



The Church We and Others Need

Tactical Plan

2022-23

Holy Spirit Lutheran Church

The HSLC Tactical Plan should work towards our commonly held mission and strategic focus.

Mission: Steeped in faith, with a prayer on our lips, we are intrepid and relentless in our discovering and building the church we and others need.

We aim to grow into this mission by being:

- warmly welcoming,
- messengers about who we are,
- eager to share, invite, grow, and
- ready to respond to God's will with our approach, programming, and path.

HSLC Committees will work together and with our congregation to enhance our community's strategic focus for 2022-23:

- **Participation:** Participation is about being open to the gifts of one another, making room for all to share as they are able, growing in our faith as a community, and growing closer together as a community. Each person among us is important, valued and encouraged to receive and give of who they are in order that we might grow into a community of God's heart.
- **Witness:** God has given us an awesome ministry and we hope to build and expand the presence, brand, and awareness of Holy Spirit Lutheran Church. Faithful to the work God has given, we will witness in our greater community, spreading the word that Holy Spirit Lutheran Church is a place of welcome and inclusion, of growing together in faith, and creating positive change in our world.
- **Growth:** Numbers tell one part of our story. As faithful disciples, we seek to learn and increase our attendance, membership, and giving. We intend this to be a natural outcome from the above two goals.

The Committees and their Mandates

Holy Spirit Lutheran Church Congregational Council has eight committees that are made up of congregational council members as well as people from our community. These committees are the hands and feet of the work of the church.

The **Administration Committee** has authority to manage the infrastructure of the congregation, including the physical plant, equipment and property as well as the administrative functions necessary to support the ministry of the congregation.

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The **Communication Committee** has authority to manage the internal and external communications of congregational council. The Communication Committee manages the media for communication, including the newsletters, social media, signage, advertising, flyers or any other medium of communication with members and/or the broader community. The Communication Committee also manages the form, look, and “feel matters” of these presentations, including logo, designs, and formats.

The **Community Engagement Committee** has authority to manage the internal and external community building activities on behalf of congregational council. Community building activities includes all activities that are intended to:

- Build community within the congregation through personal interactions of the congregants;
- Build bridges between the congregation and other groups or individuals, with the aim of:
 - building membership and attendance and/or
 - extending our community’s reach to bolster the congregation’s witness, visibility, and connections.

The **Life-long Learning Committee** has authority to manage the educational programming and events on behalf of congregational council. Educational programming and events are activities that are intended to build awareness and knowledge for our congregants in both spiritual and secular issues, through areas of study, current events, or other relevant topics.

The **Mutual Ministry Committee** works to nurture good and healthy mutual relationships among the ministries of rostered ministers, staff, church council and the congregation. Along with the congregational council, it will facilitate intentional and regular evaluations of congregational ministries, the staff and rostered ministers based on the congregational mission, vision and goals; and together seek opportunities for growth and renewal.

The **Ministry Committee** has the authority to manage the ministry activities on behalf of congregational council. Ministry activities are all activities that constitute worship, and include worship music and choir, worship service and liturgy, worship preparation, altar guild, and ushers.

The **Stewardship Committee** has authority to manage the stewardship programming, information, and events on behalf of Congregational Council. Stewardship programming, information, and events are activities that are intended to build our congregants awareness and knowledge of:

- both the spiritual and secular importance of gaining and maintaining a Christ-centred approach in managing the resources and gifts we have entrusted to us; and
- the financial and resource needs of our congregation to pursue our commonly-held mission.

The **Strategic Committee** has the authority to manage the process for long-term planning via strategic planning and governance on behalf of congregational council.

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Each committee, and subcommittee where applicable, has created tactical plans consisting of both projected and ongoing work planned for 2020-2021. Taken together, these committee tactical plans make up the tactical plan for HSLC.

Common Goals

All committees of Congregational Council aim to:

- Ensure that the mission of our congregation is at the forefront of our committees' efforts
- Commit to the missional thinking model, in which we continually ask what God is calling us to do in each encounter, situation, opportunity and challenge, and listen for the direction.
- Work to broaden our base of support within HSLC, witnessed by strong committee and volunteer participation.

Committee Goals

Each committee has multiple goals it aims to achieve in this planning period (September 2021 – August 2022). Here are the top committee goals that complement the commonly held goals of Congregational Council:

Standing Committees:

Administration

- Maintain appropriate administrative function of congregation.

Communication

- Focus is on the Technical Team subcommittee

Community Engagement

- Establish an ongoing Community Engagement Committee of volunteers who can be called upon as needed:
 - to organize church activities to foster fellowship and community within the congregation
 - to identify and organize special projects that address social justice issues or special needs of the wider community

Life-long Learning

- To connect with families that have children and former Sunday School teachers about their hopes and ideas for Sunday School, confirmation, Bible study, film and book studies, and look for volunteer leaders by:
 - advertising in the service about a survey for congregational members to send back or post it online,
 - meeting with former teachers, possibly through email or zoom if in-person is still not permitted, and looking for volunteers to help teach and lead periodic online Sunday School.

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- Examine and order for up to 25 children, the Sunday School Spark digital resources to be used during online learning to help enrich the past leaflet format.
- Upon reopening, implement programs for the year, and advertise Sunday School and other programs to families in the neighbourhood and daycare.

Mutual Ministry

- Build up the committee's practices in line with the new Terms of Reference.
- Continue to work with congregational council to ensure areas of shared responsibility are well coordinated and supportive of our mission.

Stewardship

- Establish an ongoing Stewardship Committee
- Provide stewardship programming that enhances our community's understanding of God's call for us all to be good stewards of the resources we are entrusted with.
- Create ongoing awareness of our congregation's financial situation and outlook.

Strategic Committee

- Engage the congregation in the development and embrace of a refreshed mission and strategic focus.

Ministry

- Maintain and support the connect care team.
- Provisioning, recruitment and mentorship encouraging roster volunteers
- Welcoming new members and giving mentorship/encouragement to them
- Working jointly with other committees as appropriate and needed where there are joint goals (ie. community engagement.)

Ad Hoc and Sub Committees:

Relaunch Committee

- Support the relaunch of in-person services and work towards inclusive and effectively blended worship experiences for both in-person and online church attendees.

Property Committee

- Maintain property with updates and enhancements that support our church's ongoing function and our mission.

Technical Team

- Build up a roster for the technical team to ensure sustainable online delivery.
- Continue to explore enhancements to the online church experience that support inclusion and connection.

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