

CALVARY LUTHERAN CHURCH
Guiding Principles

We the people of Calvary Lutheran Church believe that Jesus is Lord and Savior. Within this communion of faith, we hold these guiding principles:

Everyone is invited, welcomed, and included.

Everyone is supported in times of personal need.

Everyone is spiritually fed and grows in discipleship.

Everyone is given opportunities to generously offer their God-given gifts (time, talent, and treasure) in worship and ministry.

Everyone is given opportunities to generously serve others, both within the community of faith and in the community at large.

Calvary's Mission (our purpose; our biblical calling; our identity):

Growing in compassionate relationships, faith, service, and generosity through Christ.

Our Vision (how we plan to live out our mission; the road we will follow to fulfill our mission; our "so what": the desired result of living out our vision):

Sharing the light of Christ with everyone

<p style="text-align: center;">Our Priorities: Established through reflection on our 2019 Vitality Survey and small group feedback from congregation</p>	<p style="text-align: center;">Potential actions for 2020-2023</p>
<p>Foster compassionate relationships within our congregational family so that everyone feels welcomed, supported, spiritually fed and is encouraged to serve in the congregation and the community.</p> <p><i>The survey showed that caring for our congregational family was a strength for us at Calvary. We also heard from small group conversations that this is why people have come to Calvary and stay here (relationships). Growth areas include building relationships across services, across the generations, and with the larger community.</i></p>	<ol style="list-style-type: none"> <p>1. Develop more adult / youth joint projects to foster relationships across the generations. Persons/ Group responsible: Youth Ministry, Movers and Shakers, Social Ministry Smart Goal: Complete at least one Lutheran World Relief project (health kits, school kits) once a year from 2020 -2023.</p> <p>2. Create fun and fellowship opportunities that foster a more welcoming, inviting and inclusive community. These might include large group gatherings, as well as the formation of small groups focused on interest in a recreational activity, or stage of life (ex. Parenting teens). Persons/ Group responsible: Congregational Life Smart Goal: Create at least one large gathering and at least one new small group opportunity in the spring and fall of 2021.</p> <p>3. Grow unity within our congregational family. Persons/ Group responsible: Worship and Music; Congregational Life Smart Goal: Invite members to try a worship service they don't normally attend during Advent/Christmas 2020. Host a breakfast between services twice a year to encourage friendships among Calvary's members.</p>

Share the light of Christ through stories of God’s work in our lives, congregation, and community

The survey showed that there was a lot of commitment to our Calvary community. In small group gatherings, this commitment was also identified. Growth areas include clearer communication of our unified mission, clearer communication of how we are working together to reach our mission, the ability to handle differing ideas in a healthy fashion, the need for more story-telling about our ministry successes to build energy and excitement for ongoing participation and stewardship of our community.

1. Expand the use of digital resources to communicate how our congregation is sharing the light of Christ in its ministry inside and outside our walls.

Persons/ Group responsible: Technology

Smart Goal: In the summer and fall of 2020, continue to develop our weekly online streaming of both worship services.

2. Develop and utilize a Calvary communication team to assist and maintain a consistent plan for the telling how the light of Christ touches and transforms individuals and groups in different ways.

Persons/ Group responsible: Stewardship; Communication Team, Evangelism

Smart Goal: Create an overall communication plan by July 2021 that utilizes the principles and goals detailed in this document.

3. Share member interviews to tell the story of the light of Christ in their own spiritual journeys.

Persons/ Group responsible: Communication Team

Smart Goal: Include a member story in Calvary Enews once a month beginning in the fall of 2020.

Outreach to and support of congregational families so that everyone may be spiritually fed and grow in discipleship.

Small group conversations show that our congregation has an interest in supporting families with children, walking with those facing a crisis, and reaching out to

1. Incorporate more visual aids in worship.

Persons/ Group responsible: Worship and Music, Evangelism

Smart Goal: Develop a plan that details the use of diverse visual aids that can be used during worship services by the end of 2021.

those with limitations related to ageing. Growth areas include developing support ministries for families with young children and overcoming barriers that prevent member and families participation in our ministries.

2. Develop online interactive opportunities (Sunday School classes, support group, discipleship groups) so that individuals and families are spiritually fed and growing in discipleship when they are unable to participate in person.

Persons/ Group responsible: Adult Education, Social Ministry, Care and Concern

Smart Goal: Offer at least one small group utilizing Zoom each spring and fall through 2023.

3. Create a worship area more friendly to families with children.

Persons/ Group responsible: Church Council

Smart Goal: Develop a plan that defines various options and offers recommendations to make our worship more welcoming to families by June 2021

4. Support young parents in their faith lives.

Persons/ Group responsible: Church Council ; HR

Smart Goal: Hire a paid staff in the nursery for every Sunday by June 2021

Develop our understanding of injustice and inequality in our world so that we can live out God's justice and shine His light in the world.

The survey showed that growth areas for our congregation are finding a unified and clear mission to engage in the world and developing an understanding of what our baptismal call to proclaim the good news of Christ in word and deed, serve others according to the

1. Use our building and grounds to expand our outreach ministry to the community and discover new ways to share the light of Christ with the world.

Persons/ Group responsible: Evangelism, supported by Youth and Shepherdess Circle

Smart Goal: Invite community participation in at least one new activity on our church campus during 2021-2023.

example of our Lord Jesus, and strive for justice and peace involves.

2. Sustain and expand our Winecoff ministry partnership.

Persons/ Group responsible: Social Ministry

Smart Goal: Provide at least one teacher /staff appreciation event for Winecoff every fall through 2023

3. Provide digital resources to inform people of social justice issues and connect them to service projects.

Persons/ Group responsible: Technology , Webmaster, focus interest group

Smart Goal: Post on church website links to social justice issues and service projects, both locally, nationally, and internationally, updated monthly beginning in 2021.

4. Encourage seminars and book studies to expand our understanding of injustice and inequality in our world.

Persons/ Group responsible: Journey in Faith and Adult education

Smart Goal: Organize a Bible Study through Sunday School and/or small groups that focuses on injustice and inequality issues at least for one 6 weeks period by March 2021.