

# **TASKFORCE RECOMMENDATIONS - Summary**

## **A. Recommendations from the Heritage Committee**

1. Identify generational needs and build intergenerational bridges.
2. Succession planning. The need to cultivate and provide training/ mentoring of future potential leadership candidates.
3. Maintain and enhance connections/relationships within the congregational membership. (We recognize that it takes 7 relationships to sustain 1 member).
4. Early identification and interventions of potential conflicts.

## **B. Recommendations from the Hope Group Studies**

1. What is the role of the Pastor? What process can be developed to provide reasonable and specific expectations for the congregational/pastoral relationship?
2. What process can be used to positively address past issues, provide early identification and positive interventions of arising and future issues?
3. What objective process can be used to determine the proper balance between Outreach (outward focus ministry) and Inward focus ministry (strengthening the congregation as a Christian community)?
4. What objective process can be developed to determine the specific ministry priorities which congregational members can unite around?

## **C. Physical Inventory**

### **Recommendations from Board of Property**

1. Usage of space and development by outside groups to broaden the spectrum of users, not just for the congregation.
2. Secure Little Lambs Preschool and Quilting room from outside users.

### **Recommendations from the Active Groups inventory**

1. Every 3 months a "I would be interested in participating or learn more" volunteer sheet will be placed in the bulletin, as well as a consistent and ongoing "How to session" for volunteers would be offered/scheduled.
2. Every fall, a volunteer fair shall be conducted with all church groups participating.
3. Maintain a current booklet of volunteer opportunities, programs and activities within the church. Make this booklet visible and accessible to all members and visitors.
4. All groups within the church should be identified under a particular board.
5. A yearly checkup of all groups functioning within the church shall be performed using a simple questionnaire.

## **D. Recommendations from the Financial Audit**

1. Explore ways to increase membership.
2. Explore ways to increase attendance of members.
3. Explore ways to increase donations.
4. Dedicated funds vs. general funds
5. Consider ways to increase fundraising.

## E. Recommendations from the Demographic Study

1. Decide the specific focus for its mission engagement and its desired outcome.
2. Create a knowledge base/ new learnings
3. Create a step by step process to engage its mission.

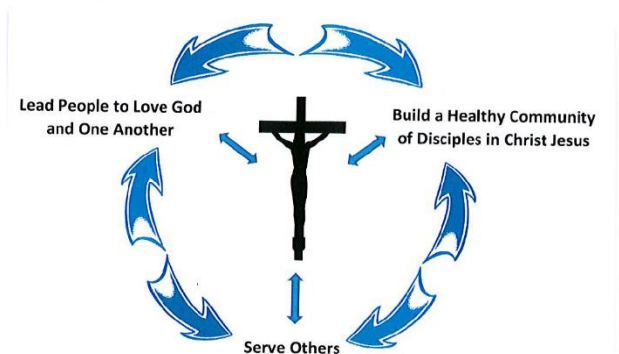
## F. Recommendations from the Communication Survey

1. The Website needs to be kept current with definite expiry dates for information placed on the website and weekly updates where possible.
2. The congregation's on-line presence through Facebook and other media needs to be enhanced.
3. Feedback Loops are essential to good communication. Congregational members need to know how and to whom they should provide feedback. They should be provided a safe environment in which to express their feedback. (see endnote #2)
4. An annual congregational survey of communication effectiveness should be conducted to address any challenges or improvements the congregation may wish to make.
5. The congregation may want to consider creating a Director of Communications position to ensure consistency in its communication ministry.

## G. Mission, Vision, Core Values

**MISSION STATEMENT:** We, at Immanuel Lutheran Church, are called by God to lead people to love God and one another, to build a healthy community of disciples in Christ Jesus, and to serve others. (see endnote #3)

**VISION STATEMENT:** Our faith, at Immanuel Lutheran Church, is built upon God, as revealed in Holy Scripture and made known to us in Jesus Christ. We practice and grow our faith in God and in relationship with one another through worship, and through service as well as through personal and small group learning experiences.



### KEY COMPONENTS OF VISION STATEMENT EXPLANATION:

**WORSHIP:** To provide worship services using traditional and contemporary sources that gives members and visitors the opportunity to experience the grace, love and joy of God.

**CHRISTIAN EDUCATION:** To be Biblically and theologically informed. Our Christian faith is grounded in Biblically oriented sermons and strong educational programs for all age groups.

**SERVICE:** To empower members of our congregation to serve God through involvement in a variety of congregational, community, social ministry and global church activities in innovative ways, including partnerships in the community.

**INVITING COMMUNITY:** To welcome persons of all cultures and backgrounds to participate in our Lutheran worship, and our congregational activities while offering a place of sanctuary and support.

**OUTREACH:** To bring Jesus Christ to the community through worship, through education, through service opportunities, through fellowship activities, through personal community engagement (such as prayer walks, introductions/interviews with community leaders, etc.) and through online media, collaborating where possible with others.

### **CORE VALUES STATEMENT OF IMMANUEL LUTHERAN CHURCH**

The Centrality of the Gospel  
Unity among members of Immanuel  
Transparency and openness of communication  
Authentic Relationships  
Worship  
Outreach  
Biblical Education



### **G. Recommendation from the Mission, Vision, Core Values Statement**

1. That the Parish Planning Council approve the Mission, Vision, Core Values Statement as presented in this document.
2. That the Parish Planning Council recommend to the Voters' Assembly the adoption of the Mission, Vision, Core Values Statement.

### **H. Recommendations on the work yet to be done**

1. PPC will create a Personnel Standing Committee. This committee would review the staffing needs taking into account the congregation's work program; develop staffing policy, staff evaluations policy, remuneration policy and all other aspects of staffing and make recommendation to PPC.
2. PPC will create a Membership Audit Standing Committee. This committee would review the membership list and conduct a membership audit to ensure that membership is current and accurate and make recommendations to PPC.
3. PPC will create a Ministry Work Program Standing Committee. The committee would work with the ministry boards, congregation, and Pastor to recommend to PPC the direction of the work that the congregation will focus on in the coming year.