

Lord of Life Congregational Update

»» December
2011

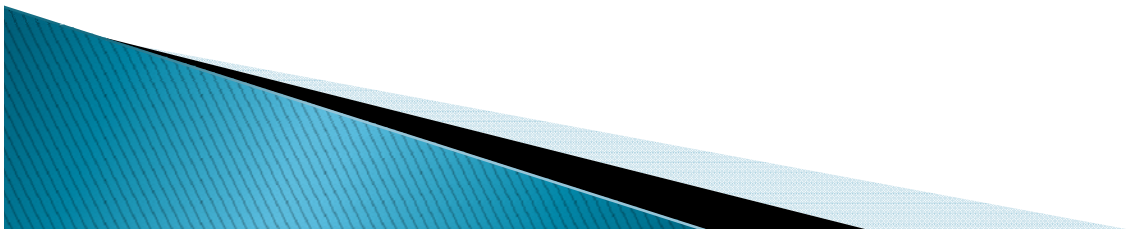
Our Mission and Core Values

▶ Our Mission:

- To be an accepting, serving and caring community, empowered by the Holy Spirit to grow in faith and transform lives through grace.

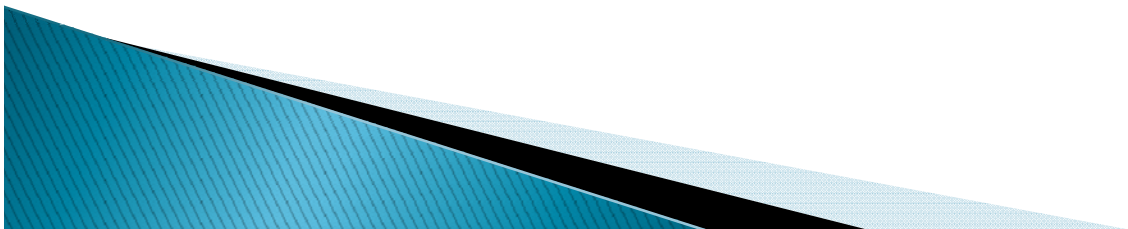
▶ Our Core Values:

- Because of Jesus
 - We are an accepting and caring community;
 - We are serving others beyond our walls;
 - We are an inviting place for children and youth; and
 - We value meaningful and inspiring worship.



Organization Transition

- ▶ Things you may be wondering about:
 - Should we be pushing forward with reorganizing our org. structure?
 - Is now really the right time to hire new paid staff positions?
 - Should we think about stepping away from the ELCA grant opportunity?
- ▶ Council considered these same questions and others when Pastor Jennifer announced her departure.

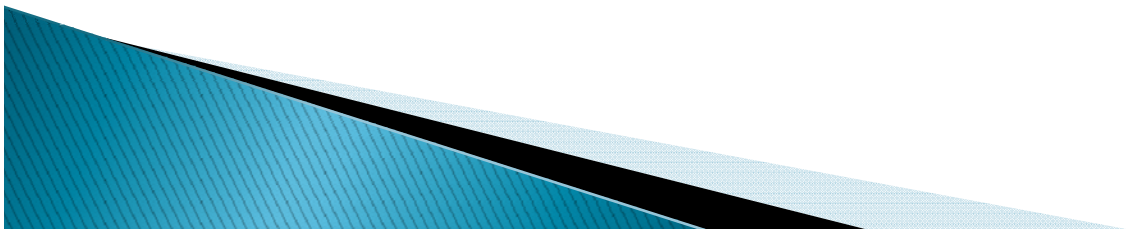


- ▶ On the other hand...
 - Given the size of our congregation and many ministries we were at the absolute edge of sustainability as a Pastor centered church
 - Results of TAG Consulting process were clear about the need to go beyond the Pastor centered model to continue meaningful ministry, outreach, and growth.
 - Move to reorganize and consolidate church Council was made deliberately as a first step to living out our move to a program driven model.
 - The ELCA grant opportunity is substantial and will allow us to grow further with paid staff over the next three years as we phase into being fully self-supporting of these expanded positions. This is very similar to how the Parish Nurse position was initially established.
 - A move away from being a tightly Pastor centered church will leave us in a better position to handle the comings and goings of lay staff and pastoral leadership.
 - Several council members wearing more than one ministry hat which isn't best serving our ministries.
- ▶ For these reasons we're moving forward with the organizational transition.



Progress on Organizational Transition

- ▶ June – September:
 - Developed/approved job descriptions for 7 ministry lead positions
 - Administrative Ministry Leader
 - HR/Leadership Ministry Leader
 - Children & Youth Director Ministry Leader
 - Worship & Music Ministry Leader
 - Servanthood Ministry Leader
 - Adult Spiritual Development Ministry Leader
 - Connections Ministry Leader

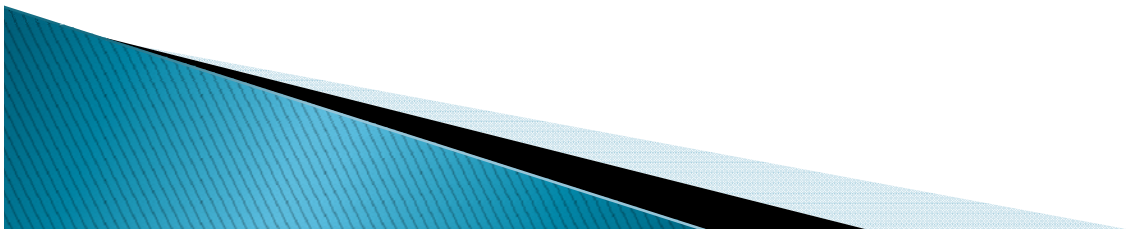


Progress on Organizational Transition


▶ October to Present

◦ Filling unpaid ministry lead positions:

- Administrative Ministry Leader – Dan Sinnen
- HR/Leadership Ministry Leader – Elke Gramza
- Adult Spiritual Development Ministry Leader – Lori Vogel once she finishes her council term at end of June, 2012.

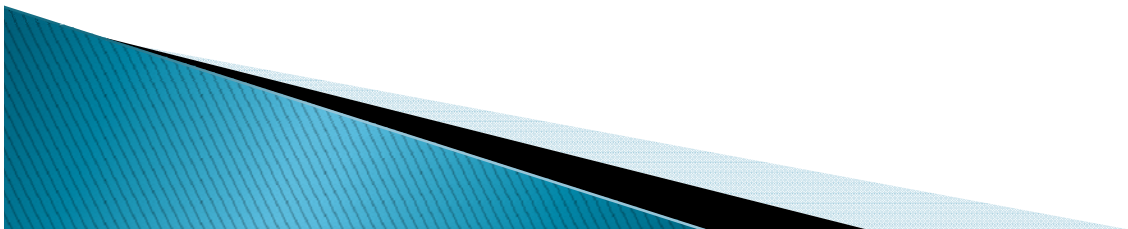


Organization Transition – Next Steps

- ▶ We ask for your patience and acknowledgement that this will take time.
 - ▶ Continue to move forward but understand that we're also still grieving the loss of Pastor Jennifer and starting the process of finding a new permanent pastor.
 - ▶ Continue efforts to find Ministry Leader for Servanthood ministry.
 - ▶ Continue job search for Connections Ministry Lead.
 - ▶ Connections Ministry Leaders, Servanthood Ministry Leader and Adult Spiritual Development Leader will report up to a member of council and Pastor Kris (advisory) short term.
 - ▶ Ministry descriptions created once Ministry Leaders for each area are in place.
 - What is the purpose of this ministry?
 - How does this ministry support Lord of Life's mission statement?
 - What are goals for the coming year for this ministry?
- 

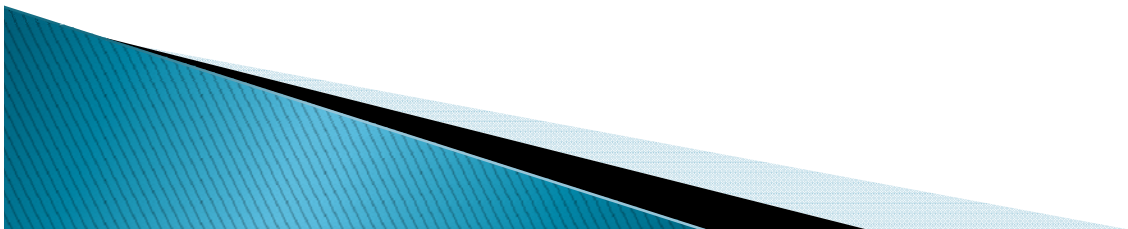
Organization Transition – Next Steps

- ▶ Evaluate each currently recognized ministry area
 - What is the mission and purpose?
 - Does this ministry align with mission statement and core values?
 - What is this ministry's goals for the coming year?
- ▶ For each ongoing, vital ministry develop job descriptions for the team lead position.



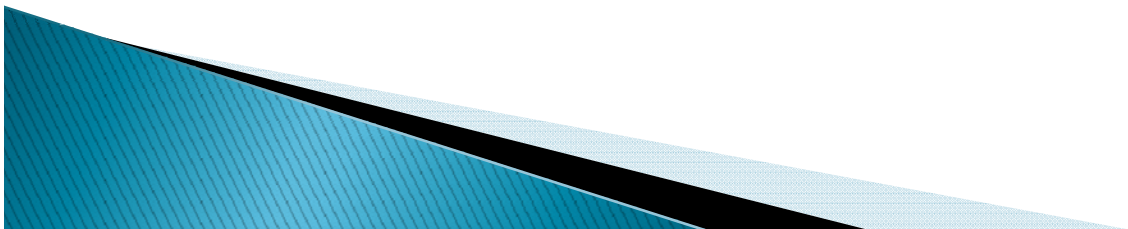
Organizational Transition

- ▶ Begin with the end in mind
 - Validate each ministry's ongoing status
 - Job descriptions written for all ministry leaders, team leaders and volunteers that are part of a ministry area
 - Goal is to have this completed by September 2012



ELCA Grant Update

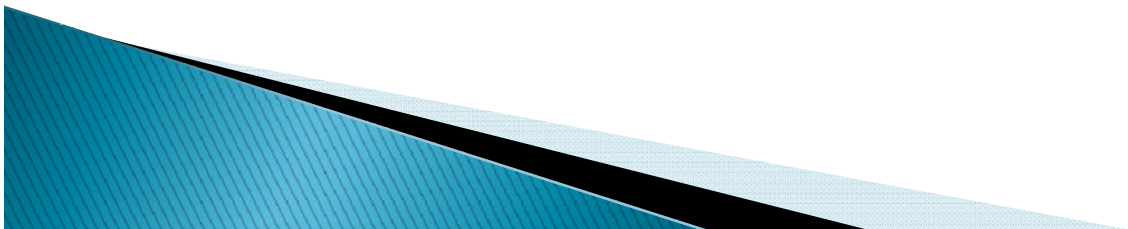
- ▶ Stewardship, Finance and Council teams met with representatives from the Greater Milwaukee Synod on November 24.
- ▶ Stewardship Team developing Holistic Stewardship plan for 2012.
- ▶ Expect final decision regarding grant from Synod in early 2012.



ELCA Grant Update

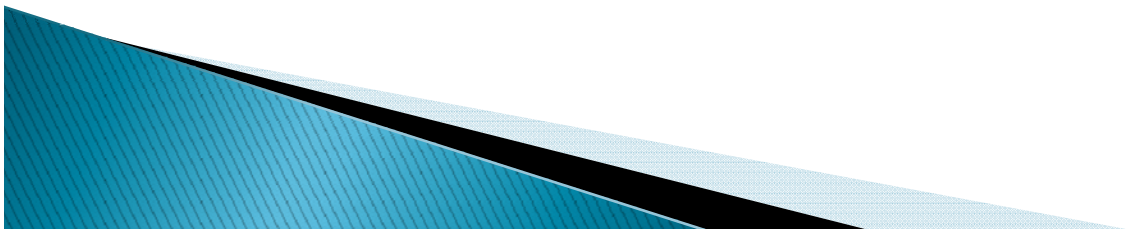
- ▶ What are the provisions of the grant?
 - \$20,000 in year 1 (2012)
 - \$12,000 in year 2
 - \$10,000 in year 3.

- ▶ What would the grant pay for?
 - Children's Ministry Coordinator – 10 hours per week
 - Worship & Music Coordinator – 15 hours per week
 - Connections Ministry Coordinator – additional 5 hours per week. (This position was previously called our Equipping Coordinator)



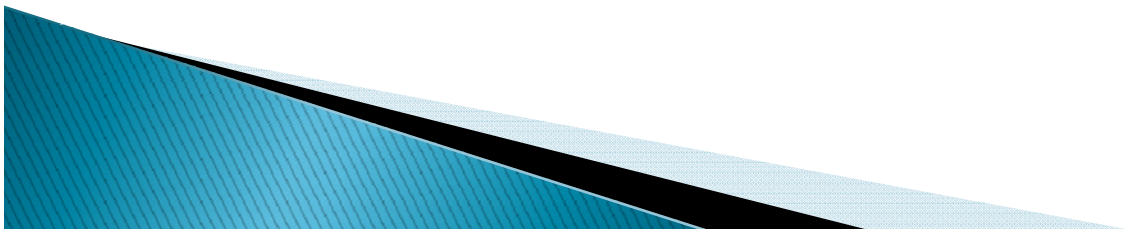
Finance Team Update

- ▶ Finance team has been meeting to develop Lord of Life budget for 2012.
- ▶ Finance team members:
 - Darrell Jobman
 - Jean Garretto
 - Dan Pascucci
 - Dan Sinnen
 - Tammy Skendziel



Finance Team Update

- ▶ Finance Team is looking at refinancing our mortgage.
- ▶ Ensuring we deliver ELCA benevolence contributions we committed to for the next 3 years
 - 10.0% in 2012
 - 10.1% in 2013
 - 10.2% in 2014



Communication

- ▶ Council communication priorities
 - Actions of Council should be transparent
 - Congregation needs to feel connected to Council
 - Members need to know that their questions, opinions and input are valued.

- ▶ Look for various types of communications
 - Worship Service ministry moment updates
 - Council Corner in LifeLines
 - Announcements in weekly bulletins
 - Timeline of call process on narthex bulletin board
 - Lord of Life website
 - Possible small group opportunities to provide feedback and ask question.

