

**Holy Trinity Lutheran Church  
Forward Planning Summarized Findings  
11-20-09**

**KEY STRATEGIES IDENTIFIED:**

- Guidepost 1: We aspire to have passionate, inspiring, relevant worship and teaching ...  
passionate & dynamic worship in a variety of worship styles  
inspiring, biblically based preaching, teaching & music  
a variety of opportunities for involvement in prayer and study
- Guidepost 2: We are focused on the children, youth and families in building a strong faith foundation ...  
Christian based early childhood development programming  
compelling, relevant children's and youth ministry programming  
family oriented, intergenerational ministry programming
- Guidepost 3: We are about sustaining our financial health ...  
an active and effective Finance Team  
a long-range financial plan - a Long Range Plan component  
integrated strategy for annual, capital and legacy giving  
an effective, year-round Stewardship Program
- Guidepost 4: The vision is to be an "open arms" church ...  
neighborhood outreach programs  
family and neighborhood social/relationship building events  
a variety of opportunities for involvement in small groups
- Guidepost 5: We are about using our gifts to serve ...  
tools that assist individuals in discovering their "spiritual gifts"  
methods that effectively and creatively promote HTLC's wide range of  
mission, outreach and caring ministries  
approaches for effectively recruiting / personally inviting participation in  
HTLC's discipleship ministries
- Guidepost 6: The vision is to make sure we have a good facility ...  
an active and effective Facilities Planning Team  
a long-range facilities plan - a Long Range Plan component  
integrated strategy with ministry and financial components  
short and long-range capital improvements  
Master Site Plan  
an effective, year-round facilities management program:  
preventive maintenance  
facility enhancements / improvements
- Guidepost 7: The vision is to make sure we have the right leadership and staff  
governance model and Church Council effectiveness  
staffing model and staff effectiveness  
leadership development  
management systems and operating practices  
communication systems and practices: