



OUR FIVE YEAR PLAN

**Holy Trinity Lutheran Church
Rogers, Arkansas**

Approved by the Voters' Assembly

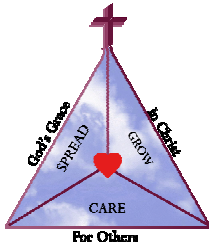
January 16, 2011

Last Updated: January 16, 2011

Holy Trinity Lutheran Church

Rogers, Arkansas

Our Mission Statement



The Mission of Holy Trinity is to:

SPREAD God's Grace

GROW in Christ

CARE for Others.

Adopted by the Voters' Assembly, October 22, 2006

Our Motto

“Sharing Jesus Christ to the Glory of God”

Adopted by the Voters' Assembly, July 21, 1996

Our Core Values

As the members of Holy Trinity Lutheran Church, we hold the following Core Values:

GOD The Triune God is honored as we strive to do all things to His glory with love and excellence.

MAN As sinners, we are forgiven by God's grace alone through faith in Christ Jesus.

BIBLE As God's holy Word, it guides all we do.

CHURCH God's Church is made up of people, not buildings. He gives each person different gifts to serve Him.

LUTHERAN We follow the confessions and practices of the Lutheran Church - Missouri Synod.

MISSION - ORIENTED We desire to share Jesus Christ with all people.

Adopted by the Voters' Assembly, October 18, 2009

The Vision of Holy Trinity Lutheran Church

The people at Holy Trinity strive to develop and share our God-given gifts as we reach out with Jesus Christ into our community.

What Does This Mean?

1. As Christians, we serve our community through friendship, recreational and intentional outreach events.
2. Holy Trinity cares for our neighbors through servant projects and mission opportunities.
3. We help children and adults find, develop and use the abilities the Triune God has provided to each of us for serving Him.
4. We share Jesus Christ with children and their families through our Preschool and educational programs.
5. We celebrate God's grace using a variety of worship styles without sacrificing our Lutheran heritage.
6. We grow people's faith in Christ by studying God's Word as individuals and groups.

Adopted by the Voters' Assembly, October 18, 2009

Officers' Retreat (January 9, 2010)

In light of the book, *Simple Church*, we decided to use our Mission Statement as the foundation for the process of assimilation and growth; namely, Spread God's Grace → Grow in Christ → Care for Others → Spread God's Grace (etc.)

Our Goals and Plan to Meet Those Goals

1. Our goal is to have 50% of our baptized members participate in one or more forms of fellowship groups by 1/1/2015.

Action Steps for this Goal	Whose Responsible	Target Date	Date Finished
Recruit three people to form a task force to compile a list of all types of groups in the congregation and their members	Julie King	August 1, 2010	July 16, 2010
Compile a list of all types of groups in the congregation and their members to develop a baseline.	Task Force	August 15, 2010	August 15, 2010
Hold a <i>Ministry Fair</i> on Rally Day to highlight all the groups and invite participants and ideas for other groups	Board of Education	August 29, 2010	August 29, 2010
Recruit two or three people to form a Family Circle Task Force (<i>F.C. Task Force</i>) to coordinate and promote the Family Circle groups	Board of Education	October 1, 2010	Dec. 2, 2010
Develop Volunteer Position Description, terms of service, and expectations for F.C. Task Force	Board of Education & F.C. Taskforce	January 1, 2011	
Develop and grow a plan to promote Family Circle Ministry using key individuals to encourage others to participate in Family Circle groups	F.C. Task Force	July 1, 2011	
Implementation of the Plan	F.C. Task Force	August 1, 2011	
Plan Ministry Fair for 2011 Rally Day Event	Board of Education & F.C. Taskforce	August 30, 2011	
Give progress reports quarterly to the Board of Education	F.C. Task Force	Starting October 1, 2011	
Evaluate and update the plan and growth of Family Circle Participation Annually	F.C. Task Force	September 15 in 2012, 2013, 2014	

2. Our goal is to develop and enhance our youth ministry by promoting fellowship among youth within the congregation and community by 1/1/2015.

Action Steps for this Goal	Whose Responsible	Target Date	Date Finished
Form a youth steering committee made up of pre-teens and teenagers to listen to their frustrations and ideas for improvements and then make a report to the Church Council	DCE/ DCE Intern	February 1, 2011	
Survey other church ministries for new ideas and approaches	DCE Intern, Board of Ed., Youth	February 1, 2011	
Encourage the youth to organize a structure for ministry that can be connected to the Church organizational structure	DCE Intern, Board of Education	January 1, 2012	
Encourage the youth to develop outreach and service projects for the community	DCE Intern, Board of Education	January 1, 2012	
Call a Director of Christian Education (DCE) for youth and education ministries	Church Council, Voters	July 1, 2012	

3. Our goal by 1/1/2015 is to intentionally reach out with the Gospel in word and deed to NWACC and our neighbors by involving Church members in hosting several servant events each year.

Action Steps for this Goal	Whose Responsible	Target Date	Date Finished
Partner with Cristo Para Todos to develop a Hispanic Ministry	Pastor Board of Outreach, Cristo Para Todos	June 1, 2011	
Conduct a community survey to assess the needs of Northeast Rogers	Board of Outreach and members of the congregation	Sept. 1, 2011	
Compile survey results and establish priorities and possibilities for ministry	Board of Outreach	Dec. 31, 2011	
Conduct outreach training for the congregation	Pastor Besel	Dec. 31, 2011	
Put together a plan to do 2-4 Netfishing events per year	Board of Outreach	March 1, 2012	
Recruit people to carry out each Netfishing event that is planned	Board of Outreach	May 1, 2012	
Establish procedures to evaluate each Netfishing event for effectiveness	Board of Outreach	May 1, 2012	
Start evaluating possibilities for ministry at NWACC	Task Force appointed by the Church Council	January 1, 2013	

4. Our goal is to enhance our facilities for better outreach by developing a park area outside, improving the life center and making a youth area by 1/1/2015.

Action Steps for this Goal	Whose Responsible	Target Date	Date Finished
Form a group of youth and adults to develop a Facility Improvement Plan for the congregation	Church Council	April 1, 2011	
The Facility Improvement Task Force reviews previous plans and gathers input from the Youth Steering Committee, the Community Survey and the Congregation to prioritize the needs of the congregation.	Facility Improvement Task Force	Sept. 30, 2011	
Present the priorities to the congregation for review and input	Facility Improvement Task Force	October 16, 2011 Voters' Meeting	
Use the input of the congregation to develop as master facilities plan and timeline for congregational approval	Facility Improvement Task Force	January 1, 2012	
Based on the Task Forces' Recommendations and the Acceptance by the Congregation, Building and Finance Committees are formed as needed to carry out the master facilities plan.	Church Council	March 1, 2012	
Carry out the plans within the scope of the constitution	Building and Finance Committees	January 1, 2015	

5. Our goal is to evaluate and identify revisions to our structure to enhance outreach by 9/1/2011.

Action Steps for this Goal	Whose Responsible	Target Date	Date Finished
The Church Council will review the organizational and assimilation structures of our Congregation and make recommendations to the Voters for any proposed changes	Church Council	June 30, 2011	
Develop a timeline for specific changes and how to communicate those changes to the congregation	Church Council	September, 2011 Church Council Meeting	
Communicate the proposed changes and benefits and get congregational approval and/or feedback	Church Council	October 16, 2011 Voters' Meeting	

Implement the approved changes to the congregation structure	Church Council	2012	
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1. Consolidate into yearly plan

2010

Action Step (Goal #)	Whose Responsible	Target Date	Date Finished
Recruit three people to form a task force to compile a list of all types of groups in the congregation and their members (Goal # 1)	Julie King	August 1, 2010	July 16, 2010
Compile a list of all types of groups in the congregation and their members to develop a baseline (Goal # 1)	Task Force	August 15, 2010	August 15, 2010
Hold a <i>Ministry Fair</i> on Rally Day to highlight all the groups and invite participants and ideas for other groups (Goal # 1)	Board of Education	August 29, 2010	August 29, 2010
Recruit two or three people to form a Family Circle Task Force (<i>F.C. Task Force</i>) to coordinate and promote the Family Circle groups (Goal # 1)	Board of Education	October 1, 2010	Dec. 2, 2010

2011

Action Step (Goal #)	Whose Responsible	Target Date	Date Finished
Develop Volunteer Position Description, terms of service, and expectations for F.C. Task Force (Goal # 1)	Board of Education & F.C. Taskforce	January 1, 2011	
Form a youth steering committee made up of pre-teens and teenagers to listen to their frustrations and ideas for improvements and then make a report to the Church Council (Goal # 2)	DCE/ DCE Intern	February 1, 2011	
Survey other church ministries for new ideas and approaches (Goal # 2)	DCE/ DCE Intern, Board of Ed., Youth	February 1, 2011	
Form a group of youth and adults to develop a Facility Improvement Plan for the congregation (Goal # 4)	Church Council	April 1, 2011	
Partner with Cristo Para Todos to develop a Hispanic Ministry (Goal # 3)	Pastor Board of Outreach, Cristo Para Todos	June 1, 2011	

The Church Council will review the organizational and assimilation structures of our Congregation and make recommendations to the Voters for any proposed changes (Goal # 5)	Church Council	June 30, 2011	
Develop and grow a plan to promote Family Circle Ministry using key individuals to encourage others to participate in Family Circle groups (Goal # 1)	Family Circle Task Force	July 1, 2011	
Implementation of the Plan (Goal # 1)	Family Circle Task Force	August 1, 2011	
Plan Ministry Fair for 2011 Rally Day Event (Goal # 1)	Board of Education & Family Circle Task Force	August 30, 2011	
Conduct a community survey to assess the needs of Northeast Rogers (Goal # 3)	Board of Outreach and members of the congregation	Sept. 1, 2011	
Develop a timeline for specific changes and how to communicate those changes to the congregation (Goal # 5)	Church Council	September, 2011 Church Council Meeting	
The Facility Improvement Task Force reviews previous plans and gathers input from the Youth Steering Committee, the Community Survey and the Congregation to prioritize the needs of the congregation. (Goal # 4)	Facility Improvement Task Force	Sept. 30, 2011	
Give progress reports quarterly to the Board of Education (Goal # 1)	Family Circle Task Force	Starting October 1, 2011	
Communicate the proposed changes and benefits and get congregational approval and/or feedback (Goal # 5)	Church Council	October 16, 2011 Voters' Meeting	
Present the priorities to the congregation for review and input (Goal # 4)	Facility Improvement Task Force	October 16, 2011 Voters' Meeting	
Compile survey results and establish priorities and possibilities for ministry (Goal # 3)	Board of Outreach	Dec. 31, 2011	
Conduct outreach training for the congregation (Goal # 3)	Pastor Besel	Dec. 31, 2011	

2012

Action Step (Goal #)	Whose Responsible	Target Date	Date Finished
Encourage the youth to organize a structure for ministry that can be connected to the Church organizational structure (Goal # 2)	DCE, Board of Education	January 1, 2012	
Encourage the youth to develop outreach and service projects for the community (Goal # 2)	DCE, Board of Education	January 1, 2012	
Use the input of the congregation to develop as master facilities plan and timeline for congregational approval (Goal # 4)	Facility Improvement Task Force	January 1, 2012	
Implement the approved changes to the congregation structure	Church Council	During 2012	
Based on the Task Forces' Recommendations and the Acceptance by the Congregation, Building and Finance Committees are formed as needed to carry out the master facilities plan. (Goal # 4)	Church Council	March 1, 2012	
Put together a plan to do 2-4 Netfishing events per year (Goal # 3)	Board of Outreach	March 1, 2012	
Recruit people to carry out each Netfishing event that is planned (Goal # 3)	Board of Outreach	May 1, 2012	
Establish procedures to evaluate each Netfishing event for effectiveness (Goal # 3)	Board of Outreach	May 1, 2012	
Call a Director of Christian Education (DCE) for youth and education ministries (Goal # 2)	Church Council, Voters	July 1, 2012	
Evaluate and update the plan and growth of Family Circle Participation Annually (Goal # 1)	Family Circle Task Force	September 15, 2012	

2013

Action Step (Goal #)	Whose Responsible	Target Date	Date Finished
Start evaluating possibilities for ministry at NWACC (Goal # 3)	Task Force appointed by the Church Council	January 1, 2013	
Evaluate and update the plan and growth of Family Circle Participation Annually (Goal # 1)	Family Circle Task Force	September 15, 2013	

2014

Action Step (Goal #)	Whose Responsible	Target Date	Date Finished
Evaluate and update the plan and growth of Family Circle Participation Annually (Goal # 1)	Family Circle Task Force	September 15, 2014	

2015

Action Step (Goal #)	Whose Responsible	Target Date	Date Finished
All Goals Completed	-----	January 1, 2015	