

La Casa de Cristo Strategic Vision and Plans 2021 -23

Submitted to the Board of Trustees May 11, 2021 by Lead Pastor Jeff Ruby

- 1. Mission Statement: Definition:*** Our top driving primary goal. Derived from the biblical *Great Commission (Go, Make Disciples)* in Matthew 28, and also the Great Commandment of Matthew 22, loving God and neighbor as ourselves. Everything else flows from the great commandment and great commission. Our mission is: **“Love those who don’t know Jesus (Great Commission) and “Grow those who do” (Great Commandment.** The mission statement defines what we are trying to do as commanded by our Lord Jesus, and our fundamental purpose in life. It is scriptural, and based on Jesus’ words. **We are committed to and charged by our Mission.**

OUR BOLD VISION: La Casa de Cristo is the church of Jesus Christ through Bell Road and Beyond, that seeks to fulfill the Great Commandment and Great Commission in all that we say and do.

- 2. Core Values Definition:*** Basic principles we adhere to that guide our vision, approaches, and plans. Our values should rarely, if ever, change as they are based on scripture. They help uniquely define us as a church, and say who we are. We accept or reject plans, visions, approaches, based on our core values. *We adopt* Core Values.

- 3. Strategic Vision: Definition:*** A narrative describing the state of our church as seen or envisioned at some distant future time. It represents our dream of what we would like to be, **A Vision is NOT a set of actions or plans; it is NOT what we do.** It is a *state of being* description. It is what we hope to be in the future. Our Vision is updated as often as deemed necessary by the pastoral leadership in consultation with the Board of Trustees. *We embrace* Vision.

- 4. Goals & Objectives Definition:*** Declarative statements that represent hoped for results of our actions as we seek to achieve the Vision. Goals & Objectives represent interim steps in achieving the Vision. *We establish* Goals & Objectives.

- 6. Tactical/Operational strategies Definition:*** General descriptions of approaches used to satisfy Goals & Objectives. Strategies represent *how* Goals & Objectives will be accomplished. *We craft* Strategies.

CORE VALUES

1. Unity in Jesus Christ

The members of La Casa de Cristo Lutheran Church are bound together as one Body in Jesus Christ, striving to live a life worthy of our calling with one Lord,

one faith, one baptism, one God and Father of all. Unity in the Holy Spirit demands humility, obedience, patience, respect, compassion, and love that covers all.

2. Worship and Praise

The members of La Casa de Cristo Church covenant together to worship God through prayer, praise, honor and thanksgiving. Our corporate worship includes preaching, music, prayer, and giving. Together we gather before the Lord in hopes of personal transformation. Worship is central to our life together, both traditional and contemporary, and is our primary focus.

3. Teaching and Preaching

The members of La Casa de Cristo Church, devoted to the Word of God, use our gifts to share the salvation message of repentance and forgiveness. As followers of Christ, we faithfully and sincerely proclaim His compassion and love to each other and to the entire world. Our goal is a transformed will and a committed heart in service of Jesus Christ. We prayerfully and deliberately spread God's Word by reaching out in love and faith, preaching, teaching, Holy Communion and baptizing so that all have the opportunity of receiving salvation through the Holy Spirit.

4, Missions, Ministry, Giving

The members of La Casa de Cristo Church cheerfully offer their time, spiritual gifts, and financial resources to honor Christ and to support and advance His Kingdom through Missions and Ministry. Spiritual giving demonstrates love, faith, and devotion to God and others in accordance to what we have been given.

5. Innovation

The Members of La Casa de Cristo realize the world is changing exponentially and we are not the same church we even were three years ago, let alone five or ten years. Therefore, as ordained and lay leaders we are committed to innovation in worship; ministry, mission and fellowship. We will experiment with new models of partnership in our church, community and the world, and we will understand as leaders that innovation is not just a part of the ordained leadership but also the Board of Trustees and staff. This will at times challenge us all as community and leaders, as we look at new wine that cannot be put into old wineskins. Innovation is not just technology; it is a way of life in a rapidly changing world.

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6. Prayer

The members of La Casa de Cristo are devoted to corporate and individual prayer. We seek to know God's will through prayer and communion with God.

STRATEGIC VISION

Going Forward: *What do we see happening in the next two years, what will it look like? What is our Vision? If one stepped forward to late 2023, what would one see?*

We are operating as a “hybrid” church with both *attractional* and *missional* components opening the door for new relationships and new ministries. While strengthening our worship, ministries, and discipleship experience through and at 6300 E Bell Road, we have also continued to build ministry in various online forms. We are exploring and embracing new and fresh ways of presenting the Gospel, expressing the love of Jesus, and teaching others about Him.

We have begun to address the needs of the Millennial and Gen X Community in the surrounding area and online, establishing a strong sense of community with them and others. We are routinely engaging with young adults through our Beyond ministry, BU La Casa, and other Spirit led ministries perhaps yet to be formed. We are working with local schools to see how connections can be established and grow.

We are creating and sustaining *missional* communities for all ages, while exploring and finding places of natural engagement with new people of all generations. We are establishing and testing new forms of worship services., while being committed to also having traditional worship opportunities. We are hosting fellowship and recreational activities as well as ministry group meetings, events, and community groups. We have integrated our preschool with the wider church community. We are reaching the digital community with current information technology. In a fast paced world, we are nimble in responding to change, while remaining Gospel centered.

Our Strategic Goals & Objectives

This section presents specific Goals & Objectives, to achieve the Strategic Vision

GOAL #1. PRAY: Strengthen the prayer ministry and the prayer life of each La Casa member. Let us seek to do God's will in all that that we do and say. Teach and preach the power of prayer.

GOAL #2. GROW: Engage our members to be active in the ministries of the church and grow a *missional* culture across the entire membership. Create and maintain a culture in our church of spiritual growth. This means our people lead

and act together with mutual authority under the Lordship of Jesus Christ and submit to one another in Christian service and in love. If we are growing spiritually, seeking first God's kingdom, everything else is added unto us as well.

GOAL #3. EXPLORE: Explore and create new methods of ministry, church, and worship expression to reach the broader group of God's people in the local area. Make ourselves known in the community for our outreach efforts.

Our Tactical and Operational Strategies and Ownership

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STRATEGY #1: (*New Members*) Continue to build upon existing virtual and in person new *members orientation and training* our newer members on our church history, mission, vision, goals and objectives. This includes *what we believe* as members of LCDC, including Bible doctrine. Help them discover their spiritual gifts and plug themselves into service and ministry. Increase membership year over year, recognizing that a global pandemic has altered in person and virtual metrics. Ownership: **Pastoral Team and Staff 2021-23.**

STRATEGY #2 (*Preschool/ministry*). As the La Casa de Cristo preschool continues to rebuild, integrate the preschool into the wider church and further ties to La Casa family ministry. Continue Board of Trustees and lead pastor oversight of the preschool until structural and leadership changes are planned and executed. Assess and create a separate LLC as approved by Board and desired. Continue Board of Trustees and lead pastor oversight to monitor the financial strength of the preschool 2021-23. Ownership: **Lead Pastor and two Board members 2021-23.**

STRATEGY #3: (Capital Fundraising Campaign) The lead pastor, along with the board, will identify and commence by 2022-23 a capital fundraising campaign for purposes of pursuing mission and ministry and reducing our debt as needed. The executive committee and lead pastor will craft a plan that identifies the needs and goals of funding and how they align with our vision and plans. There may be an emphasis on existing ministries; funding new ministries; debt reduction, or a combination of the preceding. Ownership: **Executive Committee under Pastoral leadership, with the whole board being consulted on timing and goals. Commence 2022-23.**

STRATEGY #4: (Budget Review) Building upon changes and progress in the past few years, continue to work with the pastoral leadership and staff in reviewing our annual budget process to align the budget as further needed around the Strategic Goals & Objectives. Initiate an annual strategic planning cycle in advance of the budget cycle to inform the budget. Plan the budget each year for the next year (detailed) and two years after (top-level). Continue audits as needed and financial reviews to report to the congregation. Ownership: **Board Treasurer working with lead pastor and consultation with Board of Trustees. Begin fall 2021.**

STRATEGY #5 (Staffing) The Lead Pastor works with the pastoral leadership in defining and implementing a staffing plan to effectively operate at both Bell Road and Beyond (virtually). This will ensure the Vision as expressed in this strategic plan is realized. Board input and resources will be asked for and granted within reason. The hiring of staff is led by the lead pastor consulting with other pastoral staff, and an HR team has been hired to solidify staff review and evaluation. The lead pastor is reviewed annually by the executive committee per the constitution and bylaws. Other staff reviews and evaluation will be done in consultation with standard HR practices. Ownership: Lead Pastor reporting progress to board. 2021-23.

STRATEGY #6 (*Missions* present local, national and global needs to the membership to ignite their passion and willingness to serve and help. Continue to partner with La Sagrada Familia our sister church and serve together in partnership. Ownership: Pastoral leadership and consultation with Board of Trustees 2021-23.

STRATEGY #7 (*Calendar and organizational planning*): Create a subset from the church board of no more than three board members and the lead pastor to update this Strategic Plan and calendar sync our monthly emphasis on an annual basis going forward. Ownership: Subset of the Board of Trustees and Lead Pastor reporting to entire Board. Begin summer/Fall 2021.

STRATEGY #8 (*Communications Plan*) A total and top level communications plan of the work the BOT is doing in the areas of

- 1)Mission
- 2)Core Values
- 3)Strategic Vision
- 4)Strategic Goals and Objectives
- 5)Tactical & Operational Strategies

And necessary steps to communicate to the entire congregation. Ownership: Subset of the board and Chair of the Board and Lead Pastor. Begin Fall 2021