

# **Christ Lutheran Church Strategic Plan Outline**

**January 2008**

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## Purpose Statement

In the spring of 2006 a vision committee for Christ Lutheran was formed. The objective of this committee is to consider the needs of our congregation, evaluate where we are, where we are headed, and brainstorm ideas that will meet these needs. This group is an "ideas and visioning" group that will look at the whole picture and ways that we can all grow in God's love. This is an on-going process, not one that has an end result. But one with a vision for the future of Christ Lutheran Church and its members, keeping in mind also that we need to look beyond our church family and consider ways we can reach out to our community, state, nation and world.

## Vision Statement

In response to the grace of God the mission of Christ Lutheran Church is to live and share Christ's love in our church and community. We show Christ's love by striving to support our community of faith with uplifting worship, music and dynamic youth and adult programs. All this is done to the glory of God.

## Mission Statement

Called by God we seek to encourage, enrich and energize all ages in their walks with Christ.

## Overview of Christ Lutheran Church

The congregation started as a mission church in 1962, sponsored by Bethlehem and Union Prairie Lutheran Churches of Lanesboro. Three hundred plus members attended the first meeting. The first building unit that was built in 1962 consisted of the sanctuary (present day fellowship hall) and the kitchen. At that time the city of Byron had about 1200 residents. The United Methodist Church was the only church in Byron until the beginning of CLC. Our congregation grew rapidly; by the early 1980's Christ Lutheran had 1000+ members. Four expansions have been added to Christ Lutheran's original building. The north end of the building was added in the 1970's. The most recent expansion was the new sanctuary, which was added in 1995. This congregation has had seven senior pastors, two associate pastors and two youth directors.

The city of Byron has experienced steady growth since CLC was organized.. By the end of 2007 Byron's population was approximately 4800. By 2010 Byron is expected to have a population of 5200. The old Byron High School built in 1967 is now the middle school. The Byron School District built a new elementary school in 1991-92. In 2006 a new high school was built. The community's business district has grown as well.

### High points

- 1970's Pastor Moen, Sr. Pastor; and Kathy Rhodes as youth director. Youth were motivated to get involved in church activities.
- People responded.
- Good involvement, pastor would shake hands with people as they left church. There was no fellowship time at this point.
- New sanctuary was built in 1995.

### Low points

- Congregation seldom looked and planned ahead-lack of vision for more space.
- Not enough adult activities to engage people.
- Gravel parking lot and lack of funds to fix it for a long time, no funds for any projects.
- In the 1980's a lack of pastoral and congregational leadership led to conflict, division, and loss of membership.

**CONGREGATIONAL ENVIRONMENT ANALYSIS**

See "Congregational Membership Summary"

August 2007

**COMMUNITY ENVIRONMENTAL ANALYSIS**

## **SWOT Analysis**

Committee members brainstormed Christ Lutheran Church's strengths (S), weaknesses (W), opportunities (O), and threats (T).

### **(S) STRENGTHS**

#### **1. Education**

- Committee is strong
- Confirmation mentors
- Creative Sunday school program: River of Life
- Preschool VBS (a week specifically for that age!)
- Large number of kids
- Wide variety of programs for children, youth and adults.

#### **2. Facilities.**

- Inspiring sanctuary
- Location, facilities, and the age of the church
- Updated website

#### **3. People**

- Serious effort to integrate new members
- Resources-human and gifts
- Good financial advisors
- Diverse age of the congregation/mix age range
- Dedicated members, growing interest=increasing membership
- Welcoming congregation, hospitable church, humor
- Dedicated office staff
- Congregation involved with more church activities, many actively involved
- Good staff leads to good worship and music
- Volunteers in the community
- Congregation of believers
- Good communication between congregation;
- Good church staff leadership and inspired pastors
- Strong committees

#### 4. Worship

- Uplifting seasonal programs
- Great worship services, meaningful sermons, great pastors with good chemistry
- Fellowship/coffee time
- Lent soup suppers
- Dedicated altar committee
- Strong, inspirational music and music leadership

#### (W) WEAKNESSES

- Growth exceeds financial giving
- Inadequate building space
- More community outreach needed
- Lack of freedom for people to act on their ideas; people felt stifled by the need/expectation for council approval
- More programs for all ages
- Parents drop kids off for Sunday School without worshipping together as a family
- Create welcoming atmosphere
- Communication
- Volunteer burn-out

#### (O) OPPORTUNITIES

- Global mission events
- Community events/with other churches
- Family events
- Young/ single adult events
- Group events (fishing, golf)
- Assimilation of members/new members
- Variety of services: midweek, all music, youth directed

#### (T) THREATS

- Resistance to change
- Finances
- Small core of lay leadership
- Apathy /fast-paced society
- Lack of building space
- Too inward focused as a congregation
- Sustain is a going out of business strategy-Our goal should be growth, first in participation, and second, in membership.
- Lack of community and common goals

## **Grow, Hold, Fold Analysis**

### GROW

- Faith
- Spread the word of God
- Touch the lives of others
- Card ministry
- Welcome center
- Supper club, congregational get-togethers and similar events
- Activities that get all ages involved
- Ensure children learn about Jesus and what it means to "believe" in Him.
- Increase community outreach.
- Community emphasis projects
  - o Byron area churches
  - o Regular ministerial gatherings
- Youth social group-Luther League
- Contemporary church services
- Space
- Computer room
- Family education or Family Sunday School
- Movie night
- More singing for kids
- Interfaith Hospitality Network

### HOLD

- Souper Bowl
- Name tags
- New resident letters
- River of life
- Choir/music/handballs
- Adult Education
- Outdoor worship service/picnic
- Lenten Soup Suppers
- Presence at Good Neighbor Days

### FOLD

- Events that die a natural death from lack of participation
- Activities low in attendance
- Activities that lack passion, drain us of energy and resources

## Recommendations

### Staffing

- Youth Director
- Director of Education ~ Music Director
- Volunteer Coordinator

### Facilities

- Increase parking lot space
- Education space

### Mission Support and Outreach

- More activities that encourage relationship-building
- Increase local, synod, and church-wide support and involvement (Examples: Pastor's Discretionary Fund, Channel One, ELCA Hunger Appeal, Southeastern MN Flood Relief, etc.)
- Increase connection to our Tanzanian congregation
- Adult mission trips

### Financial

- Payoff our Line of Credit
- Payoff existing mortgage
- Increase giving to meet growth needs

### Programming

- Older adult ministry (ie., trips, visitation)
- Small group ministry, including both social and educational opportunities (Examples: computer classes, Bible studies, Book Clubs, cooking, home repair, quilting)
- Multiple worship styles and times
- Themes that increase worship involvement and attendance

## What could CLC look like in 1 to 3 to 5 years?

The following is a list of responses (14 members from our congregation) from the survey that was given by the Vision Team in November 2006:

### ONE YEAR FROM NOW

- Expand River of Life
- Payoff line of credit
- Week day service
- Children's choir
- Social events for the family
- Women's ministry
- Contemporary music

### THREE YEARS FROM NOW

- Parish nurse program
- Focus on evangelism and growth to 1500+ members
- Education director
- New bus/van for the church
- Additional classrooms
- More Bible studies
- More youth involvement in church and worship
- full time music director/youth director
- Community involvement (get Byron to know more about CLC)
- Sponsor an adult mission trip
- Intentional small group ministry
- Broadcasting worship on-line
- Continue to increase in giving

### FIVE YEARS FROM NOW

- New addition to the church completed or in process
- Continue to grow program staff
- Community-outreach coffee shop
- Budget of one million dollars
- Expanded sanctuary
- Continue to increase monthly social or other events that bring people together
- Sponsor our own Habitat house
- Partnering with Channel one- open 3 days a week
- 75% of members involved in a group
- Average Sunday worship attendance increases to 50% of membership
- Mid week service/ Saturday PM service
- More articles in the newspaper-community outreach

## **What does this tell us?**

1. Leadership is the lifeblood of the church.
2. Communication and education are essential.
3. A well-informed and involved congregation will give generously ..
4. Youth and adult activities are a vital part of the congregation.
5. Relationship-building will take place through activities, especially for new members.
6. Growth will continue and we must be prepared.
7. We need to have short term and long-term goals that support the congregation's mission.
8. CLC has the people and the financial resources to support the mission God has placed before it.

**Evangelical Lutheran Church in America Congregation Trend Report**  
**ELCA Research and Evaluation**  
**Source: Congregational Annual Reports**

Congregation: Christ Lutheran Church Byron MN 55920  
Southeastern Minnesota Synod Conference: Zumbro River  
Year Organized: 1963

<b>From 2000 to 2007</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>% Chg 00-07</b>
Baptized Membership	1,451	1,435	1,458	1,476	1,198	1,231	1,299	1,352	-6.8%
Members Received By:									
a. Baptism: Children	21	22	23	24	14	18	23	16	
b. Baptism: Adults	0	1	3	0	0	0	0	0	
c. Affirmation of Faith	0	0	3	0	0	0	0	0	
d. Transfer From:									
1. ELCA Congregations	36	34	37	41	62	63	54	54	
2. Other Lutheran	0	0	7	5	0	7	18	15	
e. From Non-Lutheran Cong	6	11	4	5	7	0	1	19	
f. Other & Stat. Adjustment	0	0	0	0	5	10	3	0	
<b>Total Members Added</b>	<b>63</b>	<b>68</b>	<b>77</b>	<b>75</b>	<b>88</b>	<b>98</b>	<b>99</b>	<b>104</b>	
Members Removed By:									
a. Death	2	3	4	3	5	6	0	2	
b. Transfer To:									
1. ELCA Congregations	4	16	19	11	12	20	6	11	
2. Other Lutheran	0	0	2	0	0	0	1	0	
c. To Non-Lutheran Cong	0	1	6	0	2	1	0	1	
d. Other & Stat. Adjustment	0	64	23	43	347	38	24	37	
<b>Total Members Removed</b>	<b>6</b>	<b>84</b>	<b>54</b>	<b>57</b>	<b>366</b>	<b>65</b>	<b>31</b>	<b>51</b>	
<b>Membership Change</b>	<b>57</b>	<b>-16</b>	<b>23</b>	<b>18</b>	<b>-278</b>	<b>33</b>	<b>68</b>	<b>53</b>	
Baptized Youth Confirmed	28	23	30	29	26	29	25	19	
Confirmed Membership	1,046	1,046	1,080	1,090	881	906	960	993	-5.1%
Conf-Communing Members	611	637	577	644	743	535	587	544	-11.0%
Conf-Comm-Contrib Members	592	454	577	577	577	535	535	535	-9.6%

**Average Worship Attendance 2000 to 2007**

<b>Year</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>% Chg</b>
Average Attendance	313	289	301	298	310	322	337	321	2.6%
Percent Attending Worship***	21.6%	20.1%	20.6%	20.2%	25.9%	26.2%	25.9%	23.7%	10.1%

### Racial/Ethnic Composition of Baptized Members

African American/Black	1	2	3	5	5	10	10	10
Asian/Pacific Islander	9	6	6	2	2	2	2	2
Latino/Hispanic	0	2	2	0	0	0	0	0
Amer Indian/Alaska Native	0	0	0	0	0	0	0	0
Arab/Middle Eastern****	0	0	0	0	0	0	0	0
Multiethnic****	0	0	0	0	0	0	0	0
White	1,440	1,424	1,446	1,469	1,191	1,219	1,287	1,340
Other	1	1	1	0	0	0	0	0

This data is collected to measure the ELCA's progress in becoming more diverse.

### Regular Giving Per Confirmed-

Communing Member 346.95 374.16 425.48 362.32 344.27 532.14 579.31 637.68 83.8%

### Regular Giving Per CC Member in 2000 Dollars

346.95 363.79 407.28 339.10 313.83 469.22 494.84 522.47 50.6%

Regular Giving by Members 211,986 238,337 245,504 233,337 255,791 284,695 340,055 346,897 63.6%

Designated Giving by Members 27,651 6,132 2,564 21,634 8,604 33,040 18,549 10,823 -60.9%

Grants & Partnership Support 0 2,000 0 0 0 0 0 0 0.0%

Total Income\*\* 248,088 250,531 250,861 254,983 281,685 330,034 377,836 374,265 50.9%

Current Operating Expenses 170,494 167,276 163,052 201,180 212,894 200,905 280,118 289,269 69.7%

Payments on Debts 62,659 57,329 62,792 25,148 64,004 71,265 59,004 69,759 11.3%

Total Disbursements\*\* 251,869 242,246 246,901 241,471 292,833 335,764 365,580 381,628 51.5%

Mission Support 11,493 7,819 9,874 7,562 11,646 11,314 16,395 18,190 58.3%

### Mission Support as % of Current Operating Expenses, Debt

Expenses & Mission Support\*\*\* 4.7% 3.4% 4.2% 3.2% 4.0% 4.0% 4.6% 4.8% 2.6%

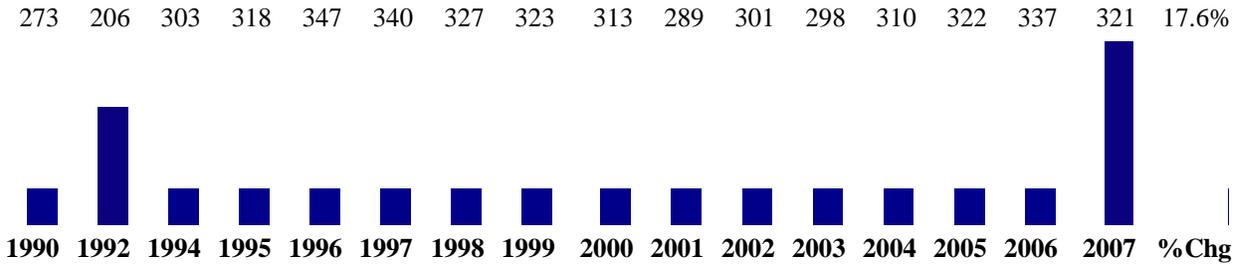
### Mission Support as % of

Regular Giving\*\*\* 5.4% 3.3% 4.0% 3.2% 4.6% 4.0% 4.8% 5.2% -3.3%

Total ELCA Benevolence 14,051 17,641 15,855 8,984 13,792 15,168 20,489 20,559 46.3%

Other Benevolence 0 0 702 6,159 2,143 1,465 1,400 2,041 0.0%

**Average Worship Attendance 1990 to 2007**



**Population of Congregation's ZIP Code 55920 for 1990, 2000 and 2007**

1990	1992	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	%Chg
4,693	-	-	-	-	-	-	-	5,678	-	-	-	-	-	-	6,927	47.6%

**2007 VALUE OF CONGREGATIONAL ASSETS**

Church edifice and lot	\$1,209,120	Parsonage(s) and lot(s)	\$0
Parish house and lot	\$0	Other real estate	\$0
Endowment & memorial funds	\$20,991	Other assets	\$4,338
Cash, savings, bonds, etc.	\$15,368		
Total indebtedness	\$395,462	Capital improvements this year	\$0

Wheelchair accessible? Y Community Context: Small town under 10,000 pop.

Size of 2007 Sunday School: 251 Pupils and 41 Leaders

Zip Codes Served: 55920 55944 55901 55902 55955 55963

\*\*These totals include other income and expenses not displayed.

\*\*\*The percent change in the far right column is not a subtraction of the percents but a percent change of the two percents.

\*\*\*\*Arab/Middle Eastern and Multiethnic were first collected in 2003.

The ZIP Code population data are Copyright (c) protected by Claritas Inc.

To make corrections or updates, contact the ELCA Office of the Secretary. E-mail [conginfo@elca.org](mailto:conginfo@elca.org) or call 800/638-3522 extension 2810. Forms filed electronically will be checked for errors starting in March.

"Our Context: Exploring Our Congregation and Community" by Mark D. Johns is a resource which includes information on how to use the Trend Report for congregational planning. It costs \$14.99. Order ISBN #0806644044 from Augsburg Fortress 1-800-627-8765 or [www.augsburgfortress.org](http://www.augsburgfortress.org).

"Living Lutheran: Renewing Your Congregation" by Dave Daubert is a resource for congregational renewal. It costs \$10.99. Order ISBN #0806653345 from Augsburg Fortress 1-800-627-8765 or [www.augsburgfortress.org](http://www.augsburgfortress.org).

Evangelical Lutheran Church in America  
 Demographic Report for ZIP Code 55920  
 Byron, Olmsted County, MN

	ZIP Code	County
<b>Population:</b>		
2008 Projection	6,997	138,577
2003 Estimate	6,551	129,907
2000 Census	6,264	124,277
1990 Census	5,224	106,470
<b>Population Change and Percent Change:</b>		
1990 - 2000 Number Change	1,040	17,807
1990 - 2000 % Change	19.9%	16.7%
1990 - 2003 Number Change	1,327	23,437
1990 - 2003 % Change	25.4%	22.0%
1990 - 2008 Number Change	1,773	32,107
1990 - 2008 % Change	33.9%	30.2%
2000 - 2003 Number Change	287	5,630
2000 - 2003 % Change	4.6%	4.5%
2000 - 2008 Number Change	733	14,300
2000 - 2008 % Change	11.7%	11.5%
2003 - 2008 Number Change	446	8,670
2003 - 2008 % Change	6.8%	6.7%
<b>Number of Persons in Families, Households and Group Quarters</b>		
2000 Families	1,789	32,308
2000 Households	2,169	47,807
2000 Population in Group Quarters	3	3,110
2003 Families	1,866	33,694
2003 Households	2,290	50,386
2003 Population in Group Quarters	3	3,117
2008 Families	1,986	35,790
2008 Households	2,486	54,481
2008 Population in Group Quarters	3	3,129
2000 Average Household Size	2.89	2.53
2003 Average Household Size	2.86	2.52
2008 Average Household Size	2.81	2.49
<b>2000 % Population by Race</b>		
African American	0.3%	2.7%
American Indian and Alaska Native	0.2%	0.3%
Asian	0.6%	4.3%
Native Hawaiian & Other Pacific Islander	0.0%	0.0%
White	98.2%	90.3%
Some other race	0.3%	0.9%
Two or more races	0.4%	1.5%
<b>2000 % Population Hispanic Origin</b>		
Not Hispanic or Latino	99.4%	97.6%

Hispanic or Latino	0.6%	2.4%
Number of Mexican	24	1,783
Number of Puerto Rican	1	213
Number of Cuban	2	65
Number of other Hispanic or Latino	10	898
2003 % Population by Race		
African American	0.3%	3.0%
American Indian and Alaska Native	0.2%	0.3%
Asian	0.6%	4.5%
Number of Chinese (not Taiwanese)	1	829
Number of Filipino	0	275
Number of Japanese	2	273
Number of Asian Indian	2	925
Number of Korean	6	380
Number of Vietnamese	0	825
Number of Cambodian	9	1,054
Number of Hmong	4	230
Number of Laotian	13	535
Number of Thai	0	40
Number of Other Asian	3	342
Number of 2 or more Asian types	0	96
Native Hawaiian & Other Pacific Islander	0.0%	0.0%
Some other race	0.4%	1.0%
Two or more races	0.4%	1.6%
White	98.1%	89.6%
2003 % Population by Hispanic Origin		
Not Hispanic or Latino	99.4%	97.4%
Hispanic or Latino	0.6%	2.6%
Number of Mexican	27	2,024
Number of Puerto Rican	1	236
Number of Cuban	2	71
Number of other Hispanic or Latino	11	1,013
2008 % Population by Race		
African American	0.4%	3.4%
American Indian and Alaska Native	0.2%	0.3%
Asian	0.7%	4.8%
Native Hawaiian & Other Pacific Islander	0.0%	0.0%
Some other race	0.4%	1.2%
Two or more races	0.4%	1.7%
White	98.0%	88.6%
2008 % Population by Hispanic Origin		
Not Hispanic or Latino	99.3%	97.1%
Hispanic or Latino	0.7%	2.9%
2003 % Population by Gender		
Female	50.4%	50.9%
Male	49.6%	49.1%
2003 % Estimated Population by Age		
0 - 4	6.9%	7.2%
5 - 9	8.2%	7.0%
10 - 14	8.6%	7.5%
15 - 17	6.0%	4.6%
18 - 20	4.9%	3.9%
21 - 24	4.8%	4.9%
25 - 34	10.6%	13.5%

35 - 44	17.4%	16.6%
45 - 49	8.6%	8.0%
50 - 54	6.3%	6.4%
55 - 59	5.5%	5.1%
60 - 64	4.7%	4.0%
65 - 74	4.7%	5.4%
75 - 84	2.3%	3.8%
85 and over	0.6%	2.0%
2003 Total Population Median Age	35.0	35.8
2003 Per Capita Income	\$25,396	\$28,963
2003 Median Family Income	\$70,949	\$71,169
2003 Median Household Income	\$64,594	\$58,343
2003 Average Family Income	\$78,872	\$88,326
2003 Average Household Income	\$72,603	\$73,805
2003 % of Families Below Poverty Level	2.6%	4.0%
2003 % Educational Attainment (25+):		
Less than Grade 9	2.1%	3.8%
Grade 9-12, no diploma	4.5%	5.2%
High School graduate or equivalency	28.7%	23.8%
Some College, no degree	29.6%	22.3%
Associate's degree	10.8%	10.1%
Bachelor's degree	18.7%	21.3%
Master's degree	3.4%	7.3%
Professional school degree	1.9%	4.6%
Doctorate degree	0.3%	1.6%
2003 % Employment Status (16+):		
Armed Forces	0.0%	0.0%
Civilian: Employed	78.5%	71.1%
Civilian: Unemployed	1.4%	2.7%
Not in labor force	20.1%	26.2%
2003 % Occupation (16yrs+):		
Management, business & financial	11.7%	10.6%
Professional and related occupations	27.3%	34.3%
Service	12.6%	14.0%
Sales and office	26.1%	23.4%
Farming, fishing and forestry	0.9%	0.3%
Construction, extraction & maintenance	9.8%	7.4%
Production, transport & material moving	11.6%	10.1%
2003 % Travel Time to Work		
Less than 15 minutes	28.0%	49.3%
15 to 29 minutes	57.4%	37.4%
30 to 44 minutes	6.2%	5.6%
45 to 59 minutes	1.2%	1.4%
60 minutes or more	2.5%	2.5%
2003 % Total Population Marital Status (15yrs):		
Never married	22.3%	25.4%
Married, spouse present	67.5%	58.1%
Married, spouse absent	1.3%	4.0%
Widowed	3.0%	4.5%
Divorced	5.9%	8.0%

Male, never married	11.6%	13.6%
Male, previously married	3.4%	4.6%
Female, never married	10.8%	11.8%
Female, previously married	6.1%	8.9%
2003 Median Home Value:	\$143,472	\$132,942
2003 % Owner/Renter Occupied Housing Units		
Owner occupied	86.4%	76.2%
Renter Occupied	13.6%	23.8%
2003 % Estimated Housing Units by Year Structure Built		
1999 to March 2003	8.9%	8.6%
1995 to 1998	8.1%	6.7%
1990 to 1994	12.2%	9.5%
1980 to 1989	14.2%	15.8%
1970 to 1979	18.0%	17.5%
1960 to 1969	14.2%	12.9%
1950 to 1959	7.0%	11.8%
1940 to 1949	3.1%	5.1%
1939 or earlier	14.3%	12.0%
2003 % Household by Type		
Family Households		
Married Couple with children	37.7%	27.9%
Married Couple with no children	33.4%	28.3%
Female Householder with children	5.6%	5.3%
Female Householder with no children	1.8%	2.5%
Male Householder with children	2.1%	1.7%
Male Householder with no children	0.9%	1.1%
Non-Family Households (Single or with non-relatives)	18.5%	33.1%

Report prepared by: ELCA Research and Evaluation 1-800-638-3522 ext. 2990.

"Basic Tools for Congregational Planning" is a resource which includes information on how community demographics fit into planning. It costs \$9.95. Order code #0806613866 from Augsburg Fortress 1-800-328-4648.

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