GRACE LUTHERAN CHURCH STRATEGIC PLAN -- 2026-2029

CORE VALUE: Including and Welcoming all as they are

GOAL: Welcome 150 new members; 75% of Active Members involved in at least 2 events or groups beyond worship

Tactic:	Action Steps:	Leader/Champion:	Timeline:	Notes:	Cost:	Funding Source:
Update/Add Welcome Spaces	Create Welcome Station in the Narthex		June 2027			
	Create Outdoor Welcome Station for nice days		June 2028			
	Update Signage in and around property, specfically to ensure that newcomers know where to enter.		June 2029			
Develop a culture of welcome	Recruit and Train 24 Greeters		June 2027			
	Recruit and Train 24 in sanctuary "Welcome Abassadors"		June 2028			
	Develop a group of 6-8 to be a New Member Welcoming and Integration Team		June 2029			
Get the News out about Grace	Update information given to newcomers		June 2027			
	Develop a social media marketing campaign to reintroduce Grace to our community		June 2028			

Including and Welcoming all as they are	
12	Create Welcome Station(s) to better receive newcomers. Could we have parking lot greeters? Outside welcome tent on nice days? Better signage for where to enter?
8	Maybe have greeters for each area of the sanctuary for more intentional welcome, “Welcome Ambassadors”
7	Tell our story better. Explain to folks who/what are Lutherans? Help to educate the wider community on what is a Lutheran. How could social media be used in this effort?
6	More intentionality around getting individuals connected to one of the social groups or events we have (or create new groups to receive new members).
5	Create an intentional “Welcome” space in the Narthex.
5	Extend the sharing of the peace? Create more emphasis on greeting more people.

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CORE VALUE: Grow in relationship with God

GOAL: Welcome 150 new members; 75% of Active Members involved in at least 2 events or groups beyond worship

Tactic:	Action Steps:	Leader/Champion:	Timeline:	Notes:	Cost:	Funding Source:
Building robust faith formation offerings	Create spiritual retreat oppotunities for all age groups.		June 2027			
	Grow participation in adult faith formation		June 2028			
	Build out Children's Faith Formation program		June 2029			
Deepen the Spirituality of the congregation	Provide more resources for daily faith practices, like devotions		June 2027			
	Create 2 events each year where members gather to learn/practice their faith together, tap into different methods and styles of spirituality and worship		June 2028			
	Develop more robust prayer ministry.		June 2029			
Develop a comprehensive small group ministry	Reengage the Gather Network (young adult ministry)		June 2027			
	Create a comphreseive list of all active small groups and bolster support around these existing groups		June 2028			
	Create 4 new small groups around shared interests/stages of life		June 2029			

Grow in relationship with God	
15	Build out a Children's Sunday School program
11	Create more service learning opportunities // hanc
8	Create events for whole congregation for ministry practice/learning
8	Life groups provide a way for more intentional growth in faith
7	Worship and Music are central to our identity
6	Create more time for silence for prayer in worship – after communion? After sermon? After anthem? Etc.

GRACE LUTHERAN CHURCH STRATEGIC PLAN -- 2026-2029

CORE VALUE: Anticipate and response to needs in the congregation and community

GOAL: Welcome 150 new members; 75% of Active Members involved in at least 2 events or groups beyond worship

Tactic:	Action Steps:	Leader/Champion:	Timeline:	Notes:	Cost:	Funding Source:
Grow the culture of serving, with focus on hands-on service	Develop whole congregation day of service at least annually -- God's work, our hands		June 2027			
	Create quarterly service learning opportunities to connect more deeply with community partners		June 2028			
Develop every member engagment campaign	Create Council Member Cohorts to Connect with whole congregation		June 2027			
	Grow card ministry		June 2028			
Update Main Church facilities to best meet needs of congregation and community	Conduct a facility audit to better understand where we can update to meet needs of congregation and communtiy		June 2027			
	Review community resources and consider where Grace fits in that larger picture -- "Resiliaency Hub" during next disaster		June 2028			
	Make necessary updates to the main church buidling to meet these needs		June 2029			

Anticipate and respond to the needs in the congregation and community	
14	Tap into the congregations strong drive to serve (especially the doing part of this) – could there be more whole congregation service projects?
9	Rebuild lay visitation ministry
7	Could Grace become a downtown “resilience hub” during a tragedy or natural disaster – wifi, solar/battery power, showers
6	How do we best maintain our spaces at the church so that they are ready to share with our neighbors?
5	Reinvest in ministry with young adult – gather network
5	“Mission Field” sign – should this message appear in other places – above the door, in the bulletin, etc.

GRACE LUTHERAN CHURCH STRATEGIC PLAN -- 2026-2029

CORE VALUE: Care for and Comforting Each Other

GOAL: Welcome 150 new members; 75% of Active Members involved in at least 2 events or groups beyond worship

Tactic:	Action Steps:	Leader/Champion:	Timeline:	Notes:	Cost:	Funding Source:
Develop robust lay visitation ministry	Grow eucharistic visitation ministry		June 2027			
	Organize helping/caring ministries (ex. meal trains, prayer shawls, etc.)		June 2028			
	Develop Stephen Ministry Program		June 2029			
Foster intentional cross-generational connects	Reactivate Lenten confirmation mentor program		June 2027			
	Create more opportunities for the congregaiton to connect with LSA		June 2028			
	Create 2 intentionally cross generational events each year		June 2029			

Caring for and Comforting Each Other

21	Development full Stephen Ministry program at Grace which could include communion visitation.
14	Create more opportunities to connect congregation with LSA (mentor/grandparents/etc)
6	More commissioning with laying on of hands by the whole congregation (like we did for Tyler)
6	Create a pray box for the prayer cards to encourage more people to use them
4	Create hospital visitation team
4	Find ways to more intentionally connect with online worshippers

Timesta	Including and Welcoming all as they are (FIRST CHOICE)	Including	Including Welcoming all as they are (THIRD CHOICE)	Grow in	Grow in relationship with God (SECOND CHOICE)	Grow in r	Anticipate and respond to the needs in the congregation and community (FIRST CHOICE)	Anticipate and respond to the new	Anticipate and re	Caring for and Comforting Each Other (FIRST CHO	Caring for and Comforting Each Other (SECOND CI	Caring for and Comforting Each Other (THIRD CHO
5/11/20	Create an intentional "Welcome" space in the Narthex.	Emphasiz	"It only takes one person!" to make someone feel welcome or to help you plug into the ministry of Grace.	Create	Build cu	Consider other worship opportunities – sometime daily? Online? – "Start your day the Grace way!"	Create m	Connecting with people who recently moved to the area and are trying to learn how to navigate this community	Rebuild lay visitation ministry	Could Grace beco	Development full Stephen Ministry program at Grac	Create more opportunities to connect congregation	Find ways to more intentionally connect with online
5/12/20	Tell our story better. Explain to folks who/what are Lutherans? Help to educate the wider community on what is a Lutheran. How could social media be used in this effort?	Could we	More intentionality around getting individuals connected to one of the social groups or events we have (or create	Worship	Life groups provide a way for more intentional growth in faith		Create m	How do we best maintain our spaces at the church so that they are ready to share with our neighbors?	Could Grace become a downtowr	Rebuild lay visitat	Development full Stephen Ministry program at Grac	Create a pray box for the prayer cards to encourage	Find ways to more intentionally connect with online
5/12/20	Create a social media strategy to meet new people.	Extend the	Make sure that greeters reflect the diversity of our congregation. Could we have an assigned "LSA Greeter" spec	Create n	Create more service learning opportunities // hands on service (for example, with Grace Builders)		Build out	Tap into the congregations strong drive to serve (especially the doing part of this) – could there be more whole congregation service projects?	How do we best maintain our spa	Create a training	Development full Stephen Ministry program at Grac	Grow the card ministry – could this involve youth?	Create a pray box for the prayer cards to encourage
5/14/20	Create Welcome Station(s) to better receive newcomers. Could we have parking lot greeters? Outside welcome tent on nice days? Better signage for where to enter?	Move inter	Bathrooms – we need more and to ensure that they are accessible for ALL.	Worship	Build out a Children's Sunday School program		Help the c	Tap into the congregations strong drive to serve (especially the doing part of this) – could there be more whole congregation service projects?	Reinvest in ministry with young a	Could Grace beco	Development full Stephen Ministry program at Grac	Create more opportunities to connect congregation	More emphasis on healing prayers
5/15/20	Create Welcome Station(s) to better receive newcomers. Could we have parking lot greeters? Outside welcome tent on nice days? Better signage for where to enter?	More inter	Bathrooms – we need more and to ensure that they are accessible for ALL.	Create r	Create events for whole congregation for ministry practice/learning		Create m	Rebuild lay visitation ministry	Tap into the congregations strong	Encourage folks t	Development full Stephen Ministry program at Grac	Create more opportunities to connect congregation	Find ways to more intentionally connect with online
5/16/20	Encourage members to scooch in so that visitx can easily find a seat.	Tell our st	Make sure that greeters reflect the diversity of our congregation. Could we have an assigned "LSA Greeter" spec	Create r	Outings/Retreats/Camps (for children and Adults)		Create ne	Tap into the congregations strong drive to serve (especially the doing part of this) – could there be more whole congregation service projects?	Create a training system for servi	"Mission Field" si	Create hospital visitation team		More commissioning with laying on of hands by the
5/16/20	Create Welcome Station(s) to better receive newcomers. Could we have parking lot greeters? Outside welcome tent on nice days? Better signage for where to enter?	Maybe hav	Could we create "Pass It One Cards" where people could ask questions or provide feedback. Maybe a QR code c	Build cu	Create events for whole congregation for ministry practice/learning		Create m	Have a person designated to pray with folks in separate area on Sundays	Rebuild lay visitation ministry	Create a separate	Create a pray box for the prayer cards to encourage	Development full Stephen Ministry program at Grac	Create hospital visitation team
5/17/20	Maybe have greeters for each area of the sanctuary for more intentional welcome, "Welcome Ambassadors"	Create an	Extend the sharing of the peace? Create more emphasis on greeting more people.	Create r	Build out a Children's Sunday School program		Life group	Could Grace become a downtown "resilience hub" during a tragedy or natural disaster – wifi, solar/battery power, showers	Develop new feeding and housing	How can we get i	Create more opportunities to connect congregation	Development full Stephen Ministry program at Grac	Find ways to more intentionally connect with online
5/17/20	Make sure that greeters reflect the diversity of our congregation. Could we have an assigned "LSA Greeter" specifically for when college students visit.	Extend the	Create more intentional welcoming messages for those who have experienced "church trauma." It is possible th	Life grou	Create more service learning opportunities // hands on service (for example, with Grace Builders)		Build out	Tap into the congregations strong drive to serve (especially the doing part of this) – could there be more whole congregation service projects?	"Mission Field" sign – should this	Rebuild lay visitat	Create more opportunities to connect congregation	Development full Stephen Ministry program at Grac	More commissioning with laying on of hands by the
5/18/20	Create Welcome Station(s) to better receive newcomers. Could we have parking lot greeters? Outside welcome tent on nice days? Better signage for where to enter?	Tell our st	More intentionality around getting individuals connected to one of the social groups or events we have (or create	Build cu	Life groups provide a way for more intentional growth in faith		Worship a	Reinvest in ministry with young adult – gather network	"Mission Field" sign – should this	How do we best r	More commissioning with laying on of hands by the	Create more opportunities to connect congregation	Create some kind of food train ministry – bringing

Including and Welcoming all as they are		Grow in relationship with God		Anticipate and respond to the needs in the congregation and community		Caring for and Comforting Each Other	
12	Create Welcome Station(s) to better receive newcomers. Could we have parking lot greeters? Outside welcome tent on nice days? Better signage for where to enter?	15	Build out a Children's Sunday School program	14	Tap into the congregations strong drive to serve (especially the doing part of this) – could there be more whole congregation service projects?	21	Development full Stephen Ministry program at Grace which could include communion visitation.
8	Maybe have greeters for each area of the sanctuary for more intentional welcome, "Welcome Ambassadors"	11	Create more service learning opportunities // hands on service (for example, with Grace Builders)	9	Rebuild lay visitation ministry	14	Create more opportunities to connect congregation with LSA (mentor/grandparents/etc)
7	Tell our story better. Explain to folks who/what are Lutherans? Help to educate the wider community on what is a Lutheran. How could social media be used in this effort?	8	Create events for whole congregation for ministry practice/learning	7	Could Grace become a downtown "resilience hub" during a tragedy or natural disaster – wifi, solar/battery power, showers	6	More commissioning with laying on of hands by the whole congregation (like we did for Tyler)
6	More intentionality around getting individuals connected to one of the social groups or events we have (or create new groups to receive new members).	8	Life groups provide a way for more intentional growth in faith	6	How do we best maintain our spaces at the church so that they are ready to share with our neighbors?	6	Create a pray box for the prayer cards to encourage more people to use them
5	Create an intentional "Welcome" space in the Narthex.	7	Worship and Music are central to our identity	5	Reinvest in ministry with young adult – gather network	4	Create hospital visitation team
5	Extend the sharing of the peace? Create more emphasis on greeting more people.	6	Create more time for silence for prayer in worship – after communion? After sermon? After anthem? Etc.	5	"Mission Field" sign – should this message appear in other places – above the door, in the bulletin, etc.	4	Find ways to more intentionally connect with online worshipers