

**GRACE LUTHERAN CHURCH PLAN JUNE 2022**

For nearly a year, the Congregation Council, Pastor Cover, and others have been working to understand what God is calling Grace Lutheran to do and to create a plan for the next several years. A written survey of the congregation, a listening session, and small groups provided the opportunity to hear the concerns, needs, dreams and desires of a wide range of members. Exploratory interviews were held with church and nonprofit organizations. Prayer was a regular part of the process. Many thanks to everyone involved. These are points to keep in mind to understand the plan:

- Grace Lutheran understands itself to be part of ELCA churchwide and the Lower Susquehanna Synod and takes into consideration its position and perspectives.
- As a result, the disruption caused by the pandemic and also the current divisive environment in the wider society, a first priority is re-engaging members and bringing people together to learn and socialize so that relationships are deepened.
- As with most churches right now, there is a need to reinvigorate some infrastructure and volunteer engagement.
- With engaged members and new programmatic vigor, it will then be easier to attract new members.
- To address the needs and desires of a range of ages and interests some diversity of engagement opportunities, worship styles, etc. will be needed.
- There is a need to think systematically about the various church properties and to create a comprehensive plan for decision making.
- In the midst of pastoral transition, it will be important to leave space for a new person to be part of creating specific action plans for subsequent years.
- Committees, leaders, and interested members are empowered to use their gifts and ideas to create the specifics of items outlined below.
- The Planning Team would strongly suggest that, if financially feasible, a part-time coordinator position be created to assist with children’s ministries and to organize volunteer engagement to implement the plan.

**THREE - YEAR PRIORITIES (2022 – 2025)**

<b>THREE - YEAR PRIORITIES (2022 – 2025)</b>			
<b>A. Help one another come together and engage again to create a sense of unity in Christ that stretches across opposing viewpoints</b>	<b>B. Offer diverse opportunities for engagement in congregational and community life across generations</b>	<b>C. Explore and offer varied worship experiences and worship tools</b>	<b>D. Create a comprehensive plan for the three church properties and related physical assets</b>

**THREE - YEAR PRIORITIES**

**A. Help one another come together and engage again to create a sense of unity in Christ that stretches across opposing viewpoints**

**YEAR ONE ACTION PLANS**

Action Plan	Action(s) Taken	By Whom	Date	Outcome/Response
a. Implement an intentional outreach approach - calls, invitations, rides, cards	a1. Reestablish Community Prayer Ministry	Alan Gable	October 2022	a1. Ministry is up & running
	a2. Note card outreach to visitors to worship and to "missing" members	Sue Gasswint	October 2022	a2. <ul style="list-style-type: none"> <li>• Ann H. will take notecards &amp; stamps to Sue G.</li> <li>• Diane will send needed info to Sue G. via email</li> </ul>
b. Once per quarter host social and educational opportunities for people to deepen relationships-keep it simple and ask various volunteers to put an event together such as potlucks, craft activities, movie night, hymn sing, refreshments before & after church, picnic at Kentland, parent/child activities, have members teach a skill...	b1. Parking Lot Church	Pastor Worship & Music Comm	Aug. 28, 2022	b1. Very positive feedback & requests to repeat this service <ul style="list-style-type: none"> <li>• Required considerable set up &amp; clean up, involving multiple volunteers</li> <li>• Candles aren't necessary</li> <li>• Only use flowers if sponsored that Sunday</li> <li>• Use processional cross in its stand, ergo a smaller altar table</li> <li>• Set up band &amp; altar closer to shaded area</li> <li>• Have extra chairs readily available</li> <li>• Explore buying/renting more canopy tents</li> </ul>
	b2. Rally Day	Children, Youth & Family Min.	Sept. 18, 2022	<hr style="border-top: 1px dashed black;"/> <ul style="list-style-type: none"> <li>• 85 people attended, including 8 families</li> <li>• Craft table &amp; bounce house were enjoyed by youth</li> <li>• Definitely a successful event</li> </ul>

	b3. Fall Festival	Fellowship & Arts	October 15, 2022	<ul style="list-style-type: none"> <li>Suggest including a “Committee Fair” next year to share information &amp; provide opportunities for folks to join new groups</li> </ul> <hr/> <ul style="list-style-type: none"> <li>Perfect weather allowed for many outdoor activities</li> <li>36 people attended, 17 children &amp; 19 adults – including prospective members, a family of 5</li> <li>Attendance slightly lower this year – may go back to holding it on Sunday afternoon</li> <li>Consider including informal outdoor worship w/ the event</li> </ul> <p>Ideas for future:</p> <ul style="list-style-type: none"> <li>Advertise to surrounding communities for outreach</li> <li>Consider postcard invitations to members</li> </ul> <hr/>
	b4. Advent Event	Children, Youth & Family Min.	November 27, 2022	
	b5. Breakfast with Santa	Fellowship & Arts	December 10, 2022	

**THREE - YEAR PRIORITIES**

**A. Help one another come together and engage again to create a sense of unity in Christ that stretches across opposing viewpoints**

**YEAR ONE ACTION PLANS**

Action Plan	Action(s) Taken	By Whom	Date	Outcome/Response
c. Host a Braver Angels event to offer skill-building in having respectful, open-minded conversations that go deeper than political divisions.	c1. Gather more detailed information on this organization c2. Host an event, open to the community, at the church	Rick Keen, Susan Ryder  TBD	c1. ASAP  c2. Winter/spring 2023, depending on B.A. availability	
d. Emphasize GRACE and Christ-centered focus- use existing communication vehicles.	d1. Add a slide to worship PPT  d2. <del>Include same message &amp; graphic in GNG</del>	Pastor Chris Jury	Sept. 2022 & ongoing	Completed  The Team decided to remove this action item.

**THREE - YEAR PRIORITIES**

**B. Offer diverse opportunities for engagement in congregational and community life across generations**

**YEAR ONE ACTION PLANS**

Action Plan	Action(s) Taken	By Whom	Date	Outcome/Response
a. Add two short-term courses/ discussion groups to expand lifelong educational opportunities.	a1. Possible topics: Social Justice  a2. Sunday evening "Soup, Sandwich & Conversation"	Outside speakers: Synod, Pr. Easton  Pr. Easton Marti Bert & Keith Snavely??		
b. Build on the strengths of the youth program by asking youth to plan and lead two activities.	b1. Mission trip presentation during worship b2. Advertise & promote their "Tech Day"	Jesse Woodrow & youth  S.P. Imp. Team & Council	Dec. 4, 2022  TBD	
c. Reconsider <del>committee</del> Ministry Team structures and reinvent and reinvigorate them in new ways. Begin by identifying current committees and their current status	c1. Begin with a review of existing groups and their descriptions in Council binder	Susan Ryder & Pastor	October 2022	
d. Engage a wide range of people in leadership roles and encourage people to use their time and talents in new ways- make specific invitations, offer leadership training/ development program.	d1. Time & Talent Survey  d2. Leadership training session	Stewardship Team  Pastor	Winter 2022-23  Winter/Spring 2023??	

**THREE - YEAR PRIORITIES**

**B. Offer diverse opportunities for engagement in congregational and community life across generations**

**YEAR ONE ACTION PLANS**

Action Plan	Action(s) Taken	By Whom	Date	Outcome/Response
e. Offer three events or activities for the wider community.	e1. Cross-referenced w/ potential Braver Angel event  e2. Participate w/ H.G. Community Yard Sale: <ul style="list-style-type: none"> <li>• Offer food</li> <li>• Offer members to set-up tables in parking lot</li> </ul> e3. Reestablish Trunk-or-Treat event	Rick Keen, et al  TBD  TBD	TBD  Spring 2023  Fall 2023	

**THREE - YEAR PRIORITIES**

**C. Explore and offer varied worship experiences and worship tools**  
(primarily Kris & Emily Hartman and Worship & Music Committee)

**YEAR ONE ACTION PLANS**

Action Plan	Action(s) Taken	By Whom	Date	Outcome/Response
a. Integrate education about liturgy, hymns, lessons, worship styles.	a1. Series of newsletter articles	Pastor, Music Directors	Fall 2022 & ongoing	<ul style="list-style-type: none"> <li>• Little to no feedback to date</li> </ul>
b. Once per quarter offer different types of music, services, etc. to build appreciation for the ways in which different approaches speak to different people.	b1. Abundant Grace band lead worship every 4 – 6 weeks	Abundant Grace, Music Directors, Pastor	Oct. 16, 2022 & ongoing	<ul style="list-style-type: none"> <li>• Very well received</li> </ul>
c. Include more interaction in worship – perhaps longer passing the peace, personal sharing, engaging children, learning new songs prior to the start of the service, etc.	c1. Is beginning to happen organically			
d. Offer one service this year in an alternate location.	d1. repeat “Parking lot church” d2. Possibly hold worship @ Kentland	Pastor, Worship & Music Ministry Team, Abundant Grace band	Spring & summer 2023	
e. Establish a task force to address the use of technology and worship, including those who worship online.	e1. Create a Tech Ministry Team	TBD	Winter 2022	

**THREE - YEAR PRIORITIES**

**D. Create a comprehensive plan for the three church properties and related physical assets**  
 (primarily Mike Ryder and Property Board)

**YEAR ONE ACTION PLANS**

<b>Action Plan</b>	<b>Action(s) Taken</b>	<b>By Whom</b>	<b>Date</b>	<b>Outcome/Response</b>
<p>a. Create a task force to identify, evaluate, and prioritize multi-year options and priorities for: church building, 1604, Kentland. Provide an update at the January congregational meeting</p> <p>b. Create a team to take the lead on short-term property projects, invite people to help, and create project workdays</p>	<p>a1. Task Force formed &amp; held first organizational meeting</p>	<p>Mike Ryder</p>	<p>9/22/22</p>	<p>a1. Each month will focus on one property:                      Oct. – Kentland                      Nov. – Grace Church                      Dec. – 1604 rental</p>