

ST. JOHN LUTHERAN CHURCH LONG RANGE PLAN

(For 2010—Created 8/17/09—Voter approval 9/20/09)

(Underlined items were completed; bold items are new this year)

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.

GOAL	RESPONSIBILITY
Build all-purpose facility to include school, offices, and meeting rooms.	Bd. of Trustees, Bd. of Education, Goal 1 Committee, Voters

Objectives

- A. Solicit congregational support
 - Keep congregation informed of project with quarterly reports on Sundays
 - Create sign describing progress toward goal
 - Create articles/information regarding Christian education to be used in the Epistle and in bulletins
- B. Develop and enact finance plan for project
 - Continue pledge drive
 - Continue planning for fundraising alternatives
 - Investigate alternation building types
 - **Report on status of pledge drive including timeframe for completion**

GOAL	RESPONSIBILITY
Call an associate pastor	Board of Elders, Call Committee, Voters

Objectives

- Continue call committee work
 - Meet with Pastor Mueller
 - Publicize cost comparison between an associate pastor and a vicar
 - Prepare call packet
 - Plan to approach voters in November or January with an update
 - **Regular call committee updates to voters**

GOAL	RESPONSIBILITY
Enhance youth/adult fellowship opportunities	Board of Elders, Youth Board, Board of Education

Objectives

- A. Strengthen youth involvement
 - 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
 - **Identify a Sunday School superintendent**
- C. **Visit other LCMS congregations with successful youth ministry and creative worship formats**

GOAL	RESPONSIBILITY
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
 - **Make calls/visits to members who have missed church consecutively for 3-4 weeks**
- B. Increase information about our church and school and be visible in the community
 - Newspaper articles
 - Participate in the Popeye Parade
 - Distribute DVD's

- Post congregational signs at the entrances to town
 - **Post congregational signs at town entrances where there are none**
 - Increase awareness of church and school website including e-mail newsletter
- C. Encourage and support congregation members in evangelizing
- Public reading of Scripture
 - Share faith with fellow Christians
 - Pray for the unchurched
 - Deliver evangelism training to enable growth in the ability to articulate the Gospel
 - **Continue evangelism training**
 - **Provide opportunities for outreach**

GOAL	RESPONSIBILITY
Improve use of technology	Board of Elders, Board of Trustees, Technology Committee

Objectives

- A. Continue usage and updating of information in current Shepherd Staff software
- B. Investigate Shepherd's staff for integration of financial records
- C. Continue updating church constitution from Voters' meeting minutes
- D. Create an e-mail newsletter as an alternative to the mailed Epistle
- E. Adopt electronic system for in-house book keeping and payroll
- F. Identify personnel to help with podcasting

GOAL	RESPONSIBILITY
Foster a friendly and caring church	Board of Elders, Stewardship

Objectives

- A. Conduct inactive member follow-up (see evangelism goal)
- B. Conduct follow up of time & talent survey
- C. Update phone directory **Revision: Create new photo church directory**
- D. Revive Sunday School (see enhance youth opportunities goal)
- E. Provide more opportunities for casual/contemporary worship
- F. Involve more parents in school and congregational activities
- G. **Create/update emergency plans for all church facilities**
- H. **Explore how St. John could provide service in current city/county disaster response plan**

GOAL	RESPONSIBILITY
Establish financial stability	Bd. of Elders, Stewardship, Bd. of Trustees, Bd. of Education

Objectives

- A. Fiscal management
 - Educate board, committees, organizations regarding the importance of complying with the ministry plan (budget) and need to obtain voter approval for over-spending
 - Strongly discourage spending outside of the long range plan
 - Revise treasurer's report for thoroughness and user-friendliness
 - Re-establish practice of thorough annual audit **Revision: omit "annual"**
 - Revitalize the stewardship committee
 - Consider adoption of a proven stewardship program
 - **Fully utilize Shepherd's Staff for all financial tracking and reporting**
- B. Facilities management
 - Check status of revision of parish hall contract
 - Devise and enact energy management policy
 - **Replace remainder of asbestos tile in Parish Hall**

GOAL	RESPONSIBILITY
Plan for personnel succession	Parish Plan. Council, Bd. of Elders, Bd. of Ed., Bd. Of Trustees

Objectives

- A. Create succession timeline
 - Identify near term and long term plans of staff members with regard to retirement or program/curriculum changes
 - Create timeline that includes vacancies that will occur as a result of staff plans
 - Estimate budgetary ramifications of retirees and replacement with an emphasis on 12 month "called" teachers
- B. Hire new church secretary and transition individual into position
- C. Include volunteer leadership