

# Vision/Traction Organizer 2018-19 (approved CB 1/16/19)

<b>CORE VALUES</b>	<ol style="list-style-type: none"> <li>1) Compelled by Christ we share his Word and Sacraments</li> <li>2) We strengthen each other through worship and Christ's word</li> <li>3) We educate our youth for a lifetime of service</li> <li>4) We strengthen each other through fellowship</li> <li>5) We see ourselves as family</li> </ol>	<b>3-YEAR PICTURE</b>
<b>CORE FOCUS</b>	<p>Purpose/Cause/Passion: A more spiritual and connected family                  Our niche: Large church with a small church feel</p>	<p>Future Date: February 2022</p> <p>Measureables: attendance stats, dollar amounts, documentation, staffing levels                  what does it look like?</p> <ul style="list-style-type: none"> <li>• Vibrant core, mature in faith, connected and cohesive</li> <li>• 10-15 2-person evangelism teams</li> <li>• Coordinated prospect/visitor followup &amp; interactions</li> <li>• Sunday AM Bible studies averaging 40+ weekly</li> <li>• Communication strategy well-defined and integrated</li> <li>• Staffing guidelines for school, church, childcare (including funding)</li> <li>• Clarity of our partnership with area churches (Jordan, Woodlawn, etc.)</li> <li>• School has grown between 3-5% (103-105 students)</li> <li>• Master Site Plan completed</li> <li>• Well-established youth ministry program that measures youth participating and number of events encompassing grade school youth ministry and high school-freshman college ministry</li> <li>• 5 regular, simple fellowship events per year</li> <li>• Have prototyped our first small group</li> <li>• Worship attendance averages 300/week for 10 out of 12 months</li> <li>• Congregational Mission Offerings &amp; Wisconsin Lutheran High School Offerings have gone up 3% per year (CMO today: \$43,000, in 3 yrs ~\$46,988; WLHS today: \$28,000, in 3 yrs ~\$30,596)</li> </ul>
<b>10-YEAR PRAYER</b>	<p>Increased Bible study attendance 10% per year, increased worship attendance 2% per year, growth/involvement in youth ministry (including school/childcare), reaching out more with the gospel, 3% yearly increase financial support to WLHS and Synod</p>	
<b>STRATEGIES</b>	<ul style="list-style-type: none"> <li>• Effective communications strategy</li> <li>• Small group ministry</li> <li>• Re-invigorate Bible study</li> <li>• Improve worship for friendliness and hospitality</li> <li>• Increase fellowship opportunities</li> <li>• Expand outreach capabilities</li> <li>• Coordinate with other WELS congregations</li> <li>• Increase youth (9th-college age) service, fellowship activities</li> <li>• Implement &amp; support school's Mission Vision Objective</li> <li>• Relocate childcare and utilize entire school for grade school ministry (+3 yrs)</li> <li>• Evaluate staffing levels among called and hired staff</li> <li>• Recruit &amp; maintain childcare staff (+3 yrs)</li> <li>• Provide resources for Early Childhood Education administrator (+3 yrs)</li> <li>• Create a Sunday school administrator</li> <li>• Increase funding to synod &amp; WLHS conference</li> <li>• Develop a Master Site Plan</li> </ul>	

<p style="text-align: center;"><b>1-YEAR PLAN</b> (what must we get done)</p>	<p style="text-align: center;"><b>ROCKS</b> (what do we have to get done in next 90 days)</p>	<p style="text-align: center;"><b>ISSUES LIST</b> (whatever lies beyond 90 days)</p>
<p><b>Future Date: February 2020</b></p> <p>Measurables:</p> <p><b>GOALS FOR THE YEAR</b></p> <ul style="list-style-type: none"> <li>• Communications plan in place (admin)</li> <li>• Small group ministry model studied and prototyping (elders)</li> <li>• Nave-as-narthex to encourage fellowship opportunities; improve wording in worship folder to explain parts of service (evangelism)</li> <li>• Quarterly (4) church-wide fellowship opportunities (stewardship)</li> <li>• Implement evangelism prospect followup program; create some teams of 2 people for followup visits (evangelism)</li> <li>• Teen service: close the communication gap between church and teens (Education)</li> <li>• School MVO promoted at church (Education)</li> <li>• Reinvigorated Bible study by selecting presenters more carefully and having GS pastors leading Bible study (pastors)</li> <li>• Master Site Plan begun (CB)</li> <li>• Clarity of partnership with area churches including the question of merge/multi-site (CB)</li> <li>• Provide training for new Board members (president, pastors)</li> </ul>	<p><b>Future Date: May 2019</b></p> <p>Measurables:</p> <p><b>ROCKS FOR THE QUARTER</b></p> <ul style="list-style-type: none"> <li>• Hold the first of four fellowship activities (stewardship)</li> <li>• Train 5 people for evangelism calls including friendship evangelism (evangelism)</li> <li>• Implement the prospect followup plan (evangelism)</li> <li>• Determine scheduling to get pastors involved Sunday AM Bible study (pastors)</li> <li>• Conclude narthex project and form new Building Committee (BC)</li> <li>• Develop the Joint Ministry Committee (CB)</li> <li>• Budget and staffing determined for FY 19-20 (President, CB)</li> <li>• Begin development of board member training program (president, pastors)</li> <li>• Debt policy strategy (CB)</li> <li>• Explore part time admin assistance (Board of Ed)</li> </ul>	<p>Future Date:</p> <p>Measurables:</p> <ul style="list-style-type: none"> <li>• job description for a communications director (volunteer to part-time to full time)</li> <li>• Staff evaluation levels (principal, ECE director, called and hired staff)</li> <li>• Governance and people serving on boards</li> <li>• Worship elements (new hymnal, etc.)</li> <li>• 100 yr anniversary (2025)</li> <li>• childcare relocation?</li> <li>• Resources for childcare director</li> <li>• Board of Education responsibilities/efficiencies</li> <li>• Community demographics and the issues of today—how are we addressing</li> <li>• Ongoing stewardship</li> <li>•</li> <li>•</li> <li>•</li> </ul> <p>Prioritize:</p> <p style="padding-left: 40px;">Identify</p> <p style="padding-left: 40px;">Discuss</p> <p style="padding-left: 40px;">Solve</p>