



# HOLY TRINITY

LUTHERAN CHURCH

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VISION 2020 | FINAL REPORT





Pastor Alicia and I wholeheartedly believe that God has a bright future for Holy Trinity. We are amazed at the kinds of people that constitute Holy Trinity, and the opportunities for faithful ministry here in the greater New Prague area. We have no shortage of enthusiasm for the future of this church.

In 2019, the Holy Trinity church council saw a need to develop a clarified vision/mission statement. I was just finishing up my Masters in Leadership from Augsburg University, and was ready to put some learning into motion. As I sat at our dining room table, I took four napkins and started writing an outline for what would become a four-phase Vision 2020 process.

It is difficult to know how to act or move when your vision is cloudy. This is true for individuals, but a clear vision is also important for organizations like the church.

That's why we began this 2020 Vision project, where we would gain clarity on the vision for what God might be calling Holy Trinity to do and to be going forward.

The goals of the project were as follows:

- 1) Develop a concise and repeatable missional identity statement
- 2) Get the whole congregation involved in the process
- 3) Make decisions and reinforce behaviors that align with this vision for Holy Trinity going forward.

While we encountered a dramatic change of plans when COVID-19 interrupted the final stage of the visioning process, we adapted, we stayed the course, and we followed through with our goal to finish this project on time.

In the pages to follow, you will see a comprehensive report of our process that led us to a clarified vision, mission, and core values. I am proud of all the hard work that went into this project, and I am eager to see how this process will guide our congregation into the future. The final result (on the back page of this report) will help us be deliberate, courageous and faithful to God's vision for us as a congregation.

A huge thank you to this entire congregation for your partnership in this process. Thank you for your engagement. Thank you for your prayers. And thank you for your help in listening to God's calling for the future of Holy Trinity.

God's blessings,

*Pastor Ben Hilding*

The entire 2020 Vision process from the beginning to end was an “ah ha” moment for me.....I must say many many “ah ha” moments. The kick-off for the vision team was a shrimp boil with a power point presentation on roles/responsibilities to the nine team members.

First of all imagine that...Lutherans eating at a meeting and given responsibilities for their individual roles! Some of us didn't even know the person or persons sitting beside us nor did we know each other's strengths and skill sets. How is this going to work? Oh, and was the evening welcoming.....of course it is HTLC!

The four stages of team development are Forming, Storming, Norming and Performing. All effective teams have to go through these stages to get to the Performing stage. How is this going to happen.....and fast!?!?!??

Well, I think there was a 10th member of the team that is all-knowing, all caring and all helpful.....our God!!!!

Every member of the team understood their area of responsibilities and took their roles seriously.....in fact these members were so good that by the time I figured out a question to ask they had it already answered and were onto the next task. These people were good....I mean really really good!

Very seldom in my life have I been on a team that all got along and were selfless to do whatever was required for success.

Oh, did we go through the storming stage of team development..... of course... it was about the cost of cupcakes for the second Huddle..... yes, no, what about this, what about that, no, yes....finally consensus!

But, the success of this 2020 Vision process would not have happened without you.... you the HTLC membership that took the time to attend the Huddles on Sunday evenings, took the time to get interviewed, took the time to answer the questionnaire etc.

Last but not least a big Thank You to the 2020 Vision Team members and Pastor Ben for his vision.

It was fun and I am very happy and excited about the deliverable of the Vision, Mission and Core Values document. Gitty up!!

Thanks for the opportunity!

*Pat Remfert*



# Overview

The Vision 2020 process consisted of four phases:

1) Looking Backward, 2) Looking Inward, 3) Looking Outward, and 4) Looking Forward.

While many times people think that a vision only looks forward, we began this process by looking backward at the history of Holy Trinity. What have been the successes and crucibles of our story thus far, and how might they inform our direction going forward?

Secondly, we looked inward at the gifts, resources, and passions of the people that God has brought to Holy Trinity. Our intent was to listen to each other, learn from each other, and spend time building relationships with one another.

The third phase of the project was to look outward. Rather than deciphering a vision simply based on the opinions of insiders, we listened to the voices in the community for what the community may need from Holy Trinity. In addition, by looking outward, we stepped outside our own church bubble, and gained insights into how God is working through the larger Church body.

The fourth and final phase of the project looked forward. Based on what we learned in the first three phases, we gave each other permission to bring our visions and dreams for the church as we look forward to the future.

We began each phase with a "Vision Huddle": a free congregation event featuring a banquet style meal, a guest speaker and interactive conversations and activities. We took out all the chairs in the sanctuary, added tables, and created a dining room for a family meal celebration for 180-220 people. Throughout each phase, rather than having the project be an extra commitment, we integrated the Vision 2020 process into the worship services. In addition, each phase featured opportunities to get involved in a particular way.

After each phase, each vision team member interpreted all the data collected and completed a worksheet summarizing key findings. At the end of the four phases, all these worksheets were summarized into key themes that emerged (found on pg. 16-19 of this report). These key themes were interpreted and compiled into one final document by a writing team consisting of Vision team chair Pat Remfert, Darcey Schoenebeck, council president Karla Klingfus, Jen Saylor, and Pastor Ben Hilding. This writing team presented their results to the Vision 2020 team, made recommended revisions, and upon final Vision 2020 team approval, submitted to the church council for approval in June 2020.





## Vision Team

A gifted Vision Team guided this process. Led by Pat Remfert as the chair of the team, each person had a particular role and responsibility. In addition, they each made observations and collected data throughout the process.

- **Vision Team Chair: Pat Remfert**
  - Oversaw various functions of the Vision Team and presented recommendations to the church council at the end of the Vision process.
- **Speaker Host: Jim and Janet Morris**
  - Welcomed, hosted, and introduced guest speakers for 4 Vision Huddles.
- **Vision Huddle Event Planner: Nikki Hauck**
  - Coordinated various elements of the Vision Huddles, including themes, meal menu, set up, take down.
- **Communications Coordinator: Gina Fadden**
  - Photographed, documented, and communicated key events and activities throughout Vision 2020 process.
- **History Gallery Coordinator: Chris Loose**
  - Collected and distributed photographs, artifacts and stories from yesteryears at HTLC for Looking Backward history gallery.
- **Inreach Coordinator: Jackie Lee**
  - Oversaw congregation-wide Inreach process, including recruiting and leading team of 21 interviewers.
- **Mission Moment Host: George Winn**
  - Coordinated, organized and hosted speakers from the community to present on community needs.
- **Roadtrip Coordinator: Dennis Jasperson**
  - Oversaw effort to visit a variety of other churches, learn best practices, and gain insight on Holy Trinity's purpose from the outside, looking in.
- **Small Group Leader: Michelle Newman**
  - Oversaw small group effort seeking to gather collective hopes and dreams for the future.
- **Pastor: Ben Hilding**

# Backward Huddle

On September 15th, the Backward Huddle featured a 1940's theme, recalling the days when the church originated. A home cooked meal consisting of fried chicken, mashed potatoes, and varieties of jello was served. Our guest speaker was Rev. Don Fultz, who served Holy Trinity from 1970-1980, and helped oversee the transition from the previous church location to the present property. Pastor Fultz remarked that Holy Trinity has been called not to be an enforcer of rules, but an outpost of grace. We heard Rita Sapp, Nicole Thietje, and Addamaine Thietje sing the 1940's hit, "Boogie Woogie Bugle Boy", and Jim Heckenlaible and Joan Bohnsack told stories of years past. The costs of the vision huddle were sponsored by Jed and Heidi Trachte.







## Holy Trinity History

Pat and Deb O'Malley compiled an extensive written history of Holy Trinity. At the Backward Huddle, they distributed copies of this history out to all who attended, and made them available to those absent. This document can continue to be located on Holy Trinity's website.

## History Gallery

Throughout the Looking Backward phase, the congregation was invited to spend time learning the stories of HTLC through the "History Gallery", which was displayed up and down the hallways as well as in the glass shelves of the library. Vision Team member Chris Loose collected and organized all these wonderful memories for the congregation to experience.

## A Discovery, and a Renewed Commitment

After looking through all the photos and memorabilia regarding the church's history, Loose noticed a common emphasis: the importance of youth ministry. In response, the Vision Team recommended to the church council that we keep this tradition alive, and invest in our children, youth and family ministries for the future. The church council agreed, and made the motion to invest in a full-time Director of Youth Ministry position. In December, congregation members gathered \$58,000 as a kick-start to fund this initiative.



# Inward Huddle

On November 3rd, the Inward Huddle had a “This is Us” theme, highlighting the many reasons to celebrate Holy Trinity. Handcrafted “This is Us” wooden centerpieces filled the tables, alongside pictures of various Holy Trinity ministries. Barbecue pork sandwiches were served, and “guess that saint” games were played in honor of All Saints Day. Our guest speaker was Dr. Chris Johnson, speaking on how we can listen to the voice of vocation as we discern our purpose, calling and direction as a congregation. Council member Dan Jacobson introduced a phone app directory, so that the congregation has easier access getting connected. Discussion groups reflected on the seed of Holy Trinity (the germs, husks, endosperms, radicles, and ecosystems) that is being passed on to future generations. The costs of the vision huddle were sponsored by Mitch and Terri Paschke in celebration of their anniversary.



*This is us*







## “Conversations” Sermon Series

Through this Looking Inward phase, the sermons transitioned from a monologue presentation to a dialogue format. Through these conversations, Pastors Ben and Alicia reflected on faith, purpose, and story with staff members Karen Taylor, Rose Fife, Rita Sapp, Toby Thietje, Lex Lammers, and Jon Bergquist.

## Inreach

In an effort to get to know the gifts and passions of the congregation, we conducted an intentional one-on-one conversation process called an Inreach. With direction from community organizers at Beacon Interfaith Housing Collaborative, this focused and disciplined effort sought to build relationships and clarify congregational priorities. Led by Jackie Lee, a team of 21 visitors conducted a total of over 200 one-on-one conversations. Visitors included Jackie Lee, Audrey Austin, Pastors Ben & Alicia Hilding, Rob & Jack Baribeau, Nyla Newton, Jerry & Shirley Privratsky, Laurie Thorp, Kate Kienow, Chris Hauck, Chris Loose, Pam & Larry Edel, Darcey Schoenebeck, Tim & Deb Miller, Mandi Becher, Jamie Sticha, Alyce Price and Diane Goulson.

Inreach Updates (1-on-1's completed)	
31	Mary Sticha (visited by Jamie St)
32	Melissa Sticha (visited by Jamie St)
33	Mark Walker (visited by Pam E)
34	Jerry Walker (visited by Pam E)
35	Tracy Walker (visited by Jamie St)
36	Melissa Sticha (visited by Jamie St)
37	Darcey Schoenebeck (visited by Jamie St)
38	Chris Hauck (visited by Jamie St)
39	Chris Loose (visited by Jamie St)
40	Pam & Larry Edel (visited by Jamie St)
41	Tim & Deb Miller (visited by Jamie St)
42	Mandi Becher (visited by Jamie St)
43	Jamie Sticha (visited by Jamie St)
44	Alyce Price (visited by Jamie St)
45	Diane Goulson (visited by Jamie St)
46	Joanne Reuter (visited by Jamie St)
47	Pat Rembert (visited by Jamie St)
48	Mike Ryan (visited by Jamie St)
49	Lois Ryan (visited by Jamie St)
50	Quinn Lee (visited by Jamie St)
51	Joy Walker (visited by Jamie St)
52	Mark Walker (visited by Jamie St)
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54	Mark Walker (visited by Jamie St)
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90	Mark Walker (visited by Jamie St)





# Outward Huddle

On January 5th, the Outward Huddle featured a buffalo-plaid laden Minnesota theme. Lex Hesterberg presented a communion set made from pruned branches from Holy Trinity's front lawn. Our guest speaker was Bishop Ann Svennungsen of the Minneapolis Area Synod, who spoke on the synod's priorities to invest in the vitality of congregations and the health of leaders. The Fleshpots of Egypt provided musical entertainment. A panel discussing the future of the church consisted of Bishop Svennungsen, Professor Rolf Jacobson from Luther Seminary, Rev. Jeffrey Engholm from Trinity Lutheran Church in Watertown, and Mr. Howie Smith. Lakeside Supper Club catered in tater tot hotdish and chicken wild rice soup, special cupcakes were served, and the church council did the dishes. The costs of the vision huddle were sponsored by an anonymous donor.





# Vision Team Trips

During the Looking Outward phase, members of the Vision Team took trips to prepare for the congregation's vision work. Below (left) you will see Pat Remfert, Janet Morris, Gina Fadden, and Pastor Ben Hilding with Pastor Deb Stehlin of the Minneapolis Area Synod office, where we received recommendations for other congregations to visit. Below (right) you will see Jim and Janet Morris, Pastor Ben Hilding, Bishop Mark Hanson, and student hosts Derek Schaap and Alexis Mattern as they had lunch with Bishop Hanson preparing for the Forward Huddle.



# Mission Moments

Throughout the Looking Outward phase, speakers from the community shared their thoughts and ideas. We wanted to listen to the voices outside of our congregation and hear what the community needs from us. Vision 2020 team member George Winn coordinated this effort, as he brought in Mayor Chuck Nikolay, Rita Goggins (Peace Center), Susan Eckstrom (Praha Village), Tony Buthe (NPAS), Craig Freeman (Beacon), Debra Bodensteiner (the Well), Amber Kahnke (River Valley Health Services) & Brad Skogerboe (NPAS Activities Office). Recommendations ranged from socialization and companionship needs to healthcare needs and services, transportation aid to personal care items, and local diaper drives to youth mentoring opportunities. Winn comments, "the main outcome is that many minds and eyes were opened to the many needs out there and how many organizations are presently serving them. We have made contacts and started some agreements of working together with organizations that will improve the services of their programs and those of HTLC."



# Road Trips

Groups of HTLC folks went on road trips to other churches in order to bring back ideas, best practices, and clarity into the particular calling God has for Holy Trinity. Team members leading these road trips included chairman Dennis Jasperson, Mark & Jenny Walser, Jed & Sarah Becher, Jeff & Wendy Jacobson, Gary & Mary Eagen, Craig & Kathy Schafer, Bruce & Shelly Reimers, Christie Will, and Kristen Palma. The road trips attended the following congregations:

- **Local Congregations:** Trondhjem Lutheran (Lonsdale), Calvary (New Prague), Saint Wenceslaus Catholic Parish (New Prague), Redeemer Lutheran (Henderson), St. John's Lutheran (Montgomery), New Day Church (New Prague)
- **ELCA Congregations:** Cambridge (Cambridge), Redeemer (Minneapolis), Westwood (St. Louis Park), Edina Community (Edina), Prince of Peace (Burnsville), Shepherd of the Lake (Prior Lake)
- **Destination Congregations:** Wooddale (Eden Prairie), Eagle Brook (Lakeville), Mayflower UCC (Minneapolis), Hosanna (Lakeville), River Valley (Apple Valley), Grace (Eden Prairie), and LifeChurchTV

In summary, Jasperson noticed recurring trends of healthy churches, whether they are destination churches, local, or ELCA.

- The facilities are designed to meet their needs
  - Comfortable seating, excellent sound systems, easy navigation and signage, technology effectively used during worship
- Worship music was primarily contemporary
  - Contemporary music, use of video & visual technology, pastors often dressed casually, beverages allowed in sanctuary, sermons 30-40 minutes
- Presence of high-powered education programs
  - Paid education staff, robust small groups, designated age appropriate education spaces, youth ministry spaces include fun color and decor
- Excellent marketing programs
  - Strong websites & social media presence, easily accessible and staffed welcome centers with ample ministry materials and food/beverages
- Strong mission programs
  - Strong international, national & local level mission programs, responding to present day social issues (i.e. addiction, mental health)









# Forward Huddle

On March 1st, the Forward Huddle had a theme, "Faith Can Move Mountains". Our guest speaker was former presiding Bishop of the ELCA and president of the Lutheran World Federation, Rev. Mark Hanson, who was hosted by students Derek Schaap and Alexis Mattern. Since the focus was on the future, many of Holy Trinity's young people had leadership roles. The bell choir played, confirmation students served as greeters and meal hosts, high school students led prayers, a youth band debuted, and a youth focused menu was served of lasagna, breadsticks, and salad. Pat Remfert assisted Isaiah Podratz as emcee. The costs of the vision huddle were sponsored by Tim and Deb Miller. At the conclusion of the event, a surprise gift to the church was announced by council president Karla Klingfus and Pastors Ben and Alicia Hilding: a designated gift of an office wing addition from George and Joan Winn.







## Small Groups

The congregation was invited to jump into a small group, with the theme being Dreamers. With varying dates, times, and locations, 19 small groups were organized, each set to meet 4 times over 4 weeks. Small group leaders included Laurie Thorp, Don Conn, Mark & Jenny Walser, George Winn, Audrey Austin, Barb Gullickson, Amy Sticha, Jamie Bisek, Pastors Alicia & Ben Hilding, Barb Niemeyer, Christie Will, Luke Friendshuh, Michelle Newman, Paul Newton, Nate Kahnke, Joel Loose, Pastor Diane Goulson, Becky Valek, Kathleen & Craig Schafer, and Dennis Jasperson. Vision Team member Michelle Newman coordinated this effort, and prepared exercises for groups to articulate their hopes and dreams regarding the church's future, as well as discussions regarding what would need to be true in order for the visions to come to fruition. While these groups got off to a great start, COVID-19 disrupted these groups as all church activities moved online. Special thanks to Dan Kuchinka for helping transition these groups to an online Moodle format.

## Lent Devotionals

40 members of the congregation contributed to a Lenten devotional echoing the worship theme of dreamers. These Lenten devotionals featured words, prayers and dreams of the future from the church.

## Congregational Survey

In response to the COVID-19 disruption, "the Vision 2020 team" had to make a decision: postpone the vision process or continue in a modified way. Together, the vision team chose to continue moving ahead, and issued a congregational survey which collected data regarding people's visions and dreams as they "look forward." All results of the survey (minus names attached) were made available to the congregation at large.

# Looking Backward Key Themes

*(Articulated by Chris Loose and George Winn)*

1. **ALL ARE WELCOME:** Holy Trinity emphasizes an inclusive and accepting space of grace where leaders are approachable and people can be authentic. The community is resilient, innovative, and possesses grit. Come as you are, no judgment.

2. **COMMUNITY-FOCUSED:** We have always had strong roots in the community and have been an important part of the community (Antique Sale, etc.). As the primary Protestant church in the area, the longevity and history is important, as is the long-term presence.

3. **INCLUSIVE:** HTLC has shown a huge emphasis on inclusivity of all people. The words "All are Welcome Here" are felt, not just said. The community sees us as the "inclusive" church and we are viewed as open-minded.

4. **FOCUSED ON FUTURE:** HTLC has a history of being forward-thinking in ideas and planning.

5. **DRIVEN BY VALUES:** HTLC values hard-work, care and service where it is needed along with the spirit of cooperation. Members work closely together, as a family, to carry out the hope and vision of the congregation-now and into the future.

6. **INTENTIONAL:** HTLC members feel their leadership is working intentionally in their process of decision-making, planning and execution of missions and visions.

7. **HOSPITALITY:** HTLC has a very visible emphasis on hospitality and it is valued in all aspects of the church. We want people to feel welcome!

8. **STEWARDSHIP:** Stewardship of our resources with financial giving to support our programs and ministries has been very important throughout our history.



# Looking Inward Key Themes

*(Articulated by Jackie Lee and Gina Fadden)*

1. **WELCOME:** We, at Holy Trinity, are more of a family than a congregation because of our friendships and the relationships we have built. We are inclusive as a Christian family where we welcome all. Holy Trinity is our second home.

2. **YOUTH:** Our congregation sees the importance of youth programs and ministries. The youth programs are fun, creative and growing with new opportunities. Children are our priority and future.

3. **GROWTH:** We are heading in a good direction; we need more of the same! Even though we are growing as a congregation, we are humble and enjoying being connected to one another through our faith. New opportunities bring new ideas, people and passions.

4. **FAITH:** We learn how life and religion fit together. This is God's house, we are only as great as our Leader. As individuals we grow in our faith journey.

5. **OUTREACH:** HTLC is passionate about the community we live in. We want to be faithfully engaged with our senior community that is near us.

6. **COMMUNICATION:** There is widespread appreciation on communication that is accessible. There is passion about connecting all age levels with our church family, which entails multiple avenues of communication.

# Looking Outward Key Themes

*(Articulated by Nikki Hauck and Dennis Jasperson)*

1. **WELCOME:** Holy Trinity is a very welcoming church that has diversity of age, and stresses that people of all races, economic backgrounds and gender should feel comfortable and equal when attending our church services and activities.
2. **WORSHIP:** Our church services blend traditional and contemporary, both in terms of music and in terms of sermon content and delivery.
3. **EDUCATION:** We strive to have strong adult and youth education programs and are open to new ideas concerning them.
4. **FELLOWSHIP:** The Wednesday night fellowship supper is a family-friendly fellowship opportunity that echoes the importance of Sunday morning conversations and community before and after worship.
5. **SERVICE:** Holy Trinity's mission programs are on the rise, with many members involved with homeless programs, food shelves, helping the elderly, providing for personal needs, such as food, clothing, and general health care needs and services. On the international level, we help support a sister church in Tanzania, and participate in a program for feeding starving children.



# Looking Forward Key Themes

*(Articulated by Michelle Newman, Jim & Janet Morris)*

1. **COMMUNITY:** All are welcome. Holy Trinity emphasizes an inclusive and accepting space of grace where leaders are approachable and people can be authentic. The community is resilient, innovative, and possesses grit. Come as you are, no judgment.
2. **OUTREACH:** Holy Trinity looks for opportunities to partner with other community organizations and make opportunities visible to the church community. Holy Trinity desires to be a giving and caring community.
3. **WORSHIP:** We have a good structure or “bones” to worship – there’s a desire to keep offering a variety of music, liturgies and ways to reach people so that there is something for everyone.
4. **MANAGEMENT:** Church is well run and well-funded by the generosity of the congregation. The Church Council is prudent with that money and makes sure spending is in alignment with strategic vision. There’s transparency of spending so that the congregation knows what is going on.
5. **FACILITIES:** There’s excitement regarding the integration of the new addition to the church facility. Opportunities exist for a “facelift” – better curb/street appeal, a more welcome and obvious main entrance, updates to décor/furniture and more spaces for comfortable and inviting gathering – both for adults and for youth.
6. **FAMILIES:** Needs of families vary greatly – there’s a desire to make sure we continue to offer opportunities that meet a wide variety of family needs. Elderly, parents with young children, empty nesters, single parents, parents of teenagers.
7. **YOUTH:** How do we meet kids/teens where they are? So many kids are “turned off” by church because it feels old, tired, stuffy and doesn’t address the real things they are going through or the real questions they have. How do we make it appealing and make it something that they not only want to come to, but also bring their friends? It has to be something meaningful to them, not a chore or something their parents force on them.

# Quotes from

## *George Winn*

Thank you to everyone who served on this committee! There is so much friendliness and love shown by every member for everyone else! And the crazy sense of humor everyone has, the cooperation of each person in participating together without rancor and judgment, is such a delight. We have been blessed to be a blessing.

## *Gina Fadden*

It was an honor to work with such a creative group of people. This was my first committee and it's been such a blessing in so many ways. The relationships born throughout the vision team, helping the church find it's much needed youth minister, new logo and lots of growth in the right direction. I'm thankful for the contributions and time put in from the committee and congregation. "We may not have it all together, but together we have it all!"

## *Darcey Schoenebeck*

I lost track of how many times I cried while we were working on this! I hope the words we wrote, which were inspired by the stories, dreams and hopes you all shared, make you feel like you are home.





# the people:

*Jen Sayler*

It was a blessing working with the members of the vision team. Every word was so carefully discussed, crafted and chosen for a reason. The final version is one that I hope will be near and dear to all who call HTLC their church family and accurately describes the culture at HTLC: who we are, what we do, and why we exist.

*Nikki Hauck*

I would say that this has been an amazing experience. For us to come together as a church and gather our thoughts for our vision. The final product turned out better than I could have imagined. It is beautifully written and so welcoming.

*Jim Morris*

The overall effort of the 2020 Vision process was well-planned, structured, and executed professionally. The objectives were pursued with discipline and perfectionism. The information collected can become a valuable resource for the Church Council for many years to come.



# Closing Comments:

As we write this final vision report, we find ourselves at a strange time in history. We are in the midst of a global pandemic, a hyper-partisan culture, a civil rights movement, and a divisive upcoming election. Because of the COVID-19 pandemic, we have not worshiped in the church building for six months.

We have moved all our ministries and worship services online for the time being. Staff is working remotely. All our committee and leadership meetings are happening over Zoom.

And yet, we are producing this final vision report. While the future seems unclear, today we are making the claim that clarity regarding the purpose of our congregation is of utmost importance.

So, why does this document matter? Why do we need a vision, mission, and values? First, definitions:

- **Vision**: a vision paints a picture of the future that pulls the present forward in a given direction. It describes where we hope to go. While a vision is intentionally grand and aspirational, it's also simple. It focuses a group of people forward toward a common goal.

- **Mission**: A mission describes the essence of the DNA of an organization. It says what we do. At the end of the day, we could do lots of really good things, but a mission declutters our actions. It helps us know what we're here to do. In *Canoeing the Mountains*, Tod Bolsinger (2015) writes that the mission wins. Always. Every time. In every conflict. Not the pastor. Not the members of the church who pay the bills. Not those who scream the loudest or who are most in pain. No. In a healthy Christian ministry, the mission wins every argument (p. 125).

- **Values**: Values are what we hold most important. They also describe how we live into our mission and our vision. Our values are our guiding principles for how to be faithful to who God has called us to be, and what God has called us to do.



After a year-long congregation-wide discernment process, you will find Holy Trinity's clarified vision, mission, and values on the back cover of this report. It is our hope that we become so familiar with these words that at every key meeting, at every important decision, and with every challenge that comes our way, we can turn to the vision, mission and values to help us know how to go forward.

Today you receive this final report on the occasion of the kickoff to the 2020-2021 programmatic year at Holy Trinity. This is intentional. Because while the vision process has concluded, the vision work is just beginning. How can we strive toward our vision? Even while we find ourselves in our own homes for worship, how can we embody the mission of Holy Trinity? As a congregation, and as individuals, how might we live out the values that can guide us forward?

May God bless us and guide us in our ministry together, as we seek to share God's love for all people from one generation to the next.

*-Pastor Ben*

## Lutheran Prayer of Good Courage

Lord God,  
you have called your servants to ventures  
of which we cannot see the ending,  
by paths as yet untrodden, through perils unknown.  
Give us faith to go out with good courage, not knowing where we go,  
but only that your hand is leading us and your love supporting us;  
through Jesus Christ our Lord. Amen.



# HOLY TRINITY

## LUTHERAN CHURCH

### **VISION**

Share God's love for all people from one generation to the next.

### **MISSION**

#### **Welcome**

All are welcome! Every person has a place at God's table. No exceptions. Rooted in the Gospel of Jesus Christ, we seek to be a loving community where all can belong.

#### **Worship**

The heart of our identity is as a worshipping community gathered around Word and Sacrament. Our worship has personality and we want you to leave feeling filled up!

We engage Scripture, music, reflection, prayer, and humor to help people build a meaningful, close relationship with God and each other.

#### **Respond**

In gratitude to God's grace, we cannot help but courageously and generously respond to the evolving needs of our greater community. With loving hearts and helpful hands, we are called to work together to contribute to the health of the church and the good of the world.

### **VALUES**

#### **Community**

God has created us to be in relationships with one another. We value intergenerational relationships between people, families, the church, our neighbors, the larger church body, partner organizations, and with creation itself. We seek to be an active and visible part of the greater New Prague area to contribute to a safe, supportive and life-giving community.

#### **Authenticity**

Come as you are. We seek to be humble and genuine. We acknowledge and value our imperfections, because God loves us for who we already are.

#### **Inclusivity**

We believe we are wonderfully different. We believe the diversity of people and thought is fundamental for Christian unity. What ties us together is the promise of God's grace. It's beautifully complicated!