

Westwood Road Map

Town Hall Highlights

Sunday, December 17, 2023





Agenda

- ❖ Westwood Mission & Vision Statements
- ❖ Core Values of Westwood
- ❖ Introduction to Westwood Road Map
 - ❖ History of the road map
 - ❖ Process to create the road map
 - ❖ Contents of the road map
- ❖ Goals & Objectives
- ❖ What excites you the most?



Mission Statement

Vision Statement

Core Values



Westwood Mission Statement

The mission of Westwood Lutheran Church is to worship God by making disciples of Jesus Christ.

(This is not changing)



Westwood Vision Statement

Built on three foundations:

- ❖ Our vision is to create new connections.
- ❖ Our vision is to empower discipleship through our understanding of vocation.
- ❖ Our vision is to be an advocate for a healthy community.



Westwood Vision Statement – (Connection)

We believe it is critical at this confusing and chaotic time that people can know each other, belong to each other, and take strength in each other.

Therefore:

Our vision is to create new connections.

- Fostering relationships with people throughout our church and neighborhood.
- Linking with partners who share our work in the world.
- **Building bridges** within and across the ways our community is divided; whether by age, money, race, sexuality, religion or other boundaries



Westwood Vision Statement – (Vocation)

We have the potential: in our talents, in our facilities, in our passion – to touch even more lives, meeting people at every point on their faith journey.

Therefore:

Our vision is to empower discipleship through our understanding of vocation.

- Promoting a deep understanding of vocation as we examine the intersection of our faith in our daily lives.
- Increasing the number of people we touch with our ministry.
- Multiplying those who participate as partners and leaders in our work.



Westwood Vision Statement – (Community)

We are called to be a vital and necessary part of our world.

Therefore:

Our vision is to be an advocate for a healthy community.

- Meeting basic needs and actively seeking ways to end poverty
- Strengthening all forms of families.
- Working and advocating for justice, striving to eliminate inequalities that remain in our society.



Westwood Core Values



Interfaith
Relationships



Race Equity



LGBTQIA+
Inclusion

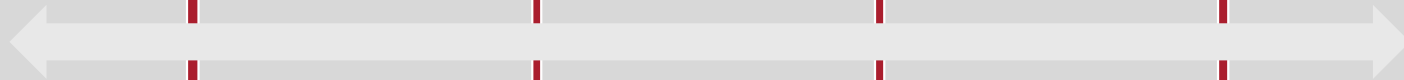


Housing &
Childcare



Environmental
Sustainability

• Added Oct. 2023
after Congregational
survey vote



Formerly known as “Big Rocks”



Westwood Road Map

What & Why?

Background

Process Development

Contents

What is it for at Westwood?

- ❖ Envision the next 3-5 years; living out our mission and vision
- ❖ Collaboratively define goals and objectives
- ❖ Position the organization for transformation and growth



Background

- ❖ First Westwood Road Map adopted in 2018
- ❖ Primarily focused on appeals
- ❖ Results:
 - ❖ All Are Welcome Appeal (Spring 2019 - March 2022)
 - ❖ Prayer of Good Courage Appeal (May 2022 – May 2024)



Why another road map now?

- ❖ In 2022, Westwood Completed a 2-year leadership transition
- ❖ In 2022, POGC launched and will finish in mid-2024 (steps of the first road map finished)
- ❖ In 2023, new staff was put in place



Process Development



What content is included?

- ❖ Domains: areas of general focus
- ❖ **Goals:**
 - ❖ Define visionary targets
 - ❖ Describe the desired future reality
 - ❖ Identifies “Where the organization wants to be [strategically]”
- ❖ **Objectives:**
 - ❖ Initiatives to accomplish goals
 - ❖ Identifies “How the organization plans to get there [strategically]”
 - ❖ Outline key methods for achieving goals – [broadly, not tactically]
- ❖ Action plans: to be done by staff and leadership teams



Individual Vocation

Goal: Westwood Lutheran Church will foster authentic community and relationships among congregants, supporting each other's faith formation and vocations as disciples of Christ.

Objectives:

1. Examine, assess, and enhance current programming to foster meaningful relationships of substance.
2. Equip congregants with a deep understanding of grace and vocation in their individual roles.
3. Empower congregants to embrace and use their individual callings, gifts, and talents as members of the church community and larger community to be the hands and feet of Christ.



Communal Vocation

Goal: Westwood Lutheran Church will serve as a catalyst for a connected and thriving community and world, in alignment with our core values and vocations as disciples of Christ.

Objectives:

1. **Create opportunities** for relationships among Westwood participants, neighbors, and members of the wider community that honor human dignity and build bridges across difference.
2. In humble relationship with community partners, **assess evolving needs** of the wider community and Westwood's capacity to address them, leveraging our resources for impact.
3. **Educate and empower congregants** to live into Westwood's core values, with attention to the complex relationships between them.
4. **Be a catalyst** for co-creating Westwood's next large-scale community-facing initiative(s) to address pressing needs.



Financial Development & Management

Goal: Westwood Lutheran Church will cultivate a vibrant culture of generosity, deeply rooted in our faith, by strategically connecting spiritual values, financial management, and diverse areas of giving. Our focus is on sustaining the well-being of Westwood Lutheran Church and a thriving community.

Objectives:

1. **Connect** our theological claims of grace and vocation to people's real-life relationship with personal finances.
2. **Empower generosity** across dimensions of **diverse backgrounds** (age, race, economic strata, faith history) and giving styles.
3. **Strengthen the financial connections** between congregation, staff, committees, Westwood Early Childhood Center, and the Westwood Lutheran Memorial Foundation to better align our financial capacity.
4. **Increase engagement** and giving to Westwood Lutheran Church appeals in support of current and future needs.



Our Campus

Goal: Westwood Lutheran Church will enhance our campus as a spiritual, sustainable, inclusive, and safe community hub dedicated to fostering a healthy and welcoming environment for all.

Objectives:

1. **Create culture of environmental stewardship** to foster awareness and sustainability practices within our campus and the daily lives of our community to reduce ecological footprint and set an example for others.
2. Create and maintain a **welcoming campus** that is secure and accessible for people of all ages and backgrounds.
3. **Improve use of space and technology** by maximizing capacity, cultivating innovative partnerships, and deepening connections within and across communities



Our Organization

Goal: Westwood Lutheran Church will cultivate a joyful, inclusive, courageous organizational culture that maximizes the gifts of all leaders – lay and staff – empowering all to be active and engaged in alignment with Westwood’s mission and vision.

Objectives:

1. Attract, develop, and support an ambitious staff.
2. Assess, improve, and communicate decision-making processes at all levels of the Westwood organization.
3. Foster safety and promote belonging for people with historically under-represented backgrounds at Westwood.
4. Bring a core-value lens to all decision-making processes.





Time for a Closer Look...



What excites *YOU*?





Thank you

