



## **Trinity Lutheran Church**

Mission.....Worship, Connect Serve.

Strategic Plan Theme.... THE TIME IS NOW

### **2024-2026 Strategic Plan. Pillar/Goals Structure and suggested. Action Steps**

(This plan is based on the four pillars of Trinity's ministries indicated below. Additional goals/action steps are to be initiated and developed. Trinity staff, committees, and groups are to identify goals/actions steps that are specific and measurable for their ministries. Each ministry team is to address all four pillars in their goal development.)

#### **I. INCREASE ENGAGEMENT**

- Increase worship attendance
- Participate in related activities and ministries
- Improve at recruiting volunteers
- Recruit new members and reconnect with members who have become inactive recently
- Expand small groups
- Foster a sense of community within Trinity

- Self-initiated
- Self-initiated, etc.

## **II. GROW PARTNERSHIPS**

- Further ecumenical relationships with other west shore churches
- Expand neighborhood based ministries
- Sponsor refugees resettlement activities
- Self-initiated
- Self-initiated, etc.

## **III. NIUTURE SPIRITUALITY**

- Grow and expand ministries on aging, spiritual growth, etc.
- Expand support group and counseling opportunities, e.g.
- divorce, grievance, survival, etc.

- Grow youth/young adult ministries
- Create a ministry based on prayer and praying
- Self-initiated
- Self-initiated, etc.

#### **IV. IMPROVE EFFICIENCIES**

- Improve financial administration and reporting
- Develop legacy giving opportunities/grow endowment
- Assess long term staffing needs
- Initiative a Phase 2 capital development plan
- Self-initiated
- Self-initiated, etc.

## **Timeline for Implementation of TLC 2025-2026 Strategic Plan**

### **2023**

**October - Discussions among Moses, Pastor Jack, and Bob, including solicitation of anecdotal comments regarding a new plan; develop draft document.**

**November - Early November - Present to staff and discuss with staff; explain approach and process to council. Mid/late November- Strategic Planning Committee meeting for comments and concurrence.**

### **2024**

**January - distribute four pillar plan to ministry teams with suggestions for action steps/goals to be undertaken. Staff and teams begin work.**

**February - FEBRUARY 8—LEADERSHIP SUMMIT WORKSHOP ON PLAN IMPLEMENTATION; Status report to Council.**

**March to June - Ministry teams complete their action steps/goals with advice and consult from Strategic Planning Committee and Finance Committee as necessary.**

**June - Strategic Planning Committee meets to finalize and prepare for Council approval; Council approves draft plan.**

**July - Plan becomes active.**

**October/November - Ministries aligned with 2025 proposed budget.**

**November/December - Finance Committee approves 2025 budget; Council adopts 2025 budget at its December meeting.**

### **2025 - 2026**

**Ministry Teams (including potential new working groups) implement and adjust action steps/goals and measure and report with Strategic Planning Committee on their progress on a semi-annual basis.**

**November 2025 - Ministry teams prepare 2026 budgets per strategic plan.**