

2022 Proposed VTO

Core Values (Who We Are - T-Shirt Version)

1. *We are WELS in Africa.*
2. *We work while it is day.*
3. *We value shepherding ministries that use Word and Sacrament.*
4. *We respect for our Team*
5. *We respect for our Partners*

Core Values (Who We Are – Expanded Version)

1. *WELS One Africa Team exists to carry out the WELS BWM VTO in Africa.*
2. *We feel an urgency to share the Scriptures throughout Africa.*
3. *We believe that Christians are blessed as they regularly gather around Word and Sacrament and are shepherded by faithful ministers of the gospel.*
4. *We value and thank God for each other as fellow members of the OAT team and for the WELS partners and membership that support our mission work in Africa.*
5. *We respect our partners with whom we work in Africa.*
 - a. *As people for whom Jesus gave his life.*
 - b. *As brothers and sisters in Christ.*
 - c. *As those who understand and serve best in their culture.*
 - d. *As the primary ministers of the gospel in their Church.*
 - e. *As partners whom God has enabled us to serve.*

Explanations

#1: Our core values are an expression and application of the BWM's VTO. Their VTO expresses the purpose and goals of WELS World Missions, and we are tasked to carry out that work in Africa.

#2: The urgency of our work was expressed in the 2020 VTO, and it is repeated here with a Bible reference.

#3: This value expresses what we are working to develop with our partners, not what we plan to do. Our goal is to work with our partners to develop and sustain healthy congregations who regularly connect with the Word and Sacrament. This is in line with historic mission work as described in the New Testament. It is also in line with the marks of the church as described in Article VII of the Augsburg Confession. It is also in line with the BWM's Niche, *Spread the Gospel in a way that empowers nationals to develop healthy and growing churches*. Finally, the health of congregations or ministries are defined and measured by the Healthy Church Characteristics.

#4: This value expresses that truth that we appreciate all the members of WELS with whom we work. We appreciate and recognize all the gifts, strengths, weakness, and challenges that we all bring to the team. It also recognizes that the OAT does not work alone or independently but in coordination and with the help of the entire WELS.

#5: This value reaffirms various historic and current values and goals of WELS World Missions. It reinforces the core values, #4,5, and 6 of the BWM. It also reaffirms many of the values of indigenization, especially the concept of local ownership and responsibility for the local church. Finally, it expresses our desire for a partnership which is based on mutual respect and trust.

Summary: These core values lead us to carry out the work expressed in the Core Focus and Our Niche.

Core Focus (What We Do)

Purpose/Cause/Passion

We want to work with partners to gather and shepherd God's people in Africa.

Our Niche

WELS One Africa Team, through relationships with partners in Africa, teach the scriptures, gather the lost, and equip leaders to shepherd God's people.

10 Year Target (For What We Pray)

Among our partners there will be over 200,000 adults who regularly gather around Word and Sacrament and are shepherded by well-trained leaders.

Explanations

#1: The Target is measures adults who regularly gather for public worship instead of membership, for two reasons for several reasons. One, attendance at worship is easier to be tracked even at preaching stations or new starts. Another is that the number of adults faithfully participating more accurately indicates the health of a group.

#2: The Target specifically mentions the activity of gathering around word and sacrament to reinforce our core values and focus. It also specifically notes the work of shepherding, to emphasize the work and not an office. The work of shepherding also helps define the work which leaders are expected to carry out.

Ministry Strategy (How We Work with Partners)

Target / The List

We seek out and work with partners in Africa who are responding to the urgent call to share the Scriptures.

Three Uniques

- 1. We work with partners who want use God's Word to gather and shepherd God's people.*
- 2. We work with partners who are willing to use their God given gifts to do this work.*
- 3. We work with partners to discover how best to assist them to carry out their ministry of sharing God's Word.*

Proven Process

- 1. We Build and Maintain a Relationship of Trust and Respect*
- 2. We Evaluate and Plan Ministry Together*
- 3. We Work the Plan Together.*

Guarantee

By the power of God's Word, we will equip and encourage you to gather and shepherd God's people.

Explanations

#1: In line with our Core Values, Focus and Niche, we desire to find and work with those who want to gather and care for a group of people around Word and Sacrament. Our Target also helps to identify those with whom we do not work.

#2: The three uniques emphasize and communicate that we want to work with local partners for a specific purpose. These uniques also emphasize that we are looking for people who are willing to take responsibility and ownership of their ministries, using their God given resources and skills. While at the same time we are willing to assist them.

#3: The Proven Process emphasizes that everything we do is done based on the foundation of a good relationship with our partners. Only through such a relationship can meaning full discussions concerning the health of congregations and outreach take place. Then based on honest evaluation of ministry, plans for ministry and OAT's assistance be created and carried out.

#4: The Guarantee sums up all that we want to do and what we have to offer to those who share the desire develop and carry out shepherding ministries.

Conclusion

This proposed VTO, emphasizes that the WELS' OAT exists to carry out the work of WELS World Missions in Africa. We carry this work by developing and maintaining a relation of mutual respect and trust with Partners in Africa who desire to carry out shepherding ministries, which gather people around Word and Sacrament. In our partnership we do not want to control or own the local ministries but offer help to our partners to carry out their ministries. In short, we care about: having a relationship with our partners, the ministry of shepherding, and the development and care of congregations connected to Word and Sacrament.