

# Summary

**YOUR VOICE WORKSHOP**



# YOUR VOICE — PHASE I

## Values

- Principles, beliefs, and perspectives foundationally embedded and useful to maintain the essence of our culture
- Core values inform and drive cohesive actions and behavior
- **Who we are.**

## Vision

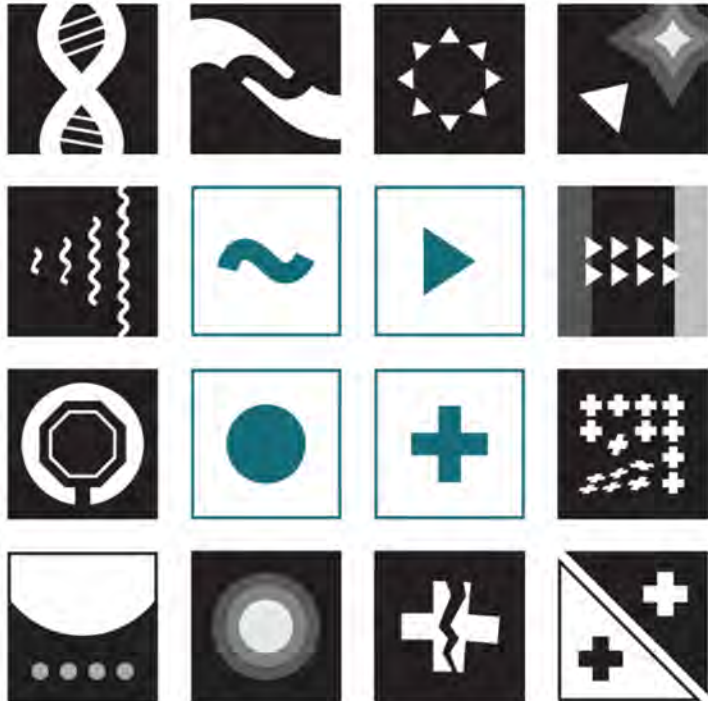
- A compelling statement of what the future would look like if we accomplished our wildest dream of God's plan for us
- An inspiring picture of a preferred future extending past the horizon
- **Where are we going?**

# YOUR VOICE — PHASE I

Values in Action



Vision Templates



Staff & Council

# VALUES IN ACTION

## Successes

Preschool

Vacation Bible School (VBS)

Messiah Fine Arts Ministry (MFAM)

Bringing people; shared causes

High School (Tu nights)

Music

Sermon series

Global outreach

Staff fit

## Failures

Preschool involvement

Staff fit/Dynamics

Small groups

Overspent / Overextended

Upgrade facilities

# Staff & Council VALUES

ministry fine arts community involvement opportunity for participation community outreach outreach outreach mfam outreach vbs outreach outreach outreach outreach participation something for everyone organized honesty honesty great staff enthusiastic staff teamwork encouraging caring caring caring caring care loving serve serve others volunteer time worship worship quality technology all can see screens fun fun joy affordable fun friendships friendships engages all friendly energy happy excited excitement enthusiasm enthusiasm hospitality creativity fellowship fun fun for all ages fun welcome welcome welcome welcome place for everyone all inclusive inclusive inclusion pride inclusion inclusion inclusion welcoming welcoming welcome welcome welcome transparency inclusion belonging unity many opportunity brings people together community involvement community involvement community involvement community involvement community connection community inclusion reaching out to neighbors community outreach community free time serve the community invite invite inviting inviting inviting invitation inviting involvement involvement people feel at home communication communication communication communication opportunities messiah connect care of facility cleanliness safe environment for kids safety updated facility signage signs directions state of the art room for amazing opportunity wide open spaces beautiful campus big campus state of the art worship center our facilities room to grow safe for children safe safety safety safety pride children ministry good children program kids matter vbs is encouraging encourage personal growth developing people sharing giftedness generous training



Ministry Leaders

# VALUES IN ACTION

## Successes

Small groups

Bible studies

Adult education

Vacation Bible School (VBS)

Messiah Fine Arts Ministry (MFAM)

Music at worship (all settings)

Brownie Brigade

Homework House

Family events

Messiah Connect

Food pantry

Community service

## Failures

Church involvement in decision making

Loss of youth outreach

Follow-up (consistency)

Facility repair

Unused building space

Communicating staff roles and services

Staff onboarding – Retention & reviews

Messiah Connect (full participation)

Satellite church

## Ministry Leaders

# VALUES

serve others involvement of messiah members serving welcoming service service community service community service welcoming service using gifts to serve cared for welcomed noticed wanted welcoming hospitality hospitality welcoming hospitality involvement family involvement hospitality relationship valued providing for needy accepting responsibility transparent decision making transparency clear expectations grateful clear need expressed communication information about messiah welcome invitation need for transparency meaningful communication communication transparency listen continuity communication enthusiasm clear communication communication knowing being heard facts about finances communication ministry welcome service opportunities outreach family oriented great leadership consideration community partnering involvement outreach locally outreach introduction vision prepared equipped passions decisions make a difference helpful appreciation welcoming friendly involved empathy thankful security giving helping needy organization outreach welcoming socialization community builds community organization community support connection involvement communication all able to participate organization planning outreach locally invitation to join community working with each other personal connection informative inviting involvement encouragement hope connecting with our community involvement support other churches involvement of many emotional spiritual support to others serving and helping others social interaction acknowledge visitors inviting feeling of welcome local and global outreach outreach information satisfying needs freedom to ask questions activities facilities for youth consistency for youth follow through faithful helping interest recognition community outreach generosity purposeful personal caring partnership process inclusion clear communication transparency inclusion in decisions variety of opportunities consistency welcoming connecting with people pride in serving many ways to participate volunteers inspiration joy happiness fun activity appreciation joy joy fun fellowship fun (people involved) consistency Jesus based we trust our members people over meetings people consistent leaders continuing ministry leaders welcoming message stability communication constant leadership youth outreach in touch with members stability rewarding serving gratitude connecting hope new experiences needs assessment joy Christ centered friendliness family needs identified non-judgmental Christ love in action rewarding serving care for the needy nurturing visitors connecting with others connecting on a personal base connecting welcoming business outreach participate connection communication Christ centered family friendliness service to less fortunate caring follow up thankfulness care shows love caring love showing god's love love love awareness communication service love relationship building show god's love love loving happiness kindness stepping out of comfort zone compassion serving connecting hospitality outreach thankfulness service information uplifting local outreach inviting facilities helpfulness education learning faith hospitality welcoming discipleship reflect on our own lives learning exciting program teaching education inviting recognition cooperation outreach Christ driven importance of individual support the needy communication planning follow through connection vitality anticipation interesting hook for retention welcome helping less fortunate service service inviting both service styles involvement help awareness service to others service to others service opportunity to serve need to be involved





Congregation

# VALUES IN ACTION

## Successes

### Outreach

Children's & Teen Ministry

Family (Church Home) – Serving

Strong Leadership

Senior Pastor

Music

### Adult Education

Vacation Bible School

Fine Arts

### Community Events

Living Vine

Food Pantry

## Failures

### Attendance Decline

Completion of Life Center

Visitation Ministry

Turnover of Staff

Onboarding/Retention (SoCal Challenges)

Financial Strength – Constraints

Teen & College Ministry

Congregation

# VALUES IN ACTION

## Successes

Community – Small Groups

Preschool

Environment – Facilities

Messiah Connect & Mobile App

Recognition (we're doing ok)

## Failures

# Congregation VALUES

passion friendships friendship serve personal growth serve dedicated service awareness mentor understanding rescue awareness of seeker connect compassion opportunity compassion invite fine arts creativity challenge worship friendship serving friendship strength friendships welcoming communication flexibility community invitation invitation bible study leadership calling serving spiritual friendship consistency opportunity calling discipleship friendship welcome invite fellowship invited mentor sharing spiritual growth intimacy friendship connectedness curiosity calling encourage communication communicate intimacy participation opportunity passion giving invitation inviting connection relationship outreach sharing sharing giftedness belonging invitation invite invitation invited inviting inviting enthusiasm energized passion community community community community community friendship communication blessing education share encouraging persistent support passion excitement flexibility family relevance intimacy diversity passion giftedness welcome communication relationships communication invitation community awareness spiritual growth relationship invitation spiritual faithful faithful relationship opportunity connection welcoming welcoming education generosity opportunity community kids outreach sharing connecting sharing spiritual growth bible study education outreach relationship giving receiving fellowship community service outreach sharing giftedness service flexibility spiritual development faith formation giving intimacy fellowship connections giftedness flexibility flexibility connecting connecting empathy balance flexibility outreach family outreach bible study bible study involvement diversity opportunities spirit-filled inviting learning bible study spirituality diversity flexibility flexibility flexibility flexibility flexibility invitation bible study diversity passion spiritual development welcoming sharing encouraging inviting prayer passion evangelism sharing relationship flexibility spiritual growth spiritual growth growth growth evangelism growth bible study passion passion passion passion passion areas passion interest growth passion welcoming inviting growth support enthusiasm discipline focus creativity fine arts helping rewarding fellowship sharing giftedness bible study small groups sharing personal faith service rewarding experience action volunteering partnership invitation outreach communication invitation helping others serving connecting welcoming sharing inclusive friendship sharing sharing sharing facilities community sharing communication genuineness welcoming involvement inclusion relationships personal involvement inviting community fellowship connections opportunity finding your niche giftedness discover needs stretch faith spiritual spiritual development trust





# COMBINED RESULTS





# OUR C.O.R.E. VALUES

## **Christian Living**

*God, through the Bible, speaks to our hearts, opens our minds, and inspires us to lead lives that reveal God's goodness. As followers of Jesus Christ, we are students of His Word and servants of His way.*

## **Outward Compassion**

*God made each of us beautiful—all lives are gifted. Everyone has talents to offer and faults to forgive. Christian love reaches out to the whole family of God.*

## **Relational Ministry**

*Nurtured by heart-to-heart relationships, we grow as a family of faith by sharing joy and hope along life's connected journey.*

## **Extended Service**

*Fueled by God's love within us, we pursue opportunities for caring involvement, bold hospitality, and unselfish generosity. Serving others shows love in action.*

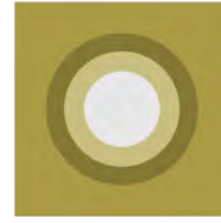
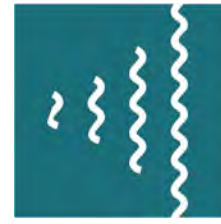




# OUR MISSION

Love God • Love One Another

# VISIONING



Vision that **advances** is strong, forceful, determined and moving.

Vision that **rescues** is responsive, resourceful, preparing and caring.

Vision that **becomes** is whole, authentic, healthy and maturing.

Vision that **overflows** is good, bountiful, extending and blessing.

### The Four Basic Shapes for Each Quadrant



Overflow



Advance

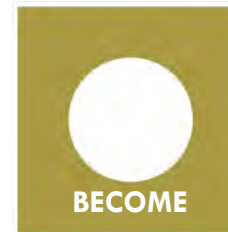
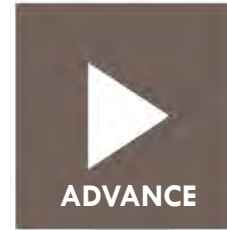
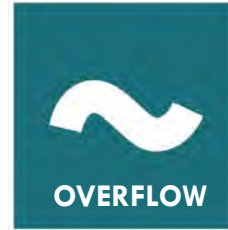


Become



Rescue

# VISIONING



Staff & Council  
**VISIONING**



V0; T0



V0; T0



V6; T34



V5; T23



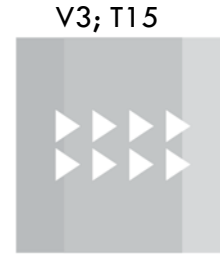
V1; T3



V1; T3



V14; T72



V3; T15



V3; T3



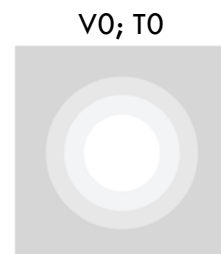
V14; T50



V19; T101



V5; T27



V0; T0



V11; T47

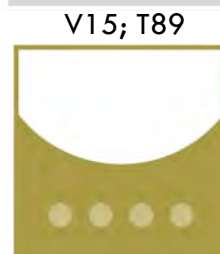
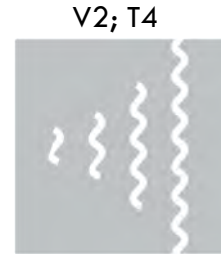
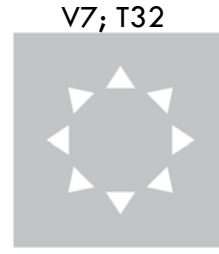
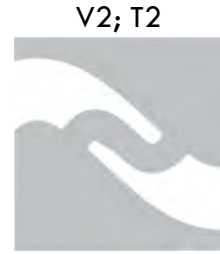


V3; T8



V11; T66

Ministry Leaders  
**VISIONING**



Congregation  
**VISIONING**



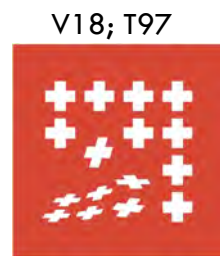
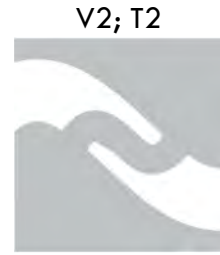


# COMBINED RESULTS





Combined  
**VISIONING**



Combined

# VISIONING



## **Spiritual Formation**

*...that changes people and takes them along a significant pathway toward spiritual maturity*



## **Needs Adoption**

*...adopting a specific need, often through compassion or mercy, typically triggered by studying the need and then responding to it*

# VISION STATEMENT CANDIDATES

- Equipping people for new lives of abundant joy
- Casting lifelines of joy and hope to an anxious world
- Everyone's needs are met in the infinite love of God

# YOUR VOICE — PHASE II

Strategies



Position



# OUR STRATEGY

**Go** *in service.*

**Grow** *in faith.*

**Gather** *in community.*



# OUR STRATEGIC PLAN

**Go** *in service.*

- Preschool
- Caring Hands

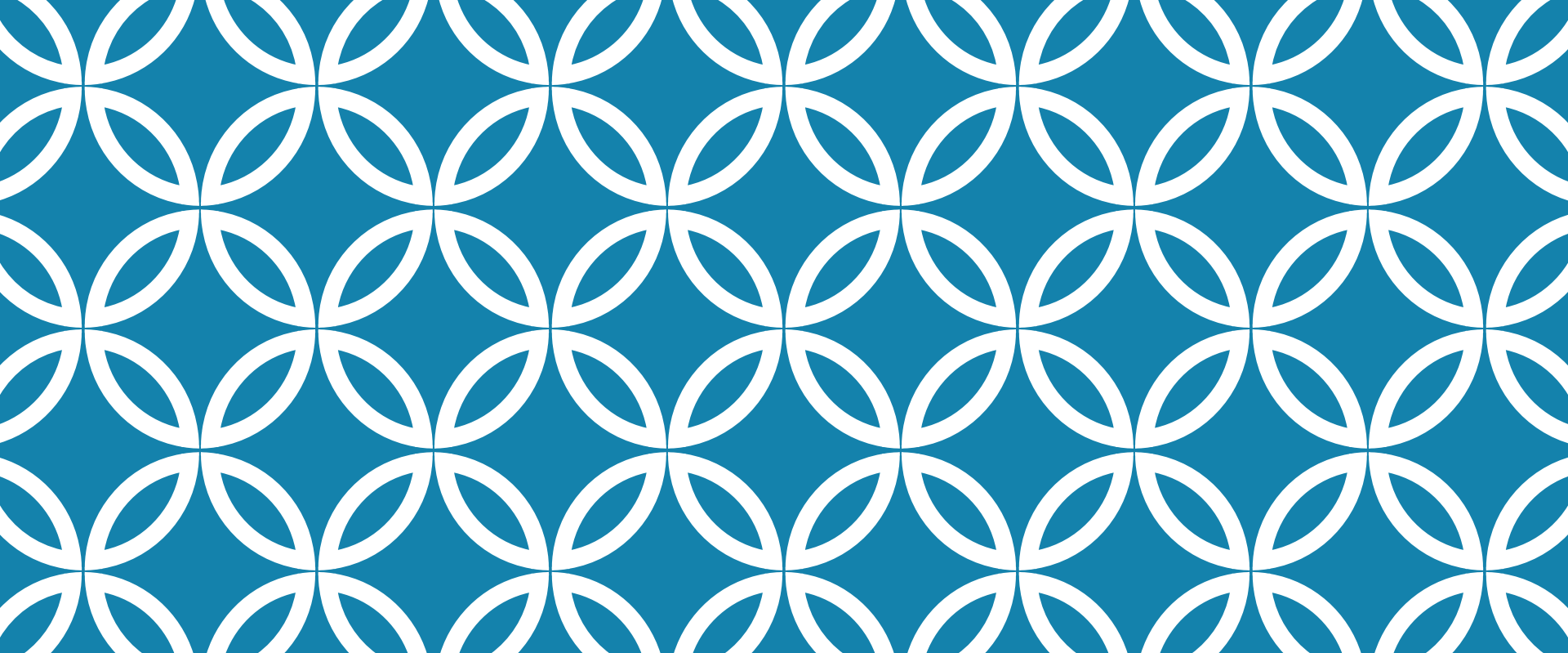
**Grow** *in faith.*

- God's Word

**Gather** *in community.*

- Worship
- Life Groups





# CALL PROCESS UPDATE

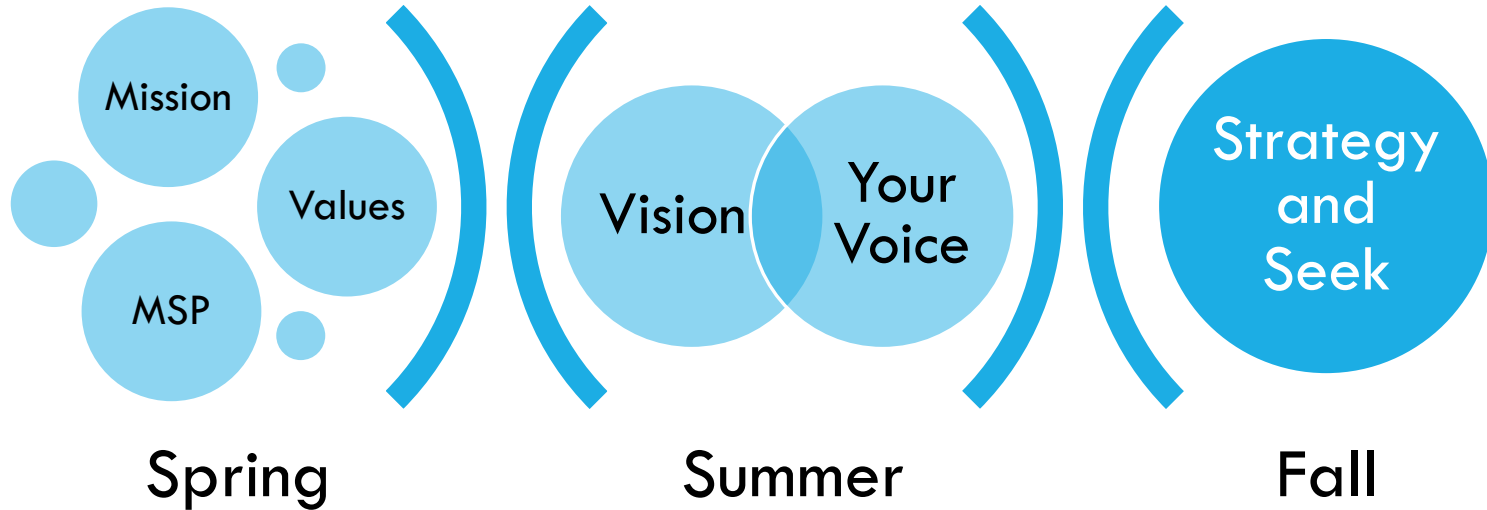
Discussion and  
Information

“Where’s that second pastor?”

*Although it may not be visible, things are progressing.*



# OUR WORKING TIMELINE



# CURRENT CALL PROCESS STEPS

Reflection and discernment period

Ministry site profile (draft) [MSP]

Your Voice feedback (Phase I)

Strategic review | Position description

Ministry site profile (complete)

Your Voice feedback (Phase II)

Candidate search & selection process [CC]

Congregational call meeting

# COVERAGE

## **LEADERSHIP & PASTORAL CARE**

### ***Sr Pastor***

Rev Bob Mooney

### ***Supporting***

Four retired and semi-retired pastors at Messiah who are active Partners in Ministry

Other ELCA congregation pastors and Lutheran High school partners

## **EXECUTIVE & STAFF**

### ***Executive Director***

Jim Harter

### ***Worship***

Jeff Askew

Nancy Andeel

Francisco Calvo

Susan Rogers

### ***Communication***

Shannon Cronin

### ***Finance***

[Donna Mard](#)

### ***Administration***

Susan Rogers

## **CHILDREN & STUDENTS**

### ***Director of Student Ministries***

Rachel Collins

### ***Intern***

Austin Jones

### ***Director of Children's Ministry*** [Adrine Gasimyan](#)

## **FAMILY MINISTRY**

### ***Director of Equipping & Connecting***

Carmen Pease

## **MESSIAH COUNCIL**

[Diane Sherwood](#)

Bobby Campos

[Trey Wedel](#)

Steve Jordan

Kim Parker

Tracy Seagren

Chris Ross

Chuck Streitz

Jill Keeler

[Tanya LaSoya](#)

[Jim Rettela](#)



# MINISTRY SITE PROFILE

Overview

# MSP DOCUMENT

Facts

Demographics

Ministry context

Vision & energy

Responsibilities

Supports

Evangelical Lutheran Church in America  
God's work. Our hands.

## MINISTRY SITE PROFILE

The Ministry Site Profile (MSP) is intended for use by congregations seeking to call an ordained pastor, Diaconess or Diaconal Minister of the Evangelical Lutheran Church in America. Once completed, the MSP is to be submitted to the Ministry Site Profile Committee.

What is your giftedness?

What are you excited about?

Ministry tasks for new pastor?

Expectations for your leader?

Goals and objectives?

PARISH  ORGANIZATION

14043  
Congregation ID

92886  
City ZIP / Postal Code

1963  
Year Organized

Medium city (50,000 to 249,999)  
Size of Community

**2. CONTACT INFORMATION**

Mailing Address: 4861 Liverpool Street  
City: Yorba Linda  
State / Province: CA ZIP or Postal Code: 92887  
Country:  U.S.  Canada

Phone: (714) 833-0961  
Cell: (714) 833-0961  
FAX: ( ) - ( ) - ( )

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_  
State / Province: \_\_\_\_\_ ZIP or Postal Code: \_\_\_\_\_  
Country:  U.S.  Canada

Day Phone: ( ) - ( ) - ( )  
Evening Phone: ( ) - ( ) - ( )  
Cell: ( ) - ( ) - ( )  
FAX: ( ) - ( ) - ( )

Page 1 of 14 of the MSP for Messiah Lutheran Church of Yorba Linda dated January 31, 2014

# RESPONSIBILITIES | PASTOR

## EXPERIENCE

Check all you would consider.

0-3

4-9

10-15

16-20

21+ years

# RESPONSIBILITIES | PASTOR

## TOP FIVE MINISTRY AREAS

[X] Administration

[X] Building a Sense of Community

[X] Preaching / Worship Leadership

[X] Spiritual Formation / Direction

[X] Teaching

# RESPONSIBILITIES | PASTOR

## GIFTS FOR MINISTRY

[Top Priority] [Very Helpful]

Help people develop their spiritual life

Provide care and nurture

Build a sense of community among the people with whom he/she works

Help others develop their leadership abilities and skills for ministry

Be an effective administrator



# RESPONSIBILITIES | PASTOR

## GIFTS FOR MINISTRY

[Top Priority] [Very Helpful]

[X] [ ] Be an effective communicator

[ ] [X] Be an effective teacher

[X] [ ] Be skilled in planning and leading programs

[ ] [X] Understand the mission of the Church from a  
global perspective

[X] [ ] Be able to share leadership and work in a  
team

# RESPONSIBILITIES | PASTOR

## MUTUAL EXPECTATION

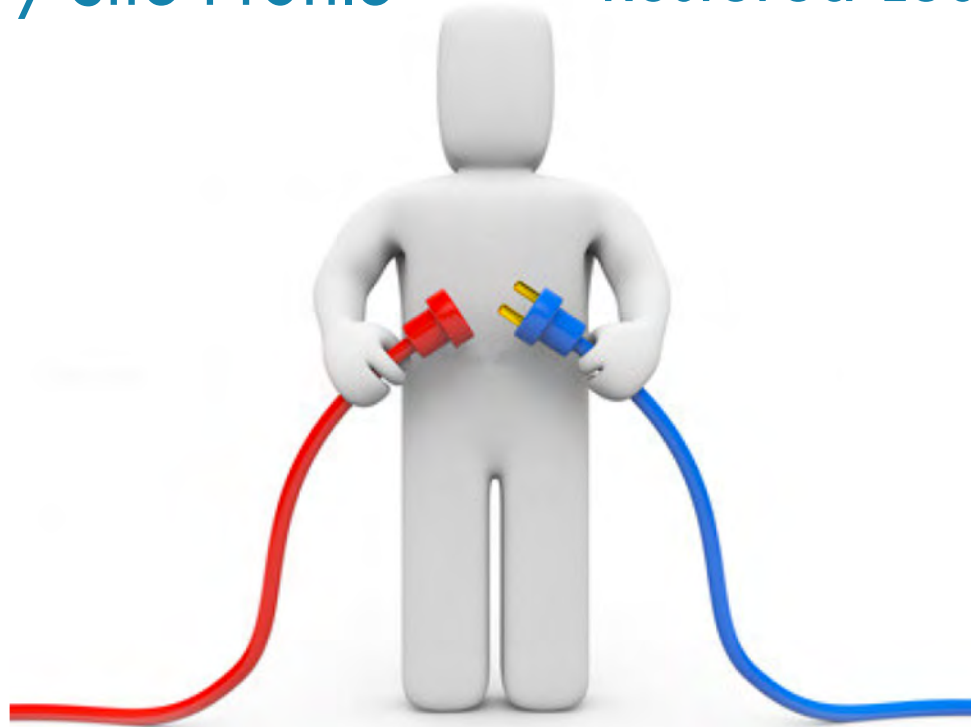
*List the five primary areas of focus during the first year of ministry*

- A. Helping people fall more deeply in love with God
- B. Partnering and investing with the staff
- C. Connecting with congregation and ministries
- D. Preaching, teaching, and worship participation
- E. Engaging in our mission and vision journey

# LIKE E-HARMONY FOR CHURCHES & PASTORS

Ministry Site Profile

Rostered Leader Profile





# OTHER SOURCES FOR CANDIDATES

Synodical matches

Ministry Partner referrals

Loose connections

Ecumenical fellowships

Christian job-posting websites

Talent recruitment

Serendipity



# MINISTRY SITE PROFILE TEAM

Diane Sherwood

Jim Harter

Chris Ross

Bob Mooney

Jan Strand

Carmen Pease

Jeff Rogers



# CALL COMMITTEE

Nancy Phillipi

Dave Shirota

Jim Hodgson

Heidi Askew

Chris Ross

Jim Rettela

Steve Busch

Diane Sherwood

Jeff Rogers

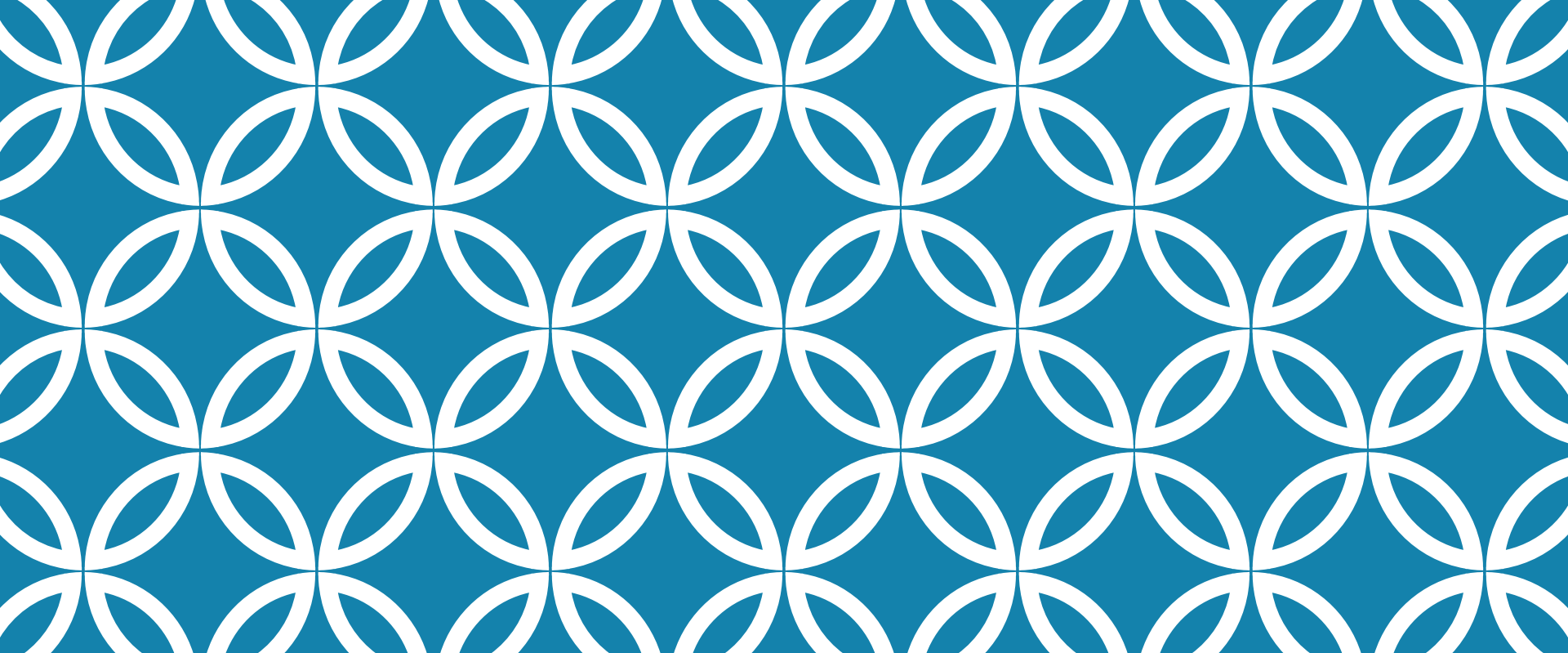
Jim Harter

Bob Mooney

*Thank you!*

**YOUR VOICE WORKSHOP**





# VISION THEMES







Mancini, W. and Bird, W. *God Dreams*. B&H Publishing. Nashville, TN. © 2016

Vision that **advances** is strong, forceful, determined and moving.

Vision that **rescues** is responsive, resourceful, preparing and caring.

Vision that **becomes** is whole, authentic, healthy and maturing.

Vision that **overflows** is good, bountiful, extending and blessing.

### The Four Basic Shapes for Each Quadrant



Overflow



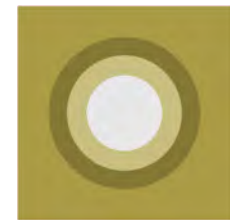
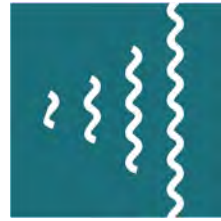
Advance



Become



Rescue





## **GEOGRAPHIC SATURATION**

Your church's vision is to bring the gospel to as many people as possible in your surrounding geography.





## TARGETED TRANSFORMATION

Your church's vision is to identify a specific people, place, or thing you want to see changed dramatically by the gospel.



## PEOPLE-GROUP PENETRATION

Your church's vision is taking the gospel to a group of people who don't have it yet.



## **INSTITUTIONAL RENOVATION**

Your church's vision is to rejuvenate an institution that matters to God, most often a ministry that historically has been significant but has lost a degree of relevance, focus, or momentum.







## NEED ADOPTION

Your church's vision is to adopt a specific need you identify, often through compassion or mercy, typically triggered by studying the needs and then responding to them.





## **CRISIS MOBILIZATION**

Your church's vision is to mobilize for crisis, or be prepared to mobilize for a future crisis.



## SPIRITUAL FORMATION

Your church's vision is for a spiritual formation that changes people and takes them along a significant pathway toward spiritual maturity.





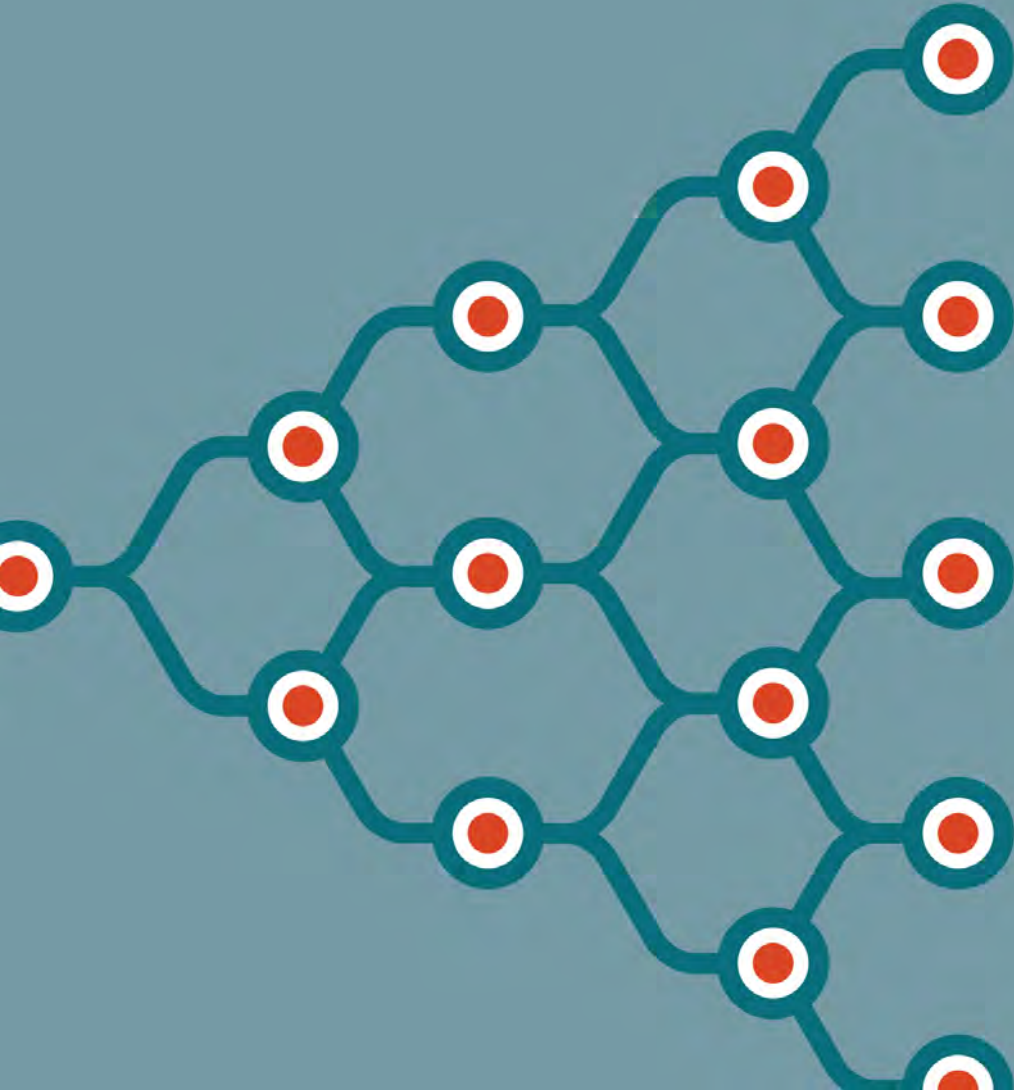
## **PRESENCE MANIFESTATION**

Your church's vision is to welcome  
and experience God's presence  
anticipating ripple effects far beyond  
the life of your congregation.



## **OBEDIENT ANTICIPATION**

Your church's vision is to live in a strategic or obedient anticipation of more clear revelation from God and with the intent to respond as He leads.



## LEADERSHIP MULTIPLICATION

Your church's vision is to develop more leaders so that God can direct them where He wants them to go.





## **CULTURAL REPLICATION**

Your church's vision is to replicate its model, whether via multi-site or other forms, spilling over to many places, new franchises, and new brands of "our" kind of ministry, vision, and brand.



## **ANOINTING AMPLIFICATION**

Your church's vision is to do all you can to leverage and amplify the impact of a particular leader, often someone who is a stellar teacher.