

SEDOM L.L.B Report

February 23, 2026

From phone meetings with LLB Leadership Team, Pastoral Team, and Executive Team with Kurt Senske:

The initial conversations revealed a deep appreciation for the remarkable ministry of Christ Lincoln and the strong relationship between the church and school. Staff and leaders consistently expressed gratitude for the technological strengths that support ministry, while also naming a significant need for strategic planning to guide the next season. Across teams, there is a shared craving for clarity—clarity of mission, clarity of vision, and clarity around the depth and breadth of both church and school ministries. Many noted that the current decision-making structure is less than ideal and would benefit from greater alignment and definition. Leaders also emphasized the importance of becoming more intentional in strengthening stewardship and revenue, ensuring long-term sustainability. Underneath all of this is a desire for a clearly defined future for Christ Lincoln and a renewed sense of ownership of the mission, helping individuals personally embrace and live out the calling God has placed before the congregation.

From February 3rd meeting with the LLB Leadership Team, Pastoral Team, and Executive Team led by Kurt Senske.

In the first gathering of leaders on February 3, the strategic planner, Kurt Senske, affirmed the strength and potential of Christ Lincoln while also naming several structural realities that need attention. He noted that the current alignment of our Leadership Teams requires thoughtful realignment, and that the role of Senior Executive Director of Ministry has grown too large for one person to carry effectively. Kurt emphasized the need for a more streamlined decision-making process, especially as our congregation continues to grow and as we navigate the demands of capital campaigns and a wide array of programs. He acknowledged the tension this growth has created within teams—not due to lack of commitment, but because our staff is “over-blessed” with gifted people who are experiencing weariness in the absence of clarity around what is truly vital. He also highlighted the need for greater clarity around our mission and vision statements, ensuring that our language is not only inspiring but also actionable and unifying for the entire ministry.

As the conversation deepened, Kurt invited the group to name the “elephants in the room,” creating space for honest reflection about our current realities. Leaders acknowledged that navigating change is often difficult for us, and that our ministries can at times feel siloed rather than collaborative. There is a growing strain on leadership as we work to welcome and disciple new members while also caring well for those already here. Several noted the need for greater purposefulness in our Discipleship Settings and clearer alignment around how we live out our mission statement in daily practice. While relationships across leadership teams are respectful, they are not yet as deep or unified as they could be. Encouragingly, the new Desired Outcomes

were affirmed as being well-aligned with these needs, offering a pathway toward greater clarity, cohesion, and mission-driven focus for Christ Lincoln's future.

To help the congregation move forward with clarity and purpose, Kurt guided the group in forming several focused teams to address Christ Lincoln's most pressing needs. One team was tasked with evaluating our current programs—discerning what is essential to keep, what may need to be reshaped, and what we may need to release in order to steward our energy and resources more faithfully. Another team was commissioned to examine our organizational structure, ensuring that roles, responsibilities, and decision-making pathways are aligned with our mission and sustainable for the future. A third team was created to explore potential ministry opportunities, ranging from new ministry expressions and additional campuses to expanded school models, house churches, partnerships with struggling ministries, and other innovative approaches that could extend Christ Lincoln's reach and impact.

The next meeting with our Strategic Planner is May 5, 2026. The tentative time scheduled is 9 am to 3 pm.