

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			
Help one another come together and engage again to create a sense of unity in Christ that stretches across opposing viewpoints	Offer diverse opportunities for engagement in congregational and community life across generations	Explore and offer varied worship experiences and worship tools	Create a comprehensive plan for the three church properties and related physical assets
YEAR ONE ACTION PLANS			
<ul style="list-style-type: none"> a. Implement an intentional outreach approach- calls, invitations, rides, cards 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 Kentlands, parent/child activities, have members teach a skill... c. Host a Braver Angels event to offer skill-building in having respectful, open-minded conversations that go deeper than political divisions. d. Emphasize GRACE and Christ-centered focus- use existing communication vehicles. 	<ul style="list-style-type: none"> a. Add two short-term courses/ discussion groups to expand lifelong educational opportunities . b. Build on the strengths of the youth program by asking youth to plan and lead two activities. c. Reconsider committee structures and reinvent and reinvigorate them in new ways. Begin by identifying current committees and their current status 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. e. Offer three events or activities for the wider community. 	<ul style="list-style-type: none"> a. Integrate education about liturgy, hymns, lessons, worship styles. 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. 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. d. Offer one service this year in an alternate location. e. Establish a task force to address the use of technology and worship, including those who worship online. 	<ul style="list-style-type: none"> a. Create a task force to identify, evaluate, and prioritize multi-year options and priorities for: church building, 1604, Kentlands. Provide an update at the January congregational meeting b. Create a team to take the lead on short-term property projects, invite people to help, and create project workdays

2022 Strategic Plan Priorities

- Details of these priorities can be found on the reverse of this page.
- Labels depict which group will take responsibility for shepherding these priorities and reporting to council.



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