

VISION 2020 – AT A GLANCE – GOAL 1 – Updated January 2019

Congregational Vitality

To identify membership and motivate the congregation to take an active role in supporting God's work here at Immanuel, in our community and our world by gratefully sharing our time, talents and treasures.

Objective	Action Steps	Time Frame	Who Does It
1. Document current membership and create 3 strategies to strengthen, enhance and grow membership	• Input membership information gathered in early 2017	Done	
	• Provide “Congregational Trend Data” to Synod	Done for 2018 & 2019	Steve B, Merrie, Pastor
	• Print a new Congregation Directory	Done Feb 2018 & Again in early 2019	Merrie
	• Form a Membership Committee		Church Council
	• Create “talking points” that members can use to promote Immanuel		Council, Stewardship, Worship & Music, Membership Cmtee
	• Make sure all members of a committee participate and secretary reminds committees of their responsibility	Ongoing	
2. Develop three processes to improve Immanuel's accessibility and presence in the community and awareness to the general public to meet our mission of being a welcoming place.	• Update signage to enter the church and locate the offices		Tracy T. & property cmte
	• Signage on Highway 95 – Investigated, can't do this	Dropped	Marlin
	• Take field trips to other churches for new or innovative ideas.	Ongoing	
	• Increase partnering with other churches to advertise events	Ongoing	
	• Continue participation in community events	Ongoing	
3. Adopt two forms of updated technology to make Immanuel more accessible by current social trends and fosters a better experience when attending our church.	• Set up sound system between sanctuary and fellowship hall/kitchen.	Done	Steve B, Mylo
	• Update website. Get references and hire a church specialty web site contractor to create a site that would meet criteria in Vision 2020.	Working with web developer	Website Task force
	• Gather information and costs to incorporate video capability in the sanctuary and upgrade system in fellowship hall.	In process	Steve B & Mylo
4. Provide three educational opportunities for the congregation to learn how being good stewards of the gifts God has bestowed upon them are working and can continue to work by supporting God's ministries.	• Provide three articles and one temple talk on the services and God's work done through Synod annually.	1 st article in Sept newsletter	
	• Present background information to congregation prior to sessions for Rebecca Palmgren to make Gift Planning presentations.	Done Fall 2017	Lynn
	• Include quarterly reminders of gift planning opportunities in bulletins and newsletters.	In process	
	• Checking account signatories and counters meet semi-annually		
5. As God so blessed Elsie Nord and she has chosen to bestow a generous portion of these gifts upon Immanuel, a long range plan shall crafted.	• The Church Council will prepare a Gift Acceptance Policy for unrestricted funds that establishes distribution of these funds.	Done!	
	• Council develops a fiscal plan - facility, staffing and technology		
	• Clean and evaluate the old basement. Renovation will follow.		
	• Vision 2020 is to be used by Council as a guide and reviewed at least quarterly to assess progress.	Reviewed regularly	Council

VISION 2020 – AT A GLANCE – GOAL 2

Faith Formation of Children, Youth, Families and Elders			
To enhance faith formation and to deepen our personal relationship with God and each other through expanded interactions			
Objective	Action Steps	Time Frame	Who Does It
1. Involve younger leaders whose opinions and ideas are valued.	<ul style="list-style-type: none"> Direct the Nominating Committee to seek a mix of younger people. 	Ongoing	Council
	<ul style="list-style-type: none"> Form a Next Gen Advisory council to meet at least quarterly, then present findings, suggestions and input to Church Council. 	Delayed	
	<ul style="list-style-type: none"> Form a team of Sunday School Teachers that can alternate teaching Sunday School. 	Done 8 teachers are active	
2. To engage the youth of the congregation so they actively participate in four services annually and continue the currently scheduled youth activities.	<ul style="list-style-type: none"> Encourage and advertise activities for children and youth and commit a degree of funding to conduct new activities. 	Money is designated	Council
	<ul style="list-style-type: none"> Research an intern or part time Youth Director (share with another congregation?) to compliment Jason and DeeDee Fredlund. 	Decided against doing this	
3. Provide three opportunities for busy, young families to participate at Immanuel in the most effective way and to create a family friendly atmosphere. Establish the needs and desires of young families so they are better equipped to develop and strengthen their Christian faith.	<ul style="list-style-type: none"> Survey young families to establish their desires and needs through use of a "Wish List from Immanuel." 	Done December 2017	
	<ul style="list-style-type: none"> Advertise Vacation Bible School to increase participation. 	Done summer 2018	
	<ul style="list-style-type: none"> Identify families/children that may need assistance getting to VBS or Sunday School. 		
	<ul style="list-style-type: none"> Have a sign up for people to staff the nursery. Post signage that a Nursery attendant is available. This may be especially helpful during funerals, weddings or other events. 	Regularly staff nursery Sunday morning during school year	Team of 6 nursery volunteers
4. To have (at least) one half of the active members participate in one activity annually designed to assist them in being comfortable sharing their faith more openly through traditional and new approaches.	<ul style="list-style-type: none"> Continue current Bible study groups. 	Ongoing	
	<ul style="list-style-type: none"> Form a Discernment Group to focus on "What is God calling us to do?" and discerning God's will at Immanuel. Possibly combined with Bible Study groups. Semi-annual temple talk presented to congregation. 	Discernment group active Fall 2018 and Spring 2018	
	<ul style="list-style-type: none"> Show the movie "The Shack." Use Pastor Marla's book study version as a 5-session series. Consider combining with dinner, movie segment and discussion. 	Showed in Fall 2018 with discussion following	