



Healthy organizations start with a vision. Then they formulate strategies and plans to enact that vision. In 2020, Holy Trinity embarked on an intentional process to identify our vision, mission and values. Over the past eight months, thanks to a ReKindle grant opportunity through Columbia Theological Seminary in Decatur, GA, leaders from Holy Trinity have embarked on a Strategic Plan 2.0 process to discern how we can take faithful next steps as a congregation. Five teams have studied the vision/mission, reviewed the Strategic Plan 1.0, initiated listening sessions with internal voices of expertise, and reflected on the impact on our church ministries as a result of our digital experiments over the past two years. In addition, we have conducted a congregation wide survey and hosted multiple listening sessions pertaining to each of these five realms of ministry. Through mutual discernment, conversation, and prayer, the Strategic Plan 2.0 teams are eager to present the following 10 recommendations as “next steps” for Holy Trinity Lutheran Church. *Please note each team has an “investment” recommendation, where our church invests in existing ministries or populations. In addition, each team has an “innovation” recommendation, which continues to foster a spirit of experimentation and explore new ways to “be the church” going forward.*

Co-Facilitators Pat Remfert and Pastor Ben Hilding

WELCOME TEAM - JAMIE STICHA (CHAIR), JAMIE BISEK, ANN STUDER, AL GULBRANSEN, JOEL LOOSE, NYLA NEWTON & LAURIE THORP

- 1) **CONNECTION AND COMMUNITY AROUND FOOD (INVESTMENT):** Everyone has a place at God’s table! This recommendation seeks to invest in increased opportunities to connect over food and fellowship. Food is a universal love language. Because we value community, inclusivity, and authenticity, we propose that we have periodic “Breakfast Sundays”, and we explore pre-made meals for homebound members, new parents, and those recovering from surgery or illness. We would also love to provide more theme nights, incorporate diversity of culture, and host “how-to” lessons for making lefse, kolacky, or Jell-O!
- 2) **CREATE A “WELCOME” TEAM (INNOVATION):** All are welcome! This is a fundamental aspect of our mission. This recommendation seeks to create a team who would take leadership on reaching out to new community members (people who have recently moved to New Prague and surrounding communities) and invite them to worship/attend HTLC. This group would also tend to the Welcome Center, prepare packets to give to people visiting HTLC, participate in New Member classes and engagement opportunities, implement the “First 5 Rule”, and ensure all are truly welcome at Holy Trinity.

WORSHIP TEAM - CHRISTA SMITH (CHAIR), RITA SAPP, JOAN BOHNSACK, MICHAEL BUSCH, KIMBERLY CARLBERG, DARYL THIETJE, HEATHER TIETZ

- 3) **WORSHIP ENHANCEMENTS (INVESTMENT):** The heart of our identity is as a worshiping community gathered around Word and Sacrament. This recommendation endeavors to enhance worship experiences within the sanctuary walls. We love our sanctuary and want to explore ways to enhance the space we currently have. We will research colorful banners and backlighting around the sanctuary to brighten up the brick walls and altar. We will seek to explain the purposes and history of significant people and days within the worship calendar, all of which imbue members with lifelong, bedrock concepts of the Lutheran faith. Lastly, we will pursue hosting regular music events that invite guest musicians within our community, as well as host “open mic” opportunities to unite the generations and share a variety of musical genres.
- 4) **DEVELOP LITURGICAL ARTS MINISTRIES (INNOVATION):** Our worship has personality to it, and we strive to engage a variety of means to help people build a meaningful, close relationship with God. At its heart, this initiative offers a vehicle to create dynamic worship experiences. We seek to explore dramatic readings, liturgical dance, theater opportunities, or other artistic elements that would foster an engagement with the creativity of the Spirit. We understand the rich, historical context of our church’s history, and feel compelled to expand modern worship expressions through liturgical arts. In response to our congregational survey, this recommendation responds to the need for people to be involved and see their faith “come alive.”

RESPOND TEAM - MATT GOLDADE (CHAIR), PASTOR DIANE GOULSON, NICOLE ANDERSON, JEN SAYLER, MITCH PASCHKE, LINDSEY CORNELL

- 5) **INVEST IN HIGH SCHOOL MINISTRIES (INVESTMENT):** In gratitude to God's grace, we cannot help but respond to the evolving needs of our greater community. After the past couple years, we hear the recurring theme that high school age students need a safe, healthy, and faith-filled community. We seek to build a robust youth group that brings teens together from all religious/ unchurched backgrounds. This would be a group that not only provides faith formation opportunities, but also a space for teens to sing, play games, learn kindness, enhance leadership skills, and become positive contributors to the community.
- 6) **FORM A "RANDOM ACTS OF KINDNESS" TEAM (INNOVATION):** With loving hearts and helpful hands, we are called to work together to contribute to the good of the world. We aim to develop a team that stands ready to respond to needs that arise. Examples include, but certainly are not limited to the following: paying negative balances on lunch accounts, sending Valentine's to the newly widowed, lending a helping hand to elders with yard/snow clean-up, or hosting short-term stays to someone in need. In addition, this group will be proactive in spreading God's love, by touching the lives of others through good deeds and planned tokens of appreciation.

CHILDREN, YOUTH & FAMILY TEAM - JAY SCHOENEBECK (CHAIR), LAUREN PETERSEN, KATE KIENOW, CASSIE OLSON, CORY MAGNUSON, ANDREW WEIERS, STACY HEMANN

- 7) **FORM A "YOUTH MINISTRY" TEAM (INVESTMENT):** Our vision is to share God's love for all people from one generation to the next. This recommendation seeks to identify and invite team members to match their strengths and talents with our age group needs (PreK-5, Confirmation, HS). This team will provide support to the Pastors/CYF Director in recruiting, training and supporting volunteers, and creating a curriculum that includes a yearly scope and sequence with foundational learning targets (i.e. Lord's Prayer, 10 Commandments, etc.). This team will also ensure activities/events that will engage students in fellowship with their peers and foster intergenerational connections. Lastly, this group will conduct an annual review/evaluation cycle for the curriculum, and make adjustments as needed.
- 8) **REVAMP YOUTH MINISTRY SPACES (INNOVATION):** The results of the recent CAT survey state the greatest needs of our people are multi-generational education and connectivity. The youth of our church need a visual representation of our commitment to their education. We are eager to create a more welcoming and exciting environment for our youth to learn. We hope to provide flexible seating options for Crew Time spaces, add pictures of youth/activities/ drawings to youth spaces, and create middle school/high school spaces where autonomy is embraced and they can create a sense of ownership for their space. These actions will validate the importance our congregation has placed on youth and their development.

FACILITIES TEAM - JACKIE LEE (CHAIR), JON BERGQUIST, LAURA MEYER, PAUL NEWTON, GEORGE WINN, NATE BORWEGE, CHRISTIE WILL

- 9) **UPDATE THE KITCHEN FACILITY (INVESTMENT):** Facility needs follow ministry needs. We value community, because God has created us to be in relationship with one another. Much of the fellowship of the church revolves around food. In conjunction with the recommendation to increase meal opportunities, we seek to update the kitchen equipment and decor (to match the new addition) and reconfigure the space for better flow, which would enable the kitchen team to serve a larger number of people more efficiently.
- 10) **"MAKE IT GRAND" RENOVATION (INNOVATION):** Holy Trinity believes "All are Welcome." We want our building to show that. Our current building layout has been compared to a maze or labyrinth with poorly marked entrances. Our outside sign might say, "All are welcome," but our building says, "we're going to make you guess how to get in and then not tell you where to go." A church entrance needs to boldly declare, "You are welcome here, and THIS is how you get in!" This recommendation seeks to form a team to create a "grand entrance" which would address the layout and flow of the building. Holy Trinity values community, and we hope this grand entrance could encourage connectivity amongst our people. We envision that this grand entrance would have clear sightlines upon entrance, outdoor patio/sitting areas, indoor seating vignettes, all within the context of historical preservation of our church.