

ST. JOHN LUTHERAN CHURCH LONG RANGE PLAN

(For 2007—Updated 8/13/07—Final)

MISSION

We the members of St. John Evangelical Lutheran Church believe that in response to the Good News of the Gospel we are to glorify God in all that we do, especially through corporate worship, Biblical instruction, Christian fellowship and mission outreach.

VISION

Based upon the joy of the Gospel and in response to the Great Commission, St. John will work toward an expanded dynamic presence in people's lives, in the community, in facilities, and in education by creatively and progressively sharing the Gospel.

LONG TERM GOALS (in no particular order)

GOAL	RESPONSIBILITY
Build all-purpose facility to include school, offices, and meeting rooms.	Board of Trustees Board of Education Goal 1 Committee Voters
Call an associate pastor	Board of Elders Call Committee Voters
Enhance youth/adult fellowship opportunities	Board of Elders Youth Board Board of Education
Promote our face and beliefs to the community.	Board of Elders Stewardship PR Committee
Improve use of technology	Board of Elders Board of Trustees Technology Committee
Foster a friendly and caring church	Board of Elders Stewardship
Establish financial stability	Board of Elders Stewardship Board of Trustees Board of Education
Plan for personnel succession	Parish Planning Council Board of Elders Board of Education Board of Trustees

LONG RANGE PLAN

GOAL

Build all-purpose facility to include school, offices, and meeting rooms.

Responsibility

Board of Trustees

Objectives

- A. Solicit congregational support
 - Contact members 1 to 1
 - Create and implement a publicity plan
 - Promote Christian education
- B. Develop and enact finance plan for project
 - Begin a building fund campaign
 - Plan to raise a “down payment” for the facility
 - Implement a pledge drive
- C. Consider partnership with other Christian churches

Goal 1 Group 10/23/06: 520 surveys were sent out to members of the congregation using Pastor Campbell’s mailing labels. 120 surveys were returned. Another request to return surveys will be made to the congregation. The workgroup members discussed the results and will prepare a summary for the November voter’s meeting. The finance sub-committee will research the possibility of matching grants from charitable foundations. Mr. Eggemeyer will be invited to present information to the congregation regarding his facility report.

Goal 1 Group 11/15/06: The group discussed survey results and reviewed the narrative comments received on the surveys. The group discussed some preliminary work that had been done regarding identification of potential sources for matching funding. Ryan reported on his research regarding the accessibility code and facility upgrades. He also made contact with Mr. Eggemeyer regarding a potential congregational meeting at which members could address questions to Mr. Eggemeyer. The group also discussed their upcoming presentation at the November voters’ meeting.

Goal 1 Group 1/8/07: The group planned the congregational forum for Jan. 14 with Mr. Eggemeyer after the show of hands at the last voters’ meeting indicated most in attendance would be interested in this opportunity. Dave reported that Lee Bradley, Mary Beth Whitten, and Mike Welge had indicated they would serve on a pledge drive committee. The group planned to introduce a motion at the next voters’ meeting asking for approval to officially begin a pledge drive campaign. Randy and Steve had both contacted the Lutheran Foundation in St. Louis regarding grants available. The next application process begins April 1. They normally consider funding projects in a 25 mile radius of the arch and their board is currently reluctant to fund capital projects, although the spokesperson encouraged making an application. Steve also reported that funding through the Christopher Family Foundation was highly unlikely.

Congregational Forum 1/14/07: The Goal 1 Group invited Mr. Eggemeyer to visit with the congregation and entertain questions pertinent to the building needs assessment he conducted. Mr. Eggemeyer gave a power point presentation to approximately 70 members of the congregation with photos that demonstrated the needs he uncovered in

the current school during the needs assessment. He responded to a variety of questions from the congregation regarding the specifics of the repairs, the cost to renovate, and general code and legal building issues. The school building was open for any member to visit and see the actual items contained in the photos from the presentation.

Goal 1 Group 2/12/07: As a result of a motion at the most recent voters' meeting, a pledge drive committee was formed consisting presently of Dave Rowald, Ron Arbeiter, Lee Bradley, June Campbell, Mike Welge, and Mary Beth Whitton. They convened and decided to conduct a pledge drive including choices of how individuals could structure donations over a 5-year time period. They plan to begin with a by-invitation dinner in early May consisting of the top 150 giving units at St. John. Members of the group were assigned specific tasks to accomplish before the next meeting on 3/12/07.

Congregational Dinner 5/5/07: Goal 1 committee and Pledge Drive Committee sponsored dinner to kick off fund drive. Individuals made informational presentations and Mary Cash Hilgendorf spoke about St. John School and the people she remembered.

PPC 6/19/07: Pledge committee continues to meet and make calls to members of the congregation.

Goal 1 Committee 8/13/07: Pledge committee continues to meet and make calls. The finance committee was revitalized to consider other mechanisms for fund raising. The entire group will continue to meet quarterly.

GOAL

Call an associate pastor

Responsibility

Board of Elders
Call Committee
Voters

Objectives

- A. Conduct cost comparison between an associate pastor and a vicar
- B. Promote the need for an additional pastor within the congregation
 - Speak to individual organizations

PPC 6/19/07: Pastor plans to call a meeting of the call committee in July. The job description has been completed. The call committee needs to consider the demographics of the congregation/community.

GOAL

Enhance youth/adult fellowship opportunities

Responsibility

Board of Elders

Youth Board
Board of Education

Objectives

- A. Strengthen youth involvement
 - Improve youth facilities
 - Create youth newsletter by e-mail
 - More contemporary and youth services
 - Add more and younger people to the youth board
 - “Make me a servant” mission projects
- B. Develop a worship committee to help plan worship services
 - Use more contemporary music
 - Involve youth in writing liturgy
- C. Revitalize Sunday School
- D. Involve young couples in church
- E. Visit members that do not attend worship regularly

3/24/07: Multi-generational work day at Crosstown, Missouri for tornado relief.

PPC 6/19/07: Continue to need more opportunities for youth to worship in a contemporary way. Possibility of sponsoring regional youth event.

GOAL

Promote our face and beliefs to the community

Responsibility

Board of Elders
Stewardship
PR Committee

Objectives

- A. Increase information about our church and school and be visible in the community
 - Submit an article weekly to the Herald Tribune and County Journal
 - Participate in the Popeye Parade
- B. Increase coverage of our congregational activities within the congregation
 - Publish information about Christian education in Epistle and bulletins
 - Increase awareness of church and school website

PPC 10/24/06: The coat drive to benefit those shopping at the Twice Nice shop in Sparta did not materialize since they had enough coats. The public school system will be considered as a beneficiary of the program. The food pantry supply project during the month of November will feature a contest between the children of the school and the congregation at large.

PPC 6/19/07: Articles in newspaper nearly weekly. Vacation Bible School had 117 children—many outside the congregation. Saturday’s closing service was well attended. The summer day care has been well attended.

GOAL

Improve use of technology

Responsibility

Board of Elders

Board of Trustees

Technology Committee

Objectives

- A. Rejuvenate technology committee
 - Assess current hardware & software capability
 - Research and recommend appropriate hardware & additional software
 - Create plan for implementation
- B. Increase usage of current congregational software—Shepherd Staff
 - For financial records
 - For tracking individual attendance
 - For pastoral record keeping
- C. Finalize electronic church constitution

PPC 9/16/07: Computers have been installed in the church office. The secretary volunteered to enter offering data in database. Updated Shepherd’s staff software has been purchased and Mary Stallman is assisting Anne in learning the process for data entry. The church constitution and by-laws should be on the website. Imogene McDonough and Donna Young are using voters’ minutes to make updates to the constitution.

GOAL

Foster a friendly and caring church

Responsibility

Board of Elders

Stewardship

Objectives

- A. Implement usage of new hymnal
- B. Finalize new packet of information to give to visitors
- C. Follow up consistently after visitor attendance
- D. Conduct inactive member follow-up
- E. Complete “Time and Talent” surveys
 - Research surveys that offer multiple ways individuals can serve
 - Make this survey part of “stewardship drive”

- Tally results
 - Create mechanism for identifying need within the congregation
 - Engage a talent coordinator who matches need with service
- F. Reach out to those with a need to let people know the church cares
- G. Explore opportunities to involve young families

PPC 10/24/06: New hymnal is being introduced. The confirmation class reunion was well-attended with Mary Cash Hilgendorf as the speaker. A “Sharing Our Caring” program is being organized to match members in the congregation with a need to a member who is willing and able to help meet that need. A casserole ministry for those with temporary need is being considered and well as a time and talent survey document.

PPC 6/19/07: Elders have established a plan for replacement of ushers at Saturday evening services. Tried various ideas for introduction of visitors at services. The coffee between services has been successful. Materials and labor were donated for the serving buffet.

GOAL

Establish financial stability

Responsibility

Board of Elders
Stewardship
Board of Trustees
Board of Education

Objectives

- A. Educate the congregation on the need for financial support
- B. Eliminate current debt
 - Hold a quick and intense fund-raising drive that doesn’t rely on the same individuals from the last 2 drives
- C. Implement pledge drive to solicit funds for future building projects
- D. Create new contract for rental of parish hall
- E. Create an energy management policy

PPC 10/24/06: The chair of the Elders met with the Board of Education to discuss budget planning and formulation. The Board of Ed. developed a proposal for teacher increases and insurance coverage. The profit from the dinner auction was approximately \$29,000. A debt fund reduction program is in place that will match contributions up to \$12,500 by the end of the year.

5/5/07: Announcement was made at congregational dinner that the debt had been paid.

PPC 6/19/07: Work days have saved money for the congregation by having materials donated and free labor to make repairs and handle maintenance. Trustees are working on revising the contract for Parish Hall rental.

GOAL

Plan for personnel succession

Responsibility

Parish Planning Council

Board of Elders

Board of Education

Board of Trustees

Objectives

- A. Identify near term and long term plans of staff members with regard to retirement or program/curriculum changes
- B. Create timeline that includes vacancies that will occur as a result of staff plans
Estimate budgetary ramifications of retirees and replacements