

Peace Lutheran Church Strategic Plan

Mission

Peace Lutheran Church is a congregation that shares the gift of Christ's love with all creation through worship, education, fellowship, and stewardship.

Vision (2007-2012)

Our vision is to carry out our mission by sustaining and growing a vibrant, active intergenerational and inclusive faith community through:

Worship – An opportunity to gather & grow in god’s love

- Diverse and innovative services and worship activities
- Dynamic approaches to accommodate both traditional and contemporary styles
- Meaningful liturgy and compelling preaching that moves us to action or further contemplation of the meaning of the Lutheran faith

Education – intended for people of all ages to grow in God’s word

- Engaging and diverse forums for continuous learning
- Thought –provoking opportunities to develop and strengthen our faith foundation
- Allows us to meet our commitment to provide a strong base of faith for our youth and families

Stewardship – our individual responsibility to care and share god’s gifts in support of our Congregation, Community and World.

- Outreach experiences that utilize our time and talent to contribute to God’s creation in tangible ways
- Adequate and reliable financial resources, effectively, managed, to support church ministries and required infrastructure
- Plentiful sharing of member time and talents to sustain a proactive and engaging PLC community of faith

Fellowship – a foundation to share our faith in Christ with others

- Positive and meaningful outreach in the community and abroad
- A welcoming atmosphere encouraging participation by all
- Opportunities to strengthen PLC member relationships with each other and with Christ

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Strategic Priorities (2007-2009)

These strategic priorities are intended to guide development of short and mid-term objectives that would support Peace Lutheran's mission. The priorities were based on the mission and vision statements (above) and informed by recent congregational input (2007 Survey, informal feedback, etc.). Intent is to revisit strategic priorities semiannually.

Enhance Ministries

Focus education, worship and fellowship activities on youth, families and intergenerational events to strengthen formation and sustainment of a solid base of faith

Enhance Outreach

Create sustainable and meaningful activities in the community and abroad which:

- *Engages a broad cross section of members.*
- *Cultivates a unique church-based identity.*
- *Fosters perceived common good by participants through sharing of their time and talents.*

Sustain Innovative Worship

Proclaim the good news of the gospel through music, words, and art in a way that serves the whole congregation.

Increase Engagement and Active Participation

Encourage increased member involvement and worship participation through targeted and appealing activities that take advantage of unique, distinct or self-identified member talents and time commitments.

Improve Financial Position

Ensure adequate and growing fiscal resources to support articulated vision and other strategic priorities with progress tracked on a continual basis.

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Strategic Goals (2007-2009)

<u>Action Group</u>	<u>Goals</u>
CHURCH COUNCIL	<ul style="list-style-type: none"> • Maintain good two-way information flow between Council and Congregation. • Create more participation opportunities that enable congregation members to share more fully in the PLC Mission and Vision. • Increase participation of more people within the church. • Honor the PLC Mission statement by exercising fiscal responsibility with the church's monies. • Develop a process to guide and empower ministry action teams.
COMMUNICATIONS & PUBLICITY	<ul style="list-style-type: none"> • Recruit Communications chair/coordinator. • Coordinate with other Committees and Action Teams to define communication/publicity needs. • Establish communications/publicity actions teams to meet the needs.
FELLOWSHIP	<ul style="list-style-type: none"> • Provide opportunities for intergenerational fellowship 3-4 times each year.
FINANCE & STEWARDSHIP	<ul style="list-style-type: none"> • Restructure mortgage debt to maximize the utilization of pledged Appeal Campaign funds. • Balance the Church operating budget. • Support strategic priorities by ensuring funds are available to accomplish Church goals.
HOSPITALITY	<ul style="list-style-type: none"> • Create ministry action teams to focus on weekend hospitality, Second Sunday brunch support and new members. • Sustain the funeral support group
MUTUAL MINISTRIES	<ul style="list-style-type: none"> • Maintain current job descriptions for all non-pastoral staff. • Create a policy for hiring non-pastoral staff. • Ensure regular reviews of rostered clergy.
OUTREACH - GLOBAL	<ul style="list-style-type: none"> • Organize an annual global outreach event in which the entire congregation can participate.
OUTREACH - LOCAL	<ul style="list-style-type: none"> • Recruit membership to expand congregational participation for leadership and talents. • Establish an Outreach coordinator. • Develop a comprehensive list of local outreach projects and activities.

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PROPERTY	<ul style="list-style-type: none"> • Develop a prioritized list of short term projects for accomplishment as time and budget allow. • Develop a long term plan for care of building and grounds • Plan for lawn & garden care and snow removal • Recruit and train interested congregation members for property care and maintenance activities. • Establish an annual cleaning date (building and grounds)
WORSHIP	<ul style="list-style-type: none"> • Provide meaningful worship opportunities • Plan the logistics of the services so that they flow well • Consider expanding services with Confirmation Band, Intergenerational drama, Power point presentations, involving younger children in worship prior to confirmation • Educate the congregation on the meaning and purpose of the liturgy • Improve the aesthetics of the nave/narthex with seasonal decorating and religious art • Promote our music ministry for all ages
YOUTH & FAMILY	<ul style="list-style-type: none"> • Build and sustain vibrant intergenerational faith formation ministries across all ages • Staff youth and family part-time positions. • Secure volunteers to promote an exciting learning environment.



Figure 1: PLC Strategic Plan Flowchart