

# Sr. Pastor One Year Goals” as Approved by the Board of Directors 2016-2017

**Report Date: 1-17-17**

## **Increase spiritual leadership of the congregation for ministry and faith formation into the homes and community of Gloria Dei.**

1. Continue to incorporate the Faith Pathway into the culture of Gloria Dei by implementing the remaining Faith Pathway Marker Experiences by June 2017. **Trending positive. Goal is to also implement faith/growth opportunities between each marker to reinforce previous experience**
  - a. **Baptism Faith Marker**
    - i. Baptismal shell given at Baptism
    - ii. Intentional follow-up with Kidzland
    - iii. Personal letter to child from baptizing pastor
    - iv. Parents are beginning to see their role as primary faith former in the home
  - b. **First Communion Marker**
    - i. Students painted own personal chalices
    - ii. Student and family used the chalice to received first communion and then took home
  - c. **Relationships and Sex Marker completed**
2. Develop an Adult Discipleship Plan (by April 2017) for ages 19-99 for the purpose of next generation leadership within the home, church, and community by:
  - a. Implementing the Strategic Plan for Adult Bible Studies by March 2017. **In process**
  - b. Recruiting, training and utilizing 5 new Adult Bible study leaders that will begin teaching by the end of the calendar year, 2017. **In process**
  - c. Implement Marriage Ministry Strategic Plan. **In process**
    - i. **Marriage Ministry Strategic Plan is now being carried out and implemented with Date Night Events**
    - ii. **Engagement Experience coming in March,**
    - iii. **Mentor Couple's being recruited (have 3 couples already on board, waiting to hear back from the other initial 5).**
3. Create a strategic plan with the Care & Health Ministry that incorporates learning and growth opportunities for adults to serve as caregivers or to better understand their own needs as they age.
  - a. Encourage and strengthen Care Givers Conference so that more presentations are provided for more areas of Care & Health. **Part of the Adult Discipleship plan.**
  - b. **“Caregiver Conference” March 18, 2017**
4. Develop and implement a strategic plan to shift Gloria Dei from a “church with small groups” to a “church of small groups” (over the horizon goal of 7-10 years). Initial steps in the development and implementation of this culture shift to happen by June 2017. **Trending neutral and seeking alternative approaches. (Essentials, Assimilation process, Discovery Interviews, Congregation Engagement).**
  - a. **Two-tier intentional “Connect” process in development**
    - i. **New members**
    - ii. **Sunday morning worship services**
  - b. **Involves multiple opportunities to build relationships with overall goal of connecting with and to a small group**
  - c. **Lenten Sermon Series to facilitate greater connection as well.**

## **Cultivate courageous generosity, address capital needs, and improve the balance sheet, while responsibly funding the mission.**

1. Implement and complete the public portion of the BIG capital campaign by Nov. 2016 –

### **Completed**

- \$4+ million was committed for debt reduction and capital improvements for our Nassau Bay campus, and for local and international missions.
- As of December 31, 2016, \$817,526 has been received.
- Smaller loan on Nassau Bay property has been paid
- Capital Improvements are beginning to take place

2. Educate the congregation and staff through stewardship education, personal testimonies, and stories of life change to foster a culture of generosity. **Ongoing**

3. Develop Strategic Plan for implementation of Financial Peace University at GDLC – **In process**

- a. 36 people attending current FPU classes
- b. Highest attendance since my tenure at Gloria Dei
- c. Very intentional communication, marketing, and invitational behavior by our communications team and Crystal Oliver
- d. Recent email received...

*My husband & I are taking the Dave Ramsey Financial Peace course on Monday nights at the Church. Week 1 was awesome, we are very interested in paying off our debt, saving, and investing in our financial future and quite honestly. strengthening our relationship as we make financial decisions "together". Unfortunately, this also means we will not be attending our Small Group for the next 8 weeks as they meet on Monday nights as well. I feel like FPU is so important and they (my small group) were all very supportive as well.*

*We also signed up for the next Essential Members class. My husband didn't really feel like it mattered to be a "member" of the Church or not. Kind of felt like that's where he attends Church so it's fine. Well, it matters too me so he agreed :). I was raised United Methodist and know very little about the Lutheran Church so I'm excited to hear more. Thanks again!"*

4. Increase number of Member/Guest MMF giving units 5% from 981 (2015/2016) to 1,030. **January 2017**
  - a. Current sermon series, "Act Now"
  - b. 2 Congregational mailings in January
  - c. "Promise Card Sunday" – January 29, 2017
5. Increase level of actual MMF giving by 2% from \$3,470 million in fiscal year 2015/2016 to \$3,539 million. **January 2017**
6. Sr. Pastor implements and executes 24 donor visits in FY 2016-2017 – **16 completed**

## **Identify and recruit League City strategic planning team**

1. See attached, "A Vision for a Church Planting Network"
2. Church planter candidates are currently being vetted
3. Gloria Dei will attend the "Start New

## Important Dates:

### JANUARY

January 30	Haydn Shaw at Salem Lutheran Church, Tomball, TX
January 30-Feb 1	Staff Ministry Training Conference

### FEBRUARY

February 19	New Member Welcome
-------------	--------------------

### MARCH

March 1	Ash Wednesday
March 13-17	CCISD Spring Break

### APRIL

April 14	Good Friday
April 16	Easter
April 30	New Member Welcome