

HOSANNA

Lutheran Church, LCMC



STRATEGIC PLAN

2020-2023

Executive Summary

In January of 2016, my Executive Summary said, “We are in the final days of construction and will soon be moving into our new building. It’s exciting but I urge you to remember that no building has won people for Christ, no building has made disciples and no building ever made anyone better people. As wonderful & beautiful as our new building is, it is not the building that matters---IT’S WHAT HAPPENS IN THE BUILDING THAT WILL MAKE A DIFFERENCE!”

What has been happening in this building is amazing! We are growing in a steady, manageable pace. You all continue to tell your friends, neighbors and coworkers about Jesus and what happens at Hosanna so that more and more people can come to know Jesus as Lord! Since then, you have been fulfilling our Mission and Vision: To spread God’s Word, share our gifts and strengthen Christ’s Church as we live “Knowing Jesus; Growing in Jesus; Serving Jesus!

With this growth, the Church Council suggested it would be time to look another three years in the future and make a Strategic Plan to set goals and focus our ministry to be more effective in the work we have been called to do!

Our thanks to the many people who committed time, talent and energy for our 2nd Strategic Plan! As we look forward to the future we continue to plan how to continue the good work that has been begun in us as we continue to preach and teach the Gospel, make disciples, and care for our neighbor near to us and in the far reaches of the globe.

Much of what this report reflects is a natural progression of our life as a congregation. The committee has planned for a thoughtful look at the future with goals for deeper growth for Bible study in small groups; ministry and programming for our youth and families; understand the use and care of our technology; establishing an ongoing process to assess the demographics of our community and how they impact our ministry and space; understanding our organization and how groups relate to one another; a long-term plan pastoral leadership to plan for the future; and to continue to be aware of how culture impacts our life and ministry.

Hosanna is a great blessing and the work of the Strategic Planning committee will help us to continue to be good stewards of what we have been given by growing in faith, hearing the Gospel, and caring for the neighbor!

Knowing Jesus; Growing in Jesus; Serving Jesus with you!

Pastor Janine Rew-Werling

The Bible is the Inspired, Inerrant, and Infallible Word of God

The term “inspired” means that the Bible in the original documents is God-breathed, divine, and, because it is divine, the documents are inerrant (2 Timothy 3:16). Inerrancy means that if all Scripture is indeed of God, then it cannot be erroneous. God, being perfect, cannot make mistakes, and He has the power to ensure the original writers wrote down exactly what He intended (2 Peter 1:21). Infallible has a stronger meaning than inerrant. Infallible means the Bible is “incapable of error”. Infallibility means it cannot contain errors; that is, it would not be possible. The Bible cannot contain errors because it is wholly the inspired word of God (2 Peter 1:19).

The Bible is our Guide to Faith

God loves us and gave Himself for us through His Son, Jesus (John 3:16 and Romans 5:8). We are all sinners (Romans 3:10 and Romans 3:23). We are saved by grace, a free gift, and not our works (Romans 6:23, Ephesians 2:8-9). Jesus wants us to receive the free gift of salvation, which is a priceless inheritance kept by the power of God through faith (1 Thessalonians 5:9, Revelation 3:20, John 14:6, Romans 10:9-13, 1 Peter 1:4-5). We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. Jesus Christ’s atoning death and victorious resurrection constitute the only path to salvation with the eternal God the Father.

The Bible is our Guide to Conduct

We are to love God with all our heart, mind, and soul (Deuteronomy 6:4-7, Mark 12:30, and Luke 10:27). We are to love our neighbor as ourselves (Luke 10:27) (Matthew 22:36-40). The Ten Commandments (John 14:21).

Trinity

There is one living, true God, who created all things, holy infinitely perfect, and is eternally existing in a loving unity as three equally divine Persons: The Father, The Son, and The Holy Spirit (Genesis 1:1, Matthew 28:19, Revelation 4:11).

The Church

Christ is the head of the church and the church is the body of Christ (Ephesians 1:22-23). The body of Christ is composed of everyone who has received Jesus Christ as their savior. Hosanna Lutheran Church is a part of the body of Christ and is purposed to do corporately what all who name the name of Jesus are to do individually – make disciples among all people while bearing witness to the gospel in word and deed, glorify God in worship, obey and honor Him in all we do, gather together to strengthen, support, and guide one another, and finally to be praying always with all prayer and supplication in the Spirit (I Corinthians 12:12-14, Col 3:16, Matthew 28:19, Proverbs 31:20. Ephesians 6:12-16).

Missions

Make disciples among all people while bearing witness to the gospel in word and deed. As members of the Body of Christ it is our responsibility to use our prayers, time, talents, and treasures to live out Christ's great commission through missions. (Matthew 28:19, Luke 24:46-47, Mark 16:15).

Mission

To spread God's Word, share our gifts and strengthen Christ's Church

Vision

Knowing Jesus; Growing in Jesus; Serving Jesus


G To establish a good demographic picture of our congregation, now and in the future, to better determine the church's future space needs and a process to measure the data received.

O

A To have a contingency plan for our clergy couple to maintain the quality of leadership in strengthening Christ's church that we now enjoy, and by identifying resources to maintain and expand Hosanna Lutheran Church.

L

S To refine our organizational chart & staffing need to identify strengths and weaknesses and make appropriate changes to strengthen Christ's church.



G To share Christ's love by engaging others to know Jesus, grow in Jesus and serve Jesus at HLC and throughout the world.

O To increase Hosanna membership participation in small group settings by coordinating activities.

A To grow our youth program by providing financial assistance to the program, implementing youth mentors into our program, and focusing more on local missions.

L To improve awareness of Hosanna's core values, vision, and ideals through branding, marketing, and communication.

S To keep the Church Council aware of future cultural needs to meet the changing needs of our members and potential members for worship opportunities.

**G
O
A
L
S**

To standardize the use and control of technology within Hosanna Lutheran to include to identify those who are able to use the technology; how to use technology at HLC; and who is responsible for upkeep and accountability for technology. Prepare this information to be submitted to the Church Council for approval and integration into Church procedures.

To identify individuals with an interest in helping to make worship service more successful through proper use of audio/visual equipment before, during and after worship services.

To catalogue current technology within Hosanna Lutheran Church to provide information to be used for upgrades, maintenance, replacement and new acquisitions.

To educate and train Hosanna Lutheran Church members to fulfill the Great Commission.

To keep Hosanna Lutheran Church informed and prepared to deal with threats in the areas of politics, economics, schools and culture.

Goal # 1

To establish a good demographic picture of our congregation, now and in the future, to better determine the church's future space needs and a process to measure the data received.

1. Work with church council to appoint an assessment group of 3-5 people to measure demographic results to help determine our future needs of the church (such as Phase 2).
Responsible Parties: Church Council
Time Frame: April 2020
2. Work with the cultural team on their survey results
Responsible Parties: The Assessment Committee appointed by Church Council
Time Frame: August 2020
3. Work with outside partners to gather more data (such as schools/dev company, city & chamber) to see how they forecast future numbers and the needs.
Responsible Parties: Assessment Committee
Time Frame: April 2021
4. Annual review of the demographics of the church--relaying to the church council the recommendation of actions that they believe should be taken. This could be re-assigning space, adding on, waiting another year, adding a service to keep up with the growing demands of the congregation.
Responsible Parties: Assessment Committee
Time Frame: Annually in April going forward

Outside Partners: Cultural; City, Chamber, Development Company/Schools; Church Council

Tools Needed: Survey results/city statistics and forecasts

Goal # 2

To have a contingency plan for our Clergy couple to maintain the quality of leadership in strengthening Christ's church that we now enjoy, and by identifying resources to maintain and expand Hosanna Lutheran Church.

1. Visit with pastors about their future plans
Responsible Parties: Bob Drake
Time Frame: February 15, 2020 and as needed thereafter

2. Identify resources from LCMC
Responsible Parties: Kathy Monnens
Time Frame: February 15, 2020 and as needed thereafter

3. Evaluation
Responsible Parties: Human Resources Committee
Time Frame: Annually beginning February 2021 and in February 2022

Outside Partners: LCMC, Pastors, Current Membership

Goal # 3

To refine our organizational chart and staffing need to identify strengths and weaknesses and make appropriate changes to strengthen Christ's church.

1. Update organizational chart as needed.
Responsible Parties: Earl Benson
Time Frame: February 15, 2020 and as needed thereafter
2. Create uniformity in job descriptions
Responsible Parties: Mark Schmidt
Time Frame: February 15, 2020 and as needed thereafter
3. Review staffing requests from other Strategic Planning teams: Small Group Coordinator and Youth Leadership Committee
Responsible Parties: Dede Gilbertson
Time Frame: February 15, 2020 and as needed thereafter
4. Evaluation
Responsible Parties: Human Resources Committee
Time Frame: Annually beginning February 2021 and in February 2023

Outside Partners: Pastors, Church Council and Staff, and other Strategic Planning Committees

Goal # 4

To share Christ's love by engaging others to know Jesus, grow in Jesus and serve Jesus at HLC and throughout the world.

1. Plan/promote/provide support a minimum of 1 mission opportunity for Hosanna members per calendar year either locally, in SD, nationally or worldwide.
Responsible Parties: Mission Committee, Church Staff, Council
Time Frame: January 1, 2020 – December 31, 2023
2. Every 6 weeks, engage a mission partner as defined by receiving benevolence dollars, to educate HLC membership how benevolence dollars are being spent as well as identifying challenges and opportunities to serve, related to their mission.
Responsible Parties: Mission Committee, Church Staff
Time Frame: January 1, 2020 – December 31, 2023
3. Using a multimedia approach (screens in sanctuary and fellowship hall, bulletins, newsletter), inform and increase awareness to HLC members, by sharing mission related activity and information received electronically or in person from Augustana District meetings, mission publications, mail and email etc. 2 Sundays/month.
Responsible Parties: Church Staff, Mission Committee
Time Frame: January 1, 2020 – December 31, 2023

- b. The Small Group Leadership Committee will work with the volunteer coordinator, office administrator, and pastors to share opportunities with the congregation.

- 4. Submit budget line item for mission travel costs/ support by Nov 10th of each year.
Responsible Parties: John Larson
Time Frame: November 1-10 of each year

- 5. Survey LCMC and other church leadership to identify best practice strategies for providing financial support for Hosanna member mission travel.
Responsible Parties: Mission Committee, Church Staff
Time Frame: March 1, 2020

- 6. Evaluate accomplishments toward completing action steps each year and take any needed steps to complete as proposed.
Responsible Parties: Mission Committee, Church Council
Time Frame: November 15 – December 15 each year

Outside Partners: Augustana District and Mission Partners as identified by receiving benevolence dollars

Tools Needed: Budget Approval, Technology Committee

Goal # 5

To increase Hosanna membership participation in small group settings by coordinating activities.

Create opportunities for small Bible groups

1. “Small groups” are groups of members within the congregation who meet on their own without the direction of a pastor for fellowship and worship.
Example: Men’s group which meet Friday mornings for breakfast & Bible study.
2. Communicate with members’ the structure and steps for creating small Bible Study groups as well as how to join existing groups.
 - a. We envision a designated hub with more visual impact than the current sign-up table where people can easily see and sign up for upcoming opportunities.
 - b. Potential for gifting money to be used for this.
 - c. Create online signup opportunities to complement the hub in the church to reach those who don’t currently stay after church or are not attending worship.
3. Form Small Group Leadership Committee made up of a core group of volunteers committed to the success of independent small groups.
 - a. This group will train new small group leaders and serve as ongoing coaches/mentors. The committee will actively seek out new Bible Study books, Right Now Media studies, online opportunities, etc. to share with small group leaders.

4. Explore the potential need for a Small Group Coordinator as a paid staff position as this ministry grows.
 - a. This position would involve coordinating the availability of materials for Bible Study (maintaining a physical and virtual library of Bible Studies), ordering new materials for groups as needed, communicating small group schedules with the church office, etc.
 - b. We anticipate this responsibility would average 6-10 hours per month. The goal of this staff member is to empower church members to engage in meaningful small group Bible study.

Outside Partners: Church Council, Decorating Committee, Small Group Coordinator

Time Frame: Evaluation in December 2020.

Goal # 6

To grow our Youth program by providing financial assistance to the program, implementing youth mentors into our program, and focusing more on local missions.

1. Enhance the Hosanna Youth Leadership Committee made up of a core group of volunteer adult leaders and youth representatives who will work together to plan and lead activities and trips.
 - a. The Youth Leadership Committee model raises up church members to volunteer as youth mentors rather than depending on a paid staff member to carry a full load of youth ministry.
 - b. We believe teens will benefit from strong relationships with many adults in the church rather than relying on one youth pastor.

2. Explore the possible need for a Coordinator of the Youth Leadership Committee
 - a. The goal is to empower volunteers to connect with youth, parents and families in the church.

3. Using Hosanna's mission and vision statement, the Youth Leadership Committee will develop plans that balance youth opportunities for Bible study, fellowship, and service.
4. Emphasize local mission projects that unite youth and adult members of the church.
 - a. Examples: Foster Care Bags, Roosevelt School Care Committee.
 - b. Continue outreach to Beacon Center, Access Ministry, & explore other opportunities to show the love of Jesus to the community.
5. Survey youth and parents to determine how to best reach families.

Responsible Parties: Allie Brist, Alli Eickmeyer, Jenn Brist, Anna Kettwig
Time Frame: Fall 2020

6. Add a budget line for the youth group.
 - a. A budget line item request for youth group activities and trips & Bible study materials, etc. on a yearly basis
 - b. Long term planning - confer with Youth Leadership regarding a position depending on growth.

Responsible Parties: Council & budget committee
Time Frame: June 2020 with an evaluation in December 2020

Goal # 7

To improve awareness of Hosanna's core values, vision, and ideals through branding, marketing, and communication.

1. Create signage in Fellowship Hall

Responsible Parties: Decorating Committee

Time Frame: June 2020

2. Add Bible verses to core values statement

Responsible Parties: Dick Nicolai & Karen Olson

Time Frame: January 2021

Suggested verses to add to core values:

Luke 24:46-47, Mark 16:15, Matthew 28:19, John 20:21, Acts 1:8

3. Communications & Social Media

- a. Website, branding, SEO, letterhead, digital billboard, electronic communications,

Responsible Parties: Cultural Committee and Anna Kettwig

Time Frame: December 2020

Goal # 8

To keep the Church Council aware of future cultural needs to meet the changing needs of our members and potential members for worship opportunities.

1. To survey the congregation to determine members' gifts and talents.

Responsible Parties: Cultural Committee

Time Frame: January 2021

2. To expand our outreach to those who cannot attend worship by using our Caring committee for home visits and bringing communion to shut-ins.

Responsible Parties: Cultural Committee

Time Frame: June 2020

3. To continue to balance traditional and contemporary music.

Responsible Parties: Angie Eickmeyer and Cultural Committee

Time Frame: June 2020

Goal # 9

To standardize the use and care of technology within Hosanna Lutheran to include who is able to use the technology, how to use the technology and who is responsible for upkeep and accountability. To be submitted to the Church Council for approval and integration into Church procedures.

1. Sanctuary Sound System
2. Sanctuary Video Projection System
3. Sanctuary Video Recording System
4. Use of electric pianos in Sanctuary
5. Set up and use of audio monitor
6. Easy Worship
7. Set up and use of External Sign Display
8. Set up and use of colored lights behind cross in sanctuary
9. Set up and use of microphones in Sanctuary/Fellowship Hall
10. Use of streaming devices on Hosanna displays
11. Computer Network

Responsible Parties: David Eickmeyer, Anna Kettwig

Time Frame: July 2020

Outside Partners: Church Council

Goal # 10

To identify individuals with an interest in helping to enhance worship services through proper use of audio/visual equipment before, during and after worship services.

1. Establish Technology Committee
Responsible Parties: Church Council
Time Frame: 2020

2. Create Training Documents
Responsible Parties: Technology Committee, Staff, Dave Eickmeyer

3. Open House in Sound Booth
Responsible Parties: Staff, Tech Committee
Time Frame: Ongoing

4. Temple Talks
Responsible Parties: Staff, Tech Committee
Time Frame: July 2020

5. Division of duties / Scheduling of operators
Responsible Parties: Staff, Technology Committee
Time Frame: Ongoing

Goal # 11

To catalogue current technology within Hosanna Lutheran Church to provide information to be used for upgrades, maintenance, replacement and new acquisitions.

1. Record, sort and organize individual technology items with their warranties, replacement costs, obsolete, current technology
Responsible Parties: Tech Committee
Time Frame: March 2020
2. Collect, catalogue and organize user manuals, warranties and vendor information for as many items as possible
Responsible Parties: Tech Committee
Time Frame: July 2020
3. Create searchable data base to review information for
Responsible Parties: Tech Committee
Time Frame: October 2020

4. Determine if current technology needs to be upgraded

Responsible Parties: Tech Committee

Time Frame: Ongoing

5. Complete Property Committee Inventory form

Responsible Parties: Tech Committee

Time Frame: March 2020

Outside Partners: Property Committee

Tools Needed: Inventory Form

Goal # 12

To educate and train Hosanna Lutheran Church members to fulfill the Great Commission.

1. Pray for guidance for the ministry of Hosanna LC
Responsible Parties: Congregation, Pastors, Groups
Time Frame: On-going
2. Educate and engage congregation and select members to attain the goal.
Responsible Parties: Pastors, lay leaders.
Time Frame: On-going
3. Develop strategies and steps to fulfill the Great Commission in the community and beyond.
Responsible Parties: Pastors, lay leaders, small groups.
Time Frame: On-going

4. Match volunteers and their skill sets and time available with the strategies and steps listed.

Responsible Parties: Pastors, lay leaders, small group leaders.

Time Frame: On-going

5. Through members' relationships in their daily lives, witness and minister to others.

Responsible Parties: All willing members.

Time Frame: On-going

Goal # 13

To keep Hosanna Lutheran Church informed and prepared to deal with threats in the areas of politics, economics, schools and culture.

1. Pray for guidance for the ministry of all members at Hosanna
Responsible Parties: Pastors, congregation.
Time Frame: Ongoing
2. Monitor risk areas and analyze Hosanna's response.
Responsible Parties: Pastors, Church Council, congregation.
Time Frame: Ongoing
3. Respond to threats.
Responsible Parties: Pastors, Church Council.
Time Frame: Ongoing
4. Revise Plan as needed.
Responsible Parties: Pastors, Church Council
Time Frame: Ongoing

Thank You...

STRATEGIC PLANNERS

Structural Frame

Connie Ward, Lead
Randy Rakness
Roger Carter
Dick Nicholai
Tyler Gross
Josh Kettwig



Cultural

Stuart Olson, Lead
Jenn Brist
Karen Olson
Kristina Suttan
Sharon Brekke
Allie Brist

Human Resource Frame

Mark Schmidt, Lead
Earl Benson
Bob Drake
Kathy Monnens
Karen Farthing
Dede Gilbertson

Pastors

Janine Rew-Werling
Craig Werling

Strategic Plan Coordinator

Jan DeBerg

Strategic Plan Facilitator

Jo Vitek

Strategic Plan Scribe

Tanya Weiland

Technology Frame

Dave Eickmeyer, Lead
Dar Carlson
Mary Larson
Angie Eickmeyer
Jacob Hagemann
Sarah Becker
Steph Hayunga

Cultural Missions

John Larson
Helen Hofteeizer
Rose Chaplin
Shirley Carter
Doug Keffeler

External Frame

Reid Holien, Lead
Nicki Maag
Tammi Krause
Cathy Jutting
Sara Gjerde
Raela Pries
Lynn McGrath
Gene Peterson