



# Transformation

A Conversation About  
Our Way Forward

August 19, 2007

# Agenda

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- Introduction & Welcome – Deb Ary
  - 2 minutes
- Scripture & Prayer – Pastor Dave
  - 4 minutes
- Way Forward Task Force – Dan Kallman
  - 10 minutes
- Lunch & Your Feedback
  - 45 minutes
- Reconvene
  - 15 minutes

# Scripture & Prayer

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- *Pastor Dave*

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# How we got here today...

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- Strong Community of Faith
- Membership is growing
- Ministries are strong
- New partners coming everyday
- Financial growth is not adequate to maintain our current direction
- Building is the major expense
- Membership agreed to begin a process to redefine our priorities

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# Way Forward Task Force

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- To the membership:
  - Thank You for your Patience
- To the Task Force members:
  - Thank You for your commitment and conversation

■ Deb Ary

■ Pat Ary

■ Pastor Sally Fahrenthold

■ Pastor Dave Fulton

■ Mike Harman

■ Elaine Harvey

■ Dan Kallman

■ Barb Klingman

■ Julie Koon

■ Morgan Koon

■ Dixie Learned

■ Dave Paulsen

# Way Forward Task Force

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- Series of weekly meetings
- Discussed what we do best
- Discussed how we can do better
- Discussed what we need to do
- Derived a plan to move forward

# Way Forward Results

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- Dramatic Change does not include
  - Ceasing to exist
  - Immediate relocation of our ministries
  - Eliminating our ELCA affiliation
- Dramatic Change does include
  - Transforming our culture
  - Rebuilding the way we do outreach
  - Redefining the message we send forth
  - Recreating our image within the community
  - Rethinking the processes we use to function
  - Establishing long-term facility solution

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# Way Forward Results

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- Mission Statement: Making Disciples to Make Peace
  - Focused our conversations
  - The basis for the way forward
- Conversation yielded these four ideals
  - Gospel – Our life is centered around it
  - Outreach – Our culture is defined by it
  - Partnering – Enriches our ministries
  - Sharing – Communication is essential
- Ideals provide direction for the way forward



# Way Forward Results

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- Gospel

- ...is...

- The power that moves us
    - Tied to our mission & life
    - Needed to share with the community

- ...becomes...

- Discipleship Groups – Emphasize to become a hallmark of membership
    - Prayer Centered Worship – Transformational possibilities

# Way Forward Results

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## ■ Outreach

### ■ ...is...

- Essential to the life of St Paul's
- What makes us unique

### ■ ...becomes...

- Real-world opportunities / helps identify – Adapt/eliminate current programs or add new programs
- Youth Oriented – Infant to post-secondary
  - Potential Ideas
    - Faith Based Daycare and/or After School Programs
    - Family Counseling – Wedding, Parenting, Financial Planning, Drugs & Alcohol Prevention
- Discipleship Groups – Synergistic with “Gospel”

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# Way Forward Results

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## ■ Partnering

### ■ ...is...

- Necessary for enrichment & growth
- Inclusive of those that help us & those we help

### ■ ...becomes...

- Building youth focused neighborhood ties and opportunities
- Programs to provide opportunities with our diverse neighbors
- Opportunities to those entities that are willing to share in God's work together

# Way Forward Results

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- Sharing

- ...is...

- Communicating internally and externally
    - The image we present to the community
    - The message we send – ministry results & partner enrichment

- ...becomes...

- Looking outward when we communicate
    - Develop New & Exciting image to unveil our new life
      - *Radiant Peace – The Ministries of St Paul's*

# Way Forward Results

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- Our facility
  - ...is...
    - A priority resource for our ministries
    - Vital for our mission accomplishment
    - Unsustainable (as is)
  - ...must become...
    - Functional for our ministries

# First Steps Toward Transformation

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- Implementation of Prayer Centered Worship
  - Discipleship Practices
    - Participation in a Discipleship Group
    - Daily Prayer
    - Daily Spiritual Reading
    - Mentoring
    - Congregational Support
    - Weekly Worship
  - Practicing Discipleship
  - Transforming worship within the Lutheran framework

# First Steps Toward Transformation

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- Creation of Discipleship Groups Concept
  - Discipleship Groups Entail
    - Prayer
    - Service
    - Learning
  - Transform existing small groups and committees into discipleship groups
  - Create new discipleship groups as demanded
    - Men's Ministries
    - Youth Group
    - Anything YOU Can Dream

# First Steps Toward Transformation

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- Bridge Building (Facility & Budget)
  - Supporting Immediate Needs (3-5 years)
    - Eliminate external debt - \$42,000
    - Identify crisis needs
      - Boiler & HVAC needs – \$30,000
      - Roof – \$15,000
    - Additional support for ongoing ministries
      - \$25,000 per year for 3 years
    - Cultivating for the Harvest
  - Authorize the council to encumber the real property of the church for \$162,000



# First Steps Toward Transformation

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- Bridge Building (Facility & Budget)
  - Reaping the Harvest
    - Rollout of Gospel Empowered Stewardship
      - Develops ongoing support
      - Implementation complete 4<sup>th</sup> Quarter 2007
    - Task Force to identify 10 year facility plan
      - Plan developed by end of 2008
  - RENEW
    - Revised scope
    - Capital Campaign beginning 1<sup>st</sup> quarter 2008

# Next Steps

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- Today
  - Discussion & Lunch
  - Reconvene
  - Brief Summary of Group Discussions
  - Vote – Equity Loan to supplement our finances
  - Adjourn and Commit to attending 3 sessions on our Transformation
  - More information after the group discussions

# Next Steps

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- Congregational Vote
  - The congregation authorizes the church council to borrow up to \$175,000 secured by a mortgage against the real property of the church for the best terms (interest & term) available
- Transformation Class
  - Attend 3 sessions over 3 weeks
    - Discipleship Groups
    - Four Ideals
    - Transformation Process
  - 4 sessions to choose from
    - Sunday, Sept 16, 23, 30 – 9:30AM - 10:30AM
    - Monday, Sept 17, 24, Oct 1 – 6:30PM - 7:30PM
    - Tuesday, Sept 8, 25, Oct 2 – 11:30AM - 12:30PM
    - Tuesday, Sept 8, 25, Oct 2 – 6:30PM - 7:30PM

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# Existing Small Groups

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- Quilters
- Breakfast
- Spanish class
- Committees
- SPAM
- SPROUT
- ESOL
- Golfers
- Choir
- FWF
- GoZones?
- Bible Study
- Council

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- Mike (S)
  - Deb (MT)
  - Dave (TS)
  - Dixie (MT)
  - Elaine (M)
  - Barb (T lunch)
  - Dan (S)