



**McFARLAND**  
LUTHERAN CHURCH

## **Future Directions 2018-2020**

On January 27, 2018, the McFarland Lutheran Church Council, Pastor Tim Dean and Pastor Kelli Schmidt worked together at their annual retreat to discuss and plan for the future of McFarland Lutheran Church. The results of the retreat were discussed at the Council meeting on February 20, 2018, and this document summarizing the retreat was approved at the Council meeting on March 20, 2018.

Our mission statement continues to identify why our church exists.

### **Mission**

Sharing God's Word, Showing God's Love, Serving God's World

Our vision statement reflects what we hope to accomplish and want to achieve during 2018-2020.

### **Vision**

Individuals and families feel invited and welcomed to be part of a unified church helping people in the community and around the world through ministries and missions that share God's promise. There is a vibrancy among the congregation, with shared leadership and a broad utilization of talents across the membership. Members support members in ways big and small – coming together in fellowship and service to the church, the community, and the mission.

Our seven faith practices describe how we practice our faith

### **Seven Faith Practices**

1. **We pray** ...frequently to discern God's will and achieve greater clarity for our journey.
2. **We study** ...Scripture diligently to understand how God works in the world, for the world, and through people like us.
3. **We worship** ...regularly to gain a deeper understanding and experience the majesty, mercy, and mystery of God.
4. **We invite** ... others often to create opportunities through which the Holy Spirit brings others into a relationship with Christ and His church.
5. **We encourage** ... people by passing on the faith as well as by mentoring and being mentored to grow in our relationships with Christ.
6. **We serve** ... for the sake of others by practicing justice and doing acts of mercy.
7. **We give** ... freely of our time, our talent, and our financial treasures in response to God's presence in our lives.

Our primary goal is of paramount importance for us to accomplish our mission.

### **Goal**

Increase meaningful participation to enhance impact and cultivate succession.

Critical success factors are the areas we need to concentrate on in order to move forward successfully.

### **Critical Success Factors**

- Maintain momentum among our members for missions.
- Clearly articulate a congregationally accepted direction for our church.
- Cultivate bench strength for leadership positions and educational volunteers.

Strategies are interconnected ways by which we can channel resources to achieve our goal.

### **Strategies**

- Be intentional about inviting people to engage.
- Celebrate individual contributions and group efforts.
- Communicate the experience of the church.
- Cultivate leadership among members for the range of ministries.
- Exchange passion(s) and talents(s) through congregational connections.

These short-term initiatives are intended to build capacity and advance the mission of our church and are areas we will address in the next year.

### **2018-2019 Initiatives**

- Engage Child Life Ministries (CLM) staff, congregational members and families through an intentional process of strategic thinking and scenario planning to define its growth strategy.
- Develop a sustainable, multi-dimensional system for identifying, cultivating and inviting people to become active in the church's work based on their interests and gifts.

These long-term initiatives are ideas for future efforts. They will require additional definition and evaluation before being implemented.

### **Long-Term Initiatives**

- Develop and implement processes designed to increase and maintain meaningful participation by all MLC members.
- Determine the next community impact effort, continuing to take ministry outside of the church walls.
- Develop and pilot sustainable volunteer management strategies, specifically for educational ministries.
- Revisit Council and committee structure and organization to articulate roles and responsibilities.