



Wayzata Community Church STRATEGIC PLANNING INITIATIVE Executive Summary

A year ago as Wayzata Community Church was pondering questions of how to meet the quickly changing needs of our community, the Church Council initiated a strategic planning process that asked two questions — how might the special gifts/“DNA” of WCC address the pain points of our communities as an expression of God’s mission in the world — how can we more completely inspire the world with the inclusive love of Jesus — and how will this require us to faithfully change and grow? Our overarching goals were to:

- Build a culture for adaptive change within WCC and build adaptive leadership capacity among the clergy, staff and lay leadership.
- Develop and articulate a strategic plan for the aligned initiatives to faithfully live into the church’s future.

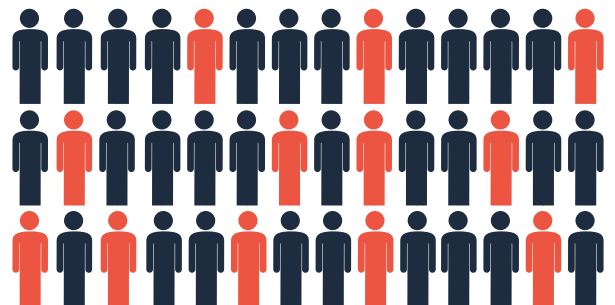
THE APPROACH

Our process began with the retention of Rev. Dr. Tod Bolsinger, Senior Congregational Strategist and Associate Professor of Leadership Formation at the Church Leadership Institute at the DePree Center for Leadership, Fuller Theological Seminary and author of *Canoeing the Mountains*. A 30 member Leadership Group consisting of council, staff, and other key church members involved in various ministries engaged in this process with Tod.



Led by Rev. Dr. Tod Bolsinger of the Fuller Seminary (and author of *Canoeing the Mountains*); lay leader was Planning Director, Ann Shaw.

Established a 30 member Leadership Team and a 12 member Transformation Team. (Clergy, staff and lay volunteers.)



Gathered inputs and perspectives from church members and the broader community;

- 322 member survey responses
- Five focus groups (staff, long-term members, newer members, young adults, former church volunteer leaders);
- Sixteen listening sessions (6-8 participants per session) with congregants and non-members in the community;
- Transformation team conducted two small scale experiments aligned with the strategic priorities.

THE FINDINGS

Seven distinct themes emerged through our process:

- 1 Wayzata Community Church members are longing for a place to have safe discussions about difficult things; (and we learned that many in our community want the same!).
- 2 We appreciate and want more opportunities for connection and community building, (and many in our community also want to connect, make friendships, and have a deeper sense of belonging)
- 3 We want to act for social justice;
- 4 We hope to be a voice for hidden groups whose voices are not heard, including those suffering from mental illness;
- 5 We have to bridge intergenerational realities;
- 6 We like to get involved through service projects (and are eager to invite others in the community to join us)
- 7 We need to address the lack of clarity about responsibility and decision-making among staff and laity.



OUR BIG QUESTION IN RESPONSE TO THE FINDINGS

How might the members and leaders of Wayzata Community Church continue to nurture, equip and grow our vibrant faith community while actively embodying our vision to engage and serve our larger community?

STRATEGIC INITIATIVES/PRIORITIES

The headline of the four strategic initiatives affirmed by Council are:

- **Fostering collaboration and organizational clarity:** establishing collaborative governance, a clear infrastructure, and pursuing a Co-Pastor leadership model.
- **Following the inspiring inclusive Jesus:** sustaining a vibrant faith community that is nurtured, equipped and grown through a faith formation process that connects faith to real life.
- **Engaging and serving our larger community:** elevating others above ourselves, energizing inclusivity, belonging and connection, and engaging with others to follow Jesus into a changing world.
- **Counting what counts:** rethinking our metrics, reallocating our resources.

