



Good SHEPHERD
Lutheran Church

**STRONG
& COURAGEOUS**
Moving Forward Together

Purpose Mapping

Field Reports and Travel Plan

June 3rd 2018

THE
JOSHUA
GROUP

FEEDBACK & DATA SOURCES

Summary of Process

Missional Assessment Profile

494 Individuals - 62% of weekly worship attendance

Listening Interviews and Groups

128 Members of the Good Shepherd Community

Community Listening Panels

One in Madison and one in Verona attended by dozens

Leadership Systems Inventory

Internal Staff Survey by majority of team

Generosity Index

In-Depth Analysis of Stewardship

Findings

Affirmations & Assets

- ⊕ Reputation in community, key locations and facilities
- ⊕ Strong outreach and willingness to partner with organizations
- ⊕ Sense of welcome
- ⊕ Moving to a system of greater lay involvement/ listening to members
- ⊕ Presence of multi-generations/ hunger for deeper connection and community/Wide diversity of congregation members
- ⊕ Opportunity for growth in giving
- ⊕ Hunger for deeper faith, integrated and inspiring worship
- ⊕ Strong children and youth programs

PART ONE

Findings

(Continued)

Challenges & Needs

- ➔ Previous pastoral loss and subsequent transitions and losses
- ➔ Pastoral connection and congregational care
- ➔ Leadership, decision making, and communication, financial clarity
- ➔ Strategy and planning worship and music experiences
- ➔ Need for clarity of purpose
- ➔ Desire for sense of belonging/ connection of ministries

KEY TERM

Missional Readiness: a measure of how ready and flexible the congregation is for change.

GSLC is **moderate**.

PART TWO

Travel Plan: What's Next

Waypoints that lead to transformative mission renewal.

Leadership

No faith community can have effective impact without a healthy leadership system. Having the capacity to instill trust, cast a bold vision, mobilize the needed resources and encourage a shared partnership in the journey are all critical factors for navigating a ministry forward. These factors are necessary in both clergy and lay leadership with clear understandings of role and authority.

Recommendation: *Work to clarify roles, communicate structure and process, financial clarity*

Shared Vision

Why we do what we do, what that looks like, and how we make it happen are central to a shared vision for mission. Foundational to this is a deep understanding of the central mission, core values that drive the decisions you make and the actions you take. In addition, being focused on purpose and maximizing the assets through appropriate strategies for ministry allows for greater impact and effectiveness.

Recommendation: *Start visioning process with congregational input*

Generosity

Generosity is not simply an action taken, but a way of living and being in community. Having a culture that nurtures a healthy understanding and relationship with money cultivates a landscape to realize the needed resources for a successful mission. This involves using story to create powerful messages, modeling generous behavior, providing language that is inspiring and lifting up invitations that are fulfilling.

Recommendation: *Develop new narrative, prep for capital campaign and annual ministry stewardship*

Story

Sharing your story is not about just inviting people to participate but instead it includes telling of the powerful impact your mission is having and having people own that story as their own. Thriving faith communities are ones that clearly and consistently tell their stories of transformation and help their people tell their stories. Simply using a variety of mediums for communication does not make for an effective culture of story-telling. Paying attention to the message and how it is being received are cornerstones to a healthy culture of story.

Recommendation: *Revisit or create a strategic communication plan, communicate leadership structure, and process*

Faith Integration

Effective church cultures pay attention to both their ability to empower personal faith formation as well as avenues to live out one's faith in the world. Missional impact is directly connected to the churches capacity in doing both at a high level.

Recommendation : *Work on integrating worship and learning, intentional planning across congregation, adult faith development work, build relationships and connections of members.*

PART THREE

Next Steps

Waypoint teams will be created to work on Leadership and Shared Vision. The work will take place over the next year and will be facilitated by Kristin Wiersma, our Joshua Group Consultant. There will be regular updates to the congregation and opportunities to give feedback to the team.

Kristin will be working with our communications staff on developing a strategic communications plan and leadership communications plan.

If you are interested in having some input on the Shared Vision and Leadership Waypoints, please contact Rick Blum (rblum@gsLCWI.com) or sign-up on the clipboards at the conclusion of today's event.

For more information visit

 gsLCWI.com/vision



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