



FUTURE CHURCH

Church together has been a strong tenet of the ELCA since it started over 30 years ago, and we know it is still at the core of this church. As we plan for the future, we believe that congregations, synods and the churchwide organization of this church can work together to share a powerful witness of the Gospel in the world; inviting new, young, and diverse people into a world experiencing God's grace in action.

VISION

A world experiencing the difference God's grace and love in Christ makes for all people and creation.

PURPOSE

Activate each of us so more people know the way of Jesus and discover community, justice and love.

Future Directions 2025 provided this church with 5 goals. In looking at our new Vision and Purpose, we believe a focus on the 3 goals below helps us to realize our Vision and Purpose statements.

- 1** A welcoming church: engaging new, young and diverse people
- 2** A thriving church: Rooted in tradition and radically relevant
- 3** A connected, sustainable church: Raising the bar – together

FUTURE CHURCH DESIGN CRITERIA

- > Focused engagement of new, young, and diverse people
- > Unite all expressions into one church – together
- > Align decision-making, accountability and leadership where best suited
- > Operate in agile, flexible and speedy ways
- > Act based on data and measurable impact
- > Eliminate silos and divisions

The proposed design is still a work in progress. As the design becomes clear and as the Church Council has a time for discernment, more information will be sent.

ORGANIZATIONAL TRANSFORMATION

NOW	NEW
Centralized, hierarchical leadership – one top organization-wide leadership team	Shared leadership – Three organization-wide leadership teams
Multiple mini-cultures, silos and priorities defined within unit/office location or position level	One organization, one church culture
Static and stayed workflow; little opportunity to try something new or collaborate widely	Dynamic, flexible collaborative environment and processes

TIMELINE: From July to August 26, the future church design will be finalized and Church Council will be in discernment.

QUESTIONS: Future@elca.org

The future church design is pending Church Council review and approval. Changes related to the Future Church design will be brought to the ELCA Church Council as amendments to the ELCA Constitution's continuing resolutions in August. Possible amendments to ELCA constitutional provisions and bylaws will involve review by the Church Council in 2021 and possible forwarding to the 2022 Churchwide Assembly for consideration.