

**Bethlehem Lutheran
Vision Planning Workshop
Session #3 Results
Next Session #4 on Tuesday, June 21st, 6:30 - 9:00 pm**

For the past three months, the members of Bethlehem have had the opportunity to provide input on a series of surveys, interviews and workshops to help refine the values, mission and vision of the congregation for the next 3 to 5 years. We are thankful to everyone for dedicating the time and energy to bring us to this point of being able to share these results from Workshop #3 held last month.

Good Vision Planning never takes place in a vacuum or a closed room. Good planning takes place when God's people assemble together to review and discuss God's plan for His people! Actually His plan is laid out in Holy Scripture - all we need to do, with consensus, is figure out how to carry it out here at Bethlehem! So bottom line come on out and make sure that everybody has a voice in this planning process opportunity!

This brings us to the upcoming, Workshop #4, scheduled for Tuesday, June 21st (note the date change) from 6:30 to 9:00 pm. We will again be meeting as small groups in the sanctuary, with some beautiful desserts by our side, to reflect on new recommendations to Workshop Session #3 Results. We may still require a 5th and final session on Monday, July 18th to fully develop Action Plans for each strategic initiative identified in Session #4.

In preparation for Session #4 on Tuesday, June 21st (note the date change) from 6:30 to 9:00 pm, please go through this document with a fine-tooth comb and attempt to answer the question posed in each section prior to attending. By doing this homework in advance, it will both expedite our discussions and hopefully produce the needed consensus to move forward.

We look forward to our time together. May God, the master planner, continue to provide His encouragement, wisdom, perseverance, and direction as the people of Bethlehem continue to strive to do His work among His people!

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Missional Vision Planning Update

1. Core Values give Character:

Core Values are basic convictions and priorities derived from Scripture, which govern the way a church operates to carry out its purpose. These are generally not used in marketing but are foundational to everything we do. Do you agree on these core values for Bethlehem?

*Sacramental Bible-based Church believing in Grace by Faith alone (up)
Growing Spiritually through the Inspired Word of the Triune God (in)
Impacting the community by sharing the Gospel and serving peoples' needs (out)*

2. Mission gives Purpose:

Mission is how Bethlehem operates. To stay on course, this mission should guide all major decisions of the church. It should be clear, concise and meaningful so that guests can easily determine your purpose. With both your heart and mind, which of the following mission statements best reflects the purpose of Bethlehem Lutheran?

1. We are here to love God; love His people and show His love to others.
2. Bethlehem Lutheran Church is a faith-based, Bible-centered, grace-filled family of God committed to growing UP in God's Word; growing OUT in His ministry; and growing together IN His love.
3. The people of Bethlehem are united together to effectively help people grow spiritually in worship, Bible study and prayer. We are committed to support and encourage one another. We will share this joy of new life with those in the community by growing toward maturity in the Christian faith.
4. A family of passionate followers of Jesus Christ tied together in our love for God's mission to "reach up" in worship, "reach in" in fellowship, and "reach out" in love to others.
5. Growing UP in his Word, growing together IN His love, and growing OUT in His ministry to connect people to Jesus.

LOGO AND SLOGAN

Marketing is an important aspect for ministry awareness. A logo and slogan become important in this endeavor. Which slogan and/or do you feel reflects the core values and mission the most and can be used for Bethlehem's marketing purposes - easy to remember and attractive to those we're trying to reach?

LOGO (select one)

1. Perfect Church for Imperfect People
2. Belonging Believing Becoming Bethlehem
3. Growing in the Lord to connect people to Jesus
4. Growing Up, In and Out
5. Up, In and Out

SLOGAN (select one sample concepts)

1. Elongated Star Cross with heart and cross in middle
2. Cross circled by people of all ages
3. People of all ages pointing to the cross
4. Your own!

1.



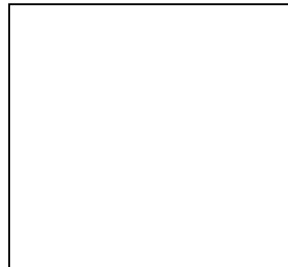
2.



3.



4.



3a. Vision gives Direction: When & Where?

A Vision is a clear picture of what, under God, our church can be and can do; a "dream." Like a dream, a Vision can change from time to time as God calls His people and His church. Using the Vision Test, how do you react to and score the following Vision Statement for Bethlehem?

The Vision Test

A vision, which is inspired by God, will require the power of God to fulfill. Using the questions below to test the vision can help to sharpen the picture.

1. Is the vision appropriate for the group or organization?
2. Does the vision motivate people to action?
3. Will the vision require risk to fulfill?
4. Does the vision promote faith?
5. Does the vision glorify God?

For a vision to glorify God, it must be vitally connected to the heart of God.

VISION STATEMENT

The people of Bethlehem are united to effectively help people grow spiritually through worship, Bible study, and prayer.

We support and encourage one another through care ministry, fellowship events, and Christian love in order to help each other in becoming all that God has created and called us to be.

We share the joy of new life with those around us by offering a welcome atmosphere and events that proclaim and celebrate the Gospel message and invite others to join with us in growing toward maturity in the Christian faith.

We offer worship services with excellence in music, solid in theology and inviting in style.

We provide opportunities for small interactive groups to build lasting relationships that foster growth and encouragement.

We work to create events for the community around us that address their unique needs and offers hope along with a chance to join together with us.

We recognize the need to reach all ages in our community, but especially the young people so that all become part of God's family and serve Him.

4/5/6. SMART Goals with Objectives and Strategic Initiative Examples

Goals need to be Specific Measurable Attainable Related to Mission Timeframe

GOAL #1 Every member will take the opportunity to be GROWING UP in God's Word through involvement at least 60% of the worship opportunities and at least one restructured spiritual growth area each year.

Comments:

OBJECTIVES & INITIATIVES (circle the top 2-3 initiatives in each area)

Structure

1. Using an organizational chart, show how ministries, leadership and staff are connected to the mission of the church.
2. Encourage leaders to focus on ministry rather than administration.
3. Hold listening training classes to improve communication.
4. Hold an annual strategic planning and goal planning retreat.
5. Identify the primary purpose and measurable results for each ministry
6. Determine if all ministries are focused on fulfilling the mission of the church
7. Develop the financial and personnel resources to increase ministry

Worship

1. Use the strength of inspiring worship to grow our relationship with God. Set the bar high. Utilize a worship planning team ministry to help design and promote. Train and involve more members, especially, youth during worship or their own service.
2. Increase attendance by 10% a year by focusing on people already visiting our campus (pre-school, Sandcastles, Follow the Star, etc.) and through technology (TV, webcast, etc.).
3. A more blended service at 9 am with some traditional hymns as well as contemporary songs & scripture readings related to sermon
4. Have plan "B" for power failure or no a.v. person in worship
5. Helping people understand the reasons for a liturgical year and the symbolism with colors, etc.
6. Create a chapel for worship, small weddings/funerals or small group / individual prayer
7. Build a designated space for worship or build a sports facility
8. Add a commons area onto the worship facility/kitchen for dinners, meetings, community events and fellowship events
9. Consider nursing home worship and Bible Class ministry using teams of laypeople
10. Offer other to conduct praise worship services for other area Lutheran churches or at alternative sites

Spiritual Growth

- | | |
|---|---|
| 1. Seek ways for leaders to grow in spiritual maturity. | 6. Participate in programs that help our church |
| 2. Actively participate to inspire those around | 7. Planning Team |
| 3. Spend time in the Word | 8. Confirmation Classes |
| 4. Prayer | 9. Luther Lions |
| 5. Bible Study | 10. Kids Konnect |
| | 11. Junior & Senior High Youth |

GOAL #2 Every member will be Growing Together IN His Love by participating in at least 2 friendship, fellowship or leadership restructured opportunities each year.

Comments:

OBJECTIVES & INITIATIVES (circle the top 2-3 initiatives in each area)

Structure

1. Determine which ministries are needed to assist people in their spiritual growth to become fully devoted followers of Jesus by identifying the primary purpose and measurable results for each ministry in fulfilling the mission of the church. Look to collaborate with other area ministries with a similar mission and "hand off" programs to ministries better suited in those areas.
2. Have each leader and each team understand their job description; meet with each staff member to review job description and evaluate compatibility based on skills and passion. Use an organizational chart, show how ministries, leadership and staff are connected to the mission of the church.
3. Hold an annual strategic planning and goal planning retreat.
4. Move official Board move from "Permission Withholding" to "Permission Giving".
5. Promote spiritual gifts surveys to identify those with the gift of leadership.
6. Hold listening training classes to improve communication.
7. Develop the financial and personnel resources to increase ministry (including lay development)

Friendship & Fellowship

1. Hospitality. Make it a point to personally talk with visitors; acknowledge visitors; revive the greeter program
2. Start 10 small groups (specific interest) around the community in one year
3. Create five new "events" for specific age groups - seniors, students, etc.
4. Adult Bible Studies lead by Pastor
5. Increase our Fellowship Ministry events by three more events this year
6. One church-family oriented event (picnic, BBQ, games afternoon) per quarter
7. Partner with other Lutheran churches and schools
8. "First" love each other as a congregation
9. Helping those in need from our church and area

Leadership

1. Develop Leaders
2. Supportive in our ministries
3. Better Communication within
4. Promote events to reach more members
5. Bible Study
6. Prayer
7. Fellowship
8. Small Groups

GOAL #3 Every member will be GROWING OUT in His ministry by participating in one new restructured area of meeting people's needs or making a difference in people's lives each year.

Comments:

OBJECTIVES & INITIATIVES (circle the top 3 initiatives in each area)

Structure

1. Determine which ministries are needed to assist people in their spiritual growth to become fully devoted followers of Jesus. Identify the primary purpose and measurable results for each ministry. Dissolve and celebrate committees that are not productive.
2. Using an organizational chart, show how ministries, leadership and staff are connected to the mission of the church.
3. Promote spiritual gifts surveys to identify those with the gift of leadership.
4. Hold listening training classes to improve communication.
5. Establish an assimilation program which reaches out to each new guest in worship
6. Preschool board to make sure mission of church and school consistent
7. Increase staff in the area of outreach and youth
8. Develop the financial and personnel resources to increase ministry (including lay development)

Meeting Needs of people

1. Be aware people's needs and reach out in prayer, physical support or spiritual needs
2. Reach out to those visiting church or Bible Class. Help those struggling in the class to express their ideas and concerns about the teachings.
3. Increase our attendance at the Convalescent Home worship by 25 in one year
4. Begin a Stephen Ministry by the end of the year
5. Spiritual gifts inventory to match people to ministry; do not let surveys get dusty
6. Help those with physical needs or homelessness needs
7. Transport Seniors to medical appointments and shopping
8. A commons area with refreshment and internet open to the community
9. Our own child care center
10. Offering classes in Christian parenting, babysitting, financial budgeting, etc.

Offering Opportunities to make a difference in lives

1. Quarterly Music & Arts program (e.g. Follow the Star, etc.)
2. VBS or a Saturday Kidz Club
3. Open Gym facilities; sports ministry program
4. Food Pantry
5. Jam for Jesus
6. Choirs (childrens, adult, junior, senior)
7. Volunteering at community events and missions (Relay for Life, Walk for Life, Help the Children, Antelope Valley Shelter)
8. Visit shut-ins
9. Respite childcare when mothers need to be at doctor, etc
10. Nursing home worship and Bible class ministry
11. Youth center along with a small group youth emphasis throughout the community
12. Provide space for a Concordia School System school