

# ***Concordia Lutheran Church***

## **MISSION PLAN**

Approved by Church Council \_\_9/13/16\_\_\_\_\_

Adopted by Congregation \_\_01/22/17\_\_\_\_\_

### **1. MISSION**

**Claimed by Christ, Gathered for Worship, Sent to Serve**

### **2. VISION**

#### **Claimed by Christ**

- Because Christ claims and calls us, all that we do grows out of our relationship to Christ.
- Because Christ is the center of our life together, we are eager to understand our faith, grow as disciples, and nurture the faith of our children and youth.
- Because we are claimed by Christ in our baptism, we welcome children and youth to be involved in all areas of congregational life as they grow in their faith.
- Because Christ welcomes all, we seek to be an inviting, warm, diverse and inter-generational community for our neighborhood and a place for spiritual nourishment where all are valued as children of God.

#### **Gathered for Worship**

- Because God has filled us with grace upon grace, we worship and joyfully praise God, enlivened through the rich and varied Lutheran liturgical tradition and nourished weekly by Word and Sacrament.
- Because we are one body in Christ, a spirit of caring binds us together as a community as we deepen our relationships and support one another in our lives and in our ministries.
- Because God has blessed us in countless ways, we respond with joyful voices, committed spirits, and faithful stewardship.

#### **Sent to Serve**

- Because Christ meets us in our neighbor in need (Matthew 25), we engage in social justice ministries in our community and beyond.
- Because God created all things, caring for God's good creation is a priority in all areas of our life and ministry.
- Because the Holy Spirit inspires the church for God's work, we give attention to how our leadership, facilities, and collaboration with other congregations support and strengthen our ministries.

### 3. CORE VALUES

1. CHRIST-CENTERED: Christ is the center of our life and ministry.
2. LITURGICAL WORSHIP: Weekly Word and Sacrament worship in the Lutheran liturgical tradition expresses and nurtures our faith.
3. WELCOMING COMMUNITY: We welcome all people into the Body of Christ and a spirit of caring binds us together as a diverse, intergenerational community.
4. YOUTH MINISTRY: Ministry to and with youth and families encourages the involvement of children and youth in all areas of congregational life.
5. SERVICE AND SOCIAL JUSTICE: Matthew 25 inspires the congregation to engage in service and social justice ministries.
6. CREATION CARE: All areas of ministry support care for creation.
7. DISCIPLESHIP: We seek to grow in our understanding and practice of faith.

### 4. CORE VALUES WITH GOALS AND OBJECTIVES

Goals	Specific Objectives
<p><b>1. CHRIST-CENTERED: Christ is the center of our life and ministry.</b></p> <p><i>“And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.” Colossians 3:17</i></p>	
<p><b>2. LITURGICAL WORSHIP: Weekly Word and Sacrament worship in the Lutheran liturgical tradition expresses and nurtures our faith.</b></p>	
<p>To strengthen and sustain Concordia’s long heritage of vibrant liturgical worship, where we encounter God in Word and Sacrament and where we are formed and sustained for lives of faith in the world.</p>	<ul style="list-style-type: none"> <li>• Continue the tradition of quality music and liturgical leadership (organist, pianist, choir, cantors, Joyful Voices, altar guild).</li> <li>• Enhance the congregation’s understanding of the meaning and significance of Lutheran liturgical worship (education, newsletter, temple talk, etc.)</li> <li>• Increase lay involvement in worship (lectors, ushers, greeters, musicians, altar guild, etc.)</li> <li>• Explore alternative worship opportunities (schedule, times, styles, etc.)</li> <li>• Develop or expand existing ensembles (hand chimes, instrumental groups, children’s choir, etc.)</li> <li>• Ensure that preaching provides a meaningful encounter between God’s Word and our daily lives.</li> </ul>

Goals	Specific Objectives
<p><b>3. WELCOMING COMMUNITY: We welcome all people into the Body of Christ; a spirit of caring binds us together as a diverse, intergenerational community.</b></p>	
<p>To become known as a place of hospitality that welcomes all people into a diverse, inter-generational, caring community.</p>	<ul style="list-style-type: none"> <li>• Enhance our hospitality ministry with visitors at worship (greeters, intentional conversations, coffee fellowship time, follow-up correspondence, etc.)</li> <li>• Find more effective ways to publicize our ministry in the community.</li> <li>• Creatively enhance our on-line presence (social media, website, etc.)</li> <li>• Encourage community use of the building.</li> <li>• Explore opportunities to connect with college and university students and invite them to participate in our life and ministry (explore ways to support Lutheran Campus Ministry, help serve “Dinner for a Buck,” host a “welcome back BBQ” for UMD students, host a “study night” during finals week, etc.).</li> <li>• Create a Hospitality / Outreach / Evangelism committee to organize and oversee this area of congregational life.</li> </ul>
<p>To deepen relationships among the people at Concordia as we show care and compassion for one another and as we support the various ministries of the congregation.</p>	<ul style="list-style-type: none"> <li>• Develop a process that helps integrate new members into the life and ministry of the congregation.</li> <li>• Develop a process to identify when people have been absent from worship and follow up in ways that will help re-connect them to the congregation.</li> <li>• Create fellowship opportunities to deepen relationships among people in the congregation.</li> <li>• Support the work of the Caring Ministry Team in its role to bring care and support in the congregation (prayer chain, prayer shawls, caring cards, etc.).</li> <li>• Keep members who are homebound or living in care facilities connected to the congregation through regular visits from the lay ministry team and pastor.</li> <li>• Explore ways to maintain connections with congregation members who are away for extended time (college students, military personnel, snowbirds, etc.)</li> </ul>

<p><b>4. YOUTH MINISTRY: Ministry to and with youth and families encourages the involvement of children and youth in all areas of congregational life.</b></p>	
<p>To engage children and youth in faith formation activities that lead to life-long discipleship, and integrate their families more deeply into the life and ministry of the congregation.</p>	<ul style="list-style-type: none"> <li>• Strengthen and expand ministry to youth with dedicated staff resources.</li> <li>• Maintain quality faith formation and education programs (pre-school, elementary, middle school, high school).</li> <li>• Create intergenerational ministry, fellowship, and faith formation opportunities (mentorships, game nights, adventure trips, service projects, etc.).</li> </ul>

Goals	Specific Objectives
	<ul style="list-style-type: none"> <li>• Ensure that children, youth, and families are welcomed, included, and involved in all areas of congregational life and ministry (worship, service projects, fellowship events, etc.)</li> <li>• Establish a core curriculum (Bible, Prayer, Catechism, Ethics, etc.)</li> <li>• Explore opportunities to collaborate with other congregations in Youth Ministry.</li> <li>• Increase participation in youth events and activities beyond the congregation (VLM, Synod Middle School Gather, Cardia Deo, National Youth Gathering, mission trips, etc.).</li> </ul>

<b>5. DISCIPLESHIP: We seek to grow in our understanding and practice of our faith.</b>	
<p>To engage people in life-long discipleship practices.</p>	<ul style="list-style-type: none"> <li>• Encourage participation in faith-formation and faith renewal activities, studies, and events.</li> <li>• Offer faith-formation and faith renewal studies.</li> <li>• Nurture life-long discipleship practices.</li> <li>• Increase visibility and use of the church library resources.</li> <li>• Develop education programs for college, adult, and intergenerational groups.</li> </ul>

<b>6. SERVICE AND SOCIAL JUSTICE: Matthew 25 inspires the congregation to engage in service and social justice ministries.</b>	
<p>To strengthen the congregation's involvement in service and social justice ministries.</p>	<ul style="list-style-type: none"> <li>• Provide opportunities for members to express their faith by responding to the needs of others.</li> <li>• Work with other congregations or faith-based organizations to implement programs that serve the needs of others, while deepening the faith and life experience of the volunteers. (LSS, Safe Haven, Habitat for Humanity, Meals on Wheels, Union Gospel Mission, and various CHUM programs including Food Shelf, Steve O'Neil Apartments, Drop-In Center, etc.)</li> <li>• Increase participation in and awareness of advocacy ministries that seek to affect public policy in areas of peace and social justice (Lutheran Advocacy – Minnesota, ELCA Advocacy, Joint Religious Legislative Coalition, Bread for the World, Lutheran Social Services, Lutheran Immigration and Refugee Services, Lutheran Peace Fellowship, etc.)</li> <li>• Strengthen community by building relationships within our neighborhood and across barriers that typically divide us (inter-faith gatherings, neighborhood events, community meetings, etc.).</li> <li>• Create a Social Justice committee to organize and oversee this area of congregational life.</li> </ul>

Goals	Specific Objectives
<b>7. CREATION CARE: All areas of ministry support care for creation.</b>	
To promote caring for creation as a discipleship practice, and to make environmental stewardship and sustainable practices an integral part of our lives and ministry.	<ul style="list-style-type: none"> <li>• Provide education regarding caring for creation from a Biblical perspective, environmental stewardship, and sustainable practices (newsletter, workshops, adult ed., etc.)</li> <li>• Incorporate a creation care focus in worship on an annual basis. <ul style="list-style-type: none"> <li>○ Assure that decisions regarding building and grounds incorporate creation care, environmental stewardship, and sustainable practices, (rain garden, LED lighting, etc.).</li> </ul> </li> </ul>

<b>MINISTRY SUPPORT: Ministry support includes all the ways and means that the congregation uses to support and facilitate its ministries.</b>	
To support all congregational ministries through effective staff, congregational / council structure, facility management, leadership development, committed stewardship, and careful attention to administration and planning.	<ul style="list-style-type: none"> <li>• Grow in our commitment to support the ministries of the ELCA, the Northeastern Minnesota Synod, and our ministry partners (CHUM, LSS, VLM, etc.).</li> <li>• Strengthen our stewardship of financial resources and encourage our members to grow toward giving a tithe.</li> <li>• Find creative ways to help people volunteer their time and talents for the life and ministry of the church.</li> <li>• Evaluate and upgrade the technology that supports our ministry (sound system, signage, website, etc.).</li> <li>• Develop a master plan for improvement to facilities and grounds (space use, environmental concerns, accessibility, health and safety, other current codes, etc.) so they better support our ministries, and develop a plan for funding these improvements</li> <li>• Encourage participation in leadership development opportunities.</li> <li>• Provide appropriate training and written instructions for volunteers.</li> <li>• Explore ways to grow the Endowment Fund so that it can become a more significant tool for strengthening ministry.</li> <li>• Regularly update policies and job descriptions.</li> </ul>

## 5. RECOMMENDATIONS

While all the objectives in the above section are important for the future of Concordia, the table on the following page identified the first ten top priority goals for the congregation. The table also identifies these goals in relation to the congregation's core values, responsibility for guiding the congregation in achieving each goal, whether new funds will be needed, and how achievement of the goal can be evaluated. As goals are achieved in each of the major areas, leadership is encouraged to use this document to identify next steps in bringing the vision of this mission plan closer to reality.

Value	Goal	Responsibility	Funding	Evaluation
<b>LITURGICAL WORSHIP</b>				
	Ensure that preaching provides a meaningful encounter between God's Word and our daily lives. Quality preaching should therefore be a high priority as the Call Committee selects Concordia's next pastor.	Call Committee		Pastoral performance review
<b>WELCOMING COMMUNITY</b>				
	Explore opportunities to connect with college and university students and invite them to participate in our life and ministry.	Council / Evangelism		Identify activities & student involvement
	Develop a process to identify when people have been absent from worship and follow up in ways that will help re-connect them to the congregation.	Council / Evangelism		Process developed, implemented, & evaluated
<b>YOUTH MINISTRY</b>				
	Strengthen and expand ministry to youth with dedicated staff resources.	Council / Youth & Family	New funds	Youth staff position created & funded
<b>DISCIPLESHIP</b>				
	Nurture life-long discipleship practices by offering and encouraging participation in faith-formation and faith renewal activities, studies, and events.	Council / Education / Pastor		Activities planned, implemented, evaluate, & continued
<b>SERVICE AND SOCIAL JUSTICE</b>				
	Create a Social Justice committee to organize and oversee the Service and Social Justice area of congregational life.	Council		Committee organized
<b>CREATION CARE</b>				
	Promote caring for creation as a discipleship practice, and to make environmental stewardship and sustainable practices an integral part of our lives and ministry.	Council / Creation Care		Annual evaluation by Creation Care Team
<b>MINISTRY SUPPORT</b>				
	Develop a master plan for improvement to facilities and grounds (space use, environmental concerns, accessibility, health and safety, other current codes, etc.) so they better support our ministries, and develop a plan for funding these improvements	Council / Building Grounds	Funding for specific projects	Master plan developed, with annual review process created
	Find creative ways to help people volunteer their time and talents for the life and ministry of the church.	Council / Stewardship		Identify increase in volunteers
	Evaluate and upgrade the technology that supports our ministry, especially sound system, signage, and website.	Council	New funds	Completion of each project