

Name _____

Email _____

Phone _____

**Bethlehem Lutheran
Vision Planning Workshop
Session #3**

Welcome & Opening

Get to know each other (8 minutes)

- a. Share your name and how long a part of Bethlehem.
- b. Briefly identify (not a detailed description) a time at church, home or work when you felt something was not being done in the right way or in the right order.

Relate to God's Word (4 minutes, 12 cumulative)

- a. Reflect on "But be sure that everything is done properly and in order."
1 Corinthians 14:40
- b. Answer the question: Why is it important to have an effective structure in whatever we do?

Offer intercessory Prayer (8 minutes, 20 cumulative)

- a. Identify prayer needs around your table including the need for structure in our lives, our work, our homes, our church, etc.
- b. Go around the table and each person pray out loud for one of the stated concerns; you may chose to "pass"

Usual Businesses: Missional Vision Planning page 3 and following

Provide for Growth: Discussion Questions page 2

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DISCUSSION QUESTIONS

1. What ministries are needed to assist people in their spiritual growth to become fully devoted followers of Jesus?

1. More in-depth Bible Studies (6)
2. Prayer
3. Emphasis on upward (Bible Study), inward (Fellowship) & outward (Living out Faith) (3)
4. Sunday morning Bible Study & Sunday School for those who can't do Wednesdays (keep Wednesdays) (2)
5. Training for Disciples with commitment
6. Stronger leadership / leadership skills (3)
7. Meet people where they are at for fellowship - including families with small kids - so we don't have to go outside the church; e.g. family fellowship to be represented by a young family (3)
8. Address the needs of members
9. Through clear communication plug people into correct areas (elders)
10. Each area connected to Staff Person
11. Service projects/opportunities which use their faith (3)
12. Each of our current ministries has possibilities
13. Each of our current ministries should all lead to spiritual growth (4)
14. There are other ministries not listed on web
15. Special music for 8:00 am service
16. LWML again
17. More Small Groups (3)
18. Transportation for disable/elderly
19. Children's Choir
20. Adult Choir
21. Need less ministries that are more effective

2. How clearly can you articulate the purpose and measurable results for each ministry?

Not clear on either (5)
Only areas we're involved in
Purpose can be relatively easy to define. Measuring results is a wink link for determining value & priority.

Over 50% less than 100%
If God is growing the church
Bring people in the church? Preschool, FTS
Comfortable with goals

3. Which church committee structures effectively help the church create a climate in which it is healthy and growing and which ones need to be evaluated?

Midweek @ BLC
Needs to be done annually
Good: Women's BS, FFSG, FTS, VBS, College Bible Studies (2)
Needs Improvement: Puppets, Men's Ministry, More Small Groups, Adult w/ disabilities

Not being done on an effective level
Care Ministries

Missional Vision Planning

1. Core Values give Character: Why & How Much?

Basic convictions and priorities derived from Scripture, which govern the way a church operates to carry out its purpose. "1" identifies number of times mentioned.

Love 111

Grace 1111

Bible/Scripture-based 111111111

Family in / of Christ 1111

Family 1111

Forgiveness & Absolution 111111

Sacramental church 11111111111

Spiritual Growth 111111111

Equip People

Communication

Serving / Meeting peoples needs 1111111111111

Pro-Life 1111

Inerrant Word of God (inspired Word of God) 11111111111111111

Triune God (Trinity) 1111111111111

Grace by Faith alone 11111111111111111

Fellowship 111

Impacting Community 1111111

Balance Life of Up, In & Out 11111111111

Reach out

Sharing the Gospel

Music - Liturgy

Prayer 1111

Liturgical Festival Church

Discipleship (training of Pastors and members) 111

Love the Lord. Revel in His Grace. Love my neighbor.

Worship 111

Welcome atmosphere

Love Him to Love His People (relationships / Golden Rule) 111

Praise 11

Faith

Historical Christian Church 11

Sharing Faith

Reaching Up, In and Out

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 serving people needs (out)

2. Mission gives Purpose: Who, What & How?

Consider no more than 12-20 words, which are easy to remember, perhaps with a slogan of 1-4 words and a logo

On your church website:

"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."

1. (same as above but: **"A family of "faithful followers" or "dedicated".... And ending "by the grace of God."**)
2. (same as above but: eliminate "passionate")
3. (same as above but replace "passionate" with "Christian", but replace "tied" with "bound", replace "mission" with "people.")
4. **A family of passionate people that will meet all your spiritual needs from cradle to grave.**
5. **A family of faithful believers of Jesus Christ of God's Word dedicated to Reach Up, Reach In, and Reach Out.**
6. **Based on God's Word we are a Faith by Grace church that love our community in fellowship and service.**
7. **This is God's house where everyone is welcome!**
8. **Faith in God shown by sharing and serving each other while strengthening our faith and reaching balance of life in accordance with God's love for us as God forgives us we strive to forgive.**
9. **Faithful to God's Word, the believers of Bethlehem rejoice in loving God, loving His people, and showing His love to others.**
10. **People joining together to "reach up" in worship, "reach in" for fellowship, and "reach out" with love as passionate followers of Jesus Christ. (4)**
11. **We exist to love God; love His people and show His love to others.**
12. **A loving family of believers, living in God's grace, dedicated to growing in faith in Jesus Christ in all we do.**
13. **A loving family of believers dedicated to growing in faith, celebrating Jesus Christ in Worship and sharing God's grace in everything we do.**
14. **To live our lives. God's calling for imperfect people. God's calling to reach out with love to live our own lives as passionate followers of Jesus Christ. People joining together in love to reach out.**

LOGO AND SLOGAN

People joining together to "reach up" in worship, "reach in" for fellowship, and "reach out" with love as passionate followers of Jesus Christ.

Building and Serving Christ's Family - together (2)
Christ's Family Building & Worshipping Together (3)
Perfect Church for Imperfect People (2)
Belong Believe Become Bethlehem
Open Hearts to Share God's Love
Grace, Faith, Sacrifice
Love all people, invite all people, Christ's love for all people.

Elongated Star Cross with heart and cross in middle

Cross circled by people of all ages

Call Jim Crawford 661-803-9449



3a. Vision gives Direction: When & Where?

Clear picture of what, under God, our church can be and can do; a "dream"
Consider People, Program, Staff, Facilities

On your church website:

Bethlehem Lutheran Ministries helps to bring people into a living relationship with Jesus Christ through dynamic worship of God, vigorous study of God's Word, loving relationships with one another and committed support of God's Work in our communities and the world. (We are also a Community Resource Center that brings the love of Jesus to people by meeting their physical, emotional and spiritual needs.)

At Bethlehem, we believe that's exactly what this church is meant to be: a place where people can be honest and real, (where people can find the resources to improve themselves and their lives, and) where people are given opportunities to serve others and grow in love for God and one another. (change their world.) If you would like to be a part of our vision, to make a significant impact through your life on the lives of others, please join us as we embrace our future together.

Write down initial thoughts for a dream of what Bethlehem might look like in 20 years:

People?

All ages

Inclusive of all cultures (2)

All Ethnicities, multicultural (4)

Demographics of our community

100% involvement

Families (4)

Older People (2)

Singles (2)

Youth (5)

Children

Lots of new Christians on fire to serve Christ

All feel there is room in Christ's family for them and place to serve

Eagerly serving each other, the community and God

600 in worship, 500+ congregation

Christians at all Faith Stages

People who show their faith no matter the consequences

Many more people than we have now

Different groups, A place for all groups

Teenagers to 25 year olds (3)

Active, young adult, family-oriented

Jesus with skin on

All walks of life

Prayerful - spiritual

Welcoming

Shelter ,AA

Many Strong Leaders (4)

Strong Communication

All ministries represented by members (including preschool) (2)

Programs?

Limited # that are healthy and well staffed

Marriage (3)

Intentional Small Group Ministry (esp. outside church) (8)

Preschool busting at the seams and connects people to Christ and Bethlehem

Youth (group & service) to stay after confirmation (6)

Kids Church & World (worship, fellowship, prayer, service) (2)

Elderly (fellowship & service)

Family (3)

Intense Bible Study for all ages

Vibrant worship for 1000 people

That serve the community that show the love of Christ

Choirs and director of music (3)

LWML

Stephen's Ministry

Adult Bible Class on Sunday mornings

Senior Servants - fellowship and service

Teen Scene - separate worship for youth

Existing Missions

Ministry to Singles (2)

Couples Group

Young Adults

Children and Student ministries (3)

Social ministry

Biblical emphasis

Food Pantry

Christian Day School (2)

Welcome and Follow-up

Celebrate our Ministries (3)

Nursery Care at all programs / worship

Children's Choir (2)

Communication protocol

Staff?

Qualified

Young dynamic, devoted group (2)

Bi-lingual

Original staff

2 pastors, Assistant pastor, youth pastor (8)

Volunteer Coordinator (2)

Lutheran trained (2)

Members of our church

Someone to lead older youth and college age

DCE-Youth Minister/Pastor (5)

Full-time Music Director all ages and variety of musical programs (2)

Dedicated to Word and in prayer & compassion to all

Larger staff (3)

Don't add more, empower members & volunteers (2)

Facilities

Excellent

Simple, plain but inspiring

Gym / Rec / Youth Center that is used daily for gym, dance studio, you name it!

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Use current worship center for gym

Worship Center Auditorium (3)

Music Room

Modern Technology (2)

A change

Bigger (2)

Inviting worship Center / Dedicated / conventional worship center (6)

No more needed at this time

Building that seats 1000 with organ, piano, band

Building which doubles as auditorium for Christian productions for all ages

Well maintained - kept in good repair, clean, neat, attractive (4)

Classrooms (2)

Administrative Offices

Safe and Comfortable

Meet needs of the community

Paint front of Sanctuary street side

Modernize and update Bathrooms (2)

Friendly looking

Welcoming environment

Move to a different neighborhood

Better facilities for children - parents want kids in a clean, safe, up-to-date facility

As needed

Good parking and lighting

Information Center

Hospitality Corner

Partnership with other schools

3b. The Vision Test (5 minutes, 100 cumulative)

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.

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

Specific Measurable Attainable Related to Mission Timeframe

e.g. We will influence our neighbors within 3 miles to be "Complete in Christ" by increasing 2 outreach contacts each week and 1 more event each quarter during the next year.

GOAL #1 REACHING UP....

Reach-Up in Worship

Loving God

Share Christ's Love in our Lives

OBJECTIVES & INITIATIVES

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.

Worship

1. Use the strength of inspiring worship to affect change. Preach on team ministry.
2. Set the bar high
3. Increase attendance by 10% a year by focusing on people already visiting our campus (pre-school, Sandcastles, etc.)
4. Double worship viewing by TV, webcast, etc.
5. More involvement in worship services by laypeople, e.g. readers
6. A more blended service at 9 am with some traditional hymns as well as contemporary songs & scripture readings related to sermon
7. Increase the number of members involved in serving during in worship by 4 per service in one year
8. Involve youth in worship by assisting in developing and leading one worship service each quarter; results in 1 baptism a month
9. Preschool participate monthly which results in 1 baptism a month
10. Develop a worship planning team of 12 people and involve technology
11. Grow our relationship with God through worship services
12. Worship planning team, Youth worship service designed and led by youth
13. Praise singer training
14. Have plan "B" for power failure or no a.v. person in worship
15. Plan & promote sermon series or special music events
16. Identify and train volunteers to assist worship
17. Helping people understand the reasons for a liturgical year and the symbolism with colors, etc.

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 REACHING IN....

Reach-In in Fellowship Loving His People Share Christ's Love in our Community

OBJECTIVES & INITIATIVES

Structure

1. Identify the primary purpose and measurable results for each ministry
2. Determine if all ministries are focused on fulfilling the mission of the church.
3. Determine which ministries are needed to assist people in their spiritual growth to become fully-devoted followers of Jesus?
4. Promote spiritual gifts surveys to identify those with the gift of leadership.
5. 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.
6. Hold an annual strategic planning and goal planning retreat.
7. Using an organizational chart, show how ministries, leadership and staff are connected to the mission of the church.
8. Move official Board move from "Permission Withholding" to "Permission Giving".
9. Look to collaborate with other area ministries with a similar mission and "hand off" programs to ministries better suited in those areas.
10. Hold listening training classes to improve communication.
11. Evaluate current fellowship events & programs for relevance

Friendship & Fellowship

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

Reach-out in Love to Others Sharing His Love with Others Share Christ's love in the world

OBJECTIVES & INITIATIVES

Structure

1. Using an organizational chart, show how ministries, leadership and staff are connected to the mission of the church.
2. Determine which ministries are needed to assist people in their spiritual growth to become fully-devoted followers of Jesus?
3. Promote spiritual gifts surveys to identify those with the gift of leadership.
4. Dissolve and celebrate committees that are not productive.
5. Hold listening training classes to improve communication.
6. Identify the primary purpose and measurable results for each ministry
7. Determine if all ministries are focused on fulfilling the mission of the church.
8. Establish an assimilation program which reaches out to each new guest in worship
9. Preschool board to make sure mission of church and school consistent

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. Stephen Ministry, match people ASAP, do not let surveys get dusty
6. Homeless
7. Help those with physical needs
8. Transport Seniors to medical appointments and shopping

Offering Opportunities to make a difference in lives

1. Follow the Star (FTS)
2. VBS
3. Gym
4. Don't be pushy, use discretion and tact
5. Welcome atmosphere
6. No Judgments
7. Food Pantry
8. Jam for Jesus
9. Choirs (childrens, adult, junior, senior)
10. Volunteering at community events and missions (Relay for Life, Walk for Life, Help the Children, Antelope Valley Shelter)
11. Visit shut-ins
12. Respite childcare when mothers need to be at doctor, etc.

7. Next Steps