

**Strategic Planning Committee**  
**Meeting Notes**  
**June 28, 2021**

**In Attendance:** Pr. Chris, Steve Frei, Chair, Sarah Iverson, Stephanie Barth, Alan Halverson, David Vogt, Jen Holmer, Angie Rieger, Sara McCormack, Tom Golden and Brenda Wilcox. Also attending was Kristin Wiersma from the Joshua Group.

**Unable to Attend:** Ryan Panzer

The meeting opened at 7 p.m. by Chair, Steve Frei. Pr. Chris led the group in a devotion focused on the GSLC Mission Statement of Welcoming, Forgiving and Serving as we have been welcomed, forgiven and served. We talked about examples in our lives that demonstrate these three areas and prayed that our Mission / Vision help guide our strategic plan discussions, knowing that we'll encounter challenges and blessings along the way.

**Minute Approval:** Pr. Chris made a motion and Jen seconded it to approve the minutes from our June 14<sup>th</sup> meeting. The motion was approved.

**Standing Meeting Time:** The Strategic Planning Committee will be meeting the 2<sup>nd</sup> and 4<sup>th</sup> Monday's of the month at 6:30 p.m. The next meeting is July 12<sup>th</sup>.

**Committee Communication Leader:** Steve and Pr. Chris shared that the July newsletter will include an update on this committee, outlining our goals. Steve reiterated the importance of communication with the congregation throughout this process and asked everyone to consider volunteering to lead a sub-committee on communication, including the creation of a communication's plan.

**Joshua Group Data Observations:** The Committee shared some initial thoughts, questions, feedback from the Joshua Group work done in 2017/2018.

- Shared Leadership model, Mission and Vision Statements rolled out mid to late 2019. Many of the proposed follow on activities were paused for 16 months due to the pandemic.
- Evidence that many in the Congregation feel adequate planning is not occurring.
- The MAP result showed the Congregation being “close to possibilities”, but with some “puzzlement.”
- Anxiety creates the desire for nostalgia. After coming out of the pandemic, there may be a desire to go back to the way things previously were.
- There is not likely the need for another survey. There is a lot of information in the Joshua Group data.
- One priority from the original study was the need for a “Good Shepherd” worship experience. This goes beyond music style.
- General conclusion that we need to spend more time understanding what we heard/learned during the previous work.

**Proposed Work Plan:** Kristin shared an approximate time table for our work.

- Assessment Stage – defining the data needs, capturing the data and then the work that Kristin will do to synthesize it and report back could take up to three months.

- Data Feedback – this process will enable us to define strengths, identify what GSLC is known for and celebrate, while also identifying opportunities and dreams. This could take two weeks to a month.
- Strategic Plan Development – defining strategies, deliverables and timelines could take two weeks to a month.
- Implementation and measurements – this phase could also take two weeks to a month.

**Assessment or Learning Phase:** Steve outlined possible groups to reach out to during the assessment phase.

- What is the estimated attrition rate that has occurred during the pandemic? Pr. Chris shared that we were worshiping 800/week prior to the pandemic and the current estimate is 500 to 600.
- Approach people that have left during the pandemic and gain an understanding of why they have left.
- Approach those that are searching to gain a better understanding of their thoughts.
- Approach those that are engaged with GSLC to learn about their dreams and hopes for the future.
- Learn from pastors and staff.
- Externally – reach out to seminary leaders, periodical editors, Ryan Panzer, former GSLC pastors, other churches, etc.

Kristin challenged the Committee to think about the GSLC culture and define assumptions we have relative to how it operates. See her note to the Committee dated June 29<sup>th</sup>.

**The above will be discussed in further detail as the agenda for the July 12<sup>th</sup> meeting.**

The meeting closed with the Lord's Prayer at 7:43 p.m.