

**St. John Lutheran Church**  
**Strategic Plan**  
**Demographic and General Information**

**September 16, 2008**



## Index of Documents

<b>Ref.</b>	<b>Document</b>
<b>A</b>	<b>Summary of Findings</b>
<b>B</b>	<b>ELCA Demographic Report for Zip 55364</b>
<b>C</b>	<b>Membership List Sorted by Age (Sample Page)</b>
<b>D</b>	<b>Member List Sorted by Age into Census Categories (Sample Page)</b>
<b>E</b>	<b>Summary of Member versus Census Ages</b>
<b>F</b>	<b>Quantity of Members by Age</b>
<b>G</b>	<b>Activities Available by Age Group</b>
<b>H</b>	<b>Family Units</b>
<b>I</b>	<b>Family Unit Pledges</b>
<b>J</b>	<b>Job Description Inventory</b>
<b>K</b>	<b>Capacity Information</b>
<b>L</b>	<b>Vision and Mission Today</b>

## Demographic and General Information Findings

This section of the project was conducted to gather information regarding the size and age of our membership, the community in which the church is located and the structure of the management team.

The ELCA Research Department has a wealth of demographic information concerning our community including total population, families and households, race, age, marital status, income, education level, occupation, commute time and home ownership. This information is included as Schedule B.

The Pastors and Business Administrator have been working for some time to update the membership information contained in the Church Management Software data base. The update has been completed and shows that we have 1,343 baptized members. The information in the data base was used to print a list of members sorted by age (Schedule C) then grouped into categories the way the ELCA reported community information (Schedule D) and summarized (Schedule E). The conclusion from this portion of the analysis was that there does not appear to be any correlation between the ages of members in our church and the ages of the community. However, when analyzing the quantity of members by age and school grade (Schedule F) and discussing the findings with our Pastor John Christianson and Reverend Heather Hammond of the Minneapolis Synod there are two conclusions:

1. A congregation of our size should have 2 full time pastors in place. The Synod recommends that 1 full time pastor be available for a minimum of 500 and a maximum of 900 members. Therefore our decision to search for another full time pastor is validated by these statistics.
2. We have 269 members who are baptized but unconfirmed and 204 who are age 65 or older. Whenever the unconfirmed exceed those 65 or older the congregation is considered to have a healthy distribution of ages.

The age and school grade analysis noted above was then used to create a table of Christian Education, Music Program and Fellowship offerings for each group (Schedule G). The observations from this work are as follows:

1. Christian Education for Children is very strong with 149 members in this group and 156 enrolled in the first week this fall. Normally additional children are enrolled in the second and third weeks. Music programs (choirs) are available for the children through Grade 5. Fellowship programs at these ages are Family related but there are limited opportunities at this time.
2. Youth Christian Education enrollment is not yet complete but it is believed nearly every one of the 91 7<sup>th</sup> -9<sup>th</sup> graders will be in confirmation. After Confirmation it is expected the Youth will attend church but programs are

**Demographic and General Information Findings (cont.)**

also available for Peer Ministry and Young Adult Mentors (YAMs). Music programs (ensembles and bells) are available from Middle School on for those interested. Fellowship programs are limited to Harbor Nights (Wednesdays) and special events such as canoe trips, skiing and sailing.

3. **Adult Christian Education outside of Worship is limited to occasional Bible Studies. Music programs include Chancel Choir, Senior Bells and the Contemporary Music group. Fellowship programs have focused on the one Sunday per month pot luck format-YACHT Club, and 40's Plus group and occasional lunch time outings for the OWLS.**

**These observations resulted in the following conclusions:**

1. **More Family fellowship opportunities should be made available for young parents and their children.**
2. **Adults comprise 989 of our 1343 members and need more Bible Study (spiritual), service and support opportunities.**

**As reported in the September Reed we have 486 family units (Schedule H). Of these only 266 committed to a pledge in 2008 (54.7%) for the Operating Budget and 217 (44.7%) have committed to the three year Building Fund (Capital budget) pledge (Schedule I). The conclusions from this are:**

1. **We need a strong annual Stewardship campaign to increase the number of family units making a pledge.**
2. **The next Capital appeal also needs to be strong to increase the number of family units making a pledge.**
3. **The average amount pledged per family also should increase at least as much as the CPI inflation rate.**

**Human Resources information was obtained and reviewed (excluding wages, salaries and benefits). An inventory of Job Descriptions, the type of employment, the category of payment and the name of the person in each position was recorded (Schedule J). The following observations and recommendations are noted:**

1. **The Organization Chart, Job Descriptions, Employee Handbook and Annual Performance Evaluation form are all available but need to be updated. This is in process and is expected to be completed after this study is completed. Samples of what other churches have done are available and will be distributed to the Human Resources Committee and/or the Business Administrator as requested.**
2. **It is recommended that the Job Description of each position be standardized to contain a minimum of the following:**
  - a. **Position title**

**Demographic and General Information Findings (cont.)**

- b. Status (full or part time; contractor, exempt or non-exempt)**
- c. Reports to (position title)**
- d. Purpose of the position**
- e. Job duties and responsibilities and percent of time devoted to each**
- f. Experience and competencies required**
- g. Working conditions, physical demands and expectations (including any expectations regarding availability to work evenings, weekends and extended hours when required)**

**Lastly, capacity information (Schedule K) was gathered for the Sanctuary, Education Wing and for Parking. It appears all are adequate for today's needs with the possible exception that some spaces may need to be reconfigured from time to time to accommodate changing needs.**

Evangelical Lutheran Church in America  
Demographic Report for ZIP Code 55364  
Mound, Hennepin County, MN

Schedule B  
p. 1 of 4

	ZIP Code	County
<b>Population:</b>		
2008 Projection	14,767	1,154,745
2003 Estimate	14,561	1,131,371
2000 Census	14,424	1,116,200
1990 Census	13,840	1,032,431
<b>Population Change and Percent Change:</b>		
1990 - 2000 Number Change	584	83,769
1990 - 2000 % Change	4.2%	8.1%
1990 - 2003 Number Change	721	98,940
1990 - 2003 % Change	5.2%	9.6%
1990 - 2008 Number Change	927	122,314
1990 - 2008 % Change	6.7%	11.8%
2000 - 2003 Number Change	137	15,171
2000 - 2003 % Change	0.9%	1.4%
2000 - 2008 Number Change	343	38,545
2000 - 2008 % Change	2.4%	3.5%
2003 - 2008 Number Change	206	23,374
2003 - 2008 % Change	1.4%	2.1%
<b>Number of Persons in Families, Households and Group Quarters</b>		
2000 Families	4,001	267,303
2000 Households	5,750	456,129
2000 Population in Group Quarters	1	28,216
2003 Families	4,035	268,889
2003 Households	5,863	463,694
2003 Population in Group Quarters	1	28,280
2008 Families	4,078	270,923
2008 Households	6,041	475,585
2008 Population in Group Quarters	1	28,386
2000 Average Household Size	2.51	2.39
2003 Average Household Size	2.48	2.38
2008 Average Household Size	2.44	2.37
<b>2000 % Population by Race</b>		
African American	0.5%	9.0%
American Indian and Alaska Native	0.2%	1.0%
Asian	1.3%	4.8%
Native Hawaiian & Other Pacific Islander	0.0%	0.0%
White	96.7%	80.5%
Some other race	0.4%	2.1%
Two or more races	0.9%	2.6%

2000 % Population Hispanic Origin		
Not Hispanic or Latino	99.2%	95.9%
Hispanic or Latino	0.8%	4.1%
Number of Mexican	65	29,288
Number of Puerto Rican	11	2,191
Number of Cuban	1	908
Number of other Hispanic or Latino	43	13,052
2003 % Population by Race		
African American	0.6%	9.4%
American Indian and Alaska Native	0.2%	1.0%
Asian	1.3%	5.2%
Number of Chinese (not Taiwanese)	26	6,924
Number of Filipino	13	2,111
Number of Japanese	11	1,518
Number of Asian Indian	28	8,842
Number of Korean	46	4,892
Number of Vietnamese	2	8,861
Number of Cambodian	1	1,676
Number of Hmong	0	13,753
Number of Laotian	45	5,496
Number of Thai	4	399
Number of Other Asian	13	2,754
Number of 2 or more Asian types	5	1,154
Native Hawaiian & Other Pacific Islander	0.0%	0.0%
Some other race	0.5%	2.3%
Two or more races	0.9%	2.7%
White	96.5%	79.4%
2003 % Population by Hispanic Origin		
Not Hispanic or Latino	99.1%	95.5%
Hispanic or Latino	0.9%	4.5%
Number of Mexican	71	32,659
Number of Puerto Rican	11	2,382
Number of Cuban	1	959
Number of other Hispanic or Latino	45	14,474
2008 % Population by Race		
African American	0.6%	10.1%
American Indian and Alaska Native	0.2%	1.0%
Asian	1.4%	5.7%
Native Hawaiian & Other Pacific Islander	0.0%	0.1%
Some other race	0.5%	2.6%
Two or more races	0.9%	2.8%
White	96.2%	77.7%
2008 % Population by Hispanic Origin		
Not Hispanic or Latino	99.0%	94.9%
Hispanic or Latino	1.0%	5.1%
2003 % Population by Gender		
Female	48.3%	50.8%
Male	51.7%	49.2%

2003 % Estimated Population by Age		
0 - 4	6.2%	6.7%
5 - 9	7.0%	6.6%
10 - 14	6.9%	6.6%
15 - 17	4.6%	3.9%
18 - 20	3.2%	3.9%
21 - 24	3.7%	5.5%
25 - 34	10.5%	15.2%
35 - 44	18.7%	16.5%
45 - 49	9.7%	8.0%
50 - 54	8.9%	7.0%
55 - 59	6.8%	5.2%
60 - 64	4.9%	3.7%
65 - 74	5.1%	5.2%
75 - 84	3.0%	4.1%
85 and over	0.8%	1.9%
2003 Total Population Median Age	39.2	35.9
2003 Per Capita Income	\$39,468	\$32,733
2003 Median Family Income	\$89,288	\$76,872
2003 Median Household Income	\$77,030	\$59,269
2003 Average Family Income	\$114,154	\$99,292
2003 Average Household Income	\$98,097	\$79,143
2003 % of Families Below Poverty Level	1.8%	5.3%
2003 % Educational Attainment (25+):		
Less than Grade 9	1.1%	3.4%
Grade 9-12, no diploma	2.7%	6.0%
High School graduate or equivalency	22.9%	21.1%
Some College, no degree	29.8%	23.4%
Associate's degree	7.7%	7.0%
Bachelor's degree	26.0%	27.0%
Master's degree	6.1%	8.0%
Professional school degree	2.8%	2.9%
Doctorate degree	1.0%	1.2%
2003 % Employment Status (16+):		
Armed Forces	0.0%	0.0%
Civilian: Employed	76.8%	70.5%
Civilian: Unemployed	2.0%	2.7%
Not in labor force	21.2%	26.7%
2003 % Occupation (16yrs+):		
Management, business & financial	18.6%	18.3%
Professional and related occupations	18.2%	24.4%
Service	12.6%	12.3%
Sales and office	29.9%	28.6%
Farming, fishing and forestry	0.1%	0.1%
Construction, extraction & maintenance	9.5%	5.6%
Production, transport & material moving	11.1%	10.7%

2003 % Travel Time to Work		
Less than 15 minutes	15.9%	25.0%
15 to 29 minutes	28.9%	44.5%
30 to 44 minutes	33.6%	19.3%
45 to 59 minutes	11.4%	4.3%
60 minutes or more	5.1%	2.9%
2003 % Total Population Marital Status (15yrs):		
Never married	24.0%	33.0%
Married, spouse present	61.8%	48.2%
Married, spouse absent	1.5%	3.9%
Widowed	4.2%	5.3%
Divorced	8.5%	9.5%
Male, never married	14.3%	17.6%
Male, previously married	5.8%	5.5%
Female, never married	9.7%	15.4%
Female, previously married	7.7%	10.7%
2003 Median Home Value:	\$201,209	\$166,045
2003 % Owner/Renter Occupied Housing Units		
Owner occupied	85.1%	66.4%
Renter Occupied	14.9%	33.6%
2003 % Estimated Housing Units by Year Structure Built		
1999 to March 2003	3.7%	3.7%
1995 to 1998	5.5%	3.6%
1990 to 1994	5.1%	4.5%
1980 to 1989	13.6%	14.7%
1970 to 1979	25.3%	16.3%
1960 to 1969	14.4%	13.6%
1950 to 1959	10.5%	15.6%
1940 to 1949	5.5%	6.9%
1939 or earlier	16.4%	21.0%
2003 % Household by Type		
Family Households		
Married Couple with children	26.6%	20.9%
Married Couple with no children	32.8%	24.0%
Female Householder with children	4.1%	6.1%
Female Householder with no children	2.3%	3.6%
Male Householder with children	1.8%	1.6%
Male Householder with no children	1.2%	1.8%
Non-Family Households (Single or with non-relatives)	31.2%	42.0%

Report prepared by: ELCA Research and Evaluation 1-800-638-3522 ext. 2990.

"Basic Tools for Congregational Planning" is a resource which includes information on how community demographics fit into planning. It costs \$9.95. Order code #0806613866 from Augsburg Fortress 1-800-328-4648.

The data are Copyright (c) protected by Claritas Inc.

The PRIZM® NE segments developed

**Membership List  
Sorted by Age  
(Sample Page)**

**Schedule C**

<b>Name</b>	<b>Birthdate</b>			<b>Age</b>
	<b>Mo</b>	<b>Day</b>	<b>Year</b>	
Stehr, Leonard	FEB	27	1914	94
Olson, Kellogg	JAN	5	1915	93
Dugstad, Harlan	MAR	29	1915	93
Messick, June	MAR	4	1916	92
Olson, Maxine	JUL	7	1916	92
Quist, Alma	NOV	21	1916	91
Strand, Gladys	APR	9	1917	91
Nelson, Alvin	AUG	13	1917	91
Wredberg, Dorothy	MAY	31	1918	90
Spangrud, Julia	JUN	22	1918	90
Christiansen, Vernon	JUL	11	1918	90
Marker, Florence	FEB	21	1919	89
Anderson, Priscilla	JUN	17	1919	89
Ingman, Eleanor	OCT	13	1919	88
Green, Frances	NOV	29	1919	88
Stehr, June	JUN	21	1920	88
Silus, George	JUL	6	1920	88
Drahos, Stanley A.	OCT	16	1920	87
Henry, Gerda	NOV	6	1920	87
Silus, Gertrude	NOV	6	1920	87
Johnson, Sally	JAN	31	1921	87
Carlson, Robert	FEB	12	1921	87
Nelson, Gloria	JUL	6	1921	87
Allen, Edna	SEP	10	1921	86
Berge, Myra	SEP	15	1921	86
Tesar, Frances	OCT	13	1921	86
Rolf, Oliver	APR	19	1922	86
Norum, Vonnie	FEB	14	1923	85
Backstrom, Ethel	APR	2	1923	85
Schmidt, Helen	JUL	30	1923	85
Borry, Ardith	AUG	9	1923	85
Gordon, Grace	AUG	16	1923	85

**Membership List**  
**Sorted by Age into Census Categories**  
**(Sample Page)**

**Schedule D**

**2003**

<b>Name</b>	<b>Birthdate</b>			<b>Age</b>	<b>Qty</b>	<b>Percent of Total</b>	<b>Census Percent</b>
	<b>Mo</b>	<b>Day</b>	<b>Year</b>				
Stehr, Leonard	FEB	27	1914	94			
Olson, Kellogg	JAN	5	1915	93			
Dugstad, Harlan	MAR	29	1915	93			
Messick, June	MAR	4	1916	92			
Olson, Maxine	JUL	7	1916	92			
Quist, Alma	NOV	21	1916	91			
Strand, Gladys	APR	9	1917	91			
Nelson, Alvin	AUG	13	1917	91			
Wredberg, Dorothy	MAY	31	1918	90			
Spangrud, Julia	JUN	22	1918	90			
Christiansen, Vernon	JUL	11	1918	90			
Marker, Florence	FEB	21	1919	89			
Anderson, Priscilla	JUN	17	1919	89			
Ingman, Eleanor	OCT	13	1919	88			
Green, Frances	NOV	29	1919	88			
Stehr, June	JUN	21	1920	88			
Silus, George	JUL	6	1920	88			
Drahos, Stanley A.	OCT	16	1920	87			
Henry, Gerda	NOV	6	1920	87			
Silus, Gertrude	NOV	6	1920	87			
Johnson, Sally	JAN	31	1921	87			
Carlson, Robert	FEB	12	1921	87			
Nelson, Gloria	JUL	6	1921	87			
Allen, Edna	SEP	10	1921	86			
Berge, Myra	SEP	15	1921	86			
Tesar, Frances	OCT	13	1921	86			
Rolf, Oliver	APR	19	1922	86			
Norum, Vonnice	FEB	14	1923	85			
Backstrom, Ethel	APR	2	1923	85			
Schmidt, Helen	JUL	30	1923	85			
Borry, Ardith	AUG	9	1923	85			
Gordon, Grace	AUG	16	1923	85	32	6.25%	0.80%

Summary of Member versus Census Ages

Schedule E

<u>Age Range</u>		Quantity of Members	Percent of Members	2003 Mound	Variation of	Percent of Variation
<u>From</u>	<u>Thru</u>			Census Percents	St. John's Over/(Under) Mound	
0	4	43	3.20%	6.20%	-3.00%	-93.64%
5	9	95	7.07%	7.00%	0.07%	1.04%
10	14	131	9.75%	6.90%	2.85%	29.26%
15	17	85	6.33%	4.60%	1.73%	27.32%
18	20	85	6.33%	3.20%	3.13%	49.44%
21	24	97	7.22%	3.70%	3.52%	48.77%
25	34	88	6.55%	10.50%	-3.95%	-60.24%
35	44	139	10.35%	18.70%	-8.35%	-80.68%
45	49	119	8.86%	9.70%	-0.84%	-9.47%
50	54	98	7.30%	8.90%	-1.60%	-21.97%
55	59	84	6.25%	6.80%	-0.55%	-8.72%
60	64	75	5.58%	4.90%	0.68%	12.26%
65	74	105	7.82%	5.10%	2.72%	34.77%
75	84	67	4.99%	3.00%	1.99%	39.87%
85	+	32	2.38%	0.80%	1.58%	66.43%
		1,343	100.00%	100.00%	0.00%	

Source for the ELCA information was the Demographic Report by Zip Code that contained census data updated in 2003. (See Schedule A).  
St. John's is in ELCA Region 3G and Congregation # 03009.

Source for the member information was the Church Management Software data base as of August 25, 2008. (See Schedule B).

Conclusion: There is little or no correlation between St. John's membership and the general population of Mound.

**Quantity of Members by Age**

**Schedule F**

<b>Age Range</b>		<b>Category</b>	<b>Quantity of Members</b>	<b>Percent of Total</b>	<b>Cumulative</b>	
<b>From</b>	<b>Thru</b>				<b>Members</b>	<b>Percent</b>
0	2	Nursery	29	2.16%	29	2.16%
3		Children 3 yr olds	6	0.45%	35	2.61%
4		4 yr olds	8	0.60%	43	3.20%
5		Kndrgrtn	20	1.49%	63	4.69%
6		1st Grade	12	0.89%	75	5.58%
7		2nd Grade	24	1.79%	99	7.37%
8		3rd Grade	20	1.49%	119	8.86%
9		4th Grade	19	1.41%	138	10.28%
10		5th Grade	18	1.34%	156	11.62%
11		6th Grade	22	1.64%	178	13.25%
12	14	Youth 7-9th Grade	91	6.78%	269	20.03%
15	17	10-12th Grade	85	6.33%	354	26.36%
18	19	Adult	59	4.39%	413	30.75%
20	29	Adult	184	13.70%	597	44.45%
30	39	Adult	79	5.88%	676	50.34%
40	49	Adult	206	15.34%	882	65.67%
50	59	Adult	182	13.55%	1064	79.23%
60	69	Adult	130	9.68%	1194	88.91%
70	79	Adult	78	5.81%	1272	94.71%
80	89	Adult	60	4.47%	1332	99.18%
90	99	Adult	11	0.82%	1343	100.00%
			<b>1343</b>	<b>100.00%</b>		

Source for the member information was the Church Management Software data base as of August 25, 2008. (See Schedule B.)

**Conclusions:**

- 1 The ELCA recommends 1 pastor per 500 to 900 members so our membership should support 2 full time pastors.
  
- 2 The ELCA also indicates a healthy congregation has at least as many unconfirmed members as members over 65. St. Johns has 204 that are 65+ and 269 unconfirmed so we are considered to have a healthy age distribution of members.

Activities Available by Age Group

Schedule G

Age Range		Category	Member Quantity	Christian Education		Music Program	Fellowship Program
From	Thru			Enrollment	Program		
0	2	Nursery	29				
3		Children-3 yr olds	6	14	Sun Schl & VBS	Cherubs	
4		4 yr olds	8	10	Sun Schl & VBS	Cherubs	
5		Kndrgrtn	20	19	Sun Schl & VBS	Cherubs	
6		1st Grade	12	11	Sun Schl & VBS	Cherubs	Thrilling Th.
7		2nd Grade	24	20	Sun Schl & VBS	Kids of the Kingdom	Thrilling Th.
8		3rd Grade	20	22	Sun Schl & VBS	Kids of the Kingdom	Thrilling Th.
9		4th Grade	19	19	Sun Schl & VBS	Kids of the Kingdom	Wacky Wed
10		5th Grade	18	22	Sunday School	Kids of the Kingdom	Wacky Wed
11		6th Grade	22	19	Sunday School	Ensembles/JuBELLation	Wacky Wed
12	14	Youth 7-9th Grade	91	90	Confirmation	Ensembles/JuBELLation	
15		10th Grade	23	N/A	Peer ministry	Ensembles/JuBELLation	Wed nights
16	17	11-12th Grade	62	10	Yng adlt mntrs	Ensembles/JuBELLation	Wed nights
18	19	Adult	59		Some Bible study	Chancel/Senior Bells/Contemp	YACHT Club
20	29	Adult	184			Chancel/Senior Bells/Contemp	YACHT Club
30	39	Adult	79			Chancel/Senior Bells/Contemp	YACHT Club
40	49	Adult	206			Chancel/Senior Bells/Contemp	40's+
50	59	Adult	182			Chancel/Senior Bells/Contemp	40's+
60	69	Adult	130			Chancel/Senior Bells/Contemp	40's+
70	79	Adult	78			Chancel/Senior Bells/Contemp	40's+/OWLS
80	89	Adult	60			Chancel/Senior Bells/Contemp	40's+/OWLS
90	99	Adult	11			Chancel/Senior Bells/Contemp	40's+/OWLS

1343

Source for the member information was the Church Management Software data base as of August 25, 2008.

We have 269 members baptized and unconfirmed and 204 that are 65 or older.

Adults comprise 989 of our 1343 members.

Enrollment is as of 9/10/08 and will change by 9/30/08. Sunday School has 156 enrolled with 149 as members.

Source for Sunday School enrollment was the Director of Children's and Families' Ministry.

Source for the Confirmation, Peer ministry and Young Adult Mentors was the interim Director of Youth Ministry.

## Family Units

## Schedule H

<b>Family Units</b>	<b>Qty</b>
<b>Married W Children</b>	<b>173</b>
<b>Empty Nesters</b>	<b>127</b>
<b>Singles</b>	<b>49</b>
<b>Married Seniors</b>	<b>93</b>
<b>Single Seniors</b>	<b>44</b>
	<b>486</b>

Source for the member information was the September 2008 Reed.

Family Unit Pledges

Schedule I

Description	Quantity of Family Units	Operating Expenses		Capital Budget	
		Pledge Qty	Pledge Amount	Pledge Qty	Pledge Amount
Married W Children	173				
Empty Nesters	127				
Singles	49				
Married Seniors	93				
Single Seniors	44				
<b>Total</b>	<b>486</b>	<b>266</b>	<b>509,345</b>	<b>217</b>	<b>179,931</b>
<b>Expense Budget</b>			<b>779,500</b>		
<b>Mortgage Payment</b>					<b>135,400</b>

The Pledge amount for the Capital Budget was calculated by taking the 3 year pledge amount of \$539,793 and dividing it by 3.

Average Pledge amounts for 2008 were: 1,915 829

**Job Description Inventory**

**Schedule J**

Title	Employment		Payment			Person
	Full	Part	Contract	Exempt (Salaried)	Non Ex (Hourly)	
Senior Pastor	x			x		Ed Treat
Wedding Coordinator		x	x			Cheri,Liz, Mary Jo
Director Shared Ministry		x			x	Open
Director Chancel/Bell Choir		x		x		Linda Hausmann
Office Manager	x			x		Shauna Kleinheksel
Business Administrator	x			x		Sara Irvine
Administrative Assistant	x			x		Melissa Newkirk
Nursery Supervisor		x			x	Open
Evening Custodian		x			x	Open
Maintenance Coordinator	x				x	Mark Roiland
Housekeeper	x				x	Jayne Fleming
Director Children's Choirs		x		x		Kay Hacklander
Director Music/Accompanist		x		x		Kay Hacklander
Associate Pastor		x	x			John Christianson
Director Youth Ministry		x	x			Peter Gallatin
Dir Children/Family Ministry	x			x		Cathie Samuelson
Parish Nurse		x	x			Brigid O'Rourke

**Additional contractors not noted above include:**

- Yard maintenance
- Heating/cooling
- Plumbing
- Electrical

**Capacity Information**

**Schedule K**

<b>Sanctuary</b>	<b>387</b>
<b>Education Wing</b> <b>(Approximately 225 per floor)</b>	<b>450</b>
<b>Parking Upper area-West side</b>	<b>42</b>
<b>Handicapped</b>	<b>11</b>
<b>East side</b>	<b>7</b>
<b>Lower area</b>	<b>108</b>
<b>Total</b>	<b><u>168</u></b>

ST. JOHN'S LUTHERAN CHURCH  
Mound, MN

LOOKING TO THE FUTURE

OUR TARGET:

- Growing our current members in Discipleship.
- Challenging inactive & marginal members to deeper levels of commitment.
- Reaching the unchurched and dechurched in our immediate area.

OUR GOALS:

- Create a culture where visitor and stranger are valued first.
- Create a transformational discipleship curriculum and build an expectation of growing in our faith through:
  - Spiritual assessment
  - Biblical instruction
  - Small group participation
  - Gifts discernment
  - Ministry involvement.
- Engage in more intentional visitor and new member tracking so that everyone interacting with the church is fully assimilated into the family.
- Involve every member of the congregation in Care Group Ministry.
- Develop and expand small group ministry at every level of the church.
- Develop an outreach and evangelism strategy to reach area residents.

ST. JOHN'S VISION STATEMENT:

“We see St. John’s Lutheran Church as a family of Christians committed to becoming a model church for reaching out with the Love of Jesus Christ to intentionally transform the lives of others.”

ST. JOHN'S MISSION STATEMENT:

***“Sharing the love of Christ”***