

Strategic Plan for Calvary Lutheran Church

December 11, 2011

Mission & Vision Statement:

To boldly proclaim the life-changing love of Jesus Christ through joyful worship, faithful service, and continuous learning.

The Strategic Plan is organized around five mission and ministry areas: Worship, Learning, Witness, Service, and Stewardship / Support. These facets of congregational life are not separate, but mutually inclusive and intersecting with each other. Each ministry area will necessarily include elements of the other four areas to provide an effective and cohesive basis for total ministry at Calvary Lutheran Church.

This plan is not meant as a complete directive or action plan for each ministry area and its subgroups, but as a framework for the future direction of our congregation. Each ministry, and its subgroups, will determine goals, responsibilities, and specific action plans.

It is required that the Congregation Council and Pastor provide for an annual review of the Strategic Plan, evaluate its implementation, and revise it as necessary to further Christ's mission and the ministry of this congregation.

Worship

Purpose: To glorify God by providing worship services that celebrate the full range of Lutheran liturgical experiences.

1. The liturgy will be dynamic and appropriate to the seasons in the Church year.
 - a. The order of worship will include those found in the Lutheran Book of Worship, the Hymnal Supplement, With One Voice, and from other appropriate resources.
 - b. Musical formats will include traditional hymns, contemporary Christian music, and "Praise" music.
 - c. Music will be provided by:
 - 1) Organ, piano, and other musical instruments
 - 2) Choirs (vocal and bells)
 - 3) Vocal and instrumental ensembles and soloists
 - 4) Other musical technology as appropriate to the worship setting
2. A Choir Director will be recruited and hired in order to rebuild the choral music program.
3. An Organist will be recruited and hired.
4. Sunday School and Confirmation students will be involved in worship services.
5. Additional Lay Worship participants will be recruited and a coordinator will be provided for each group. These groups will include:
 - a. Acolytes
 - b. Altar Guild
 - c. Assisting Ministers
 - d. Cantors
 - e. Children's Sermon Providers

- f. Lectors
- g. Power Point / Sound Board Operators
- h. Ushers

Learning

Purpose: To glorify God by providing Biblically-based, Christian Education programs for all members of Calvary Lutheran Church.

1. Offer relevant, Biblically sound classes / studies for all age levels.
 - a. Weekly and monthly Bible study groups (e.g. MOMs, Circles, Men's Ministry, etc.) based on ages, life stages, times / days / frequency.
 - b. Identify leaders / coordinators to begin and implement new studies as needed.
 - c. Publicize all offerings on a regular basis.
2. The First Steps and Sunday School offerings will be maintained.
 - a. A coordinator will be identified and appointed for these programs.
 - b. The coordinators and the Pastor will review the curriculum for each program annually.
 - c. Teacher training needs will be identified and implemented.
3. The Confirmation program will be maintained.
 - a. The Pastor will review the current program to identify strengths and weaknesses.
 - b. The Pastor and Confirmation Team will design and implement the necessary changes to the program.
4. Sunday morning High School and Adult Education opportunities will continue to be provided.
 - a. The Pastor will review the current programs to identify strengths and weaknesses.
 - b. The Pastor and Teams will design and implement the necessary changes to the program.
5. Training, materials, and encouragement.
 - a. Prayer support will be provided for our educational program on a frequent and regular basis throughout the year.
 - b. The Pastor, with support from program coordinators and teams, will design and implement appropriate training for all teachers and leaders.
 - c. The training will include training classes, instructional videos, and outside resources as necessary.
 - d. The cost of program materials will be included in the annual budget.
 - e. Educational leaders will receive public congregational recognition at appropriate times during the year.
6. Biblical education will be incorporated into all aspects of congregational life - Worship, Witness, Service, and Stewardship.
 - a. Small group ministry will be encouraged and grown. Word-centered, congregation-wide campaigns (e.g. Purpose Driven Life) will be provided.
 - b. The Pastor will review and recommend a list of small group studies with summary information to be used as needed.
 - c. The Pastor will provide support for small groups through occasional visits and regular contact with small group leaders.
 - d. Training for small group leaders will be provided as needed or requested.

Witness

Purpose: To glorify God by proclaiming the Gospel to all people as commanded in Matthew 28:18-20 and by moving God's people from membership to discipleship.

1. We will identify persons who might be open to a new or renewed relationship with Christ and His Church. This will include:
 - a. Those persons who self identify.
 - b. Those persons who are identified by our members through their relationships in daily life.
2. We will invite others to come and see the opportunities to relate to Christ's Church.
 - a. Provide welcoming, comfortable points-of-entry into the worship, learning, service and stewardship life of the congregation.
 - b. Continue to use the Mug-a-Newcomer program.
 - c. Follow up with visitors via letters, Pastoral and lay visits.
3. We will incorporate new members into the Body of Christ.
 - a. Through Baptism or Affirmation of Baptism
 - b. Through frequent and regular new member events that combine education about discipleship, introduction to the congregation's ministries, and building relationships.
4. We will involve new members in congregational life.
 - a. Through an inventory of spiritual gifts.
 - b. Through matching with mentors
 - c. Through assignment to an Alpha List and Deacon for follow-up
 - d. Through invitations to participate in learning opportunities.
 - e. Through invitation and training for service opportunities that match their spiritual gifts, interests and availability.

Service

Purpose: To glorify God by encouraging members to serve others in joyful response to the service of Jesus Christ, the ultimate servant, who gave His Life that we might have eternal life.

1. We will uphold servanthood, both for those who lead and those who follow, as the model and norm for our life together as a congregation
2. All learning opportunities (Confirmation, Sunday School, Adult Education, Small Groups, etc.) will establish the Biblical basis for service to others.
3. We will maintain and grow participation in Mission / Servant opportunities.
 - a. Mission / Servant Week – Along with committed lay leadership and organization, active Pastoral involvement is key in building, encouraging and maintaining participation in this activity.
 - b. Additional serving opportunities in a variety of places and times, e.g. disaster relief assistance, that arise at times other than the designated Mission Servant Week. .
 - c. Involve all ministry groups and committees in planning and leading projects – include some form of service as an element of each ministry group.

4. We will build upon existing partnerships with other congregations and organizations to extend outreach ministries. Our focus will be to work alongside partner organizations as we provide support through our prayers, our time, and our treasures.
5. We will continue to improve communication of outreach and service opportunities and needs to our members.
 - a. Weekly Bulletin
 - b. Crossroads
 - c. Calvary Connections
 - d. Deacon calls to the Alpha Lists
 - e. The Calvary website, e-mail and other social media.
 - f. Other methods as developed.

Stewardship / Support

Purpose: To glorify God by developing and implementing perpetual Stewardship opportunities focusing on returning to the Lord the many gifts he has given to us - ourselves, our time, and our possessions.

1. Determine the organization and the number of members for the Stewardship Committee.
2. Establish Committee responsibilities.
 - a. The most recent committee chair will meet with the Pastor to determine priorities
 - b. Objective and detailed responsibilities will be written.
 - c. The Congregational Council will approve the committee responsibilities and organization.
3. The Pastor and Congregational Council will identify and appoint committee members.
 - a. A personal meeting with each candidate will be completed prior to appointment.
 - b. The Congregational Council will approve the appointment of committee members.
4. Set goals for ongoing Stewardship opportunities.
 - a. The committee will meet with the Budget Committee to determine financial goals.
 - b. The committee will solicit time and volunteer needs from all ministry groups and committees.
 - c. The committee will survey congregation members to determine gifts and talents.
 - d. The results of the survey will be shared with the appropriate ministry groups