

All Saints Lutheran Church

Current Situation

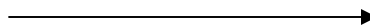
Problems

- Declining Membership
- Low youth and family participation post confirmation
- Volunteers are burned out
- Not meeting spiritual needs of the congregation beyond Sunday worship

Goals

- Increasing Membership
- Maintaining youth and family participation after confirmation
- Volunteers refreshed and supported
- Spiritual Growth and fulfillment integrated into everyday life

Need to Shift the Focus



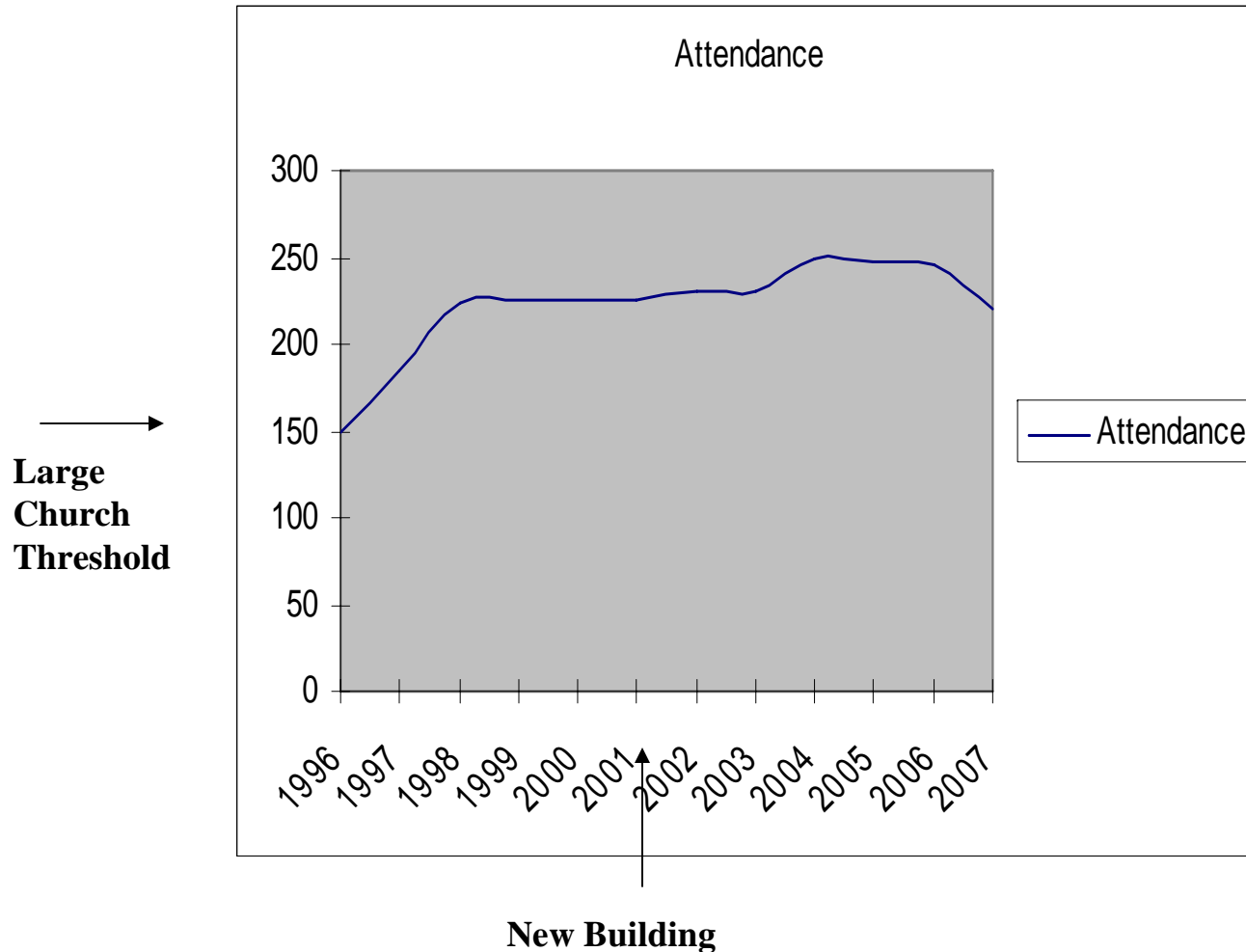
All Saints Lutheran Church

What Do We Do?

- Enhance Sense of Belonging, that “Church Family” Feeling. Develop programs that develop small group relationships for all age levels (pre-school thru retirees).
- Create structure and training to support volunteers. Easy to understand-new approaches.
- Develop Consistent Christian Education for all levels of faith development (Peer Groups), including curriculum research and development.
- Equip families with tools and ideas for daily faith.

(F.R.O.G.)

All Saints Attendance History



- **Large Church is defined as 150 avg. attendance on Sunday Mornings**
- **Small groups naturally form in churches with attendance of 150 or less**
- **A large church would indicate the need for added lay professional staff for intentional programming to build small groups**
- **Associate Pastor needed beyond 250 per Sunday**

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How Do We Do It?

- To Grow as a Congregation, A Life Ministry Program is essential
- Life Ministry involves:
 - **Developing programs serving all levels from Birth to Retirement and beyond and recruiting volunteer leaders.**
 - **Developing peer support programs and opportunities that encourage and equip education, service, worship and fellowship.**
 - **Developing celebrations for the major milestones of life.**
 - **Supporting and administering Christian Education including Sunday School and all other weekly education programs.**

All Saints Lutheran Church

Director of Life Ministries

- **The Task force recommends that All Saints Lutheran Church hire a full time Director of Life Ministries to develop, organize and administer the programs outlined above**
- Current Synod Guidelines suggest a candidate for Lay Ministry with 0-10 years experience require a salary of \$30,500-40,500 annual plus benefits

All Saints Lutheran Church Staffing Task Force Recommendations

Council to include budget figure for Life Ministry Leader Position in the Stewardship Campaign presented to the congregations Fall 2008. Based on stewardship campaign results, proceed with hiring process after Jan. 2009 budget approval.

The Council should create a Standing Personnel Committee for the purpose of:

- Update and create the Job Description for all Staff positions.
- Conduct annual reviews for all paid staff.
- Review Salary actions for all paid staff.
- Review current and future staffing needs as they arise.