

Name _____

Email _____

Phone _____

**Bethlehem Lutheran
Vision Planning Workshop
Session #2**

Welcome & Opening

(spouses should not sit together; try to sit with people you don't know well)

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.
- c. How did you feel about that?

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: (react! see page 2)

Provide for Growth: (react! see pages 3-5)

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Results of Research
(5 minutes, 25 cumulative)

Justify: Do we have effective structures or not?

Definition

Systems for communication and decision-making.

Structures enable the body to fulfill its intended purpose.

Structures reflect:

The programs and ministries of the church.

The systems, which link the ministries together into a unified organism.

The traditions and regulations, which define the church culture.

Symptoms

Lack of clarified values.

A vision statement, which few know about.

A mission statement, which is never used in decision-making.

Ministries with no written attainable outcomes.

Inefficient communication structure.

Dysfunctional church where particular people control decisions, pastors leaving/being dismissed, newcomers never feel included.

Lack of job descriptions for ministry positions.

What is Measured?

How closely does the ministry of the church relate to the mission or purpose of the church?

How effective is the organizational structure in promoting ministry and being obedient to God's direction?

Does an overall ownership of the mission and direction of the church exist?

Effective Structures for the Missional Church!

(25 minutes, 50 cumulative)

Please read out loud in your groups:

Many great ministry ideas in the church never get fulfilled. Many wonderful plans get vetoed when they come to the official church board.

Many church boards are structured around a 1950's corporate style still using parliamentary procedures to accomplish the "business" of the church. The Board members often see their responsibility as guarding the status quo of the church, although many do not recognize that as their motive. They look upon any new idea with great suspect, and the first reaction is, "Prove that this will work, that it will succeed, and that it won't cost the church any money." The basic mode of operation is "permission-withholding."

A church with a healthy characteristic of functional structures utilizes a church structure that is more free-flowing and permission-giving. A church with healthy functional structures will be risk-taking, willing to try new ideas and equally willing to cancel their implementation if they are not effective. The old paradigm of church structure called for the laity to manage the church with an attitude that if we try a new idea and it doesn't work, we failed. The new paradigm approaches the idea with an eagerness to learn, and if it fails, then we learn from our mistakes and try again.

A healthy church organizes structures around ministry and being faithful to the church's mission and purpose. Many healthy churches have established a policy of asking three questions of any new ministry or program that someone wants to initiate.

1. Does it further the mission, vision, or purpose of the church?
2. Does it make new disciples or help people grow in their faith?
3. Is there or can there be a team to work in accomplishing this ministry?

If these conditions are met, then the ministry moves forward, with the blessing of the church board.

One effective approach to developing functional structures is for the traditional organizational structure of boards and committees to be changed to "teams." Teams formed around ministry areas and tasks are more adaptable and responsive to new situations. However, this change must reflect a change in approach that focuses on ministry, not simply a change in name.

Is your official board:

a *Team* or a *Committee*?

mission driven or agenda driven?

permission giving or permission withholding?

governed by discernment and consensus or Robert's Rules of Order?

characterized by an attitude of celebration or as boring?

To regain a healthy church with functional structures, all ministries, programs, and committees must align with the church's mission and purpose. A careful review of each area may reveal that the church has been using resources to maintain the structure and the traditions of the church rather than accomplishing the Great Commission and the Great Commandment.

Research: Bethlehem Ministries & Fellowship

Fellowship Ministry

We're about celebrating relationships - with family, with others, with Him! You're invited to join us for fun and fellowship. A variety of trips, dining and entertainment activities will be scheduled throughout the year!

Stitch 'N Prayer

This ministry provides prayer support through the creation of a hand-made item of practical use for an individual or organization in need. You do not have to be an expert, only a person with hands able to work for Him as most items are quite easy to make.

Vacation Bible School

Children age 4 through 7th Grade are invited to participate in Bethlehem's VBS. They'll enjoy an age appropriate Bible study, games, crafts, snack time ...and each day begins and ends with music by a live band! Coming in July 2011.

Bethlehem Lutheran School

At Bethlehem we believe that Christianity should be at the basis of all education. We recognize that children have spiritual, emotional and physical needs and provide opportunities for individual growth in a positive, creative and loving environment

Midweek At Bethlehem

Join us on Wednesday evenings in the Worship Center for dinner at 6:00pm. From 7:00pm to 8:00pm, a variety of education classes for all ages are offered. Childcare is available for infants through age 3 from 7:00pm to 8:00pm

Prayer Ministries

Intimacy with Jesus through the Prayer Ministries of Bethlehem allows us to enter into a friendship and even a partnership with Jesus Christ that will draw us closer to Him and will establish His kingdom here on earth.

Adult Ministries

Bethlehem offers a variety of ministry, bible study, fellowship and service groups for men and women

Community Services & Missions

We have listed some local resources and organizations that Bethlehem Lutheran Ministries supports or sponsors. Some are actually on our campus, while others are supported through campus space rental, donations and/or volunteer efforts.

Kids Of The Kingdom

Bethlehem offers many activity groups and educational opportunities for children including: Luther's Lions, Kids Konnect, Vacation Bible School, Kid's Own Worship, and more!

Student Ministries And Fellowship

'Young Active Christians' for 5-6th Grade and 'CrossFire Student Ministries' for 7-12th Grade - connecting young people in our congregation and community to Jesus Christ in a powerful way!

Care Ministries

Loving care for one another. Jesus helps to focus our attention by giving us two guiding principles: Love God with all your heart and love your neighbor as yourself

Music Ministries

Bethlehem has been blessed with many talented members and friends that contribute to our dynamic Music Ministries. We have opportunities for all ages, talent and experience to serve the Lord and this congregation through music.

Follow The Star...To Bethlehem

The story of Jesus Christ portrayed with actors, animals, powerful music and dialogue. Our hope is that guests who experience this depiction of His life, presented each year in early December, will be touched by the powerful message of God's love for us

D I S C U S S I O N Q U E S T I O N S

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

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

3. Which church committee structures effectively help the church create a climate in which it is healthy and growing and which ones be evaluated using church health and growth as a criterion?

Missional Vision Planning

1. Core Values give Character: Why & How Much? (10 minutes, 60 cumulative)

Basic convictions and priorities derived from Scripture, which govern the way a church operates to carry out its purpose

On your church website:

A balanced life begins by "growing up" in love for God through worship, prayer and the study of His Word. As we love Him we are also to love His people and grow in fellowship, forgiveness and community with one another. The other part of a balanced life is to love others by serving them and sharing the gospel of God's love with them.

Our family together at Bethlehem and we as individuals must strive for this balance as God gives us the grace and courage to live our lives in the 21st century.

A BALANCED LIFE



WORSHIP - FELLOWSHIP - SERVICE

Since starting out as a store-front church in Canyon Country in 1964, we have envisioned being a church that could meet the needs of the people in the community we serve. Now located on Luther Drive in Canyon Country, we've been able to meet many needs through our school, our variety of worship services and events like our drive-through Christmas pageant "**Follow The Star,**" and our annual Christmas concert, "**Jam For Jesus.**"

Bethlehem Lutheran Ministries has been part of the Santa Clarita Valley for forty six years and has dreams to continue to impact this community for Christ for the next forty. We are located at **27265 Luther Drive** in Santa Clarita, California.

As a congregation of the **Lutheran Church - Missouri Synod** and with the Universal Christian Church, Bethlehem Lutheran teaches and responds to the love of the Triune God: the Father, creator of all that exists; Jesus Christ, the

Son, who became human to suffer and die for the sins of all human beings and to rise to life again in the ultimate victory over death and Satan; and the Holy Spirit, who creates faith through God's Word and Sacraments. The three persons of the Trinity are coequal and coeternal - one God.

We believe and teach the historic Christian faith, as presented in the Bible, the three Ecumenical Creeds: The Apostles' Creed, The Nicene Creed and The Athanasian Creed, and the Lutheran Confessions.

We accept the Bible-based teachings of Martin Luther that inspired the reformation of the Christian Church in the 16th Century - summarized in three short phrases: **Grace alone, Faith alone, Scripture alone.**

GRACE ALONE...

God loves the people of the world, even though they are sinful, rebel against Him and do not deserve His love. He sent Jesus, His son, to love the unlovable and save the ungodly.

FAITH ALONE...

By His suffering and death as the substitute for all people, Jesus purchased and won forgiveness and eternal life for them. Those who hear this Good News and believe it have eternal life. God creates faith in Christ and gives people forgiveness through Him.

For God so loved the world that He gave His one and only Son, that whoever believes in Him shall not perish, but have eternal life. (John 3:16)

SCRIPTURE ALONE...

The Bible is the inspired and inerrant Word of God, in which He reveals His Law and His Gospel of salvation in Jesus Christ. It is the sole rule and norm for Christian doctrine.

All scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness. (2 Timothy 3:16)

In a list of 6-10 words, state your Core Values:

2. Mission gives Purpose: Who, What & How? (15 minutes, 75 cumulative)

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

e.g.

"Faithful to God's Word, the people of Trinity will respond to God's grace and share Christ's love in our lives, the community and the world."



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."

3a. Vision gives Direction: When & Where? (20 minutes, 95 cumulative)

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 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 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?

Programs?

Staff?

Facilities

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. 2 to 4 SMART Goals (15 minutes, 115 cumulative)

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.

a. Reach-Up in Worship

b. Reach-In in Fellowship

c. Reach-Out in Love to Others

5a. Strategic Initiative Examples (5 minutes - 120 cumulative)

1. Establish a vision team to dream for the future.
2. Transition the church from a committee organizational structure to a team approach.
3. Promote spiritual gifts surveys to identify those with the gift of leadership.
4. Allow only spiritually gifted people in leadership positions.
5. Encourage people with the gift of leadership to empower other leaders.
6. Hold leadership classes to improve leadership skills.
7. Hold conflict management classes to reduce conflict in the church.
8. Hold listening training classes to improve communication.
9. Encourage leaders to focus on ministry rather than administration.
10. Determine which ministries are needed to assist people in their spiritual growth to become fully-devoted followers of Jesus?
11. Identify the primary purpose and measurable results for each ministry
12. Determine if all ministries are focused on fulfilling the mission of the church.
13. Hold an annual strategic planning and goal planning retreat.
14. 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.
15. Using an organizational chart, show how ministries, leadership and staff are connected to the mission of the church.
16. Reorganize official decision-making board to be more "Team" focused.
17. Use the strength of inspiring worship to affect change. Preach on team ministry.
18. Seek ways for leaders to grow in spiritual maturity.
19. Dissolve and celebrate committees that are not productive.
20. Move official Board move from "Permission Withholding" to "Permission Giving".
21. Look to collaborate with other area ministries with a similar mission and "hand off" programs to ministries better suited in those areas.

5b. 5-6 Strategic Initiatives for each SMART Goal (30 minutes, 150 cumulative)

a. Reach-Up in Worship (identified as your strength)

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

b. Reach-In in Fellowship

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

c. Reach-Out in Love to Others

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

6. Goals divided into 2 or 3 Objectives based on "categories" of Strategic Initiatives
(15 minutes, 165 cumulative)

Identify two or three "categories" of initiatives for each goal statement & reorganize the initiative numbers for each goal:

a. Reach-Up in Worship (identified as your strength)
Objective: _____

- 1.
- 2.

. Objective: _____

- 1.
- 2.

Objective: _____

- 1.
- 2.

b. Reach-In in Fellowship
Objective: _____

- 1.
- 2.

. Objective: _____

- 1.
- 2.

Objective: _____

- 1.
- 2.

c. Reach-Out in Love to Others
Objective: _____

- 1.
- 2.

. Objective: _____

- 1.
- 2.

Objective: _____

- 1.
- 2.

7. Timeline (5 minutes, 170 cumulative)

Look for: 1st Draft Written Plan (Friday, April 22nd)

Welcome comments / suggestions from individuals, boards, committees, staff, etc. via email or phone (deadline Friday, May 6th)

Disseminate 2nd Draft Written Plan (Monday, May 9th)

Next Workshop Session: Monday, May 16th, 6:30 to 9:00 pm

8. Closing & Clean-up (10 minutes, 180 cumulative)

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