

Field Strategy for Puerto Rico

Updated Version December 2005

Missionaries present: Mike Tanney, Matthew Prince

General Audience

- Upper/middle/Lower classes
- Working/retired/students
- Bi-lingual or Spanish only
- Families with children/extended families
- People with US connections
- International Community
- Immigrants
- Professional
- Roman Catholic/Evangelical Cultures
- Rich school parents

Internal Environment

Strengths

- Education/teaching
- Lutheran education heritage
- Experience in Latin America
- Music ability
- Creating dramas/events
- Youth Ministry
- Volunteer Groups
- Diversity of team
- Word and Sacrament theology
- English ability
- Children making friends and are good workers

Weaknesses

- Language (varying degrees)
- Home visitation evangelism
- Administration (improving)
- No permanent building
- Congregational history
- Late LCMS arrival in Puerto Rico

Improved Areas

- Home visitation evangelism

- Administration
- Congregation/mission relationship

External Environment

Opportunities

- Desire to learn and practice English
- Spiritual Openness
- Desire for education/self-improvement
- Extended families (networking)
- Good private transportation
- Good communication

Threats

- Doctrinal Confusion
- No clear Lutheran niche (meeting needs of people that other churches are not meeting)
- Competition for time
- Party lifestyle
- Materialism
- Confusion in Puerto Rican identity

Target Audience

- Middle/lower class families with children living in Rio Cristal and Rio Hondo

Core Values

- Personal relationship with the Lord Jesus Christ
- Lutheran theology/identity
- Making disciples through proclamation of the Word, dynamic worship and serving others
- Lutheran Education
- Spouse and family

Vision

- By 2017, the Lutheran Church in Mayaguez has become a self-supporting mega church (over 1000 worshipers). With a staff of 4 full-time professionals, the congregation has gained a reputation for its strong Christian education program, its emphasis on the family, and its dynamic worship services. The training of lay leaders through the TEE program has led to the formation of two churches in Ponce and Aguadilla as well as other satellite ministries throughout the region. The church is proud of its school, which serves grades pre- K through 8, and is planning to add a high school in the next few years.

Purpose

Our mission in Puerto Rico is to be God's instruments proclaiming Law and Gospel in word and deed in order to bring people to faith in Jesus Christ and incorporate them into a Lutheran congregation that continues to make disciples.

SUM = Sharing the Good News, Used by God, Making Disciples

Key Vision Components

- Construction
- Volunteers
- Evangelism
- ESL
- Worship
- Sunday School/Bible Study/Small Groups
- Visitation
- Confirmation
- Assimilation
- TEE
- Personnel
- Christian Day School (Bilingual or English Immersion)

People Focus

Strategic Objective Response

- Team of two missionaries to complete the Puerto Rican strategy
- The planting of large congregations requires both the church and missionaries to work together.
- An experienced missionary such as Paul Brink would be able to help missionaries to sharpen their skills for church planting in Puerto Rico. Ask Paul to come down for short-term Evangelistic Training.
- It is a comfort to know that the Lord has already blessed our efforts as a team in past years and have experienced success with teams of three or more.
- The church plant process is accelerated because team members have the privilege of focusing on areas of ministry that fit their God given gifts. However, many gifts of current missionaries are similar.
- Since lay leadership training requires an ever-growing number of converts, we see the need for one team member to focus only on evangelism and assimilation.

Goal

- Develop and maintain a team of 2 missionary units and one ESL/Volunteer Coordinator to complete Balanced Focus Plan.

Strategies

- Regular time in prayer and in the Word - Devotion and Prayer - Tuesday 9:00 (Matt)
- Regular review and reward progress
- Team meetings
- Recreational time - Team will regularly exercise out in the community - Wednesday (Matt)
- Call other missionary with gifts in evangelism (2006) to replace one current missionary - Strongly urge Jorge to recommend Paul Brink for the Puerto Rico Team (Mike)

Ministry Focus

Strategic Objective Response

- To plant a mega church in Mayaguez, Puerto Rico
- To plant churches in Ponce and Aguadilla

Goal

- To have 1000 worshipers and a school with 200 students in grades pre-K thru 8
- To have self-supporting churches in Ponce and Aguadilla

Strategies

- Finish construction of permanent building for church and school
- Take advantage of missionary team strengths in the area of drama and events for evangelistic outreach.
- Evangelistic events geared toward children – form Kids’ Club with community children, VBS, puppet ministry, sports clinics, music, English, and other
- Evangelistic events geared for youth – sports clinic and haunted house.
- Follow-up evangelism on parents and families of children in Kids’ Club- home visits, workshops
- Begin TEE classes for fall term
- Dynamic worship with good expository preaching and music
- Process for assimilating new members into ministries of congregation (new missionary)
- Pre-school/Kindergarten opening in August 2006
- Building relationships with community
- Start midweek small group
- Start mid-week or Saturday service w/emphasis on Bible Study
- Increase attendance in children’s Sunday school

Ministry Focus Action Plan

- **Construction**
 - Attach water and electricity to building; connect plumbing. (Mike)
 - Water Completed; goal accomplished**
 - Continue to meet with Joe, for continued progress – lay floor (Mike)
 - Floor completed; goal accomplished**
 - Coordinate 3-6 volunteer groups coming in 2006 (Matt/Mike)
 - Involve members more in process/decisions – work days every 3 months. (Matt)
 - Prepare offices at construction site to move current office by January (Mike)
 - Offices moved; goal accomplished**
 - Install phone and air conditioning in office and classrooms (Mike)
- **Visitation**
 - Coordinate visits of members, visitors and follow-up visits. (Matt)
 - Ask Paul Brink to give conference on evangelism (Mike)
- **Continual Education**
 - Begin confirmation classes w/ Lili, Jose Jr. (Mike)
 - Start Midweek Bible Study (Matt)
 - Attempt confirmation/First Communion w/contacts from Kid's Club
- **Assimilation**
 - New members invited to form part of existing ministries or form new ones. Jimmy, Jose, Gloria (Mike)
- **Volunteers**
 - Coordinate and invite 3 groups for Sports camp, VBS, ESL, limited evangelism etc. (Matt)
- **TEE**
 - Coordinate TEE Program (Mike)
 - Begin 2 classes with focus on ministry participation. (Matt) William and Jose potential leaders.
- **Evangelism**
 - Kids Club first Saturday each month (Matt & Mike)
 - Puppet dramas during Christmas and Easter (Mike)
 - Sports camp (Matt)
 - ESL classes begin in February (Matt)
 - Follow-up (Mike)
 - Drama (Matt)
- **Personnel**
 - Call ESL/Volunteer to form part of missionary team in Mayaguez/Puerto Rico
 - During 2007 one missionary leaves to begin new work in Aguadilla or Ponce

- **Day School**
 - Get certification of facilities (Mike)
 - Fill out all paper work from Ministry of Education; get accreditation from Department of Education, recruitment of teachers and personnel. (Mike)
 - Visit other schools; Set philosophy and methodology; begin publicity for children ages of 3,4,5 (Cathy)
- **Worship**
 - Include special Sundays like friendship, bilingual, evangelism, kids worship (Matt)
 - Invite and train more musicians (Mike)
- **Youth**
 - Activities once a month for which youth to outreach into community (Matt)
- **Sunday School**
 - Increase Sunday School attendance from 3 to 10 average by December (Mike)
 - Recruit and train 2 Sunday School teachers (Mike)

Leadership Focus

Strategic Objective Response

- Create and sustain a large base of assimilated members in order to identify and train national leaders who assume ministry responsibilities
- Missionary personnel continue to teach courses of higher quality.

Goal

- By 2017 have: 4 full time national church staff; 100 students studying in TEE program and 12 full time school staff
- By 2017, two national pastors will have been called to serve in Ponce & Aguadilla

Strategies

- Discipling/Continual Education
 - Begin Confirmation classes (Mike)
- TEE classes
 - Coordinate TEE program (Mike)
 - Begin 2 classes by September with focus on ministry participation (Matt & Mike)
- Bible study/ Small groups – Midweek (Matt)
- Create funding for Salaries

Mission Responders Focus

Strategic Objective Response

- Increase awareness and involvement in the Puerto Rican mission

Goal

- Develop and nurture a support base that is able and willing to provide for ministry needs as they arise

Strategies

- Website - Mike will continue working w/William to update website
- Quarterly newsletters - (Matt & Mike)
- Prayer requests
- Personal responses to gifts, thank you letters
- Recruit volunteer teams to meet field needs (Matt & Mike - furlough)
- Maintain relationships with TIM congregations

Partner Focus

Strategic Objective Response

- Encourage development with a mission-minded partner

Goal

- Within 2 years have a signed partnership

Strategies

- Ask area director to find us a mission partner

Board Focus

Strategic Objective Response

- Puerto Rico supported as world mission field

Goal

- Adequate resources are provided in order to fulfill the Puerto Rican mission team strategy and Balanced Focus Plan.

Strategies

- Pray
- Send newsletters
- Send regular updates of strategy