**Congregational Assessment and Planning Notes**

Initial discussion about goals and plans, what we hope to get out of this course…

**What are components of a congregational assessment?**

*Vision (exists, already there, but we have to uncover it)*

*Group consensus, at beginning and at end, will involve tension and conflict, not all will agree;*

*Consensus in unity of faith, love, and purpose*

*Motivated people, through gospel but also seeing a vision*

*Ownership of the vision, permission (empowerment)*

*Leadership and the team*

*Tactics (use this term instead of objectives)*

*Optimism, confidence in the gospel*

*Trust, the most important thing, trust the gospel, trust one another*

*Intended results*

*How this fits into God’s plan*

*Target, community, audience, whom will you reach, evangelistic objective*

**The components of a congregation’s strategic plan?**

*Does this move us forward or distract us? General or local vision?*

**9:00 – 9:45 Assessing My Level**

1. Describe your “vision” for your pastoral ministry at your current congregation.

Continuing to instruct God’s people in the gospel truth and reach new people with the gospel

1. Describe your “vision” for your pastoral ministry. Vision for your career…

Remaining in the same congregation until retirement for the next 10-15 years

1. What in your pastoral ministry energizes and excites you?

Teaching God’s Word, training people in the gospel

Describe what it is that you are actually doing in your pastoral ministry day in and day out.

*If you want to take your congregation to a new level, take yourself to a new level. Work will increase as God blesses your plan. Capacity to handle success or failure. Heart and core of your strategic plan making sure you’re not broken and bitter with an intentional, deliberate time with your God in the Word.*

Align what you are actually doing every day to what your “vision” is and to what you enjoy doing. Comment.

Evaluate: Taking myself to “the next level” will facilitate taking my congregation to “the next level.”

Resource 1: Grace Beyond Burnout

**10:00 – 11:15 A Strategic Plan for Encouraging Myself**

Resource 2: Charisma

*Anthropologist definition, influences, changes the life of another person, rather than the bubbly, extrovert. Negative person more influential, takes seven positive people to overcome the one negative person. Having the truth makes you charismatic. Connecting appropriately to where people are and where you need to take them.*

Resource 3: What Followers Want from Leaders

What followers want to see in their leaders…

*Transformational leadership puts all good leadership characteristics together from many different studies on leadership. 1. The big idea (idealized influence) 2. Inspirational motivation 3. Intellectual stimulation, how do you think we can move this forward? Your contribution and gifts to this effort. Or give people permission to participate. 4. Individualize care, mentoring, equipping.. and we might add the urgency of the last day coming soon.*

Resource 4: Focus on “Leadership” rather than Leaders

Taking flesh…

Resource 5: Psalm 1’s Guidance to Prospering

*Ready to prosper from success or failure. Psalm 1. Enhancing people’s relationship with Jesus. David’s leadership in the story of defeating Goliath. What might we put on the table that gives God the opportunity to bless? Passion to expand the kingdom. To become a stellar leader you become a stellar leader.*

**11:45 – 1:00 A Strategic Plan for Encouraging My Ministry Team**

Resource 6: Why Churches Don’t Grow

*Survival is not an exciting vision. “Come, join my struggling club!”*

Resource 7: Killing Initiative by Confusing Leading and Managing

*Strengths Based Leadership (book). Helps you figure out what your strengths are, develop and nurture them, and find others who have the strengths you need but lack. 1 Corinthians 12, body with many members.*

Resource 8: Initiating Momentum to Undermine *Status Quo*

*In a new or stymied situation, what about the status quo does not give glory to God?*

Resource 9: Pastor Joel Nitz on Starting with the Team God Provides

*To prepare for preschool, have several events that serve children, get people and members interested in ministry to children.*

Resource 10: Pastor Daniel Lange on Matching Leaders and Managers

*Patience for visionary for others to catch on. Steven Covey book, First Things First, defining urgent and important needs*

**1:15 – 2:00 A Strategic Plan for Encouraging My Congregation**

Discussion: Describe the process that removes the ability of a congregation to romanticize its past and to see instead the realities of the present.

*Congregational Report that includes, 1. 10 year graph of membership growth or decline 2. Percentage of involvement in worship, Bible study etc. 3. Member demographics 4. Giving assets, budget 5. Perentage of members in active role 6. Visitors 7. Tenure of called workers 8. Current programs*

*Program Assessment: (evalutation) uses the congregational survey*

Discussion: It is better if an outsider or an outside agency conducts a congregational assessment.

Discussion: What are good ways for a congregation to involve the majority of the congregation in an assessment?

Discussion: What are good ways for a congregation to communicate the outcomes of an assessment?

Resource 11: A Congregation Assesses its Ministry

*The surveys in our packet. What’s our personality? Heritage? What defines us? Strategic plan is about change, carrying out the new vision for the congregation. Identifying our uniqueness so that we can preserve it and share it. Challenges and failures. The fact that you’re talking about the future and need for some change implies that you had a failure and needed to change to overcome it. The leader brings wisdom to the process.*

Resource 12: A Congregation Assesses its Doctrinal Knowledge

Resource 13: A Congregation Assesses its Servant Heart

*Then put this all together in an attractive report that includes graphs, displays that communicate well to the members our current situation*

**Assignment for Tomorrow:**

What do you want to think or do differently in light of our discussions today? What will help you move forward with your answers to the question above? What do you suspect will try to hold you back?

**Tuesday**

**8:30 – 9:45 Report on Assignment**

**10:00 – 11:15 Relating God’s Mission to your Congregation’s Vision**

Resource 14: Jesus’ “Passion”

Resource 15: Pastor Joel Nitz on Rainer’s Venn Diagram from *Breakout* *Churches*.

Evaluate: A pastor and the congregation he serves need to find the vision that is already present.

**11:45-12:30 Assessing a Community for Outreach Possibilities**

*Community Needs Analysis*

1. *Demographics*
2. *Results of the Ethnographic Interview*
3. *Talk to government officials*
4. *Talk to vice principals of area schools (those dealing with discipline)*
5. *Talk to vendors, real estate agents, hair dressers, etc. who are your customers, what are they talking about?*
6. *Talk to local pastors, churches*
7. *Define your parish map, ministry area (census.gov, but info is old)*
8. *Signage, visibility*
9. *Marketing (logo etc.)*

Evaluate: A congregation must find ways to connect with the community that surrounds it.

*National average is 10% retention of church members, converted and confirmed. How are they assimilated? We tend to retain more because of the deeper education we provide.*

*David Olson, American Church in Crisis, quality predicts growth, biblical message.*

Discussion: Serving immigrants and refugees is an outreach opportunity for congregations in North America.

Evaluate: Gospel outreach into our neighborhoods will result in new gospel outreach efforts overseas.

Resource 16: The Ethnographic Survey

12:30 – 12:45 Planning for this evening’s Lay Leadership session

**6:30 – 8:00 Lay Leadership Session**

*VTO, take through with church president, leaders. Where we’re going, why, how to get there. Traction, one guy. Core value, e.g. “Tell me what it means to you be a Lutheran.”*

*Process through all of this with 3-5 people to work through this.*

**Wednesday**

9:00 – 11:00 Discussion and Q & A as necessary