**Strategic Planning Committee**

**Meeting Minutes**

**January 10, 2023**

**In Attendance**: Steve Frei, Chair, Pr. Chris, Angie Rieger, David Vogt, Sarah Iverson, Jen Holmer, Sara McCormack and Brenda Wilcox. Stephanie Barth was unable to attend.

The meeting opened at 6:30 p.m. with a prayer offered by Pr. Chris.

The meeting had two goals. 1) Share updates on strategic activities for each of the Pillar Leadership teams and 2) Discuss ways to enhance the implementation process.

Sara M. commented on the importance of communication to the Board, across the pillar leadership teams and within committees. Steve mentioned that we should encourage the Board members on the teams to facilitate bi-directional communication with the Board.

**Progress Report**

**Worship Pillar** – Pr. Chris shared that the leadership team met twice, including once with the pastoral team. Time was spent discussing Lutheran traditions relative to worship, as well as looking at worship through the lens of Good Shepherd. Focus will continue to be on intentionality. One idea is to initially focus on Advent and Lent and to engage in early planning so that ideas can be shared with other pillar teams, as well as committees to bring this focus to all activities. This will be discussed with the WM & A Committee, as well as various music groups.

**Welcome Pillar** – Angie shared that the leadership team has been blending welcome with the activities of the hospitality committee. She mentioned that she’ll continue to monitor discussions so we don’t become too tactical. One way to think about this is that welcome helps define GS’s identify or brand and hospitality (as well as other committees/activities) can support living this out.

**External Development Pillar** – Jen noted that the leadership team has been engaging with the Social Action committee. The team will continue to define how we can be intentional about what we do and why. References will be made to work done pre-pandemic by Pr. Joe in this area. In addition, Jen commented that we need a broader picture on evangelism.

**Internal Relationships Pillar** – Brenda noted that the leadership team met three times in November and then put activities on hold through Advent. Based on current discussions, the team will initially focus on ways to strengthen a sense of belonging and community within GS. A leadership meeting is being facilitated next week with staff members in the area of hospitality, children’s programs and AMPED. The team wants to understand what we do after the initial welcome to create belonging and community.

**Leadership Development Pillar** – Steve shared that the focus will be on career development for the pastoral team and staff and leadership development for lay leaders. The team has engaged with Hope Lutheran in West Des Moines and a non-denominational church on the East Coast to learn what other churches are doing. We’ll also be reaching out to Blackhawk. Some have already shared some of their materials. This all will be discerned to develop a GS plan.

**Spiritual Development Pillar** – Sara mentioned that the focus is on developing a spiritual walk through life. The team will be looking at some of the work done by the CY&F committee relative to activities we do for our youth and to learn from them. The team is gaining input from former pastors, pastoral candidates, etc. to understand what people are looking for.

**Enhancing the Implementation of the Strategic Plan**

The committee discussed ways to strengthen the implementation process. It was decided to host another “all pillar team” meeting in March. In addition, we’ll be meeting with Rick Blum and Eric Holmer to discuss ways to share stories and updates on progress being made, while also showing results achieved from the process.

The meeting closed with the Lord’s Prayer at 7:30 p.m.