

Strategic Ministry Plan

2005 - 2008

First Ev. Lutheran Church Glencoe, MN

Prov 3:5-7

*Trust in the LORD with all your heart and lean not on your own understanding;
in all your ways acknowledge him, and he will make your paths straight.
Do not be wise in your own eyes; fear the LORD and shun evil.*



November 2005

Introduction



First Ev. Lutheran Church – Glencoe, MN

On February 13, 2005, your Voters' Assembly adopted this Strategic Ministry Plan as your best understanding of God's calling (work) and plan for your congregation. This is a remarkable document, resulting from gathering as the Body of Christ and prayerfully asking God to reveal His purpose (mission), boundaries (values), direction (vision), and first destination (goals) for your congregation, along with your best response to this calling, His plan. We have recorded, on the following pages, what was revealed to you by the Holy Spirit . . . who calls, gathers, enlightens, and sanctifies His church for His purposes . . . and then adopted by the Voters. This document forms the foundation for all congregational decision-making.

You adopted this plan to focus your attention on God's work for you. Without this focus, it is far too easy to busy yourselves with your own agendas, work of your own creation, born of your own good intentions . . . but still plans of your own making. Scripture tells us that this will only wear you out and deplete your resources (*Hag. 1:5-6*). Instead, you have chosen to serve God's agenda, to join God at work on His plan instead of asking God to join you in the work you define.

This will not be easy. You will most certainly face challenges of every kind - - from financial shortfalls to a lack of willing servants. But we are sure of one thing, that God will always supply His will for us. You will lack nothing needed to carry out His work, His way, in His time (*Psalm 34:9-10*).

By adopting this plan, the congregation established its agenda – God's calling – for all its work. Then, it gave this agenda to the leadership . . . asking them to equip, encourage, and hold accountable all who serve in this place (*Eph. 4:11-13*). Now, leadership is responding to this request, reporting its progress and asking you to join them in this good work.

May God help and equip you as you join Him in what He is doing . . . to His glory!

Soli Deo Gloria!



This is our best understanding of God's calling for our congregation!

His Mission for Us:

This is our understanding of why God wants us here as a congregation

Sharing Christ, Changing Lives!

His Values for Us:

These are the values we will stand for, without compromise, regardless of the challenges placed before us.

These are our guiding principles, defining our relationships and our work together.

Outreach

Word & Sacrament

Spiritual Growth

Our Faith/Doing God's Work

Church Attendance

Stewardship (3 T's)

Responsive Ministries (Life Stages)

Increase Pastoral Staff

Lutheran Doctrine

Financial Stability

His Vision for Us:

This is our best understanding of God's will for the future of our congregation.

Our community will see us as a 'lighthouse' of hope and be 'wowed' by our growing presence

Our guests will 'long to belong' as they are welcomed, accepted where they are, and inspired by God's love shown to them

Our members will be connected, nurtured and energized to boldly step out to share the Gospel

His Goal for Us:

This is our first destination on our journey towards His Vision for Us.

Our worship, staffing & facilities will serve to enhance our ministry & grow our congregation with every member involved in reaching the community with the Gospel



This is our best understanding of God's plan for our congregation!

His Strategies for Us:

This is our best understanding of the methods God wants us to use to accomplish His goals.

#1 Offer a variety of worship services, programs & activities to meet the needs of different life stages of our congregation & community

#2 Equip our members to boldly and freely share the Gospel with family, friends & the community

His Tactics for Us:

This is our best understanding of how and when God wants us to accomplish His Strategies for Us.

Strategy #1

- Staffing (Pastoral, DCE, Leaders, Volunteers)
- Expand & enhance our worship service opportunities (i.e. times, styles, music, overheads, off-site, etc.)
- Age & Family specific activities
- Expanded facilities & programs—also available to the community (gym, classrooms, community rooms, daycare & senior housing, etc.)

Strategy #2

- Reach inactives
- Identify talents of members & train them (lay participants, etc.)
- Bible study & prayer ministry (home, off-site, etc.)
- Staffing (Pastor of Evangelism)
- Community & family outreach (open doors, welcome to all faiths)

Leadership's Response



First Ev. Lutheran Church – Glencoe, MN

With the adoption of this Strategic Ministry Plan, the congregation has handed its agenda to the leadership. An agenda based on God's calling instead of personal opinion, formed by asking and relying on the Holy Spirit to call, gather, enlighten, and sanctify our work.

Now, the leadership has developed its response. Each board/committee/organization of this congregation has considered its role in accomplishing the calling recorded in the Strategic Ministry Plan and approved by the Voters Assembly. On the following pages, each group has documented its best understanding of God's calling and plan for them, in response to the congregation's agenda. In every case, leadership is establishing alignment with God's calling (work) for the congregation by defining the calling (work) for their boards.

Also, each group has considered how to multiply the ministries included in your plan by using a technique called "mapping". Multiplication of ministry was practiced by Jesus and recommended to Timothy by Paul who said *"And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others."* (2 Tim. 2:2). By defining their work in the smallest possible component parts, more opportunities for involvement with less commitment of time and energy by all are created at every level.

We have given our best effort at planning the work, according to God's will for us. Now it is time to work the plan!

Based on the following plans, we will continue the aggressive pursuit of God's calling for us. But frankly, we don't know how this can be done without you! Our current leadership cannot do this work alone. Our current bank account is not big enough to get this work accomplished. It will require a level of volunteerism that we have never known in our congregation to do this!

It is only by God's grace and nurture that we can respond to His calling for us. It is only by the Holy Spirit that you will be motivated to join with us as we join God in His work here. We don't know if you will respond to His calling. But of one thing we can be sure - - this is our best understanding of God's work for us, and we will aggressively and single-mindedly pursue this path, without compromise!

We hope that, as you read the following pages, you catch the vision of what God has in store for us here. We also hope that you will join us in considering God's calling for you, and how you can serve Him with us in this congregation - - to His glory!

Matt 9:36-38

Then he said to his disciples, "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field."

Vision Management Team



First Ev. Lutheran Church – Glencoe, MN

His Mission for Us:

Faithfully Leading God's Plan!

Our Aspirational Values:

Unwavering belief & trust in God's Word and God's Plan

His Vision for Us:

Through our encouragement and faithful leadership of the individual teams (boards, organizations, committees), the congregation would see the fulfillment of God's Plan of "Sharing Christ, Changing Lives".

His Goal for Us:

Leading each member to their individual role in God's Plan of "Sharing Christ, Changing Lives" 1 Cor. 12:27 'Now you are the body of Christ, and each one of you is a part of it'.

His Three-Year Strategies for Us:

Identify and communicate opportunities, while providing encouragement and support

His Three-Year Tactics for Us

- Prayer schedule
- Minuteman messages
- Vision Team column in newsletter
- Scheduled contacts with teams
- Accessibility (people can contact us)

Schedule of Tactics:

Year One:

- Minuteman Message – monthly beginning 6/05/05
- Print Minuteman Message in Newsletter
- Prayer Schedule

Year Two: on-going

Year Three: on-going

Vision Management Team



First Ev. Lutheran Church – Glencoe, MN

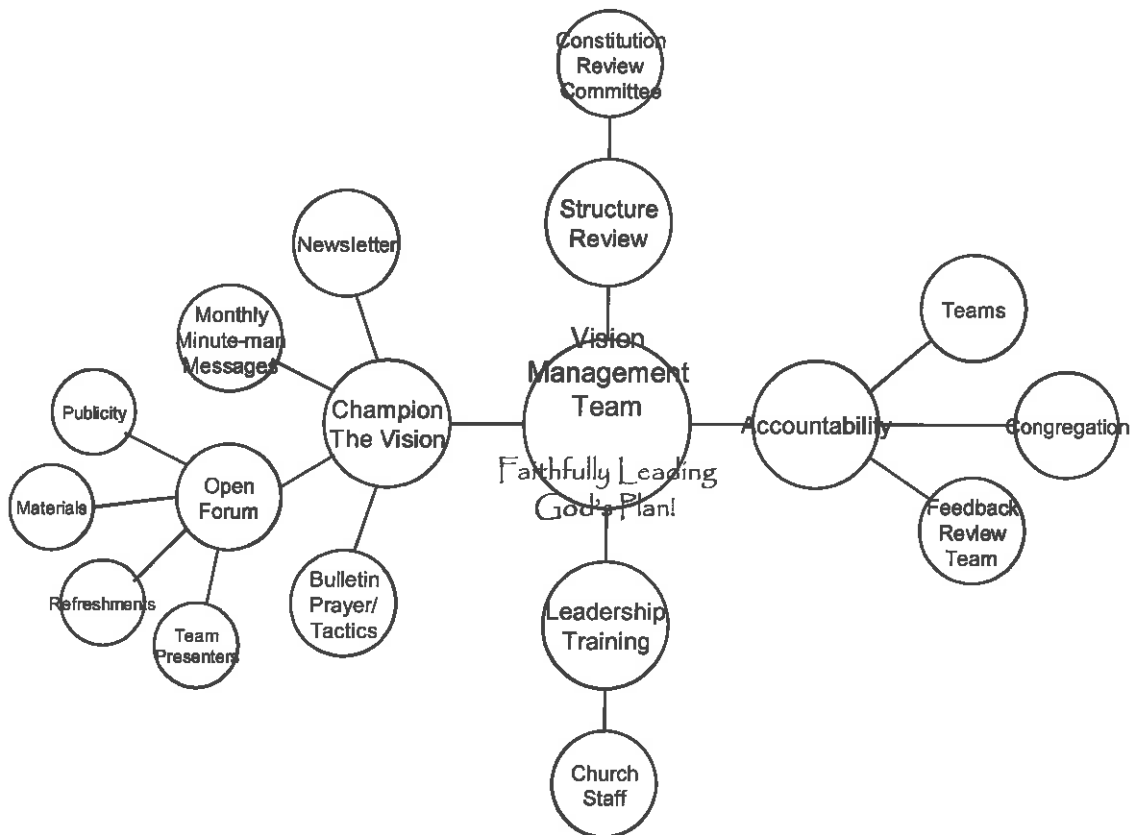
Existing Resources:

- Newsletter
- Speaking abilities (minuteman messages)
- Support of each other
- Office staff

Needed Resources:

- Time
- Patience
- Technology – to get the message out
- Opportunity
- Wisdom

Mapping:



Vision Management Team



First Ev. Lutheran Church – Glencoe, MN

Metrics:

Tactic	Metric/Measurement	Timeline
Prayer Schedule	Develop & distribute	June 2005
	List weekly prayers in bulletin (with specific task listed)	August 2005
	Post on church website	August 2005
	Copies available on entry tables	August 2005
Minute-man messages	VMT members speak monthly	June 2005 & monthly thereafter
	Get random feedback from members on SMP understanding	June 2005 & monthly thereafter
Vision Management Team column in newsletter	Reprint minute-man messages in monthly newsletter	August 2005 & monthly thereafter
Scheduled contacts with teams	Keep teams on scheduled tasks through completion	Prior to each SMP follow-up deadline
Accessibility	Conduct a congregational open forum with information handout and presentation by each team	November 13 & 20, 2005



His Mission for Us:

Evaluating & Affirming Faithful Leaders!

Our Aspirational Values:

- Trust God & focus on His Word in all church matters
- Accountability

His Vision for Us:

To be faithful leaders who strive to serve the Lord and seek his will in all aspects of church life

His Goal for Us:

All Church Council members will have hearts sold out for reaching the lost and facilitate the growing of the church into an active congregation to involve every member

His Three-Year Strategies for Us:

- Equip and support all Church Council members to lead their respective church boards, so that their goals, strategies and tactics will be carried out.
- Regular prayer, worship and Bible study attendance should be every Council member's personal commitment

His Three-Year Tactics for Us:

- To monitor and support individual boards to verify that board decisions/actions correspond with its board strategies and tactics
- To encourage Church Council members, verbally and by example, to make personal commitments to regular prayer, worship and Bible study attendance
- Prayer Partners

Schedule of Tactics:

Monthly – Ongoing

Existing Resources:

Personal commitment, structure, governance

Needed Resources:

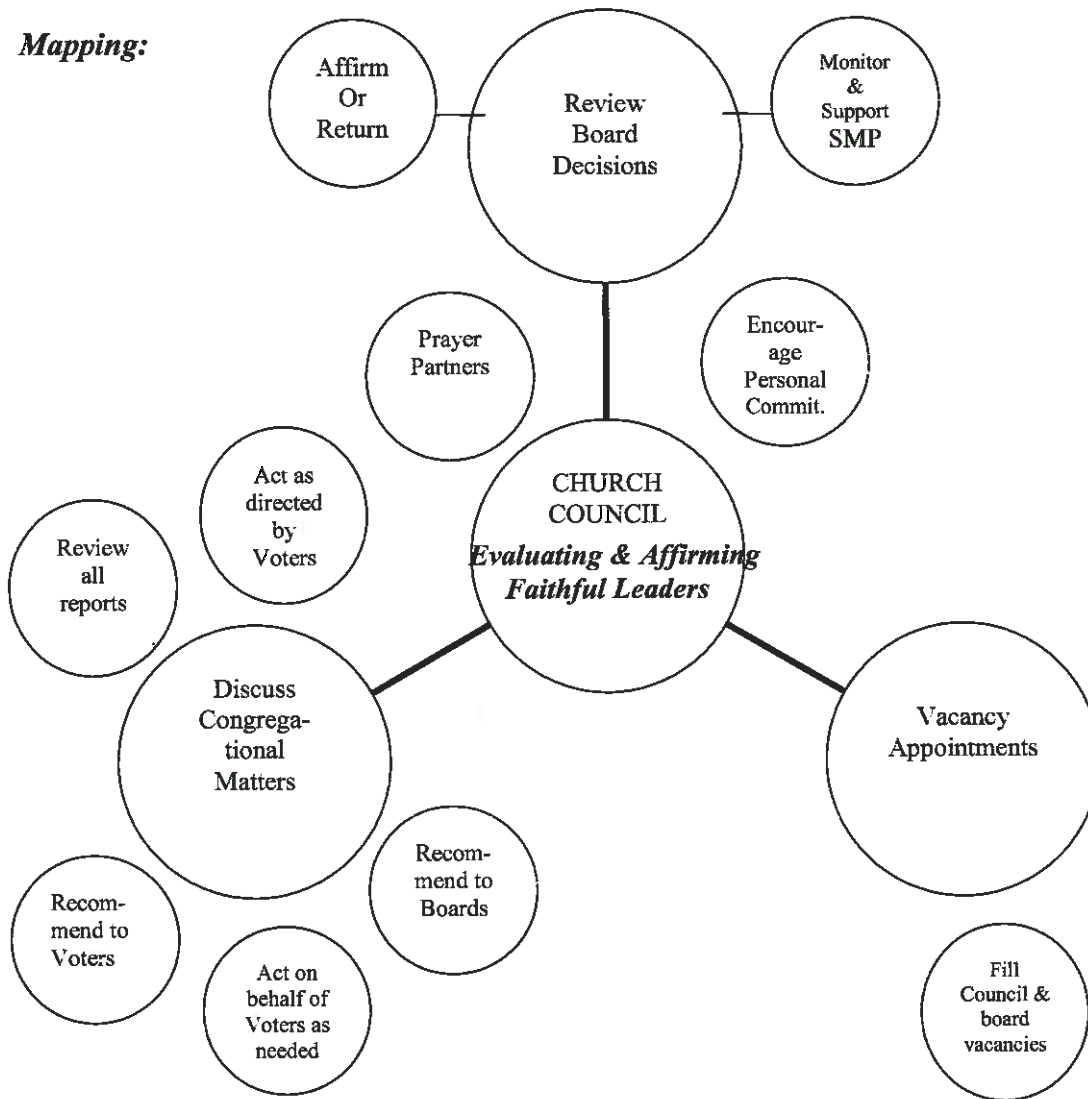
Patience; the need to inform prospective board members of personal commitment expectations

Church Council



First Ev. Lutheran Church – Glencoe, MN

Mapping:



Metrics:

Tactic	Metric/Measurement	Timeline
Monitor and support individual boards to verify that board decisions/actions correspond with its board strategies and tactics	Monthly Reports from boards (assign monthly report schedules)	February 2006
To encourage Church Council members, verbally and by example, to make personal commitments to regular prayer, worship and Bible study attendance	Attendance (no names) Keep track of percentage of Church Council members	Immediately
Prayer Partners	Assign or choose a Partner to pray for	February 2006



His Mission for Us:

Leading, Nurturing, Serving & Sharing

Our Aspirational Values:

- Word & Sacrament
- Our Lutheran Doctrine
- Giving God the Glory
- Spreading the Good News
- No Soul Left Behind
- Outreach
- A Passion for Christ
- Love One Another
- Leadership by Example

His Vision for Us:

To be Godly leaders, good role models, and living examples who are loving and caring for the needs of all, and equipping others to carry on this same caring ministry to be a lighthouse to the community

His Goal for Us:

To expand our ministry and staff, and grow our congregation with every member actively involved in worship and the ministry of the church.

His Three-Year Strategies for Us:

Offer a variety of worship styles & activities & provide opportunities for members to be involved in ministry

His Three-Year Tactics for Us:

- Foster an environment of open communication within the congregation
- Strengthen our personal faith through Bible Study & prayer & commitment to ministry
- Develop & implement a plan to reach out to inactive members
- Experiment with a variety of worship styles & activities to draw the community to First
- Complete mapping our ministry, & encourage other ministries to do the same, to provide opportunities for others to serve.
- Encourage “SWAT” opportunities (Serve Willingly Although Temporary)
- Provide leadership in evaluating all ministries & programs to ensure they support our SMP



Schedule of Tactics:

Year 1:

- Strengthen our personal faith through Bible Study & prayer & commitment to ministry
- Develop & implement a plan to reach out to inactive members
- Foster an environment of open communication within the congregation

Year 2:

- Provide leadership in evaluating all ministries & programs to ensure they support our SMP
- Complete mapping our ministry, & encourage other ministries to do the same, to provide opportunities for others to serve.
- Encourage “SWAT” opportunities (Serve Willingly Although Temporary)

Year 3:

- Experiment with a variety of worship styles & activities to draw the community to First

Existing Resources:

- Bible study
- Worship
- Leadership
- Enthusiasm of members
- Lots of members with many talents
- Pastors
- Facilities
- Untapped talent that needs to be exposed
- Friendly atmosphere

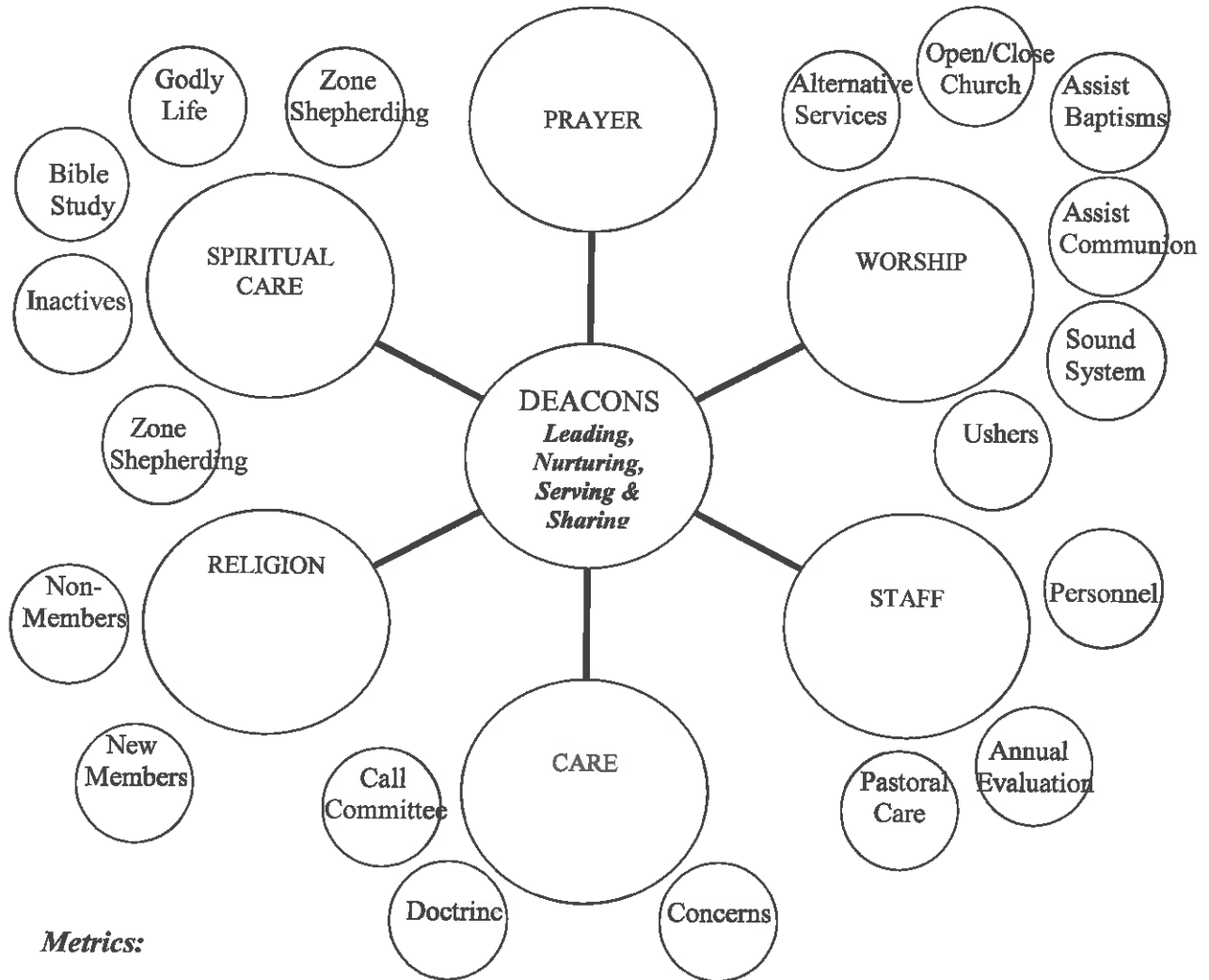
Needed Resources:

- Train people to seek inactives
- Urge more participation in Bible study
- More professional musicians
- Youth leader or DCE
- Group involvement
- Finances
- Leadership to engage entire congregation in the growth of church
- Reach inactives
- Materials to reach young adults

Board of Deacons

First Ev. Lutheran Church – Glencoe, MN

Mapping:



Metrics:

Tactic	Metric/Measurement	Timeline
Strengthen our personal faith through Bible Study, prayer, and commitment to ministry	<ul style="list-style-type: none"> Attend weekly Bible study Making it a personal commitment 	March 2006
Develop and implement a plan to reach out to inactive members	<ul style="list-style-type: none"> Attendance averages Communion records 	October 2006
Foster an environment of open communication within the congregation	<ul style="list-style-type: none"> Receptiveness of members 	June 2006
Encourage SWAT opportunities (Serve Willingly Although Temporary)	<ul style="list-style-type: none"> Others encouraging others 	March 2007
Experiment with a variety of worship styles and activities to draw the community to First	<ul style="list-style-type: none"> Attendance averages Comments and complaints Random feedback 	August 2008



His Mission for Us:

Providing Christian Education for All!

Our Aspirational Values:

- Christ-centered education
- Quality staff
- Fiscal responsibility

His Vision for Us:

Provide an inviting environment and quality staff where Christ is the center of spiritual and secular education for current and future generations

His Goal for Us:

We will have a building plan for the education facility that will be approved and construction will be 50% complete

His Three-Year Strategies for Us:

Develop & strengthen our Christian Education, Youth & Pre-school programs

His Three-Year Tactics for Us

- **Develop and strengthen the congregation's Youth Program**
 - Hire a full or part-time youth director(s)
 - Increase budget to support youth program
 - Develop a Youth Board of the congregation
 - Increase adult participation in the youth program
- **Further develop the Pre-School Program**
 - Further use of the Pre-School room to full time (presently the room is 4/10 of the time)
 - Hire or reassign teaching positions as needed
- **Develop and strengthen the congregation's Christian Educational Programs**
 - Develop a Christian Education Board of the congregation
 - Develop a confirmation program for Grades 6-8
 - Strengthen the Sunday School program
- **Finish the building program of the congregation**



- Initiate, promote, encourage the Church Council and the congregation to complete the building program needed for the work of the congregation by forming the planning, finance, etc. committees for the program
- **Stabilize the congregation/school budget**
 - Continue the 3-year fee and tuition scale
 - Develop a tuition aid program

Schedule of Tactics:

Year 1:

- Increase budget to support youth program
- Develop a Youth committee of the congregation
- Develop a Christian Education committee of the congregation
- Strengthen the Sunday School program
- Continue the 3-year fee and tuition scale
- Develop a public School Confirmation Program for Grades 6-8

Year 2:

- Hire a full or part-time youth director(s)
- Further use of the Pre-School room to full time (presently room is used 4/10 of time)
- Hire or reassign teaching positions as needed
- Increase adult participation in the youth program
- Initiate, promote, and encourage the Church Council and the congregation to complete the building program needed for the work of the congregation by forming the planning, finance, etc. committees for the program

Year 3:

- Further develop the tuition aid program

Existing Resources:

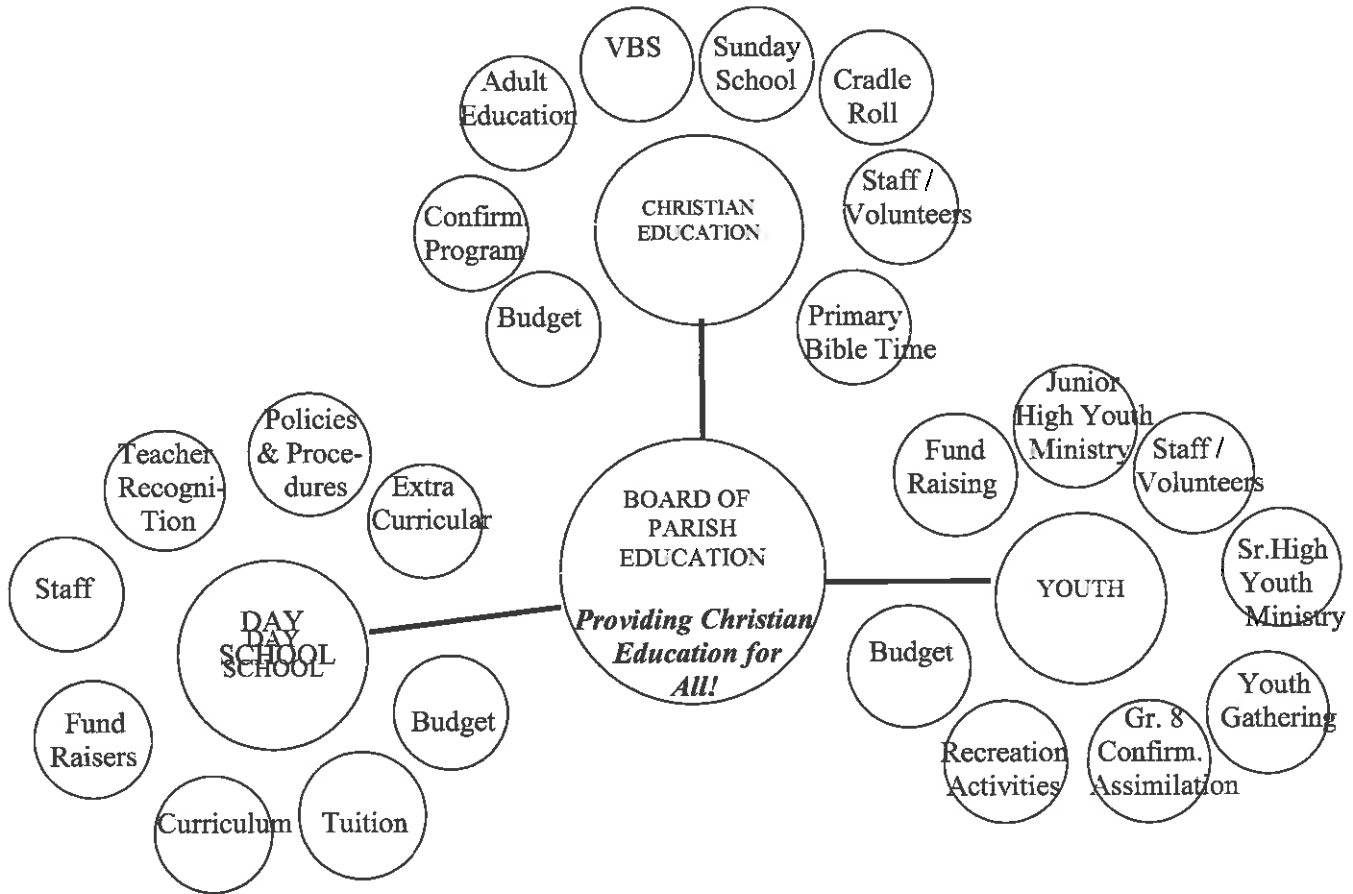
- Policies of the Congregation and Board of Education
- District & Synod of the Lutheran Church Missouri Synod
- Workshops from the MN south District
- Lutheran School Administrator's Handbook
- Other congregations with Lutheran Day Schools
- Approved Budget

Needed Resources:

- Additional facilities, staff, money



Mapping:



Metrics:

Tactic	Metric/Measurement	Timeline
Develop and strengthen the congregation's Youth Program	<ul style="list-style-type: none"> • Increase budget to support youth program • Hire a full or part-time youth director • Develop Youth Committee into a Youth Board • Increase adult participation in the youth program 	<ul style="list-style-type: none"> • Ongoing (2006) • 2007 • December 2006 • 2006; ongoing
Further develop the Pre-School Program	<ul style="list-style-type: none"> • Increase use of the Pre-School room • Hire or reassign teaching positions as needed 	<ul style="list-style-type: none"> • Fall 2006 • Fall 2006
Develop and strengthen the congregation's Christian Educational Programs	<ul style="list-style-type: none"> • Develop a Christian Education Committee into a Christian Education Board • Strengthen the Sunday School program 	<ul style="list-style-type: none"> • December 2006 • 2006; ongoing
Finish the building program of the congregation	<ul style="list-style-type: none"> • Initiate, promote, and encourage the Church Council and the congregation to complete the building program needed for the work of the congregation by forming the planning, finance, etc. committees for the building program 	<ul style="list-style-type: none"> • 2006; ongoing
Stabilize the congregation/school budget	<ul style="list-style-type: none"> • Continue the 3-year fee and tuition scale • Develop a tuition aid program 	<ul style="list-style-type: none"> • Ongoing • 2007



His Mission for Us:

Maintaining First Ev. Lutheran's Properties!

Our Aspirational Values:

Properly maintain buildings and properties for present & future generations

His Vision for Us:

As decision makers, we will encourage and carry out the wishes of the congregation in expansion of the congregation and facilities

His Goal for Us:

Complete the final phase of the education addition

His Three-Year Strategies for Us:

- Preventative maintenance plan for First Lutheran's properties
- Future new school building on property where old school is; or, new addition to school on church grounds

His Three-Year Tactics for Us:

- Make a list of maintenance and repair needed on all the properties, prioritize them by short-term (yearly) and long-term (5 to 10 years), and implement the plan. Also maintaining the grounds to look inviting.
- Help plan for new construction

Schedule of Tactics:

- Year 1: Develop a preventative maintenance plan
- Year 2: Implement plan and monitor progress
- Year 3: Review plan and continue to monitor

Existing Resources:

- Experience
- Funds

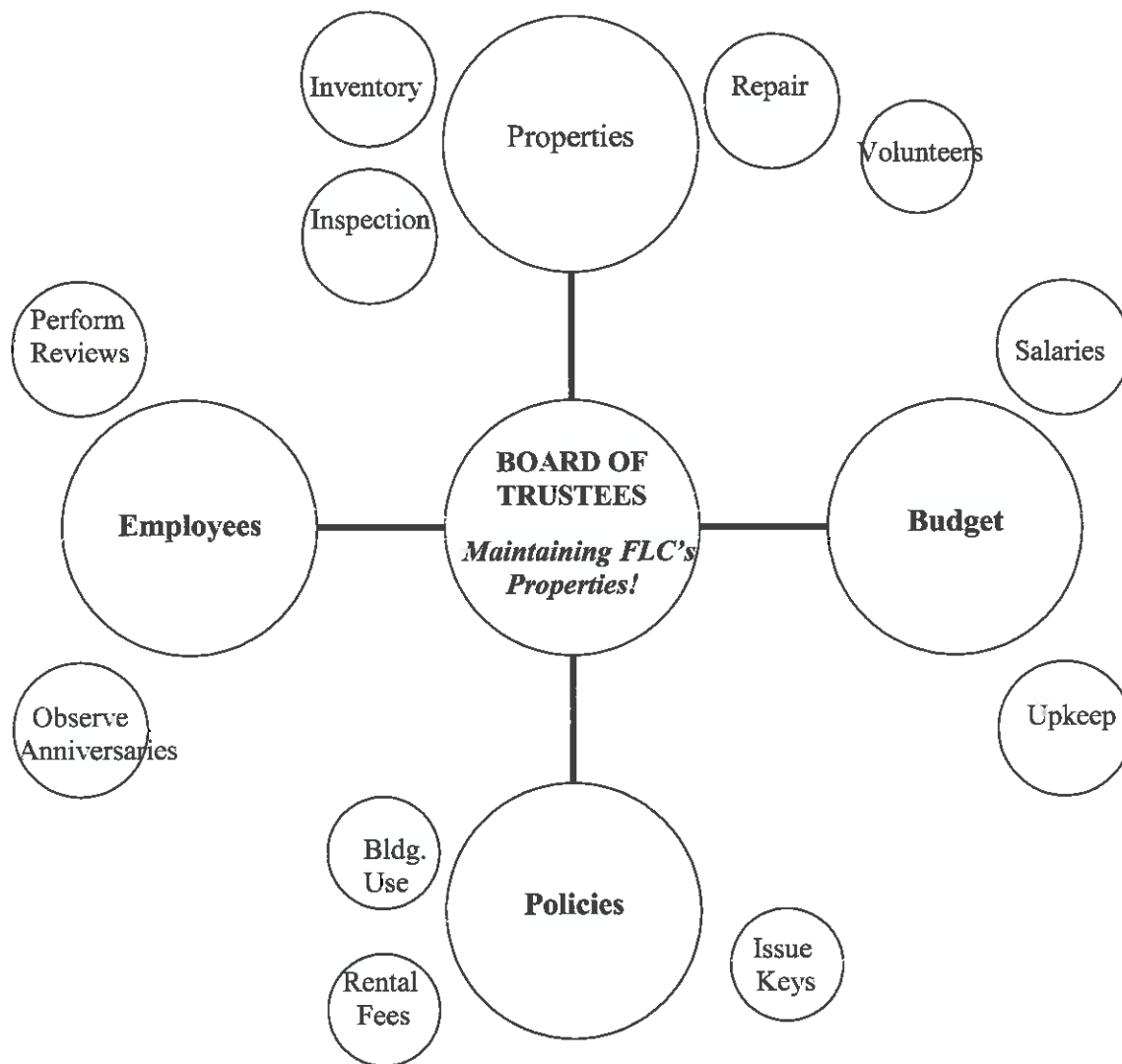
Needed Resources:

- Additional Funds

Board of Stewardship

First Ev. Lutheran Church – Glencoe, MN

Mapping:



Metrics:

Tactic	Metric/Measurement	Timeline
Develop a preventative maintenance plan	<ul style="list-style-type: none"> Inspect and evaluate all properties Make list of maintenance and repair that is needed on all properties Prioritize by short-term (yearly) and long-term (5-10 years) 	Semi-annually Spring 2006 Spring 2006
Maintain grounds to look inviting	<ul style="list-style-type: none"> Church member feedback Curb appeal 	Ongoing Ongoing
Help plan for new construction	Analyze cost comparisons of repairs versus new construction for facilities	Spring 2006



His Mission for Us:

Educating & Challenging God's Stewards!

Our Aspirational Values:

- Creating giving hearts
- Educating/total stewardship program (Time, Talent & Treasures)
- Building a passion to respond to God's love

His Vision for Us:

To provide servant leadership:

- To attract the community with giving hearts and welcoming attitudes
- To overwhelm our guests with the warmth, safety and security of Christ
- With the Holy Spirit using us, to create open hearts and minds of our members to become caring and giving stewards

His Goal for Us:

The Holy Spirit, through us, will “ignite the flame” within each member to become full disciples by stepping out of their comfort zones and into their calling

His Three-Year Strategies for Us:

Develop & implement a Biblical Stewardship education program designed to ‘light the flame within’ & provide resources to enhance our mission & outreach efforts

His Three-Year Tactics for Us:

- Start a Bible study series designed to light the flame within
 - Work on leadership attendance first
 - Use large group/small group techniques
 - Focus on 250 person attendance goal
- Use Budget Process to demonstrate stewardship principles found in Malachi 3:10
 - Step mission pledge to 5% next year and up to 10% in 4 years
- Enhance mission and outreach ministries and resources
 - Mission Sunday Kickoff with periodic updates throughout the year
 - Adopt a mission to show a personal connection to the congregation
 - Promote congregational missions
 - Ministry moments (Ministry Modules)
 - Complete personal spiritual inventories for all congregation members
 - Testimonials (given as minuteman message)

Schedule of Tactics:

Board of Stewardship



First Ev. Lutheran Church – Glencoe, MN

Invite leadership to attend bible study.

- * Have a representative from the Stewardship board attend the monthly meetings for the various boards and personally invite them to attend.
- * Pastor Brandenburg to invite members to attend during the church services.

Stewardship Emphasis:

- * Prepare 1 emphasis program per year.

Mission Program

- * Increase mission Percentage - Implement a special project to help with meeting our goals. (Goal is to be at 10% in 5 years).

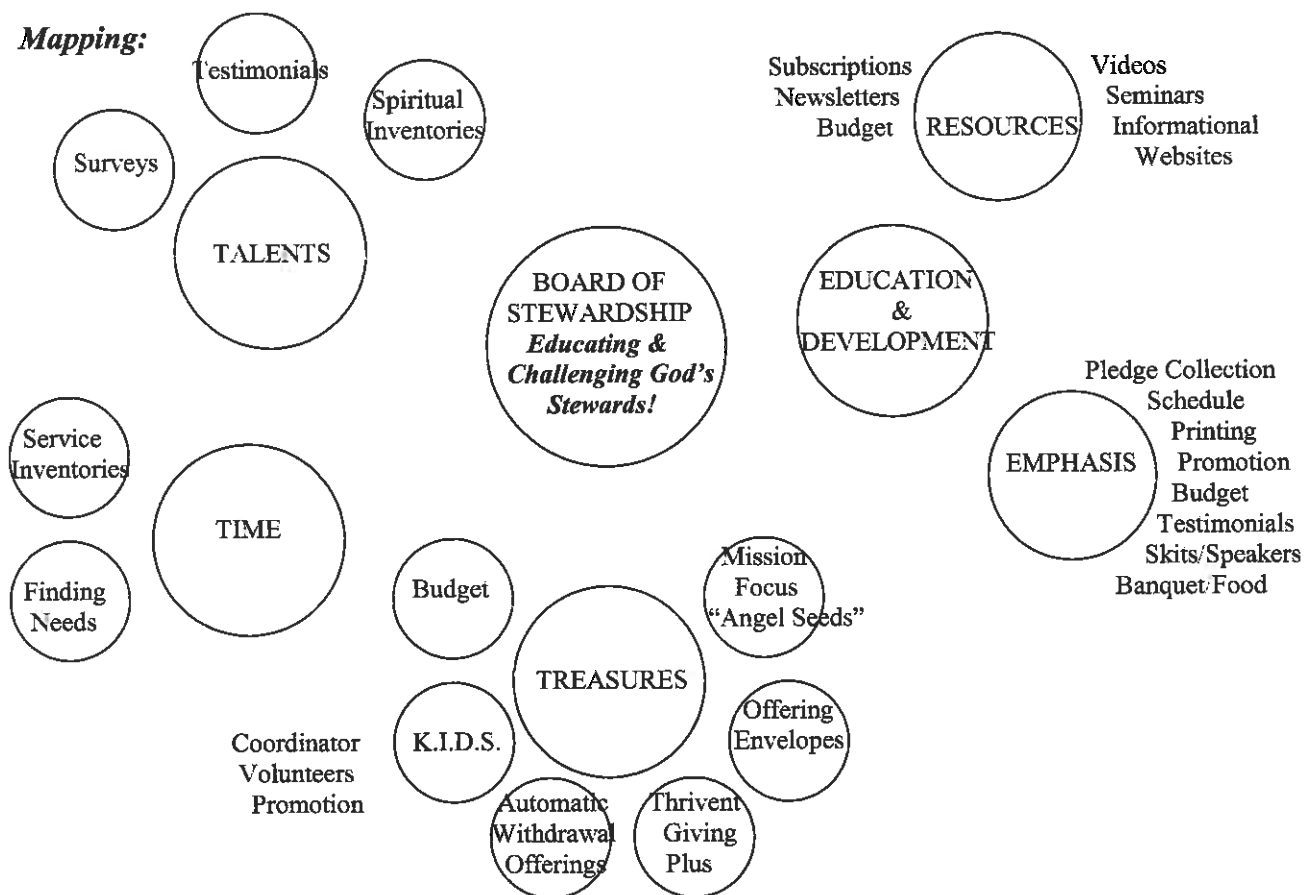
Thrivent GivingPlus Program

- * Educate people on the different programs available so that we can take advantage of the funds available.

Dramatic Groups to Perform

- * Have guest speakers and performers come to church 4 times a year.

Mapping:



Metrics:

Board of Stewardship

First Ev. Lutheran Church – Glencoe, MN

Tactic	Metric/Measurement	Timeline
Start a Bible study series designed to light the flame within	<ul style="list-style-type: none"> • Invite leadership to attend Bible study by having a board representative attend monthly meetings to personally invite them to attend • • Have Pastor Brandenburg invite members during the church service 	<ul style="list-style-type: none"> • Once a year, following elections • Weekly
Use Budget Process to demonstrate stewardship principles found in Malachi 3:10	<ul style="list-style-type: none"> • Step mission pledge to 5% for 2006 and up to 10% in 4 years • Implement a special project to help with meeting our goals • Prepare one emphasis program per year • Thrivent GivingPlus – education people on the different programs 	<ul style="list-style-type: none"> • Measure/check in Jan. of each year • Review mission focus quarterly • 1 per year (plan in fall of the year) • Kick-Off in spring; final push in Sept. (Education Sunday)
Enhance mission and outreach ministries and resources	<ul style="list-style-type: none"> • Mission Sunday Kick-Off with periodic updates throughout the year • Adopt a mission to show a personal connection to the congregation • Promote congregation missions • Ministry moments / Testimonials (given as Minuteman messages) • Complete personal spiritual inventories for all congregation members / testimonials • Have guest speakers and performers come to First Ev. Lutheran Church 	<ul style="list-style-type: none"> • Kick-Off finale Thanksgiving Sunday • “Angel Seeds” update • Monthly newsletter • Monthly/bi-monthly; use discretion • All members in Year One; new members thereafter (include in emphasis every 5 years) • 4 times per year



His Mission for Us:

Proclaiming Christ Enthusiastically Everywhere!

Our Aspirational Values:

- Proclaiming Christ to unbelievers
- Sharing the Word of God with others
- Truthfully proclaiming Christ

His Vision for Us:

Connecting our community to the Gospel and to First Ev. Lutheran Church through Christian Evangelism and providing hope, love and acceptance.

His Goal for Us:

Ministering to the community by identifying, inviting, retaining and involving current and new people into the life of our congregation

His Three-Year Strategies for Us:

- Encourage and equip members to share actively their faith as individuals
- Encourage and train others to be disciples to unbelievers
- Develop a welcoming atmosphere for everyone at all occasions
- Develop a program to follow up on visitors
- Prepare members to reach out to their family, friends, neighbors and the unchurched in our community
- Offer a variety of Christian fellowship opportunities (spiritual and social) to reach all people

His Three-Year Tactics for Us

- Set up Hospitality tables to welcome people at the church entrances
- Equip a team to focus on making contact (the same day) with guests listed on Friendship forms
- Partner with the Assimilation Committee to develop a plan to incorporate new members into the congregation
- Recruit, train, equip, and put into action a Welcome Wagon-type program
- Identify the interests, abilities and spiritual gifts of all members and train and encourage them to use their talents through involvement in the congregation
- Identify and reach out to newcomers in the community
- Having message boards set up



Schedule of Tactics:

Year 1:

- Equip a team to focus on making contact (the same day) with guests listed on Friendship forms
- Partner with the Assimilation Committee to develop a plan to incorporate new members into the congregation

Year 2:

- Recruit, train, equip, and put into action a Welcome Wagon-type program
- Identify the interests, abilities and spiritual gifts of all members and train and encourage them to use their talents through involvement in the congregation
- Identify and reach out to newcomers in the community

Year 3:

- Having message boards set up
- Set up Hospitality tables to welcome people at the church entrances

Existing Resources:

- Holy Word of God
- Sacraments
- Adequate building/facility
- People (ready to proclaim the Gospel)
- Spanish-speaking pastor
- Bilingual members

Needed Resources:

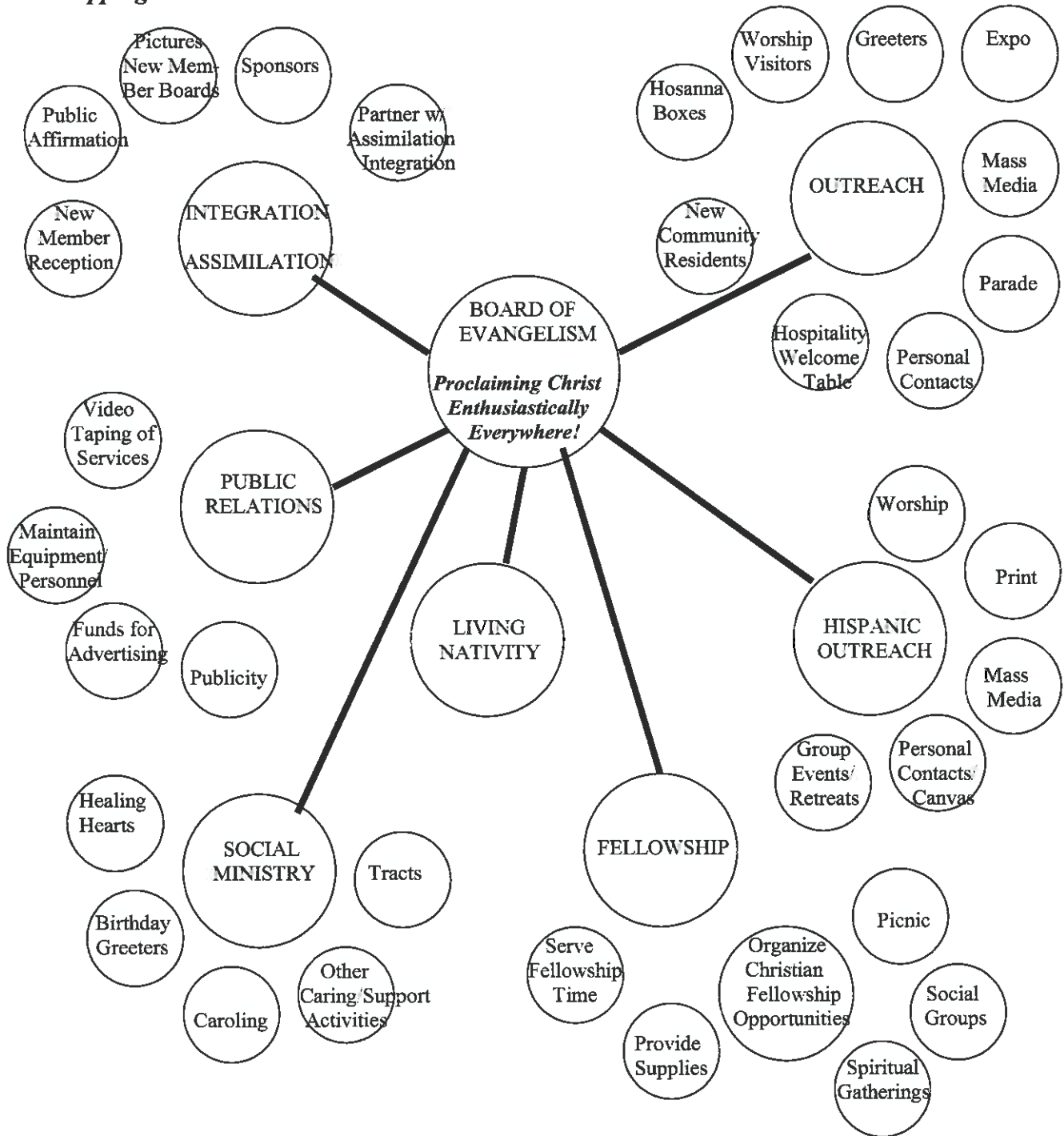
- Youth pastor
- Bilingual staff
- More volunteers
- Time

Board of Evangelism



First Ev. Lutheran Church – Glencoe, MN

Mapping:



Board of Evangelism



First Ev. Lutheran Church – Glencoe, MN

Metrics:

Tactic	Metric/Measurement	Timeline
Set up Hospitality tables to welcome people at the church entrances	Having/Seeing the welcome booth area	August 2008
Equip a team to focus on making contact (same day) with guests listed on the Friendship Register forms	Bi-weekly checking Friendship forms; one of the team members will contact visitors by bringing them a visitor packet	Start 2006; bi-weekly/ongoing
Partner with the Assimilation Committee to develop a plan to incorporate new members into the congregation	Compiling/making a list of duties and groups that new members may be involved with; assimilation reports and tracking	Monthly/ongoing
Recruit, train, equip, and put into action a Welcome Wagon-type program	Call on volunteers to assist with program, assemble packets of information, deliver packets to community newcomers	April 2007
Identify the interests, abilities, and spiritual gifts of all members and encourage and train them to use their talents through involvement in the congregation	Complete a spiritual gifts and a Time & Talent survey of the congregation; follow-up on the surveys; provide a class for members to learn about volunteer opportunities	September 2007
Identify and reach out to newcomers in the community	Check with the Glencoe Greeters and Welcome Wagon programs for names; track the number of boxes/packets that we distribute; track to see if they visit FLC	November 2007



His Mission for Us:

Equipping Disciples for Service!

Our Aspirational Values:

Founded on God's Word we value:

- Communication
- Servant leadership
- Excellence
- The individual calling God has given us

His Vision for Us:

Through Spirit-led leadership, we provide the impetus and stimulus for a balance of ministries, resulting in increased discipleship and participation

His Goal for Us:

Guided by the Spirit, our team serves to help leaders of ministry groups to identify needs, recruit and equip laity for ministry and deploy them so that every member will be involved in reaching the community with the Gospel (Eph. 4:11-13)

His Three-Year Strategies for Us:

Equip our staff to provide the leadership and support to the congregation to implement our SMP and accomplish the plan that God has given us

His Three-Year Tactics for Us:

- Develop and initiate in-house workshops for on-the-job training for ministry groups/leaders
 - Provide leadership training (in general) for all congregational leaders
 - Provide administrative and clerical support, as needed, for each group to meet their goals
 - Train leaders to diagram organizational pie chart for their groups; assign (or have members choose) areas of responsibility; leadership under their supervision for all elements of their group
- To call upon people in the congregation to use all of the spiritual resources available to them for their spiritual maturity
 - Have all leaders submit Spiritual Gift Inventories & Talents, etc.
 - To encourage the Nominating Committee to choose potential leadership candidates based on giftedness
 - To develop and initiate a comprehensive congregational prayer ministry
- To study, plan and understand the needs, age groups and characteristics of the people in church and in the community
 - To promote the update of the church computer system with a network so staff can be online for resourcing
 - Develop and take surveys to determine interest and direction of current and new ministry programs – then forward the information to appropriate groups

Church Staff



First Ev. Lutheran Church – Glencoe, MN

- Develop ministry descriptions and job descriptions for additional ministry programs and additional ministry staff positions, based on the needs/age groups of the congregation
- Add more group Bible studies / leaders for various interest groups and/or age groups

- To help our own members develop “mission eyes”
 - Each team member will provide and champion an outreach dimension for their group(s)

Schedule of Tactics:

Year 1 (beginning Sept. 2005):

- Provide leadership training (in general) for all congregational leaders (ongoing)
- Provide administrative and clerical support, as needed, for each group to meet its goals (ongoing)
- Have all leaders submit Spiritual Gift Inventories & Talents, etc. (ongoing)
- To encourage the Nominating Committee to choose potential leadership candidates based on giftedness (ongoing)
- To promote the update of the church computer system with a network so staff can be online for resourcing (wireless by Year 3)
- Add more group Bible studies / leaders for various interest groups and/or age groups (ongoing)

Year 2 (beginning Sept. 2006):

- Train leaders to diagram organizational pie chart for their groups; assign (or have members choose) areas of responsibility; leadership under their supervision for all elements of their group
- To develop and initiate a comprehensive congregational prayer ministry
- Develop and take surveys to determine interest and direction of current and new ministry programs – then forward the information to appropriate groups
- Develop ministry descriptions and job descriptions for additional ministry programs and additional ministry staff positions, based on the needs/age groups of the congregation
- Each team member will provide and champion an outreach dimension for their group(s)

Year 3 (beginning Sept. 2007):

- Continuation of Years 1 & 2

Existing Resources:

- Leadership videos/materials
- Knowledgeable, capable volunteers with specific life experiences (S.H.A.P.E.)

Needed Resources:

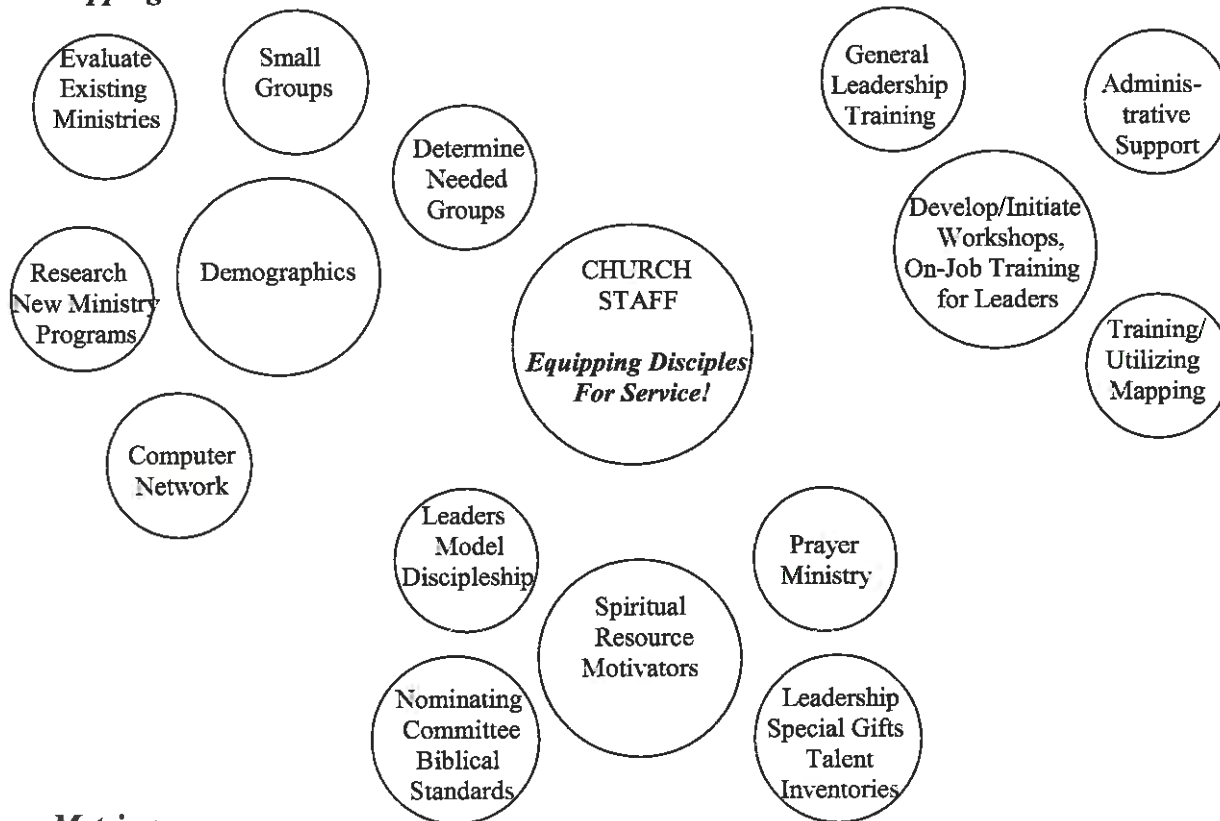
- Additional staff
- Updated technology
- Facility space for increased ministry programs and staff

Church Staff



First Ev. Lutheran Church – Glencoe, MN

Mapping:



Metrics:

Tactic	Metric/Measurement	Timeline
Develop and initiate in-house workshops for on-the-job training for ministry groups/leaders	<ul style="list-style-type: none"> Provide leadership training (in general) for all congregational leaders Provide administrative and clerical support, as needed, for each group to meet its goals Train leaders to diagram (map) for their groups 	<ul style="list-style-type: none"> Jan. 2006; annually and ongoing Available immediately Through SMP in 05; then annually or bi-annually (evaluate)
To call upon people in the congregation to use all of the spiritual resources available to them for their spiritual maturity	<ul style="list-style-type: none"> Have all leaders submit Spiritual Gift Inventories & Talents, etc. Encourage Nominating Committee to choose potential leadership candidates based on giftedness To develop and initiate a comprehensive congregational prayer ministry 	<ul style="list-style-type: none"> Fall 2005; then each Jan. for new leaders Summer 2005 & annually 2006
To study, plan and understand the needs, age groups, and characteristics of the people in church and in the community	<ul style="list-style-type: none"> To promote the update of the church computer system with a network, so staff can be online for resourcing Develop and take surveys to determine interest and direction of current and new ministry programs Develop ministry descriptions and job descriptions for additional ministry programs and ministry staff positions, based on needs/age groups of cong. Add more group Bible studies/leaders 	<ul style="list-style-type: none"> Jan. 2006 Summer 2005 and ongoing Fall 2005 and ongoing Fall 2005 and ongoing
To help our own members develop "mission eyes"	<ul style="list-style-type: none"> Each team member will provide and champion an outreach dimension for their group(s) 	<ul style="list-style-type: none"> 2006 and ongoing



His Mission for Us:

Managing & Promoting Charitable Giving!

Our Aspirational Values:

- Accountability
- Credibility
- Honesty
- Good Stewards

His Vision for Us:

With God’s blessing, make a greater impact on present and future ministries through increased financial resources

His Goal for Us:

To generate sufficient funds to produce a perpetual source of income to support new programs as directed by God’s Plan for First Ev. Lutheran Church

His Three-Year Strategies for Us:

- Communicate information on perpetual giving
- Establish an Investment Policy for perpetual giving by First Ev. Lutheran members

His Three-Year Tactics for Us:

- Newsletter column
- One-on-one presentations about perpetual giving
- Encourage Thrivent GivingPlus participation
- Implement Investment Policy

Schedule of Tactics:

Year 1: All tactics

Year 2: All tactics

Year 3: All tactics

Existing Resources:

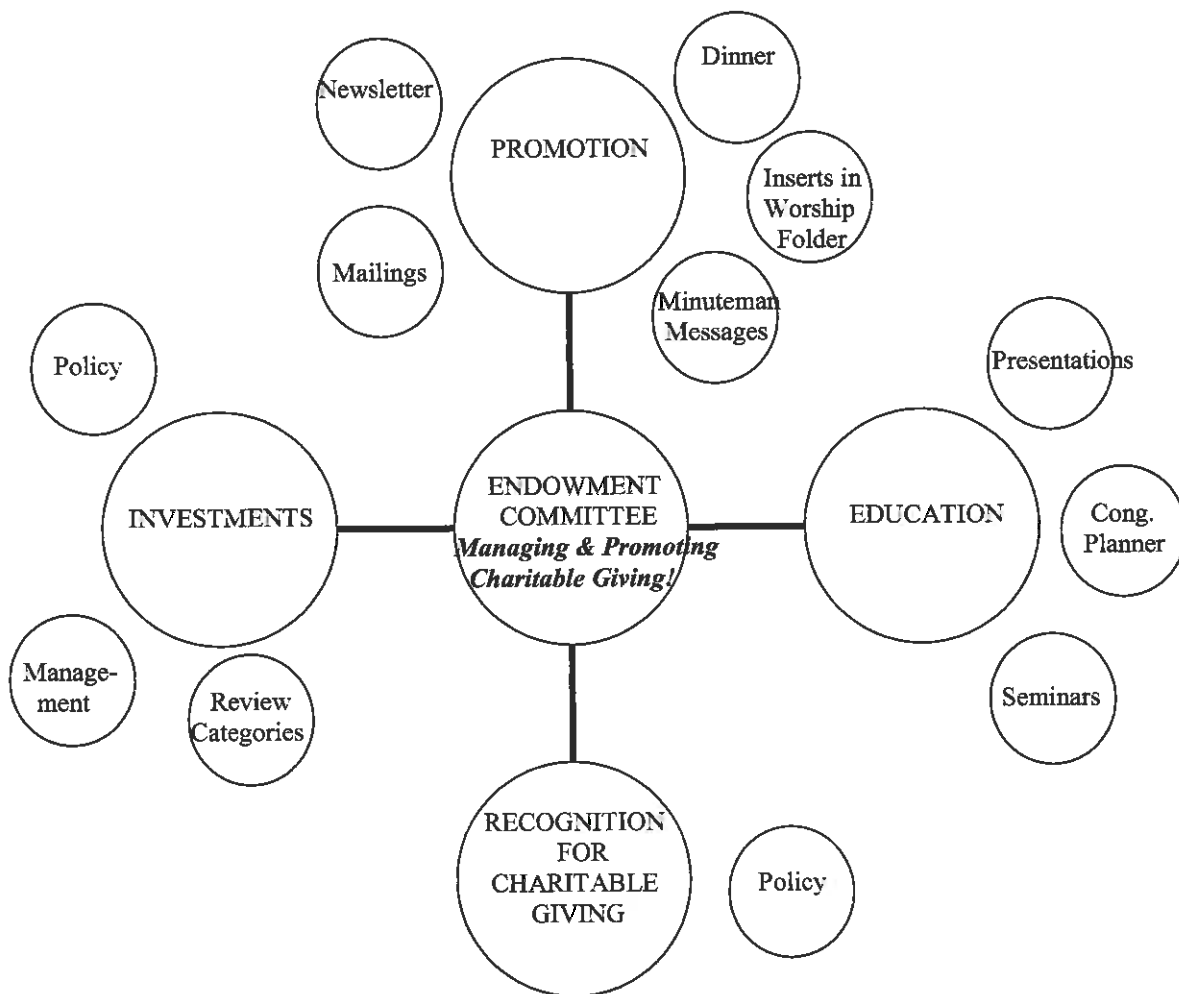
- Investment Resource Person
- Training Program

Mapping:

Endowment Committee



First Ev. Lutheran Church – Glencoe, MN



Metrics:

Tactic	Metric/Measurement	Timeline
Newsletter Column	<ul style="list-style-type: none"> Minimum of 4 newsletter articles per year 	February 2006
One-on-one presentations about perpetual giving	<ul style="list-style-type: none"> Report from Congregational Planner 	October 2006
Encourage Thrivent GivingPlus participation	<ul style="list-style-type: none"> Letter sent to all First Ev. Lutheran members yearly Record member sign-up 	August 2005
Implement Investment Policy	<ul style="list-style-type: none"> Completed policy manual 	March 2006



His Mission for Us:

Sharing Christ Through Music!

Our Aspirational Values:

- Beautify the worship services
- Show our faith by the way we strongly play

His Vision for Us:

Continue to contribute to worship through music; grow the program and make it stronger

His Goal for Us:

Continue to spread God's Word through music

His Three-Year Strategies for Us:

Offer a variety of music at worship services & other functions to enhance our worship

His Three-Year Tactics for Us:

- 1) To play a variety a music, coinciding with the theme of the worship service
- 2) To play at different service times to include some evening services
- 3) To play at least once a month
- 4) To encourage and enlist new members, including small ensembles
- 5) New ringer workshop
- 6) Involving members in our existing groups and perhaps more choirs as needed
- 7) Develop services with handbells as the sole instrument for the music of worship (i.e. Advent handbell service, Lenten service)
- 8) Hosting a hands-on, "give it a ring", workshop – just to let individuals experience the bells
- 9) To offer a variety of musical anthems at church services and other functions, to enhance the spoken Word with handbell music

Schedule of Tactics:

YEAR ONE:

- To play at different service times to include some evening services
- To encourage and enlist new members, including small ensembles
- To develop services with handbells as the sole instrument for the music of worship (i.e. Advent handbell service, Lenten service)
- To offer a variety of musical anthems at church services and other functions, to enhance the spoken Word with handbell music.

YEAR TWO:

- To play a variety of music, coinciding with the theme of the worship service
- To play at least once a month

Handbells



First Ev. Lutheran Church – Glencoe, MN

YEAR THREE:

- To host a new ringer workshop
- To involve members in our existing groups and perhaps more choirs as needed

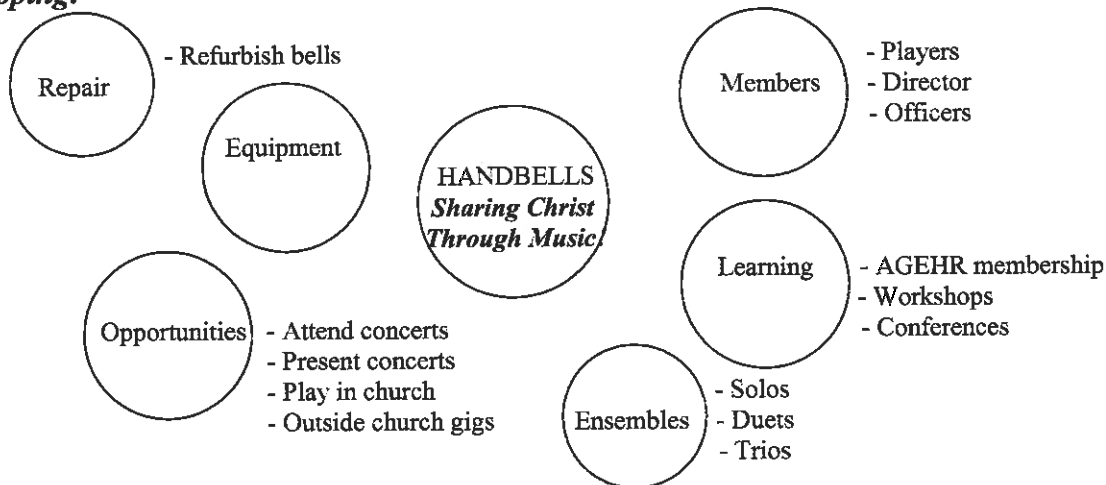
Existing Resources:

- Individual musicians to form the choirs
- Budgeted money for repair and maintenance
- Music library
- Director is the teacher
- Volunteer schedule to prepare for rehearsals

Needed Resources:

- More individuals who want to participate
- Purchase new octavos as they are released
- Members become teachers of small ensembles
- Librarian

Mapping:



Metrics:

Tactic	Metric/Measurement	Timeline
Play different service times New members/ensembles Bells lead worship Anthems	<ul style="list-style-type: none"> • Schedule on calendar (different from year to year) 	Ongoing and seasonal
Themed worship music Play once per month	<ul style="list-style-type: none"> • Music determined by seasons of church year 	Ongoing and seasonal
Host workshop Involve members		October 2008



His Mission for Us:

Singing Contagious Contemporary Praise!

Our Aspirational Values:

- Dedication & commitment of team members
- Moving forward in music style
- Quality musical sound
- Doctrinally sound lyrics

His Vision for Us:

Through our music ministry, members and the community will experience personal involved worship that will draw them into fellowship with God and each other

Praise Folk will be a vibrant, energizing mission team that presents the Gospel through contemporary song

The Praise Team will continue to stay on the cutting edge of contemporary music to reach a changing culture

His Goal for Us:

Praise Folk will lead all worshipers at praise services to participate in singing and to become involved in spontaneous reactions (clapping, raising hands, body movement) to music and the word, as we all grow in our personal relationship with Christ



His Mission for Us:

Nurturing Spiritual & Academic Growth!

Our Aspirational Values:

Sharing and integrating Jesus Christ through faith, grace, and scripture in all areas of education and outreach

His Vision for Us:

First Lutheran School will witness in the community by setting standards of the Christian Education experience where children can be disciples, growing in their faith and service.

His Goal for Us:

To use our educational program as a means of outreach to the congregation and community.

His Three-Year Strategies for Us:

To grow our school beyond capacity and to use our educational program as a means of outreach to the congregation and community

His Three-Year Tactics for Us:

- Develop scope, sequence, and outcomes of the basic curriculum
- Building social skills as a young Christian

Schedule of Tactics:

Year 1:

- Develop scope and outcomes for religion and math
- Define by grade and begin implementation of desirable social skills

Years 2:

- Develop scope and outcomes for Social Studies and Science
- Continue to define and implement desirable social skills

Year 3:

- Develop scope and outcomes for Language Arts and Reading
- Complete definition and implement of desirable skills

Existing Resources:

- Lutheran School's Administrator's Handbook
- Lutheran School Portal
- Integrating the Faith
- Teacher's Curriculum Guides

School Staff



First Ev. Lutheran Church – Glencoe, MN

- Other Lutheran Schools
- Minnesota South District
- Minnesota South District Teacher's Conference
- Getting Along
- SAVES
- Grade 5 – “CounterAct” Police
- Library Books
- www.BibleGateway.com

Metrics:

Tactic	Metric/Measurement	Timeline
Develop scope, sequence, and outcomes of the basic curriculum	<ul style="list-style-type: none"> • Board of Christian Education • School Principal • Accreditation Guidelines 	Math – Dec. 05 Religion – Jan. 06 Science – Jan. 07 Social Studies – 07 Language Arts – 08 Reading - 08
Building social skills and begin implementation of desirable skills	<ul style="list-style-type: none"> • Visible Analysis • Documentation • Focus Groups by Grades 	Ongoing with adaptations for <ol style="list-style-type: none"> 1. Manners 2. Bullying 3. Conflict resolution



His Mission for Us:

Singing Praise, Touching Hearts!

Our Aspirational Values:

- Announce God's true word through song
- Practice faithfully to provide quality music, using our God-given talents
- Singing songs that will enhance the worship experience for all

His Vision for Us:

- Spreading God's Word, showing love, compassion and our faith through beautiful and uplifting music
- To be 'alive in Christ' as we praise God through music
- Give our all to the Lord through song; pleasing our God
- Singing Glory to God – to be a 'light' to follow
- To increase our membership with faithful singers who see the benefit of music for the 'work of God'

His Goal for Us:

To double our choir membership

His Three-Year Strategies for Us:

Reach every church member with an invitation to praise and worship with us through song and fellowship

His Three-Year Tactics for Us

- Personal written invitations every August (letter or postcard)
- Newsletter invitation every month (or when space allows)
- Each choir member personally invite someone (ongoing)
- Posters around church
- Commercial (sing an invitation ditty)

Schedule of Tactics:

Year 1: All tactics

Year 2: All tactics

Year 3: All tactics

Senior Choir



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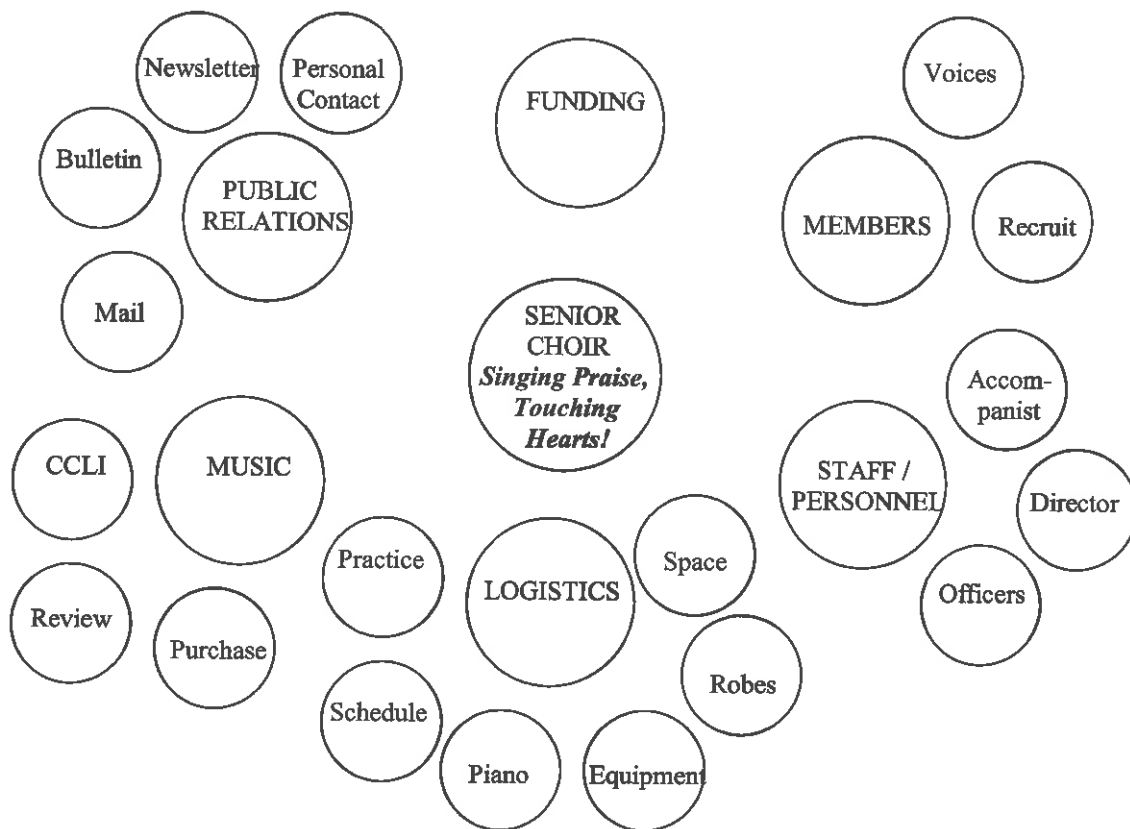
Existing Resources:

- Choir Members
- Sufficient Funds
- God’s Blessings

Needed Resources:

- Gifted members for writing newsletter articles, creating posters, writing “jingle”

Mapping:



Metrics:

Tactic	Metric/Measurement	Timeline
Double membership	Number of Senior Choir members	Ongoing



His Mission for Us:

Sharing Christ Through Creative Worship!

Our Aspirational Values:

- Leading with compassionate boldness
- Spirit-led worship for all ages
- Building personal relationships with Jesus through worship

His Vision for Us:

We will be a team of vibrant leaders moving forward and continuing creative ideas to enhance worship

His Goal for Us:

To provide a variety of personal, heartfelt worship services, using all available technology and challenging each member to use their spiritual gifts in worship (drama, vocal, puppets, instruments, etc.)

His Three-Year Strategies for Us:

By the power of the Holy Spirit, we will lead others to heartfelt worship using the gifts of lay people and leaders and all the resources available today

His Three-Year Tactics for Us:

- 1) Planning and providing opportunities for all ages to be personally and spiritually involved in worship
- 2) Children's/puppet messages – 1 per month, beginning 3rd Sunday in Nov.
- 3) Drama ministry – 1 per month
- 4) Lay readers/participants – begin Sundays in Advent
- 5) Technology – in place by Apr. 9
- 6) Hispanic worship – help where needed
- 7) Youth ministry – Youth minister/contemporary worship leader – assist in the planning and hiring with other boards

Existing Resources:

- Readers
- Experienced puppetress

Worship Committee

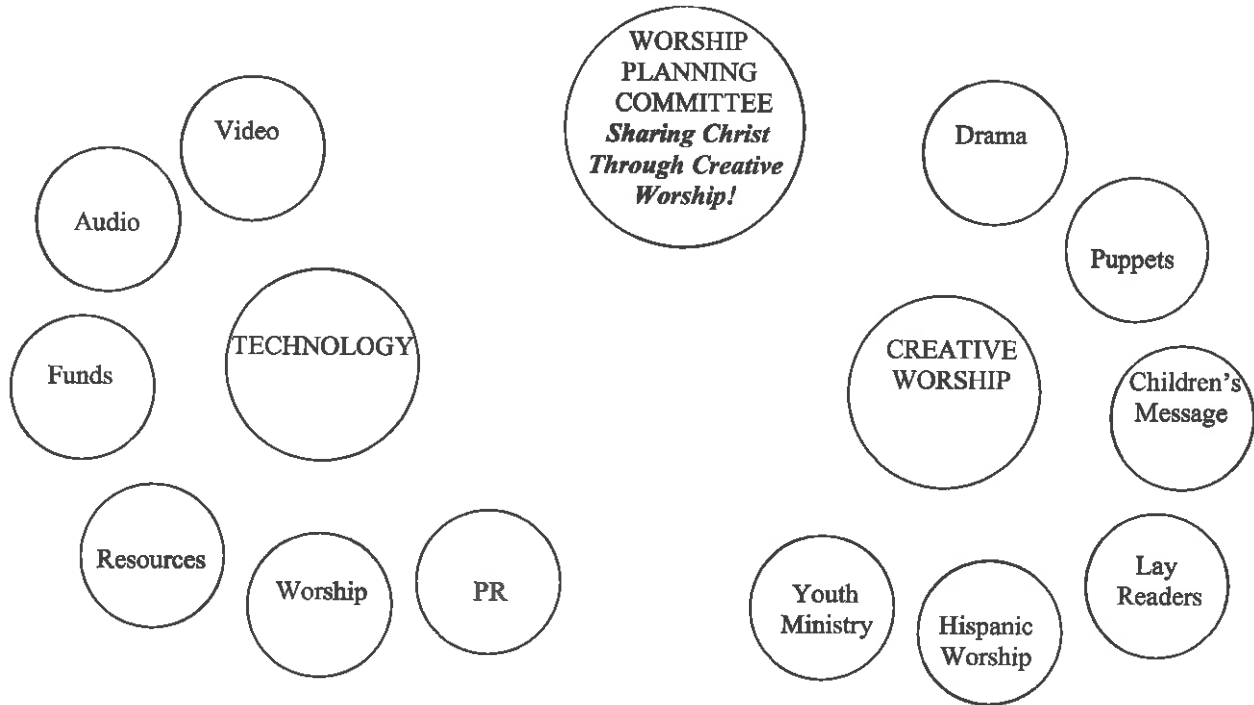


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Needed Resources:

- Funds
- Drama Director
- Administrator of Lay Readers
- Children’s message presenters

Mapping:



The technology will be a joint effort of the following groups: Trustees, Deacons, Praise Folk, Music Programs, Worship Committee and Praise Band.

Metrics:

Tactic	Metric/Measurement	Timeline
To provide a variety of personal, heartfelt worship services, using all available technology	The implementation of new technology Have an increased number of alternative worship services per month	Begin Spring 2006
To challenge each member to use their spiritual gifts in worship	See an increased number of lay participants in worship services through drama, puppets, children’s messages and lay readers	Immediate implementation and on-going



His Mission for Us:

Sharing Christ with the Nation!

Our Aspirational Values:

- Education for Christian living
- Sharing Christ for Christian living

His Vision for Us:

- First year: membership
- Second year: membership, Lutheran Hour (KDUZ, Hutchison)
- Third year: more membership (continue above)
- Twentieth year: support Spanish worship

His Goal for Us:

Reaching more people through the radio broadcast and the Lutheran Hour (each one, reach one)

His Three-Year Strategies for Us:

- Keep the Lutheran Hour on the radio (KDUZ)
- Increase membership
- Make meetings more interesting
- Keep pancake supper going
- Be more active in the work of the congregation
- Increased stewardship
- Workers for church
- Support the Lutheran Laymen's League
- Promote education

His Three-Year Tactics for Us:

- Contact other churches to get sponsors for Lutheran Hour
- Try to get more sponsors from our church
- Make personal contacts for increasing our membership
- Make our meetings more interesting so members come
- Make sure the Lutheran Hour is broadcast every weekend.

Schedule of Tactics:

- Year One Keep LLL Lutheran Hour on KDUZ
 Increase membership
- Year Two Make meetings more interesting

Men's Club



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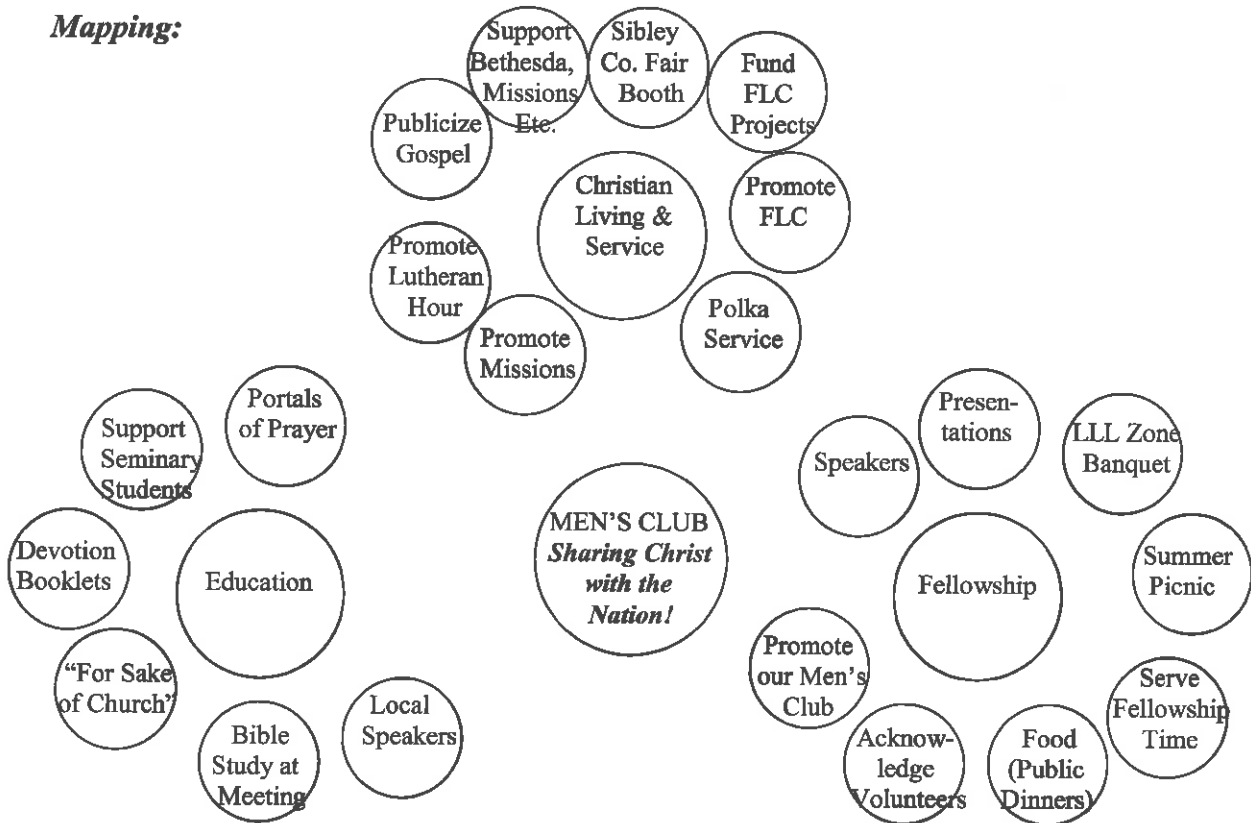
Existing Resources:

- Members with a broad range of experience in our church and most are well known
- Pancake Supper with a 53 year history
- Members who are dedicated to LLL

Needed Resources:

- Time and younger members to get all these things done

Mapping:



Metrics:

Tactic	Metric/Measurement	Timeline
Make sure Lutheran Hour is broadcast every weekend	<ul style="list-style-type: none"> • Contact other churches to get sponsors for Lutheran Hour • Get more sponsors from FLC • Minuteman talks 	Fall/Spring of each year
Increase membership	<ul style="list-style-type: none"> • New members through personal contacts 	Ongoing
Make meetings more interesting	<ul style="list-style-type: none"> • Provide information on Synod Missions, World Relief, etc. 	Monthly



His Mission for Us:

Serving the Lord Willingly!

Our Aspirational Values:

- Christian fellowship
- Willing service

His Vision for Us:

Involving more members as workers

His Goal for Us:

Involve more members in Christian fellowship and willing service

His Three-Year Strategies for Us:

- 1) Musical program/luncheon (June 2006/two in 2007/3 in 2008)
- 2) Staff (school/church) appreciation lunch
- 3) Afternoon Lenten service / dessert and coffee
- 4) School Christmas wish list
- 5) October Harvest Dinner
- 6) Pre-Service suppers
- 7) More community outreach through dinners, luncheons, staff appreciation

Keep the vision of LWML alive by creating opportunities to serve and involving more women in service to our congregation & community

His Three-Year Tactics for Us:

- 1) Select musical program/time/menu/workers
- 2) October Harvest dinner/date/menu/workers
- 3) Staff appreciation dinner
- 4) Afternoon Lenten fellowship
- 5) First Lutheran School Wish List/tree/ornaments placed in classroom/ needy students
- 6) Scheduling

Schedule of Tactics:

Year 1:

- Staff Appreciation
- School Christmas Wish List



Year 2:

- Musical program/luncheon
- Lenten afternoon/dessert (fellowship)
- Pre-Service Lenten suppers
- October Harvest Dinner
- School Christmas Wish List

Year 3:

- Musical program/luncheon
- Lenten afternoon fellowship
- Pre-Service Lenten suppers

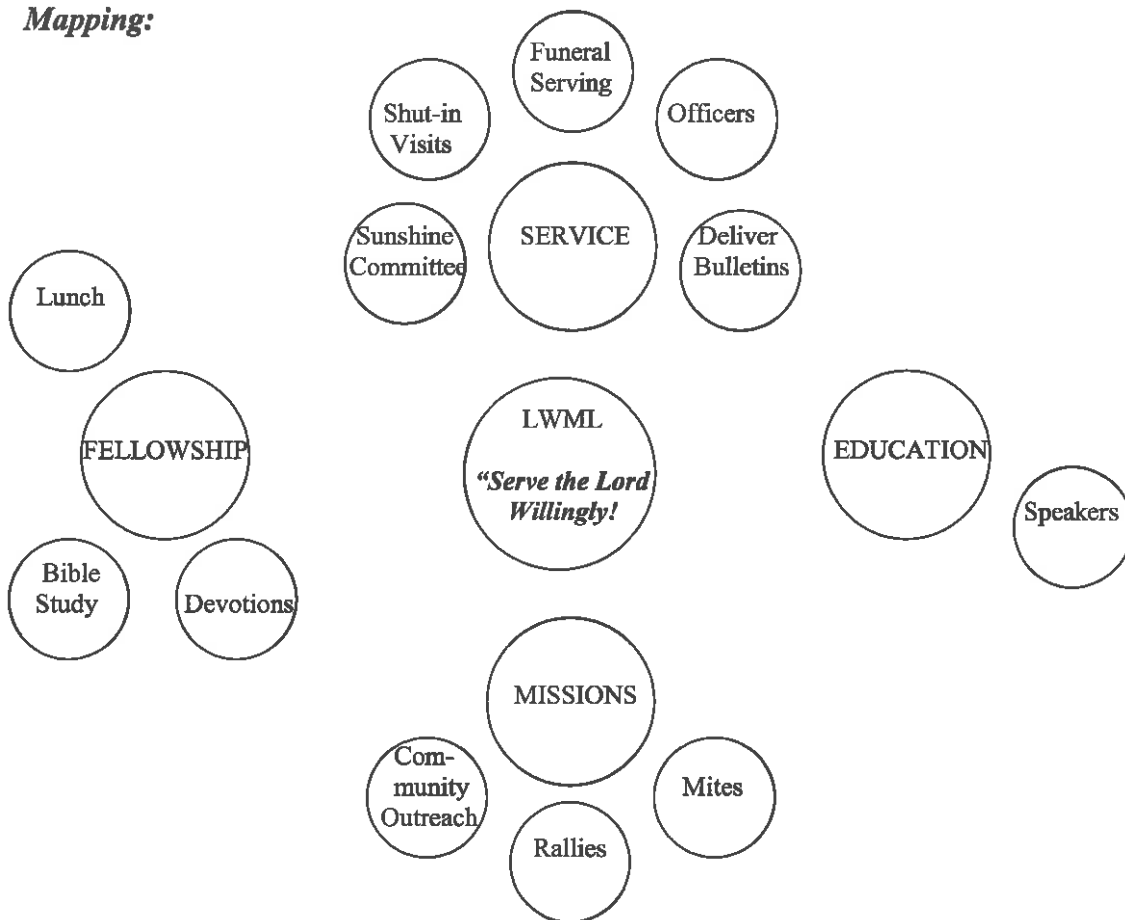
Existing Resources:

- Volunteers
- Food donations
- Organizers
- Time and Talents
- Advertising – church bulletins/posters

Needed Resources:

- Provide musicians

Mapping:





Metrics:

Tactic	Metric/Measurement	Timeline
Staff Dinner	<ul style="list-style-type: none"> • Invite and serve 	August 2005
Music Programs	<ul style="list-style-type: none"> • Get musicians • Advertise • Organize lunch 	June 2006
School Wish List	<ul style="list-style-type: none"> • Arrange with school • Advertise to congregation 	November 2005
Lenten Meals or Desserts	<ul style="list-style-type: none"> • Arrange workers • Advertise 	February 2006
Recruit New Members	<ul style="list-style-type: none"> • Invite guests • Get information out to new members • Information in bulletin and newsletter 	Ongoing
Harvest Dinner	<ul style="list-style-type: none"> • Advertise • Arrange workers and food 	Fall 2007



His Mission for Us:

Discipling and Integrating Newcomers

Our Aspirational Values:

- Open hearts for the new person
- Welcoming
- Friendships
- “Family feel”
- Discipleship
- Involvement in groups and ministries
- Growing faith

His Vision for Us:

We will be a bridge for newcomers, who will choose to participate in our church family when they receive a warmhearted welcome, find their “place”, are energized in faith and feel connected, so that they will join us in boldly stepping out to share the Gospel

His Goal for Us:

Every new member will be assimilated into the church family; exhibiting active participation through friendships, ministry roles and spiritual growth within six months of becoming members

