

INSIGHTS FROM COUNCIL RETREAT 2/17

FIVE YEAR VISION (2022)

WE ARE: a Spirit-driven, vibrant, passionate, & accessible relational community welcoming people of every walk of life & faith to deepen their connection with Christ and his Mission

WE SEEK TO: love, live, and share Christ by:

- intentionally embracing a model of a fully relational church 24/7 (in all of our teams and ministries)
- sharing and nurturing collaborative **LEADERSHIP** across all generations
- creating & expanding opportunities for more generous **INVESTMENT & SERVING** in North Liberty & surrounding communities
- encouraging all participants to connect, grow, & serve in small groups and large group ministries
- striving for excellence throughout our ministries

EVIDENCED BY: our **DISCIPLESHIP GROWS** 15%/YEAR to over 400 distinct individuals engaged in ministry each week, and a growing on-line presence & ministry with each passing year

SO THAT: the hope, promise, & unconditional love of Christ is increasingly **EVIDENT** in our communities because of us

GOALS:

a. **STRENGTHEN COLLABORATIVE LEADERSHIP ACROSS MINISTRIES**

1. **EXPANDING & DEVELOPING** the number of ministry leaders, especially across ages and cultures

(ministry teams, council, & staff)

2. Intentional support and investment in **APPRENTICING & COACHING**

- current & future leaders; clear expectations & affirmation
(ministry leaders, staff, pastors)
2. Create more formal **CHANNELS OF COMMUNICATION** between layers of staff and ministry teams and leaders
(staff, council)
 3. Establish a Communications Team of staff & other leaders to better utilize **TECHNOLOGY** tools to assist with team planning efforts and mutual accountability
(Communications team, Worship team, Tech Team, staff)
 4. Specific **NURTURING OF YOUNG PEOPLE** and their gifts from age 3-grade 8, such that the majority remain regularly involved in ministry other than worship beyond their junior high years.
(Children's ministry team)
 5. A **COMPREHENSIVE PLAN** for ministry with middle and high school youth is created and implemented by fall 2017.
(pastors, key volunteers)
 6. Council & ministry team leaders challenged to take better advantage of area **LEADERSHIP DEVELOPMENT** opportunities.
(council, small group leaders)
 7. Work toward a **full-time call** for Pastor Katie by 2018. *(council)*
 8. Explore **expanded administrative staffing** for children's and youth ministries. *(council, Children's Ministry team, pastors)*

b. INVESTMENT IN THE LOCAL COMMUNITY DEEPENED & BROADENED

1. Active promotion of **LOCAL SERVANT MINISTRY** events & partnerships among lay members

(ministry leaders, staff)

2. Continued further development of **WEB-BASED (& PHONE-BASED)** resources that allow access to our congregational ministries on-demand.

(Communications team, Laurel)

3. Internal **CHAMPION** (layperson) named for each outside mission endeavor, & connected through the Servant Ministry Team.

(Servant Ministry Team)

4. Intentional **ADVOCACY** on issues impacting the community on a regular basis.

(pastoral staff, ministry leaders)

5. 10% of each pastors' time invested in **LOCAL ENDEAVORS** outside of the church.

(pastors)

c. RELENTLESS INTENTIONAL CONNECTION & ASSIMILATION

1. Planned expansion of the number and types of relational **SMALL GROUPS** available, including off-site groups at places like coffee shops, homes, UIHC, etc.

(Small Group Ministry Team; Pastor Katie)

2. Fall & Lenten **ALL-CHURCH** group endeavors used to spark interest and expose participants to unrecognized opportunities

(pastors and Small group ministry team)

3. A formal "**SPOTTER**" individual named for each weekly worship opportunity to better identify and initially connect with worship guests & all members trained to be more welcoming of worship guests

(Council)

4. Construction & staffing of a formal “**WELCOME STATION**” near the current nursery to help answer questions, connect people to ministries, and lessen clutter in the gathering areas.

(Bob Fox & friends w/ input from pastors)

5. **TRANSITION** away from “Fellowship Folders” & circulating clipboards to more individualized forms, on-line signups & other means of recruiting

(Communications team, ministry leaders, staff)

6. Stewardship team representative seeks to better connect individuals and ministries with **time and talent** / **GIFTEDNESS** inventories

(Stewardship team, support staff, Pastor Tim)

7. New diligence in looking at everything through the eyes of a **NEWCOMER**

(council, ministry teams, staff, everyone!)

8. All ministry teams and Council **PRACTICE RELATIONAL COMMUNITY** prior to business at meetings (we walk the talk).

(all ministry teams & Council)

9. We conduct a comprehensive review of programming procedures & assumptions with a regard for increasing the **SAFETY** of ministry participants, and thus, trust in the ministries & facility.

(Children’s ministry team; Pastor Katie)

d. INCREASE INVESTMENT AND ACTIVE ENGAGEMENT IN OUR PERSONAL AND COMMUNAL FAITH WALK

1. Each family nurtures investment in faith development **AT HOME** first

(Children's ministry team; member families)

2. Expanded use of **STORY-TELLING**, photos, video, & social media to tell of the "ministries that move us" (in announcements, classes, and other venues *(Communications team, staff, pastors, ministry leaders, council)*)
3. **Special attention** paid to music, prayers, confessions, sermons etc with this in mind *(pastors)*
4. Intentional striving to balance both "**HEAD & HEART**" in ministries *(pastors primarily)*
5. Extra emphasis placed on "**WORKCAMP**" and outdoor ministry experiences for people of all ages *(council, staff, youth ministry leaders)*

e. INCREASE OUR PHYSICAL CAPACITY FOR MINISTRY FOR THE NEXT PHASE OF OUR CONGREGATION'S GROWTH

1. Continued attention to accelerated **DEBT REDUCTION**. *(council)*
2. Continued courting of Creation Kids to permanently expand to our facility and/or exploration of forming our own preschool, or hosting an alternative midweek **CHILDREN'S MINISTRY** *(council, Pastor Tim)*
3. A formal current & anticipated future space utilization **STUDY** launched
in 2017 *(Council, Pastor Tim)*
4. Visit by ELCA Building **CONSULTANT** & local construction consultants in 2017 or whenever best *(Council)*
5. Investigate funds needed for **SITE PLAN** in 2017 *(Council)*
6. Continue to build all three worship services to **CAPACITY**. *(all)*

7. Formal **ATTENTION** paid to growing trends of “decentralization” in congregations, asking where additional physical space is and is not what is most required *(council, staff)*
8. Utilize and explore alternative temporary space options available. *(council, staff)*

f. BROADENED & DEEPENED COMMUNICATION

1. Continue to expand **SOCIAL MEDIA** presence and usage *(Laurel, Communications team, staff)*
2. Continue to utilize frequent **E-BLASTS** for primary communication with participants about timely events *(pastors, staff)*
3. Appointed **PHOTOGRAPHER & VIDEOGRAPHER** for most ministry events *(ministry team leaders)*
4. **PODCAST** sermons added to website; expanded to video sermons as available volunteers / technology can be found to record & upload them. *(Dan Hellem, Mark Stern, Judy Taylor, staff)*
5. Continued attention to **SMART-PHONE** friendliness of web resources *(Laurel, Communications team)*

g. BUILDING ON OUR GLOBAL SENSIBILITIES

1. Encourage thinking about possibilities / options through the eyes of **GLOBAL & SUSTAINABLE** sensitivities *(Pastors)*
2. Intentional ministry of **ADVOCACY** utilized regularly on a seasonal basis *(pastors, Servant Min. team)*
3. **CREATION CARE** task force formed to identify & encourage opportunities make an impact on environmental stewardship. *(Pastor Tim)*
4. Explore the feasibility of further energy reductions such as a WindSpire

WIND TURBINE once again.

(Pastor Tim, Creation Care Task Force)

5. Spring and summer **WORKCAMP** experiences maximized

(Pastor Katie, Bryce Henson)

6. Attempt again to establish a relationship with a sister congregation in the **PARE DIOCESE** of the Evangelical Lutheran Church in Tanzania

(Pastor Tim)

7. Continue our current relationship with “**Water to Thrive.**”

