

## Our Core Strategy

*Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." – Matthew 28:18-20*

Before we embark on our Future Church journey, let's pause to give thanks for the work we've done together this past year and to meditate on the challenges that await us given our state of our church. We are thankful to be able to lay the groundwork for future growth by paying off debt through our Capital Campaign: *No Debt! Know Mission!* which will allow us to provide more mission and ministry and more outreach to our community in the near future. We are delighted to have made progress in all of our core strategies.

We are still challenged with engagement with mission, however; while our goal is to have 90% of all new members engaged in ministry, we'd love to report that the same percentage of all disciples is involved in serving together. This is the work we have to do together in this next year. We will be telling our ministry stories every week and offering monthly 'shout-outs to service' to entice folks to engage in some meaningful way. How will you respond?

Below are some key highlights from the past year and some bullets for next year. For more detail, read on.



## 2010-2011 Recap

- Each quarter we welcomed new members into our Prince of Peace family, a total of 76 adults and 26 kids from July 2010- June 2011
- 1,070 kids and 180 leaders are involved in Family Ministries on Wednesdays or Sundays
- Small groups continue to flourish; we added 17 new small group leaders and more than 150 individuals joined small groups in the past year
- We nurtured 30 couples through pre-marriage counseling and provided opportunities for 29 couples to reengage in their relationships
- Served 15,500 individuals at Mission Outpost; 45 new volunteers engaged; car care began with vouchers; community garden launched; dental team formed
- 15 people regularly attend grief, depression and job support groups on a weekly basis on this campus, not to mention the space given to AA groups
- CDLC Preschool served 225 children during 2010-2011
- Overall pledge income was up 4% and pledges up 12% (588 to 659)



## 2011-2012 Future Church

In order to make some strides towards our vision, we have a few overriding goals across all ministries:

### Planting Seeds

- Develop more depth in planting seeds through relationships
- Broaden our planting seeds capabilities by embedding curriculum in small groups and training more Mission Outpost volunteers
- Write and deliver a sermon series on Planting Seeds
- **Deploy 15 trained seed planters to work as hosts in the Mission Outpost**

### Volunteer Engagement

- Engage more disciples and community members of all backgrounds and ages in service
- Increase worship volunteer base by 10% - artists, media, drama
- Recruit, train and deploy 100 new Mission Outpost volunteers; **Increase young adult volunteer base in the Mission Outpost to 20% of total**
- Recruit, train and deploy 20 new senior volunteers from the seniors residences and Prince of Peace
- Increase number of families serving together by 10% with 75% of families reporting that serving together helped them to deepen their faith together
- Identify and mentor 20 new leaders for ministry, including prospective Board members, with an emphasis on those 35 and under

### Growing

- Provide opportunities and the environment for young families and young adults to grow, worship and serve
- Expand the depth and breadth of our small groups and include mission as part of all new offerings
- Invite first-year couples to speak at pre-marriage seminars
- Encourage newly married couples to engage in small groups
- **Identify and enlist two teams of "Empty-Nesters" and "Pre-retirees" to develop, lead and grow a ministry aimed at nurturing people in these two life transitions**

### Bearing Fruit

- Provide more community/inclusion with Mission Outpost participants and others, mirroring the diversity of the communities we serve
- **Expand Mission Outpost to accommodate 15% more families**
- Recruit and deploy a volunteer leadership team to form a strategic volunteer partnership with Echo Park Elementary School
- Implement car care through vouchers; explore dental/medical care partnerships

# 2011-2012 Future Church

## Lying Fallow

- Deepen the prayer lives of our disciples so that they feel a closer connection with God, themselves and others and are better equipped to serve others
- Assist our disciples to increase their skills in stress management through classes, support groups and one-on-one consultations

## Worship

- Improve our storytelling capacity in worship and in communication pieces with more compelling images
- Shift content of worship toward a progressive evangelical theology with an intentional emphasis on the “cross” of Christ as center
- Increase WOW and Nexus worship by 15% through a better understanding of worship attendees’ needs
- Add thoughtful, high-quality images to weekly sermons to accent the message visually

## Stewardship

- Encourage whole life stewardship and incorporate into all curriculum
- Increase overall participation in pledging by 10% and general stewardship by 5%
- Develop Foundation and legacy giving as part of opportunity to gift into future of Prince of Peace; further partnership with ELCA for greater opportunities for gifting assets to the Foundation or Prince of Peace
- Continue with strong *No Debt! Know Mission!* booster campaign and a final tie-in to Prince of Peace’s 50<sup>th</sup> anniversary

## Communication

- Develop a more thorough external communication strategy that incorporates good use of social media and other technology such as the web
- Focus on communication outside our walls – publicity and marketing to those without a church home who are anxious to make a difference; publicity also to reach potential donors/partners in the business community

## Child Development and Learning Center (CDLC)

- Enlarge and improve the Spanish Language Program
- Increase the number of low income families
- Partnership with CDLC and Prince of Peace to engage young families into our Prince of Peace community

## Changing Church Forum

- Continue to be a source of information, inspiration, and resources for churches all over the world
- Streamline and organize an effective system for the online bookstore to maintain a resource presence for the larger church
- Provide resources in a downloadable format and in smaller segments





## More Detail: 2010-2011



**Planting Seeds** – The purpose of Planting Seeds is for the Gospel to be shared with others through genuine, loving relationships.

**Why?** Apart from the fact that making disciples is Jesus' mandate for the Church, if we don't bring new people in at a faster rate than we're losing them we will simply fade away.



**Goals:** Grow in both "membership" and worship attendance by 5% through adult baptism or recommitment (not transfer). Establish three quality relational evangelism training (RET) courses and equip 150 people through the next year and 100 in RET lite. Develop and manage a leadership team around planting seeds training. Create/identify a series of three annual friendship strengthening events to allow our friends to rub shoulders with other Christians. Develop and implement a strategic plan to increase our connection in mission and ministry to key (and largely missing) demographics at Prince of Peace Lutheran Church.



**Results:** Several relational evangelism training sessions have been held, most notably prior to Feed My Starving Children (FMSC), where over 100 people attended a short session with Jeff Marian and Swen. Last fall we started a softball team as a friendship strengthening event. This summer we grew to two softball teams that are reaching out into the community inviting young adults to join us. We also estimate that about one third of those who attended FMSC this year were not 'from' Prince of Peace. Finally, recent data from our newcomers sessions reveals that many of them are being invited by Prince of Peace members. Planting Seeds, however, continues to be a challenge for Prince of Peace. We have discovered that 'training events' are not successful and we will be focusing on incorporating relationship building growing opportunities through our small group curriculum.



**Growing** – The purpose of Growing is for faith to develop and reach maturity.

**Why?** If people are going to engage in the Seasons of Discipleship they need easy "front doors" to enter. Small groups are highly scalable, provide relational connections in a large church and excellent entry points for new people. We believe that culture will continue to stress and fragment families... making family a "high need" area in the community and a core value for a healthy society.

# More Detail: 2010-2011

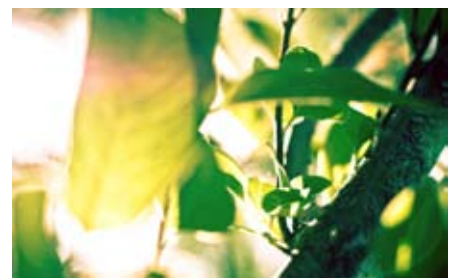
**Goals:** Articulate a theological framework for Prince of Peace that will guide our teaching and preaching and engender the beliefs/motivation to move into the vision that God has given us.

Unveil the first phase of a discipleship process for the Season of Growing. **Explore:** A 16-week exploration of the basics of the Christian faith for those who are new to the faith or desire a refresher. **Engage:** For those who want to get into God's written word so that God's living Word might get into us, Engage will include both a Genesis-to-Revelation overview to trace God's story and connect the dots from cover to cover, as well as an ongoing, in-depth Bible study for those who want to go deep. **Lead:** A leadership development process in which participants learn to lead others by learning to follow God and lead themselves first.

Grow our small group ministry team up to 12-14 people who can recruit, train and start at least 10 new small groups twice a year. Coordinate with other ministry areas such as Men's and Women's Ministries and the "Grow" team to incorporate their needs/materials into the small group curriculum/process.

Complete and begin to implement a new vision and strategy for all of Family Ministry, including a transitional plan for equipping and empowering parents to be the primary faith-formers of their children. Family Ministries' vision is to help families **Grow** in their understanding of the holy scriptures; **Invest** in authentic life-changing relationships; **Serve** others intentionally; and **Discover** their giftedness and identity in Christ.

**Results:** Engage Bible studies have been offered on Monday evenings, Tuesday mornings and Wednesdays at noon and included in our Lenten series. 5,920 senior adults attended worship, Bible studies and small groups coordinated through Prince of Peace at various local senior residences. Multiple offerings to **Connect** provided resources for developing healthy relationships with God, self and others. Parent equipping was offered twice each Wednesday evening during regular programming hours. Our large group experiences for adults have remained fairly static in participation, however, we are excited about several all-congregation, men's and women's large group gatherings that we have planned for the fall, including David Lose' *Making Sense of Scripture*, Tony Campolo's men's event and our fall women's retreat. Small groups will continue to receive much focus in these next few years as they've been the leading edge of our growth. Our Family Ministries have aligned their entire curriculum so that our Christian formation best prepares our children and youth to continue to grow in faith as they become adults in this or other Christian communities. We also provide support to families with over 15 scheduled child care sessions, regular movie nights and opportunities to serve together. Hundreds of elementary kids attended Keeping the Promise events and participated in prayer stations. 75 parents attended our Middle School Ministry bridging night and 71 youth affirmed their baptism this year.



# Annual Report



**Bearing Fruit** – The purpose of Bearing Fruit is for people of all generations to live out the Gospel by serving in God’s kingdom: locally, nationally and internationally.

**Why?** Excellent engagement with others connects people to ministry, helps people to grow spiritually and minimizes staff costs. Ownership will also grow stewardship. This assumes that we will continue large events like Feed My Starving Children to create momentum.

**Goals:** Build on the success of our current Mission Outpost by expanding mission out into the community. In 2010-2011 we will develop and begin to implement an expansion plan based on input from the Advisory Team. Develop and expand our community and church partnerships, e.g., Dakota County clinics, University of Minnesota extension programs, Shepherd of the Valley, Mary Mother of the Church. Explore the ability for Prince of Peace to offer free medical and dental care in partnership with Fairview Hospital.

**Results:** Mission Outpost/Outreach partners locally, nationally and internationally. We served 3,861 households from July thru April 2011, or approximately 15,500 individuals. Plans are in place and approved for a “flip flop” of the Mission Outpost and our Teen Center to expand both spaces and demolition has begun; long term goal is to rebuild a community oriented “missional space” on our current campus. Salvation Army’s physical presence on site has enabled us to meet our families’ needs more holistically, offering fresh produce and meat, resources to help with heating costs and other physical support, and the convenience of having it all under one roof. We were also blessed to partner with Community Ed to offer an ESL class on site with a “mini-preschool” and to receive floors of furniture through a local Holiday Inn remodel.

Nationally, we travelled only so far as Mission to Minneapolis and Men’s Ministry supported Urban Ventures. We celebrated our tenth year with the Doulos Discovery School, Dominican Republic, graduating our first class. Our relationship with the Ilambo, Tanzania congregation was strengthened with another visit and gifts used toward a new well, upgraded sanctuary, mobility for the pastor to reach five far-reaching congregations, a new agricultural project and the ability for 14 kids to attend school. And who can forget the 2,800 kids that will be fed for a year with the 1,022,304 meals that we packed with Feed My Starving Children here on campus?

Locally, the Mega Sale celebrated its 20<sup>th</sup> anniversary, grossing \$140,000 and blessing the hundreds of volunteers who worked weeks as shift leaders or hours on one of 700 shifts, serving many in our surrounding community. ServeCity was another outreach with over 200 volunteers on a weather-challenged day working on over 25 projects. We continue to “plant seeds” through Mission Outpost, with our new community garden located outside the garage that was built by many volunteers and help from Women’s Ministry.

# More Detail: 2010-2011



**Lying Fallow** – The purpose of Lying Fallow is for people to find wholeness and healing in body, mind and spirit in preparation for greater fruitfulness.

**Why?** We believe that deepening our life of prayer will deepen our love for God and for one another, and has the power to change hearts at Prince of Peace, our community and world. In addition, all that we seek to do in mission and ministry is predicated upon the health, wellness and wholeness of our disciples, which is why we feel passionately about prevention.

**Goals:** Work with all ministry areas to surround everything in prayer.

**Results:** Over 50 people have participated in meditation and movement; 60 people attended our April/May series on wholeness, offered as a result of a survey we did last fall. Our lay ministers have made 750 visits in the last year and the number of 1:1 visits to seniors was 2,950. We'll continue to partner with Vital Aging Ministry and our transitions team to walk with those as they reach major milestones in their journeys.



**Worship** – Worship is to Christian living what breathing is to life. Worship is our breath and no disciple can grow without breathing deeply and daily.

**Why?** Because theology and practice guide and direct the corporate and personal understanding of who we are and our purpose for life. Because the congregation continues to evolve with new persons being added to our membership who have new passions, skills, and talents to be explored and used in the public setting of worship. Because the “wider” view and experience teach us about the faith experience of those who are different from ourselves. Because the worship life of the church needs to be connected from the earliest years to the end of life.

**Goals:** Creatively expand the worship arts resource palette with new artists, singers, and musicians working together to refresh the worship life of our church. Continue to expand the “diversity” of artistic expression in all our worship offerings. Work to more dynamically connect worship to the “missional” future of the congregation. Improve connectivity and community building opportunities that come through worship.

**Results:** Add 15 new media techs and artists; artwork displayed in hallways based on themes such as *Art of Prayer*; Nexus added a “5 minute huddle” at the end of each service to connect with new folks; Lenten series offered widened community involvement in the Atrium and Teen Center; upcoming worship identified on screen during service; live, video and media shout presented twice monthly for mission moments. Excellent worship continues to be a cornerstone of Prince of Peace. Our focus will be on special events that occur during worship so that everyone has a chance to celebrate together.





## Child Development & Learning Center (CDLC)

**Why?** See Planting Seeds!

**Goals:** CDLC incorporates Spanish classes into regular programming. Increase number of Hispanic children into enrollment.

**Results:** Spanish is offered to several sections and will be expanded to all sections next year. We offered a mini-preschool experience for over 10 children in concert with Mission Outpost's ESL for Community Ed.



**Stewardship** – All we are and all we have belongs to God. Plan stewardship message with the connection between stewardship and spirituality.

**Why?** Because stewardship really does deepen faith and create joy! Better stewardship provides more financial resources and allows us to focus our energies on mission and ministry and not on raising funds.

**Goals:** Increase regular stewardship in absolute terms and numbers of donors, 4% over 2009 actual and a 15% increase in the participation of the pledging process over 2009. Conduct booster Capital Campaigns over the next two years to move towards goal of debt payoff by 2013. Develop a stewardship action plan that carries momentum of Capital Campaign forward. Develop planned giving program for Prince of Peace; information and communication tools updated for legacy gifts for Foundation. Partner with the Foundation for meeting members' desires for legacy gifts; help the Foundation Board develop a clear policy on restricted gifts and asset allocation. Research partnerships to expand ability to leave non-cash gifts, charitable remainder trusts, etc. Establish a marketing and education program for the Foundation. Long-term ministry goals are integrated with Foundation grant policies.

**Results:** *No Debt! Know Mission!* pledges from 636 families for a total of \$3.2 million pledged, and an additional 135 families are contributing to the campaign. Net proceeds of \$1.455 million paid on principal of debt through June 16, 2011. Debt has been reduced from \$4.45 million to \$2.995 million.

# More Detail: 2010-2011



**Finance** – Provide timely financial reporting, efficient administrative systems, and short and long-term financial planning.

**Goals:** Provide timely financial reporting, efficient administrative systems, and short and long-term financial planning to all ministries, including CDLC and Changing Church with simplified profit and loss, budgeting and regular accounting and continue to streamline operations. Improve planning with our operating and capital budgets and forecasting with long-range models that support competitive salaries and benefits. Evaluate and implement new accounting and payroll software. Develop a long-term main signage plan, budgeted accordingly.

**Why?** Simplified systems, effective long term planning and efficient allocation of resources allow more funding for mission and ministry. Debt retirement and reserve funds provide resources to react to opportunities, and provide a financial cushion for changing circumstances. Capital planning allows us to be best stewards of our physical plant resources.

**Results:** All ministries' strategic plans reside in Finance and their financials are reported and discussed on a monthly basis. Accounts are streamlined and roll-up to the parent entity. Benchmarks for CDLC and Changing Church take into consideration enrollment of current models and future members. Hundreds of account categories have been eliminated, providing for more efficient month end reporting. Combined banking helps us to leverage relationships and minimize costs. Combined payables free us up to do other ministries. *No Debt! Know Mission!* capital budget based on a five year facility replacement plan. Reserve funds from interest savings on debt payoff are being identified. After much review, the depth of Shelby software as it relates to church stewardship and development and its relatively low cost outweighs its gross inefficiencies for accounting and payroll, for now. Strategic planning, investment into the future on capital equipment allows us to take advantage of opportunities to save on construction and other installations so we can invest at a more opportune time. Better planning enables our ministries to do better forecasting and bundle purchases.



## Human Resources

**Why?** The happier and more effective our ministry leaders are the more likely we are corporately to be highly effective. We're also better able to attract great new staff. Excellent, equipped and motivated staff is the most important asset we have.

**Goals:** Encourage 90% of new Prince of Peace disciples to be regularly engaged in supporting ministries through volunteerism using their gifts including off campus. Research, develop and implement methods to accelerate volunteer participation of men and under 35's. Continue to pursue partnerships with other Lutheran churches, social service agencies, volunteer organizations and businesses in our community. Begin to look more like the Burnsville



# More Detail: 2010-2011



community which we serve. Provide more resources on our web, add more “virtual” groups such as blogs and message boards. Develop and implement a regular marketing and communication plan and a means to deliver.

**Results:** 70% of new members have engaged; regular relationships include Experience Works, Kaposia, HIRED and Dakota County. Several volunteers who were “required to serve” experienced the gift of service. We’re benchmarking our current volunteers and categories and identifying future leaders for follow-up and coaching. We’re promoting our men’s information further ahead of schedule to promote more participation and we’re highlighting service opportunities in worship each month. We’ve also completed a three year “inclusivity” plan. We are updating our blog and Facebook regularly, although not as regularly as we plan; our new graphics are ready for fall programming and we’ve produced three *SeedsGrowFruit* catalogs as well as a number of new pieces for *No Debt! Know Mission!* Engaging new people to serve will continue to be a focus. It’s only through service that our hearts change as we move outside of ourselves to help others.



## Changing Church Forum

**Why?** Because Prince of Peace’s role as a teaching church is critical to the church at large and a resource for churches all over the world.

We have moved back to the core of Changing Church which is being a source of information, inspiration and resources for churches worldwide, with over 200 current *Toolkit* subscribers.



## Get Connected.....

- Website** Get the most up-to-date information at [www.princeofpeaceonline.org](http://www.princeofpeaceonline.org)
- POPlink** Weekly email from Pastor Jeff at [www.princeofpeaceonline.org/poplink](http://www.princeofpeaceonline.org/poplink)
- Blog** Join the conversation at [www.princeofpeaceonline.org/blog](http://www.princeofpeaceonline.org/blog)
- Facebook** Like Prince of Peace at [www.facebook.com/pop.lutheran.church](http://www.facebook.com/pop.lutheran.church)
- Twitter** Follow Prince of Peace at [www.twitter.com/popchurch](http://www.twitter.com/popchurch)
- Board** Email the Board of Directors at [boardofdirectors@princeofpeaceonline.org](mailto:boardofdirectors@princeofpeaceonline.org)

## Our Mission

Prince of Peace exists to welcome people into the presence of God, to equip them to be passionate disciples of Jesus Christ and to send them out in the power of the Holy Spirit to serve in the world.

## Our Vision

A thriving Biblical community that transforms lives and leads society by growing passionate followers of Jesus Christ in every generation.