

The Strategic Plan is a starting point that will help guide Ascension Lutheran Church into the future. The process to develop the strategic plan started the fall of 2017 when the Church Board surveyed our congregation. The strategic plan was developed to define the overall objectives for our church to improve our long-term growth and performance. The primary purpose of the strategic planning is to get all leaders and members going in the same direction.

WORSHIP

- Continue to facilitate multiple worship services, days and times at both campuses
- Maintain quality sermons and services that feed, nourish and inspire our parishioners to develop a personal relationship and serve Christ
- Develop sermon series that parallel lessons in Sunday school and small groups for purposeful growth in faith
- Communicate positive messages, environment, and connections that teach and guide us to connect with people outside our church family and reconnect members that are not regularly attending
- Continue to grow and expand our music program by supporting and nurturing the musical gifts and talents of our members and guests

CULTURE

- Provide parishioners an intentional path to grow in their relationship with Christ
- Foster the partnership between the Tyler and Maple campuses
- Promote a culture of caring, kindness and hospitality throughout our church family
- Establish purposeful and intentional relationship building activities to engage new members and to reconnect members that are not regularly attending
- Assist members in discovering their God given talents and develop people to strengthen our community and capacity
- Evaluate current structures, processes and procedures to increase the purpose, efficiency and effectiveness of our mission
- Provide training in the recruitment, development and support of high quality volunteers

COMMUNICATION

- Create a comprehensive plan for communicating and marketing the value of our church
- Commissions and committees will share their goals, accomplishments, responsibilities with the congregation. They will outline their duties, responsibilities and main contact
- Develop a system to communicate highlights and activities from board, commission and committee meetings to the congregation in a timely manner
- Develop a system for gathering, disseminating and communicating church news, events and activities. Expand our communications of ministry minutes, bulletins, online resources and social media as well as communicating immediate needs and prayer requests throughout our entire congregation
- Recognize that a well-informed and involved congregation will provide support and generosity for our mission
- Tell our story! Increase awareness of church events and activities with printed materials, online resources and social media

EDUCATION

- Create trust and positive connections so that parents value Christian education
- Evaluate current practices and structures of Sunday School and G-Force and investigate ways to enhance parent and student engagement in Christian learning.
- Foster continuity between young children, elementary, junior high, confirmation, high school and young adults while developing their spiritual growth
- Foster growth and development of small group ministries and vacation bible school
- Provide our high quality, student centered Open Arms Day Care program and Ascension Pre-School with resources, training and support to meet the needs of their students and staff (note: largest day care center in Sedgwick County)
- Create professional development opportunities and support systems for teachers and volunteers that facilitate Christian education
- Create a position to oversee education programs, younger families, and youth groups

FACILITIES

- Provide our congregation with facilities that ensure safe and secure worship environment
- Maintain all buildings and grounds in a manner which showcases our exceptional facilities
- Focus on long-term capital needs of the church
- Develop and communicate a comprehensive plan for upgrades, enhancements, expansions and financing projects at both campuses

OUTREACH

- Continue our defined focus and actions on missionary work at home and around the world
- Expand our ministry to assist in serving the needs of shut-ins, hospital calls, emergencies, deaths and home visits
- Continue to foster partnerships at the local, state and national levels to spread the word and love of Christ (Passageways, back packs, quilts, school supplies)
- Utilize our ministries and Stephen ministry to assist our parishioners during difficult times and situations

LEADERSHIP

- Invest in professional development as a commitment to continuous improvement of our leadership team
- Hire and retain world-class Christian personnel to lead our church and manage conflict by seeking quality resolutions
- Develop and prioritize a plan to hire a third pastor, volunteer coordinator and/or education coordinator. Consideration should be given to hiring a person that is experienced in leading dynamic educational programs, youth groups, younger families and managing social media.
- Provide clarity and definition of the roles and responsibilities each pastor to ensure growth and accountability
- Create and communicate a shared vision in which the pastoral leadership works collaboratively with church leaders while holding commissions, employees and parishioners accountable to their performance
- Create job descriptions and an evaluation protocol for all paid employees