

Prince of Peace Envisioned

First Half 2010...

We continued to lay the groundwork for our ministry areas, including a great deal of focus on preparation and launching of our Capital Campaign: *No Debt! Know Mission!* This Campaign has helped us reengage with the Prince of Peace (POP) community and share our future dreams for Mission Outpost.

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 Core Values

- Discipleship** - Growing daily, by grace, into the likeness of Christ
- Integrity** - Accountability, Honesty, Balanced living, Excellence, Respect for others, Appropriate boundaries, Truth-telling
- Community** - Teamwork, Small groups, Fun, Hard work, Healthy working relations, Serving one another, Learning and teaching community
- Evangelism** - Personal witness, Public witness, Invitation to others, Sharing with the greater church, Transformed lives

Our Vision

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

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

- Planting Seeds** - The purpose of planting seeds is for the Gospel to be shared with others through genuine, loving relationships.
- Growing** - The purpose of growing is for faith to develop and reach maturity.
- 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.
- 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.
- 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. By God's grace planting seeds, taking root, growing and bearing fruit happen in corporate and individual worship for all generations.

We presented six month goals for “POP Envisioned” to coincide with our new fiscal year. Providing leadership to the congregation through our “Seasons” together remains important through December 2011, with special emphasis on these top five initiatives: Mission Outpost Expansion, Volunteer Engagement, Small Groups, Planting Seeds and Growing. Our progress to date and our 18 month goals are noted below:

Planting Seeds



- ✓ POP’s environment is safe and welcoming, easy to access and visitors/disciples can explore their faith and how it’s lived out as Lutherans: new welcome center; new member meetings with potlucks; community building with Men’s and Women’s Ministries.
- ✓ Train and support 75 disciples who are effectively living two evangelism friendships and one discipleship relationship: 73 people went through six sessions.
 - 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.

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.

Growing



- ✓ Every disciple has the tools to discover their current season and clarity on their “next step”: our new member meetings have hosted 44 adults and 24 children new members since January.
 - Launch 20 new small groups to help people to grow in faith and community: 37 new people were referred to small groups through our Lenten series.
- ✓ Oversee the creation of an effective Taking Root/Growing process plan: Explore (101), Engage (201), Connect (301) and Lead (401) is being developed.
 - 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 this fall the first phase of a discipleship process for the season of Growing. Our staff has been working hard to design a clear pathway for adult discipleship growth so that we might all grow into spiritual maturity, into the likeness of Christ. This fall we’ll be rolling out both Explore and the Bible study track of Engage. Here’s what the process looks like in a nutshell:
 - **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.
 - **Connect:** Multiple offerings providing resources for developing healthy relationships with God, self and others.
 - **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 Ministry’s vision is to help families grow in their understanding of the holy scriptures: **Invest** in authentic life-changing relationships; **Serve** others intentionally; **Discover** their giftedness and identity in Christ.

Why? Beliefs are one of the core ingredients to corporate culture; theological consensus and depth to provide traction/motivation will help us to move into God’s future. If people are going to engage in the Seasons 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.

Bearing Fruit



- ✓ POP disciples are known in the community for regular support of local, national and international mission support work on and off campus.
- Equip our leadership teams for self-leadership.
- ✓ We are a field station for other churches through Changing Church, sharing knowledge via technology to learn from best practices.
 - 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.
- Explore the ability for POP to offer free medical and dental care in partnership with Fairview Hospital.
- Develop and expand our community and church partnerships, e.g., Dakota County clinics, U of M Extension programs, Shepherd of the Valley, Mary Mother of the Church.

Why? We are called to serve the growing needs in Dakota County and elsewhere. Large events like Feed My Starving Children and ServeCity also help to plant seeds and create connection.

Stewardship, Prince of Peace Foundation

- ✓ Increase regular stewardship in absolute terms and numbers of donors – stronger stewardship message; help congregation live into joy in giving.
- ✓ Capital Campaign developed and implemented to pay off debt of \$4.45 million; over 550 pledges and \$3 million pledged through June 1, 2010.
- ✓ Explore a two-tiered stewardship process to fund operations and mission appeals: Capital Replacement Fund for critical capital repairs established with over \$150k pledged through June 1, 2010.
- ✓ The Foundation becomes a more effective vehicle for families to leave estate gifts.
- ✓ The Foundation Board partners with the Church Board to establish long-term goals for financial support of POP ministries (alignment with POP goals).
- ✓ The Foundation goals fully align with POP strategic goals for best allocation of resources and support ministries.
 - Increase regular stewardship in absolute terms and numbers of donors, 4% over 2009 actual and participation 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 POP; Info 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.
 - 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.
 - 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.

Why? Because stewardship really does deepen faith and create joy! Better stewardship provides more financial resources and allows us to put our energies on mission and ministry and not on raising funds. The Foundation provides an opportunity for legacy giving and long term financial support of Prince of Peace.

Financial Effectiveness

- ✓ Develop a 10 year financial model with benchmarks and alternative courses of action, to provide funding for all identified Spiritual Effectiveness and HR Effectiveness needs. Formula-driven Excel model has been developed through 2019. Need to update assumptions as long-term ministry needs are defined.
- ✓ Facilities reserve and capital budget developed each year, with 10 year focus. A 15 year working document has been developed, identifying and prioritizing capital needs. Capital Campaign funds and interest savings would fund needs until there is capacity in operating funds for an ongoing capital budget.
- ✓ Establish reserve funds from interest savings on debt payoff: paid off over \$200,000 in debt in April with first campaign funds.
- ✓ Continue to simplify financial systems; functions are timely, efficient and accurate.

- Improve planning with our operating and capital budgets and forecasting with long-range models that support competitive salaries and benefits. CDLC and Changing Church plans are considered as our umbrella of overall Prince of Peace ministries.
- Provide long-term planning model for CDLC, including benchmarks to determine success of Spanish immersion and enrollment trends.
- Further simplify accounting functions to be timely, efficient and accurate across all ministries.
- Develop a chart of accounts across all entities to roll up financials organization-wide.
- Evaluate and implement new accounting and payroll software.
- Establish reserve funds from interest savings on debt payoff.
- Establish benchmarks for training expenses and tuition reimbursement as % of budget.
- 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, as well as providing a financial cushion for changing circumstances. Capital planning allows us to be best stewards of our physical plant resources.

Human Resources Effectiveness

- ✓ Partner with ministry leaders to develop integrated volunteer system of recruitment, training and retention/recognition: new forms for Family Ministries and ads in Tools; follow up with all new members.
- ✓ Roll out new orientation process: an online system is available for staff and volunteers.
- ✓ Leadership measures and executes effectively for all ministries and overall season; process maps are recalibrated for summer performance reviews: POP dashboard measures members, baptisms, attendance and giving on a quarterly basis.
- Follow up with every new member to encourage that 90% of new POP disciples are regularly engaged in supporting ministries through volunteerism.
- Enable all ministry areas to continue to pursue partnerships with other Lutheran churches, social service agencies, volunteer organizations and businesses in our community.
- Deepen our cultural understanding of the groups we currently and aim to serve, e.g. through Mission Outpost, worship and other programming.
- 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; media is focused on relational evangelism and not attractional marketing.
- Develop a long-term staffing strategy for missions in conjunction with the Missions Director and Advisory Board.
- Research, develop and implement methods to accelerate volunteer participation of men and under 35's.
- Support computer assistance training for vital agers.

Why? Our current volunteers have told us that we need to make entry points for volunteering easier and allow current volunteers to better unleash their skills, experiences and talents. Using multiple social media helps us connect internally and externally.

Lying Fallow



- ✓ Prince of Peace is a place where prayer is a firm foundation for all ministries and every facet of the life of this congregation. Every gathering begins and ends with prayer. People individually, with prayer partners or in small groups enthusiastically lift their praises and thanks, offer their confessions and requests, seek guidance and listen to our Lord. Prince of Peace is a place where people learn how to pray and are encouraged in their spiritual growth to develop a deeper relationship with God. Each person within the Prince of Peace community recognizes the vitality of prayer and knows how to easily access prayer support when desired.
- ✓ Trained and commissioned ten new lay ministers.
- ✓ Added staff prayer time in the chapel and sanctuary.
- ✓ Implemented Dial-a-Devotion.
- ✓ Health and Wellness Ministry encourages whole-person health through prevention.
- Expand lay ministry and one/one visits.
- Work with all ministry areas to surround everything in prayer.

Why? We believe that deepening our life of prayer will deepen our love for God and for one another, and is the power to change hearts at POP, in 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.

Worship



- ✓ Incorporated mission moment into regular worship.
- ✓ Improved sanctuary lighting with 30 new fixtures and configuration.
- ✓ Added Lenten meal and served 100 people for 8 weeks.
- ✓ Developed an integrated protocol for wedding sound, lighting, set-up.
- More effectively manage the thematic worship planning for Prince of Peace toward a “kingdom agenda” theology and practice.
- 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.
- Serve as a resource to all ministry areas to unify and connect worship experiences through the church.
- Work to more dynamically connect worship to the “missional” future of the congregation.
- Continue to improve worship experience for all who might come to this site.
- Give planning, attention and detail to what occurs during worship, including children’s worship development, small group curriculum.
- Improve connectivity and community building opportunities that come through worship.
- Increase transportation opportunities to POP and other affiliated worship and community-building sites.

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.

Child Development and Learning Center (CDLC)



- ✓ CDLC provides a regular flow of families into the life of POP.
- ✓ CDLC completes its strategic analysis, determining the viability of Spanish immersion.
- CDLC becomes more integrated into POP financial systems; space and equipment needs are met as part of ongoing budget of POP.
- CDLC incorporates Spanish classes into regular programming.
- CDLC increases number of low income children into enrollment.

Why? See Planting Seeds!

Changing Church Forum (CCF)



- ✓ CCF is the preeminent provider of excellent worship materials modeling POP strategies with approximately 290 subscribers to the Toolkit.
- ✓ CCF is a preeminent training source in “how to minister/equip” in such areas as small groups, strategic planning, volunteer management, technology, finance, and organizational development. David consulted with 8 churches in the first half of the year in several states.
- Create the suite of Reverse the Arrow products and process (move back into mission).
- Develop a marketing plan to build a pipeline with judicatories.
- Help Changing Church continue to be a source of information, inspiration, and resources for churches all over the world.
- Produce monthly webinars to engage and support congregations through strategic planning and Christ-Based Leadership.

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.

God can do more in and through us for the sake of the Kingdom than we could ever dare to imagine!



www.princeofpeaceonline.org