

TRINITY LUTHERAN CHURCH

STRATEGIC PLAN

2018 End of Year

“Building Relationships; Making Connections; and Building Foundations”
as part of our mission to “Worship, Connect, Serve.”

Trinity Strategic Planning Committee



Mission: BUILDING RELATIONSHIPS

Goal: Expanding Small Group Ministries and Fellowship

Responsibilities: Fellowship Committee (Kathy Holmes, Chair); Education Committee (Kelly Mac Connell, Chair), Staff – Kelly Falck

Action Steps	Comments / Status **
Compile and describe current/active groups (in part as a map for both new and established members to participate.)	
Identify potential additional small groups for ministerial development and design a plan to encourage two such group activations/regenerations each year. Publicize our "Groups of the Year."	
Identify and recruit volunteers and program materials to implement and monitor above.	

Mission: BUILDING RELATIONSHIPS

Goal: Clarifying and Strengthening our Relationship with our Trinity Preschool Playgroup

Responsibilities: Preschool Task Force (Jon Andrews, Chair), Staff – Pr. Jack Horner

Action Steps	Comments / Status **
Hold a brainstorming session with pertinent individuals to identify ways to achieve above.	
Prioritize action steps to accomplish above.	
Develop a timeline for implementation and undertake planned actions.	
Maintain a “review team” of knowledgeable persons to monitor.	

Mission: MAKING CONNECTIONS

Goal: Approaching Inactive Members

Responsibilities: Strategic Planning Committee (Bob Frymoyer, Chair) Staff – Pr. John Brock

Action Steps	Comments / Status **
Identify what has been accomplished from earlier plan.	
Prioritize further steps and develop a timeline for action.	
Implement, monitor, and repeat every other year.	
Revise new member classes and activities, both pre and post joining Trinity.	

Mission: MAKING CONNECTIONS

Goal: Enhancing Community Outreach and Ministries

Responsibilities: Social Ministry and Missions Committees (Mitzi Jones and Mary Ellen Hettinger, Chairs), Staff – Pr. Elizabeth Frey

Action Steps	Comments / Status **
Review what in previous plan has been done and what next steps should be for these and any new outreach efforts... to include the use of demographics program, Mission Insite (a synod-wide demographics program that has indicators for population changes) using both reporting and plotting of church member functions.	
Develop a "hospitality" team for "inside" evangelism, especially for new members and guests.	
Coordinate of Missions and Social Ministries calendars with ongoing communication between the two committees and education to the congregation.	

Mission: BUILDING RELATIONSHIPS

Goal: Forming Missions

Responsibilities: Missions Committee (Mary Ellen Hettinger, Chair), Staff – Pr. Elizabeth Frey

Action Steps	Comments / Status **
Educate members (pastoral staff) through teaching and preaching on topics such as vocation and mission.	
Develop process (new Associate Pastor) to identify member gifts and integrate people into action teams with particular attention paid to new members and how to effectively use small groups to mobilize people.	
Engage in exploration of church expansion along the Carlisle Pike corridor, in partnership with other ELCA congregations and in consultation with Synod staff.	

Mission: BUILDING FOUNDATIONS

Goal: Executing Building Update and Renovation Program

Responsibilities: Capital Development Project Team (XXX, Chair – tbd) in Consult with Finance and Property Committees, Staff – Pr. Jack Horner

Action Steps	Comments / Status **
Goal/related action steps under development from Appeal results through Charlie Suhr, Dan Reed, Pastor Horner, architect, Dave Maser.	

Mission: BUILDING FOUNDATIONS

Goal: Developing and Implementing a Capital Campaign Associated with Above

Responsibilities: Kairos Coordinating Team (Jay Killian, Chair), Staff – Pr. Jack Horner; Stephanie Maurer

Action Steps	Comments / Status **
KAIROS with KAIROS leadership team to initiate a capital appeal in Spring 2018 for the three-year period through April 2021.	
Develop capital appeal information/brochures and schedule social events announcing and stimulating the appeal. Roll out campaign through testimonials and all member contacts. Monitor commitment performance.	

Mission: BUILDING FOUNDATIONS

Goal: Expanding Ministries Related to New Facilities

Responsibilities: Strategic Planning Committee (Bob Frymoyer, Chair) Pr. Jack Horner

Action Steps	Comments / Status **
Pastoral and program staff, with input from leadership, to initiate a strategy for ministerial advancement, maximizing the potential use of our renovated and new facilities.	

Mission: BUILDING FOUNDATIONS

Goal: Rebirthing and Activating Endowment Development

Responsibilities: Endowment Subcommittee (Brian Falck, Endowment Subcommittee Chair; Keith Huntzinger, Finance Committee Chair), Staff – Bishop Guy Edmiston

Action Steps	Comments / Status **
Further develop through Endowment Subcommittee, Finance Chair, and Pastor Edmiston to review recent actions and develop a timeline plan of action.	
Develop and publicize brochure on current and legacy giving opportunities.	
Hold forums between services on Sundays and evening sessions by financial advisors/experts on various IRS tax sheltering possibilities and planning approaches.	