

CALC's Ten-Year Plan

Executive Summary

Our Ten-Year Plan must be based on a collective vision for our congregations and our Association. We must identify what we hope to achieve in the next ten years. We must also identify a vision for what our Association and our congregations will look like at the end of our Ten-Year Plan.

A. Congregational Vision:

Congregations that call CALC home are vibrant, passionate and growing communities of faith where:

1. **Reformation Worship:** We celebrate the real presence of Christ among us, the Gospel of Jesus Christ is proclaimed in its purity, the sacraments of Baptism and Holy Communion are rightly administered, we earnestly repent and truly believe our sins are forgiven and are reconciled with God and one another.

2. **Discipleship:** Every member diligently studies Scripture and is given an opportunity to discern his or her spiritual gifts and skills and is given an opportunity to apply Scripture and their gifts in: worship, evangelistic outreach, the stewardship of congregational resources, teaching, the support of caring ministries, Christian Missions, and in their daily lives, including, their daily vocation.

3. **Outreach:** Partnerships are formed with other CALC congregations, likeminded Church bodies, groups, and independent movements for evangelistic outreach, missions, and the support of caring ministries.

4. **Discernment of Call:** Candidates for pastoral ministry can hear God speak to them, their call to ministry is discerned, a course for their training for the pastoral ministry is set and they receive mentorship, prayers and financial support during their time of education and equipping.

5. **Ministry:** Our Pastors joyfully and enthusiastically preach, teach, baptize, commune, confirm, marry, comfort the distressed and the dying, and provide counsel, support and guidance to those in leadership positions in the congregation in accordance with the Scriptures and our Lutheran Confessions.

6. **Pastoral Support:** Our Pastors are prayed for and cared for by their congregations and their present and

future needs are provided for in a manner that pleases God.

7. **Gathering.** Gathering with their brothers and sister in CALC for conferences, conventions and clusters for praise worship, education, inspiration, encouragement is a high priority.

B. Vision – For Our Association

CALC is actively involved in encouraging and equipping its member congregations in the achievement of their goals by:

1. **Gathering:** Facilitating events and gatherings which educate, equip and encourage our congregations to enthusiastically engage in evangelism, missions, caring ministries, Christian Education and good stewardship of their resources, Including:

- (a) Annual General Convention.
- (b) Intentional Cluster Gatherings.
- (c) Grass Roots Cluster Gatherings.
- (d) Gathering CALC congregations with common interests together for mutual encouragement, support and sharing.

2. **Partnerships:** Developing relationships, of varying levels of formality, with likeminded church bodies and Christian organizations (including, Bible schools, camps, Bible translators/distributors, missions groups and missionaries) so that our CALC congregations are informed, equipped and inspired to support and partner with these organizations in the fulfillment of Christ's Great Commission in their communities and abroad.

3. **Ministry Support:** Partnering with our Congregations in the training and discipline of an ordained ministry for the administration of the means of Grace by:

- (a) Refining our Ministry Standards and our Shepherd's Pathway in order to ensure that qualified candidates for the pastoral ministry are identified, trained, called for service in the varying contexts of CALC congregations.
- (b) Establishing voluntary ministry standards and facilitating the call of those in CALC who are called for service as chaplains, counselors, and Deacons in CALC congregations and/or other institutions.
- (c) Establishing voluntary guidelines for internships, and embedded ministries in connection with the training of CALC pastors under the Shepherd's Pathway.

(d) Developing relationships, of varying levels of formality, with seminaries so that our candidates for the pastoral ministry are trained and mentored for leadership in CALC congregations.

(e) Studying problems of contemporary life and society in light of Scriptures and our Confessions, including: Creation vs. Evolution; the Sanctity of life; divorce and remarriage; the Gospel in the public life, and legalization of drugs.

4. **Call:** Assisting our congregations in the call process, through mentorship and the provision of tools for:

- (a) The discernment of the calling congregation's mission, vision and pastoral needs;
- (b) Establishing model letters of call for pastors, and church workers, including voluntary guidelines for base compensation, housing allowance, continuing education, vacation, sabbatical, and employee benefits.

5. **Mentorship:** Providing opportunities for continuing education, mentorship and support for our pastors, including:

- (a) Annual Pastors' retreat held as either: (1) a separate annual retreat held in the spring of each year for all CALC Pastors, with a retreat held in Ontario every third year. (2) Two retreats each year, one in the east and one in the west. (3) One retreat held before or after each Annual General Convention.
- (b) Video and real time pastoral cluster meetings and one on one mentorship.

6. **Credentialing:** Assisting congregations in credentialing pastors under provincial marriage acts and compliance issues with other regulatory agencies.

7. **Conflict Resolution:** Assisting our congregations in conflict situations through mentorship, mediation and the provision of policies and disciplinary procedures for alleged misconduct by pastors, church workers, congregational members and congregations.