

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 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 refugee resettlement activities.
- Self-initiated
- Self-initiated, etc.

III. NUTURE SPIRITUALITY

- Grow and expand ministries on aging, spiritual growth, etc.
- Expand support groups 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. INCREASE ORGANIZATIONAL CAPABILITIES

- 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 plans 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.

Status Check – Mid-April

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.