

# EMANUEL LUTHERAN CHURCH STRATEGIC PLAN PROGRESS REPORT

## EMANUEL LUTHERAN CHURCH VISION 2015

*(Adopted by the church counsel 14 June 2010)*

By the year 2015, the historic Emanuel Lutheran Church, founded in 1874, will reach a new level of Christian fellowship and spiritual engagement based upon our faith-committed congregation, inspiring pastoral leadership and worship experience, through a strong multi-generational church family and a tradition of outreach to others.

Our shared vision will have resulted in:

- a strengthened youth program, one expanded to include our pre-teens and our teenagers
- more opportunities to build relationships with Christ and fellow believers through spiritual and social activities throughout the week
- expanded worship opportunities designed to meet the needs and desires for an alternative time and style of worship
- even greater concern for the maintenance and accessibility of church property
- a more united body of faith and presence among the Evangelical Lutheran Church in America (ELCA) parishes in Mason County.

Dedicated commitment to achieving our shared vision will have caused our church to grow because of a renewed emphasis on music, maintaining current members, reaching out to attract both young and new families and those who are seeking a loving Christian community of faith. With many parishioners providing leadership in a participatory organizational culture, we will have become, by God's full grace and mercy, what Emanuel is intended to be.

## OUR MISSION STATEMENT

***“Celebrating and faithfully sharing God’s love  
within and beyond the walls of our church.”***

## **1. Long-Range Goals:**

- 1. Have a strong program for youth from pre-school through 12th grade.**
- 2. Grow the Church (membership)**
- 3. Grow spiritual, educational, and fellowship opportunities**
- 4. Maintain and improve church facilities**
- 5. Have more joint activities (shared ministries) with other churches**
- 6. Increase the financial support**
- 7. Increase multi-generational participation and leadership**

## **2. Annual Goals (2011):**

- 1. Have a strong program for youth from pre-school through 12th grade**
  - 1.1 Start a 5th/6th grade educational program**
  - 1.2 Encourage more musical opportunities for youth (i.e. choir)**
  - 1.3 Have a youth group leader (middle and high school)**
  
- 2. Grow the Church (membership)**
  - 2.1 Reach out to existing members who are not coming**
  - 2.2 Consider offering Sunday School during service**
  - 2.3 Offer a weekly contemporary service**
  - 2.4 Help the congregation understand that we are here to evangelize**
  - 2.5 Have a visitor follow-through program**
  
- 3. Grow spiritual, educational, and fellowship opportunities**
  - 3.1 Offer small groups**
  - 3.2 Develop a calendar of multi-generational social activities**
  - 3.3 Recruit an adult education coordinator**

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**2. Annual Goals (2011):**  
(continued)

4. Maintain and improve church facilities
  - 4.1 **Pay for what we have done/reduce our debt**
  - 4.2 **Determine our critical needs**
    - \*Increase energy efficiency**
    - \*Add an entrance ramp to south side of building**
    - \*Do a cost feasibility study for upgrading the kitchen & Luther Hall**
  - 4.3 **Establish a service group for the kitchen**

*(\*cited as examples of what could be discussed under the umbrella of 4.2)*
  
5. Have more joint activities with other churches
  - 5.1 **Combined youth events**
  - 5.2 **Lenten & Advent shared services**
  - 5.3 **Community prayer breakfast**
  - 5.4 **Church lay representative visitation**
  - 5.5 **Be more intentional with full communion partners**
    - pulpit exchange
  
6. Increase fiscal support
  - 6.1 **Educate the congregation on current financial condition/  
Show where money goes.**
  - 6.2 **Teach stewardship**
  - 6.3 **Hold fundraisers**
  
7. Increase multi-generational participation and leadership
  - 7.1 **Have the children involved in some aspects of leading worship (Goal 1)**
  - 7.2 **Talent survey of youth**
  - 7.3 **Showcase committee functions**
  - 7.4 **Identify leadership needs**

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## 3. Action Steps to Achieve the 2011 Goals:

- 1.1 Start a 5th/6th grade educational program  
[Have in place by September 2011/Megan Maltbie leads]
  - 1.11 Assess our population
  - 1.12 Seek input from children
  - 1.13 Assess/reorganize our volunteers
  - 1.14 Choose a leader who can also serve on the Christian Education Committee
  - 1.15 Provide budget
  - 1.16 Study and develop a curriculum
  - 1.17 Offer a 5th/6th grade service exchange
  
- 1.2 Encourage more musical opportunities for youth K-12 grade (i.e. choir)  
[Have in place by March 31, 2011/Craig Avery leads]
  - 1.21 Survey student interests and talents
  - 1.22 Decide on the program
  - 1.23 Assess equipment needs
  - 1.24 Provide budget
  - 1.25 Identify special music opportunities
  
- 1.3 Have a youth group leader (middle and high school)  
[Have in place by March 3, 2011/ad hoc committee leads]
  - 1.31 Assess our population
  - 1.32 Seek input from children
  - 1.33 Assess/reorganize our volunteers
  - 1.34 Choose a leader who can also serve on the Christian Education Committee
  - 1.35 Provide budget
  - 1.36 Study and develop a curriculum
  
- 2.1 Reach out to existing members who are not coming  
[Have in place by January 31, 2011/Christian Outreach Committee leads]
  - 2.11 Identify them
  - 2.12 Determine best way to contact them
  - 2.13 Determine the talking points
  - 2.14 Contact them
  - 2.15 Summarize why people are not coming
  - 2.16 Follow-up plan
  - 2.17 Update rolls

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- 2.2 Consider offering Sunday School during service  
[Have in place by 3 months after completion of Goal 2.4/Sunday School Committee leads]
  - 2.21 Survey the population with several options**
  - 2.22 Assess volunteers**
  
- 2.3 Offer a weekly contemporary service  
[Have in place by June 1, 2011/Worship Committee leads]
  - 2.31 Study best practice**
  - 2.32 Survey interest of the population**
  - 2.33 Develop/design Contemporary Service**
  
- 2.4 Help the congregation understand that we are here to evangelize
  - 2.41 Get a motivational speaker to teach us**
  - 2.42 Identify leaders who are talented**
  - 2.53 Offer a class for members which would encourage spirituality**
  
- 2.5 Have a visitor follow-through program
  - 2.51 Define the criteria of visitors to follow-up on**
  - 2.52 Investigate expansion of our existing program**
  
- 3.1 Offer Small Groups  
[Have in place by February 15, 2011/ad hoc committee leads]
  - 3.11 Survey congregation to determine interest in small groups**
  - 3.12 Determine content/purpose of the groups**
  - 3.13 Recruit hosts for group(s)**
  
- 3.2 Develop a calendar of multi-generational social activities  
[Have in place by January 31, 2011/Recruit individual to lead]
  - 3.21 Decide frequency**
  - 3.22 Survey congregation's interests**
  - 3.23 Find a leader for each event**
  
- 3.3 Recruit an Adult Education Coordinator  
[Have in place by November/December 2011]
  - 3.31 Develop a job description**

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- 4.1 Pay for what we have done/reduce our debt
- 4.2 Determine our critical needs  
[Have in place by March 1, 2011/Property Committee leads]
  - 4.21 Engage building consultants**
  - 4.22 Seek input from congregation**
- 4.3 Establish a service group for the kitchen  
[Have in place by January 31, 2011/Hjordis Rivet leads]
- 5.1 Combined Youth Events  
[Have in place by March 1, 2011/Hjordis Rivet leads]
  - 5.11 Communicate with other churches**
  - 5.12 Explore opportunities**
- 5.2 Lenten & Advent Shared Services  
[Have in place by February 1, 2011/Worship Committee leads]
  - 5.21 Advanced to include season of Advent 2010**
- 5.3 Community Prayer Breakfast  
[Have in place by July 1, 2011/Art Hoffman leads]
  - 5.31 Communicate with other churches**
- 5.4 Church Lay Representative visitation  
[Have in place by August 1, 2011/Pastor Jim and one other individual to lead]
  - 5.41 Temple talk and Embers & Herald for sharing purpose**
  - 5.42 Determine interest**
  - 5.43 Foster understanding and relationships**
- 5.5 Be more intentional with full communion partners--pulpit exchange  
[Have in place by September 1, 2011/Pastor Jim]
  - 5.51 Invite parishes in full communion (Mason County) to consider implementing the full communion that we share--L.A.R.C.**
- 6.1 Educate the congregation on current financial conditions/show where money goes  
[Have in place by August 1, 2011/Stewardship Committee leads]
  - 6.11 Temple talks to enforce the positive results of Pastor's sermon on giving**
  - 6.12 Teach Stewardship**
    - 6.121 Incorporate in Adult Education**
    - 6.122 Bring in outside speaker**
    - 6.123 Witness spiritual benefits of stewardship (time, talent, treasure)**  
...temple talks

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- 6.3 Hold Fundraisers  
[Have in place by December 31, 2011/Finance Committee leads]  
**6.31 Determine designated use of funds**  
**6.32 Hold one major fundraiser per year and three minor projects per year**
- 7.1 Have children involved in some aspects of leading worship  
[Have in place by July 2011/Worship Committee and Confirmation Committee leads]  
**7.11 Determine calendar of frequency**  
**7.12 Consider participation for whole service and/or partial service**  
**7.13 Reading Lectionary (Middle School, age 11 & up) with coaching by adults**  
**7.14 Music involvement**  
**7.15 Incorporate youth into video-taping of services**
- 7.2 Talent Survey of Youth  
[Have in place by December 2011--Confirmation Class/Leaders lead]
- 7.3 Showcase Committee Functions  
[Have in place by August 2011/Committees lead]  
**7.31 Highlight one committee at a time in the Embers and on the website (who, what they do/did, etc.)**  
**7.32 Bulletin board with pictures of committee members with suggestion box**  
**7.33 Create new member guide explaining functions of committees**  
**7.34 Ministries events at Coffee Hour (September 2011)**  
**7.35 Time & Talent forms--follow-through by committees**
- 7.4 Identify Leadership Needs  
[Have in place by March 31, 2011/Council leads]  
**7.41 Develop and inform congregation of members who are participating in the work of the church**  
**7.42 Develop comprehensive list of where leaders are needed (from Strategic Planning meetings)**