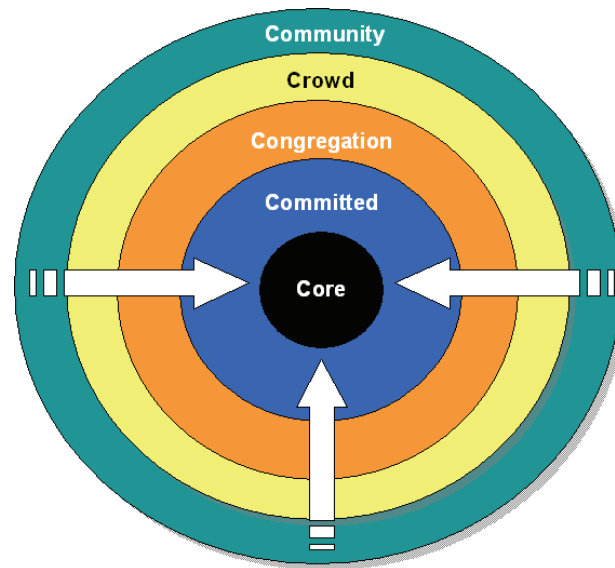


Trietsch Memorial United Methodist Church

OUR JOURNEY

Moving the Community to the Core

September 16, 2006



OUR JOURNEY TABLE OF CONTENTS	Page
Purpose of this Document Statement	1
TMUMC Strategic Framework	1
Article I – Our Mission	7
Article II – Our Vision Statement	7
Article III – Our Core Values	7
Article IV – Our Statement of Faith	11
Article V – Our Purpose Statements	13
Article VI – Membership	17
Article VII – Church Organization	17
Sub-Article A – Charge Conference	18
Sub-Article B – Leadership Board	19
Sub-Article C – Core Staff	22
Our Vision/2000 Dreams	Appendix A

Purpose of this Document Statement

Following the concepts of The Purpose Driven Church, this document is to serve as the Leadership Framework for Trietsch Memorial United Methodist Church. It is to provide us with guidelines on how we will conduct the ministries of the church. It contains our Mission, Vision, Values and Purpose Statements.

This document has been written to be one component of two key documents designed to provide direction for the decision-making and leadership of the church. The second component of the documents is the Strategic Plan, which includes our Goals and Strategies. The third and equally important component of operations and people is documented by the leadership team and is used throughout the year to conduct the church's ministries. These documents cover operational guidelines around hiring, motivating, measuring and rewarding the Staff Members, volunteers, and third parties.

TMUMC Strategic Framework

Both people and organizations need to establish a strategic framework for significant success. This framework consists of:

- a mission that defines why you exist,
- a vision for your future,
- values that shape your actions,
- purpose statements that identify your strategic priorities,
- goals and strategies that focus on our key success factors, and
- objectives and tactical activities to guide your daily, weekly and monthly actions.

Definition of Key Terms

Mission: A mission is a statement of general purpose -- the reason the organization exists.

Vision: A vision is a statement about what your organization wants to become. It should resonate with all members of the organization and help them feel proud, excited, and part of something much bigger than themselves. A vision should stretch the organization's capabilities and image of itself. It gives shape and direction to the organization's future. Visions range in length from a couple of words to several pages -- shorter vision statements are preferred because people will tend to remember their shorter organizational vision.

Values: A value is a trait or quality that is considered worthwhile or ethical. Values are core beliefs that guide and motivate attitudes and actions.

Purpose statements: A purpose statement is a strategic priority or key result area directed toward a vision and consistent with the mission and values.

Goals: A goal is something the organization wants and expects to accomplish in the future. Goals should be directed toward supporting a purpose statement.

Strategies: A strategy is an action path the organization has chosen to realize a goal. Strategies establish broad themes for future actions and should reflect reasoned choices among alternative paths.

Objectives: An objective is a specific measurable result expected within a particular time period, consistent with a goal and strategy. Objectives are clear "mileposts" along the strategically chosen path to the goal.

Tactical activities: A tactical activity is an action path chosen to realize an objective. Each objective requires one or more tactical activities. Tactical activities take the form of project plans, action plans, individual tasks or decisions.

Strategic Framework Diagrams

Diagram 1 - This diagram represents the result of having a clear direction, strong strategic planning and great people and operations. Excellence is the result of each of these components in alignment and clearly understood. The positive results within the team include greater innovation, teamwork, and accountability.

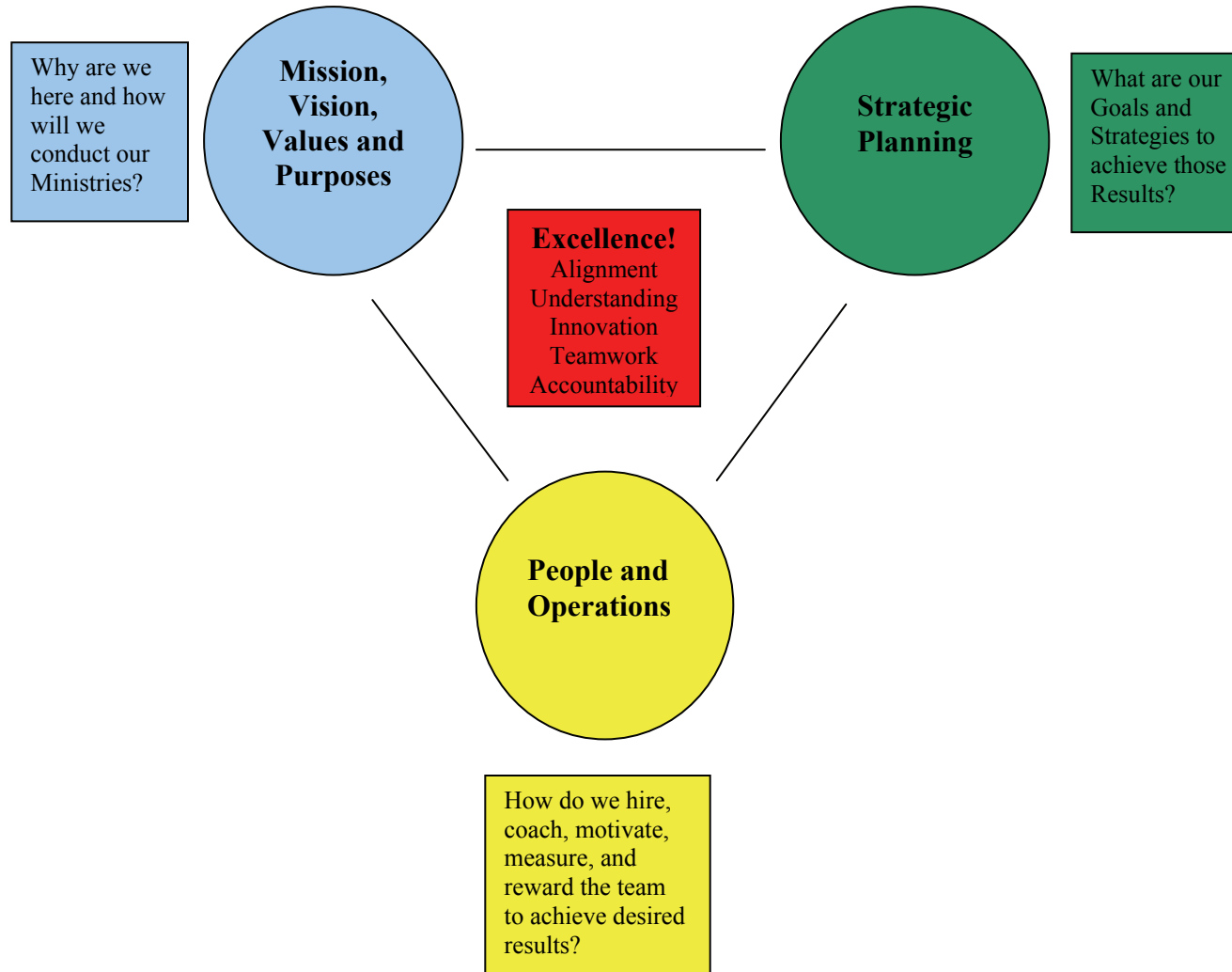
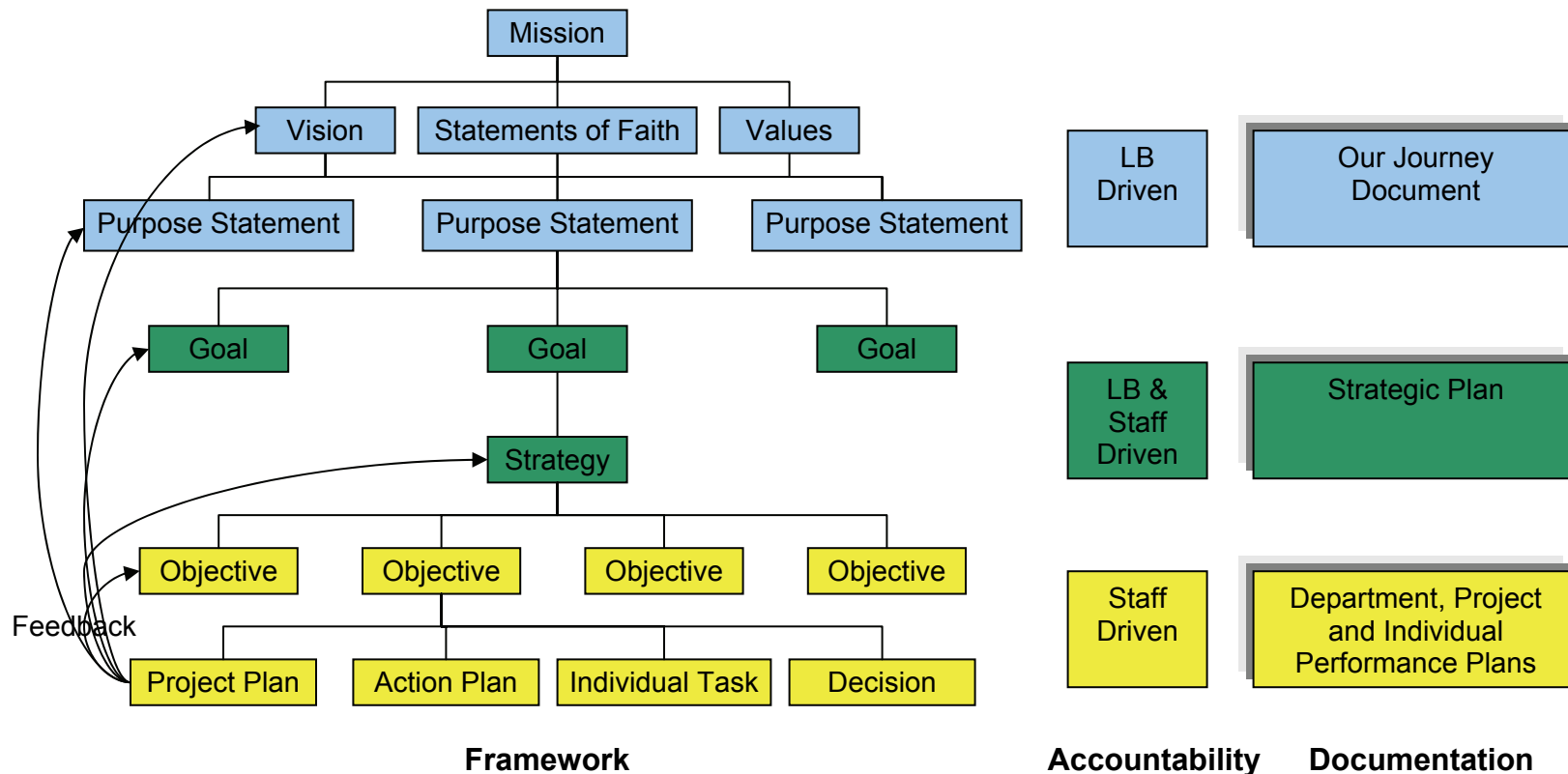


Diagram 2 - The diagrams below show the hierarchical structure of the strategic framework discussed above. Lead responsibilities are color coded: blue for the Leadership Board (LB), yellow for the Staff and green for both the Leadership Board and the Staff working together. The execution of tactical activities provides feedback that should be considered in adjusting vision, values, purpose statements, goals, strategies and objectives.



OUR JOURNEY

Article I – Our Mission

“To know Christ and make Christ known.”

Article II – Our Vision Statement

“We are dedicated to being a beacon church that welcomes you through the LOVE of Jesus Christ, regardless of where you are in your faith journey.”

Learning and Growing
Obeying God
Valuing Community
Experiencing Faith

Article III – Our Core Values

Values 1, 2 and 3 relate to Our Personal Relationships

We believe that ...

1. **Lost people matter to God, and therefore matter to the Church.**

Common Language: We will have a heart for the lost. People can be “lost” in a variety of ways: the familiar “lost soul,” those who have lost direction in life, those who have lost perspective, those who are lost in despair and loneliness, those who are lost in busyness and activity. We will be beacons in all lost situations.

Ministry Concepts: This includes the concepts of relational evangelism and evangelism as a process for every member.

Biblical References: Luke 5:30-32; Luke 15; Matthew 18:14

2. **The church should be culturally relevant while remaining biblically based.**

Common Language: We will have a passion for people. To exemplify this we will be a 'whatever it takes church'...whatever it takes to find people and to bring them into good, wholesome, positive relationships.

Ministry Concepts: This includes the concept of sensitively relating to our culture through our facility, communications, and use of the arts.

Biblical References: 1 Corinthians 9:19-23

3. **Christ-followers should continually pursue intimacy with God and a closer walk with Jesus growing spiritual toward full devotion to Christ and His cause.**

Ministry Concepts: This includes the demonstration of personal authenticity, character, and wholeness, and reflects our mission to "Know Christ and Make Christ Known."

Biblical References: Matthew 22:37, 38; Ephesians 4:25-26, 32; Hebrews 12:1; Philippians 1:6

Values 4, 5, 6, 7, 8, 9 and 10 relate to Our Service in the Church

4. **The ministries of the church should be based upon the spiritual gifts, passions, temperaments, and talents of its Christ-followers.**

Ministry Concepts: This includes the concepts of gift-based ministry, unity, servant hood, spiritual gifts, and ministry callings.

Biblical References: 1 Corinthians 12 and 14; Romans 12; Ephesians 4; Psalm 133:1

5. **The church should offer opportunities and encourage all people to grow in Christ through service and participation at their level of commitment.**

Ministry Concepts: This includes the concepts of respecting each person's place in their walk with Christ as we seek to 'make disciples'. We will develop Ministries that will move the Crowd to the Core, following the path of moving the Community to the Crowd, the Crowd to the Congregation, the Congregation to the Committed and the Committed to the Core.

Biblical References: Matthew 28: 19, 20

6. **Ministry is best accomplished in teams which build relationships.**

Ministry Concepts: This includes the concepts of love-driven ministry and relationship building.

Biblical References: I Corinthians 13; Nehemiah 3; Luke 10: 1; John 12: 34-35

7. **Clear biblical teaching is the catalyst for life transformation, and that ongoing life-change happens best in small groups.**

Ministry Concepts: This includes the concepts of discipleship, vulnerability, and accountability.

Biblical References: Luke 6: 12-13; Acts 2:44-47; 2 Timothy 3:16

8. **Excellence in church ministries honors God and inspires people.**

Ministry Concepts: This includes the concepts of preparation, evaluation, critical review, focus, intensity, and expecting excellence. The church will be fiscally responsible, ethical and legal in all business activities.

Biblical References: Colossians 3: 17; Malachi 1:6-14; Proverbs 27:17

9. **Christ-follower's with the Spiritual Gift of Leadership should lead the church embracing the mission, vision, and core values of our church.**

Ministry Concepts: This includes the concepts of empowerment, servant leadership, strategic focus, and intentionality.

Biblical References: Nehemiah 1-2; Romans 12:8; Acts 6:2-5

10. **The goal for every Christ follower is to “Know Christ and make Christ known” and to grow spiritually toward full devotion to Christ and His cause.**

Ministry Concepts: We will “Make Disciples.” This includes following Christ’s example in stewardship, servant leadership, individual responsibility, obedience, and ministry over occupation.

Biblical References: *Matthew 28: 1, 20; 1 King 11:4; Philippians 2:1-11; 2 Corinthians 8:7; Colossians 3:23*

Values 11 and 12 relate to Our Outreach

11. **Oppressed people matter to God, and therefore matter to the Church.**

Common Language: The church is Christ’s resurrected body on earth. Christ came for the downtrodden, the oppressed, and the hurting. The church as the body of Christ should be a prophetic, liberating force in our world.

Ministry Concepts: We will be a “Hope for the Hurting.” This includes the concept of mercy, mission, outreach, and getting our hands dirty in acts of kindness and servant hood.

Biblical References: *Luke 4:16-20; Matthew 25:34-40*

12. **The Gospel is both personal and social; individual and communal. Expressing compassion and concern at times leads Christ-followers into facing issues that are often complex and controversial.**

Common Language: We will be a church that is involved with all of God’s creation and compassionately concerned for all God’s children.

Ministry Concepts: Uniformity of thought and opinion is not a requirement or expectation. The church will not violate it’s non-profit charter in espousing political or social positions; neither will we let controversy deter us from seeking to be obedient to God’s will as we understand it revealed in scripture.

Biblical References: Isaiah 1:15-20; Psalm 82:3; Jeremiah 22:3; Proverbs 21:3

Article IV – Our Statement of Faith (*See also the Book of Discipline's Articles of Religion and Confessions of Faith*)

1. **About God**

God is the Creator, Redeemer, and Sustainer of the Universe. God has eternally existed, expressed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God.

2. **About Humanity**

We are made in the image of God, to be like Him in character. We are the supreme objects of God's creation. Although we have tremendous potential for good, everyone is marred by an attitude of rebellion toward God called sin. Sin separates people from God and from one another. Humanity is intrinsically interconnected...what one person does affect all others; what happens to one person affects all people.

3. **About Eternity**

God's majesty and mystery hold the keys to eternity and the "end times." Every person has the opportunity to enjoy the blessings of God for eternity through forgiveness and salvation...not earned on our own merits, but received as a gift from God.

4. **About Jesus Christ**

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus was born of the Virgin Mary by miraculous conception, lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all by dying on a cross. He arose from the dead after three days, demonstrating His power over sin and death. He ascended to Heaven's glory where He is the only Mediator between God and people. He will return again to earth and will reign as King of kings and Lord of lords.

5. **About Salvation**

Salvation is a gift from God to all people. Men and women can never make up for their sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can a person be saved from sin's penalty. When God has begun a saving work in the heart of any person, He gives assurance in His word that He will continue performing it until the day of its full consummation.

6. **About God's Dependability**

Because God gives man and woman eternal life through Jesus Christ, and adopts them as His own, salvation is received and maintained by the grace and power of God -- not by the self-effort of the Christian. It is the grace and keeping power of God that gives believers the assurance of salvation. No power in the universe can separate God's children from Him.

7. **About the Holy Spirit**

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make people aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. The Christian seeks to live under His control daily.

8. **About the Bible**

The Bible, both Old and New Testaments, is God's word to all. Human authors, under the supernatural guidance of the Holy Spirit, wrote it. The scriptures are inspired by God, and are the unique, full and final authority on all matters of faith and practice, and there are no other writings similarly inspired by God.

9. **About Faith and Practice**

Scripture is the primary resource and final authority in all matters of faith and practice. This church recognizes the value of the traditional "Wesleyan Quadrilateral" (scripture, reason, experience, and tradition) in interpreting and applying scripture in our daily lives. Ultimately, each believer is to be led in those areas by the Lord, to whom he or she alone is ultimately responsible.

We believe this Statement of Faith to be an accurate summary of what Scripture teaches. All members shall refrain from advocating teachings, practices, or doctrines that are not included in this Statement of Faith in such a way as to cause dissension.

Article V – Our Purpose Statements

Growing on purpose, reaching out to all generations in creative and relevant ministry, advancing our mission through the arts, nurturing spiritual growth, gathering in groups, uplifting human dignity, encouraging effective ministry, resourcing the church, and impacting the community.

1. Worship

We celebrate God's presence in Worship.

Celebrating God's blessings by being connected in Worship. Attending Worship Services to give thanks and to spiritually prepare for the upcoming week. Expressing your love to God through song, music, prayer, giving, baptism, meditation, the Word and communion.

Psalms 34: 3 (NIV) "Glorify the Lord with me; let us exalt His name together."

2. Fellowship

Loving One another.

Being part of God's family; being involved, not a spectator. Joining a class or small group. Attending activities and getting to know others.

Romans 12: 5 "In Christ we who are many form one body, and each member belongs to all the others."

3. **Discipleship**

Grow in Christian Maturity - become more like Christ.

Learn more about being like Christ, by getting involved in a Sunday School Class, Small Group or Bible Study.

John 8: 31 – 32 “If you continue in my Word, then you are my disciples indeed; and you shall know the truth, and the truth shall make you free.

4. **Ministry**

Serving one another using our different experiences and our spiritual gifts.

Serving in love, not obligation. Christians give back to God by using our Spiritual Gifts.

1 Peter 4:10 “God has given each of you some special abilities; be sure to use them to help each other, passing on to others God’s many kinds of blessings.”

5. **Evangelism**

Sharing the Good News and Serving Outside the Church so that may others may know God’s love.

Becoming part of God’s family, serving Christ and becoming like Him.

Reasons this church will never stop growing:

- 1) because God loves all people
- 2) because God commands us to reach out
- 3) because growth is God’s will

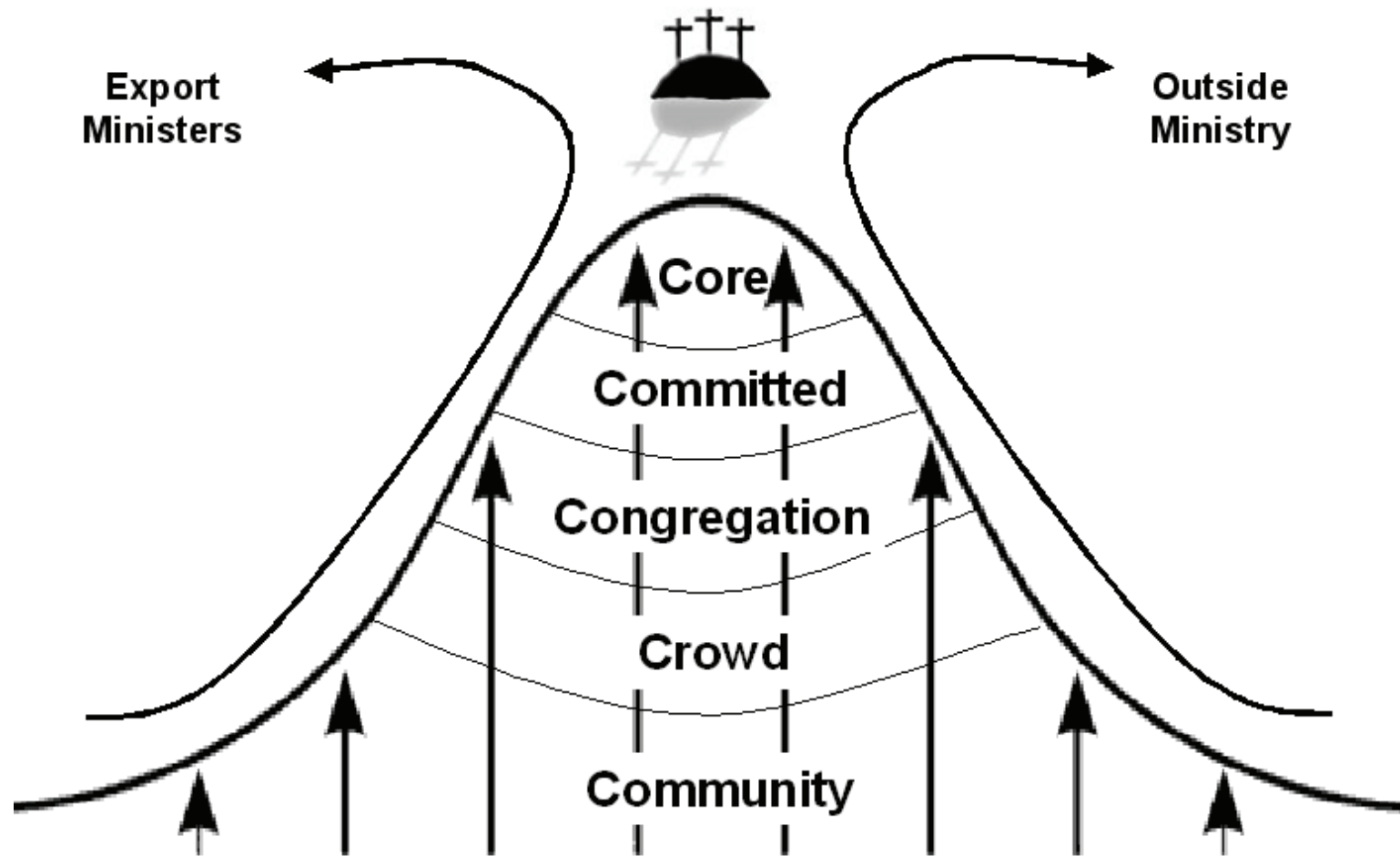
Mark 16: 15 “Jesus said to His followers, ‘ Go everywhere in the world and tell the Good News to everyone.’”

Trietsch's Purpose Driven Church Grid

<u>Purpose</u>	<u>Meaning</u>	<u>Target</u>	<u>Basic Human Need</u>	<u>What's in it for Me?</u>
<u>Worship</u> We celebrate God's presence in Worship	Celebrating God's blessings by being connected in Worship. Attending Worship Services to give thanks and to spiritually prepare for the upcoming week.	Crowd	Power to Live On	Make my Worship Stronger
<u>Fellowship</u> Loving One another.	Being part of God's family; being involved, not a spectator.	Congregation	People to Live With	Make my Relationships Warmer
<u>Discipleship</u> Grow in Christian Maturity	Learn more about being like Christ by getting involved in a Sunday School Class, Small Group or Bible Study.	Committed	Principles to Live By	Make my Walk Deeper
<u>Ministry</u> Serving one another using our different experiences and spiritual gifts.	Serving in love, not obligation. Christians give back to God by using our Spiritual Gifts	Core	Profession to Live Out	Make my Work Broader
<u>Evangelism</u> Sharing the Good News and Serving Outside the Church so that others know God's Love.	Becoming part of God's family, serving Christ and becoming like Him.	Community	Purpose to Live For	Make my Witness Larger

Trietsch Memorial United Methodist Church

'Moving the Community to the Core'



Article VI – Membership

1. Our expectation is that church members actively participate and support the church with their prayers, their presence, their gifts and their service.
2. All are welcome to present themselves for church membership, without bias.
3. Because membership has many obligations and opportunities, all members shall be made aware of the biblical importance of becoming a church “member”.
4. Members come from different church backgrounds as well as faith backgrounds. Each will be strongly encouraged to take advantage of opportunities to grow in the faith and in ministry.
5. Trietsch will consider worship attendance and active participation over “the membership roll” as a primary measurement/indicator of the vitality of the church.

Article VII – Church Organization

1. Three separate organizational units make up the Church’s organizational structure: the Charge Conference, the Leadership Board and the Core Staff Team.

- a) Within the United Methodist Church organizational structure, the Charge Conference is the basic unit connection of the local church to the general Church. [Discipline ¶¶’s 248-1 and 249-1]

The membership of the charge conference shall include all members of the Church’s Leadership Board, together with retired ordained ministers and retired diaconal ministers who elect to hold membership in the charge conference. Other members of the Charge Conference may be as designated in the *Discipline*. [Discipline, ¶248-2]

- b). Within the local church, the Church’s Leadership Board is the connecting unit between the Church’s Charge Conference and the Church’s Core Staff Team.

- 1) The Church's Leadership Board is primarily responsible to protect and champion the Church's mission, vision, core values, and statement of faith, and to make significant ministry decisions.
 - 2) Generally, the Leadership Board consists of 9 to 12 laypersons, plus the Lay Leader. The Sr. Pastor, Sr. Associate Pastor, and Church Administrator are non-voting members.
- c). The Church's Core Staff Team is the organizational unit that operates and manages the Church on a daily basis carrying out the Church's mission, vision, core values, and statement of faith.
- 1) The Core Staff Team participates in setting the Church's mission, vision, core values, and statement of faith.
 - 2) The Core Staff Team is made up of the Church's senior pastor, various program staff, other pastors and individuals selected by the senior pastor.

Sub-Article A – Charge Conference

The charge conference shall have general oversight over the Church's Leadership Board.

1. The senior pastor, or his/her designate, shall be the administrative officer, and shall be *ex officio* member of all conferences, boards, councils, commissions, committees, and task forces, unless restricted by the *Discipline*. [*Discipline*, Introduction to Charge Conference, preceding ¶248.]
2. The charge conference shall meet at least, annually with its primary functions to: modify organizational plans [*Discipline*, ¶24902], approve the annual budget, elect the Church's Leadership Board, and approve major capital expenditures and campus developments when required by the *Discipline*.
3. The district superintendent shall fix the time of the meetings of the charge conference. The charge conference shall determine the place of the meeting. [*Discipline*, ¶248.4]
4. The district superintendent shall preside at the meetings of the charge conference or designate an elder to preside. [*Discipline*, ¶248-5]

5. The charge conference members present and voting at any duly announced and held meeting shall constitute a quorum. [*Discipline*, ¶248-6]
6. Special meetings may be called by the district superintendent after consultation with the Church senior pastor, or by the Church senior pastor with written consent of the district superintendent. [*Discipline*, ¶248-7]
7. The purpose of the special meeting shall be stated in the call. Only the purpose stated in the call may be presented and transacted at the special meeting. [*Discipline*, ¶248-7]
8. Notice of the time and place of a regular or special meeting shall be given at least ten days prior to the session. Notice shall be sent by regular mail to each member's address as listed on the Church's membership roll.
9. To encourage broader participation by members of the local church, the charge conference may be convened as a church conference, extending the vote to all local church members present at such meeting. [*Discipline*, ¶250.] The local church membership is a wholly distinct membership from the corporate membership as set forth in *Article iv, §§ 1 and 4* above.
10. Notice of the calling of a church conference shall be published in the Church bulletin or newsletter and announced from the pulpit of the Church a minimum of 10 days prior to the date of the church conference.

Sub-Article B – Leadership Board

1. The Church's Leadership Board is primarily responsible to protect and champion the Church's mission, vision, core values, and statement of faith, and to make significant ministry decisions.
2. The Leadership Board consists of 9 to 12 laypersons, plus the Lay Leader. The Senior Pastor, Senior Associate Pastor and Church Administrator (if applicable) are non-voting members.
3. The Leadership Board will generally meet between 10 and 12 times a year, depending on need. Dates and notice of the meetings should be posted and available to the board members at least 10 days in advance of the meetings.

4. Special meetings may be called and notice given by the Senior Pastor. Ten days notice should be provided by any called special meeting.
5. Quarterly reports on each work area are to be communicated to the congregation via TMUMC website and TMUMC Newsletter. Summary of the Leadership Board meetings will be published on the Website and in the Newsletter. Announcements of meeting and agenda will be available on the website. Meetings are open, unless confidential information is being shared.
6. Lay members of the Leadership Board will be elected at the annual charge conference. Nominations shall be submitted by the Core Staff Team or Nominating Committee to the charge conference after getting adequate recommendations and solicitation from members of the congregation. Other nominations may be submitted at the charge conference.
7. The primary function of the Church's Leadership Board is divided into four main components; 1) mission, vision, core values, and statement of faith; 2) human resources; 3) financial; and 4) property and legal.
 - a) The Leadership Board shall champion the mission, vision, core values, and statement of faith of the church. They will periodically review the church's mission, vision, core values, and statement of faith, and recommend changes as needed.
 - b) The Leadership Board representative from the Staff Parish Relations Committee reports on the Staff Parish Relations Committee's activities in the hiring and firing process of Core Staff Team members and other key staff members.
 - * Pursuant to the Discipline, the Staff Parish Relations Committee shall recommend compensation for the Senior Pastor and all appointed pastors. Ultimately, the Charge Conference approves compensation for all appointed pastors. The Leadership Board shall approve new hire unbudgeted compensation for all other members of the non-appointed Core Staff Members.
 - c) The Leadership Board representative from the Finance Committee reports on the Finance Committee's activities. The Leadership Board will work with the Finance Committee and exercise oversight of financial matters of the Church as follows:
 - 1) The Leadership Board shall review the Church's annual budget and be responsible for presenting the annual budget to the charge conference for approval.

- 2) The Board is responsible for ensuring that no monies are allocated outside the parameters of the Church's mission, vision, core values, and statement of faith.
 - 3) The Board's responsibility also includes ensuring that funds are accurately projected to be available for the Church's budget. As financial expertise and input is needed, the Board will create a task force consisting of a sub-group of the Board and/or other Church members for a specific project or task.
- d) The Leadership Board representative from the Board of Trustees will report on the Trustees activities. Working with the Trustees the Leadership Board will exercise oversight of property and legal matters of the Church as follows:
- 1) The Board must present to the Charge Conference all land acquisitions, facility construction, expansion, major renovation projects, and all significant legal obligations. Significant legal obligations include any obligation that binds the Church to more than \$5,000.00 of monetary expenditure or liability, not already included and approved in the Church's budget.
 - 2) As property and legal expertise are needed, the Board can create a task force consisting of a sub-group of the board and/or other church members for a specific project or task.
 - 3) Core Staff may present nominations for all church positions; Church members may also make any nominations. A proposed slate of church officials is prepared by the Nominating Committee be voted upon at the Charge Conference.
 - 4) Other nominations may be received at the Charge Conference.
- e) Any vacancies in the Leadership Board or other boards or committees between Charge conferences shall be filled by simple majority vote of the Leadership Board.
8. The Leadership Board, at its choosing, may appoint one or more of its members as liaisons to specific ministry areas (Worship, Missions, Education, to name a few), in order to supplement support given to these ministry areas by members of the staff.

Sub-Article C - Core Staff Team

1. **Members** – The Core Staff Team is made up of the Church’s senior pastor, various program staff, other pastors and individuals selected by the senior pastor.
2. **Responsibilities**
 - a) Organize and execute the daily activities of the church
 - b) Calendaring – Planning and coordinating church activities on the church calendar
 - c) New Ministries – Proposing and creating ministries and activities to carry out the mission of Trietsch
 - d) Use of Facilities – Reviewing the use of all church facilities to maximize the impact of all ministries
 - e) All-Church Events – An important example is “Community Nights”:
 - 6-9 Events/year focused on worship/celebration and community-building;
 - Senior Pastor communicates vision and values of the church;
 - On-going ministries, current projects and upcoming programs are communicated and celebrated;
 - Used as an opportunity to train various volunteers in the essentials of team support ministries;
 - Provide on-the-job training for those seeking involvement in programmatic ministries;
 - Lift up areas of need for volunteers, resources, supplies;
 - Affirm the inter-connectedness of our ministries: “We are one body”;
 - To have fun in the work of the Lord!
3. **Primary Functions**
 - a) Nominate Leadership Board members to present to charge conference for a vote, after adequate solicitation of the congregation for participation.
 - b) Author and present the Annual Budget (or subsequent increases) to the Leadership Board.
 - c) Present to the Leadership Board any proposed land acquisitions, facility construction or expansion projects, or other significant legal obligations.
 - d) Present significant changes in ministry methods to the Leadership Board for their review and input.
 - e) Communicate vision, values, and mission at “Community Nights” and all other possible venues.
 - f) Organize and execute the daily activities of the church
 - g) Calendaring – Planning and coordinating church activities on the church calendar
 - h) New Ministries – Proposing and creating ministries and activities to carry out the mission of Trietsch

Appendix A: A Brief History of Trietsch's "Journey"

When Trietsch was birthed in 1983, Bill Jacobs, our founding pastor conceived a "Long Range Plan" that guided the church until the late 90's. In preparation for the new millennium, Trietsch organized a series of steps to involve the congregation in developing a "New Journey."

These steps included (1) Asking members to write out their 'dreams for the church' on cards. We called this "2000 Dreams" and collected them to start us on our new journey beginning a new century. These "dream cards" were assimilated into a "vision for our church" through the work of a consultant, and a series of 'Home Meetings' throughout 1999.

This appendix includes the distilled dreams of our church going into the year 2000.

Growing on purpose, reaching out to all generations in creative and relevant ministry, advancing our mission through the arts, nurturing spiritual growth, gathering in groups, uplifting human dignity, encouraging effective ministry, resourcing the church, and impacting the community.

Our Dreams

1. Growing On Purpose

Being true to our purpose will make us known as a church for the unchurched – a place to make lasting friends; where all are welcome and invited to hear how much they matter to God in the context of loving and accepting community. With confidence, we will pursue our laser-like focus "making followers of Jesus and leaders for Him."

Being true to our purpose will cause us to grow spiritually, grow our dreams, grow our vision, grow our facilities, grow our ministries, and grow our impact by starting new churches and assisting churches here and around the world.

Every member will have a significant and meaningful ministry, and will model true servant leadership.

2. **Reaching Out To All Generations**

With passionate zeal, we will effectively communicate a relevant, informed, biblical message to every unique generation.

We will speak the language of the people; we will give ourselves to reading the culture, listening to its needs and relating to its struggles; we will be innovative and will leverage technology for effective communication. Whatever it takes ... we will reach each generation.

We will be a church that embraces all people without bias or prejudice. Recognizing the uniqueness of each generation, we will champion the cause of meeting the spiritual, physical, and emotional needs of all persons in creative and relevant ministry.

3. **Advancing Our Mission through the Arts**

Jesus Christ will be worshipped at Trietsch through a broad expression of the arts. Hearts will be touched, emotions stirred, minds opened, and lives forever changed through the excellent and compelling presentation of the arts.

The irrefutable impact and beauty of the arts employed for God's glory at Trietsch will lift us out of mediocrity and into a passionate pursuit of effective ministry and dynamic communication.

We will reclaim the arts for God's glory, and artists will be affirmed, valued, and released for ministry within the Church.

4. **Nurturing Spiritual Growth**

Through vibrant Bible study, worship, and prayer – we will create a contagious environment for learning, growing, and becoming more like Christ.

We will see an ever-growing percentage of Christ-followers regularly gathering for vibrant worship and practical Bible studies.

We will be a praying church – both personally and corporately. Prayer will be foundational for every service and ministry across the church. The thread of prayer will be woven through the fabric of our church.

Identifying and clearly communicating a “track” toward maturity and Christ-likeness, we will systematically offer curriculum, conferences, seminars, and studies that will enable and encourage each individual in their quest for spiritual growth.

We will mentor men, women, and students to be leaders in the church, in their jobs, and in the community.

5. **Gathering in Groups**

Our family will grow until every unconnected person is a fully devoted follower of Jesus Christ and is connected in authentic relationships.

We will be a church of small groups. Our programs and ministry opportunities will help people take their next step of life transformation facilitated through small group relationships. Our small group leaders and coaches will receive top-notch training, support, and encouragement.

We will passionately and intentionally help people discover and use their God-given spiritual gifts and abilities in ministry where they can be faithful, fruitful, and fulfilled. We will offer the best biblical training and support available.

We will be the primary means of grace to the hurting; not only will we leverage our resources to keep people out of the “ditch,” we will offer grace and assistance to those who have fallen.

6. Encouraging Effective Ministry

We will design and continually improve our infrastructure to facilitate ministry and celebrate innovation, passion, and excellence in every expression of our passionate devotion to Jesus Christ.

While valuing the plurality of leadership in processing key decisions, our systems will not be encumbered by bureaucracy that inhibits ministry or innovations; rather, the very structure will encourage entrepreneurial thinking and planning within the boundaries of our mission, vision, and core values.

Our programs, services and facilities will communicate the importance of “connecting.” Our campus will be beautiful and will reflect our core values. It will be designed, built, and maintained to help people know Christ and make Christ known.

7. Resourcing the Church

We will enthusiastically give our resources, experience and giftedness to train and encourage those intent on building effective, vital churches.

Trietsch will be a leader in our community and will make an indisputable impact on our region. We will be a beacon for unity in the Church.

We will offer opportunities for our people to make an impact around the world.

We will help build prevailing churches to impact the world for Christ.

We will teach what we have learned and offer resources to other congregations.

8. Uplifting Human Dignity

We believe that each person is treasured by God and was created in God's image.

We will be sensitive to issues—subtle and overt—in which persons or groups are demeaned in any way.

We will be a voice for tolerance.

We will be a people who stand against hate, violence, and bigotry.

We will do all we can to oppose the forces of evil, in whatever forms they may take.

We will develop ministries for those persons with “special needs”.

We will constantly inventory our own attitudes and actions in light of loving all of God’s children.

9. Impacting the Community

We believe the church should impact the community through specific and concrete acts of Christian caring, daring, and sharing.

We encourage individual members of Trietsch to have an influence in the workings of the local communities to which we relate.

We will take leadership steps to provide for the Flower Mound community a high-quality, values-based religious private school, and grades kindergarten through high school.

We will make our facilities, as far as feasible, available to assist the community in providing community-impacting programs, events, and activities.

Midway through the decade, in 2005, Leadership refined the New Journey document into its current version: Our Journey.