



Holy Spirit Lutheran Church
Edmonton, Alberta

Strategic Plan

March 1, 2015 - Feb 28, 2018



HSLC Strategic Plan (2015 – 2018)

Introduction

This strategic plan is Holy Spirit's focus for the next three years. A strategic plan does not provide implementation details, but rather statements of general direction to guide church council, portfolio holders and staff in the creation of tactical (implementation) plans.

The intent of this plan takes into consideration the following:

- Changes in staff compliment
- Recognizes a requirement for greater implementation support opportunities from congregants
- Focuses first on congregant spiritual learning and development
- Enhances our practice of being inviting and 'open to all'

1. Context

Holy Spirit Lutheran Church has evolved out of the traditions, liturgies and core teachings of the Evangelical Lutheran Church in Canada. Recognizing a changing environment of church participation and service involvement, it is important that we focus on supporting one another in ways that encourage us to be active participants in God's work.

God has gifted HSLC with many capable and faith filled people. We wish to empower and lift up the skills and abilities of each person, working together to: enrich of the work of ministry through diverse participation; support the work of ministry through personal commitment; and deepen the work of ministry by inviting one another into shared responsibility for this Strategic Plan.

Further, considering the reduction of our paid staffing complement and the need to build our community, HSLC must actively seek and involve participants in the development and delivery of our programs.

2. Values

The congregants of Holy Spirit share values that bring us together into a Gospel relationship. Specifically, we adhere to the principles expressed through:

- Affirmation. Having been affirmed by Christ's love and forgiveness, we affirm to others God's love and forgiveness as witnesses of Christ.



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- Involvement. While expressing the love of the Gospel we include and involve all congregants of HSLC to give of their time and talents.
- Servant Leadership. As we embrace our role as witnesses of Christ's love and redemption, we support and encourage those joining us in the journey.

3. Focus on Service

The services provided to the congregation provide opportunities to build and participate in expressing their faith. The services include:

1. Corporate worship
2. Faith learning
3. HSLC relationships

4. Focus on People

We understand that Jesus is present in all creation. In recognition of God's vast and loving presence we will work intentionally to reflect the diversity of our congregation and community. Our target groups for this planning period are:

1. Selected marginalized groups, especially the LGBTQ community
2. Young, single and married adults
3. Families

5. Focus on Places

The focus of where we deliver our services is:

1. The Community of HSLC
2. Immediate community (Malmo)
3. Selected marginalized groups within our immediate area and within Edmonton

6. Vision

In this place and in this community, you feel the full, infectious, liberating embrace of Christ's love and you feel inspired to be the best version of yourself and share Christ's love with everyone you meet.

7. Mission

Holy Spirit Lutheran Church provides a welcoming and nurturing environment for anyone who chooses to join us in our walk with Jesus. In this walk, we praise God, we cherish community, we strive for justice, and we learn about our faith, our world, and each other. In our shared and individual lives, we are witnesses of



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God's saving grace, love, and forgiveness through our actions, attitudes, and relationships with others.

8. Strategic Priorities & Goals

During this planning period HSLC will focus on enhancing the following four (4) priorities and related goals. Although presented as single priorities, it is understood that there are opportunities to integrate events and/or programs that contribute to one or more priority.

1. Belonging Church

HSLC provides an environment where each member has the opportunity to develop faith and personal relationships; we seek to foster an environment of responsible participation and shared responsibility.

Outcome

Through these relationships each member recognizes there is an inviting and welcoming community of believers.

Goal 1a. Develop a minimum of 3 events and/or programs that build active relationships within the congregation.

Goal 1b. Develop a minimum of 3 events and/or programs that invite the greater Edmonton community into Holy Spirit.

2. Gospel Church

HSLC – through worship, education, and fellowship – grounds each member in the Lutheran teachings of the Gospel.

Outcome

Given this “Gospel grounding”, congregants live their faith at church, home and in their communities.

Goal 2a. Develop a minimum of 3 events and/or programs explaining the relationship between Lutheran teachings and practice, and the Gospel message.



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Goal 2b. Develop a minimum of 3 events and/or programs that encourages congregants to actively express their faith.

3. Service Church

HSLC actively creates service opportunities inside and outside the congregation.

Outcome

Through programs motivated by our faith, we address issues confronting our congregants and those in the community.

Goal 3a. Based on current needs deliver a minimum of 3 events and/or programs to support growing issues or concerns of our congregants.

Goal 3b. In cooperation with other Christian organizations build a minimum of 3 events and/or programs facing the Edmonton community.

4. Worshipping Church

HSLC is dedicated to worship and praise. All congregation activities are an expression of our faith.

Outcome

Each activity takes the opportunity to express our joy in the Gospel.

Goal 4a. Continue the development and delivery of creative worship experiences that builds our faith and actively encourages congregants to live the Gospel.

Goal 4b. Create a minimum of 3 worship and praise opportunities outside of Sunday morning service.

9. Critical Success Factors

1. Participation: we will need enhanced participation. Many hands make light work, working together, and infused with the Holy Spirit, our congregation's accomplishments can be a resounding witness to our Lord's grace and mercy.



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2. Leadership: we will need more strong leaders. Leaders guide us toward our common goals, showing the way by example, and creating an environment in which congregants feel actively involved in the entire process. We should encourage leadership that can represent all facets of our congregation.
3. Strong financial support: many of our contributing congregants are in their prime earning years, but as our demographic ages, we will suffer financial strain without proper planning. Other avenues such as planned giving or gifting of shares will likely be needed to maintain a long-term balance in our operating funding.
4. Openness to new ways of doing things: like a renovation or rebuilding project for a house, some things will need to go to make room for the new. This is not about changing foundations (since we have the ultimate foundation!), but rethinking, refreshing and refocusing our church to meet the ministry of our time. This is the ministry to which we are called!
5. Effective partnerships: our congregation is just one small facet in our Lord's vast and rich church. Many dedicated servants of God are facing or have faced and overcome similar challenges as we do. Forging effective partnerships holds great potential for enhancing our success.
6. Robust communication methods: strong communication between council, staff, and the congregation is critical to achieving a consistent understanding of our strategic direction. Because of our diversity we will have to communicate using a variety of methods.