

## CtK Goals and Objectives

*Organized by M-Team*

| OBJECTIVE   | METRIC                                | DATE COMPLETED | BY WHOM?        | ANTICIPATED COST                                |
|---|---------------------------------------|----------------|-----------------|---|
| <b>ADMINISTRATION</b>   |                                       |                |                 |   |
| CtK is a bustling hive again, with many meetings and people using our physical space.                 |                                       |                |                 |   |
| We have up-to-date software to schedule groups.   | Jared's approval                      | February 2023  | Jared           | Minimal to Moderate (if new software is needed) |
| We have clear policies defining which spaces are available for use.                                   | Document created, approved by Council | December 2022  | Staff           | None  |
| We have revised the Space Agreement for Use to qualify what space is available.                       | Document created, approved by Council | December 2022  | Staff, Council  | None  |
| We advertise that we have space available for free to qualified non-profits.                          | Run Herald ad at least once a month   | November 2022  | Jared           | Minimal   |
| We have an ample volunteer base to cover the needs of the church.                                     |                                       |                |                 |   |
| We hold regular volunteer meetings to train, recruit, and thank our volunteers.                       | Twice a year (Apr & Nov)              | December 2023  | Pastor, Council | None  |
| We regularly show our appreciation for all volunteers at CtK.   | Twice a year (May & Dec)              | January 2023   | Jared, Council  | Minimal   |
| 85% of the regular participants in our congregation are involved in something in addition to worship. | 85% of regular participants           | January 2026   | Council, Staff  | None  |

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| CtK has the hardware and software resources to make our hybrid church function smoothly and effectively.  |  |                |  |  |
| We have established a Technology Advisory Committee that advises the Council on technology needs to maintain and expand a high-quality level of hybrid church.  | 4 people   | January 2023   | Paul Plvan, Council                      | None   |
| We have developed a CtK App that gives people the ability to sign up for volunteer needs (e.g., on a tablet in the Welcome Center, Community Hall, etc.) <i>in addition to</i> the sign up page on the website. | App designed, created, and launched                            | May 2023       | Staff, Paul Plvan, Outside Resource      | Moderate (we estimate \$3K for software development, purchase of tablets and stands) |
| We train online hosts for worship, fellowship, and small group meetings.  | 1 person per group; 3 online worship hosts; 3 fellowship hosts | May 2023       | Staff, Council                           |  |
| Our church building is modern and effectively promotes the ministries and missions of this congregation.  |  |                |  |  |
| The community hall has been renovated to replace flooring, lighting, replacing closet doors, chairs, and adding acoustic tiles and advertising space for CtK ministries and events.                             |  | January 2024   | Council, Administration Team             | Significant (we estimate \$15K)  |
| A Building & Grounds Maintenance Team has been populated who meet regularly to track maintenance issues on the campus and arrange for any items to be fixed as needed.  | 5 people   | January 2023   | Council, Administration Team, Beth Stelz | None   |
| CtK Council has filled all of the M-Teams with at least three members each, and they meet monthly.  | 3 members each   | December 2022  | Council                                  | None   |
| <b>MAGNIFICATION</b>  |  |                |  |  |
| CtK prioritizes worship participation for all individuals - online and in-person.   |  |                |  |  |

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|--|---|--|--|---|
| We have well trained staff and volunteers to operate and troubleshoot basic livestream technology.   | 1 in-person training; completed notebook              | June 2022; every six months thereafter                             | Pastor Tim / Mandy / Jared                   | None  |
| We have a robust creative team that helps to create visual resources for worship - both in terms of our online and indoor space.                                     | 3-4 people on the team                                | December 2022  | Magnification Team                           | Minimal   |
| We have the hardware resources we need to make our livestream worship services high-quality and participatory.   | Look for improvement in survey of online participants | First survey before June 2022; surveys every six months thereafter | Staff  | None right now; but plan for new equipment annually   |
| We have a team of online hosts to help facilitate welcoming and participation among livestream participants.   | 4 hosts   | June 2023  | Magnification Team                           | None  |
| CtK has a paid Technical Director, with preference given for that Technical Director being a student from Fort Lewis College for practicum or internship experience. | 1 new hire  | May 2023   | Staff, Magnification Team                    | Moderate (depending on compensation)  |
| CtK has ample volunteers to run an effective production booth for every worship service.   | 12 volunteers   | May 2025   | Magnification Team, Staff                    | None  |
| CtK has expanded the music ministry of this congregation in our worship life together.   | Special Music provided during worship once a month    | Fall 2022  | Jared Magnification Team                     | Minimal to Moderate (depending on the purchase or rental of handbells or other musical equipment) |
| We have two sermon series each year that are heavily promoted.   | 2 sermon series                                       | Annually   | Pastor Tim / Magnification Team / Commission | None  |

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|  |                                     |                       | Team   |  |
| <b>MINISTRY</b>  |                                     |                       |  |  |
| We have a Stephen Ministry program.  |                                     |                       |  |  |
| We have conducted three training sessions for Stephen Ministers.                   | 3 training sessions                 | December 2025         | Stephen Leaders                              | Minimal (cost of materials and lunch / snacks during training) |
| We have newly trained Stephen Leaders.   | 2 people                            | December 2025         | Stephen Leaders                              | Moderate (can be spread over a few years)                      |
| CtK has strengthened its partnership with the Navajo Evangelical Lutheran Mission. |                                     |                       |  |  |
| CtK and NELM have signed a covenant of accompaniment for mutual ministry.          | Signed document                     | Summer 2022           | Ministry Team, NELM Coordinator              | None   |
| CtK schedules and plans a regular annual visit to NELM.                            | 1 visit annually                    | Beginning now         | Ministry Team, Staff, NELM Coordinator       | Minimal  |
| CtK remembers NELM specifically in our prayers of intercession each week.          |                                     | Beginning now         | Pastor Tim, Deacon Mandy, Worship Assistants | None   |
| CtK receives regular reports on activities and ministries of NELM.                 | At least at Congregational meetings | Fall 2022             | Pastor Tim, Ministry Team                    | None   |
| CtK funds an annual visit from someone at NELM to CtK.                             | 1 visit per year                    | December 2023         | Staff, NELM                                  | Minimal  |

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|   |                                     |                       | Coordinator                                      |                         |
| CtK continues to have an ambassador who serves as a point person for this partnership.                          | 1 person                            | Beginning now         | Ministry Team                                    | None                    |
| CtK has strengthened our partnership with with our ministry partners in Guatemala (ILAG).                       |                                     |                       |  |                         |
| CtK budgets money each year for a CtK member to go to the Guatemala Gala in the St. Paul Area Synod each spring | 1 member per year                   | December 2023         | Council, FOC, Staff                              | Moderate                |
| CtK has several participants eager to visit our partner congregation in Guatemala every three years             | 1 visit every three years           | Summer 2024           | Ministry Team, Pastor Tim, Guatemala Coordinator | Minimal (self-funded)   |
| CtK remembers ILAG regularly in our prayers   |                                     | Beginning now         | Pastor Tim, Deacon Mandy, Worship Assistants     | None                    |
| CtK receives regular updates on the partnership.  | At least at Congregational meetings | Fall 2022             | Pastor Tim, Ministry Team                        | None                    |
| CtK continues to have an ambassador who serves as a point person for this partnership.                          | 1 person                            | Beginning now         | Ministry Team                                    | None                    |
| CtK communicates and celebrates the external ministries that we support with time, talent, and treasure.        | 1 spotlighted each month            | Fall 2022             | Ministry Team, Pastor Tim                        | Minimal                 |
|   |                                     |                       |  |                         |
| <b>MATURITY</b>   |                                     |                       |  |                         |
| CtK is known as a resource and refuge for students at Fort Lewis.   |                                     |                       |  |                         |

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| We have a system in place to notify colleges where our youth are headed, and we ask other congregations to notify us of any of their youth who are coming to Fort Lewis College.  | Emails sent each Winter   | Winter 2022/23        | Mandy, Staff                            | None  |
| CtK has begun an informal ministry with students from Fort Lewis and other college-aged young adults.   |   | September 2024        | Deacon Mandy, Pastor Tim, Maturity Team | Minimal to Moderate (depending on resources needed, if any) |
| CtK intentionally advertises our space for use for Fort Lewis Student Groups.   | Send monthly advertisement to FLC departments and student organizations | September 2023        | Staff, ComMission Team                  | None  |
| <b>CtK prioritizes and values intergenerational relationships</b>   |   |                       |   |   |
| CtK strives to make our Faith Formation Events (e.g., Easter Eve Worship, Art Gala, Day Camp Grandparent / Volunteer, Church Campout, etc.) more intentionally intergenerational. |   | Beginning now         | Deacon Mandy, Maturity Team             | None  |
| CtK offers an annual Faith Formation program (e.g., Crossways, Alpha, etc.) for our congregation.   | 1 event   | January 2023          | Deacon Mandy, Maturity Team             | Minimal to Moderate (depending on the resource used)        |
| CtK has continued and increased the number of faith-filled creative events that gather people of all ages within our congregation and beyond.                                     | 6 events  | December 2025         | Deacon Mandy, Pastor Tim, Maturity Team | Minimal to Moderate (depending on the resource used)        |
| We offer support groups and discussion groups that address topics   | 3 per year  | January 2025          | Deacon                                  | Minimal to  |

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| that are of concern to our congregation and to the larger community.  |                                |                       | Mandy, Pastor Tim, Stephen Ministry Leaders                  | Moderate (depending on whether we offer lunches or pay guest speakers)             |
| CtK invites representatives of ministries and organizations that we support to present information to our congregation. | 2 guests per year              | December 2025         | Deacon Mandy, Pastor Tim, Maturity Team, Ministry Team       | None   |
| CtK advertises and promotes current small group ministries and Faith Formation activities.                              | Spotlight one group each month | December 2022         | Pastor Tim, Deacon Mandy, Maturity Team                      | None   |
| CtK has created new small group ministries for our members (e.g., Men's Bible Study, etc.).                             | 3 new small groups             | December 2025         | Deacon Mandy, Pastor Tim, Maturity Team                      | Minimal to Moderate (depending on the resource used and whether it is self-funded) |
| CtK has the resources needed (e.g., Zoom accounts, physical space, etc.) to help our small groups to thrive.            |                                | December 2023         | Deacon Mandy, Pastor Tim, Maturity Team, Administration Team | Minimal to Moderate (depending on what resources are needed)                       |
| Day Camp has grown by 15%.  | 15% growth                     | Summer 2025           | Deacon Mandy,  | Minimal (so long as we stay under the limit for Rainbow Trail's Quota)             |

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| We intentionally invite and include Spanish-language speaking families to Day Camp.   |  | Summer 2023           | Deacon Mandy, Staff, Maturity Team    | Minimal                 |
| <b>MEMBERSHIP</b>   |  |                       |                                       |                         |
| CtK provides regular opportunities that foster and nurture faith and relationships for those who are online.  | 1 ongoing event & 1 special event per year | May 2023              | Membership Team, IT Team, Staff       | Minimal                 |
| CtK provides outdoor/indoor in-person events that bring us together: hiking, walking, game nights, camping, dinners for eight, gardening, snowshoeing, etc.   | At least once per quarter                  | January 2023          | Membership Team                       | Minimal                 |
| CtK offers New Members (“New Participants”) classes that are advertised and encouraged for all CtK Participants to attend.  | One session per quarter                    | 2023                  | Membership Team, Staff                | None                    |
| CtK has restarted the New Participants Sponsor program.   | With the classes                           | 1st quarter 2024      | Membership Team, Staff                | None                    |
| Membership Team coordinates with other M-Teams to offer and encourage regular service projects for <i>all</i> members to do. (e.g., filling worship bags for kids, church cleaning, Manna Soup Kitchen volunteer days, lawn mowing, etc.) |  | Summer 2023           | Membership Team, other M-Teams, Staff | None                    |
| A volunteer list has been created for people to see how they can be involved at CtK.  | Document created                           | January 2023          | Membership Team                       | None                    |
| CtK publicizes all events in a weekly email, weekly slides before worship, on the website calendar, and Sunday bulletins  | Documents created                          | Beginning now         | Staff                                 | None                    |
| Membership Team has a plan in place for fellowship events after Sunday worship and special worship services (e.g., funerals, etc.).   |  | January 2023          | Membership Team, Staff                | None                    |
| <b>COMMISSION</b>   |  |                       |                                       |                         |

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| For every special non-CtK event held here, there is a CtK presence with people and / or informative advertisements that notify people that they are welcome, we want them here.. | People or brochures or advertisements are provided | December 2022         | ComMission Team, Staff, IT Team | Minimal                 |
| CtK participants are equipped with simple evangelism tools to be able to share information about who this church is.   | Survey sent in Summer 2022; again in December 2022 | December 2022         | ComMission Team, Staff          | None                    |
| Brochures, advertisements, and other promotional materials for CtK events are up-to-date and well-stocked in prime locations around the church campus.                           |  | December 2022         | ComMission Team, Staff          | None                    |
| CtK leverages online and print advertising resources to let people know about upcoming sermon series, events, and statements of welcome.   |  | Beginning now         | ComMission Team                 |                         |
| CtK welcomes and includes people beyond the Durango region to worship, fellowship, and small group meetings.   |  |                       |                                 |                         |
| CtK Easter Egg hunt has resumed.   |  | Easter 2023           | ComMission Team, Council        |                         |
| CtK has a consistent spiritual care ministry to the homeless population living at the managed camp in Durango.   |  | Beginning now         | ComMission Team                 |                         |
| An Advisory Team meets regularly to assess needs, plan for fundraising, and invite collaboration among community members and other churches.                                     |  | Spring 2023           | ComMission Team                 |                         |
| CtK participants are knowledgeable about the services offered by La Plata County Family Centers and Café au Play, and vice versa.  |  | Spring 2023           | ComMission Team                 |                         |