

CHRISTUS VICTOR LUTHERAN CHURCH

Vision 2020 Mission Plan and Appeal
Proposals & Frequently Asked Questions

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CHRISTUS VICTOR LUTHERAN CHURCH

VISION 2020 MISSION PLAN

Immediate Short Term (6-12 months)

- Purpose/Vision clarification (unifying priorities, signature ministries) [A]
- Priority: Effective Music Ministry Transition [A]
- Expand Adult Education/Discipleship w/small groups, including young families focus [A]
- Engage younger, newer members in the ministry (primarily 9:15 A.M. service participants) [A]
- Stewardship ministry focus (holistic, year-round) [A]
- Review Staffing/Compensation models
- Mission Support/Benevolence Plan: 9% in 2019; 10% in 2020; no deferred payment practice

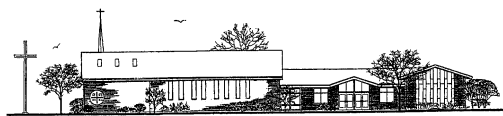
Priority Long-Term (1-3 years)

- Infrastructure/system to support large program size ministry (policies/procedures, technology, communication system, effective office staffing...) [A]
- Staffing model: SS/New members; Equipping ministry (giftedness/involvement/engagement); High school youth staff addition, Children's music ministry, Church Administrator) [A]
- Engage people in the ministry- Giftedness ministry, equipping, small/short-term assignments [A]
- Evangelism/engagement in community: e.g. greater Elk Grove area...outside the bldg.; equipping people as everyday evangelists, Bring/Invite-A-Friend; Oktoberfest/Fall/events for congregation and community [A]
- Connecting the congregation (3 services) – fellowship, service, etc. [A]
- Mortgage Reduction Vision/Plan [C]
- Updated Bathrooms; other preventative maintenance issues [B]
- Roof [B]
- LED sign [B]
- Global/regional/local Mission Outreach Initiative(s) [D]

Other priority considerations:

- Teenagers and young adults in worship
- Study Sunday AM Schedule: children/youth education at 10:45 A.M.
- Mission Trip for Adults/intergenerational
- Lutheranism 101/Lutheran identity
- Celebration/Recognition ministry/plan
- Website enhancement
- Aesthetics: curtains and walls
- Planned Giving focus
- Retaining members/absence follow-up

Priorities: [A] Repositioning for Growth; [B] Property Projects; [C] Mortgage Reduction; [D] Local/Regional/Global Mission Outreach Initiatives



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1045 S. Arlington Heights Road

Elk Grove Village, Illinois 60007



Senior Pastor: Stefan Potuznik

Pastor of Christian Education: Linda Thurston

Summer 2018

Dear Christus Victor Sisters and Brothers in Christ,

Grace and peace to you in the name of our living Lord!

After the initial phases of a mission planning discernment journey in the congregation that has extended over a year, including a season of listening last fall, Congregation Council retreats, and multiple congregational forums, we are excited that the Congregation Council voted unanimously at its July meeting to recommend the proposed **Vision 2020 Mission Plan** and a **Vision 2020 Mission Appeal** for approval at the August 18 & 19, 2018 Congregational Meeting. Please see the proposed Vision 2020 Mission Plan on the previous page and the answers to *Frequently Asked Questions* (Q & A's) on the following pages for additional information and prayerful consideration of these proposals.

What is God calling Christus Victor to do in mission and ministry through 2020 and beyond? The following four priorities have emerged as we have been exploring the answer to this question during the past year:

- [A] Repositioning for Growth
- [B] Property Enhancement
- [C] Mortgage Reduction
- [D] Local/Regional/Global Mission Outreach Initiatives

It is proposed that the **\$500,000 3-year Vision 2020 Mission Plan Appeal resources will be dedicated to three priorities** [A, B, and D]: Repositioning the congregation for growth, property enhancement, and local, regional, and global mission outreach initiatives. A fourth Vision 2020 Mission Plan Appeal priority [C] is designated gifts to reduce the mortgage principal balance. The Vision 2020 Mission Appeal would begin in September 2018 and conclude in September 2021.

If you haven't participated in one of the Vision 2020 Forums or if you have additional questions or input, please participate in one of the early August sessions, as your questions and input are an important part of this mission planning process! Please contact any of us with questions or comments.

Thank you for your prayerful consideration and partnership in God's mission and ministry through Christus Victor to *make Christ known*!

Yours in Christ,

Stefan Potuznik
Senior Pastor

Mike Gehring
President

Gloria Reidinger
Chairperson,
Vision 2020 Leadership Team

FREQUENTLY ASKED QUESTIONS

We just finished a Mission Appeal. Why are we having another one at this time?

For 58 years, Christus Victor has served the greater Elk Grove Village near northwest Chicago area by opening its doors to the community. In 2002 and 2003, the congregation added significant and much needed worship space, and remodeled existing space for program and administrative spaces. We took these faith-steps because the need was the call to mission with children, youth, families, seniors and social ministry. The current operating budget limits Christus Victor to a base level of staff and resources for its worship, faith formation, pastoral care, fellowship, benevolence, mission support, major social outreach ministry (e.g. PADS homeless ministry, annual community Thanksgiving Dinner, A Caring Place respite ministry) and significant payments on a \$1.5 million mortgage balance. When a three-year Mission Appeal concluded in 2017 that enabled parking lot repairs, flooring and hospitality space, in addition to local and global outreach initiatives, a Vision 2020 Team was formed to engage the congregation to discern the path forward for Christus Victor mission and ministry. The team has facilitated an extensive listening process in the congregation during the past year through individual conversations and forums leading to a proposed Vision 2020 Mission Plan organized in partnership with the Congregation Council.

- **The \$500,000 3-year Vision 2020 Mission Plan Appeal resources will be dedicated to three priorities:** *Repositioning the congregation for growth, property enhancement (including a major first phase roof replacement and lift elevator repair or replacement initiatives), and local/regional/global mission outreach initiatives.* The fourth Vision 2020 Mission Plan Appeal priority is designated gifts to reduce the mortgage principal balance. The Vision 2020 Mission Appeal will provide the financial resources for the congregation to grow in breadth and spiritual depth as we move into the broader vision for *making Christ known* in Christus Victor mission and ministry through 2020 and beyond in this community and throughout the world.

What are the property enhancement projects that will be part of the Vision 2020 Mission Appeal? How were they determined and prioritized?

The urgently needed roof replacement project is the #1 property project's priority, the major focus of the first phase of the Vision 2020 Mission Appeal (see the next question). The second property project priority is the lift elevator repair or replacement initiative to provide access to elevated areas and to meet ADA requirements. The lift elevator near the south entrance to the

Fellowship Hall has been inoperable during the last several weeks. The lift elevator will be repaired, replaced, or removed if an alternative ramp project is implemented at the entrance to the Fellowship Hall near the Hebrews Café. The project is currently estimated at \$10,000. Updated bathrooms, as they will be remodeled for aesthetics and hospitality objectives for initial impressions with visitors, etc., is a carryover priority from the last Mission Appeal and the third Property enhancements priority. An LED property frontage sign will be the fourth priority to increase awareness of activities and improve the visibility of the ministry at its great Arlington Heights Road location. *Other property projects prioritized by the Property Committee and Congregation Council may be considered during the 3-year period.*

What is the history of the roof and the replacement project plan?

Although there was a roof repair project in 2004, the roof that is being replaced is the original roof of the older building of the facility constructed in the 1960s. It is apparent that this roof in the older part of the facility has needed to be replaced during the past two to three years. There have been significant leaks in the kitchen and fellowship hall areas in recent months. The Property Committee has diligently studied the issue, received three bids and will make a final recommendation to the Congregation Council at its August 2018 meeting. The council will recommend an action at the August 18 & 19 congregational meeting to implement the roof replacement project to be completed ideally “before the snow flies” later this year.

- ***What roof sections are being replaced?*** Kitchen area and from kitchen down hall to exit heading south (to the Rear Parking lot). Down hallway heading from bathrooms near the offices, west, over hall, nursery, mechanical room, the youth room, and the pastors’ offices.
- ***Is it a complete tear off of these sections?*** Yes. Roof will be pitched for water runoff.
- ***What is the color of the roof?*** White. White is reflective, better insulated and lowers energy costs, especially air conditioning.
- ***Any Gutter work?*** Yes. All around building, along with all new soffit and fascia.
- ***Warranty?*** Yes. 30 Years.

What is the focus of the Repositioning for Growth mission appeal priority and how will the decisions be made and organized?

The findings of the Vision 2020 mission planning process are that there are a number of issues that need to be addressed to move the congregation from a place of stability to the next level of growth and vitality (see the items designated with [A] in the Vision 2020 Plan proposal).

Although Christus Victor has been receiving many new members over the years, we also have experienced transition and inactivity. System and process issues, including communication, technology, and effective operations management are major issues.

- **Staffing for growth** is a significant focus of the repositioning the congregation for growth priority. Engaging new members and all participants in Christus Victor to increase involvement and multiply leadership will be the focus of a new Equipping Ministry Coordinator position (part-time initially). Operations Manager is another part-time position that will be added to coordinate facility usage and facilitate other process and system issues for more effective and efficient day-to-day operations of the ministry. Another example of a repositioning for growth objective that may need financial resources is an emerging plan to expand adult education/discipleship with small groups to deepen the spirituality and faith formation of the congregation. An additional example is the potential enhancement of middle and high school youth ministry staffing. *The Congregation Council will facilitate emerging considerations for other repositioning the congregation for growth issues during the three-year appeal period.*

Why are we going to use Vision 2020 Mission Appeal resources for staff positions?

The Vision 2020 Mission Appeal will provide “seed money” to fund emerging staff positions to resource the congregation effectively for the repositioning for growth priority. The plan is to fund new staff positions on a part-time basis, at least initially, during the “seed money” three-year appeal period, until the positions can be funded by the general fund operating budget. It is a common practice for congregations to use special appeals for the start-up phases of new ministries, including additions to the staffing pattern of the ministry. The plan includes ministry growth for financial resources to finance the new positions in the general fund operating budget within three years.

What is the status of the music ministry transition plan, as we had the major transition of three long-term music ministry leaders during the past year?

Effective music ministry transition is a primary focus of the Repositioning the Congregation for Growth Vision 2020 Mission Plan priority. The congregation has been blessed with outstanding music ministry and leadership for decades and this needs to be sustained for the next chapter of mission and ministry. Megan Radowick, Modern Music Leader has transitioned to the role of Music Director and interim Choir Director. A choir director recruitment process is underway. Anna Kovalevska, an accomplished musician, has joined our staff team as Organist and Choir Accompanist.

What is the focus of the local/regional/global mission outreach initiatives priority?

10% of the Vision 2020 Mission Appeal funds will be dedicated to local/regional/global mission outreach initiatives. In addition to first fruits and proportionate giving stewardship principles, we embody the Church's call to participate in God's mission for the sake of the world. Continuing the congregation's commitment to social outreach ministry to serve the neighbor as part of the Christus Victor culture and identity, local, regional and global outreach initiatives are being identified for expanded ministry in the next chapter of our journey. It's exciting that Shubira Bocko, through her Peace Corps experience, is leading us into our next chapter of a global mission initiative in Dodoma, Tanzania: Microbusiness - Empowering Girls through Arts. Bill Reidinger, Jessica Bocko, Maria Pignato, and Melanie Tomaso are working together as a task force to discern and lead us into other local and regional mission initiatives for the Vision 2020 journey.

What is the history, balance, terms of the current mortgage, and related Vision 2020 plan?

The Vision 2020 Mission Appeal proposal is to apply designated gifts directly to the principal to reduce the mortgage balance. It is the Vision 2020 mission plan to increase awareness in the congregation of the mortgage debt history, consideration, and commitment to reduce the mortgage as much as possible over these next years. The ultimate goal is to eliminate the mortgage much sooner than the current quarter century term. Mission and ministry could be expanded by more than \$100,000 per year if the mortgage was eliminated.

- ***What was the original mortgage?*** The original mortgage was taken out in October 2003 related to the construction of the new sanctuary. The amount was \$1,785,000.
- ***What is the current mortgage? Why hasn't it changed much?*** The current mortgage is \$1,428,000. While it has declined, it is not as low as you might expect after nearly 15 years. This is due to a series of refinancings during which additional funds were added to the mortgage. This occurred due to operating deficits and one time needs (e.g. previous roof repair project). One of the refinancings was to replace a balloon payment which came due in 2011. In addition, there have been periods where our payments were on an interest only basis, due to financial circumstances. Our last refinancing was in January 2015. This locked in a lower interest rate and extended our mortgage an additional 4 years. As a result, our mortgage payments were reduced by \$1,431.00 per month. We are current on our mortgage payments and are paying both interest and principal.

- ***Do we have a fixed rate or balloon? If balloon, when does it come due?*** We have a fixed rate mortgage at 4.75%. The bank has the right to reset the rate in January 2026. It is a 25-year term mortgage with no balloon that comes due in January 2039.
- ***What is our monthly payment?*** Our monthly payment is \$8,855.00. This is the lowest monthly payment during the 15 years of the mortgage's existence.
- ***What is our payoff date?*** The payoff date is January 15, 2039.
- ***Can we refinance to lower our payment?*** We have the right to refinance but this would currently result in a higher interest rate, higher monthly payments and a refinancing fee.
- ***Do we ever pay any additional towards the principal?*** We have made additional payments towards the principal ("prepayments") when congregation members have made designated contributions specifically for mortgage reduction. Such prepayments reduce the principal of the mortgage but do not reduce our monthly mortgage payments. The benefit of prepayments comes at the end of the mortgage by effectively reducing the term.

How will appeal progress and communication be organized?

There will be Minutes 4 Ministries as well as newsletter and announcement sheet articles reporting progress of the Vision 2020 Mission Appeal. Organizing the appeal and implementation in phases with communication about progress for each phase is an excellent suggestion made in the forums that will be implemented. It is anticipated that there will be displays communicating progress of each of the priorities in the various phases of the three-year period, including a thermometer indicating progress towards the \$500,000 goal, and perhaps phase goals.

When and what will be the first phase of the Vision 2020 Mission Appeal?

The first phase of the *Vision 2020* Mission Appeal will focus on ***early giving in September 2018*** to immediately complete the urgently needed roof replacement project before winter, the urgently needed lift elevator repair/replacement initiative, and to launch the mission outreach initiatives (\$90,000 goal). All Christus Victor members and participants will be invited to prayerfully consider giving a significant part of their Vision 2020 pledge by September 30, 2018 so the roof replacement contract and the lift elevator initiative can be executed as soon as possible.

What is the operating budget for the Vision 2020 Mission Appeal?

The Vision 2020 Team will organize a budget to cover the mission appeal expenses that will be approved by the Congregation Council and funded from the Vision 2020 Mission Appeal proceeds from time-to-time. Expenses will be limited and include the cost of brochures, mailings, videos and other appeal activities and resources. The appeal process is being facilitated by an internal leadership team and a fundraising consultant is not being engaged for this initiative.

Who is the leadership team for the Vision 2020 Mission Appeal?

The Vision 2020 Team includes Gloria Reidinger, Chairperson; Jerry Briggs, Neil Harrison, Ruben Hinojosa, Kevin Kivikko, Pastor Stefan Potuznik, Bill Reidinger, and Jane Schwartz. We are very grateful for their leadership!

How does my response and participation in the Vision 2020 Mission Appeal effect my support of current expenses, benevolence and Mission Support?

It shouldn't. Vision 2020 Mission Appeal contributions will be separate from, and in addition to regular ongoing giving to support annual ministries and operating expenses. The pledge form will make it very clear that this is a 3-year pledge to Vision 2020 Mission Appeal. Vision 2020 Mission Appeal giving is **over and above** regular giving to the congregation.

How can I decide what to give?

First of all, **pray, pray, pray!** Let the Lord have God's way in your finances. Then read carefully all the materials we provide for you. We commit ourselves to giving you accurate, relevant information to assist you in your decision-making, including giving guide information. Plan on giving a gift that is born out of faith...big enough to stretch you and take your breath away. This is the only way to fully feel the joy of giving and growing in Christ.

May I give stocks, real estate, insurance, or other gifts-in-kind in addition to cash gifting?

Absolutely! For some people, appreciated assets or non-cash resources are a wise way to fund a gift to charity.

How will I be contacted for my response and participation?

All people of Christus Victor Lutheran Church will receive a response packet in the mail on or before September 1. This packet will contain materials needed to **return your completed pledge forms** to church at one of our **Commitment Worship services on Saturday, September 8, or Sunday, September 9, 2018**. Additional pledges will be received on an ongoing basis until we meet or exceed our \$500,000 goal through September 2021.

How long will my commitment continue?

Unless otherwise arranged, the giving period for the Vision 2020 Mission Appeal is for three years beginning **September 1, 2018, through September 30, 2021**. *Gifts can be given in any way that fits with the donor's financial situation.*

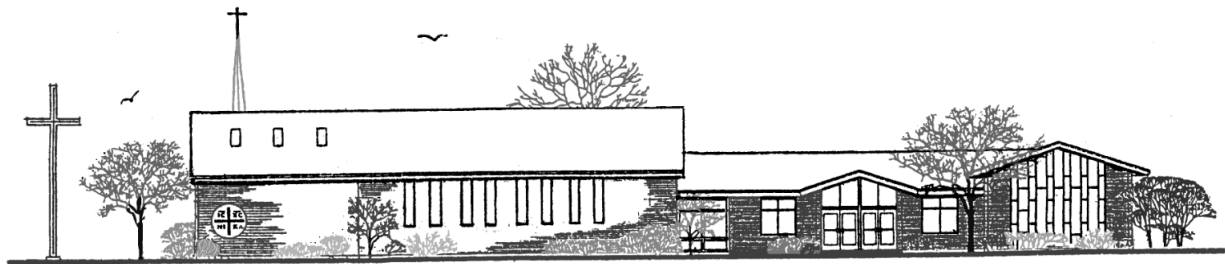
Is it wise to conduct a mission appeal at this time?

Interestingly enough, the Church of Jesus Christ has tended to flourish during challenging times in history. Christ-followers have always believed that the Church is the hope of the world.....that there is no greater enterprise on planet earth than Christ's Church. Challenging times have tended to draw God's people back to the most important things in life. We at Christus Victor Lutheran believe in 'equal sacrifice'—not 'equal gifts.' In other words, people cannot give what they do not have. Some of our families have recently fallen on difficult times and should not be expected to give much. Conversely, others of us have been greatly blessed during this economic upturn and have significant capacities for generosity.

Can I really make a difference?

Absolutely! No gift to the Vision 2020 Mission Appeal is too small or too big. **All gifts are significant.**

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Our mission is "Making Christ Known."

We "Gather, Grow, and Go."



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