



GOOD NEWS
LUTHERAN CHURCH

FINDING A PLACE



2023–2024 Ministry Plan

OUR MISSION

Good News Lutheran Church exists to pierce our world's deafening noise with the distinct voice of the good news.

2023–2024 MINISTRY PLAN: FINDING A PLACE

Now what?

In early 2023, we successfully achieved our goal of building a church. You could reasonably argue that this had been a goal of our congregation since its founding in 2013. Certainly for the past several years, few things have occupied our congregation's attention more than our building project. It also marks the completion of the strategic planning effort we conducted in 2017.

So now what? What's next for our congregation?

Now seems like a great time for the members of Good News to "Find a Place." It's important for us to do that in two ways:

1. **Within our walls.** The Bible describes the church as a spiritual house. In this metaphor, Jesus is the cornerstone, and every believer is an individual stone. Joined together, they form a house. Within that house, every stone is important. Every stone needs a place. We want to use this year to make sure every member has a place. We want to increase the number of people involved in the various areas of our ministry and the number of people leading ministry efforts.

2. **Outside our walls.** As a spiritual house, we are not to picture Christ's church on some deserted island as if it stands all alone, separate from the world around it. Nor are we to picture it in some nice suburban subdivision where all the neighbors are always going to wave and smile when they see us. The Bible describes the church as a house built in the middle of a strange and foreign land. We carry out our ministry in a world where the gospel will always be an unfamiliar (and at times, unwelcome) voice. Rather than this being a cause for fear or hostility, it gives us the exciting challenge and opportunity to shine the light of Jesus in a world full of darkness.

It's important for an individual to know where they fit within an organization. It's important for an organization to know where it fits within a community. We hope to use this year to work toward both of those important goals.

FINDING A PLACE WITHIN OUR WALLS

As our congregation has grown, the organizational infrastructure of our congregation hasn't always kept pace. While we don't want to make things needlessly complicated, we believe there is room to grow in the number of people involved with and leading ministry efforts. We want every ministry team to know why it exists, to have an equipped and motivated leader, and to be filled with an adequate number of team members who know how to carry out their tasks successfully.

During the coming year our goal is to...

1. Identify team leaders for all ministry teams.
2. Clarify each team's purpose and goals and develop protocols and training materials where necessary.
3. Recruit team members for ministry teams as needed.

CONNECT MINISTRY

Even in our hyper-connected world, it's easy to be lonely. Our innate desire to connect with one another is a symptom of our deep need to be connected with God. Since only the gospel can do that, we will harness its power in worship and allow it to produce an environment where loving people have opportunity to connect with one another.

Connect Elder: Vacant

USHERS

Team Leader(s):
Dan Behringer
Team Members:
7 of 8

SERVICE A/V

Team Leader(s):
Gary Pepin
Team Members:
3 of 4

GREETERS

Team Leader(s):
Lindsay Bauer
Team Members:
6 of 8

WORSHIP ARTS

Team Members:
Stephanie Shinnick, Amy
Hansel, Erin Biank,
Pastor Bauer

CHURCH DECOR

Team Members:
Stephanie Shinnick, Sandy
Petersen, Lindsay Bauer
More are welcome!

ALTAR GUILD

Team Leader(s):
Sarah Wisner
Team Members:
6 of 8

FELLOWSHIP

Team Leader(s):
Michelle Pitzen
Team Members:
14 of 16

SPIRITUAL ENCOURAGEMENT

Team Members: Amy
Hansel, Pastor Bauer
More are welcome!

GROW MINISTRY

The ever-increasing array of beliefs in our world leads to confusion about God and doubt about eternity. God's desire — and ours — is for people to have the exact opposite. Through spiritual development centered in the gospel, we will equip people to navigate the challenging issues of our day, provide them with clarity about God, and build their confidence for eternity.

Connect Elder: Dan Biank

NURSERY

Team Leader(s):
Barb Schulz, Sadie Sutter

Team Members:

1 of 8

SUNDAY SCHOOL

Team Leader(s):
Barb Schulz

Team Members:

10 of 12

TEEN MINISTRY

Team Leader(s):
Dan and Erin Biank, Vicar

More are welcome!

IMPACT MINISTRY

With the gospel at our disposal every individual and every group of Christians – no matter how small – can have a giant impact in our world. Through local efforts and global partnerships, we will use every resource God puts at our disposal so that the gospel can change lives for time and eternity.

Impact Elder: Jon Schulz

EVERYDAY MISSIONARIES

Team Leader(s):
Pastor Bauer, Vicar
More are welcome!

COMPASSION CREW

Team Leader(s):
Sadie Sutter, Pastor Bauer
Team Members:
6 of 12

FACILITY AND ADMINISTRATION

Facilities Manager: Tom Hansel

Treasurer: Mark Pitzen

Financial Secretary: Tara Grays

OFFERING COUNTERS

Team Leader(s):
Tom Hansel
Team Members:
5 of 8

CHURCH CLEANERS

Team Leader(s):
Craig LaPlante
Team Members:
10 of 16

GROUNDSKEEPERS

Team Leader(s):
Team Leader Needed
Team Members:
0 of 16

FINDING A PLACE OUTSIDE OUR WALLS

When Good News was first started, a simple mission and vision statement was regularly brought to the center of everyone's attention. The mission: to reach the lost with the good news about Jesus. The vision: to keep starting more churches.

The church's mission has always been and will always be to continue to reach the lost. Everything we do is aimed at connecting people to the gospel of Jesus. But what does the next 3-5 years of carrying out that mission in Mt. Horeb look like? Are there opportunities to significantly expand our efforts here in our own community? Is it time to think about starting another church? Our world and our community have changed a great deal in the last decade. The possibilities we could explore are nearly endless. We want to be thoughtful about which path we pursue next.

During the coming year our goal is to work with our synod's Commission for Congregational Counseling to...

1. Develop our congregation's next 3-5 year strategic plan.
2. Assess staffing needs in order to achieve that plan.
3. Assess our congregational governance structure and revise as needed.

OUR RESOURCES AND NEEDS

Income

- **Member Offerings** – the regular gifts given by our members
- **Special Gifts** – one-time contributions from outside of our congregation, usually from churches, schools, or other groups
- **WELS** – the subsidy we receive from the Board for Home Missions of our synod (WELS).
- **Grants** – Grant money available for specific uses, usually related to outreach.
- **Fees** – money received as payment for a specific program. We currently collect fees for our summer soccer camp.

Expenses

- **Staff** – Salary, health insurance, pension, mileage allowance, and professional development for our pastor, vicar, and administrative assistant
- **Facility** – Utilities, maintenance supplies, and service contracts (snow plowing, fire alarm monitoring)
- **Office and Administration** – Phone and internet service, postage, printing costs, other supplies
- **Worship** – Copyright licenses, Communion supplies, music
- **Fellowship** – Kitchen supplies, food and beverage for special events
- **Education** – Sunday School materials, adult Bible study materials
- **Local Outreach** – Professional printing and mailing costs, church listing in local paper, other advertising and promotion
- **Global Outreach** – Congregational Mission Offering (CMO) to the worldwide mission of WELS. We determine this number by taking 10% of our previous year's member offerings.
- **Stewardship** – Offering envelopes, banking fees
- **Community Service** – Community projects, assistance requests
- **Building Fund** – Money that we save for future building and facility needs. We determine this number by taking 5% of our previous year's member offerings.

22-23 Budget		22-23 Actual	23-24 Budget	Note
Ordinary Income		(9/12 months)		
Member Offerings	225,000	\$201,909	TBD	1
Special Gifts	\$1,000	\$58.98	\$25	
WELS	\$50,000	\$37,500	\$45,000	2
Grants	\$250	\$2,151	\$2,000	
Fees	\$4,500	\$4,331	\$4,500	
Other	\$70	\$618.68	\$750	
Total	\$280,820	\$246,569	\$52,250	
Ordinary Expenses				
Staff	\$131,713	\$94,494	\$137,935	3
Facility	\$22,200	\$24,813	\$33,057	4
Mortgage	\$103,536	\$52,060	\$165,785	5
Office and Administration	\$13,250	\$13,906	\$19,000	
Worship	\$3,000	\$10,753	\$5,000	6
Fellowship	\$3,500	\$3,665	\$3,000	
Education	\$3,750	\$2,730	\$3,750	
Local Outreach	\$11,000	\$8,879	\$11,000	
Global Outreach (CMO)	\$19,000	\$10,000	\$23,000	7
Mornings with Mommy	\$1,000	\$0	\$1,000	
Soccer Camp	\$4,500	\$3,116	\$4,500	
Stewardship	\$1,850	\$1,927	\$2,350	8
Community Service	\$500	\$782	\$1,000	
Building Fund	\$9,500	\$0	\$14,500	9
Total	\$328,299	\$227,127	\$424,887	
Yearly Balance	(\$47,479)	\$19,442	(\$357,887)	10

Notes

1. This number will be calculated based on offering estimates turned in and past performance.
2. \$45,000 was requested and \$45,000 was approved.
3. Staffing expenses include salary and benefits for our pastor, vicar, and administrative assistant. We are contributing \$17,000 for the vicar program next year.
4. This number is somewhat difficult to calculate based on limited data on utility costs.
5. This is our anticipated final annual mortgage payment for years 1-5 of our term.
6. The expenses for this budget item are high this year due to purchasing new hymnals.

7. Our Congregational Mission Offering is calculated based on 10% of the previous year's member offerings.
8. Most of this is bank fees assessed for online giving. If you haven't evaluated cost-efficient automated giving options (ACH transfer, free bill pay through your bank), consider doing so.
9. We have resumed building fund contributions now that the building is complete. Building fund contributions are 5% of the previous year's member offerings.
10. This is the amount in member offerings that would be needed to meet all proposed ministry expenses. Whatever deficit remains between ordinary income (weekly offerings) and expenses will be covered by Lasting Footprint reserves; when we applied for our loan in November 2021, we forecasted the 2023-2024 deficit to be (\$81,466).

YOUR SUPPORT

God has richly blessed our congregation. God has proven his goodness and generosity toward us, leading us all the more confidently to continue to trust him as we generously contribute to the eternally important work of his kingdom.

Our work was once shared by about a dozen families but is now shared by more than 60. Together we can continue to share the gospel with more and more people in Mount Horeb and around the world!

Five Giving Profiles						
Number of Families	12	12	12	12	12	Total
Annual Offerings per Family	\$2,500	\$3,500	\$5,000	\$7,500	\$10,000	
Weekly Offerings per Family	\$48	\$67	\$96	\$144	\$192	
% of \$25,000 household income*	10%	14%	20%	30%	40%	
% of \$50,000 household income*	6%	9%	13%	19%	25%	
% of \$75,000 household income*	4%	5%	8%	12%	15%	
% of \$100,000 household income*	3%	4%	5%	8%	10%	
Total Offerings	\$30,000	\$42,000	\$60,000	\$90,000	\$120,000	\$342,000

* The average annual household income in Mount Horeb is approximately \$78,000.

GOD'S PROMISE

2 Corinthians 9:10,11 - Now he who supplies seed to the sower and bread for food will also supply and increase your store of seed and will enlarge the harvest of your righteousness. ¹¹ You will be enriched in every way so that you can be generous on every occasion, and through us your generosity will result in thanksgiving to God.