

2010 & Beyond

To Boldly Go Where Jesus Has Gone Before



"Yes, everything is for your sake, so that grace, as it extends to more and more people, may increase thanksgiving, to the glory of God."
2 Corinthians 4:15

The Strategic Plan For Ministry at
St. Luke Lutheran Church
2010 - 2015

Updated September 2011

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History of this Strategic Plan

Beginning in the Fall of 2009, St. Luke engaged in a deliberate process of discernment to learn where God might be calling us in the future. In October of 2009, we gathered for a Sunday Morning "Listening Session" and sought to chronicle our history, in an attempt to understand both our strengths and weaknesses as a congregation. Through the Fall of 2009 and the Winter of 2010, small group "Fireside Chats" were gathered to garner congregation members' feedback about the past and dreams for the future of their church. In February of 2010, an evening meal and discussion was held to understand and list the unspoken norms that guide our group interactions.

All of the data from the events listed above was collated and distilled into 24 draft goals for the congregation. These draft goals were organized under five headings:

STRENGTHS TO BUILD ON AREAS FOR GROWTH SOCIAL ACTION PROJECTS
BUILDING ADDITIONS & RENOVATIONS ASPIRATIONS FOR THE FUTURE

On May 16th, 2010, the congregation gathered again in a Sunday Morning Listening Session to evaluate the 24 draft goals and vote to choose 10 of them to become a five-year Strategic Plan.

The document before you represents the entire congregation's steps at living into and bringing to fruition the plans made during this Strategic Planning process. Under each goal, you will see specific Action Items, the Ministry Teams or Boards that are responsible for each, and the general timeframe of their completion.

As you review this document, one thing is essential to understand:

This is an ever-changing document that shows plans as they develop, and as they are accomplished.

May God continue to guide the people of St. Luke to be a community of disciples dedicated to the task of extending God's grace to all we encounter!

**Key of
Symbols
& Language**



= Goal accomplished!
"Winter" = the beginning of year listed
(January - March)

Strengths to Build On




Goal 1: Become more effective at nurturing and building relationships.
We will specifically focus on intergenerational relationships and those between new and existing members.



Action Items



Community Concerns Team

- We will send members of the Team to New Member Dinners  Spring 2011
- We will advertise Harvest House participation to entire congregation  Fall 2011
- Operation InAsMuch - (Small Groups outside the walls)  Fall 2011


Christian Education Team

- Create specific volunteer opportunities for Senior members to interact with Sunday School (reading Bible stories, VBS, etc.) Summer & Fall 2012
- Engage Senior High students in important service projects, including involving them in the planning stages for leadership development. Continuing...
- Make Christmas Caroling at Cedar Community inter-generational by sending specific invitations to Sunday School children and parents. Fall 2011
- Sunday School to send cards to congregation's homebound members Fall 2011
- Senior High Students to offer yard work or other services to homebound members. Fall 2011
- Create a welcome packet for new families/children and invite new member parents into simple volunteering in Sunday School. Fall 2012

Fellowship Team

- Focus on providing monthly, intergenerational events, and subsidizing cost so none are excluded because of finances Continuing...

Music & Worship Team

- The Choir will sing at Children's Christmas Program  Winter 2010
- We will initiate an annual youth-led worship service with Poppy Fall 2012
- We will plan pieces of special music that involve both Sunday School students and our Choir Fall 2012
- We will continue to involve young people in the music program, working toward a more inter-generational choir Continuing...

Strengths to Build On

Goal 2: Continue to nurture a warm and welcoming worship atmosphere with a relevant message that inspires our faith community to be the hands and feet of Christ in our world.



Action Items



Community Concerns Team

Initiate Personal Testimonies in worship from members about their involvement in Community Concerns projects Spring 2012
 Keep updated information in announcement sheets & info board Continuing...

Christian Education Team

Find volunteers to manage children's activity bags to keep them refreshed and organized as well as provide funding for this. ✓ Winter 2011
 Re-organize and re-ignite use of nametags, including clarifying when students receive nametags. ✓ Fall 2011
 Initiate a "noisy offering" at the beginning of Children's sermon ✓ Fall 2011

Worship & Music Team

Engage children in all worship tasks, including ushering & greeting ✓ Fall 2011
 Train Communion Assistants for more consistent practice of blessing non-communing children. ✓ Fall 2011
 Continue to offer Usher & Greeter training in order to maintain a high level of hospitality. ✓ Fall 2011

Property Team

We will expand our current Narthex space to create a more spacious & welcoming atmosphere. Fall 2015

Fellowship Team

After Narthex addition, the Fellowship will plan occasional Continental Breakfasts offered between services Fall 2015

Areas For Growth

Goal 1:


Build recognition of, and process for, faithfully working through differences of opinion. We will learn to disagree with each other and yet maintain the unity of the church.





Action Items



Church Council

Building on the model introduced in the "2010 & Beyond" process, we will offer town-hall meetings on significant events or changes in the life of the congregation.  Fall 2011

Make a concerted effort to advertise that all Council Meetings are open to visitors.  Continuing...

Advertise council members' names and contact information on bulletin boards, bulletins, and website.  Continuing...

Advertise, on bulletin boards, bulletins, and website, Team members' contact information. Winter 2011


Mutual Ministry Team


So that congregation members might continue to see the Mutual Ministry Team members as advocates and safe places to offer feedback, plan a series of worship announcements introducing the members of the Team to the congregation. Winter 2011

Plan to have one member of the Mutual Ministry Team present at all New Member dinners to explain the Team's role.  Fall 2011


Investigate the need for an annual feedback session offered by the Mutual Ministry Team. Winter 2012

Worship & Music Team

Recognizing some prefer communion by intinction while others prefer communion using small cups of wine, we will offer both.  Winter 2010

Recognizing the past struggles with "Contemporary" worship, we will communicate openly & honestly about the process for investigating Alternative Worship possibilities (Aspirations, Goal 1) and provide many opportunities for feedback  Winter 2011 & continuing

Christian Education Team

Offer Parent meetings at the beginning and end of the Sunday School year at which parents are encouraged to offer feedback and suggestions.  Fall 2010

Publish, in multiple formats and venues, contact information for parent feedback. Fall 2011

Areas For Growth

Goal 2:

Build a program that addresses the needs of our teens and young adults and engages them in the life of the congregation.



Action Items



Church Council	Interview candidates and employ a Part-Time Director of Youth & Family Ministry (DYFM).	✓ Fall 2010
	With P/T Director of Youth & Family Ministry (DYFM), begin to offer monthly youth events.	✓ Spring 2011
	Support DYFM in building relationships with Confirmation students, including DYFM's annual attendance at summer camp and added hours to support Confirmation youth events as well.	✓ Spring 2011
Christian Education Team	Create a "Youth Planning Team" comprised of parents engaged in supporting the work of the DYFM & youth programs.	✓ Spring 2011
	Create and support a Youth Bible Study or Discussion Forum	✓ Fall 2011
	Investigate collaborative youth ministry with other area congregations.	Winter 2012
	Create a focus on Young Adult Ministry that includes events and shows of support (like care packages for college finals)	Spring 2012
	Participate in the 2012 ELCA National Youth Gathering.	Summer 2012
	With DYFM, support and plan for significant mission summer Mission Trips.	Spring 2013
Worship & Music Team	With DYFM, develop and support a tradition of annual youth-led worship service.	Fall 2012
Community Concerns Team	In consultation with DYFM, create a "volunteer center" to offer more family volunteering opportunities open to young children through High School youth.	Winter 2012
	Create an annual, inter-generational service event (like a spring canned food drive).	✓ Fall 2011
Fellowship Team	Create a renewed focus on Family Fellowship Events open to people of all ages.	✓ Spring 2011
Discipleship Team	Utilize the "Discovery 101" approach to reach our teens & young adults Organize opportunities for "same age" group meetings and develop an on-line format for Discover 101.	
	- Target Young Adults	Winter 2011
	- Target College-aged members	Spring 2012
	- Target 9th grade confirmation students	Fall 2012
	- Target High School youth with DYFM	Fall 2012

Social Action

Goal 1: Build intentional relationships with existing agencies that support basic human needs, (i.e. Slinger Food Pantry, Salvation Army, St Vincent's) in order to discern how St Luke might be a resource to further their work in the community.



Action Items



Community Concerns Team	Actively solicit suggestions from the congregation of community outreach events they would like to see, with the possibility of creating a "Community Concerns Sunday"	Fall 2011
	Coordinate with Christian Education Team in supporting a local social action project with the Sunday School youth.	✓ Fall 2011
	In consultation with DYFM, create a "volunteer center" to offer more family volunteering opportunities open to young children through High School youth.	Winter 2012
	Create an annual, inter-generational service event (like a spring canned food drive)	Spring 2012
	By April of 2012, have meetings with leaders of at least 5 local agencies in order to discern how our congregation might support their work.	Spring 2012
Charitable Endowment Board	Create pamphlets and other materials that explain and advertise the work of the Endowment Fund, including information about how congregation members can make suggestions for community agencies they would like to see receive a gift from the Fund.	✓ Fall 2011
Fellowship Team	With each Family Fellowship Event offered, create a coinciding opportunity for community service (ex: donate canned food, bring winter coats to donate, etc.)	✓ Fall 2011




Social Action

Goal 2: Support and engage in programs (Family Promise, Habitat For Humanity, etc.) that connect St Luke families with families in crisis in the community.



Action Items



	We will endeavor to increase our budgeted support of Family Promise.	Fall 2011
Community Concerns Team	Work with DYFM and Pastor to develop "Volunteer Center" that clearly advertises volunteering opportunities for all ages.	Winter 2012
	Investigate possibility of participating in a Habitat for Humanity build.	Summer 2012
	Investigate the needs of the Boys & Girls club and opportunities for our congregation to support their work.	Fall 2012
Fellowship Team	Provide and organize volunteers to support the annual Golf Outing benefitting Family Promise	Spring 2011 & continuing... 



Building Additions & Renovations

Goal 1: Develop a plan for preventive maintenance of the building.



Action Items



Property Team

- Advertise & recruit assistance to build a larger Property Team.
- Repair retaining wall & install awning over lower entrance.
- Replace existing furnace in Sunday School space.
- Replace carpeting in Sunday School space.
- Repair doors & entryways.

- Fall 2011
- ✓ Spring 2011
- Spring 2012
- Spring 2013
- Fall 2013

Discipleship Team

In consultation with Property Team & Church Council, continue to develop plans to communicate and finance building needs through member pledges, capital funds, and special appeals.

Continuing...

Goal 2: Develop a master plan for all property and facilities that incorporates an expansion of Sunday School space and a multi-purpose room.



Action Items



Property Team

- Initial architectural drawings done to estimate cost and build plan for financing construction.
- Construct outbuilding for storage and lawn equipment.
- Create Handicapped Parking spaces near main entrance and pave parking lot turn-around.
- Sunday School Addition & Narthex Expansion (to include refinishing entire roof).

- ✓ Winter 2011
- ✓ Fall 2011
- Fall 2012
- Fall 2015

Church Council

Review initial architectural drawings and ballpark cost estimates to evaluate the need and timetable for debt reduction and/or capital appeal.

Fall 2011

Discipleship Team

In consultation with Property Team & Church Council, continue to develop plans to communicate and finance building needs through member pledges, capital funds, and special appeals.

Continuing...

Aspirations

Goal 1: Develop a task force to explore alternative worship opportunities that will speak to our current members and, most importantly, be used as an evangelism tool for the unchurched in our community.



Action Items



Worship & Music Team

Create "spy teams" to worship in area congregations that have created Alternative Worship services successfully in order to build a knowledge base of what might work at St. Luke.

✓ Winter 2011

Collate feedback from "spy teams" and communicate findings and worship needs with the congregation.

✓ Fall 2011

Schedule meetings with at least two area congregations and their worship teams to learn from their experiences.

✓ Fall 2011

Offer town-hall style Listening Sessions for congregational feedback and consensus.

✓ Fall 2011

Begin introduction of Alternative Worship Service.

Fall 2012

Mutual Ministry Team

In coordination with the Music & Worship Team, support and help facilitate Listening Sessions for congregational feedback and consensus.

✓ Fall 2011

Goal 2: Support existing staff by hiring a Volunteer Coordinator whose primary responsibility is to engage the gifts of all members in the various ministries of St. Luke.



Action Items



Discipleship Team

Offer all existing & new members "Discovery 101" Spiritual Gifts Inventory.

✓ Continuing...

Build "Discovery 101" database for easy coordination of volunteer efforts.

✓ Winter 2011

Communicate need for, and build budgetary support for a Volunteer Coordinator staff position.

Continuing...