

## Our Mission and Vision

### Our Mission:

To grow in faith and carry on the work of Jesus Christ.

### Our Vision:

Transforming Hearts and Lives for Christ.

### Make more disciples engaged in:

- daily prayer
- regular worship
- sharing the faith
- growing the faith
- active service
- generous giving
- meeting regularly in fellowship with one another

### To be a community of believers and ministers of the gospel as described in Scripture.

(Matthew 28, Luke 15, John 13, Acts 2)

## Our Core Focus

### I. Investing in and engaging Youth and Families

(youth and adults of all ages).

### II. Inspiring persons with diverse & quality Worship

(music, prayer, Word and Sacrament).

### III. Initiating effective Mission to the world

(locally and globally).

### IV. Inviting persons into significant Community

(including Life Groups and service groups).

### V. Involving each person to make a difference

for doing the will of God in the world.

### Guarantee:

Making a difference in the world will make a difference in your world, forever.

## The Long Range Plan Process

The Long Range Plan has been developed and improved by:

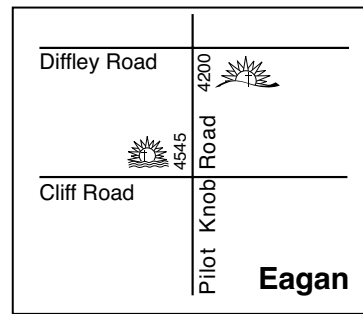
- Completing a thorough self study and congregational questionnaire
- Analyzing our community
- Developing our Mission Statement
- Conducting all-congregation and all-committee planning events
- Consulting church growth resources
- Continuous evaluation and improvement

The Plan Identifies:

The Development of our Mission  
Identification of Whom we Serve  
Setting Forth our Vision and Mission  
Articulating our Vision  
Our Ministry Goals  
Accomplishing our Mission  
Our Core Values  
Our Planning Principles  
History of Staffing and Program  
History of Funding and Facilities  
Long Term Facilities Development  
Master Plan  
Financial Projections

The full text of the Long Range Plan is a multi-page document available in the church office.

## Easter Lutheran Church



### two locations:

#### ...on the Hill

4200 Pilot Knob Road at  
Diffley Road

#### ...by the Lake

4545 Pilot Knob Road at  
Cliff Road

651-452-3680

www.easter.org • easter@easter.org

Updated: July 19, 2010

We Have a Plan



Easter Lutheran Church  
*Eagan, Minnesota*

Our Mission:  
To Grow in Faith and  
Carry on the Work of  
Jesus Christ

## Our Core Values

- Living **Gospel, Grace** and **Generosity**
- Expressing **Excellence, Effectiveness,** and **Enthusiasm**

## Our Planning Principles

The following key principles will be used for the planning and evaluation of our ministries. (Not presented in order of importance.)

- 1. Bible-Based Vision:** Easter Church has and will continue to focus on dynamic Word and Sacrament ministry for its development and growth around the Biblical model: “they met regularly devoting themselves to the apostles’ teachings, the breaking of the bread, fellowship and prayer” (Acts 2). This means we will focus on spiritual strength and building relationships, resulting in greater participation of our members in carrying on the work of Jesus Christ.
- 2. Improve Quality Ministries:** We will continuously seek to improve process to achieve better outcomes.
- 3. Be a People of Prayer:** We will pray together and for all people according to their need, for God’s will to be done in our church and in our lives.
- 4. Focus on Relational Ministries and Community Building using small groups and small group principles:** We will grow the church larger by growing it smaller (through small groups). We will provide resources and support to do this.
- 5. Maintain Benevolence Outreach of at least 10%.**
- 6. Expand Service and Outreach:** Easter Church will promote service opportunities to the community of faith on local, national and international levels in the spirit of Christian service and outreach.
- 7. Families Worship Together:** Easter Church values the principle of regular family worship. We will strive to shape and design programming which supports this principle.
- 8. Purpose-based Planning:** Easter Church will answer the question “Why are we doing this?” for all planning and ministry initiatives. The purpose for all our initiatives will be consistent with our vision and mission and values.

**9. Work in Teams:** Easter Church will work in teams whenever it is appropriate recognizing that teams often experience better results than individuals working alone. That principle is articulated by Jesus when he sent his disciples out in teams.

**10. Be Attentive to Community Needs:** We will seek to be a good neighbor in our community and respond to needs.

**11. Work for unity of all in Christ (Eph. 1:9-10):** We value diversity and inclusiveness as an expression of God’s plan. We will be sensitive to these issues as we plan together.

**12. Leadership Development:** Easter Church will prepare, equip and involve members for leadership roles in the church. It will provide opportunities for persons to develop their leadership skills.

**13. Increase Stewardship Response, Financial Support and Levels of Participation Per Household:** Easter Church will increase current “giving per household” to provide support for our mission and ministry.

**14. Adequate Staffing Ratios:** Easter Church will provide permanent staffing to support its ministries and maintain recommended ratios of staff to average worship attendance and apply other evaluative tools.

**15. Adequate Facilities for Ministry:** Easter Church will provide appropriate facilities to house current, new and emerging ministries and to promote availability and space for new members.

## What’s Unique About Easter Church?

- Offers diverse and inspiring worship.
- Is a big community of small communities.
- Is Christ-centered: strong in faith, passionate in service

*Known by others as the Church with impact ministries for the World: locally and globally.*

## 10 Year Goals - Vision 20/20

By 2020:

- 2,020 in worship weekly and active in service annually.
- 2,020 active in service annually.
- 2,020 whose personal mission is “to grow in faith and carry on the work of Jesus Christ.”
- 202 active small groups.
- 202 mission ambassadors.

## Focus Goals for 2010-2011

- “Raise the Flag” on Ministries year-round.
- Theme: GOD’S WORK. OUR HANDS:  
*The Generosity Factor.*
- Grow worship attendance by 10%.
- Maintain benevolence at 10% or more of member giving
- Use Vision/Tracking Organizer tool to coordinate and align ministries.
- Raise \$1.5 million in member giving for mission & ministry.
- Raise \$750,000 for capital.
- Begin to:
  1. Record active service toward 10 year goals.
  2. Record persons with personal mission like the church.
  3. Develop 110 small groups.
  4. Send 110 mission ambassadors.
- Use DRIVERS to energize & focus ministries.
  1. Identify and meet needs and wants.
  2. Increase connectedness and belonging.
  3. More members living and embracing the mission.
  4. Grow participation.
  5. Increase in Spiritual growth.

## General Goals for Effective Ministry/Program Staff

- One full time ministry/ program staff person for every 100 persons in attendance at worship (average).
- One full time equivalent support staff for every 200 persons in attendance at worship (average).