**Notes from October 18th meeting with Pastor Holm**

**Attendees:** Connie Gardner, Rachel Petrach (Zeke did the projection/sound for the meeting), Dave Backmann, Stacy and Karle Robe, Steve Dues, Ed and Kathy Grabanski, Neal Nottleson, John and Mary Ann Mantey, Colin McKenna, Steve and Dawn Jacobson

**Actions:**

1. Pastor Holm will send his slides from the meeting to Pastor Kelly. **Pastor Kelly**, please send the slides out to the entire Visioning team.
2. There is a Visioning Cohort meeting next week. Pastor Holm and the 4 lead visioning pastors. Kevin Ford is coming to this meeting also!
3. Laminate the handout from today’s meeting (this is attached in this email). Have 50 copies (might be too many copies for our size church) of the laminated handout. Use for all meetings (see more below in Strategic Priority section). We need to embed this sheet into everything!
4. Between now and February 17, 2023:
	1. **Form a team** for each of our 5 strategy priorities. The teams should be 4-6 people ideally. Must be at least 3 and not more than 7 people. Of the members, 2 should be from the visioning team.
	2. Each team should develop a **Strategic Objective** (includes purpose, beneficiary, target (results: what does success look like?). This enhances our current Strategic Priority wording. A **project plan** with action steps (many of these strategies could have 100 action steps), who will lead/be responsible for each step, when is the expected delivery date for each step, and the resources needed (costs, staff, space, time, people, skills sets, etc.)
		1. NOTE: The team should NOT worry about if we have enough money or time or staff. They should put together the right plan and all the required steps to meet the strategic objective.
		2. The Strategic Objective and the Project Plan needs to be brought to the Visioning Retreat in February 2023.
	3. All those in on a Strategy Team and all Visioning Team members are to attend the **February 2023 Retreat**. Location will be announced later.
* Friday, February 17 from 6 p.m. – 9 p.m.
* Saturday, February 18 from 9 a.m. – 4 p.m.

At the February Retreat we will work to understand what capacity the church has for these plans, where we might need to scale back on some of the objectives (still keeping them big harry audacious goals). We will need to prioritize the top 2-3. We need to do less and make sure these work. We will need to figure out how to live out our mission statement. At this retreat, Pastor Holm will share best practices and ideas on how to do this.

**Important to think about:**

* We are still **doing church the same way** we did in the 50’s (the 1850’s). Today’s community members are very spiritual but not within an institutional church setting.
* We cannot be a church for everyone! We need to know our target. A church of 150 members cannot do the same number of ministries as a church of 450 members. **WE NEED TO FOCUS!**

**Meeting Discussion:**

**Mission Statement:**

* Pastor Holm felt we had a great mission statement however it really should only be “Growing a welcoming community of Christ”. The remaining part, “through faith, generosity and service”, is simply strategies. A good mission statement should only be 8 words or less.
* It is great that our mission is centered in Christ.
* The word “Grow”: What does “grow” compel us to do differently? Need to understand what we mean by our mission specifically.
* The word “welcoming”: We need to understand what does welcoming look like? How will the church work in a way that will welcome all and be accessible to all? Is the church going to be welcoming to someone who knows nothing about Jesus? What would make that person comfortable? Is the church going to be welcoming to someone that has never attended a worship service? How will that be? They don’t feel comfortable not knowing what they are supposed to do. What about welcoming those that may have been hurt by the church? What do we need to do differently? We can’t be a church for everyone….who is our target?
* Test out your mission statement for the next year or so. See if it is useful over this time frame.

**Vision Statement:** We have a great goal! It fits the “Big Harry Audacious Goal” requirement.

**SWOT:**

* The weakness of Declining Sunday school attendance and new younger families is not unique. This decline is happening in all churches. However, he asked how many youth we had today in Sunday school. The response was 12. He said his church would be joyful and so happy to have 12 youth. Everything is relevant. The question is how are you going to focus on these 12 so they have a great experience and learn about God? Stop worrying about how many we used to have in Sunday school and focus on what you have and make a great experience for them.
* The opportunity of Community Evangelism is a huge opportunity. This goes directly with your mission statement. There are tons of un-churched in the community today and this number is growing. Remember “the harvest is plentiful and the laborers are few”.
* The other two opportunities are nearly the same. They are big opportunities! Wording might need to be changed if there is really a difference. We have a big beautiful building and property that many churches, non-profits, small organizations, etc. would love to share. Does the “share building/resources with others” focuses on building relationships with those using the building? Maybe need to word that more clearly if that is the intent.
* The threat “uncertain future” is a threat that all churches have. But we need to remember that there is HOPE! We can’t see everything at this point that God is doing right now and we don’t know yet what God has planned to happen.

**Strategic Priorities:**

1. Building our Culture…

Pastor Holm’s churched used Kevin Ford as their facilitator and lead for the Visioning. Kevin pushed them for this objective to do the following:

* + 1. Have 3 part sermon on the new Mission Statement
		2. Have 4 part sermon on the Core Values
		3. Every time the pastor has a service they must mention the mission statement and core values at some point in the service.
		4. Within X months everyone knows the mission statement and core values.
		5. Laminate the handout used at today’s meeting and make 50 copies. Have this available for all meetings. All members should get the sheet (doesn’t have to be laminated for the members).
		6. When all the leaders start to identify what strategic a proposal aligns with “you have been successful” at this objective. It took about a 1 ½ years for Pastor Holm’s church to achieve this.

One church that Pastor Holm helped was in Naperville IL. They had 150 members at the start of visioning. By the end of their work they were over 1,000 members! This is because they focused on building their culture and ensuring all they did focused on their objectives. They handed out the laminated sheet to all those first attendees. They knew who they were and if it fit the people would join the church.

1. Every space in our facility…..

Will need to address things like how will “fixes” be handled? Opening up your church will always lead to things getting broke and needing fixing. How will the church be cleaned? What does the building usage agreement look like?

1. Creating a safe and innovative …..

Need a young leader to relate to the youth. The needs of Youth groups today are very different then 20 years ago. Most leaders remember how much they loved youth group when they were young and want to do those same things. This is not what they youth want today. Youth today do NOT use texting. They only use Tic Toc and Instagram. In 3 years, they will be something else entirely. Need to change and “keep up”.

1. Welcoming adults into authentic…..

This is Adult disciple relationship/development.

1. Every person is engaged in community service…..

Extent of engagement is very different depending on age, life challenges, etc.