

MT QUARTERLY OUTCOME STATUS REPORT

4th Quarter

OUTCOMES for 2008

I. DISCIPLESHIP

I. A. Increase the number of pledging units to at least 100.

ACTIONS TAKEN: The initial response to our 2008 Investment in Mission was the highest on record; 74 giving units returned pledges.

CURRENT STATUS: An additional 20 pledges have been received.

PROGRESS TOWARDS GOAL: **We reached 94% of our goal.**

I. B. Involve at least 20 members in the work of the church committees who have not previously participated.

ACTION TAKEN: The monthly standing committee reports have been formatted to include a listing for number of members involved for the first time. This is the tool we are using to track the progress of this outcome.

CURRENT STATUS: During the 4th quarter of 2008 there was no new participation in committee work from members of Salem reported. However, thanks to the presentation by Mary Sikora for Stephen Ministers, we did have 4 members come forward to volunteer for this ministry.

PROGRESS TOWARDS GOAL: **That brings our total for the year to 22. We reached our goal.**

I. C. Increase the attendance in Sunday morning learning activities by 10% (both youth and adult).

ACTION TAKEN: Efforts continue in providing quality Christian Education for both our children and adults.

CURRENT STATUS: The 4th quarter of 2008 averaged 25 children per Sunday. Adult learning classes have not resumed to date.

PROGRESS TOWARDS GOAL: **Statistically, our average attendance for children in Sunday School continues to decrease, while the Adult average has remained constant. Attention needs to be given to addressing these trends.**

I. D. Develop and deliver a course of study on Discipleship to at least 15 members.

ACTION TAKEN: A course of study entitled “A Closer Walk” began in September. 11 members along with Pastor Schmidt are participating.

CURRENT STATUS: This course will run through the beginning of 2009.

PROGRESS TOWARDS GOAL: **The group began to meet in September and will have the opportunity to meet in smaller groups throughout the course. We reached 73% of our goal.**

I. E. Involve at least 200 confirmed members in pledging to read the New Testament over the course of the year.

ACTION TAKEN: Concerted efforts were made at collecting signatures in pledging to read the New Testament throughout the first quarter.

CURRENT STATUS: During the 1st Quarter of 2008 we collected 100 signatures. 3 additional signatures have been collected.

PROGRESS TOWARDS GOAL: **We reached 52% of our goal. However, in looking at this from a different perspective, there has been considerable activity in other areas. From “Delving into the Bible” during our Lenten Series, the “Bible Blueprints” during Summer Fest and the Bible study on the book of Revelations this Fall; considerable attention has been given to increasing our attention to and knowledge of God’s word.**

II. ASSIMILATION

II. A. Increase our active membership rolls by at least 5% over 2007.

ACTION TAKEN: During the 4th quarter of 2008 we received 3 new members through Baptism, and 6 new members through transfer or Affirmation of Faith for a total of 9.

CURRENT STATUS: This represents an increase of 38 new members for the year which is an increase of 7.8%.

PROGRESS TOWARDS GOAL: **We reached our goal.**

II. B. Increase average Sunday attendance by 5% over the 2007 average.

ACTION TAKEN: Our average worship attendance for the 4th quarter of 2008 was 217.

CURRENT STATUS: The average attendance for 2008 was 217.

PROGRESS TOWARDS GOAL: **The average attendance of 217 for 2008 represents a 9.6% increase over 2007. We reached our goal.**

II. C. Contact at least 20 members who have been removed or are about to be removed from the active roles.

ACTION TAKEN: The Congregational Care Committee is taking the lead for this Outcome. The committee has met and is formalizing those steps which need to be taken when members become inactive.

CURRENT STATUS: A list has been generated of members who need to be contacted. An outline of specific steps to be taken when members drift away from Salem has been completed and will be shared with the pastors for their input.

PROGRESS TOWARDS GOAL: **We reached 50% of our goal.**

II. D. Provide at least two publicized Sundays for members to invite friends to church.

ACTION TAKEN: Two dates have been selected; Sunday, September 7 and Wednesday evening during Advent, December 3.

CURRENT STATUS: An “Invite a Friend to Church” event was held on Sunday, September 7.

PROGRESS TOWARDS GOAL: **We reached 50% of our goal.**

II. E. At least monthly, announce at all services that members should introduce themselves to at least 2 visitors and 2 members of Salem they don't know.

ACTION TAKEN: No action was taken on this outcome.

PROGRESS TOWARDS GOAL: **None.**

III. SERVICE

III. A. Provide at least two new mission service projects in 2008.

ACTION TAKEN: In conjunction with the Mission Team, the Service Committee is evaluating and developing several ideas for mission service projects.

CURRENT STATUS: There was one service project to Second Harvest Food Bank during the 4th Quarter. Six members of Salem along with two children were present for this activity.

In addition, in celebration of five Haitian pastors being ordained into the ELCA, Salem Lutheran Church gifted them each with a sacramental shell, paten and chalice in honor of our 25th Anniversary. This allowed us to encompass the goals of the Strategic Plan as well as celebrating our 25th anniversary by **Impacting Others Now**.

PROGRESS TOWARDS GOAL: We reached 100% of our goal.

III. B. Increase mission support budget by at least 10%.

ACTION TAKEN: The Mission Support budget for the 2007 Investment in Mission was \$18,175. The Mission Support budget for the 2008 Investment in Mission was \$20,010.

CURRENT STATUS: The amount actually paid for 2008 was \$19,810.

PROGRESS TOWARDS GOAL: We increased the mission support budget by 9%.

III. C. Establish a planning process that will lead to building a home for Habitat for Humanity in 2009.

ACTION TAKEN: No action was taken on this outcome. Previous involvement with Habitat by members of our congregation was not continued into 2008.

PROGRESS TOWARDS GOAL: None.

III. D. Each month, provide information to the congregation on opportunities to get involved in community service in addition to those provided at Salem.

ACTION TAKEN: The Service Committee is highlighting different opportunities for getting involved (Beyond Our Walls).

CURRENT STATUS: During the 4th Quarter the Edgewood Children's Ranch of Orlando was highlighted. Gift cards were suggested as Christmas presents from the congregation to be given to the boys and girls of this residential facility. In addition, the congregation was asked to participate in a fund raising effort for the people of Haiti and Texas following damaging hurricanes.

PROGRESS TOWARDS GOAL: We reached 92% of our goal.