

Gather Grow Go!

Our Journey from Mission to Vision

An overview of the Faith Leadership Planning Retreat – Jan. 23, 2010

They gathered . . . some thirty members of the Coordinating Council, the Administrative Board and the Pastoral Office Team of our congregation, plus representatives from Celebration Lutheran School, Celebration Children’s Center, and Faith Child Care . . . for three hours on Saturday morning, January 23, at the Celebration Campus.

And the task seemed daunting, at first: To figure out the answer to the question “What is God calling us – Faith Lutheran Church – to accomplish and do in the next few years?” To take us the next step toward creating, with God’s guidance, a congregational vision that will be the framework around which our boards can better plan for the future.

So, where did they start? Following a devotion and opening prayer, Pastor Dan began by reviewing four elements that were developed this past summer by committees of our Administrative Board, and that were first shared publicly at the Congregational Voters’ Meeting on Nov. 17: our “kingdom concept,” our mission/vision frame, our values statements, our strategies.

1. Our “Kingdom Concept”

Using a process described by author Will Mancini in his book *Church Unique*, our Administrative Board had arrived at a “kingdom concept” that describes the basics of what Faith is about as a congregation serving the Lord:

- We are a worshiping church. We want to bring our members and the community together to worship the Lord.
- We are a full-service church. People in our community are busy, so we provide a number of options, styles and times for education, worship and service.
- We have huge people-potential for serving. We want to connect our peoples’ passions, abilities and resources to the community’s needs by partnering with agencies that already do this well, but need hands and bodies to do it even better. We serve the Lord by serving those around us.
- We have a strong emphasis on education and Bible study – from cradle to grave.

- We need to build on our outreach or missional emphasis. In the spirit of the Great Commission, we are challenged to lift up the name of Christ in a world – and a local community – that is increasingly unchurched.

The Board summarized that into a single “kingdom concept” statement:

We seek to meet the wide variety of member and community needs by leveraging our abundant God-given physical and people resources through an array of worship, education, and community services.

2. Mission/Vision Frame

Next, the Administrative Board translated this kingdom concept into “mission” – a definition of the key ministry objectives of the congregation, a basic framework to answer the question “what are we doing as a congregation?”

After many hours and much discussion, the Pastoral Office Team recommended a simple, but powerful, three-verb context for what we do. We:

- Gather
- Grow
- Go!

We come together to worship and pray with each other. We study, learn, challenge, care for each other, and grow in our faith. And we go forth to serve, to witness, and bring to others the Gospel message of salvation.

You’ve begun to see that mission framework in our worship services. And we’ll see it more and more as we move forward.

3. Values statements

Why is Gather-Grow-Go our focus? It’s what our God has commanded us to do! If you look at column 2 of the chart on page 5, you’ll find two Bible passages for each that clearly charge us with our mission.

4. Strategies

How will we do this? Our strategies are what set the stage for the real work of our congregation – the day-to-day work of the leaders, the boards and us

individual members – as we all go about making a difference in this world. They help us decide what our priorities as a congregation will be. Again, as you'll see from the chart (column 3), they are directly related to the mission and values.

So, what exactly did the 1/23 planning group do? They focused on this question:

“What is God calling us – Faith Lutheran Church – to accomplish and do in the next few years?”

The representatives of each of our boards, members of the Administrative Board, and Pastoral Office Team who were present divided into small groups and brainstormed specific ways we could implement each of the six key strategies that have emerged from the mission and values.

Toward the end of the morning, the groups came together and shared the ideas with each other. They began to identify common themes and key words that had the potential to be woven into an overall congregational vision statement to describe the ideal “future state” for our congregation. The vision would become the context for each board’s work of setting objectives and encouraging the congregation to get involved in its work.

What happened next? Administrative Board leaders organized the ideas, and then set about finalizing a vision statement, based on the input generated. Again after much discussion, the following Vision Statement has been approved by the Board and affirmed by the Pastoral Office Team:

**United in Christ, Faith Lutheran's multi-site ministry
will passionately worship and serve
to meet the physical and spiritual needs
of each other, the community, and the world.**

How will we measure our progress? The Administrative Board also adopted the following goals to help us implement our mission and vision:

By 2013, we have combined the strengths and passions of the merged congregations resulting in:

- a 20% increase in worship attendance – GATHER
- a 20% increase in participation in Biblical education (cradle to grave) – GROW
- 20% more members involved in service and intentional outreach together – GO

So what can I do, at this point? Several things:

- Read this material so you have a general understanding of the process of getting from mission to vision.
- Ask questions and offer feedback to participate in the dialogue about where we are going as a congregation.
- Familiarize yourself with the boards and the people on those boards (see page 7) as you think about how you'd like to become involved.
- Say an extra prayer that God would continue to show us His vision and would bless our work to share the Gospel with others.

March 1, 2010

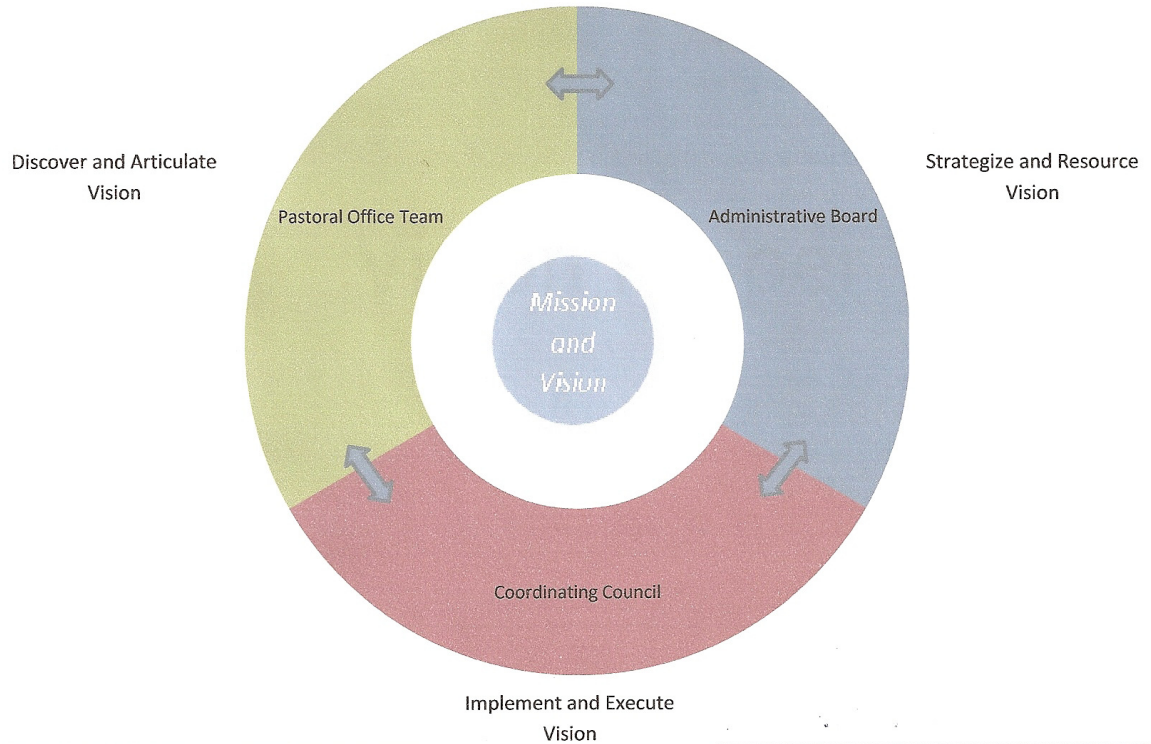
From Mission to Vision

Faith Lutheran Church – Appleton, Wisconsin

| Mission What do we do? | Values Why are we doing it? | Strategies How do we do it? | Our Vision Statement |
|----------------------------------|---|--|---|
| | The Love of God in Christ Jesus compels us to . . . | | <p style="text-align: center;"> United in Christ, Faith Lutheran's multi-site ministry will passionately worship and serve to meet the physical and spiritual needs of each other, the community, and the world. </p> |
| Gather | <ul style="list-style-type: none"> ▪ <i>give thanks to the Lord and sing praises unto His name.</i> (Psalm 92:1) ▪ <i>call upon God, and He will answer us.</i> (Jeremiah 33:3) | Dynamic Worship Heartfelt Prayer | |
| Grow | <ul style="list-style-type: none"> ▪ <i>let the word of Christ dwell in us richly in all wisdom.</i> (Colossians 3:16) ▪ <i>love one another, for love is of God, and everyone who loves is born of God and knows God.</i> (1 John 4:6) | Biblical Education Loving Care | |
| Go! | <ul style="list-style-type: none"> ▪ <i>let our light shine before all people, that they may glorify our Father in Heaven.</i> (Matthew 5:16) ▪ <i>Go! therefore to all the nations, baptizing them.</i> (Matthew 28:19) | Joyful Service Intentional Outreach | |

How does our vision get implemented?

As you'll see from the diagram below, our mission and vision provides a framework for the day-to-day work we do with and for each other.



There are three key leadership groups:

- The **Pastoral Office Team**, who leads discovering and articulating our vision. They meet weekly.
- The **Administrative Board**, who provide overall strategy and resources for the vision. They meet monthly.
- The **Coordinating Council** (the heads of all Boards), who implement and execute the vision. They meet once a quarter, not to simply report what's going on, but to regularly look at the vision and ask: Are we implementing it appropriately? Are we organized to accomplish the mission and vision? They coordinate, connect, and create committees and task forces. They plan, set goals, and strategize – and then engage God's people.

It's not the responsibility of the Coordinating Council, or even the Boards themselves, to do the work of the congregation (i.e. the work of the Lord), but to set a context and engage us members in the ministry. We, after all, are all "ministers" to each other and to our neighbors in the community.

So, who are our leaders for 2010? See the next page.

Faith Lutheran Leadership -- 2010

The Pastoral Office Team

Pastor Rudy Herbrich
Pastor Dan Thews
Pastor Jim Wiebel
 Pastor (vacant)
Kathleen Lane
Steve Moore
Mike Henning
 Chuck Gafford
Amy Cox
Linda Burkhardt
 Kathy Wiebel

The Administrative Board

Brian Picard, Chair
Dan Newman, Vice-Chair
Ruth Weber, Secretary
Kurt Mueller, Treasurer
Suzanne Maas
Mike Monson
Jennifer Pope
 Ed Schmidt
Anne Treankler

Board of Spiritual Life

Scott Behm Glen West*
 Elroy Heling Jay Wing
 Brian Hess John Zimmer
 Jim Hove
 Duane Hovick
 Dave Johnson
 Peter Luebke
 Brian Nowak
 Jon Roehrig

Celebration Lutheran School – Joan Klaas

Celebration Children's Center – Jessie Streichert

Faith Child Care – Sandy Amundson

| | | | |
|--|--|---|--|
| <p>Assimilation Jamie Cruse+ Melissa DeVantier <u>Dave Katzenmaier*</u> Erin Krueger Kae Maylander Carrie Jane Malczewski</p> | <p>Celebrations Sally Bennett Bev Eisch+ Katy Kapocius <u>Sue Ross*</u> Jane Savides Lisa Wing</p> | <p>Education Dean Baerbock Trish Lange Annette Roehrig Heidi Schmidt <u>Donna Zimmerman*</u></p> | <p>Endowment John Larson* Ken Place <u>Rich Redman</u> Mark Savides Scott Scheer</p> |
| <p>Family Life Sara Brinkman Scott Handschke <u>Lynn Johnson*</u> Kristi Schrapfner Jessica Schroeder</p> | <p>Finance Bill Bargholtz* Jay Edwards Dave Ihssen <u>Don McLernon</u> <u>Kurt Mueller</u></p> | <p>Human Care Steve Albertson Kurt Eggebrecht Carol Foy Lori Hall <u>Cathy Hangartner*</u></p> | <p>Missions Lauri Heeter Julie Sherwin Pat Tate <u>Terri Westby*</u> Deb Zimmer</p> |
| <p>Outreach Kris Firgens Carol Jochimsen Ann Loehrke* Leroy Rahn Kristine Schabow</p> | <p>Personnel Nancy Bowers Mike Klee John Heeter John Schubbe <u>Jim Wilson*</u></p> | <p>Prayer Lois I. Borchardt Ruthann Bornemann <u>Heidi Prahl</u> Sandy Radtke* Dorothy Weber*</p> | <p>Senior Ministry <u>Karen Allen</u> Joan Brinkman Ted Daelke Barb Johnson <u>Marilyn Spieth*</u></p> |
| <p>Shepherding <u>Ken Lederer*</u> Mary Nimmer Dave Moscinski Al Parmenter Michelle Van Loo</p> | <p>Stewardship Sue Anderson <u>Dick Lane*</u> <u>Lou Maylander</u> Sue Thome Mary Schultz</p> | <p>Technology <u>Tim Herbrich*</u> Jon Parkhurst Nathan Schultz Chad Streck Brian Witt</p> | <p>Trustees Tom Dike Jim Endlich+ Todd English+ Wes Fietzer+ Peter Groenwold+ Ron Jochimsen <u>Bill Loehrke*</u> Tim Loehrke+ Peter Rubsam+ Greg Stone Ed Swartz</p> |
| <p>Twenties & Thirties (TNT) James Bremer Jean Bremer Stephanie Cannon Ann Hinkfus <u>Andy Magiera*</u></p> | <p>Worship, Music & Arts Amy Cox Lynn Kolbe+ Jeanne Lietzan Claude Radtke <u>Harriet Redman*</u> Gene Weber</p> | <p>Youth Connie Place Mike Porath Mark Schmitz Kelly Thews <u>Scott Wolff*</u></p> | |

* Board chair

+Appointed member

Participated in 1/23/10 Visioning Retreat