

**McFarland Lutheran Church**  
**McFarland, WI**

**Vision 2015**

**Data Summary**  
**Workshop Session I**  
**August 7, 2010**

**Allen-Olson Consulting**

# Executive Summary

This executive summary captures the data gathered in the “Breaking Into God’s Future” Vision 2015 workshop that was held on August 7, 2010. This information will be used to complete the Vision 2015 document at the August 21, 2010 workshop. Background information can be found in the attached detailed summary report.

## McFarland Lutheran Church Vision 2015

**Mission: Invite, worship, Love and Serve.**

Strategic Mission Focus	Initiatives
Variety of lively, dynamic and Joyful worship	Maintain a variety of worship styles Develop worship space and facility for all worship styles Involve more age groups in worship leadership
Nurture and strengthen member relationships	Building small groups Implement visitor and member follow up programs
Equip and encourage member involvement	Help people identify, develop and use spiritual gifts Increase awareness of opportunities to serve Develop, mentor, train members of all ages
Encourage and expand ministry to youth and families	Develop and implement age appropriate opportunities(activity and educational) for ages 0-22 incorporating family events

**\*\*\* The number one priority for the congregation over the next 12 months will be to determine appropriate staffing to support the congregational mission and Vision 2015.**

# Workshop Output

## Points of Entry Exercise

This exercise is designed to help people get to know each other better, identify why people have come to the congregation, why they remain, and what their dreams are for the future of the congregation.

All new persons coming to McFarland should be asked why they have come to McFarland. The answers will help congregational leaders identify congregational strengths and successful programs or ministries that help build these strengths. It will also help identify why new members are joining the congregation and what can be done in those areas to attract more members.

In the following answers, a (#) indicates the number of individuals who gave the same answer. The information below was submitted by workshop participants and from pre-work done by members who couldn't be at the retreat but handed in the assignment.

### **The reasons given for coming to McFarland Lutheran Church**

#### **30+ Years**

Moved to McFarland, it is a community church, great worship and connections with others (2)

Moved to McFarland and it was close (7)

Job was here

Pastor visit, new community, ELCA, positive Lutheran tradition and location

We were Lutheran when we moved here

Raised in the congregation (5)

Teacher in McFarland and location

Neighbor invited me, only church in town (3)

Been Lutheran all my life, wanted a church close to home (3)

Wanted to put child in Sunday School in same community as she went to public school

Only Lutheran church in McFarland

Moved to McFarland and child baptized here, easier to get children to church and SS

Family here

#### **20 to 30 Years**

Raised in the congregation

Convenient location (3)

Moved to McFarland and wanted a community church, McFarland very welcoming (5)

Kids enrolled in McFarland pre-school, got to know people here (4)

We wanted daughter to attend Sunday School, neighbor invited us, could walk to church

Wanted to transfer to a Lutheran church

Moved to McFarland, church was a good match for us (2)

Married in church

Looking for church closer to home, friendliness of Pastor Smrcka

Wanted a church in town where children were also in public school

Location, friendly members, service with good music

### **10-19 Years**

Pastor visit, new to community, ELCA, a positive experience

We moved here engaged, wanted a church that would get us involved in the community

Wanted to put faith into a new community (2)

Friendliness by pastors Peterson, Bergson, and Lund

Marriage

Family and Child Life Ministry (4) community church

Moved to McFarland (3) Moved from another state, only church we attended (3) liked the people here

Wanted to put down our roots here and my sister's family belonged here

Accidental, God led me here

Need for Spiritual growth

Family here

### **0-10 Years**

Friends and community (4) ELCA, positive experience (3)

Liked the outreach into community and world

Marriage

Moved to McFarland, like a community congregation

Family and Child Life Ministry

Church is close to home, (2) like ELCA, believe it less strict than Missouri Synod

Children had friends in congregation, liked that it was a smaller congregation at the time

Moved to McFarland, born ELCA Lutheran, attended new member class and liked church

Knew some members, sense of community, warmth and welcoming acceptance

### **Last 2 to 3 Years**

ELCA affiliation, seems like nice friendly congregation

Job change

Family and Child Life Ministry

## Why are you still here?

Church is family, (2)  
Friendly, friends are here (4)  
Family (3)  
Community church, convenient  
Strong core, committed Christians  
Become more involved, meaning and purpose in tough times  
Enriched in faith experiences at church  
Were welcomed, child in Sunday School, pastoral staff  
Likes church and ELCA and what it teaches and stands for, strong Christian values (2)  
Love people, habit, would like to see change  
Integral part of life, friendships, want to see re-blossoming  
Love my church (2)  
It's my church home  
Convenience, local, communion every Sunday  
Mom's group, brass choir, CLM  
Enjoy Pastors (2)  
Enjoy the people and music, worship services  
Diversity of alternative styles, messages by pastors  
Believe mission of church, so many things to be involved in, faith practices  
Community of amazing people  
So many things to be involved in  
All churches have problems, if you move, just new problems  
Like worship, volunteer opportunities (2)  
Desire to see MLC going again  
Church played a key role in coming here  
Spread the word, take care of hungry, young and old  
Seek the lost and those who don't have a relationship with God  
Appreciate opportunity to support food pantry  
Spiritual growth with God  
Sheer stubbornness

## **Community needs to be served**

Need for spiritual growth  
Safe haven for needy, in emergencies  
Nurturing youth and families with youth  
Serve the retirement community  
Place for 4 year old kindergarten  
Babies to age four program  
Young child resources  
Befriender program  
Second chance project  
Christian presence in the community  
Become a place that is a rock in the community  
Fill gaps, like for those unemployed  
A place for a Baccalaureate  
Spiritual nourishment and growth with God (2)  
Spread the word; take care of hungry, young and old (2)  
To serve the lost, those who don't have a relationship with God  
To continue to contribute the food pantry (2)  
To be a safe haven for the needy  
Strengthening faith and hope,  
Reaching out with Helping Hands  
Help people find Christ (4)  
Focus on global mission  
Community outreach  
Opportunities to help each other  
A caring God fearing community  
Caring and loving each other to develop and grow in Christ  
Support for families (2)  
Youth program support  
CLM (2)  
The question on where to hold 4<sup>th</sup> grade kindergarten  
Need to be open to all people  
Outreach services here at home  
Help those here at home  
Focus resources and not scatter them so much  
Provide worship for everyone's family, make inter-generational connections  
Provide for spiritual and earthly needs to community  
Strengthening youth program, looking at AOB program (2)  
Promote Christianity vs evil  
Provide a safe, healthy place to worship God and grow spiritually

## Dreams for McFarland Lutheran

To be the best place to be on Sunday Morning  
See attendance grow (2)  
More visibility in the community  
Have great leadership (6)  
Overcome territory conflict  
Members feel passionate about church  
Outstanding youth program  
More people involved  
Attract and keep young families  
Focus on growing in Christ instead of on money  
Doing something with Sanctuary space and other affected space (4)  
Improve communication  
People's input heard and valued  
Create an exciting environment  
Connecting with Christ thru scriptures (2)  
Being connected very important  
Become a church people are drawn to  
People feel part of church...connectivity  
Variety of small group programs, i.e., marriage enrichment  
Monitor member habits  
Develop a process to settle disagreements (3)  
Disagreements are times of growth  
Disagreements without rancor  
A sense of shared responsibility  
Pastoral and staff not bail when times are difficult  
People feel known and valued for input, heard  
Caring pastor, good with sermons, get people involved  
Church that is working with mission and not always about money  
Continue with traditional worship and getting kids involved  
Be careful of too quick to change  
Church supporting global mission  
Need to study scripture, not just read it, get familiar with the Bible (5) i.e. Bethel Series  
A positive presence in McFarland  
Clear sense of mission and purpose  
Become a healthy and harmonious and spiritual congregation again (7)  
All come together for major fellowship  
Once again be an inviting place of worship, education, and caring (6)  
A caring community of believers  
A more close knit community that serves God, the community and each other (7)  
Focus on mission outside of our walls (3)  
We are a family that serves people when they need us (6)  
Be committed to Child Life Ministry  
Higher attendance at adult Bible studies (3)  
Provide a variety of ways in which people can be drawn to and worship God

Outstanding youth program that reaches out to 0-18 years (5)  
Become more welcoming (6)  
More people worship (9)  
Use of Spiritual gifts, passionate service  
Communication and healing  
Continue traditional worship opportunity

## **Affirming McFarland's Mission**

Workshop participants completed pre-work assignments to help identify the mission of McFarland Lutheran. A congregation's mission is the expression of the church's deep, abiding beliefs. Mission provides the standard against which all activities, services, programs, policies, and decisions are evaluated.

In today's multi-media society, mission statements need to be clear and concise, actionable, and easily understood by all members. Each church activity will be measured by the mission statement.

Participants were divided into six small groups and asked to identify two or three words that communicated what God is calling McFarland to do at this time and in this place.

The results are as follows:

**Mission Statement Development  
McFarland Lutheran Church Visioning Workshop  
August 7, 2010**

The following is a summary of the work completed by participants at the Visioning Workshop on August 7<sup>th</sup>.

Summary of tables (Words in **bold** indicate multiple responses)

Table 1	Table 2	Table 3	Table 4	Table 5
<b>Love</b> <b>Serve</b>  <b>Inviting</b> <b>Teach</b> <b>Grow</b>  Active Thankful Reaching Out	<b>Love</b> <b>Serve/help</b> <b>Worship</b>   <b>Celebrate</b> <b>Share</b>   <b>Encourage</b>  Hope Sow	<b>Love</b> <b>Serve</b> <b>Worship</b> <b>Invite</b> <b>Study</b> <b>Grow</b> <b>Pray</b> <b>Celebrate</b>   <b>Give</b>  Outreach Communicate Commit Trust Listen Unify Provide Accept	<b>Love</b> <b>Serve</b> <b>Worship</b> <b>Invite</b> <b>Learn/Study</b> <b>Grow</b> <b>Pray</b>   <b>Share</b> <b>Give</b> <b>Witness</b> <b>Encourage</b>  Listen Be Known Welcome Faith Forgive	<b>Love</b> <b>Serving</b> <b>Worshipping</b> <b>Inviting</b> <b>Studying</b>   <b>Praying</b> <b>Celebrate</b> <b>Share</b> <b>Give</b> <b>Witness</b> <b>Encourage</b>  Empowering Showing Living Rejoicing Knowing Welcoming Laughing Equipping Caring Befriending

**Grouping of multiple responses by workshop participants**

Love, Invite, Welcome	37 points
Serve, Share, Showing	30 points
Growing, Study, Teach	26 points
Worship/Pray	21 points
Celebrate	2 points

**Sample possibilities:**

Inviting you to worship, love and grow

Inviting you to worship, love and serve (Inviting you to worship, to love and to serve) (with us?)

Inviting you to worship, grow, and love

Inviting you to worship, grow and serve

\*the word “all” could be substituted for “you.” This means the congregation will be all inclusive and that everyone will be welcome.

(There are many other possibilities. Try to use the words of the top three vote areas.)

**Individual responses from pre-work sheets: (some sheets had no responses to this question)**

Sharing God with the world

God, love, serve

Grow in faith, serve others

Teach, serve, care

Grow in Christ

God, reflect love

Growth, unity, faith, love

To communicate Christ’s saving love and hope

Reach out in faith and love to all

Worship, learn and serve

Invite, worship, prayer, encourage, serve, worship, learn

Love, serve, grow, actively living God’s word

Family, love, growth, share, witness, service

Love, share, and serve together

Growth in faith, serve others, love God and others

Worship, study, encourage, invite, pray, give, serve, welcoming, celebrate

Known as place of help and outreach

To love our neighbors

Forgive, serve, love, grow

**We are growing to love and serve**

To share God’s love, show Gods love, serve God’s world (**2 responses**)

To live God’s word, laugh with each other, and love one another and serve God’s word

Show God’s love in community and world

Grow in faith; share our faith with others in thoughts and deeds

Living our faith, knowing Christ, rejoicing in our faith, living in the word

Provide opportunities to grow in our faith journey

Grow in membership, be welcoming, diligent in faith practices, be there for one another, serve community and world

Worship, witness, serve

Invite, worship, prayer, serve, give, encourage

Love your neighbor, serve your God, share all that you have

Sowing the seeds of God’s grace and love

The words that came to the forefront were invite, worship, love and serve.

## Creating Strategic Focus

Priorities were established through a process that participants voted for one strategic focus and then one initiative in each of the top four priorities to be addressed over the next 12 – 24 months.

### **Strategic Focus: Equip and encourage member involvement (60 points, 16 first place votes)**

#### *Initiatives:*

- Help people identify, develop and use spiritual gifts
- Increase awareness of opportunities to serve
- Develop, mentor, train members of all ages

### **Strategic Focus: Nurture and strengthen member relationships (37 points, 7 first place votes)**

- Building small groups
- Implement visitor and member follow up programs

### **Strategic Focus: Offer a variety of lively, dynamic and joyful worship (26 points, 6 first place votes)**

#### *Initiatives:*

- Maintain a variety of worship styles
- Develop worship space and facility for all worship styles
- Involve more age groups in worship leadership

### **Strategic Focus: Encourage and expand ministry to youth and families (21 points, 2 first place votes)**

- Develop and implement age appropriate opportunities (activity and educational) for ages 0-22 incorporating family events

**The following strategic focuses were developed by the workshop participants but were not a high priority in the next 12-24 months. However, the leadership of McFarland Lutheran should consider working on these focuses and initiatives as other initiatives are completed or more resources become available to work on the initiatives.**

### **Strategic Focus: Reach out into the community (7 points, 1 first place vote)**

- Reach out beyond our walls
- Be a community resource
- Fundraising and outreach to grow congregation

### **Strategic Focus: Upgrade Sanctuary space into multi-purpose space (6 points, 0 first place votes)**

- Upgrade Sanctuary space
- Create a multi-functional worship area

### **Strategic Focus: Integrate mission, vision and scripture with activities (3 points, 0 first place votes)**

# McFarland Lutheran Church

## Framing Plans for Action

**Mission focus:** Variety of lively, dynamic and joyful worship

**Initiative:** Maintain a variety of worship styles

**Goal:** What is to be accomplished in the next 12-24 months? List the month and year of anticipated completion after each task.

- 1.
- 2.
- 3.
- 4.

**Potential Task Force Members and gifts needed:**

Bonnie Dirks                  Leonard Lane

**Other Potential Members and gifts they bring:**

Deb Nygaard

# McFarland Lutheran Church

## Framing Plans for Action

**Mission Focus:** Variety of lively, dynamic and joyful worship

**Initiative:** Develop worship space and facilities for all worship styles

**Goal:** What is to be accomplished in the next 12-24 months? List the month and year of anticipated completion after each task.

- 1.
- 2.
- 3.
- 4.

**Potential Task Force Members and gifts needed:**

Bonnie Dirks                  Daryl Rupnow                  Marilyn Vandeberg

**Other Potential Members and gifts they bring:**

Bill Langel                  Sheri Gehrke                  Dennis Knutson  
Tom Showers                  Mark Winters

# McFarland Lutheran Church

## Framing Plans for Action

**Mission Focus:** Variety of lively, dynamic and joyful worship

**Initiative:** Involve more age groups in worship leadership.

**Goal:** What is to be accomplished in the next 12-24 months? List the month and year of anticipated completion after each task.

- 1.
- 2.
- 3.
- 4.

**Potential Task Force Members and gifts needed:**

Bonnie Dirks

**Other Potential Members and gifts they bring:**

Jon Landon

Jane Blank

Karen Emerson

Dawn Bolstad

Jim and Sue Boshers

Bonnie Summers

Youth Board Members

# McFarland Lutheran Church

## Framing Plans for Action

**Mission Focus:** Nurture and strengthen member relationships

**Initiative:** Building small groups

**Goal:** What is to be accomplished in the next 12-24 months? List the month and year of anticipated completion after each task.

- 1.
- 2.
- 3.
- 4.

**Potential Task Force Members and gifts needed:**

Marv Schrader

**Other Potential Members and gifts they bring:**

Todd Peterson	Tim Kalamarz	Pastor Lund	Christine Pribbenow
Mary Winters	Sherry Gehrke	Kea Thikim	Jim Summers
John Berg	Dean Pribbenow	Kim Williams	Pat West
Gudrun Sindermann	Vicki Holten		

# McFarland Lutheran Church

## Framing Plans for Action

**Mission Focus:** Nurture and strengthen member relationships

**Initiative:** Implement visitor and member follow up programs

**Goal:** What is to be accomplished in the next 12-24 months? List the month and year of anticipated completion after each task.

- 1.
- 2.
- 3.
- 4.

**Potential Task Force Members and gifts needed:**

**Other Potential Members and gifts they bring:**

Harlan Hettrick	Mary Winter	Tiffany or Marty Kvalheim	
Holly Heuer	Betty Showers	Marc Heuer	
Amy Lawrence	Andrea Wendorf	Marshall Ziegler	Kea Thikim

# McFarland Lutheran Church

## Framing Plans for Action

**Mission Focus:** Equip and encourage member involvement

**Initiative:** Help people identify, develop and use spiritual gifts

**Goal:** What is to be accomplished in the next 12-24 months? List the month and year of anticipated completion after each task.

- 1.
- 2.
- 3.
- 4.

**Potential Task Force Members and gifts needed:**

Norma Kohl                      Huldah Ellestad

**Other Potential Members and gifts they bring:**

Betty Showers (incorporate Befrienders)      Susan Brodd                      Sharon Mylrea  
Jon Lauden                      Dean Pribbenow              Pastor Finney

# McFarland Lutheran Church

## Framing Plans for Action

**Mission Focus:** Equip and encourage member involvement

**Initiative:** Increase awareness of opportunities to serve

**Goal:** What is to be accomplished in the next 12-24 months? List the month and year of anticipated completion after each task.

- 1.
- 2.
- 3.
- 4.

**Potential Task Force Members and gifts needed:**

Sarah Schutt

**Other Potential Members and gifts they bring:**

Janet Knutson

Dick and Brenda Moen

Jane Blank

Connie Showalter

Marc Heuer

Cheryl & Lee Ackley

Mindy Marty

Jim Summers

# McFarland Lutheran Church

## Framing Plans for Action

**Mission Focus: Equip and encourage member involvement**

**Initiative: Develop, mentor, train members of all ages**

**Goal: What is to be accomplished in the next 12-24 months? List the month and year of anticipated completion after each task.**

- 1.
- 2.
- 3.
- 4.

**Potential Task Force Members and gifts needed:**

Hugo Stoffel-Rosales

**Other Potential Members and gifts they bring:**

Tim Kalamarz	Rick Petzke	Holly Heuer	Mike Catterall
Joe Shackett	Mike Devine	Sharon Mylrea	Linda Ellestad
Marc Heuer	Brock Chalmers	Harlan Hettrick	

# McFarland Lutheran Church

## Framing Plans for Action

**Mission Focus:** Encourage and expand ministry to youth and families

**Initiative:** Develop and implement age appropriate opportunities (activity and educational) for ages 0-22 incorporating family events.

**Goal:** What is to be accomplished in the next 12-24 months? List the month and year of anticipated completion after each task.

- 1.
- 2.
- 3.
- 4.

**Potential Task Force Members and gifts needed:**

Karen Emerson      Jackie Voight

**Other Potential Members and gifts they bring:**

Mindy Marty      Karen Willems      Tracy Nygaard  
Marc Heuer      Holly Heuer

## Ministry Areas Overall Summary Sheet McFarland Lutheran Church

Ministry Areas	Description	Focus 1 Worship	Focus 2 Relationships	Focus 3 Youth	Focus 4 Involvement
<b>Worship leadership</b>	Place high value on carefully planned and well-conducted worship services	<b>28</b>	0	3	3
<b>Social Ministry</b>	Enable persons to become aware of community needs and participate in action and advocacy.	1	6	1	9
<b>Children's Ministry</b>	Teach and relate to preschool and elementary age children	1	1	<b>17</b>	1
<b>Ministry to Youth and Young Adults</b>	Teach, work and relate well with high school youth and young adults	7	5	<b>14</b>	2
<b>Teaching Adults</b>	Teach and lead adults in faith development	7	3	1	<b>11</b>
<b>Admin.</b>	Provide oversight of the organization and work of staff, committees, etc.	4	3	1	4
<b>Ecumenical Work</b>	Stimulate cooperation in local inter-church and inter-faith programs.	2	2	2	4
<b>Stewardship</b>	Inspire and motivate persons in developing and using individual and group resources in the service of the church	5	3	1	<b>10</b>
<b>Evangelism</b>	Reach out with the Good news of Jesus the Christ	<b>14</b>	4	1	4
<b>Visitation</b>	Support and nurture persons by visiting with them in settings other than church functions	4	6	0	3
<b>Preaching</b>	Hear both law and gospel as it applies to the lives of people	<b>23</b>	2	3	2

<b>Ministering in Crisis</b>	Support persons in the midst of crisis	1	<b>19</b>	1	1
<b>Counseling</b>	Assist persons facing problems or decisions	1	<b>13</b>	6	1
<b>Financial Management</b>	Work with accounts, figures and budgets	0	0	0	3
<b>Recruit and Equip</b>	Enlist, equip and motivate leaders to carry out the work of the organization.	6	2	3	<b>17</b>
<b>Interpreter of Theology</b>	Communicate a comprehensive understanding of the bible and Christian theology from a Lutheran perspective.	<b>20</b>	1	4	0
<b>Innovator</b>	Envision and implement new approaches, activities and projects.	3	5	8	7
<b>Utilizing Conflict</b>	Analyze and utilize conflict situations to strengthen community life.	0	<b>13</b>	0	1
<b>Planner</b>	Engage in visioning, long-range planning, and goal setting.	0	3	2	3
<b>Sharing Leadership</b>	Work mutually with volunteers and colleagues in a staff situation.	2	5	2	<b>11</b>
<b>Small Groups</b>	Plan, cultivate and support small group ministry.	3	<b>15</b>	3	7
<b>Teaching Youth</b>	Creatively relate to youth and teach the faith and inspire commitment.	1	1	<b>26</b>	2
<b>Transformational/ Redevelopment</b>	Understand and embrace the need to change and to reach out in a new community context.	1	2	2	4
<b>Musical and Artistic</b>	Enjoy and use music and the arts to invite and enhance worship.	<b>11</b>	0	9	2

# Natural Church Development

<b>Loving Relationships</b>	<b>53</b>
<b>Gift-Oriented Ministry</b>	<b>50</b>
<b>Empowering Leadership</b>	<b>48</b>
<b>Inspiring Worship Service</b>	<b>48</b>
<b>Effective Structures</b>	<b>41</b>
<b>Need Oriented Evangelism</b>	<b>41</b>
<b>Passionate Spirituality</b>	<b>41</b>
<b>Holistic Small Groups</b>	<b>40</b>

**\*A score of 50 or above indicates a growing congregation in this area.**