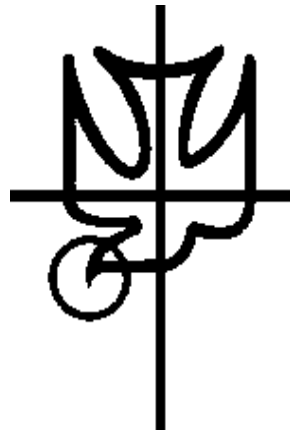


The Next Chapter

A Long Range Plan

HOLY SPIRIT LUTHERAN CHURCH
Spring 2011



We are called by the Holy Spirit
to proclaim and embody the
compassionate, challenging, inclusive
love of God revealed in Jesus Christ.

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Addendum: The Complete list of Ideas

At Holy Spirit Lutheran Church we have a tradition of planning for our future. Our mission statement and the goals our church community has been working toward for the last few years came out of the 10 Year Plan from 2006. And that plan was built on a long-range plan from the late 1990s. We have been inspired and guided by these plans, and achieved most of the goals we set for ourselves. Although some goals are still a work in progress, we embarked on another goal making endeavor in the summer of 2010. Holy Spirit hosted a series of neighborhood meetings, in the homes of our members and at the church. We gathered in small groups to share ideas for our future. Every member of the congregation was encouraged to attend and participate. Amazingly over 750 ideas resulted from these meetings. Some ideas came up again and again. And, many ideas were actually acknowledgement of things HSLC is already doing. Yet even allowing for overlap, or “shout outs” many, many ideas remained.

All the ideas were reviewed again and again by both staff and committees. The appropriate ministries divided and claimed the individual ideas. They were condensed and some were identified as things we do already. Now they form the foundation for Holy Spirit’s next multi-year plan. A few of these ideas now grown into goals were presented at the January congregational meeting. But many more had to be left out because there simply wouldn’t be enough time to discuss them all.

Many of the ideas, now adopted as goals, apply to the entire church body rather than just one or even two ministries. For our organizational purposes today these goals have been divided along a time-line.

Congregational Goals for 2011:

- **Develop small group ministries:** These will be designed to invite even more members to connect to each other and the church in a more intimate atmosphere.
- **Community lecture series:** HSLC will invite speakers to educate and inspire our congregation and our community.
- **Call a half or full-time communication coordinator:** This person will help staff and ministries communicate with each other and with you. This position should make every ministry at Holy Spirit more successful.
- **Establish a communication committee:** to assist with the enormous amount of work needed to keep our growing church family connected to each other and our community.
- **Change worship times:** we will investigate the possibility of adjusting our worship times in an effort to better balance attendance at services.

Congregational Goals for 2012/2013:

- **Journey with a Village Mission Trip:** We are already working with Agros and will partner with another congregation, or two, to build a village. The village will probably be in Central or South America. By 2012 we plan to have selected a village, started a relationship with it, and be able to arrange our first mission trip to that village.
- **Call a volunteer coordinator:** to connect our members with the many ministries in the church. Our hope remains to involve every member in the life of the church.
- **Redesign the website:** The website is the first impression most people have of Holy Spirit. Most new members visit websites before they ever visit the physical location of a church. At this time the website does not adequately represent the dynamic, growing, active congregational that we are. The website will be redesigned to better reflect who we are and to help visitors to see how they may find a church home at Holy Spirit. It will also be a more effective tool for current members looking for information.

Congregational goals for 2014 and beyond:

- **All new worship service:** Design and implement a new and different worship service.
- **Hire additional music staff:** In support of the new worship service and enhance our current worship.
- **Enhance young adult ministries:** Create a ministry to better meet the needs of young adults. At this time we tend to lose touch with our young people as they go off to college until they return to church with their young families. Our hope is to reach those people between high school and having children. Not only those who've grown up in a church family, but those who may have never had a church home before.
- **Explore mission outreach and church development:** We will investigate fostering a new kind of church and developing another church community either very much like Holy Spirit, or something very different.

Committee Goals:

There are so many ministries and so many goals that we are not going to expand on these goals here. They are listed as they were submitted to the church council. To learn more, please continue to read the “We Heard You” articles written for the newsletter. Do you still have questions about a particular ministry? Please contact them, and consider join that ministry or committee. The greatest rewards come to those who participate! And the more you participate, the greater your rewards.

Adult Education:

MISSION: The central goal of the Adult Education committee is to provide learning opportunities that encourage, inspire, challenge and enrich our lives of faith.

Committee Goals:

1. Provide ongoing quality adult education to meet congregation’s needs and interests.
2. Increase participation in adult education through choice of material and time offered
3. Improve publicity of adult education.

Key Initiatives:

- Continue adult classes. With seven classes, we offer quality and variety.
- Add more choices: Add small groups in homes (perhaps “Learning to Speak our Faith”) and additional Wednesday evening classes.
- Add Sunday morning adult education: Meet member interest in having both a study and worship component to their Sunday mornings.

Evangelism/Welcoming:

MISSION: To increase our community visibility, proclaim our mission and welcome and help integrate new members and friends into the life and mission of HSLC.

Committee Goals:

1. To create an informational guide for members and visitors that would be given out at the information table.
2. To create information and activities in order to retain and involve new members.
3. To improve the use of photos in order to introduce new members to the general congregation.
4. Increase the visibility of HSLC events that are open to the community
5. Prepare materials for HSLC members to use that will allow us to explain what Lutherans believe and why we attend HSLC

Key Initiatives:

- Proclaim Guide
- New member buffet and sponsor guide
- Photo Usage: An album or photo page of new members available in the Narthex
- Enhanced publicity efforts

Fellowship:

MISSION: We are called by the Holy Spirit to provide hospitality and fellowship to all ministries of the Holy Spirit Lutheran Church.

Committee Goals:

1. More socializing at Koinonia Dinners: Encourage people to sit at different tables and with different families to meet new people and make new people feel more welcome.
2. Remove reserve sign at Koinonia Dinners: Discourage people from using “reserve” tickets at tables and encourage people to sit with different people.
3. Arrange for outside speakers for fellowship events: This was a suggestion to invite the community to fellowship events with speakers. We do plan to have a Father-Son Dinner and invite a speaker.
4. Make a list of fellowship events and who to contact for additional information: People may want to help with a particular event and not know who to contact. We are in the process of organizing the fellowship events under one-umbrella rather than individual ministries.

Lay Caring Ministries:

MISSION: To provide long an short-term pastoral care and support by visiting, praying for and administering the sacraments to Holy Spirit Lutheran Church and community members in need.

Goals:

1. To publicize our purpose and services in various church communications on a regular basis.
2. To plan and facilitate a successful Longest Night Service.
3. To participate in training events as needed.

Library Committee:

MISSION: To enrich the faith and knowledge of the congregation and support parish education.

Goals:

1. Library catalog available online/searchable.
2. Computer access in library for church members and access to catalog
3. Purchase large print books
4. Promote library to the Sunday School Program, Oasis, and confirmation.

Key Initiative:

- Library catalog Available online: Do more with technology.
- Computer user access for catalog and a listening station for sermons and Crossways: Do more for the elderly.
- Promote Library to Sunday school and provide introduction to confirmation and Oasis: Do more family ministry program.

Personnel:

MISSION: Retain and support paid staff and foster outstanding teamwork among them in their efforts to fulfill the mission of HSLC.

Goals:

1. Provide guidance, mentoring and recognition to staff individually and in maximizing team effectiveness.
2. Recommend compensation and benefits for paid staff that is fair, competitive and in recognition of their individual and team performance.
3. Support staff supervision in administration of policy and problem solving.
4. Manage the call process for the hire of new and replacement staff.

NOTE: Personnel Committee functions in support of all ministries in recommending and fulfilling staffing actions as recommended by staff supervision and approved by Council.

Property:

Goals:

1. Continue to maintain and enhance our facilities
2. Improve the landscaping around the building.
3. Increasing the accessibility of our facilities to physically challenged individuals.

Key Initiatives:

- **Maintain and enhance facilities:** The committee has numerous activities underway such as updating the building security system, hearing upgrades in the sanctuary, doing paint touch ups around the building, and replacing windows in some of the offices. These activities are routine and budgeted for.
- **Improve landscaping:** The committee is currently working to improve the entry way landscaping. Funds are available and help is coming from Velda Schei, other volunteers, and the Boy Scouts. The new landscaping should be installed by this fall. Additional landscaping improvements can be made as additional funds become available.
- **Add automatic openers to Narthex door:** The Disability Inclusion ministry asked the committee to investigate the possibility of adding more accessible parking and automatic door openers to both exterior doors to the narthex.

Social Ministry:

MISSION: Social Ministry is Evangelism in action seeking to bring justice, peace, compassion and reconciliation to the world. Specifically, Social Ministry feeds the hungry, clothes the naked and houses the homeless by providing direct relief and by working with institutions, which share similar goals.

To achieve our mission we have teams each with a specific focus:

Advocacy
Disability Inclusion
Environmental Stewardship
Global Ministry
Housing and Homelessness

Goals:

1. Improve communications with congregation and community.
 - a. Use Bible verses in as much of our communication as possible: Website, newsletter, brochure, etc...
 - b. Create small flyer for Koinonia Kitchen dining tables.
2. Work more closely with youth and Youth ministries in order to increase the involvement of young people with Social Ministry effort.
 - a. Invite Danielle Dadashi to join Global Ministry Team.
 - b. Coordinate an art project for Epiphany with the youth.
3. Reach out and do more with the interfaith community (e.g., KIN and GKEP)

Social Ministry's teams each have their own set of goals. They follow:

Social Ministry's Advocacy Team:

Goals:

1. Provide timely information on local and national issues.
2. Support other Social Ministry teams with advocacy in their work.
3. Partner with other faith organization to contact/visit legislators.
4. Find ways to support being a more public church.

Key Initiatives:

- Hold candidate forum.
- Attend Ecumenical Advocacy Days in Washington, D.C.
- Forum on faith issues.

Social Ministry's Disability Inclusion Team:

Goals:

1. Plan, develop and equip the children's special needs worship and Christian Education program to include all children with disabilities, with particular focus on inclusion for children with PDD (Pervasive Developmental Disorder).
2. Improve the accessibility to worship services for the physically disabled by adding additional accessibility parking.
3. Improve the accessibility to all church services and activities by adding power accessibility doors to the entrances on either side of the Narthex.
4. Improve engagement and participation in worship services in the Sanctuary, for all those with hearing impairments, by adding speakers and radio-transmitted audio for hearing devices.

Social Ministry's Housing and Homelessness Team:

Goals:

1. Build effective ministry partnerships with housing organizations.
2. Educate and inform the congregation on housing issues and ministry opportunities.
3. Advocate in support of housing issues that promote justice and fairness.

Key Initiatives:

- Recruit a Habitat project coordinator and arrange two work projects.
- Support St. Andrew's new Francis Village at Totem Lake.
- Strengthen relationships with housing ministry partners and engage more people.
- Host Tent City 4.

Social Ministry's Global Team:

Goals:

1. Support local and international activities that focus on poverty and other societal needs.
2. Develop long-term relationships through mission outreach.
3. Provide growth opportunities for HSLC members through service to others.
4. Educate committee members and the congregation on the U.N. Millennium Development Goals, microfinance, and other effort for addressing global needs.

Initiatives:

- Identify next mission destination.
- Partner with another organization on an overseas construction project (e.g., a school).
- Provide training on poverty issues (U.N. Millennium Development Goals, microfinance, social business.)

Stewardship Committee:

MISSION: Members of Holy Spirit Lutheran Church are faithful and generous stewards of the gifts that God has given us individually and as a congregation. We live out the expression of Christian faith in our daily lives and engage in proportionate giving of our time, talent and treasure. We are committed to sharing our abundant gifts in faithful response to God to further support the mission of the church.

Goals:

1. Ensure long-term financial stability and growth to support ministries.
2. Increase member involvement in ministries.
3. Provide stewardship education.
4. Improve connections with ELCA & local church networks.

Initiatives:

- Hire volunteer coordinator: Every member contact and follow-up: Match people to committees based on gift and interests.
- Improve volunteer coordination process with online database: every member contact and follow-up; match people to committees based on gift and interests.
- Build “team” momentum and visibility with t-shirts. Encourage people to get involved; increase community visibility.

Wellness Committee:

MISSION: We are called to promote the wholeness of body, mind and spirit for the members & friends of HSLC

Initiatives working on activity:

- Flu vaccine clinic.
- Prayer partners during Lent.
- Prayer Vigil: Holy Saturday prayer vigil.

This is also an upcoming goal for us as we would like to increase participation and support. A possibility might include coordination with Worship & Music and Pastors.

Initiatives that would possibly be long-term goals:

- Visual prayer wall.
- Prayer vigils.
- Labyrinth
- Host a run/walk: Wellness instead talked about supporting/promoting a current local walk i.e., 3 day walk for diabetes, CROP walk, etc... instead of putting an entire new one on our own. Other ideas include: hosting a booth at a walk, everyone wearing the HSLC t-shirt.
- Transportation to church.
- Hiking group/walking group: we hope to bring this back with renewed interest and participation.

Initiatives that Wellness would work in collaboration with other committees:

- Small group development.
- Bring in more speakers.
- Women's retreat.
- Church accessibility for people with disabilities.
- Include and support special needs kids and families.
- Elderly and homebound support/visitation.
- Helping members after surgery, relief for caregivers, household and family care respite.
- Rides to church.
- Continue to provide and enhance "connection points" for new and existing members such as Supper Club Exchanges, Interest groups for activities like hiking, support for new parents, emergency training, mission, trips, house building, home repair teams, running/walking partners, etc...
- Hard of hearing in services assistance.
- Supporting children with special needs i.e. autism in church service.

Worship and Music:

MISSION: Worship at Holy Spirit Lutheran Church is the cornerstone of our spiritual life and is our natural response to God's love. Worship is a time to meet with God and experience the mystery of God's presence through the Word proclaimed, the administered Sacraments, music, and prayer. We are committed to worship that is a meaningful expression of the liturgical traditions and that is open and accessible to all people.

Goals:

1. Provide an additional worship service to meet the worship needs of the congregation.
2. Incorporate visual arts to enhance the worship and other church spaces.
3. Provide community-building opportunities related to worship.
4. Provide a meaningful, educational and inclusive worship to the congregation.

Initiatives:

- Add additional weekly worship service to reach out to members and/or nonmembers; provide relief to current services, etc...
- Provide interim worship option(s) until weekly service can be offered.
- Investigate an altar kneeling solution for communion distribution.
- Increase/create artwork to be displayed in our worship space.
- Worship with Wellness Committee on providing Labyrinth.

Youth and Family:

MISSION: Children, Youth & Family Ministry of Holy Spirit Lutheran Church is dedicated to the spiritual growth of youth and families through Christian education and faith in action.

Goals:

1. Develop young adult ministry.
2. Expand post-confirmation ministry.
3. Provide opportunities for interaction and relationship growth between young families.
4. Build relationships and connections between families/persons.

Initiatives:

- Expand infant/new family ministry.
- Expand VBS to accommodate demand.
- Expand Wednesday night programming to all ages.
- Expand joint Junior/Senior High activities.
- Increase Vintage Spirits activities.
- Partially fund ELCA National Youth Gathering.

We cannot help but find inspiration in this process as we look back at the neighborhood meetings last summer, the ideas that came out of those meetings, the many hours of staff and volunteer time spent in prayerful consideration of them. We see the membership of our church as the authors of our future, as we walk hand in hand with God and with each other. Just as the last long-range plan provided a map for the last five-years, this process has provided the inspiration, goals and initiatives for our next five to ten years. Holy Spirit's greatest strength is of course our theology and our relationship with God. That strength and relationship requires us to become more than who we are.