the process. The resulting Strategic Ministry Plan is not “sold” at a voters’ meeting, but owned by the whole congregation which has participated in developing it.

THE STRATEGIC PLANNING PROCESS AND TOOLS

The strategic planning process of SGM guides you through the steps of developing and implementing a Strategic Ministry Plan. The process and tools may be familiar to participants who have engaged in strategic planning in their workplaces. However, the process and tools will be applied in a different order, with a different emphasis and with a different goal than they might be in a secular context. Some of the tools used to support the strategic planning process include the resource inventory, SWOT analysis, essential core values of Lutheran congregations, mission statement, vision statements and SMART goals.



FORMAT

SGM is a self-directed workshop that takes place through a series of sessions that include video instruction, case studies for discussion, and the development of the Strategic Ministry Plan (SMP). Each session supports the spiral development of the congregation’s SMP through iterations that provide multiple levels of involvement and build consensus for the SMP as it is developed. The three levels are the Core Planning Team (CPT), the Expanded Planning Team (XPT) and the congregation-at-large.



WHO SHOULD PARTICIPATE?

The CPT should include a cross-section of 4–6 key influencers in the congregation. This includes the pastor, other professional church workers, council members, board members and informal leaders (i.e., the people to whom other members look for direction). Participants do not require prior knowledge of strategic planning but do need to be willing to engage in planning activities. The XPT adds four or more people to the CPT. The congregation-at-large includes any and all members of the congregation who wish to participate in the strategic planning process. (*Note: smaller congregations may combine the CPT and XPT.*)

COST

SGM is available to LCMS congregations through the LCMS Office of National Mission at no cost.



GETTING STARTED

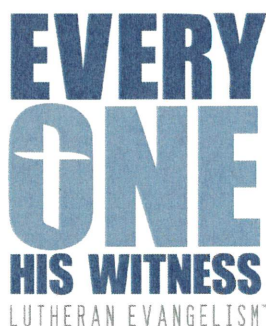
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QUICK GUIDE TO THE EVERY ONE HIS WITNESS PROGRAM

- Developed from the ground up as a Lutheran evangelism program
- Considers the real world context in which Lutherans find themselves as witnesses of Jesus Christ
- Equips Lutherans to engage nonchurched people of differing religions and worldviews
- Makes use of adult learning methods
- Enables participants to focus on their particular witnessing context
- Available in group study or individual study formats

Every One His Witness Overview

Every One His Witness (E1HW) emphasizes that evangelism is a work of God and the role of witnesses as instruments through whom the Lord brings His Word to the people whom He has chosen for eternal life (i.e., the elect). It puts sound doctrine into practical action using a relational approach for sharing the Faith with the people whom God has placed alongside His witnesses in their everyday lives (i.e., their vocations).

Every One His Witness Program Structure

Core Module

Conducted as a workshop or as a six-week series, the Core Module provides participants with a strong foundation for witnessing. It makes use of adult learning methods delivered through a combination of video instruction, individual exercises, group discussion, and partnered activities. The key concepts of the Core Module include:

- The “What?” and “Why?” of witnessing
- Using the LASSIE approach for witnessing
- Engaging people according to how they primarily connect and communicate (Head, Heart, or Hands)

The Core Module can also be completed through individual study using the self-study guide in conjunction with the participant’s workbook.

Context Modules

Context Modules build on Core Module to equip disciples for speaking of Jesus to people in specific contexts. Each Context Modules addresses the particular challenges of witnessing to nonchurched people in that specific context. Context Modules are available through a limited access web site. Each module includes video instruction, case studies, links to additional resources, and on-line forums.

Every One His Witness Context Modules

World Religions	ROMs*	De-churched	Life Events/Issues	Human Care
• Judaism • Islam • Hinduism • Baha’i • Sikhism • Buddhism • Westernized Eastern	• Mormons • Jehovah’s Witnesses • Christian Science • Scientology • Occult • Lodges • Wiccan • Scientism • Hedonism • Legalism	• Drifted Away • Adult Children • Burned Out (“Dones”) • Bad Experience • “Christian in name only” • Long-term Inactive Members • Former Roman Catholics Un-churched • The “Nones” • Deists • Agnostics • Atheists • “Spiritual, not religious”	• Divorce • Parenting Concerns • Property Loss • Health Crisis • Birth of Child • Miscarriage/Stillborn Child • Marriage • Unemployment • Mourning a suicide • Gender confusion • LGBTQ People • Retirement • Crisis Pregnancy • Contemporary Critical Thought • New Veterans	• Disaster Relief • Local/Regional Crisis • Nat’l Crisis • Social Ministry • Special Needs • Substance Abuse • Gambling Addiction • Alcoholism • Grieving • Depression/Anxiety • Risk of Suicide • Post Abortion • Pornography Addiction

* ROMs – Religious Organizations and Movements

Every One His Witness Key Concepts

Gospel-based Motivation for Witnessing

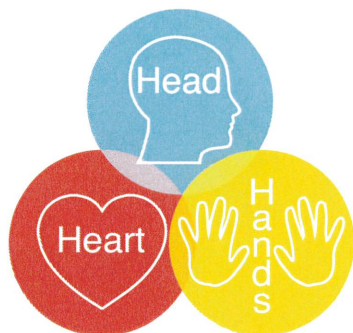
Emphasizing that the call to be Christ's witnesses is a call to share in the joy of God, *E1HW* seeks to motivate believers to be active witnesses through the Gospel rather than the Law. Special attention is given to deconstructing misunderstandings of evangelism that promote guilt, fear, shame, and angst — to keep the joyful task of sharing Good News from being bad news for Christ's witnesses.

LASSIE

The LASSIE approach provides a contextual and relational approach to witnessing that is rooted in the vocations of those whom Christ has called to be His witnesses. The letters of the acronym stand for Listen, Ask, Seek, Share, Invite, and Encourage. LASSIE is not a checklist or series of sequential steps for a witness to execute, but is an iterative approach to engaging nonchurched people in the contexts of the relationships which the Lord has crafted in our everyday lives.



Head, Heart, and Hands



An important element of the LASSIE approach is to connect and communicate with people according to how they primarily connect and communicate. The ways in which people do this is summarized as “Head, Heart, and Hands” in reference to the cognitive, emotional, and practical aspects of communication. In the Core Module and the Context Modules, each element of the LASSIE approach is explored in consideration of Head, Heart, and Hands.

Third Article Witnessing

E1HW is built on the understanding that the Holy Spirit “works faith when and where He wills in those who hear the Gospel.” Embracing the truth that “I cannot by my own reason or strength come to Jesus Christ our Lord or believe in Him,” witnesses are encouraged to avoid trying to do for others what they could not do for themselves. Instead, witnesses are focused on their role as members of the Church to “plant and water” by sharing the Word of Christ and to trust the Holy Spirit for the growth according to God’s promise in Isaiah 55:11.



Contact us for more information about Every One His Witness:

EveryOneHisWitness.org · support@EveryOneHisWitness.org

facebook.com/LCMSE1HW

RELATIONAL, CONTEXTUAL WITNESSING



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**EVERY
ONE**
HIS WITNESS
LUTHERAN EVANGELISM

"But you are a chosen race, a royal priesthood, a holy nation, a people for his own possession, that you may proclaim the excellencies of him who called you out of darkness into his marvelous light."

(1 Peter 2:9 ESV)


THE
LUTHERAN
CHURCH
Missouri Synod

RE:VITALITY

CONNECT TO DISCIPLE

Engaging the Nonchurched People in Our Community

OVERVIEW

Connect To Disciple uses a four-part process of “Build Awareness, Create Connections, Nurture Relationships, Make Disciples” to guide and equip congregational leaders in improving the congregation’s outreach to the lost people in their community. The workshop provides tools, including the Outreach Funnel and Outreach Pathways, to aid the congregation in creating and implementing planned and intentional actions to reach out to nonchurched people, and move from making connections to making disciples.

The desired outcomes of *Connect To Disciple* include:

- A better understanding of outreach and its centrality to the congregation’s mission and purpose;
- The identification and assessment of the congregation’s current outreach activities; and
- The ability to identify and plan congregational activities for effective outreach.



APPROACH

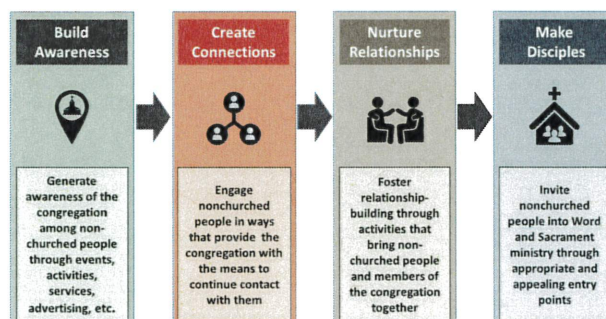


Connect To Disciple begins with capturing and evaluating the “as is” outreach of the congregation. Through this exercise, the participants begin to assess what makes for effective outreach and how their current outreach efforts can be enhanced. Additional exercises lead participants through identifying gateways for outreach, evaluating current and potential outreach activities, and developing Outreach Pathways to plan the intentional actions the congregation will take to implement effective outreach activities.



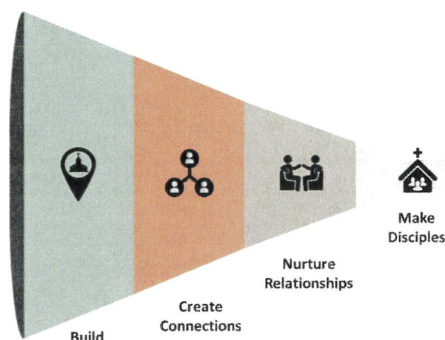
THE CONNECT TO DISCIPLE PROCESS

The process for Connect To Disciple is centered in the “Build Awareness, Create Connections, Nurture Relationships, Make Disciples”. Based on 1 Corinthians 3:6–8, “I planted, Apollos watered, but God gave the growth,” this approach is described as “we plant, we water, God gives the growth.” Congregations are free to use the Outreach Approach as it is presented or to modify it to meet their context and circumstances.

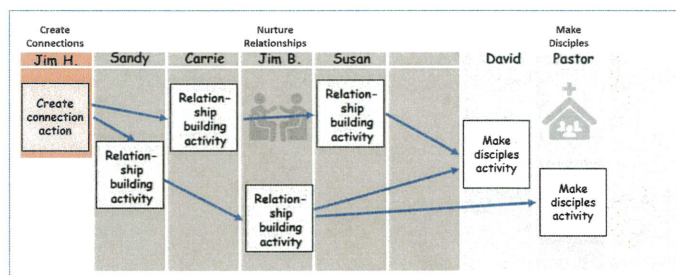


CONNECT TO DISCIPLE TOOLS

The **Outreach Funnel** is a graphical depiction of the “Build Awareness, Create Connections, Nurture Relationships, Make Disciples” Outreach Approach. It is used in the exercises to help participants visualize how the outreach approach works and to evaluate the congregation’s “as is” outreach efforts.



Outreach Pathways capture how the congregation intends to guide a person from a point of connection into the Word and Sacrament ministry of the congregation where the Holy Spirit makes disciples. A pathway identifies the “who?” and the “what?” of an outreach activity in a sequence that reflects the Outreach Approach.



FORMAT

Connect To Disciple is made up of a six-part workshop that includes video-based instruction, a detailed case study, and exercises that guide the participants through the outreach process by creating actual Outreach Pathways for implementation.

WHO SHOULD ATTEND?

Connect To Disciple is designed to equip leaders of the congregation who are involved in aspects of ministry that seek to reach people in the community with the Gospel or that can be readily modified in order to be more outreach-oriented. Participants are committing to developing Outreach Pathways for their ministry areas and incorporating those pathways into the work that they are doing.

WHAT DOES IT COST?

Connect To Disciple is available at no cost to LCMS congregations through the LCMS Office of National Mission.



GETTING STARTED

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RE:VITALITY

SHEPHERDING OUR STRAYS

Actively Serving Our Inactive Members

“My people have been lost sheep ... They have forgotten their fold” (JEREMIAH 50:6).

OVERVIEW

Shepherding Our Strays (SOS) addresses a significant challenge for many congregations: engaging members who have separated themselves from the spiritual life of the congregation. Much more than a checklist for “cleaning up the rolls” or “clearing out the deadwood,” SOS provides congregational leaders and concerned members with practical processes and useful tools for reaching out to inactive members with care and intention.

The expected outcomes of SOS include:

- A better understanding of and greater compassion for inactive members;
- A greater awareness of the need to minister to inactive members;
- A realistic, effective plan for engaging short-term inactive members;
- A realistic, effective plan for engaging long-term inactive members; and
- A CARE Team equipped to implement these plans.



APPROACH



SOS begins with looking at the types of inactive members. Pictured in terms of a flock of sheep, members of the congregation are identified as “Safe,” “At Risk,” “Straying,” and “Strayed.” SOS specifically addresses reaching out to “Straying” (i.e., short-term inactive) and “Strayed” (i.e., long-term inactive) members. Straying and Strayed members are served through a Contact and Visitation Plan developed as part of the workshop.

SERVING OUR STRAYING MEMBERS

Serving Straying members focuses on putting a process in place for early intervention. This process includes incremental and intentional contact with people who are absent from worship, which is escalated at set points. This early intervention seeks to prevent long-term inactivity.



SERVING OUR STRAYED MEMBERS

Serving Strayed members is approached as a one-time effort to identify and engage long-term inactive members (i.e., members who have been absent from the spiritual life of the congregation for six months or more). The workshop equips CARE Team members to use the LASSIE approach of the *Every One His Witness™* evangelism program for engaging Strayed members.



FORMAT

Shepherding Our Strays is made up of three parts: a pre-workshop Bible study, a self-directed workshop, and post-workshop implementation. (Note: the self-directed workshop is led by someone in the congregation, not an outside person.)



The pre-workshop Bible study explores the “what?” and “why?” of serving inactive members. It is designed to be used as a general Bible study to increase awareness and create interest in the overall congregation.



The self-directed workshop builds on the Bible study to address the “how to?” of serving our inactive members. It focuses on effective approaches to engaging Strayed and Straying members. The workshop leader’s guide provides all the information needed to plan and conduct the workshop.



Workshop exercises help the participants build a CARE Team for serving inactive members and to develop plans for engaging our Strayed and Straying members.

WHO SHOULD PARTICIPATE?

The pastor(s), elders, and other members of the congregation who are concerned about inactive members and desire to see them restored to the spiritual life of the congregation. Participants should be able to help develop a plan for reaching out to inactive members and to commit to a role in carrying out that plan as a CARE Team member.



COST

SOS is available to LCMS congregations through the LCMS Office of National Mission (ONM) at no cost.

GETTING STARTED

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