

Four❖ Point Planning

Metropolitan New York Synod
Evangelical Lutheran Church in America

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▶▶ Objectives

The primary objective is to develop a comprehensive plan that will direct and focus all activity of the Metropolitan New York Synod. The secondary objective is to unify and align the work and leadership of the three expressions of the Evangelical Lutheran Church in America: Congregations, Synod, and the Church-wide Organization.

▶▶ Process

The Four ❖ Point Planning Process will be used to achieve the objectives. Tom Massey developed this highly engaging planning model through his work with hundreds of social sector organizations over the past 25 years. The process has proven success in producing an executable, multi-level plan:

- ❖ Vision A clear, concise, compelling 10+ year goal
- ❖ Strategy Key priority areas of work in a 3-year, rolling format
- ❖ Resource Finances, leaders, support, and facilities needed
- ❖ Operation Annual action steps with targets and assignments

▶▶ Professional Services

Daxko T2 Consulting will provide professional services in six, integrated steps:

- ❖ Data Gathering and analysis of data and input
- ❖ Draft Development of a draft plan
- ❖ Discussion Review and testing of the draft plan
- ❖ Development Refinement of the draft plan
- ❖ Decisions Approval of the plan
- ❖ Dissemination Communication and implementation

Step 1	Gathering and Analysis of Data and Input	October
Action Items	<ul style="list-style-type: none"> a. Identification of the most common themes from prior Synod and ELCA surveys and input b. Online surveys and individual interviews with leaders from a variety of churches, conferences, committees, councils, synods, and church-wide organizations c. Preparation of a <i>Data/Input Analysis</i> document 	

Step 2	Development of a draft plan	Nov/Dec
Action Items	<ul style="list-style-type: none"> a. Executive Committee draft plan development session (November 4, 9:00 am – noon) b. Comments on the draft plan by the Council (November 18, hour and a half TBD) c. Revisions of the draft plan by the Executive Committee (December 6, 2:00 – 4:00 pm) 	

Step 3	Review and testing of the draft plan	Jan/Feb
Action Items	<ul style="list-style-type: none"> a. Draft plan posted online with a response form for feedback b. Information sent to all congregations about the draft plan and the process to provide input, feedback, and opinions c. The draft plan is presented to committees and groups for review and discussion (as part of regular, scheduled meetings and/or special called meetings) 	

Step 4	Refinement of the draft plan	Mar/Apr
Action Items	<ul style="list-style-type: none"> a. The draft plan is modified based on feedback from Step 3 b. The final plan is reviewed by the Executive Committee c. The final plan is reviewed by the Synod Council 	

Step 5	Approval of the plan	Apr/May
Action Items	<ul style="list-style-type: none">a. The final plan is posted online and sent to the Synod Assemblyb. Executive Committee members make calls to key stakeholders to answer any questions regarding the planc. The final plan is presented to Synod Assembly for approval (May 17)	

Step 6	Communication and implementation	June
Action Items	<ul style="list-style-type: none">a. A communications plan and resources will be developed and implementedb. Executive Committee members will make presentations on the plan to key groupsc. An implementation plan will be developed and executed	

► Firm Overview

Daxko has a singular objective: to significantly and measurably increase your organization's impact. We exist to make sure what you promise in your Mission Statement is evident in the lives of a growing number of people and producing transformational results in your community and society.

Over the past decade, we have helped more than 500 social sector organizations succeed by providing a comprehensive, integrated set of customized professional services. Our team of 130 Daxko professionals are innovative pioneers who push beyond simply suggesting "best practices." We implement leading-edge solutions based on your organization's unique mission and market. The team leaders have decades of experience leading social sector organizations as CEOs and senior staff – so we know the difference between theory and real world applications.

We provide professional services in the areas of:

- ❖ Board Engagement
- ❖ Facility Development
- ❖ Financial Development
- ❖ Market Research
- ❖ Mission Measurement & Evaluation
- ❖ Membership Development
- ❖ Planning
- ❖ Program Design
- ❖ Staff Performance
- ❖ Technology and Information Management