



FULLY ALIVE

Bethlehem

LUTHERAN CHURCH & SCHOOL

2016/17 Strategic Plan

**Approved by Parish Planning Council on
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W O R S H I P • S C H O O L S • L I F E G R O U P S

Bethlehem's Mission

We exist so that as many people as possible are becoming fully alive in Jesus.

Bethlehem's Vision

A community of believers, freed by the Gospel of Jesus Christ, that:

- Is alive with **worship** that faithfully delivers God's gifts, engaging the participants in such a way their lives are radically transformed;
- Offers **school ministries** for families who want to experience the very best for their children – spiritually, intellectually, socially, emotionally, and physically; and
- Propels people along a **discipleship pathway** that cultivates an insatiable appetite for growth in their relationship with Jesus and an unquenchable passion for connecting people to Jesus who do not know him yet.

Bethlehem's Values

REMARKABLE WORSHIP

The barriers to the giving and receiving of God's gifts are eliminated.

Multiple worship environments are cultivated that engage and involve people.

Everyone is responding to God's goodness in thankful obedience.

Everyone is discovering his/her calling in life and living faithfully within that calling.

INTENTIONAL DISCIPLESHIP

Everyone is experiencing the transformation of a personal relationship with God.

Everyone is personally connected in relationships with other Christians.

Everyone is serving his/her church and world.

Everyone is equipped and readied to share his/her faith in the language of his/her own life.

Everyone is doing things to specifically target the lost.

Leaders/mentors/trainers are being raised up.

SIGNIFICANT RELATIONSHIPS

Everyone, and every part of our ministry, makes a great first impression.

Everyone is developing friendships with other believers through shared care and concern.

Everyone is enjoying intimate friendships around the Gospel, defined by accountability and trust.

2015 PRIMARY TARGET

People who have a connection to Bethlehem Lutheran Church and School, but do not have a spiritual home yet.

2016 PRIMARY FOCUS

Bethlehem will "Love On" as many people as possible as a witness to being fully alive in Jesus, and desiring others to know this same love.

REMARKABLE WORSHIP

Internal Strategic Initiative 1: LOVE ON Bethlehem participants by emphasizing opportunities for **Engagement, both in worship experiences, and with one another.**

1. Increase the amount of engagement by worshipers within the worship services by encouraging more congregational singing, volunteer participation (ie. readings, corporate prayers etc.), and including the use of a prayer team either during or directly connected to worship. (April 2017)
2. Invest in our Radical Hospitality Team in order to increase their effectiveness in engaging with as many guests as possible who are present for worship experiences, emphasizing genuine connections, and even providing a means of following up with the connections made. (November 2016)

3. Increase pastoral interaction with worshipers especially on Sunday mornings.
(May 2017)

Internal Strategic Initiative 2: LOVE ON worshipers at Bethlehem by making **Improvement** in our worship space environments.

1. Evaluate worship space environments to determine if we are communicating through our environments what we actually desire to communicate, through use of banners, plants, lighting, seating, entry-ways, signage, and other worship resources.
(November 2016)
2. Improve lighting capabilities in the sanctuary, including light controls and theatrical lighting. (necessary fixes first, improvements later) (May 2017)
3. Improve sound quality, and sound disbursement in the chapel. (December 2016)

MINISTRY SUPPORT:

4. LOVE ON our staff and congregation by maintaining comfortable, clean and safe worship facilities, as well as coordinating annual safety training for staff and volunteers.
(March 2017)
5. LOVE ON our staff and congregation by executing decisions and plans to accommodate these expenses within budgeted resources.
6. LOVE ON our staff and congregation by encouraging responsible stewardship through maintaining a balanced budget.

External Strategic Initiative: LOVE ON the Bethlehem community, and especially those who are outside of the Bethlehem community by focusing on the **Advancement** of our message.

1. Market and promote regular and special worship services to the surrounding neighborhood (i.e. Christmas, New Years, Easter, Message Series) through digital media, and also print materials.
(November 2016)
2. Advance Bethlehem's message by providing a simple way for regular attenders to invite people they know to Bethlehem via email, online graphics, or print materials to share. (December 2016)
3. Promote the "table" intentionally as an option for worship, as well as an optional place for inside or outside groups (small groups, youth groups etc.) to serve (meal prep, hospitality, set up / tear down etc.)
(October 2016)

MINISTRY SUPPORT:

4. Develop a marketing team and provide web and social media expertise to market and promote these ministries/services within budgeted resources. (November 2016)
5. LOVE ON the Bethlehem community by providing our facility as a 3rd Place environment.

EXCELLENT SCHOOL – School and Early Learning Center (ELC)

Internal Strategic Initiatives

1. LOVE ON the faculty, staff, parents and volunteers by focusing on communication between all members of the school to enhance the ministry and effectiveness. (January 2017)
2. LOVE ON our students by aligning the curriculum from ELC and K-8 in the areas of English, math, science, and social studies to assure all objectives are covered and mastered to prepare our students for high school. This will include differentiated instruction of the objectives to push all the students to reach their potential in every academic area.
(May 2017)

3. LOVE ON all families in the school that do not have a church home by inviting and welcoming them to worship at Bethlehem Lutheran Church so they can become fully alive in Jesus Christ. (May 2017)
4. LOVE ON our students and teachers by having a specialized teacher for Art, PE, Spanish, and Technology in place to enhance student learning and to give regular teachers some prep periods which will enhance their lessons in the core areas. (Fall 2018)
5. LOVE ON our students and their families by raising the standardized tests scores for Bethlehem Lutheran students so that our school ranks in the top ten percent of all Colorado schools and has them fully prepared for any high school program they desire to attend. (Fall 2019)

MINISTRY SUPPORT:

6. LOVE ON the staff by responding to personnel, technical and facility needs and requests in a timely manner.
7. LOVE ON our school staff and families by providing an updated facility within budgeted resources.

External Strategic Initiatives

1. LOVE ON new families continuously as we increase the enrollment by 15% in the K-8 and maintain a 90% retention rate. (May 2017)
2. LOVE ON the community as each class will include in their curriculum one service oriented field trip per school year. This will give us ten plus opportunities to get into the community and share the love of Jesus with our words and actions. (May 2017)
3. LOVE ON more families in another part of our community by opening a second ELC and working to get it to max capacity as well. (Fall 2019)

DISCIPLESHIP PATHWAY

Internal Strategic Initiatives

1. LOVE ON those who are not currently in a LifeGroup by creating improved communication systems and entry points that are clear and simple so that 50% more children, students and adults are connected to groups where they can grow in their faith relationship with Jesus Christ and with others. (April 2017)
2. LOVE ON those who are not on the pathway, by providing an increasing number of LifeGroups including:
 - 2 Connection Events (September 2016 and January 2017)
 - Monthly Starting Point groups (October 2016 and following)
 - At least 10 Discovery Groups at any given time (October 2016 and following)
 - 15 more Discipleship groups (May 2017)
3. LOVE ON small group leaders and enable them to be
 - Trained and Prepared (October 2016)
 - Mentored by a designated Coach (January 2017)
 - Well-resourced to lead their groups. (February 2017)

MINISTRY SUPPORT:

4. LOVE ON staff and volunteers by offering web and church information management systems and support to assist in increasing LifeGroups at Bethlehem.
5. LOVE ON staff and volunteers by providing support and efficient communication, both internally and to LifeGroups as needed.

External Strategic Initiative

1. LOVE ON people in our surrounding neighborhoods by providing easy information on how to serve through a website listing of opportunities. (January 2017)