

Summary

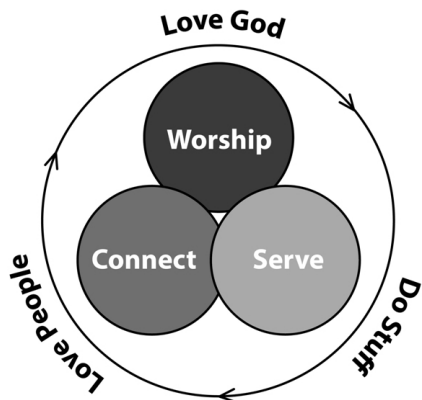
STRATEGIC PLAN

Cambridge Lutheran Church
Cambridge, MN



CAMBRIDGE
Lutheran Church

Developed Summer 2013



PROCESS

The planning process was organized around six major development areas:

- **Mission Statement:** Who we are; Who we serve; What is our service?
- **Guiding Principles and Values:** What we value most as we serve.
- **Vision:** A brief statement of the vision for our ministry.
- **Strategies, Goals, and Action Plans:** Determination of critical strategies to accomplish the mission in this changing environment, specific attainable and measurable goals, and action plans.

INTRODUCTION – Dr. Dennis Anderson

Cambridge Lutheran Church is a congregation that has engaged in several processes of self-study in order to be faithful to God's call to share the Gospel of Jesus Christ in our time and place. The Church Council determined to engage Gronlund Sayther Brunkow as consultants to provide holistic leadership in a strategic planning process, stewardship development, and facilities assessment.

A Strategic Planning Team was appointed. The Strategic Planning process built upon previous studies: Reveal Spiritual Life Survey of June 2010 and the Vital Signs Assessment of 2012. This plan's design focuses primarily on the intentional mission and strategic direction of Cambridge Lutheran Church.

Strategic Planning is different from Long Range Planning in that it assumes a constantly changing rather than a static environment. As a result, the process is never complete, but always evolving through continued feedback, evaluation, and revision.

PREFACE – Pastor Andy

Every ministry, every practice, every "way of doing things" that we inherit from previous generations was once their best answer to their challenges. We step into today's challenges for the sake of the gospel.

Strategic Planning Team

Andy Romstad, Jon Pederson, Dave Everett, Dennis Anderson, Gwen Anderson, Bob Erickson, Jenny Heath, Vern Hegg, Jennifer Larson, Craig Paulson, Jim Ryberg, Sherry Smith

PILLARS

- **Loving Relationships** – *"A new command I give to you: Love one another. As I have loved you so you love one another. By this all people will know that you are my disciples, if you love one another." John 13:34–35*
- **Inspiring Worship** – *"Be joyful always; pray continually; give thanks in all circumstances, for this is God's will for you in Christ Jesus. Do not put out the Spirit's fire." 1 Thessalonians 5:16–19*
- **Passionate Spirituality** – *"Never be lacking in zeal, but keep your spiritual fervor, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer." Romans 12:11–12*
- **Holistic Relational Groups** – *"They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people." Acts 2:46–47*
- **Gift-Based Ministry** – *"Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms." 1 Peter 4:10*

- **Need-Oriented Evangelism** – *“I have become all things to all people so that by all possible means I might save some.” 1 Corinthians 9:20–22*
- **Empowering Leadership** – *“...To prepare God’s people for works of service, so that the body of Christ may be built up.” Ephesians 4:12*
- **Effective Structures** - *“Then he said to them, “The Sabbath was made for man, not man for the Sabbath.” Mark 2:27*

CORE VALUES

Grace

Receiving, living in, and sharing God’s grace, the source of all love, freely given to us by God to bring hope and healing to our broken world.

“God saved you by his Grace when you believed. And you can’t take credit for this; it is a gift from God.” Ephesians 2:8

Growth

Growing spiritually in wisdom, character, and obedience to Christ.

“We will hold to the truth in love, becoming more and more in every way like Christ, who is the head of his body, the church.” Ephesians 4:15

Group

Experiencing Christ-centered community with others.

“Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad hearts, praising God and enjoying the favor of all the people.” Acts 2:46

Gifts

Serving God and others with spiritual gifts.

“A spiritual gift is given to each of us as a means of helping the entire church... All of you together are Christ’s body, and each one of you is a separate and necessary part of it.” 1 Corinthians 12:7, 27

Generosity

Generously responding to God by supporting the needs of the church, community, and world.

“If you give, you will receive. Your gift will return to you in full measure, pressed down, shaken together to make room for more, and running over. With the measure you use in giving, it will be measured to you.” Luke 6:38

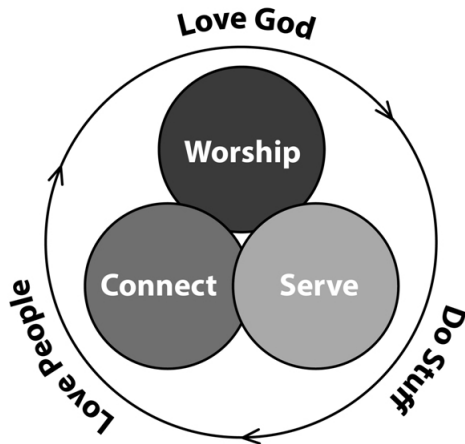
MISSION

“Connecting people with Christ, the source of *Life*.”

VISION STATEMENT

FIND LIFE.

STRATEGIES



Strategy 1

Love God (Worship)

Develop a culture of worship that reaches seekers, speaks to believers, and moves people toward connecting with Christ, the source of life, through faith and greater commitment to the cause of Christ. *"God is spirit and his worshipers must worship in the Spirit and in truth."* John4:24

Goal 1:

Nurture a congregational culture of worship that views worship as the primary expression of our faith, which is core and central to everything else that we do.

Goal 2:

Develop worship services in alignment with a comprehensive plan to reach new people, including new outreach services to capitalize on new growth, either on-site or off-site.

Goal 3:

Worship services serve as an on-ramp for the other discipleship strategies, as part of a larger discipleship strategy.

Goal 4:

Staff realignment will be constructed in an efficient and effective manner. Allocate the lead pastor's time structured around the primary function of leadership and worship.

Goal 5:

Redefine the position descriptions and areas of responsibility for the Senior Pastor and the Associate Pastor to reflect the new mission priorities as outlined in the Strategic Planning process.

Goal 6:

Create a children's ministry in which children will invite their parents to worship, encouraging family participation because the children do not want to miss our Sunday morning children's ministry. This is

part of the comprehensive strategy to reach new people. This is part of the effort to provide quality education for every age and stage of life.

Goal 7:

Acknowledging that we live in a postmodern, post-Christian culture, our goal is to find and track key metrics that help us gauge whether or not we are accomplishing our mission of connecting people with Christ, the source of *LIFE*. These measurements might include a) adult baptisms; b) first-time faith commitments; c) child baptisms; d) new families engaged in ministry; e) new children in kids' ministries – all measurements that help us understand how we are doing with the core value of “grace” and the strategy of worship.

Strategy 2

Love People (Connect)

Grow a culture of meaningful spiritual life experiences that contribute to loving one another in the Kingdom of God which is among us now.

Key: Up - connects with God; In - connects with one another; Out - connects in serving the world.

Goal 1:

Create a culture of ongoing small group opportunities for CLC members to participate in. **[Up, In, Out]**

Goal 2:

Create a culture that encourages opportunities for people to form meaningful relationships both within CLC and the community at large. **[In, Out]**

Goal 3:

Create a culture of high quality educational experiences. **[Up, In]**

Goal 4:

Develop and implement a comprehensive plan to reach both current and potential members with an impacting and timely message. **[Out]**

Goal 5:

To restructure the membership class in such a way that it helps people become acculturated to CLC and reflects CLC's new three-part strategy accompanying people into deeper participation in the life of the church.

Strategy 3

Do Stuff (Serve)

Create a culture of Servant Life where our mission is to serve one another. As Christ came to give His life, we are to give our lives not only in service to Him, but to all people everywhere through our prayers, our actions, and the sharing of our gifts.

“Anyone who wants to be first must be the very last, and the servant of all.”

Mark 9:35 NLT

Goal 1: Prayer

Develop a culture of conscious intentional prayer. Make known that the congregation is a people who pray for one another and the world, believing that God hears and answers our prayers.

Goal 2: Generosity

Create a culture of generosity where we are a people who seek to be increasingly generous with all that we are and all that we have. We model, encourage and share those gifts in service to each other and to our world.

Goal 3: Calling

Create a culture that connects worship and mature spirituality with serving God, serving the body of Christ, and serving the world as a form of worship through which we are fulfilling our divine calling and modeling Christ to the world.

Goal 4: Multiplication

Create a culture where each person is conscious of a call to serve God and others. Leaders share the ministry by giving it away by including new people. Existing ministry leaders regularly and intentionally invite new people to serve and share the ministry. We do so because it is a privilege to participate and serve in the Kingdom and we choose to serve in community together.

Strategy 4

Facilities for Ministry & Mission

Provide updated and redesigned facilities that makes possible the accomplishment of the three mission and ministry goals. Each of the three strategy areas has a significant impact on facility needs. It is vital that our facilities be updated and designed in a manner that makes possible the fulfillment of our mission and ministry goals. Our facilities have served us well through the years. However, good stewardship and accomplishment of God's mission for our time and place call us to update our physical facilities.

Goal 1: To provide the facilities to accomplish the vision of the Strategic Plan.

- Outcome: A completed Facilities Development Plan. As each of the three strategy areas has an impact on our facilities, a completed review and development plan of our facilities is vital in order to continue to grow and develop.
- Outcome: Worship spaces that fosters inspiring, exciting, and inviting worship life and outreach.
- Outcome: Gathering space that enhances enriching connections through fellowship, education, and children and youth ministries which foster efforts to reach out into the community.
- Outcome: Servant space that supports and makes possible vital servant ministries for the congregation and community.

Specific Steps:

1. Facilities Assessment: A Facility Study has been done by Gronlund Sayther Brunkow which provides an inventory of the basic facilities needs. The vision of the Strategic Plan for growth in worship, fellowship, and education outreach and service adds urgency to the development of a specific Facilities Development Plan. The plan envisions significant new energy and growth in worship, community life, education, and outreach.
2. Appoint Facilities Task Force (now called Building Renovation Team). Discussions about Facilities ideas flowing out of strategic plan. Partner with Design Firm for design and creation of space for ministry goals. Develop a specific Facilities Development Plan in coordination with ministry teams, strategic planning team, and Facilities Task Force under the direction of the architect or design/build firm. Bring Facilities Development Plan to the congregation's 2014 annual meeting
3. Share the Facilities Development Plan with the congregation through focus groups.
4. Conduct feasibility study.
5. Launch capital campaign to fund the Facilities Development Plan.