

The background is a complex, colorful mosaic. It features a central circular area filled with yellow and orange circles, surrounded by a pattern of red and purple circles. The overall composition has a strong sense of depth and perspective, resembling a tunnel or a large dome. The colors are rich and varied, including reds, purples, yellows, oranges, and blues.

KAIROS

inspiring generosity.

FULFILLING PURPOSE.

A satellite-style map of the Earth showing continents and oceans. The map is centered on the Atlantic Ocean, with North and South America on the left, Europe and Africa in the center, and Asia and Australia on the right. The text "Ministry Mapping" and "Immanuel Lutheran Church" is overlaid on the map.

Ministry Mapping

Immanuel Lutheran Church

Ministry Mapping



Process

- Listening to Leadership
- CAT - Vital Signs Report
- Environmental Scan
 - Internal Listening Interviews and Groups
 - External Listening Panels
- Congregational Systems Inventory

Field Report Observations

Vital Signs

- Congregation is “poised” for significant action
- High level of trust for leadership (Lay & Clergy)
- Tendency to live in discernment vs. take action
- Attention to mutual respect and healthy tolerance
- Desire to engage greater diversity
- Faith Integration Focus



Field Report Observations

Vital Signs – Shared Priorities

- Develop ministries that work toward healing those broken by life circumstances
- Expand outreach ministries that provide direct services to those living on the margins of society
- Develop and implement a comprehensive strategy to reach new people

Field Report Observations

Environmental Scan - INTERNAL

- **Strengths:** traditional worship/high quality music, welcoming pastors, strong leadership, commitment to youth programs, high energy, engagement in community, variety of learning opportunities
- **Greater Ministry Impact:** broaden volunteer base, connect with Somali Community, expand strong youth focus to include young children and their parents, find ways to bring God's story to people (streamline content, online learning)



Field Report Observations

Environmental Scan - EXTERNAL

Changes: older, more diverse, increased gaps, mental illness, affordable housing

Signs of Hope: strong sense of community, immigrants bring new energy, new skill sets, next generation more service oriented

Challenges: mental health issues, affordable rental housing, transportation, homelessness, aging population

Role for ILC: ministry of presence, proactive dialogue, increase volunteer base, collaboration with other faith communities and area organizations

Field Report Observations

Congregation Systems Inventory - CSI

- Visionary pastoral leadership
- Lay are employed as implementers
- Live in the tension of planned vs. spontaneous
- Process is both flexible and mandated
- Balance of authority
- Overall a very healthy system of leadership and decision making

MINISTRY MAP

A satellite-style map of the Earth showing continents and oceans, with a list of ministry components overlaid on the center.

- Missional Readiness
- Shared Vision
- Faith Integration
- Story
- Generosity
- Leadership

Ministry Mapping



MINISTRY MAP

THE STARTING POINT

Missional Readiness

The readiness, willingness and capabilities to embrace the shifts that will be needed for meaningful change to occur to create missional transformation

Ministry Mapping



Five Way Points of the MINISTRY MAP

1. Shared Vision

- schedule a leadership workshop to revisit/articulate ILC core mission & values
- explore ways to work more collaboratively with
 - Somali community
 - High School
 - Homelessness



Five Way Points of the MINISTRY MAP

2. Faith Integration

- tend to needs of parents of young children
- evaluate how faith groups function. Revisit purpose & expectations of faith groups as a resource for integrating faith
- identify/focus entry points for people to engage in service/outreach



Five Way Points of the MINISTRY MAP

3. Story

- Communication Audit
- Form a Communication team for ongoing ministry support & preparing for next Capital Fund Appeal
- Explore ways to communicate God's story through online presence & learning



Five Way Points of the MINISTRY MAP

4. Generosity

- form vision for next capital fund appeal
- implementation of next capital fund appeal

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Five Way Points of the MINISTRY MAP

5. Leadership

- MSCORE
- Staff Assessment

Ministry Map Priorities

#1 Shared Vision

#4 Generosity

#5 Leadership

#3 Story

#2 Faith Integration

Ministry Mapping