



GOOD SHEPHERD LUTHERAN CHURCH OPERATING MODEL

Approved by Council
January 11, 2006



Overview of Presentation

- Background
- Council Approved Operating Model
- Transition and Implementation



BACKGROUND



Why Does GSLC Need a New Operating Model?

- GSLC Operating as a “Small Church”
- Organizational Inertia
- Consumed by the Budget
- Staff Roles/Responsibilities Unclear
- Council Size Inefficient/Liaison Role Unclear



COUNCIL ACTION

- Formed the Leadership Ministry Team
 - 2004: Developed Objectives
 - 2005: Focused on Leadership Structure, Spending Plan and Stewardship



METHODS

- Evaluated Other Congregations
- Reviewed Current Documentation and Thinking
- Analyzed Different Leadership Models
- Summarized and Compared to Current GSLC Structure



COUNCIL APPROVED OPERATING MODEL



GSLC OPERATING MODEL

- Five Key Ministry Areas
- Efficient Council Structure
- Flexible Spending Plan and Forecasting
- Culture of Stewardship



FIVE KEY MINISTRY AREAS

- Congregational Life
- Faith Formation
- Liturgical Life
- Mission Ministry
- Resource Ministry



Congregational Life

Activities/Ministry Teams Include:

- Vision
- Pastoral Care
- Spiritual Leadership
- Long-range Planning
- Stephen Ministry
- Martha Ministry
- Hospitality
- Mutual Ministry
- Family Life
- Leadership Institute
- Evangelism
- Internships
- Giving Ministry



Faith Formation

Activities/Ministry Teams Include:

- Sunday Morning Education
- Confirmation
- Vacation Bible School
- Children's Ministry
- Middle School Youth
- Senior High Youth
- Shepherd's Quake
- Servant Trips



Liturgical Life

Activities/Ministry Teams Include:

- Worship Planning & Support
- Organist Activities
- Altar Guild
- Choirs
- Worship & Music Ministry Team



Mission Ministry

Activities/Ministry Teams Include:

- Wake Interfaith Hospitality Network
- Coffee House
- Serving Cup
- Hospitality
- Benevolence
- Campo Verano
- Mnene Parish
- [New Mission Opportunities](#)



Resource Ministry

Activities/Ministry Teams Include:

- Personnel
- Finance
- Property
- All Office, Financial, and Other Staff
- Communications
- Pre-School



MINISTRY TEAMS

- Provide Leadership, Work, and Vision
- Staff Provides Oversight
- Staff Brings Ministry Team Vision to Council



GSLC Council Structure

7 Voting Members plus Secretary & Treasurer

- President
- Vice President
- At Large (Finance)
- At Large (Personnel)
- At Large (Special Projects)
- Senior Pastor
- Another Pastor

Non-Voting: Recording Secretary & Treasurer



GSLC Council Responsibilities

Activities Follow Constitution & Bylaws:

- Focus on GSLC Mission, Vision, & Objectives
- Oversight of Fiscal Management
- Oversight of Staff & Facilities
- Leadership Development
- Status Report & Spending Plan to Congregation



Forecasting & Flexible Spending

- Faith Based Flexible Spending Plan
- Expand Opportunities for Faith Based Giving and Endowment
- Three-Year Spending Plan
- Oversight by Resource Ministry Manager, Finance Team, & Council



Spending Plan

Managed Through Prioritization of:

- Ongoing Expenses
- New Opportunities
- Opportunities for Designated Giving



Stewardship Focus

- Create a Culture of Stewardship
- Support our Mission, Vision, & Objectives
- Focused Sermons & Newsletter Articles



Annual Congregational Meeting

- Vision & Objectives Presented
- Congregation Asked to:
 - Embrace Vision & Objectives
 - Support through Giving



TRANSITION & IMPLEMENTATION



Transition Team

| | |
|----------------|-------------------|
| Chair | Nancy Herje |
| Senior Pastor | Pastor David |
| Staff | Dan Burris |
| Personnel | Karen Grenier |
| Finance | Christina Valente |
| Stewardship | Paul Lester |
| Communications | Laura Prill |



Transition Timelines

January 2006: Council Structure Approved

March 2006: Ministry Teams Formed:

- Congregational Life
- Faith Formation
- Liturgical Life

April 2006: Congregation Vote on
Constitutional Changes



Transition Timelines

- July 2006: Resource Ministry Manager in Place
- August 2006: Planning for 2007 Stewardship and Spending Plan Begins
- January 2007: Implement Stewardship and Spending
- January 2009: Mission Ministry Staff Manager Hired



More Detail Available

1¹/₂ Hour Listening Post Sessions
Scheduled:

- Sunday, Feb 12th at 9:45am
- Wednesday, Feb 15th at 7:00pm
- Sunday, Feb 19th
- Sunday March 5th at 11:15am

Discussion on Constitution and Bylaw Changes:

- Sunday, April 23rd at 9:45am and 11:15am



ACTION FROM CONGREGATION

- Review and Approve Revisions to the
GSLC Constitution & Bylaws

- Vote on April 30, 2006