

# MONTREAL STRATEGIC PLAN 2019-2022



ASCENSION LUTHERAN CHURCH

“The Good News Place”

[ascensionlutheran.ca](http://ascensionlutheran.ca)

## PLANNING PHILOSOPHY

Strategic Planning is an ongoing process for the **Ascension Mission Team (AMT)**. Its purpose is to provide overall direction for work in Montreal, her missionaries and volunteers and to ensure that management decisions are consistent with the long-range strategic vision of the organization. It also is intended to provide a means by which progress toward achieving the strategic vision can be measured and evaluated on a regular basis.

The following planning principles and practices guide the strategic planning process:

1. The AMT is responsible for recommending changes to the Strategic Plan each year which accurately reflect current and anticipated conditions. These recommendations are submitted to the Montreal Forum by the AMT at its fall meeting.
3. The Strategic Plan is constructed to be a three-year rolling plan. In other words, a revised strategic plan will be presented each fall which has a new three-year horizon.
4. The Strategic Plan aligns with the LCMS fiscal year, that is, it is in effect from July 1 to June 30 for each of the years described in the plan.
5. Every five years, the Strategic Plan will be reconstructed from the ground up. The planning format and process will be reviewed, stakeholder groups will be engaged, and more in-depth research will be conducted to make sure that enough knowledge has been obtained to guide decision-making. The next complete revision will be in 2024.
6. The AMT with the direction and input of missionary staff will adopt the Strategic Plan and present it for revision and consent to the Montreal FORO, also known as the **Montreal Forum** partners.
7. Montreal Forum partners are A) any individuals or organizations committing financial resources to the overall Montreal Forum budget or B) any body with ecclesial oversight of the work flowing from Ascension, Montreal.

### I. Mission

We share the Good News of Jesus Christ, especially in Word and Sacrament ministry, and show Christ's mercy, especially in demonstrations of Christ's love, in the Greater Montreal Region.

### II. Vision

To be a confessional Lutheran community in Montreal known for its clear proclamation of the Good News of Jesus Christ, and its demonstrations of Christ's love in word and deed.

### III. Values

1. We uphold the Name of Jesus Christ by letting his Law and Gospel shape all we do.
2. We value forgiveness and striving to engender the love that Christ has given us unconditionally.
3. We value the Lutheran Confessions as a true exposition of Scripture and our only source and norm for faith and life.

4. We value extending the mercy of Christ Jesus as it has been extended to us through his death, resurrection and ascension and on-going work in the world.
5. We value the teaching of Biblical stewardship and the promotion of self-dependency in the formation of local congregations.
6. We will use the financial, human, community and governmental talents and resources available first in the Montreal area, second those in Canada, and third, those in North America.
7. We are committed to excellence in theological education and empowering Montreal leadership to serve its own people and that of other countries through the leading of the Holy Spirit.
8. We value the new ideas and different opinions in implementing new strategies and methods that result from a diverse FORO, partners, and staff.
9. We value transparency and accountability to one another and our authorities.
10. We value being the same Christian family – the missionaries being equal to our Montreal brothers and sisters, regardless of education, status, or disability - for we are all of the same worth, sharing the same Holy Spirit.
11. We value fun and fellowship in the workplace and rest and relaxation are encouraged.

## IV. Strategic Trends

### 1. Witness

**a. Pastoral Formation** – The single greatest challenge to the Lutheran church and mission in Latin America is the lack of theological leadership. This makes the identification of new leaders, and a clear pathway towards equipping them, an absolute necessity.

Although we have framed our strategic plan around the LCMS's three-fold emphases of Witness, Mercy, and Life Together, we do not see these aspects of the church's life as being separate. They are intimately and inseparably connected. For us, witness is, 1) theological education; 2) planting Lutheran congregations; and 3) carrying out ministries of mercy.

**b. Impact** – The Lutheran Hour uses the phrase, “bringing Christ to the nations, and the nations to the church.” We believe that we must make a national impact by sowing the seed of the Gospel as broadly as possible with the express purpose of gathering those who come to Christ into local congregations.

Lutherans struggle to plant churches and often give little thought to doing more than planting one church per city. We realize that we have a great deal to learn. So, we will give attention to planting churches. We will seek out, study and as appropriate implement positive examples of church planting. Our objective is to plant a church that moves beyond the point of merely being a mission church so that a sustainable Lutheran Church in the Greater Montreal area and, beyond that in the province of Quebec, can be established.

### 2. Mercy

A lack of spiritual and physical care that rivals that of Christian mercy is apparent throughout Quebec. We cannot separate our witness to the Gospel from our demonstrating mercy to all who need it. The integrity of the Gospel means that our witness and mercy go hand in hand. Furthermore, our works of mercy are an expression of the church, both corporate and individual. Also, the love we show for people

is unconditional. We do not do it because they will come to the church. We do it because the love of Christ moves us to do it.

We fully support the LCMS's three-fold emphasis on Witness, Mercy and Life Together. However, we cannot separate them. The love we show is a direct result of the Gospel we proclaim. Simply put: the Gospel saves us and sends us into our community to share the love of Jesus Christ with all who have needs.

### 3. Life Together

Other Lutheran churches in Latin America have struggled severely because of patronage, which creates a culture of entitlement and power that is contrary to the Gospel. We need to establish fully independent congregations, while avoiding patterns and making promises that promote dependency. This includes dependency on outside funds and resources. It is imperative that our local congregations are able to sustain themselves and any local, national Lutheran Church.

The LCMS in many cases has failed to establish a strong base to sustain the missions it plants for the long-term. In some cases, even after more than 50 years of missionary effort, the result is little more than a hand-full of Lutherans unable to support themselves. The LIMiT will seek to establish a strong, indigenous Lutheran church capable of continuing and supporting its ministry long after the LCMS missionaries are gone.

## V. Strengths

- 1) A history of engaging the community in the area immediately surrounding Ascension, especially the variety of peoples that have come to Quebec and Montreal.
- 2) Congregational flexibility in adapting to changing circumstances, to a higher degree than is usually found in a congregation of its age. This is seen in the willingness to explore ministry in other languages and working with other denominations (ie: The Lutheran Church – Canada).
- 3) The LIMiT has access to a good sized facility, centrally located within the Greater Montreal area, with housing for a missionary and space for worship and meetings.
- 4) The missionaries and pastors working at Ascension have impressive linguistic gifts, including fluency in French, English, Spanish, Chinese and other languages. Excellence in preaching is one of the mission's strengths.

## VI. Weaknesses

- 1) Ascension works on the territory of another ILC church body that has struggled to engage with it in a common mission.
- 2) Existing as it does in the province of Quebec, Montreal is more of a Latin city than a typical Anglo North American city. Being neither "fish nor fowl," no serious effort at mission work here has been undertaken by either the Lutheran Church – Canada or the LCMS in recent memory.

## WITNESS

STRATEGIC POSITION #1: Establish Congregations through the preaching of the Word

**GOAL #1:** Improve the visibility of the current facility at 865/855 Jarry O. in Parc-Extension.

**Specific:** Ascension will improve the signage of the facility, tied to an established logo and tagline. Since the location benefits from a high volume of foot traffic, signage will assist us in sharing the Good News publicly. Signage will include both fixed ground-level signs, changeable flags or banners, and bell-tower banners that can be changed at least twice a year with relative ease.

**Measurable:** Signage improvements have been made to the outside of the facility at 865/855 Jarry O.

**Exceeds:** Fixed signs are replaced with changeable message signage, all entrances are clearly marked, a system is in place to raise and lower changeable banners on the bell tower, and flags or banners for special seasons have been purchased and are in use. Logo and tagline are incorporated into all signage in some fashion.

**Meets:** The current fixed sign has been replaced with a new, more visible sign. Banners are replaced on the bell tower once a year. Entrances to the facility are clearly marked. The logo and tagline are used in some locations.

**Does Not:** Old banners remain in place, the old sign remains in place, entrances are not clearly marked.

**Attainable:** **Approach:** Identify a source for signage and signage components, and a volunteer (inside or outside the congregation) willing to do design and purchase work. The Office of International Mission (OIM) Short Term Team (STT) department will be enlisted to help. **Conditions:** a) Finding (a) volunteer(s) to assist with design and implementation, or additional staff-hours to accomplish this work. B) Identifying funding from partners.

**Relevant:** **Priority 1:** Plant, sustain and revitalize Lutheran churches.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **October 2019:** Begin work of recruiting volunteer(s) and identifying funding. **May 2020:** Volunteer(s) have assessed costs of various components. **June 2020:** New signage components purchased. **August 2020:** New signage in place.



**GOAL #2:** Develop a plan to improve the functionality of the current facility and identify critical issues to be addressed for sustainable use in the future.

**Specific:** A plan will be created for improvements to the functionality of the current facility, specifically building use, accessibility, visibility and sustainability. The plan will include an evaluation of entrances, gathering spaces, worship and study spaces, storage and office spaces, and accommodations.

**Measurable:** Blueprints have been drawn up along with budget requirements for various components.

**Exceeds:** Blueprints are in hand for extensive improvements, taking the entire property and facility into account, with an eye towards current and future use. A detailed budget has been drawn up for each of the components, along with a staging plan for completion.

**Meets:** A basic blueprint for the most important parts of the facility is in hand, along with a basic budget for each component. A basic staging plan has been completed.

**Does Not:** Only rough sketches, and a rough estimate of the total dollar amount required, are completed.

**Attainable:** **Approach:** Use the OIM STT office to identify an architect / engineer who would volunteer their time to do this work. **Conditions:** Finding the volunteer willing to assist with this work pro bono.

**Relevant:** **Priority 1:** Plant, sustain and revitalize Lutheran churches.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **October 2019:** Begin work of recruiting volunteer(s). **May 2020:** Volunteer(s) have prepared plans, and local volunteers are assisting in assessing costs. **August 2020:** Plans and a budget for renovations are in hand to present to partners at the September 2020 Montreal Forum meeting.

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**GOAL #3:** Increase the number of study opportunities available for members and non-members.

**Specific:** One or more additional, weekly study opportunities are started outside and inside the church facility, to which members can invite friends, family, colleagues and neighbors.

**Measurable:** Study opportunities are in place.

**Exceeds:** Two or more study opportunities are in place that meet each week for most of the year. At least one of the opportunities happens outside the church facility.

**Meets:** One weekly opportunity is offered outside the church facility for most of the year.

**Does Not:** No weekly study opportunities are offered, or only one that meets sporadically without a fixed schedule, or for less than half of the year.

**Attainable:** **Approach:** Identify an additional staff person to lead this study, or a volunteer willing to be trained as an evangelist to host and lead. **Conditions:** Finding the additional man power to make this a reality.

**Relevant:** **Priority 1:** Plant, sustain and revitalize Lutheran churches. **Priority 7:** Strengthen and support the Lutheran family in living out God's design.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **October 2019:** Begin work of identifying additional man power. **May 2020:** A volunteer(s) as been identified who can assist, or a pathway to additional man power identified.

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**GOAL #4:** Increase internet outreach ministry.

**Specific:** Currently, sermons are podcast and made available on the church’s website, a weekly e-devotion is posted and goes out by email, and through CV Outreach the congregation receives contacts from the community. Through targeted social media advertising, the congregation will expand its internet presence. Through increased intentional feedback to internet contacts, the congregation will grow its database of non-members with whom to remain in touch. Through an audio/video system, video of sermons and services will be broadcast and made available online.

**Measurable:** The internet outreach of the Lutheran church in Montreal is increased through expanded social media advertising, more intentional response feedback, and an expansion of the audio and video available online.

**Exceeds:** Internet advertising is used multiple times each year to reach those looking for a bible-based, liturgical congregation. A database is kept and used to reach out to non-member contacts weekly. An improved audio/video system is in place and used to post services and sermons online weekly.

**Meets:** Internet advertising is used twice annual to reach those looking for a bible-based, liturgical congregation. A database is used to reach out to non-member contacts at least once a month. An improved recording system for audio of sermons and services is in place.

**Does Not:** No improvements have been made to the audio/video system. No plan is in place for using internet advertising. No intentional effort is made to stay in touch with contacts generated through internet outreach.

**Attainable:** **Approach:** Identify an additional staff person to lead this effort, and/or (a) volunteer(s) willing to lead and assist. **Conditions:** Finding the additional man power to make this a reality. Identifying funding sources for one-time, up-front equipment investments.

**Relevant:** **Priority 1:** Plant, sustain and revitalize Lutheran churches.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **October 2019:** Begin work of identifying additional man power and identifying requirements for the work. **December 2019:** Contact database is developed and being used. **May 2020:** Costs and equipment necessary for improved audio/video system, and for advertising campaigns, and identified. **September 2020:** Costs are presented for approval to Montreal Forum partners. **December 2020:** Expanded ministry is in place.

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**GOAL #5:** Identify two additional worship service opportunities for the city.

**Specific:** Identify two additional service opportunities, considering location within the city (north, south) as well as language opportunities (French, Spanish, Portuguese).

**Measurable:** The missionaries and mission team will identify and begin additional worship services

**Exceeds:** More than two worship opportunities are offered regular, with one of them in a language other than English and one (possibly the same) at a new location.

**Meets:** Two additional worship services are offered on a more than monthly basis.

**Does Not:** Only one or no new worship services are offered.

**Attainable:** **Approach:** Identify an additional pastor / missionary to assist with this effort.  
**Conditions:** Finding the additional man power to make this a reality. Identifying funding sources for any location rental. Working out an agreement with The Lutheran Church – Canada to permit this work.

**Relevant:** **Priority 1:** Plant, sustain and revitalize Lutheran churches.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **October 2019:** Begin work to identify language opportunity, timing and format of service. **August 2020:** Opportunity for additional service(s) identified. **September 2020:** Costs and needs for the worship service, including additional manpower requirements, are identified and presented for approval to Montreal Forum partners. **TBD:** Timing of first and second additional worship services is dependent on identification of funding sources and arrival of additional manpower requirements.



STRATEGIC POSITION #2: Increase the Capacity for Word and Sacrament Ministry

**Goal #1:** Identify an additional pastor / missionary.

**Specific:** Identify an alliance missionary, NSM missionary, or other to serve at least 20 hours as part of the Ascension, Montreal team.

**Measurable:** Another ordained Lutheran pastor is serving at Ascension, able to expand the number of worship services, study opportunities and outreach work.

**Exceeds:** An additional missionary / pastor is serving full-time.

**Meets:** An additional missionary / pastor is serving part-time, covering at least 3 services a month and 3 studies a month, and assisting with outreach activities.

**Does Not:** An additional missionary /pastor is serving part-time, covering less than 3 services a month and less than three studies a month.

**Attainable:** **Conditions:** Finding the additional man power to make this a reality. Identifying funding sources if an alliance missionary. Receiving approval from LCMS BIM / BNM if an NSM missionary. Working out an agreement with The Lutheran Church – Canada to permit this work. Working out legal and tax agreements.



**Relevant:** *Priority 1:* Plant, sustain and revitalize Lutheran churches. *Priority 4:* Collaborate with the Synod's members and partners to enhance mission effectiveness.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **October 2019:** Begin work overcoming specific obstacles, namely: 1) any agreement required with LCC, 2) any agreements required with BIM or BNM, 3) identifying and finding solutions to legal and tax issues. **TBD:** Completion of this goal highly dependent on external group's willingness to work towards this goal.



**Goal #2:** Train lay people to assume more active leadership roles

**Specific:** Use mercy conferences and specific training pathways for lay people to become more engaged in mission leadership.

**Measurable:** Mercy conferences on specific topics are held in the congregation, leaders are participating in on-going missional leadership formation.

**Exceeds:** One mercy conference is held each year (Lutherans for Life, Ambassadors of Reconciliation, Every One His Witness), a training retreat is held every year for the mission team, the mission team meets six times a year to assess ongoing work, at least two lay members are regular and ongoing training for missional leadership.

**Meets:** One mercy conference is held each year, one lay member is being trained by the current pastor in missional leadership, mission team meets six times a year.

**Does Not:** No mercy conferences are held, mission team meets only sporadically, no one is receiving any specific missional leadership training.

**Attainable:** *Approach:* Identify funding, dates, and topics for mercy conferences. Identify lay leaders and pathways for additional training. Ensure mission team continues to meet.

**Relevant:** *Priority 1:* Plant, sustain and revitalize Lutheran churches. *Priority 4:* Collaborate with the Synod's members and partners to enhance mission effectiveness.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **December 2019:** Set dates for 2020 mercy conference(s). **January 2020:** Pastor meets regularly with lay members for missional leadership training. **August 2020:** Mission team has met six times during the year to evaluate progress on strategic plan. **September 2020:** Dates set for mercy conferences through 2021.



**Goal #3:** Identify indigenous leadership for pastoral formation through SMP

**Specific:** Train local, multilingual individuals for pastoral leadership in the region.

**Measurable:** One or more individuals are training towards pastoral formation through the LCMS' SMP program.

**Exceeds:** More than one individual is receiving pastoral formation through SMP.  
**Meets:** One individual is receiving pastoral formation through SMP.  
**Does Not:** No individuals have been identified to receive training through SMP.

**Attainable:** **Approach:** Identify individuals for training, set aside budget to cover the costs of intensive courses and online training, identify individual to supervise training and individual. **Conditions:** Finding appropriate individuals, finding additional manpower to supervise and mentor individuals being formed.

**Relevant:** **Priority 1:** Plant, sustain and revitalize Lutheran churches. **Priority 2:** Support and expand theological education. **Priority 4:** Collaborate with the Synod's members and partners to enhance mission effectiveness.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **September 2021:** Individual begins SMP training at the first intensive course.

## MERCY

STRATEGIC POSITION #3: Show mercy to the household of faith

**Goal #1:** Plan for the care of the elderly, hospitalized and shut-in

**Specific:** A plan is in place to care for elderly, hospitalized and shut-in members of the faith community.

**Measurable:** Elderly and shut-ins members receive regular care visits. Hospitalized members are visited when requesting a pastoral or Christian call.

**Exceeds:** Elderly and shut-ins receive visits and pastoral care calls every month. Hospitalized members receive a pastoral call within 12 hours of a request.  
**Meets:** Elderly and shut-ins receive visits each month, and pastoral care calls every two months. Hospitalized members receive a visit within 24 hours of a request, and a pastoral call within 48 hours.  
**Does Not:** Elderly and shut-in members receive calls infrequently; hospitalized members sometimes receive no visits when requested.

**Attainable:** **Approach:** Identify lay individuals to assist with calls and visits and identify additional pastoral manpower for pastoral care and visits. **Conditions:** Finding appropriate individuals, finding additional pastoral manpower.

**Relevant:** **Priority 2:** Perform human care in close proximity to Word and Sacrament ministries.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **January 2020:** Individual lay people are organized to assist with elderly and shut-in calls and

hospital visitation. **TBD:** Additional pastoral manpower is available to further reinforce this effort.

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**Goal #2:** Plan for the care of those in hardship

**Specific:** A plan is in place to care for those suffering financial or legal hardship within the community of faith.

**Measurable:** Those suffering through a period of financial or legal (re: immigrant) hardship within the community receive assistance from the church of Christ.

**Exceeds:** A community chest has been established to both receive and dispense aid to people in need of assistance. Legal help for immigration and refugee issues is available on request. A food / clothing bank has been set up to help with immediate needs.

**Meets:** A community chest has been established to both receive and dispense aid to people in need of assistance. Food and clothing are available for distribution, but in an informal way.

**Does Not:** No community chest has been established, and aid is distributed only on an ad-hoc basis with no real plan or leadership.

**Attainable:** **Approach:** Study the concept of the community chest with council and mission team members. Implement the process as part of the budget.

**Relevant:** **Priority 2:** Perform human care in close proximity to Word and Sacrament ministries.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **January 2020:** Begin study of the concept of the community chest with congregational leadership. **January 2021:** Present the concept to the congregation and as part of the next year's budget. **February 2021:** Begin implementation.

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**STRATEGIC POSITION #4:** Show mercy to those outside the household of faith

**Goal #1:** Outreach to Immigrants and Refugees

**Specific:** Intentional outreach to immigrants and refugees is being done on a regular basis.

**Measurable:** An identifiable number of immigrants and refugees are assisted each year through programs offered by the mission.

**Exceeds:** English classes for new immigrants and refugees are offered twice a week. Immigration and refugee resources are offered to any who ask. An open house for new Canadians is offered three times a year. Interaction between the

congregation and an immigrants and refugees is seamless. All work is centered on the sharing of the Gospel.

**Meets:** English classes are offered twice a week. Resources for new immigrants and refugees are available if asked. Interaction between congregation and immigrants and refugees is limited to a few individuals. The Gospel is intentionally shared on occasion.

**Does Not:** One English class is offered once a week, with no congregational involvement and no intentional sharing of the Gospel.

**Attainable:** **Approach:** Reach out to the St. Louis group “Friends of New Citizens” to learn best practices. Invite a member of their team to visit and provide feedback. Identify manpower required to expand the current ministry.

**Relevant:** **Priority 2:** Perform human care in close proximity to Word and Sacrament ministries.

**Timely:** **September 2019:** Identify and present initial needs to Montreal Forum partners. **January 2020:** Invite interaction between Friends of New Citizens (St. Louis) and our team. **April 2020:** Plan for implementation of a Gospel-oriented English curriculum. **June 2020:** Work continues on identifying partners to assist with this work. **September 2020:** Update on progress presented to the Montreal Forum partners.

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**Goal #2:** Recruit / Train a Deaconess / Deaconess Intern

**Specific:** A deaconess will be in front of the mercy care work of the mission.

**Measurable:** A deaconess, either locally trained or externally consecrated, or a deaconess intern, will be serving as part of the Ascension mission team.

**Exceeds:** A full-time, trained deaconess is serving as director of all mercy care work for the mission.

**Meets:** A local woman is in training to serve as a deaconess or the congregation is participating in a deaconess intern program.

**Does Not:** No deaconess or deaconess intern is assisting with the mercy work of the mission.

**Attainable:** **Conditions:** Identifying funding sources if a deaconess is called. Receiving approval from LCMS BIM / BNM if an NSM missionary. Working out an agreement with The Lutheran Church – Canada to permit this work. Working out legal and tax agreements. Choosing to work with a Canadian, American or Alliance deaconess program.

**Relevant:** **Priority 3:** Perform human care in close proximity to Word and Sacrament ministries. **Priority 4:** Collaborate with the Synod’s members and partners to enhance mission effectiveness.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **October 2019:** Begin work overcoming specific obstacles, namely: 1) any agreement required with LCC, 2) any agreements required with BIM or BNM, 3) identifying and finding solutions to legal

and tax issues. **TBD:** Completion of this goal highly dependent on external group's willingness to work towards this goal.



**Goal #3:** Short Term Teams and Volunteers

**Specific:** The mission will make intentional use of short-term teams and volunteers to further aspects of the strategic plan that require temporarily expertise or professional skills.

**Measurable:** Short-term teams participate in the mission, and volunteers answer the call for certain service activities and projects.

**Exceeds:** One short-term team leads English camps and assistance to refugees during each year; volunteers assist with facility work and other specific projects.

**Meets:** At least one volunteer or team assists with aspects of the strategic plan each year.

**Does Not:** Neither volunteers or short-term teams are an intentional part of the mission work.

**Attainable:** **Approach:** Plan English outreach camps for the summer, and post team requirements through the Synodical "short term team" office. Post for any volunteer requirement (engineers, architects, sign specialists, etc.) on the Synodical website through the same office. Make use of Erin Mackenzie, OIM-LAC volunteer coordinator. **Conditions:** Finding manpower to organize and effectively use teams for outreach and mercy.

**Relevant:** **Priority 4:** Collaborate with the Synod's members and partners to enhance mission effectiveness.

**Timely:** **September 2019:** Identify and present needs to Montreal Forum partners. **October 2019:** Post for volunteer positions required to execute aspects of the strategic plan. **June 2020:** Volunteers come to assist with Strategic Position #1, Goals #1 and #2. **September 2020:** Present to Montreal Forum partners the plans for short term team activities for 2021-2022. **July 2022:** First short term team English camp held. **August 2022:** First short term team construction camp held.

## LIFE TOGETHER

STRATEGIC POSITION #5: Build ties within the local Lutheran Body of Christ

**Goal #1:** Fellowship Meals and Activities

**Specific:** The mission will intentionally plan fellowship meals and fellowship activities outside of study and worship, as opportunities to build ties between fellow Christians, and also opportunities for non-Christians to interact with the Church informally.

**Measurable:** Fellowship activities are being held.

- Exceeds:** Six fellowship meals, game afternoons, or other activities are organized for the year, with dates published six months in advance.
- Meets:** Four fellowship meals or other activities are organized each year, with dates publicized two months ahead.
- Does Not:** Fellowship meals or activities are only planned on an ad hoc basis, and advertised only a week or two ahead, if at all.

**Attainable:** *Approach:* Mission team will set a calendar of fellowship activities for the upcoming year, and work to encourage participation from all confessional Lutheran worshipping communities in the city.

**Relevant:** *Priority 4:* Collaborate with the Synod’s members and partners to enhance mission effectiveness. *Priority 7:* Strengthen and support the Lutheran family in living out God’s design

**Timely:** **September 2019:** Set dates for fellowship activities for the coming twelve months. **October 2019:** Publicize dates. **September 2020:** Report to Montreal Forum partners the number of fellowship activities and participation.



**STRATEGIC POSITION #6:** Build ties with present and future Montreal Forum partners

**Goal #1:** Host Montreal Forum Events each Year

**Specific:** The mission team will organize and host one Montreal Forum meeting each year. Regular communication will be maintained with all participants.

**Measurable:** The Montreal Forum meets once a year, and newsletters updating partners on work are sent at least once a quarter.

- Exceeds:** Forum partners meet twice a year. They receive communication from the mission team every month.
- Meets:** Forum partners meet once a year. Partners receive communication four times a year.
- Does Not:** Partners do not meet in person, communication is received less than four times a year.

**Attainable:** *Approach:* Montreal Forum partners will set the date(s) for their next meeting at the end of each annual (or more) meeting. The mission team will ensure a communique is sent to partners on a regular basis.

**Relevant:** *Priority 4:* Collaborate with the Synod’s members and partners to enhance mission effectiveness.

**Timely:** **September 2019:** First Montreal Forum meeting held. Date set for subsequent meeting. **December 2019:** Members report that communication regarding progress or obstacles are being sent. **September 2020:** Second Montreal Forum meeting is held.