

**Holy Cross Lutheran Church**  
**Senior Leadership Team Operational Plan**  
(January 1, 2012 – December 31, 2012)

**1.3 DESIRED OUTCOMES OF GOD’S MISSION AT HOLY CROSS LUTHERAN CHURCH**

Objective 1: *Design how to best communicate with people the mission and ministry of Holy Cross?*

- SLT: Chad Van Meter
  
- Action steps:
  - 1.1. Survey Holy Cross Partners on preferred communication methods/frequency.- (December 15, 2011)
  - 1.2. Analyze survey to research the right tools for the various target groups. (January 15, 2011)
  - 1.3. Implement tools to communicate to different target groups. (August 31, 2012)

**1.3.1 MISSIONAL COMMITMENT (Acts 1:8) – Missio Dei**

HCLC partners are willing to do whatever it takes to reach people with the Gospel within the bounds of God’s Word, believed and taught as summarized in the Lutheran Confessions, freely using with discernment human knowledge and wisdom that does not contradict Scripture (Lutheran missiology).

Objective 2: *Determine how God wants to use Holy Cross and its Partners to expand His kingdom in the greater Fort Wayne area. (1.3.1.1)*

- SLT: Pastor Merino
  
- Action steps:
  - 1.1. Seek input from the IN District staff and the SLT Advisory Councils. (October 31, 2011)
  - 1.2. Select a decision analysis tool to assist in prioritizing different options. (November 30, 2011)
  - 1.3. Input potential opportunities into tool to assess potential ministry impact. (December 31, 2011)
  - 1.4. Determine feasibility of top scoring potential opportunities. (January 31, 2012)
  - 1.5. Develop implementation plan for chosen ministry opportunity. (January 31, 2012)

**1.3.2 SPIRITUAL FORMATION (2 Corinthians 3:18) – Imago Dei**

HCLC partners participate in a life-long, transformational journey into the likeness of Jesus Christ through the power of the Word.

Objective 3: *Offer learning opportunities for our partners and staff to better understand and articulate a Christian world view. (1.3.2.1)*

- SLT: Pastor Ahlersmeyer
- Action steps:
  - 1.1. Hold post school year faculty class/seminar. (June 30, 2012)
  - 1.2. Offer bible study/Re-Fuel class offerings. (October 31, 2012)
  - 1.3. Design a fall sermon series. (October 31, 2012)
  - 1.4. Incorporate into the confirmation curriculum. (December 31, 2012)
  - 1.5. Develop a survey to be conducted both before and after the learning opportunities to see if the participants are gaining a better understanding. (December 31, 2012)

**1.3.3 BAPTISMAL VOCATION DISCOVERY** - (Ephesians 2:10, Colossians 3:23)  
Vocatio Dei

HCLC partners grow into and use their God-given capacity and Spiritual giftedness to make their unique, Christ-like difference in the world.

Objective 4: *Increase involvement in Holy Cross mission and ministry (5% increase of people not currently involved, 5% increase in MMT's). (1.3.2)*

- SLT: Chad Van Meter
- Action steps:
  - 1.1. Customize Shepherd's Staff spiritual gifts/talents database with Life Keys – Life Keys, Spiritual Gifts, Personality, Values, Passions (October 31, 2011)
  - 1.2. Creation of a Ministry Catalogue (November 15, 2011)
    - 1.2.1. Categorical Model (Operations, Adult Communities, Next Gen, Worship)
    - 1.2.2. Ministry descriptions
    - 1.2.3. Position descriptions (level 1 – 3 pending time requirements)
    - 1.2.4. New ministry start-up procedures
  - 1.3. Design a ministry needs database, or use an existing one (November 31, 2011)
    - 1.3.1. For individuals needing the help of ministries
    - 1.3.2. For ministry teams and small groups to volunteer to meet those needs
  - 1.4. Recruit/train “ministry connectors” from each of the existing ministries that will interface with new recruits (December 15, 2011)
  - 1.5. Create a communication flow to assess current ministry needs (January 1, 2012)
  - 1.6. Create our “Making a Christ-Like Difference” campaign – sermon series, personal devotions, needs assessment, common.org, ministry risk push, etc. (January 15, 2012)
  - 1.7. Create our Life Keys vocational assessment class (January 30, 2012)
  - 1.8. Design a volunteer orientation process to work with Life Keys class (February 15, 2012)
    - 1.8.1. Initial Interview (determines “before” impact) after the class
    - 1.8.2. Screening
    - 1.8.3. Placement in an existing MMT or creation of a New MMT
    - 1.8.4. Create a sequential training schedule:

- 1.8.4.1.Orientation
- 1.8.4.2.Practical Challenges - basic overview of systems and leadership,
- 1.8.4.3.Common Problems - conflict, burn-out
- 1.8.4.4.Equipping Needs - strategic planning
- 1.8.5. Coordinate with ministry connectors to supervise during initial ministry activities
- 1.8.6. Provide continual support during initial year with monthly follow-up calls OR do monthly ministry meetings for all volunteers (SALT)
- 1.8.7. Plan an annual Volunteer Appreciation Weekend
- 1.8.8. Plan an annual Volunteer Vocational Retreat
- 1.8.9. Annual Evaluations
- 1.8.10. Exit interviews (to determine “after” impact and to find out: continue, promote, change, sabbatical)

### **1.3.4 MISSION & MINISTRY COST PARAMETERS**

#### **Objective 5: *Implement a Planned Giving Strategy for HCLCS (1.3.4.1)***

- SLT: Pastor Ahlersmeyer (Mark Lange)
- Action steps:
  - 1.1. Establish a Planned Giving MMT to spearhead the effort. (October 15, 2011)
  - 1.2. Research best practices of other churches and organizations. (January 15, 2012)
  - 1.3. Develop a implementation plan, including an annual calendar, to best meet the needs of HCLCS. (February 1, 2012)
  - 1.4. Train staff and MMT members (February 15, 2012)
  - 1.5. Launch Planned Giving effort (March 1, 2012)

#### **Objective 6: *Create an Annual Fund program to support the HCLS ministry (1.3.4.1)***

- SLT: Cecily Chandler (Mark Lange, Pastor Ahlersmeyer)
- Action steps:
  - 1.1. Create a 2012 plan that focuses on the Guardian Angel Fund (GAF) for tuition assistance with a secondary emphasis on the School Endowment Fund (October 31, 2011)
  - 1.2. Launch an Information Phase (e.g. “Did you know...?” “Myths about HCLS”) (January 15, 2012)
  - 1.3. Hold Grandparents Day Thank Offering (November 23, 2011)
  - 1.4. Kick-off official campaign with weekend service emphasis (January 21-23, 2012)
  - 1.5. Schedule GAF Ingathering on National Lutheran Schools weekend (March 10-12, 2012)
  - 1.6. Formulate plan for Annual Fund II effort for 2012-13 (September 15, 2012)