



Greater Milwaukee Synod

# **Authentic Diversity Audit Table Discussions: Strategic Planning**

June 3, 2023



GOLD ENTERPRISES, LLC



**What's Next? How Can I Bring This Back to My Congregation?**

# Strategic Planning

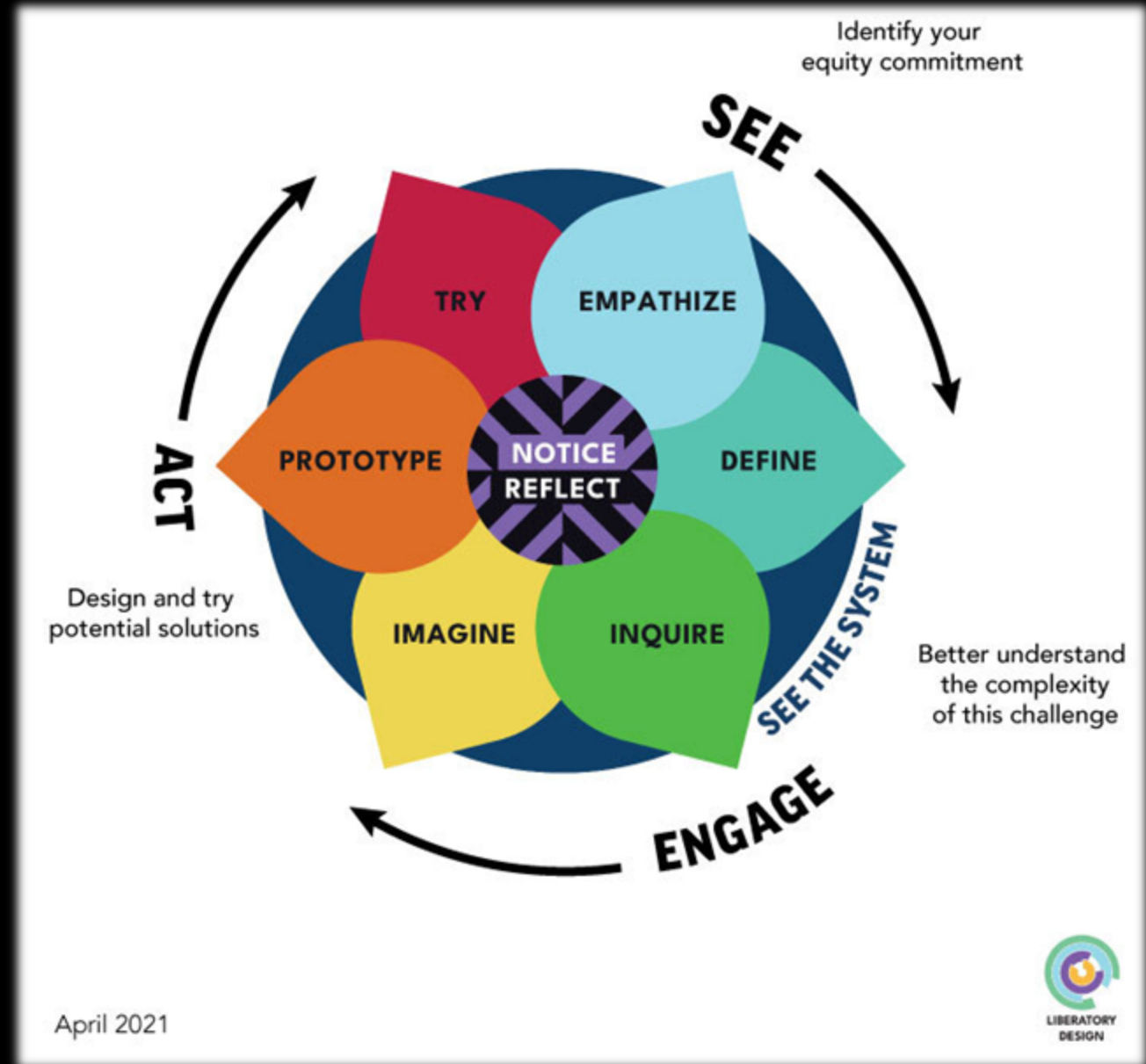
The process of identifying elements of a blueprint that will help the Synod accomplish its goals. It requires the Synod to create goals and objectives, then to make decisions on how you'll reach them.



# Design Thinking

An iterative process that has been traditionally used by creatives (in literature, art, music, science, engineering, and business) to understand others, challenge assumptions, and redefine problems in an attempt to identify innovative strategies and solutions which may not be immediately apparent with our initial level of understanding.

A process of sketching, prototyping, testing, and trying out new concepts and ideas. Design Thinking is both a process and an outcome (Dam & Diang, 2020).



# What to Expect



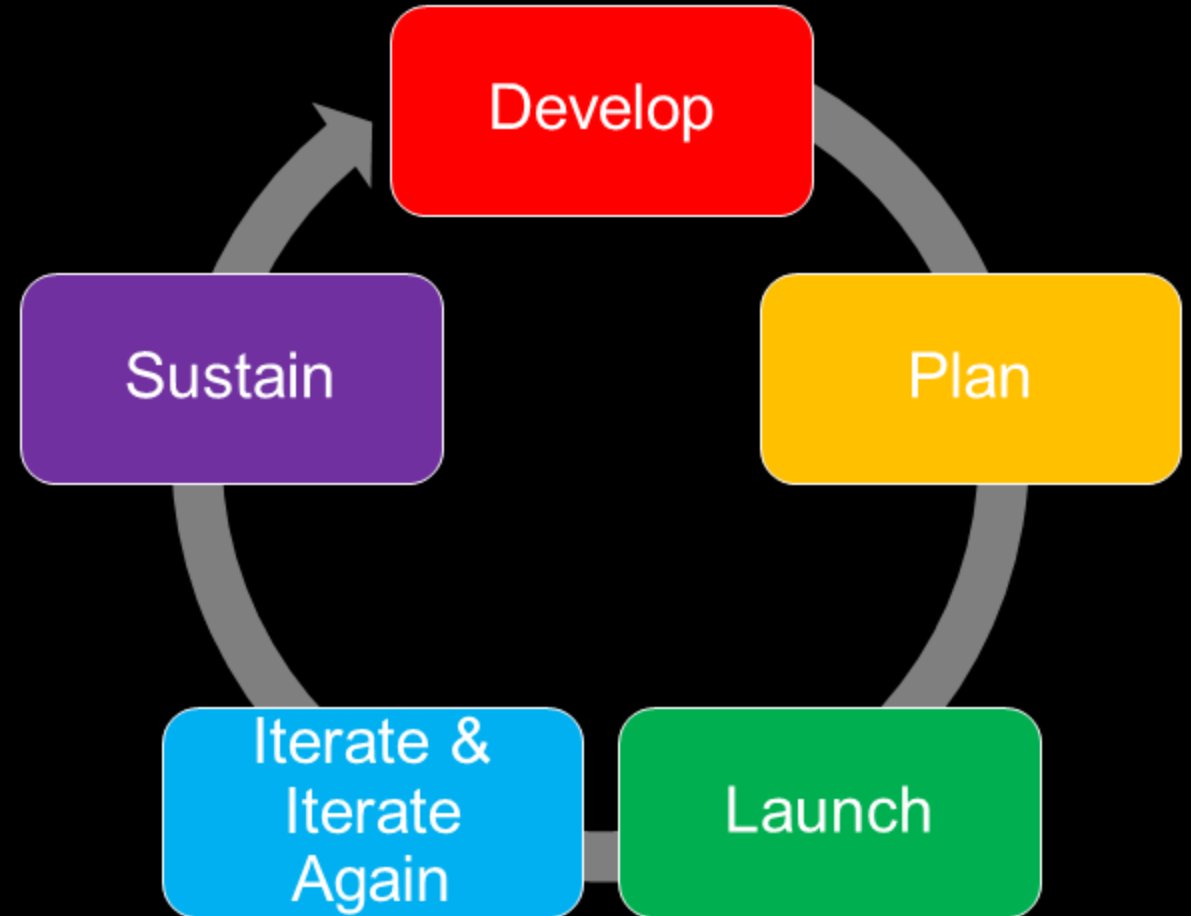
People



Process



Purpose



## Priority Quadrant

### 1. What Should We Do Now?

Meaning, what should be near the top of our priorities?

### 2. What Should We Do Next?

Meaning, what has a prerequisite before it can be successful?

### 3. What Should We Do Last?

Meaning, what has numerous steps in order take action?

### 4. What is Not Ours to Do?

Meaning, something may be important, however it is not our role as the GMS. We support more equipped individuals as they bring this to fruition.



**5. What is Never Complete?** Meaning, what are the action items in Quadrants 1, 2, & 3 but they require ongoing work. They are never "finished."

## **What to Expect (continued)**

### **Congregations' Role in the Work:**

Rostered Ministers and Lay Leaders are asked to return to their congregations and garner more information on congregants' priorities; providing this feedback to Gold Enterprises in a follow-up form will be paramount to the Strategic Planning Process.

***Please complete the Authentic Diversity Audit form no later than Sunday, June 18th.***

## **What to Expect (continued)**

### **Strategic Planning Committee:**

Representatives for various roles including Laity and Rostered Ministers will be requested to participate as core members.

### **Strategic Planning Sub-Committee Members:**

Where necessary, Sub-Committees based on Prioritized Action Items will be organized.

### **Action Plans:**

Based on congregational feedback and further step-wise planning, the Strategic Planning Committee, including sub-committees, will draft individual plans for each of the prioritized Action Items.

## What to Expect: Action Plan

From there, the comprehensive strategic plan will be published with the following elements for each identified priority:

Focus Area	Goal	Action Plan	Perceived Obstacles	Resources	Timeline	Accountability

## Continuous Improvement

"I did then what I knew  
how to do. Now that I  
know better, I do better."

~ Maya Angelou,  
American memoirist,  
poet, and civil rights  
activist



# Table Discussions

- You have each been assigned a round table.
- You will have about 20 minutes to talk about the strategic planning process and next steps.
- There are **Table Facilitators & Notetakers** for each group.
- **Five Quadrant Questions** – may not get to all of them.
- **Touchstones for Dialogue** – community agreements – will be up for you to review as you engage in discussion.

## Touchstones for Dialogue

- Be 100% present, extending and presuming welcome.
- Listen deeply.
- No fixing.
- Maintain confidentiality.
- Suspend judgment.
- Always by invitation.
- Speak your truth.
- Respect silence.
- Identify assumptions.
- When things get difficult, turn to wonder.

***\*\*The purpose of dialogue is not agreement but understanding\*\****

## Priority Quadrant: Table Discussion

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