

LATINX LUTHERAN LEADERSHIP INITIATIVE (L3 Initiative)  
INICIATIVA DE LIDERAZGO LUTERANO LATINX ( Iniciativa L3)  
Evangelical Lutheran Church in America (ELCA L3 Initiative)

## DESCRIPTION

Una iniciativa comunitaria, a nivel nacional, para la identificación, formación y acompañamiento de líderes a servir de acuerdo a sus vocaciones y talentos en la iglesia y sociedad.

A national and community-based initiative for the identification, formation and accompaniment of Latinx leaders to serve according to their vocation and talents in church and society

This initiative aims at strengthening, diversifying and blessing the ELCA with a new cadre of Latinx Lutheran Leaders to help meet the challenges and opportunities in the 2020's decade.

It is a COMMUNITY-BASED initiative. The Latinx world is a community of communities with at least 3 distinct audiences \*: Immigrants, Established Families, and New Generations. This initiative will identify foundational insights from socio-cultural, ecclesiastical and historical experience of these various groups, as well as Lutheran theological roots, research results and learning from various and current ministry models.

It is a NATIONAL initiative in its scope. Leaders of all three expressions of the ELCA will be involved and engaged in a collaborative and coordinated effort to move into the future together. In dialogue and partnership, we will create spaces and pathways for innovative approaches to Latinx leadership development.

## DESIRED OUTCOMES

1. A new cadre of Latinx Lutheran Leaders, younger, economically diverse, bilingual, culturally competent, inclusive of sexual orientation and identity, serving our church and society with the good news of the gospel of grace and justice in Jesus Christ.
2. Creation and coordination of a communal, intentional, permanent and sustainable institutional Latinx “leadership pipeline” for all expressions of the ELCA.
3. Latinx congregations identifying and forming leaders will experience greater sense of vitality and growth in serving new people.
4. New leaders will emerge to serve local congregations, Campus Ministries, Synodical roles, Churchwide and global leadership.
5. Growing number of leaders will prepare themselves as theologians to serve seminaries and other educational institutions of the ELCA.

## WHAT IS UNIQUE AND INNOVATIVE ABOUT THE “L3 INITIATIVE”

The uniqueness of this initiative lies in its methodology and communal core values. The community intends to look deeply into its own well of resources, current ones and historical ones, in order to find its roots and identity and confidence to develop pathways into the future. Here are some methodology descriptors:

1. Inside-Out, Bottom-Up approach: Listening and learning from our communal base.
2. Back to the Future approach: caring and learning from our roots before future fruit.
3. Asset-based approach: seizing and enhancing the energy, gifts and dreams of people.
4. Community-based approach: working together, “en conjunto”

5. Action-reflection-action approach: on-going learning in the “praxis” of ministry.

Here are some core values that will inform and guide this initiative:

1. Contextual, not normative
2. Innovative, not routine
3. Liberating, not oppressive
4. Inclusive, from a “mestizaje”, multicultural perspective
5. Collaborative, as co-laborers
6. Communal, not individualistic
7. Partnership and Mutuality
8. Lutheran confessional principles
9. Ecumenical commitment
10. Accompanying one another

#### WHAT WE INTEND TO LEARN; WHAT IDEA ARE WE TESTING

The Latinx presence in the US-Caribbean society is a gift yet unopen. It is an untapped resource, like a diamond in the rough. On the contrary, current perspectives create an unfounded view of the Latinx community as a problem to deal with. And, life in the church is no exception. Current systems and procedures limit the access and natural expressions of the community gifts and experience. For the most part, few leaders are able to fit the patterns and molds for leadership in all expressions of the church. So, what if:

1. The Latinx community takes responsibility to create a pipeline for leadership based on its unique socio-cultural, historical, and theological identity, to share in the church.
2. In dialogue and partnership, the ELCA welcomes such pathway as part of the its life.
3. New generation of Latinx leaders refresh and resource the ELCA into its future.

#### PLAN AND TIMETABLE (with suggested projects and/or activities).

##### Phase 1: 2020-2021

Creation of congregations and leadership database

Analyze situation

Asset-mapping

Development of a sustainable financial infrastructure

Budgeting

Creation of an endowment

Creation of a formal relationship with Leadership Lab, Bp Eaton’s Initiatives, etc.

10-yrs Plan development

L3 Initiative formal presentation/launching

##### Phase 2: 2022 –In-person national gathering: community ownership

L3 Initiative Inauguration

Progress Report

10-yr plan presentation to the Latinx communities

Phase 3: 2023-2030 Implementation of Initiative Components.

2023-2024

Initiatives with congregations

Equipping of the baptized

Coaching and Mentoring

Initiatives with synods

Lay School Programs latinx component

Secondary School of Theology

Latinx ministers support & continuing education

Latinx Bishops support

Initiatives with seminaries

TEEM Programs

W&S and W&S Latinx programs

Latinx Faculty identification, hiring and development

Accompaniment and advocacy to Latinx seminarians

Initiatives with Colleges and Universities

Campus ministries

Initiatives with churchwide

Latinx Coaching

Horizon

Congregational Vitality

Theological education

REDIL, Ecumenical Latinx Network

New Congregations

Youth Ministries/MYLE

Latinx Endowment

Immigration, Homelessness and Justice Advocacy

Others

2024 Assessment, Progress Report and L3 Initiative Adjustments

2025-2026

Initiatives with congregations

Equipping of the baptized

Coaching and Mentoring

Initiatives with synods

Lay School Programs latinx component

Secondary School of Theology

Latinx ministers support & continuing education

Latinx Bishops support

Initiatives with seminaries

TEEM Programs

W&S and W&S Latinx programs

Latinx Faculty identification, hiring and development

Accompaniment and advocacy to Latinx seminarians

Initiatives with Colleges and Universities

- Campus ministries
- Initiatives with churchwide
  - Latinx Coaching
  - Horizon
  - Congregational Vitality
  - Theological education
  - REDIL, Ecumenical Latinx Network
  - New congregations
  - Youth Ministries/MYLE
  - Latinx Endowment
  - Immigration, Homelessness and Justice Advocacy
  - Others

2026 Assessment, Progress Report and L3 Initiative Adjustments

2027-2028

- Initiatives with congregations
  - Equipping of the baptized
  - Mentoring
- Initiatives with synods
  - Lay School Programs latinx component
  - Secondary School of Theology
  - Latinx ministers support & continuing education
  - Latinx Bishops support
- Initiatives with seminaries
  - TEEM Programs
  - W&S and W&S Latinx programs
  - Latinx Faculty identification, hiring and development
  - Accompaniment and advocacy to Latinx seminarians
- Initiatives with Colleges and Universities
  - Campus ministries
- Initiatives with churchwide
  - Latinx Coaching System
  - Horizon
  - Congregational Vitality
  - Theological education
  - REDIL, Ecumenical Latinx Network
  - New congregations
  - Youth Ministries/MYLE
  - Latinx Endowment
  - Immigration, Homelessness and Justice Advocacy
  - Others

2028 Assessment, Progress Report and L3 Initiative Adjustments

2029-2030

- Initiatives with congregations
  - Equipping of the baptized
  - Mentoring
- Initiatives with synods
  - Lay School Programs latinx component
  - Secondary School of Theology
  - Latinx ministers support & continuing education
  - Latinx Bishops support
- Initiatives with seminaries
  - TEEM Programs
  - W&S and W&S Latinx programs
  - Latinx Faculty identification, hiring and development
  - Accompaniment and advocacy to Latinx seminarians
- Initiatives with Colleges and Universities
  - Campus ministries
- Initiatives with churchwide
  - Latinx Coaching
  - Horizon
  - Congregational Vitality
  - Theological education
  - REDIL, Ecumenical Latinx Network
  - New congregations
  - Youth Ministries/MYLE
  - Latinx Endowment
  - Immigration, Homelessness and Justice Advocacy
  - Others

2030 Final Assessment, Progress Report and Future

**PARTNERS:**

- ELCA Synods and Congregations
- ELCA Seminaries
  - Lutheran Seminary Program of the Southwest
  - TEEM Programs
  - Latinx Initiatives
  - Seminary Leaders-Ethnic Specific Bishops Forum/Conversation
- ELCA Colleges and Schools
  - ELCA Campus Pastors
- ELCA Lay School Programs
  - La Escuela Secundaria de Teologia
  - La Academia
  - Diakonia
  - LSM Steering Committee
- ELCA Latinx Bishops
- ELCA Domestic Mission Unit
  - Congregational Vitality Team

Candidacy and Leadership  
Theological Diversity  
Latinx Desk  
Latinx Coaching System  
Horizon Program  
Domestic YAGM?  
Youth Ministries  
Homeless and Justice Network  
Dissabilities Ministries  
Outdoor Ministries  
Ecumenical Network for Development of Latinx Churches, REDIL  
Centro Luterano de Formación Teológica JDR  
Select Learning  
Others

#### COORDINATING TEAM

Working Groups and other Teams as needed

\*For more information on Latinx 3 main audiences, see Rev. Ruben Duran Powerpoint :  
“Building Capacity for Latinx Leadership”; enclosed in this memo.

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