

## ST. JOHN LUTHERAN CHURCH LONG RANGE PLAN

(For 2008—Created 8/19/07—Draft)

### 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)

<b>GOAL</b>	<b>RESPONSIBILITY</b>
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
Reach out with the Gospel to evangelize our community	Pastor Vicar Board of Elders Evangelism 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**

**(Items with asterisk \* were highest priority by leadership planning group.)**

<b>GOAL</b>	<b>RESPONSIBILITY</b>
Build all-purpose facility to include school, offices, and meeting rooms.	Board of Trustees Board of Education Goal 1 Committee Voters

**Objectives**

- A. Solicit congregational support
  - \*Keep congregation informed of project with continuous updates
  - Create articles/information regarding Christian education to be used in the Epistle and in bulletins
- B. Develop and enact finance plan for project
  - \*Develop substantial fundraisers, including grant funding if possible
  - \*Complete pledge drive
  - Investigate alternative types of buildings

<b>GOAL</b>	<b>RESPONSIBILITY</b>
Call an associate pastor	Board of Elders Call Committee Voters

**Objectives**

- A. Discussion by Elders of considerations regarding moving forward
  - \*Importance of associate pastor in achieving congregational stability and continuity
  - Conduct cost comparison between an associate pastor and a vicar
  - Determine when a call should be issued
- B. Reactivate call committee
  - Prepare call packet

<b>GOAL</b>	<b>RESPONSIBILITY</b>
Enhance youth/adult fellowship opportunities	Board of Elders Youth Board Board of Education

**Objectives**

- A. Strengthen youth involvement
  - \*Reaffirm/restructure youth group
  - \*Sponsor cross generational activities
  - Emphasize youth Bible classes
  - Conduct joint Bible studies
  - Sponsor community mission projects, i.e. baby supply collection, coat collection, book drive
  - Involve youth in worship

B. Revitalize Sunday School

<b>GOAL</b>	<b>RESPONSIBILITY</b>
Reach out with the Gospel to evangelize our community	Pastor Vicar Board of Elders Evangelism Committee

**Objectives**

- A. Reach out with the good news
  - \*Identify new school families who are unchurched. Welcome them into our church community, share the message of salvation in Jesus and make evangelism calls
  - \*Follow up on visitors in the area with timely evangelism calls
  - \*Identify inactive members and reach out to them with evangelism calls
- B. Increase information about our church and school and be visible in the community
  - Newspaper articles
  - Participate in the Popeye Parade
  - Fill void of closure of Salvation Army
  - Signs/flyers
  - Increase awareness of church and school website
- C. Encourage and support congregation members in evangelizing
  - Public reading of Scripture
  - Sharing faith with fellow Christians
  - Praying for the unchurched
  - Grow in ability to articulate the Gospel

<b>GOAL</b>	<b>RESPONSIBILITY</b>
Improve use of technology	Board of Elders Board of Trustees Technology Committee

**Objectives**

- A. Increase usage of current congregational software—Shepherd Staff
  - \*Use total functionality offered by Shepherd’s Staff software
- B. Continue updating church constitution from Voters’ meeting minutes

<b>GOAL</b>	<b>RESPONSIBILITY</b>
Foster a friendly and caring church	Board of Elders Stewardship

**Objectives**

- A. \*Conduct inactive member follow-up (see evangelism goal)
- B. \*Revive Sunday School
- C. Plan for home and visiting church contact for college students
- D. Provide more opportunities for casual/contemporary worship
- E. Involve more parents in school and congregational activities

<b>GOAL</b>	<b>RESPONSIBILITY</b>
Establish financial stability	Board of Elders Stewardship Board of Trustees Board of Education

**Objectives**

- A. \*Educate board, committees, organizations regarding the importance of complying with the ministry plan (budget) and need to obtain voter approval for over-spending
- B. \*Revise parish hall contract
- C. Cut costs other than wages and benefits

<b>GOAL</b>	<b>RESPONSIBILITY</b>
Plan for personnel succession	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
- C. \*Estimate budgetary ramifications of retirees and replacement with an emphasis on 12 month “called” teachers