

SEDOM L.L.B Report

March 30, 2026

To: Lay Leadership Board

Date: March 30, 2026

From: Michael, Senior Executive Director of Ministries

Subject: Strategic Planning, Budgeting, and Updates

Strategic Plan Update with Kurt Senske

Our strategic planning work with consultant Kurt Senske continues to move forward, even as we navigate a naturally slower season due to Lent, Easter, the Making Room Capital Campaign, and the budgeting process for 2026–2027. Despite these realities, meaningful progress has been made.

Three working teams have now been formally established, each with a clear mandate:

1. Organizational Structure Team

This team is evaluating our current leadership and staffing structure, including supervisory loads, decision-making pathways, and the alignment of roles with mission priorities. Their goal is to recommend a structure that is sustainable, clear, and supportive of healthy staff culture.

2. Future Ministry Opportunities Team

This group is exploring potential avenues for ministry expansion and innovation, including new ministry expressions, additional worship sites, expanded school models, house church networks, and partnerships with smaller or struggling ministries. Their work will help us discern where God may be opening doors for future growth.

3. Program Evaluation Team (Keep / Reshape / Release)

This team is reviewing our current ministry programs to determine which should continue, which may need to be reshaped, and which may no longer align with our

mission or capacity. This work is essential for stewarding our resources wisely and ensuring clarity around what is most vital.

Anticipated Focus for the May 5, 2026 Strategic Planning Meeting

As we look ahead to our May meeting, we expect to address several key components of the strategic plan. This will help us move from assessment into alignment and implementation.

We anticipate meaningful discussion around four major components: the Missional Mindset, the Desired Outcomes, the Organizational Structure, and the Discipleship Pathway.

At this meeting, we will **wrestle together with the order, priority, and interrelationship of these four areas**. The goal is to determine how they best support one another and how they should be sequenced as we move from planning into implementation. This will allow the Board and staff to align around a shared understanding of what comes first, what drives what, and how these pieces fit together in a unified ministry strategy.

Organizational Structure Recommendations

The Organizational Structure Team will likely bring forward initial recommendations for discussion. These will help us clarify supervisory lines, decision-making processes, and the alignment of staff roles with our mission and Desired Outcomes.

Missional Mindset

We will also review and affirm a shared missional posture that shapes how we engage people inside and outside the church. Four guiding statements will anchor this discussion:

- **Jesus is already working with every person I encounter.**
- **Every encounter has the potential to draw someone closer to Jesus.**
- **Jesus drew people closer by doing life together.**
- **My rhythm is to slow down, enjoy people, and respond to what Jesus is already doing.**

This mindset will help unify staff and leaders around a consistent, relational, Gospel-centered approach to ministry.

Desired Outcomes

We will revisit the five Desired Outcomes that guide our strategic direction and ministry priorities:

- 1. Strategic Direction**

Christ Lincoln will develop a comprehensive strategic plan that clearly defines our ministry priorities, strengthens our mission impact, and positions us for healthy, sustainable growth in the years ahead.

- 2. Financial Sustainability**

Christ Lincoln will design and implement a financial sustainability plan that promotes faithful stewardship, supports the ongoing vitality of our ministries, and ensures the resources necessary to fulfill our long-term mission.

- 3. Space and Capacity Planning**

Christ Lincoln will create a strategy to assess and address overcrowding within worship services and family ministry programs, aligning space, maintenance, staffing, and scheduling to foster continued growth and meaningful engagement for all.

- 4. Discipleship Pathway**

Christ Lincoln will establish a clear discipleship pathway with a dashboard that equips members to grow in faith, live the Gospel in daily life, and confidently share the Christian faith with others. This pathway includes Rows (Worship), Circles (Small Groups), Arrows (Service), and Dots (Personal Faith Development).

- 5. Staff Culture**

Christ Lincoln will develop and implement a plan for a healthy, Christ-centered staff culture where team members are equipped, supported, and inspired.

Discipleship Pathway (Growth Pathway)

We will also discuss next steps for strengthening clarity and participation in our discipleship movement:

Rows → Circles → Arrows → Dots

- **Rows:** Worship
- **Circles:** Weekly small groups
- **Arrows:** Serving in the church and community
- **Dots:** Personal devotions and owning one's faith

This pathway remains central to our mission of helping people know Jesus and live out their faith.

Seasonal Slowdown and Current Challenges

We anticipated—and are now experiencing—a natural slowdown in progress between our last meeting and this upcoming one due to:

- The Lenten and Easter season
- The Making Room Capital Campaign
- The budgeting process for 2026 and 2027

Even so, the strategic planning teams remain engaged and will accelerate their work following Easter.

Funding Future Changes Within the Current Budget Cycle

A second challenge is determining how to fund future structural or programmatic changes while working within the constraints of the current budget cycle. As the strategic plan becomes clearer, we will need to identify responsible and sustainable ways to resource the recommendations.

Balanced Budget and Staffing Needs

Another challenge is the need to pass a balanced budget. We continue to evaluate what we can and cannot afford in this cycle. One key area of focus is the hiring of a **Full-Time Director of College Age Ministry**. This remains our largest gap in the ministry plan and a significant need for outreach and discipleship. I strongly encourage us to keep this position in the budget, as it directly supports our mission and addresses a critical demographic.

Budget Timeline

Our budgeting process remains on schedule. We will bring forward a proposed budget to both the Financial Oversight Committee and the Lay Leadership Board within the expected timeframe.

Making Room Capital Campaign and Building Project

As noted in the February 23 SEDOM report, we continue to work on design concepts for the Making Room building project. We currently have the funds necessary to proceed

with the cafeteria build-out, and planning work is underway. Additional design phases will continue to align with both available funding and the broader strategic plan.