

## Grace Long Range Plan (LRP) - 2017 & Beyond (3, 5, 10, 20+ years)

### Notes from Leadership Updates March 26 & April 2, 2017

**Purpose:** Share past and future action and information on the Long Range Plan Process; seek input.  
**Take-away:** Equip leaders to know/share the process to provide/seek input to/from others.

#### Devotion & Prayer – “The Way of Jesus”

- The first commandment is to love God with all our heart (Matt. 22:37). Listen to God – Learn the way of Jesus – **Reach UP**
- The second commandment is to love our neighbor as ourselves. (Matt. 22:39) Listen to Each Other – Live together in the way of Jesus – **Reach IN**
- Jesus said, “Go therefore and make disciples of all nations, baptizing them ... teaching them to obey everything that I have commanded you. (Matt. 28:19)
- Connect with the world – Serve in the way of Jesus – **Reach OUT**
- For God so loved ... He sent his Son into the world not to judge the world, but to save the world through him. (John 3:16-17 NLT)
- Holy Spirit and Guide, you are with us now. Open our hearts to hear your direction so we may bring a foretaste of your kingdom on earth as it is in heaven. In Jesus name, Amen.

#### Time Line and Activities Leading to 2017 & Beyond Plan

- May and September 2014, April 2015: Interim reports of 2012 – 2015 plan.
- November 2015: Final Report of plan implementation, with 90% of 19 goals completed. Shared results on bulletin board, church website, annual reports and newsletters.
- June through December 2016: Initial meetings of 2017 & Beyond LRP Team. Discussed SC Synod-endorsed “Shift: 3 Big Moves for the 21st Century Church.”
- November 2016. Selected NC ELCA Synod-endorsed “Forward Together” planning approach. LRP report to Grace leaders at semi-annual leadership workshop meeting.
- Presented LRP action to date, the 2017 LRP team members and the steps forward in the planning process: 2016 Annual Report

#### 2017 Time Line and Activities – Forward Together Approach

##### *Listening to God – Learning the Way of Jesus – Reach UP*

- **Jan. 9 through Feb. 18:** Church-wide “40 Days of Prayer.” Congregation prepared for planning the future of Grace church.

##### *Listen to each other – Living together the Way of Jesus – Reach IN*

- **February:** Bulletin insert with timeline of Long Range Plan activities
- **Feb. 19 and 26:** Congregational Vitality Survey – about how Grace is doing now.
- **March 19:** Survey Results – how we are doing based on the survey input.
- **March 26 & April 2:** Interim update to leadership – share past/future action on LRP; seek input.
- **April 23, 26, May 7:** Gatherings to discuss Strengths, Opportunities, Aspirations and Results (SOAR). Members’ opportunity to discuss their dreams and direction for Grace church.
- **Weeks of May 14, 21, 28, June 3:** Church-wide “Shift: 21st Century Church” book study. Coming together in prayer, direction and action

##### *Listen to the Community – Serving in the Way of Jesus – Reach OUT*

- **January/February:** Percept statistical report – learning and understanding community demographics

- **March:** Congregation demographics and giving report – learning and understanding Grace
- **April-May:** Community leader and group interviews – obtaining input from our community

<b>Develop a Plan</b>
-----------------------

- **June:** Synthesize & prepare DRAFT Long Range Plan
- **July:** Present DRAFT Plan to council - to consider in budget planning
- **July:** Present Recommended Plan to congregation

**Grace Demographics: Membership trends, age demographics**

Membership	2012	2013	2014	2015
Confirmed	750	782	758	770
% Attending Worship	43%	42%	51%	53%

- 340 under 64 years; 434 over 65 year
- 15% Families with children; 85% with no children
- 11% are 15 or younger; 33% are 50 or younger
- 30 females in their 30s; 86 females over 70
- Average age is 55; Median age (half older, half younger) is 64
- 73% are married; 22% are divorced, single or widowed
- 23% have been at Grace 0 – 4 years (Since last Long Range Plan)
- 26% have been at Grace 5 – 9 years

**Note:** Almost half of all members have been here under 10 years

Attendance by Service	8:15	9:45	11:15	Hispanic	Total
2015*	131	125	131	30	417
2016**	122	134	110	30	396

\* through Sept. 3

\*\* full year

Giving Trends	2011	2013	2014	2015	2016
Total \$	\$1,301,60	\$1,160,567	\$1,185,470	\$1,195,462	\$1,137,88
\$/confirmed	\$1,414	\$1,374	\$1,421	\$1,411	

	Giving \$0	Above \$0
# of Confirmed members	162	383
# of Total members	414	476

**“Vista” 5 mile Radius Demographics (60,537 people)**

- Changes in Population – 1% per year increase projected
- Total of 5% increase in population in our area from 2017 till 2022
- Expected growth in the US is up 3.8 % for the 2017 to 2022 time frame
- Proportion of people of color projected up, and white population down slightly
- Population Age Distribution - Retiree Population Increase Continues
- Proportion of people over 65 projected to go from 30 to 32%; ages 25-65 from 45 to 43%; ages 6 to 25 steady at 20%; and under 6 years steady at 5%
- Income Distribution - More wealthy people will be in our area
- Households > \$100,000 projected up from 15 to 17% of population by 2022

- Households \$50,000 to \$100,000 steady at 32% of population till 2022
- Households \$25,000 to \$50,000 down from 17 to 15% of population by 2022
- Households under \$25,000 projected down from 27 to 26% of population

### Principle Concerns of Local Population

#### Domestic Life

Maintaining health	Finding health insurance coverage*
Having sufficient food	Dealing with teen/child problems*
Finding retirement	Dealing with problems in the schools*

Opportunities: Achieving long-term financial security.

#### Religious Life

Finding a good church*	Finding spiritual teaching*
Churches should help form moral & social values*	Obtaining assistance dealing with stress
Churches should provide more human services*	

\* Denotes higher percentages here than nationwide

**Notes:** Local average age expected to increase from 46.9 to 47.4 over the next 5 years. 49% of the Population over 15 is NOT in the Labor Force; 29.4% Have Retirement Income

### What People Are Most Looking for in a New Church

Spiritual development	Adult theological discussions
Personal development	Marriage enrichment programs
Parent training programs	Community/social services
Personal/family counseling	Care for the terminally ill
Food and clothing assistance	Recreation
Retired adult programs	Youth programs
Family activities and outings	

### Other Observations

- 86% surveyed expressed a belief in God. They described their faith Involvement as: Strong - 43%; Somewhat - 32%; None - 27%
- Predominant Christian Denominations: Baptist - 29.2%; Methodist - 14.9%; Roman Catholic - 11.7%; Presbyterians - 7.3%; Lutherans - 5.3%; Episcopal - 3.8%; Interested (No Preference) - 3.6%; Not Interested - 8.0%

### Highest Ranking Methods for Contacting People

- Radio station interviews and ads
- Newspaper articles and ads
- Local cable service ads
- Other more personal methods are better received locally here than elsewhere but are also regarded more negatively than positively

### Grace Lutheran Vitality Survey results

- Taken February 19 & 26, 2017 (2 consecutive weeks per recommendation)
- 278 people took the survey (~70% of regular attendance)
- 2 of 3 surveyed were over age 55
- 56% of those surveyed were female
- 10% of those surveyed were under 18 (Thanks Anne)
- 12% of those surveyed were people of color (Thanks Pr. Alfredo)
- Good reflection of our demographics

Result: We are Connecting with God, Each Other & the World

- Connecting People to God Our "God" score – 4.5 Desirable is > 4

- Connecting the Congregation with God
- Our "God" score – 4.5 Desirable is > 4
- Connecting with Each Other
- Our "Each Other" Score - 4.2 Desirable is > 4
- Connecting with World Our "World" Score 4.4 Desired is > 4

### OVERALL RATING

Vitality:                      Desired Score > 4                      Grace Score 4.3  
 Sustainability:            Desired Score > 3                      Grace Score 3.5

### Details of "Vitality Survey" results presented to Congregation March 19, 2017

We seek input from all in planning because that is important to:

- Identify & build on strengths
- Connect & clarify our values, vision & mission
- Discover valuable opportunities that we aspire to pursue
- Determine & align organizational goals & objectives
- Revise or create new strategies, systems, processes, to support goals
- Implement the plan so it guides everyday decision making & actions.

SOAR – Strengths, Opportunities, Aspirations, Results

- SOAR focuses on strengths & opportunities so that we can align & expand them until they lessen or manage our weaknesses & threats.
- Weaknesses & threats are not ignored. They are reframed & given the appropriate focus within Opportunities & Results conversations
- Ultimately, the question is balance. Why not spend as much time or more on what we do well & how we can do more of that?
- What gives more energy to take action?
- What gives confidence to set a stretch goal?

**Grace Lutheran Church Mission:** "Transforming Lives Through Christ "We believe that God in Christ is central to life; We WORSHIP him – through TELLING his story, GROWING in faith, SUPPORTING each other and CARING for his world.

**Strengths:** What do we do well for our members? Guests? Others? How does that fit with the realities & needs of members? Community?

**Opportunities:** How can we best meet the needs of our members? Community? Others? List three on which we should focus our efforts.

**Aspirations:** What are we passionate about and where should we go from here? List 3 projects/programs/processes YOU would support to fulfill our aspirations?

**Results:** What meaningful measures indicate we are on track to achieving our goals? What resources are needed to implement our most vital projects?

### Congregation Wide Book Study – "Shift"

- Coming up the end of May through June for 4 to 5 weeks
- Study of "Shift – 3 Big Moves for the 21st Century Church"
- Building on 2013 and 2015 Congregation-wide book studies
- Planning for ~ 20 groups and 200 participants
- Goal: Gather the congregation in study, seeking direction on the topics: What does the 21st Century church look like?
  - What does it mean to be a disciple of Christ?
  - What does it mean to be a community of disciples?
  - What does it mean to be a community of disciples joining God on his mission to the world?