

## Strategic Planning

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### What I Did:

Zion Lutheran Church and Schools is a Kindergarten through 8<sup>th</sup> grade school serving 143 students in Anaheim, California. Our campus sits on 7 acres on the middle Orange County. My project was to develop and implement a Strategic Plan to help Zion move forward. We began the process, gathered data, conducted a survey, and reviewed the results of the survey. However, there were a few obstacles that developed and needed to be addressed before we could move forward with the planning. One of those obstacles was a critical confrontation that was needed between the pastor and myself. There was a lack of communication, hurtful comments, and a lack of teamwork and support. My mentor agreed this conversation needed to take place to move things forward. After 3 attempts, the meeting finally took place, and God was good. Our Lord truly has a plan and purpose for everything. It was part of His timing that allowed this open and honest conversation to take place. The pastor and I spent 2 ½ hours speaking very openly about the survey results, comments made by him, and how I felt about the relationship between the church and school. Our pastor truly opened up, and made himself very vulnerable. He became very transparent, and shared he was not sure whether he had the skills needed to lead. It was at this meeting when a relationship began to be mended. For the first time in a very long time, I felt hope. Hope for the pastor and myself, and hope for the future of Zion! We have been meeting regularly, and continue to work on the Strategic Plan. It is not finished, but it is under way. We are planning to share our plan for Zion's future in the fall to the stakeholders, congregation members, and school families.

### What Did I Learn?

This past year has been an incredible experience! I have gained enormous confidence as a leader. My mentor and consultant have been very instrumental in this growth. I recognize the gifts God has given me and have been able to put them to better use. I have become more assertive in making things happen by beginning an International Ministry as a means of third source income, I am becoming more comfortable with being the "time-keeper" to move the strategic planning process forward. I have gained patience in letting the process work and not be so task oriented. I have also learned that critical confrontations are difficult, but necessary to overcome obstacles and move things forward.

### What Difference Did It Make?

Zion is a better place because of this incredible Van Lunen experience! Even though our strategic plan is not fully completed, enormous progress has been made. I feel the Pastor and I are much better aligned with our vision for the ministry of Zion. We have recommitted our passions to see Zion succeed and thrive in the midst of a new look to our neighborhood. There is a combined focus to share the love of Jesus and His powerful message. We are working on getting our stakeholders involved and empowering them to take an active role in carrying it out. Work has also been done to generate additional income through third source funding to balance the school side of the budget through our new International Ministry Program.