

Long Term Planning Committee Report

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Summary Report

The Long Term Planning Committee was commissioned by the Board of Directors from Our Savior Lutheran Church in January of 2019, to investigate where we currently are as a church, where we desire to be 5 years from now, and to make recommendations on how we can get to our desired outcome. The purpose of this committee is to paint a broad outline of the direction of the ministries of this church. How this outline will be filled will be determined by the congregation and the Board of Directors. Over the past 19 this group has met together monthly to accomplish this work.

To begin our work the LTPC sent a congregational wide survey to identify what the strengths of the congregation are and where we would like to see our congregation be at. There were over 150 responses to this survey which we feel gave an accurate assessment from the congregation at large.

The most important item that came from this survey was a realization that the mission and vision of the congregation was confusing and not overly clear. Over the course of the next 6 months the LTPC began to work on a new mission and vision statements. To help shape this new mission and vision statement the LTPC held a congregational retreat and multiple listening sessions. In November of 2019 the congregation voted unanimously to approve a new mission statement which states, **We are a welcoming community, rooted in Scripture, growing in faith, and proclaiming that Jesus is the Way.** The congregation also voted to approve a new vision statement which states, **That all may know and experience the love of God.** This mission and vision statement sets the framework for where we would like to be in the next 5 years and beyond as a church.

Areas of Ministry Reviewed

After the work of the new mission and vision statement was completed, the LTPC reviewed the congregational survey in light of the new mission and vision statements, and we focused in on 10 different areas of Ministry that are vital to the church, and to fulfilling our mission and vision. The following areas we focused on are:

- **Technology**
- **Youth Ministry**
- **Facilities**
- **In-Reach**
- **Staffing**
- **Missions**
- **Bible Study and Adult Education**
- **School**
- **Outreach**
- **Governance**

Over the course of the last 6 months the LTPC has come up with recommendations for how we can achieve the mission and vision of the church in each one of these areas of ministry. The remainder of this report will reflect those recommendations in each area of ministry.

Technology

We are currently offering:

- Social media presence on Facebook, Twitter and Youtube
- OSLCS.org website
- Live streaming of services (including updated technology to more effectively live stream which will be completed by the end of August).

Potential Opportunities:

- Updated more user friendly website
- Uniting our social media ministries to have a more coherent and unified voice
- Hire a part time staff member to help manage our website and social media accounts.

Challenges:

- Money
- Lack of technological knowledge and experience from the current staff.

Recommendations:

- Figure out how to livestream private streaming
 - Getting information in for a real time scenario
 - Get a polycom phone to have people dial into meetings
- Budget money for website service or staff member and hire them
- Create a new website that is user friendly and gives pertinent information
- Update computers for the staff
- More user friendly technology for members to sign up for programs
- Permanent touch screens at church
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)

Youth and Children's Ministry

We are currently offering for youth:

- Sunday Morning Bible study (High School)
- Sunday Evening Fellowship (High School)
- Wednesday Confirmation (7 & 8th graders)
- Mission trips (high school and middle school age)
- National Youth Gathering (every 3 years) (High School)
- Fundraisers (High School)
- Sunday School (Elementary and preschool)
- VBS (elementary and preschool)
- Children's Church (preschool)
- MOPS (Preschool)

Potential Opportunities:

- 6th grade youth group
- Cross generational ministries
- Quarterly opportunities for younger families to have a time to learn together
- More parenting classes
- Apologetics for Teens

Challenges:

- Not having enough volunteers
- Busy schedules
- Communication
- Not having a full time dedicated staff member to this ministry.

Recommendations:

- Examine our Current Staffing, within two years have a full time dedicated staff member for this department.
- Specific detailed plan from the growth of our high school youth, with actionable steps
- Develop Metric to Gauge Growth (not just in numbers, but in spiritual growth).
- Communicate weekly with parents, about what is being taught in Sunday School and other youth activities.
- Develop a communication plan to parents, the congregation and our community.
- Have our youth leaders into the high schools to connect with members of our church but also their friends
- Plan to increase adult involvement (Parents and Congregation)
- Create two yearly events where our youth are doing a service project in our community. Not for our church, for our community.
- Develop plan for middle school ministry beyond just confirmation class, (specifically for our 6th graders)
- Have a yearly time of study of apologetics to help our children understand what they believe and why it is important.
- Create quarterly opportunities for families with young children to come to the church for a fun and learning time
- Offer at least 1 parenting class a year to families with young children, and 1 a year with families with teenage children.
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)

Facilities

Current State:

- The top 2 floors of the school, the extended care room, and the gym are used daily by our Childcare Center.
- On Sundays the sanctuary, fellowship hall, and school are used.
- The gym and school are used on most nights during the week by other groups.
- We have also been blessed to have paid off our mortgage.

Potential:

- Inviting community groups to come in during the week and use our facilities as an opportunity to make connections with more people
- Potentially expand our building by building a new narthex.

Challenges:

- Do we have the space to let new groups in
- If we decide to build a new narthex, how will we pay for it.

Recommendations:

- Tasking facilities committee to investigate the viability of building a new narthex
- If the facilities committee decides we should build, they should create different plans for what we can do with our space
- Purchase a new organ or retool the current organ
- Open up our facility to our community to use more and to clarify what organizations could use the building
- Contact Shorewood about using the space
- Revamp school hallways
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)

In Reach

What we are currently offering:

- Growth Groups
- Fellowship opportunities on Sundays and quarterly for special events
- God's Guys
- Women's ministry
- Men's Small Groups

Potential opportunities:

- Assimilation groups for new members
- Growing small groups
- More Fellowship opportunities
- Cross generational ministries

Challenges:

- Making sure we do not break into cliques
- Connecting visitors and members in creative ways, without forcing things on them,
- Meeting people's schedules to be able to connect them

Recommendations:

Short Term:

- This year encourage smaller groups to meet in person
- Develop fuller Men's Ministry to Augment God's Guys
- Create opportunities for people who cannot meet in person to meet online
- Find a way to reintroduce fellowship (meeting outside, etc.)

Long Term:

- Continue growing growth groups
 - Have annual sign up
 - Recruit new leaders and members
- Find ways to have new groups start and people to change groups
- Create a mentor program for new members and visitors
- Continue to monitor how we welcome people into the church
- Member only website for members
- Connecting youth to the larger congregation
- Connect people to volunteer opportunities when they volunteer
- Continue to cultivate men's and women's groups that can encourage one another
 - Create plan for working mom's specifically
- Have childcare available for families to be able to meet with other families
- Work on creating opportunities for young families to connect to each other
- Annual or semi-annual survey to have people share where they are at.
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)

Staffing

Our current staff:

- Church Side
 - Senior Pastor, Administrative Director, Minister of Discipleship, Care, and Worship, Facilities Manager, Youth Minister (part time), Children and Families Director (part time), Membership Secretary (part time),
- School Side
 - Early Childhood Center, Director Extended Care Coordinator (part time), Teachers (full time), Teacher aids and teachers assistance (part and full time), School Secretary (Part time)

Potential:

- Associate Pastor (through SMP program)
- Full time youth and family minister
- Part time website manager and social media coordinator

Challenges:

- Identifying the needs we have for staffing
- Hiring the correct people
- Money

Recommendations:

- Augment the current Minister of Discipleship, Care, and Worship, to become a pastor through the SMP program
- Hire a full time dedicated youth director in the next two years
- Hire a part time website manager and social media coordinator
- Examine the entirety of our staffing and determine if those positions need to be modified or changed.
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)

Missions

We are currently supporting:

- Above (\$4,000)
 - Revive Minnesota, Crossing Cambodia, Lutheran World Relief, Lutheran Bible Translators, LCMS International, Jamaica Mission Trip
- \$1,000
 - Kenya Children's Fund, Treehouse, Global Eye Mission, Blind Fellowship Outreach, Adult & Teen Challenge, ICA Food Shelf, and OSLCS Young Adult Ministry
- Synodical Support
 - Mayer Lutheran High School, LCMS, & the Minnesota South District.

Potential Opportunities:

- The congregation has committed to pledging 10% of their budget to missions. Over the next 18 months there will be \$36,000 additional dollars to be given to missions.
- Develop a Mission Board

Challenges:

- Choosing which missions to support
- Updating the congregation on those missions

Recommendations:

- Create a mission board
 - With a section on the website
- Have a regular reporting process on missions (done by the missions board)
- Reach 10% of giving
- Look into connecting with a mission and supporting them with dollars and with manpower. (determine whether this is the best stewardship of our dollars)
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)

Bible Study and Adult Education

We are currently offering:

- Sunday Morning Bible Studies
- Tuesday Women's Bible Study
- Friday Morning Men's Breakfast Bible Study
- Wednesday Night Grow Events
- Small Groups.

Challenges:

- Having people come to Bible Study
- Developing a schedule that will help people be able to create time to participate in a Bible Study

Potential Opportunities:

- Weekly online Bible Study
- Once a month men's breakfast Bible Study on Saturday
- Continued growth of growth groups.

Recommendations:

- Have a class on Bible Basics
- Have classes that are scheduled for times when the most people could attend.
- Create surveys after classes to evaluate how people are growing in faith
- Expand on virtual studies that were begun this past March
- Encourage the growth of growth groups, so that people can join a group based on a time that will work for them and their families
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)

School

We are currently offering:

- Kindergarten and 5 year old Kindergarten (9 children are signed up for this class this fall)
- 4 year old classroom
- 3 year old classroom,
- 2 year old classroom
- Extended care for elementary aged school children.

Potential Opportunities:

- Expanding the school by starting an infant room
- Continued growth of the Fall 5 classroom
- Reaching out to the community with the gospel through the school.

Challenges:

- PR
- Community Awareness
- Getting the church to partner with the childcare center outside of just the budgetary items, staffing, finances
- Financial implications on the overall budget.

Recommendations:

- Begin an infant room
- Focus on early childhood with no current long term plans to reopen 1st-8th grade
- Determine the future of the Extended Care
- Moving preschool classroom upstairs and have two toddler rooms
- Create handicap accessibility for playground
- Infant toddler playground
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)

Outreach

We are currently doing:

- Trunk or Treat, Blind Ministry, Easter Egg Hunt, VBS, Apple Day, Revive Minnesota Outreaches, Prison Ministry, Griefshare, Treehouse, Personal Outreaches

Challenges:

- Not enough volunteers
- Identifying the needs of our community
- Equipping people for personal outreach

Potential Opportunities:

- Simplifying the things that we do so that people will be able to just be able to come and do outreach instead of doing the lead up to it
- Get connected to current ministries in town to be able to see what the needs of our community are.
- Train and equip people for personal outreach to share their faith with others and grow the kingdom

Recommendations:

- Intentional training for those who would do personal outreach
- Develop ways for people to discover and communicate the needs of people in our community
- Make service an integral part of outreach
- Summarize what we are doing in outreach, why we are doing it, and how people can help
- Buy t-shirts of OSLCS for people to wear when they are serving in the community
- Update our website to improve our online outreach
- Partner with other faith organizations to be able to reach out and serve our community
- Core outreaches and affiliate ministries
- Clear communication of what is expected of volunteers (list service hours)
- Do not turn away volunteers and make sure it is a good experience for volunteers
- Volunteer appreciation
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)

Governance

Our Current Situation:

- Our governing body is the Board of Directors, all other boards report to and are under the BOD.
- These boards that are mandated in our Constitution include
 - Board of Elders, Education Committee, Stewardship Committee, Facilities Committee, Finance Committee.
- Additional committees include
- Long Term Planning Committee, and Audit committee
- We have also recently updated our Constitution and By-Laws.

Potential Opportunities:

- Create a constitutional committee to regularly review and update our constitution and by laws
- Fill out the required boards.

Challenges:

- Volunteers
- Time that volunteers have to commit

Recommendations:

- Board of Directors would review the constitution every two or three years
- Consider making changes to the our constitution to allow for virtual Congregational meetings
- Consider making changes to allow for proxy voting
- Create a facilities committee, which is the only committee that is required that is not assembled currently
- Put together a constitutional committee to review our Constitution and By Laws
 - Clarify roles of committee and how they report to the BOD
- Develop metrics to quantify how we are doing in this area, not only in tangible ways (numbers), but intangible ways (spiritual growth)