

# **Transfiguration**

**Lutheran Church**



**Annual Report  
2019**

## **Addendum**

**Strategic Planning Team 2019 Annual Report**

# Strategic Planning Team 2019 Annual Report

## Membership

### Strategic Objectives by 2022:

- Develop strategies that reach out to new, inactive and prospective members
- Help TLC members form connections, build relationships and receive support
- Make effective use of church database to track member participation in small groups and other church activities enabling pastors, staff and membership team to regularly review and annually report on member engagement
- The annual weekly worship attendance will average 504\*, representing an increase of 10% over the 458-weekly average of 2013-2017. (\*As of 2019, this number now includes online worshipers as the Synod has asked us to include those numbers in our reporting.)

### Key Question:

How can we grow our own membership, fulfil mission goals and support the ongoing work of the parish?

### Accomplishments 2019:

- Included suggestions for revisions to new member orientation and mentoring
- Completed a new welcome fold-out for use in welcoming visitors and new neighbors
- Assisted in extending invitations to members to consider becoming ushers and greeters
- Hosted spring meeting with current/new ushers and greeters, and offered fall training
- Created a new team of “welcomers” to assist pastors in meeting worship visitors
- Made changes to make Sunday morning refreshments more visible and available for visitors
- Strengthened relationships with ELC families, offering opportunities to learn more and participate in TLC activities such as summer block party
- Determined a need for a project manager for short-term leadership using Synod provided software for assessing community demographic information: Mission Insight — “Who lives in My Neighborhood”

### Plan 2020, we will:

- Continue reviewing and improving upon the utilization of the accomplishments listed for 2019
- Identify a project manager for short-term leadership using Synod provided software for assessing community demographic information: Mission Insight — “Who lives in My Neighborhood”

**Team Members:** Bob Hettlinger (lead), Allison Sneller, Marilyn Erickson, Norma Macdonald-Ockwig, Nancy Dahlof, Jo Benson, Beth Mercer, Hildred Dungan, Pastor Arthur Murray

## **Welcoming Diversity**

### **Strategic Objectives by 2022:**

- Work with the Reconciling in Christ Ally Team (LGBTQIA support), the Racial Justice Team, the New Immigrant Support Group, the Addiction Awareness Team and the Mental Health Team to increase congregational awareness regarding gender, sexuality, race, ethnicity, culture and other issues that we may more fully follow Jesus' command to "love our neighbor." We want to offer more education opportunities so we can expand our knowledge and actions to welcome everyone.
- As a congregation, we learn to welcome everyone as outlined in TLC's Welcome Statement (adopted in 2014, see the back of this brochure)
- No less than four times each year, TLC hosts programs on topics of diversity and cultural interest, all of which are open to the public

**Key Question:** How can we enhance our effectiveness of these TLC teams if the efforts across the 5 teams are coordinated where it makes sense to do so? In other words, how do we demonstrate our willingness to learn, adapt and welcome a diverse and changing community into the church. And how do we increase congregational awareness regarding gender, sexuality, race, ethnicity, culture and other issues that we may more fully follow Jesus' command to "Love Our Neighbor?"

### **Accomplishments 2019:**

- February 24th - RIC Sunday, Becky Woll - guest speaker
- August 14th-Neighborhood Night Out, hot dogs, watermelon, games, fire truck, electric car and church service
- Addiction Awareness Sunday, September 29, Drew Brooks, Faith Partners guest speaker
- Ellie Krug, Gray Area Thinking, October 27, 70 people attending the lunch/presentation

### **Plan 2020, we will:**

- MLK Sunday-January 19th, Racial Justice Team, Danny Givens preaching/educational time
- Planning for 2020 will take place during 1Q2020

**Team Members:** Sandy Mullen (lead), Janice Millford, Renee Burton, Beth Rahn, Jerry Olson, Matt Titus

## Financial Development

### Strategic Objectives by 2022

- The finance team will work to balance the annual operating budget
- TLC's building mortgage is paid off
- Cash reserves are equal to two months' operating expenses
- There is continued encouragement for participation in Simply Giving
- Transparency and communication related to TLC's finances are regular and evident

**Key Question:** How can all the financial ministry areas of TLC work together to faithfully guide TLC toward financial sustainability in this constantly changing environment?

**Overview 2019:** TLC is operating with a highly focused and coordinated financial management process. This process includes input from multiple lay and professional leaders. Given continued multiple factors including:

- Changing trends in church membership, attendance and financial support
- Changing neighborhood demographics
- Changing cultural, religious and societal priorities and pressures
- Anticipated staffing changes

There continues to be a need for active and creative discussion of what financial viability looks like at TLC, including input from multiple ministry areas, leading to faithful implementation.

### Plan 2020, we will:

- Review and understand clearly TLC's current financial position
- Consider how TLC's projected finances over the coming years impacts its ability to fulfill its mission as outlined by TLC's mission statement and the five-year Strategic Plan
- Consider how TLC's projected financial trends impact its major ministry partners (ELC, TLC Foundation, CCL-Liberia, Addiction and Faith, etc.) ability to fulfill their mission.
- Report to the Strategic Planning Team, Church Council and Congregation and make recommendations for possible courses of action to support the Strategic Objectives listed above.
- Ongoing assessment of our financial management process

**Team Membership:** Arthur Murray (Lead), Ed Treat, Sue Brickley, Jerry Olson, Dick Haugen, Chip Smith, Norma Macdonald-Ockwig, Barb Wigstadt, Bob Riley, Karen Bonertz

## Mission & Outreach

### Strategic Objectives by 2022:

- An ongoing Mission and Outreach education program is maintained to keep members informed and engaged with TLC's commitments and the opportunities for support (currently Mission of the Month)
- A Service Opportunity Registry (online and print) is developed which features contact information and a calendar for service opportunities
- Mission Trips for youth and adults are coordinated and promoted in coordination with the Youth and Family Team
- New opportunities for Mission and Outreach are prayerfully considered and approved according to criteria established by this team
- Recommendations are made to the Church Council regarding allocation of Mission and Outreach funding

**Key Question:** How are we being called to love our neighbour?

### Accomplishments 2019:

- Updated the brochure listing current service opportunities and mission partners
- Collaborated with the Youth and Family ministry to support the Liberia Mission Trip
- Launched two new fundraising opportunities for Mission of the Month (Noisy Offering, 1st Sundays, and Pancakes with a Purpose, 2nd Sundays)
- Recommended benevolence support to Council as follows:
  - \$1000 Wednesday night community meals
  - \$500 Pancakes with a Purpose
  - \$250 Global Health Ministries special matching appeal (3-year commitment)
  - \$500 One-day Scholarships for Addiction and Faith Conference
  - \$40,000 In-kind support to Early Learning Center
  - \$25,000 to Minneapolis Area Synod
- Provided volunteer, awareness, and/or financial support to the following 15 organizations as follows:
  - Addiction and Faith Ministry-sharing of pastoral staff, and countless TLC member volunteer hours to support 2019 Conference
  - Lutheran Social Services-10 TLC Members attended fall gala (approx. contribution \$5000)
  - Global Health Ministries-72 volunteer hours sorting and packing medical supplies, multiple suitcases of medical supplies provided for Liberia Mission Trip
  - Sheridan Story-A team of 4 deliver bagged meals to currently 24 students before each weekend and twice if there is a long weekend or vacation time
  - Westwood Elementary-63 TLC members PenPals with 4th graders, 5 TLC members reading buddies with second through fifth grade

- VEAP-to date (2019) food collected and delivered to VEAP totaled 1,315 lbs. TLC individual dollar donations throughout the year is unknown. On March 28 at the “Donate and Do” opportunity there were 18 TLC volunteers. Backpacks for “Back to School” were collected in August. Several TLC volunteers serve weekly or as needed, on an on-going base. The annual Summer Youth Food Program and Christmas Toy Collections have been eliminated by VEAP
- Feed My Starving Children-had 3 packing sessions at the Eagan site in early 2019 with 20 members packing 1,000 meals
- Exodus Lending-The only nonprofit dedicated solely to helping Minnesotan get out of payday lending debt. TLC promotes this organization through “Mission of the Month”
- Tapestry-is a bilingual and multicultural community that works to not only build bridges, but to cross them, too. The ministry intentionally enters into conversations with people different from ourselves
- Meals on Wheels-Meals on Wheels delivers hot meals 5 days a week to homebound clients. With 11 routes in Bloomington and 4 in Eden Prairie, MOW delivers an average of 100 meals each weekday. In 2018, 27,356 meals were delivered. TLC volunteer drivers deliver meals once every six weeks in Bloomington. There are 32 volunteer drivers on the current TLC driver list who drive as their schedules permit
- Camp Wapo/Wilderness Canoe Base-The Wapo camp organization offers a wide variety of camping alternatives for grade school and high school kids and for families. The camp that is attended most by members of Transfiguration is the Wilderness Canoe Base in the boundary waters at the end of the Gunflint Trail. Each summer families from TLC travel north to the camp to enjoy hiking, canoeing, camp maintenance tasks and fellowship at this isolated location
- Center for Changing Lives-Liberia -TLC provides vital leadership support to CCLL through the locally based 501c3 non-profit PACT (Partnership for Community Transformation). Approx. 40 TLC members attended the annual fall fundraiser which raised close to \$30,000. TLC organized and provided support to our first mission trip to Liberia to visit CCLL with 11 TLC members traveling. Donations included approx. \$20,000 towards trip costs, 5 suitcases of toys, 5 suitcases of medical supplies, 5 suitcases of other needed items. 15 boxes of school and church supplies, 2 keyboards and 3 sewing machines were collected at TLC and shipped through Global Health Ministries
- Beacon-Approximately 10 people attended the Beacon Fundraising Luncheon in October and several others sent gifts with those who attended for the programs. The quilters also supplied quilts to the 66West Housing
- Oasis for Youth-One person attended the Oasis Fundraising evening. The spring women’s retreat provided many purses and hygiene and personal items such as shampoo, deodorant, combs, brushes, etc. The quilters also donate quilts each year
- Early Learning Center-The ELC is a major ministry of TLC’s providing care and learning for 75 children and 90 families

### **Plan 2020, we will:**

- Establish and document criteria for new missional partnerships and review existing partnerships
- Communicate Service Opportunities
  - Create on-line Service Opportunity Registry using our newly updated brochure as a starting point
  - Collaborate with Stewardship Team to hold Ministry Fair at annual Stewardship event
- Missions Trip (Travel Teams) Schedule
  - Continue to work with Youth and Family ministry to establish an achievable mission trip schedule for youth and adults (updated annually)
- Financially support Community Meals as needed and continue to develop ideas for Wednesday night Outreach (ELC families, local community, schools and colleges)
- Revise benevolence recommendations based on financial realities and missional commitments

**Team Members:** Marilyn Erickson (lead), Terry Bonertz, Joanne Haugen, John Lindell, Mary Mahre, Jerry Olson, Bob Riley, John Thomson, Ingrid Swanson, Arthur Murray, Jordan Zaharte

## **Leadership Development**

### **Strategic Objectives by 2022:**

- The leadership development team provides ongoing, effective training and support for adult and your lay leaders
- Stephen Ministry continues to recruit and train leaders
- The Mutual Ministry team helps members discover their calling and carry it out collaboratively with staff

**Key Question:** How can the team continue to support training opportunities for groups and leaders?

### **Accomplishments 2019:**

- Developed a training manual for leaders and groups-June 2019
- Offered four training opportunities to groups and leaders using the manual. Manual available in hard copy and on the web site-October 2019 – 17 attended
- Re-developed a Youth ministry team-March 2019
  - Structural update for Confirmation-Summer 2019
  - Church PTA for Junior and Senior High
  - Future planning involving youth, parents, leaders-September 2019
- Establish a Pastoral Leadership Team - Developed, implemented and began monitoring the co-pastor pilot program-February 2019
- Support Stephen Ministry as needed in recruiting and retaining leaders-Training began in January 2019; Ministers commissioned in Fall of 2019

**For 2020 we will:**

- Offer training manual help to new groups and to individual and continue update the practices as groups evolve. Planning session will occur in the first quarter of 2020
- Pastoral leadership will continue to guide and strategize with pastors, council, and congregation the roles of the pastors

**Team Members:** Deacon Renee Jefferson, Director of Education Jeanine Brown, Dave Dickson, Mary Beth Kelly, John Lindell

**Subteam Members:**

- *Youth Ministry:* Dave Dickson, Sandy Stooke, Ben Cherland, Pastor Arthur Murray, Evan Collins, Kirsten Boehne, Patti Weichselbaum, Carol Olson, Allison Sneller
- *Stephen Ministry:* Erin Pommeranz, Bob Riley, Becky Woll,
- *Pastoral Leadership:* John Lindell, Jeanine Brown, Dave Burton, Pastors Arthur and Ed, Beth Mercer

## Communication

**Strategic Objectives by 2022:**

- The Communications Team oversees the look and design of all communications and oversees the following teams:
  - The Virtual Ministry Team implements innovative plans which include all forms of electronic social media
  - The Technology Team develops, implements, and monitors a master plan for technology strategies throughout TLC

**Key Question:** How do we continue to improve communications, including the Virtual written, virtual communications as well as the communications technology, at TLC?

**Accomplishments 2019:**

- During 2019, changes in what information was being communicated and how information was communicated at TLC occurred. Under Brad Nolte's leadership, events, activities, and notices were compiled and communicated on Friday's via email. Content for Transcripts was then shifted to longer articles not bound by time constraints. For instance, Transcripts contains articles designed to help TLC members grow practically and spiritually, not notices, event dates, etc. Further Brad monitors the TLC technology needs
- Given the changes noted above, when the need for a new Communications Team Lead was identified, it was determined by the Strategy Team that the Communications Strategy and implementation thereof was being handled very well by Brad Nolte in weekly consultation with staff. Thus, the Communications was disbanded

**For 2020 Brad Nolte and staff will:**



- Continue to assess and adjust in communications and technology as needed

**Team Members:** Brad Nolte supported by TLC staff

## **STRATEGY TEAM**

### **Strategic Objectives by 2022 (Developed by the Team):**

Create a strategic plan implementation team that will ensure:

- It is clear who will be responsible for implementing the specific strategic plan goals, with team leaders and membership named, contact information available to the congregation, etc.
- Good oversight of the teams responsible for implementing the strategic plan goals and objectives, including monitoring and adjusting the strategic plan on an ongoing basis. Also, to provide guidance to the teams, and help with issue resolution
- Good communications out to the congregation regarding what has happened and what is going to happen
- Strategic plan objectives kept in scope
- Correct stakeholder functional groups are represented on the teams
- Team training, including communications plan training
- New strategic opportunities are evaluated on an ongoing basis
- That a big picture view is maintained across the entire strategic plan
- All work is aligned with the TLC mission

**Key Question:** What can be done to ensure that the strategic plan and its major goals are implemented?

### **Accomplishments 2019:**

- All teams required to carry out the TLC Strategic Objectives have been set up, with Project Charters and monthly meetings scheduled
- Review each team's accomplishments monthly
- Identify projects individual teams can work together on

### **For 2020 we will:**

- Write job descriptions for team leads and members
- Develop a succession plan for Team Leads
- Create an organizational diagram of TLC staff, small group, teams, etc.
- Continue to review team accomplishment monthly, including what each of the teams are currently doing and planning
- Continue to identify areas of overlap and /or synergy in team activities
- Continue to provide support and recommendations for leaders as needed