

# **Farmington Lutheran Church**



## **Progress on the 2018-2020 Strategic Plan**

as of January 25, 2019

**MRA #1: SERVE: Create a stronger presence in the Farmington area, to grow in service to our neighbors and reach more people with the Good News of Jesus Christ.**

1. Strive to better understand the needs/issues of the Farmington area.	<b>In Process</b>	<ul style="list-style-type: none"> <li>The Food Shelf will be a conduit to better community understanding of needs.</li> <li>Speakers on mental health, disability, dementia, and Dakota County resources have met with staff and FLC members.</li> <li>Community Education is offering an ESL course at FLC in the fall of 2019.</li> <li>The Community Outreach team meets regularly with community leaders.</li> <li>Meeting with 360 Communities regarding other ways we can partner to serve the community.</li> </ul>
2. Intentionally be a more visible presence in the community, gatherings, organizations, etc.	<b>In Process</b>	<ul style="list-style-type: none"> <li>Food shelf and 360 Communities partnerships are first steps.</li> <li>FLC has a presence at the Farmington Expo.</li> <li>More advertising and social media initiatives have been occurring.</li> <li>Much more ongoing work needs to be done here.</li> </ul>
3. Conduct a Marketing/Branding/Image Audit of Internal and External Communications.	<b>In Process</b>	<ul style="list-style-type: none"> <li>An audit will be completed in February 2019, and will be submitted to the council.</li> </ul>
4. Develop a Care Ministry program for the community to address various aspects of life (i.e. pastoral, grief, financial, addiction, divorce, etc.)	<b>In Process</b>	<ul style="list-style-type: none"> <li>The Community Outreach team has scheduled Compassion Thursdays, and has now been taken over by ASG. More groups could be started in the months to come.</li> </ul>
5. Establish a plan for growth in church membership.	<b>Proposal in Discussion</b>	<ul style="list-style-type: none"> <li>The council is studying the possibility of adding a service for fall of 2019.</li> <li>The Shared Ministry Coordinator and engagement team contact every visitor, and try to help them get engaged. Work is being done to ramp up involvement.</li> <li>Many more strategies need to be implemented.</li> </ul>

**MRA #2: ORGANIZATION: Create and emphasize an engaging and growing ministry environment by providing organizational resources to develop and retain church staff and volunteers.**

1. Seek out the best church leadership practices for staff and volunteers.	<b>In Process</b>	<ul style="list-style-type: none"> <li>The Director of Church Management will be able to start this process.</li> </ul>
2. Seek out the best leadership styles for council and ministry areas.	<b>In Process</b>	<ul style="list-style-type: none"> <li>These discussions were held in February of 2018.</li> <li>These discussions should be held every other year, possibly at the Council retreat.</li> </ul>
3. Clarify the individual leadership roles for our Pastors and the entire FLC Staff.	<b>In Process</b>	<ul style="list-style-type: none"> <li>This process has begun through staff retreats and regular staff meetings.</li> </ul>
4. Strengthen relationships with active and inactive participants of the FLC community (i.e. "All Are Welcome")	<b>Planned</b>	<ul style="list-style-type: none"> <li>Surveys, listening posts, and other strategies have been discussed. These will be done in the fall of 2019.</li> </ul>
5. Implementation of the best church leadership practices and styles for staff, council, ministry areas and volunteers	<b>Planned</b>	<ul style="list-style-type: none"> <li>The Director of Church Management and Shared Ministry Coordinator will be able to start this process. This process will be a product of long-term conversations.</li> <li></li> </ul>

**MRA #3: ENGAGE: Engage, mobilize, equip and support all people to discern their gifts and live out their call to ministry as followers of Jesus Christ.**

1. Develop ministry systems and best practices to engage people in our ministry. How do we inform people of ways to serve, training and how to be involved.	<b>In Process</b>	<ul style="list-style-type: none"> <li>The Shared Ministry Coordinator and Engagement Ministry Team will lead this initiative.</li> <li>A four-page booklet is available with all volunteer positions.</li> <li>A web page will identify all ministry positions and their “job descriptions.”</li> <li>Processes and procedures are being put into place to make engagement easier.</li> </ul>
2. Create a Covenant Concept of church membership.	<b>In Process</b>	<ul style="list-style-type: none"> <li>Pastor Kevin has introduced this idea to council and will present it at new member orientations.</li> </ul>
3. Develop a system of gift identification so people can connect with ministry opportunities.	<b>In Process</b>	<ul style="list-style-type: none"> <li>A spiritual gifts Bible class will happen spring 2019. The Shared Ministry Coordinator will continue to develop the plan.</li> </ul>
4. Increase spiritual communication directed at our congregation through worship experiences.	<b>Plan In Place</b>	<ul style="list-style-type: none"> <li>Staff will deliver devotional blogs through constant contact, beginning in February 2019. Videos and podcasts can also be used.</li> </ul>
5. Develop more intentional Small Group Ministries.	<b>Plan In Place</b>	<ul style="list-style-type: none"> <li>Small group leaders will be trained in fall of 2019 or Spring of 2020.</li> </ul>

**MRA #4: GROWTH: Enhance and expand our current ministry programs to satisfy the growing needs of our congregation and community.**

1. Develop a two year plan for each Ministry area.	<b>Plan in Place</b>	<ul style="list-style-type: none"> <li>This will be a part of the Spring all-ministry team training each year.</li> </ul>
2. Develop a plan for Congregational Care for members of Farmington Lutheran Church	<b>In Process</b>	<ul style="list-style-type: none"> <li>A plan has been developed, and individuals have been invited to be visitors. They will be trained in February-March 2019 to make one-on-one visits.</li> <li>Another team will be trained to send cards.</li> </ul>

**MRA #5: SPACE: Explore the current use of our ministry space, and potential opportunities to enhance that space on how we serve our current and future members, and our community at large.**

1. Analyze our existing space to maximize utilization.	<b>In Process</b>	<ul style="list-style-type: none"> <li>The Strategic Facilities Plan committee finished their work and will present to the council in February.</li> </ul>
2. Update our current FLC Master Site Plan.	<b>In Process</b>	<ul style="list-style-type: none"> <li>Church properties has agreed to work on the Tactical Building Assessment.</li> <li>The Strategic Facilities Plan committee has finished their work.</li> </ul>
3 Propose an Appeal for Fall 2019 for Space Expansion		