

Listening & Vision Gathering Record

Ministry Area: Worship

(praising the Lord for his gift of salvation: worship service, music, live stream)

What do we keep? (The Keepers)

1	HD Live Streaming - Online presence can reach more people	11 times
2	Instrumentalists and variations in music	7
3	Music ministry (e.g. choir, kids singing in church, etc.)	7
4	Outdoor services	6
5	Children's sermons (Double Stuffed Oreos!)	6
6	Pre-service organ & piano music	6
7	Offering plate at the door into church	6
8	Service times options - Saturday service is well received	5
9	Encouraging young musicians to participate	4
10	Traditional service (keep the feel of WELS worship)	4
11	All our wonderful musicians!	3
12	Hymns (more congregational singing)	3
13	BLAST/GSLA singing in church	3
14	All the information in the bulletins that explains "why" we do things in service	3
15	Staying Biblical and Scriptural	2
16	Engaging sermons - great personalization	1
17	Pastor's presence even when virtual or small attendance	1
18	Location of seasonal banners (back wall of church instead of side walls)	1
19	Sanctuary without multimedia screens	1

What do we add? (Hopes & Dreams)

1	Contemporary worship service with more relaxed atmosphere (Pastor not in robe, congregation encouraged to dress casually) and modern songs	10 times
2	Replace roll TV with projector & retractable screens	7
3	Live stream reliability/consistency (e.g. Bulletin overlay on live stream, start streaming earlier, audible vocalists, etc.)	7
4	Upbeat music (e.g. band w/ singers, drums, keyboard, guitar, etc.) "contemporary" hymns	6
5	Create Organ/Choir/Musician Alcove in west wing	4
6	Refresh narthex to make more friendly (e.g. mural on narthex wall, screen to share announcements, coffee bar, etc.)	4
7	Dedicated nursery/quiet space	3
8	Childcare during and between services (for those too young to attend BLAST)	3
9	Encourage rotation of seating preferences among "regular" worshipers	2
10	New sound equipment for outdoor worship	2
11	Celebrate communion more often	2
12	Monthly special worship services focused on Teens, Non-churched, Special needs, etc.	2
13	New type of Children's Sermon – teen component or possibly projected on screen before Sermon	2
14	More participation of congregation during sermon	1
15	Alter flowers: Provide option for monetary donation with Church making the arrangements for flowers	1
16	Have different groups sing part of the hymns	1
17	Find ways to spotlight musical members	1
18	Services with mini-series sermons vs. one long sermon	1
19	More instruments – even from our kids	1
20	Another day besides Saturday (e.g. Monday nights?)	1
21	Sermon outlines for note taking (e.g. fill in the blank)	1
22	Worship team - training (as needed) for tasks that multiple people can do each Sunday	1
23	Slow the pace of recitations	1
24	Add new hymnals when available	1
25	Free exit (not ushered) post-service	1

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Worship – Hopes & Dreams (continued)

26	Bring live stream to assisted living/nursing home facilities and shut-ins	1
27	Training and support of musicians – send to conferences and workshops...especially young people	1
28	Safety of steps on the alter is a concern	1
29	Hearing loop – so people with hearing aids can hear better	1
30	Greet people around you during church	1

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Ministry Area: Spiritual Growth

(nurturing our children and adults to serve and share their Savior: Sunday School, Bible studies, VBS, catechism)

What do we keep? (The Keepers)

1	Promote/reenergize CTC – personally invite others	12 times
2	Promote/reenergize BLAST Sunday School	12
3	Between service Bible study	10
4	Vacation Bible School	8
5	Additional Bible studies (e.g. Women's Bible study, Men's Bible Study, etc.)	4
6	Catechism / Bible Information Classes	4
7	More online/social media presence (e.g. devotions, screenside chats, etc.)	4
8	College ministry	1

What do we add? (Hopes & Dreams)

1	Young Adult & Teen Groups/Bible Study with a focused to help them with issues they may be facing	10 times
2	Combine all Catechism classes so kids are together	7
3	Special topics (e.g. Through the Bible in a year, Christian book club, Christian movies, Christian families, etc.)	5
4	Bible studies for current events/events outside our walls to show consistency of God's Word	3
5	Breaking into small groups for Bible class (maybe in GSLA classrooms) to encourage more discussion and connection with others	3
6	VBS Summer Camp or sports camp (e.g. soccer)	2
7	More promotion of the current classes & upcoming classes we are offering	2
8	Offer Sunday school & Bible Classes at different times (e.g. during services, evenings, etc.)	2
9	Find ways to encourage shut-ins and those with limited access to attend Bible studies (e.g. virtual attendance, bringing it to them, etc.)	2
10	Special Bible studies for the unchurched or new believers	1
11	Designated space for Sunday school	1
12	Build in transition from Sunday School to Teen to Young Adult	1
13	Break Sunday school kids into more age groups	1
14	Variety of Church leaders leading Bible study	1
15	VBS offered at alternative times (e.g. afternoons, evenings)	1
16	VBS that focuses on families - coming together around God's Word	1
17	Reach out to all age groups	1
18	Keep college-age kids connected to church - send cards, literature, care-packages, etc.	1
19	Life stage appropriate groups (e.g. widows, mom's, etc.)	1
20	Suggested Bible study resources that help facilitate small group Bible studies	1

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Ministry Area: Outreach & Evangelism

(connecting with the unchurched in our community and sharing the Gospel with them: website, visitor follow up, outreach programs)

What do we keep? (The Keepers)

1	Updated/Improve "Bread of Life" visitor follow-up program	4 times
2	Services on YouTube & our improvements to service streaming (e.g. HD quality, overlay of text, etc.)	3
3	Social media: FB & Instagram for both church and school	3
4	Outreach programs (e.g. Christmas for Kids, VBS, etc.)	3
5	Using our school to reach out to community	2
6	Add/bring back greeters	2
7	Support for missions both near & far	2
8	Child Family Services support	1
9	Mail postcards to new residents	1
10	Stay true to who we are	1

What do we add? (Hopes & Dreams)

1	Regular advertisements in local media to invite community to upcoming events (e.g. VBS, special services, etc.)	11 times
2	Dedicated webmaster to maintain and update/modernize website, make it more mobile friendly. Add pages like "What's Happening", "Meet our Pastor/Staff", "Kids Programs", etc.	11
3	Better way of getting contact information from visitors to improve follow up, especially for first time visitors	5
4	Special group/events (e.g. "Mornings with Mom", parenting series, divorce support, illness support, death support, etc.)	5
5	Community service projects (e.g. collecting for community, nursing home visits, hospital ministry, etc.)	5
6	Training / Workshops / Bible classes for members on how to witness and do outreach/evangelism, "Faith in Action"	5
7	New, more visible, signage on 63rd Street	4
8	Presences in community events (e.g. 4th of July float, booths at Farmers Markets, DG Art Fest, etc.)	4
9	Special community social events (e.g. movie, Gingerbread House making, Easter egg hunt, Trivia night, etc.)	4
10	New approach to welcome visitors – speak to them face to face, dedicated visitor parking spaces	4
11	Find other avenues for outreach (e.g. canvassing, knocking on doors, mailings, etc.) – We have approx. 5000 welcome/invitation door bags in Ellen's basement	4
12	Dedicated PR person for updating community postings, enhancing social media presence, etc.	3
13	Define and reach out to surrounding "community" (e.g. Bolingbrook, Darien, Westmont, Woodridge, etc.)	3
14	Stronger focus on Downers Grove local area (e.g. GSLA singing at DG tree lighting, have GSLA paint messages in DG store front windows, etc.)	3
15	More special worship services (e.g. outdoor services, Praise in the Park with picnic) – invite neighbors to these events	3
16	Improve communication / Make Outreach Coordinator more visible so congregation is aware of who to reach out to with suggestions or offers to help	2
17	Increase diversity by doing outreach to all age groups, races, background, etc.	2

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Outreach & Evangelism – Hopes & Dreams (continued)

18	Partner with other area organizations for special missions & charities/projects	2 times
19	Leverage GSLA to outreach to school families – invitations to social events	2
20	Events on our campus (e.g. host PADS, food pantry, rent space out, bring people in, block party, electronic recycling program, blood drives, etc.)	2
21	Activities for our Teens and their friends. Use current groups as outreach – Pioneers encouraged to bring a friend to a meeting	2
22	Church spirit wear	1
23	Digital customer relation management system	1
24	CRMS – have a paid position to manage program	1
25	Do follow ups after Bread of Life visits	1

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Ministry Area: Good Shepherd Lutheran Academy

(providing training and instruction in our preschool and elementary school)

What do we keep? (The Keepers)

1	Our School and Wonderful teachers!	8 times
2	Our Preschool and Wonderful teachers!	7
3	Continue/find more ways to interact church and school (e.g. OWLS support of special activities)	4
4	Tuition assistance from Church	2
5	Music opportunities (e.g. band, piano lessons, singing)	2
6	PTO (F.R.O.G.S) revival	2
7	Big Buddy Program	1
8	Social media presence	1
9	Book fairs, science, and social study fairs to showcase school to congregation	1
10	STEM program & problem-based learning	1
11	Sports (e.g. cross country, basketball, etc.)	1
12	In person learning during COVID	1
13	Encourage parents to become members of Church	1
14	School newsletter	1
15	Before & After school care	1

What do we add? (Hopes & Dreams)

1	Gymnasium (Larger space for events)	7 times
2	Increase the communication of what's going on with in the school with the congregation (e.g. use screen in narthex, have kids make announcements in church, etc.)	5
3	Additional Classrooms/Multi-purpose rooms (use for preschool/day care/in-school & after school clubs)	5
4	A dedicated principle (not a teacher too) who is the Leader of the school that teachers all report to and respect	4
5	Encourage members & preschool families to send their children to our elementary school	4
6	Salaried Business/Communication manager for the school to track/evaluate expenses/purchases, communication/publicity	3
7	Encourage teachers to stay longer (e.g. Teacher Appreciation night, invest in faculty development, etc.)	3
8	Increase tuition so the school is self-sustaining/financially viable	3
9	Market Academy better (e.g. staff profiles on website, YouTube video of events, etc.)	3
10	Sports programs and reaching out to other Lutheran and/or non-Lutheran schools to beef up numbers of teams we compete against locally	2
11	Music program with a space for it, music performances with the kids, music by the kids in our worship services	2
12	Make curriculum & clubs (e.g. Academic/Physical/Social) competitive with DG public and private schools	2
13	Solicit annual feedback from families – What do they like or what would they like to improve/change	1
14	Additional fundraising opportunities outside of the school/congregation (e.g. carwash)	1
15	School board open to women	1
16	Enable female teachers to fill in leadership roles	1
17	Metrics – class size per teacher expectations and plans for the fluctuations of class sizes	1
18	Have a standard for Teacher expectations including performance	1
19	Clean, organized classrooms that create a better learning environment – messy, unorganized classrooms are a proven detriment to learning	1
20	Science program that enables us to inject Christian values	1
21	Add/Create GSLA flag	1

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GSLA – Hopes & Dreams (continued)

22	Add tuition giving or "scholarships" so church members can directly support the school	1 time
23	Improve/modernize playground	1
24	Add offsite space – Church at current location and school somewhere else	1
25	Encourage GLSA & non-GSLA kids to serve on church projects together	1
26	Have recent graduates work with current students to help promote the school	1

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Ministry Area: Group Life & Fellowship

(celebrating unity in Christ as we meet people's relational needs: pioneers, teens, regular and special social events, meal events)

What do we keep? (The Keepers)

1	All the current groups (e.g. Pioneers, OWLS, etc.)	8 times
2	Scavenger hunt, Trunk or Treat, Family Bowling event, picnics, etc.	7
3	Outdoor Services with Food, Socializing Time	7
4	Chili cookoff	6
5	Special Meals (e.g. Easter breakfast, before Lent and Advent worship, etc.)	5
6	Game Nights Prek+K - 8th & Church	2
7	Movie Nights Prek+K - 8th & Church	2
8	Group Life Coordinator	1

What do we add? (Hopes & Dreams)

1	Young Adult Program – include high school/college/20 somethings. Need a team to commit to organize and lead	7 times
2	Revamped Youth Program (Pioneers, get GSLA and non-GSLA kids together)	6
3	Special events (e.g. Women's spring luncheon, Fall Festival, ethnic gatherings, "Welcome back" event post COVID, etc.)	6
4	Movie night, car wash, Block party, a pet event for congregation & community	5
5	20's & 30's Group	5
6	Encourage/Train young people (e.g. teens, Pioneers, GSLA kids) to usher, greet, serve at events, etc.	4
7	School open house for families to start the school year (e.g. food, bouncy house, games, etc.)	3
8	Update member contact list (e.g. emails, phone, address, etc.)	2
9	Couples club – meet once a month for games, trivia, outings, socializing, etc.	2
10	Events with our sister congregations	2
11	Text messaging system or App to promote events to members	2
12	Add space for fellowship	1
13	A "Do you know your fellow church member" in the announcements, that talks about a specific person and their life -	1
14	Welcome event for new members	1
15	Add roles for different generation groups	1
16	Reunions (e.g. confirmations, graduations, new members, etc.)	1
17	More coordination between the different groups (e.g. school, church, women's ministry, MCC, etc.)	1

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Ministry Area: Shepherding

(providing Christ centered care to our congregation and staff: member assimilation, called worker care, reclaim straying members, visits to sick and shut-ins, communication)

What do we keep? (The Keepers)

1	Improve and continue care committee for called workers	5 times
2	OWLS group visiting sick and shut-ins	4
3	Enhance Prayer chain	4
4	Enhance Communication – bring back monthly church newsletter	2
5	Special recognition of staff anniversaries	2
6	Outgoing attitude	1
7	Birthday/Anniversary cards/recognition	1
8	Installation of Leaders during church services	1
9	WELS publications (e.g. Meditation booklets, Forward in Christ, etc.)	1
10	Sing for Pastor's birthday	1
11	Connecting members with Sunday School kids	1

What do we add? (Hopes & Dreams)

1	2nd Pastor or full-time staff minister (e.g. youth minister, new members, shut-ins, etc.)	9 times
2	Reach out to straying members – phone calls, mailing, personal invitations to encourage people to attend	5
3	Better ways to track who is attending both in-person and on-line so we can be more efficient in follow-up with shut-ins, straying members & visitors	4
4	New member orientation/onboarding program	4
5	Welcoming new members & transfers and getting them involved early – share new member pictures & bio on TVs in Narthex and in Newsletters...both Church and School	4
6	Add Member Assistance Program to help members that are hurting or in need	4
7	Update Membership Pictorial Board (or create Pictorial directory) – update every 2 years	3
8	Personal contact – Assign a mentor to each new family (or straying member) to make personal home visits	3
9	Have a variety of ways to communicate/help/reach out/encourage others – especially for those that don't use email/internet	3
10	More contact/in-person activities with members during COVID	3
11	New member monthly activity (e.g. devotion, breakfast, reception, etc.)	2
12	Update membership list to reflect actual active, straying, no longer interested	2
13	Events to get to know new members & members that attend different worship times	2
14	Resources (especially online) / devotionals for specific family types (e.g. families with teens, young kids, empty nesters, etc.)	1
15	Gather a list of those willing to visit sick/shut-ins	1
16	Choir – recordings of music we have during services	1
17	New member package that is handed in-person to new members	1
18	More resources allocated to Shepherding	1
19	Better communication of shepherding ministry's goals and mission	1
20	Using social media to help people get and stay connected	1

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Ministry Area: Financial Stewardship

(growing our faithful management of the financial resources God provides: budgeting, GS financial management, endowment, stewardship encouragement)

What do we keep? (The Keepers)

1	Having balanced (and staying on) budget each year	7 times
2	Endowment Fund/Committee	5
3	Enhance/Promote Financial Giving Tree for special financial needs for both the church and school	5
4	Promote shopping with SCRIP & AmazonSmile better/more frequently	5
5	Promote online contributions	3
6	Congregation understanding of financial standing	2
7	Planning ahead	2
8	Envelopes	2
9	Think of the church as a business and do what successful business do	1
10	Financial support of school	1

What do we add? (Hopes & Dreams)

1	Have financial stewardship worship/Bible class/program that encourages voluntary & Spirit lead giving on a regular basis	5 times
2	App for giving to make it easier to make and track donations	4
3	Financial Communication transparency/frequency/consistency (e.g. Stewardship report to congregation)	4
4	Human Resources for called workers (part-time? Shared with other area WELS churches?)	4
5	Full-time Treasurer	2
6	Enable women to participate in decision making/leadership of finances & places like Endowment Group	2
7	Separate the school and church financial statements and as entities	2
8	Improve lock box & add security cameras where needed	2
9	Offer Estate planning workshop	1
10	Review the called worker and lay worker compensation & benefits	1
11	Annual measurements for expenses, budgets, accountability & evaluations	1
12	Transparency of Financial Needs and special expenses that need funding	1
13	Being more diligent in what we already have	1
14	Cost/benefit analysis of our current ministries	1
15	Spend to grow	1
16	"Valuing" time & talents of members	1
17	Memorials/Honorariums for special giving	1

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Ministry Area: Member Ministry

(helping our members to identify and eagerly use their spiritual gifts in our congregation and community)

What do we keep? (The Keepers)

1	SHAPED classes – provide more once COVID is over	6 times
2	PMM program	4
3	Current PMM coordinator	2
4	PMM (discovery) meetings	1
5	Annual sermon series	1

What do we add? (Hopes & Dreams)

1	Communication with regular & comprehensive updates on results	7 times
2	A database to uncover and share member occupations, hobbies & gifts/skills	6
3	Regular list of ministry needs to gather volunteers	5
4	Member MarketPlace, LinkedIn group to share employment opportunities, businesses, etc.	5
5	Volunteers Database (with member's skills, availability along with service opportunities & sign-ups); something that is regularly updated and managed	5
6	Provide training/share website with members to maximize potential of current church software (membership directory, giving statements, etc.)	5
7	Relaunch/Reshare the purpose and goals (after COVID) so members can learn what it is and how to get involved	3
8	Promotion of ministry activities and the skills required – personal invitations to help/volunteer to encourage involvement (not just sign-up sheets)	3
9	Keep coordination between MCC & Women's Ministry – get them working together more	2
10	Leverage women in leadership role more	2
11	Clearly defined Leadership roles to provide better assimilation & transition between leaders	2
12	Engaging the proper person for ministry – encouraging people who are passionate about something to volunteer	2
13	Incentive to volunteers – follow-up thank you, gift cards, breakfast once a month (S&H green stamps)	2
14	Stronger tie to school – help coordinate volunteers (including kids) for school events	2
15	Teen community service hours – promote and support teen high school and college hours	1
16	Create "Volunteer Coordinator" position so people know who to go to if interested in volunteering	1
17	Sponsor a Vicar each year	1
18	Visible/clear ministry descriptions	1
19	Dedicated email address for each group – more professional & easier to transfer when leadership changes	1
20	MCC/ Church Leadership profiles & contact info on website	1
21	Empathy for coordinators	1

Listening & Vision Gathering Record

Other Ministry Comments

What do we keep? (The Keepers)

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|---|---|--------|
| 1 | Monday night worker ministry (Bob, Erik & Steve) that take care of the property...need to train the next generation | 1 time |
| 2 | Steven's ministry / support groups | 1 |

What do we add? (Hopes & Dreams)

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|----|--|--------|
| 1 | Upgrade to commercial kitchen for educational purposes | 1 time |
| 2 | Maybe short term due to COVID – There are wine/wafer combo kits you can buy and hand out for communion. No touching by Pastor or anyone for set-up...just the individual taking communion. This would also help keep things covered. COVID is much less of a threat now but it will be some time yet before we get back to "normal" | 1 |
| 3 | Outreach should be our main goal. We are good at IN-reach and "feeding the flock" but that is only about US. We should shift our MAIN focus to outreach for Christ. We should be inviting friends, neighbors, etc. and witnessing!!! | 1 |
| 4 | We should encourage DAILY time in the Word. It will change hearts. | 1 |
| 5 | I think our congregation needs to shift attitudes in a big way. We need to be OPEN to new people, new ideas, etc. – whatever it takes to grow God's kingdom. The next generation may worship differently than we do now. There is nothing wrong with that if the core base of that worship is centered on Jesus Christ and witnessing for Him. | 1 |
| 6 | Would be nice to see more JOY in our congregation. God does not give us a spirit of fear. God gives us joy. Joy in witnessing, joy in service, joy in tithing, joy in fellowship. Joy in our future. | 1 |
| 7 | We can do all things through Christ, who strengthens us. God says, "is anything too hard for me?" In terms of a building program or outreach, we should stop focusing on the obstacles, and focus on God's promises and trusting in HIM. If we praise and glorify the Lord, He will make our paths straight and lead us where HE wants us to go. With God all things are possible. If we want to expand, we should, and trust in God to help us do it. | 1 |
| 8 | More children and teen involvement in our ministries. We can tap into our kids and teens to help with so many things – meal set up and clean up, crafts, signage, moving furniture, yard clean up, classroom clean up, painting, etc. The more involved they become, they will take ownership in our church, and be more inclined to keep coming. Hard work is expected by God, and the rewards of hard work can inspire more hard work. | 1 |
| 9 | Would like to know how PMM is going to proceed now that most of the surveys have been completed. Want to see if PMM can be called upon to help ministries find volunteers who desire to help in certain areas. If we need painters, for example, can PMM make some contacts for us? | 1 |
| 10 | Too much school driven | 1 |