

**St. Luke Lutheran Church
9 St. Luke's Way
Bloomsburg, PA 17815**

Strategic Plan 2008 - 2013

ST. LUKE LUTHERAN CHURCH STRATEGIC PLAN: 2008-2013

MISSION STATEMENT

The mission of this congregation is to welcome people in to help them grow in faith and go out to care for others.

MISSION GOAL

The purpose of our mission is to turn all people into passionate followers of Jesus Christ. This is accomplished if we restore all people to unity with God and each other in Christ. This church will pursue its mission as it prays and worships, proclaims the Gospel, and promotes justice, peace, and love. This church carries out its mission through the ministry of its members.

Our purpose is based on a biblical declaration made by Jesus in Matthew 28:19-20: “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I will be with you always, to the very end of the age.”

VISION

We are people working toward putting Christ first in our life.

VALUES

- Success is people doing ministry, leaders who develop leaders, and faithfulness to our Mission.
- Biblical Faithfulness that values the Scriptures as the Word of God and guiding us to our best efforts to think and act like Jesus as we experience and interpret our world.
- Hospitality that reaches outside our four walls meeting others wherever they are in their journey and make decisions based on their needs. We are generous toward those in need and respond with compassion.
- Discipleship whereby we encourage fully devoted followers of Jesus who help others to become fully devoted followers of Jesus.
- Servanthood that recognizes Jesus as Savior and also as Lord and leader in our lives. The master calls us to use our gifts in ministry meeting the needs of others both inside and outside the church.
- Safe Place fostering a high standard of ethics in ministry, relationships, finances, and operations that create a culture of mutual trust and confidence. We recognize we are all sinners in need of God’s grace and reflect in His grace to others.
- Teamwork that establishes and maintains productive relations with others while doing the mission and ministry of the church. We celebrate the diversity of God’s children and the unity that God calls us to in the mission of His church.

- Respect that treats others with respect and follow biblical principles in all relationships. We work through our differences in a way that brings honor to God. We hold ourselves accountable to God and one another on our journey.

LIVING GOALS

The core commitment of the Great Commission is to make Disciples of Christ. This is ongoing, long-term commitment to the priority of people, and the process by which they become mature in Christ.

As a church we accept the goal and challenge of our Lord Jesus Christ to:

- Accept Jesus' Lordship
- Strengthen the Foundations of Faith
- Proclaim the Love of Jesus through His Word and Sacraments
- Enhance the Spirit of the Church
- Serve as Christ Served
- Pray
- Become personal and intimate in our relationship with Jesus our Savior

ACTIVITY GOALS

Build spiritual ties between members of this church and their Lord Jesus.

Build spiritual ties between the members of this church in their commitment to Jesus and to other members of this church.

Build servant ties between the members of this church and the community around us by following the examples of our Lord Jesus Christ.

1. Worship:

Worship is at the heart of the Church's life – the source of strength and will for evangelism, stewardship, service, and all other aspects of our life in Jesus. St. Luke Lutheran Church will strive to meet the following expectations as central to its worship life:

A.) Provide meaningful worship experiences that will meet the needs of all those on a journey of faith regardless of where they may be on their journey. Emphasis is placed on weekly celebration of Holy Communion, proclamation of the Word of God and empowering the people through prayer.

B.) Use the musical gifts of our members by encouraging individual gifts and the formation of music groups in church.

C.) Develop a diversity of worship expressions blending traditional and contemporary worship forms, periodic use of liturgical drama as a medium for proclaiming the Word, and emphasis on the liturgical seasons and patterns.

Strategic goals for worship

2008

Assess the need for an additional worship service at a time other than Sunday morning to provide an opportunity to worship for those who cannot be present on Sunday morning,

Review the need for changes to the worship services to continue to attract and retain members. Monitor the attendance at worship to ensure there is adequate space for the congregation to feel comfortable in attending.

Continue to solicit and train lay volunteers to assist in setting up, cleaning up, and distributing Holy Communion.

Develop a plan to renovate the configuration of the chancel platform particularly in light of the crowded situation around the piano, keyboard, and choir area.

Work with the Property Committee to make the changes.

Identify at least one special music event per year.

2009

Review the need for changes to the worship services to continue to attract and retain members.

Monitor the attendance at worship to ensure there is adequate space for the congregation to feel comfortable in attending.

Continue to solicit and train lay volunteers to assist in setting up, cleaning up, and distributing Holy Communion.

Identify at least one special music event per year.

2010

Review the need for changes to the worship services to continue to attract and retain members.

Monitor the attendance at worship to ensure there is adequate space for the congregation to feel comfortable in attending.

Continue to solicit and train lay volunteers to assist in setting up, cleaning up, and distributing Holy Communion.

Identify at least one special music event per year.

2011

Review the need for changes to the worship services to continue to attract and retain members.

Monitor the attendance at worship to ensure there is adequate space for the congregation to feel comfortable in attending.

Continue to solicit and train lay volunteers to assist in setting up, cleaning up, and distributing Holy Communion.

Identify at least one special music event per year.

2012

Review the need for changes to the worship services to continue to attract and retain members.

Monitor the attendance at worship to ensure there is adequate space for the congregation to feel comfortable in attending.

Continue to solicit and train lay volunteers to assist in setting up, cleaning up, and distributing Holy Communion.

Identify at least one special music event per year.

2013

Review the need for changes to the worship services to continue to attract and retain members.

Monitor the attendance at worship to ensure there is adequate space for the congregation to feel comfortable in attending.

Continue to solicit and train lay volunteers to assist in setting up, cleaning up, and distributing Holy Communion.

Identify at least one special music event per year.

2. Education:

Education provides the foundation to experience and understand Church's life. It provides the source of strength and will for evangelism, stewardship, service, and all other aspects of our life in Jesus. St. Luke Lutheran Church will strive to meet the following expectations as central to its education:

A). Emphasize the foundation of faith in the Bible and the basic truths of the Christian Faith.

B). Encourage and equip members who have the gift of teaching to use their gifts in the learning ministries of children and adults in this congregation.

C). Encourage sharing of faith through small group ministries such as men, women, and youth ministries.

D). Encourage active learning through biblically-based service projects.

E). Provide support information for parents seeking to educate their children in the Christian Faith.

Strategic goals for Education

2008

Review the education program to determine the needs of the congregation for on-going education of the Bible to include:

- Adults in summer
- Family life for couples
- Single adults
- Church or home study
- Mid-week learning opportunities for members of all ages

Create and offer special events that reinforce an educational focus.

Develop an intentional design that incorporates biblical education into the decoration and ambiance of the facility, specifically the Faith Forest wing, the Trinity (Activity room) foyer, and the Spirit wing.

Congregation Council – Approved August 11, 2008

Complete development of the Rotation Learning Hour program for K-5.

Continue with VBS as a summer faith experience that appeals to the children and youth as well as the adult volunteers.

Continue to implement the Rotation Learning Hour program for preschooler children.

Continue to develop the Jr. / Sr. High Learning Hour program including curriculum, volunteer team, and location concerns for Jr. High.

2009

Review the education program to determine the needs of the congregation for on-going education of the Bible to include:

- Adults in summer
- Family life for couples
- Single adults
- Church or home study
- Mid-week learning opportunities for members of all ages

Create and offer special events that reinforce an educational focus.

Continue with VBS as a summer faith experience that appeals to the children and youth as well as the adult volunteers.

Continue to implement the Rotation Learning Hour program for preschooler children.

Continue to implement the Jr. / Sr. High Learning Hour program.

2010

Review the education program to determine the needs of the congregation for on-going education of the Bible to include:

- Adults in summer
- Family life for couples
- Single adults
- Church or home study
- Mid-week learning opportunities for members of all ages

Create and offer special events that reinforce an educational focus.

Continue with VBS as a summer faith experience that appeals to the children and youth as well as the adult volunteers.

Continue to implement the Rotation Learning Hour program for preschooler children.

Congregation Council – Approved August 11, 2008

Continue to implement the Jr. / Sr. High Learning Hour program.

2011

Review the education program to determine the needs of the congregation for on-going education of the Bible to include:

- Adults in summer
- Family life for couples
- Single adults
- Church or home study
- Mid-week learning opportunities for members of all ages

Create and offer special events that reinforce an educational focus.

Continue with VBS as a summer faith experience that appeals to the children and youth as well as the adult volunteers.

Continue to implement the Rotation Learning Hour program for preschooler children.

Continue to implement the Jr. / Sr. High Learning Hour program.

2012

Review the education program to determine the needs of the congregation for on-going education of the Bible to include:

- Adults in summer
- Family life for couples
- Single adults
- Church or home study
- Mid-week learning opportunities for members of all ages

Create and offer special events that reinforce an educational focus.

Continue with VBS as a summer faith experience that appeals to the children and youth as well as the adult volunteers.

Continue to implement the Rotation Learning Hour program for preschooler children.

Continue to implement the Jr. / Sr. High Learning Hour program.

2013

Review the education program to determine the needs of the congregation for on-going education of the Bible to include:

- Adults in summer
- Family life for couples

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- Single adults
- Church or home study
- Mid-week learning opportunities for members of all ages

Create and offer special events that reinforce an educational focus.

Continue with VBS as a summer faith experience that appeals to the children and youth as well as the adult volunteers.

Continue to implement the Rotation Learning Hour program for preschooler children.

Continue to implement the Jr. / Sr. High Learning Hour program.

3. Stewardship

Stewardship provides the resources to implement the ministries of the Church's life. St. Luke Lutheran Church will strive to meet the following expectations as central to its stewardship life:

- A). Stress the bases of Stewardship is tithing.
- B). Use our gifts to build the ministries of the church.
- C). Communicate at least quarterly the financial status of the church

Strategic goals for Stewardship

2008

Conduct annual stewardship campaign.

Increase the number of pledge cards by 10%.

Evaluate conducting the stewardship campaign at a different time to support the annual budgeting process.

Develop material to educate new members about their stewardship responsibilities to the St. Luke mission.

Publicize direct deposit to encourage more participation.

Revitalize the committee to help focus on the purpose of lifelong Stewardship to the life of a disciple of Christ.

2009

Conduct annual stewardship campaign.

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Increase the number of pledge cards by 10%.

Publicize direct deposit to encourage more participation.

2010

Conduct annual stewardship campaign.

Increase the number of pledge cards by 10%.

Publicize direct deposit to encourage more participation.

2011

Conduct annual stewardship campaign.

Increase the number of pledge cards by 10%.

Publicize direct deposit to encourage more participation.

2012

Conduct annual stewardship campaign.

Increase the number of pledge cards by 10%.

Publicize direct deposit to encourage more participation.

2013

Conduct annual stewardship campaign.

Increase the number of pledge cards by 10%.

Publicize direct deposit to encourage more participation.

4. Benevolence / Special Projects

Benevolence is at the heart of the larger Church's life – the source of strength and will for evangelism, stewardship, service, and all other aspects of our life in Jesus. St. Luke Lutheran Church will strive to meet the following expectations as central to its responsibility to the larger Church life:

A). Support the ministries of St Luke, the community, the region, the state and around the world with our gifts

B). Budget for these gifts through the annual budget.

Congregation Council – Approved August 11, 2008

Strategic goals for Benevolence / Special Projects

2008

Increase our pledge to Synod from 7% to 8%.

Review the DUO fund concept and determine if the fund should be opened for contribution or budgeted fund.

2009

Increase our pledge to Synod from 8% to 9%.

Review the DUO fund concept and determine if the fund should be opened for contribution or budgeted fund.

2010

Increase our pledge to Synod from 9% to 10%.

Review the DUO fund concept and determine if the fund should be opened for contribution or budgeted fund.

2011

Continue our pledge to Synod at 10% or more as appropriate.

Review the DUO fund concept and determine if the fund should be opened for contribution or budgeted fund.

2012

Continue our pledge to Synod at 10% or more as appropriate.

Review the DUO fund concept and determine if the fund should be opened for contribution or budgeted fund.

2013

Continue our pledge to Synod at 10% or more as appropriate.

Review the DUO fund concept and determine if the fund should be opened for contribution or budgeted fund.

5. Congregational Fellowship / Hospitality

Fellowship and hospitality are at the heart of the welcoming people into the Church's life. St. Luke Lutheran Church will strive to meet the following expectations as central to its fellowship and hospitality:

A). Reach out to Bloomsburg University students.

Congregation Council – Approved August 11, 2008

- B). Provide supplies and support to the soup kitchen, food cupboard, and Adopt an Orphanage.
- C). Sponsor mission trips for church members and others as approved by council.
- D). Provide family and individual activities to promote fellowship.
- E). Schedule church family events such as Knoebels, spaghetti dinners, picnics, etc.

Strategic goals for Congregational Fellowship / Hospitality
2008

Hold a new members banquet.

Conduct a “Talent Survey” with all new members

Communicate the vision of hospitality to the congregation through temple talks.

Organize transportation for Bloomsburg University students for Sunday service or any St Luke event

Develop ways to connect / further connect people with other people within the congregation at a more personal level.

Develop Spiritual Growth small groups for study, discussion, and fellowship. Encourage new members to join.

Continue with coffee and refreshments in the Café every Sunday.

Continue with Women’s Fellowship meetings at least every other month from September through May.

Continue with M.E.A.T. twice a month from September through May.

Continue Christmas Tea program each November.

Continue to furnish meals for funerals.

Continue with Soup and Salad nights during Lent and breakfast on Easter morning.

Continue with family picnics during the summer.

Encourage couples events such as the Valentine Day dance.

2009

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Determine if it is necessary to continue to communicate the vision of hospitality to the congregation through temple talks.

Continue transportation for Bloomsburg University students for St Luke events.

Continue to connect / further connect people with other people within the congregation at a more personal level.

Continue with Spiritual Growth small groups for study, discussion, and fellowship. Encourage new members to join.

Continue with coffee and refreshments in the Café every Sunday.

Continue with Women's Fellowship meetings at least every other month from September through May.

Continue with M.E.A.T. twice a month from September through May.

Continue Christmas Tea program each November.

Continue to furnish meals for funerals.

Continue with Soup and Salad nights during Lent and breakfast on Easter morning.

Continue with family picnics during the summer.

Encourage couples events such as the Valentine Day dance.

2010

Hold a new members banquet.

Continue transportation for Bloomsburg University students for St Luke events.

Continue to connect / further connect people with other people within the congregation at a more personal level.

Continue with Spiritual Growth small groups for study, discussion, and fellowship. Encourage new members to join.

Continue with coffee and refreshments in the Café every Sunday.

Continue with Women's Fellowship meetings at least every other month from September through May.

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Continue with M.E.A.T. twice a month from September through May.

Continue Christmas Tea program each November.

Continue to furnish meals for funerals.

Continue with Soup and Salad nights during Lent and breakfast on Easter morning.

Continue with family picnics during the summer.

Encourage couples events such as the Valentine Day dance.

2011

Evaluate the need for a bus service for members.

Continue transportation for Bloomsburg University students for St Luke events.

Continue to connect / further connect people with other people within the congregation at a more personal level.

Continue with Spiritual Growth small groups for study, discussion, and fellowship. Encourage new members to join.

Continue with coffee and refreshments in the Café every Sunday.

Continue with Women's Fellowship meetings at least every other month from September through May.

Continue with M.E.A.T. twice a month from September through May.

Continue Christmas Tea program each November.

Continue to furnish meals for funerals.

Continue with Soup and Salad nights during Lent and breakfast on Easter morning.

Continue with family picnics during the summer.

Encourage couples events such as the Valentine Day dance.

2012

Hold a new members banquet.

Continue transportation for Bloomsburg University students for St Luke events.

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Continue to connect / further connect people with other people within the congregation at a more personal level.

Continue with Spiritual Growth small groups for study, discussion, and fellowship. Encourage new members to join.

Continue with coffee and refreshments in the Café every Sunday.

Continue with Women's Fellowship meetings at least every other month from September through May.

Continue with M.E.A.T. twice a month from September through May.

Continue Christmas Tea program each November.

Continue to furnish meals for funerals.

Continue with Soup and Salad nights during Lent and breakfast on Easter morning.

Continue with family picnics during the summer.

Encourage couples events such as the Valentine Day dance.

2013

Continue transportation for Bloomsburg University students for St Luke events.

Continue to connect / further connect people with other people within the congregation at a more personal level.

Continue with Spiritual Growth small groups for study, discussion, and fellowship. Encourage new members to join.

Continue with coffee and refreshments in the Café every Sunday.

Continue with Women's Fellowship meetings at least every other month from September through May.

Continue with M.E.A.T. twice a month from September through May.

Continue Christmas Tea program each November.

Continue to furnish meals for funerals.

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Continue with Soup and Salad nights during Lent and breakfast on Easter morning.

Continue with family picnics during the summer.

Encourage couples events such as the Valentine Day dance.

6. Youth

Focusing on youth is important for the future of the Church's life. St. Luke Lutheran Church will strive to meet the following expectations for youth:

A). Focus on the development of engaging programs for all middle school and high school students

B). Provide for a safe environment for all youth

C). Solicit volunteers to continue to assist with the programs for the youth

Strategic goals for Youth

2008

Develop a process of incorporating 5th grade parents (and others not yet involved) in the workings of the Youth Advisory Group and the many activities we do.

Evaluate a possible program for young adults to assist with the youth and senior members of the congregation.

Identify and gain approval from council for fundraising activities to provide financial backing for retreats, activities, conferences, and other learning experiences.

Implement the program to keep the youth advisors fresh and willing to offer their time

2009

Evaluate establishing a community-based network of service projects, matching St Luke youth with those in need of support.

Implement the process for incorporating 5th grade parents (and others not yet involved) in the workings of the Youth Advisory Group and the many activities we do.

Identify and gain approval from council for fundraising activities to provide financial backing for retreats, activities, conferences, and other learning experiences.

Implement the program to keep the teachers fresh and willing to offer their time

2010

Congregation Council – Approved August 11, 2008

Evaluate establishing an inter-congregational network of service projects matching youth with those in need of support.

Identify and gain approval from council for fundraising activities to provide financial backing for retreats, activities, conferences, and other learning experiences.

Implement the program to keep the teachers fresh and willing to offer their time

2011

Identify and gain approval from council for fundraising activities to provide financial backing for retreats, activities, conferences, and other learning experiences.

Implement the program to keep the teachers fresh and willing to offer their time

2012

Identify and gain approval from council for fundraising activities to provide financial backing for retreats, activities, conferences, and other learning experiences.

Implement the program to keep the teachers fresh and willing to offer their time

2013

Identify and gain approval from council for fundraising activities to provide financial backing for retreats, activities, conferences, and other learning experiences.

Implement the program to keep the teachers fresh and willing to offer their time

7. Property / Building

A facility is necessary to have a place to meet and provide ministry to focus on the Church's life. St. Luke Lutheran Church will strive to meet the following expectations with its facilities:

A). Maintain the building and property to allow it to be a place to conduct the mission of the church.

B). Constantly review the need for space to provide the best possible environment to worship, conduct the ministries of the church, and provide office space for the staff.

Strategic goals for Property

2008

Evaluate parking needs for future church growth.

Seal parking lot and paint lines.

Congregation Council – Approved August 11, 2008

Implement preventative maintenance procedures to church property.

2009

Build ramps for wheel chair bound individuals to the pavilion

Evaluate building hiking trails.

Implement preventative maintenance procedures to church property.

2010

Evaluate providing parking for 4-5 cars at pavilion and pave the road to the pavilion

Implement preventative maintenance procedures to church property.

Analyze the space needs for Church growth.

2011

Develop a long range plan to implement the needed church facility additions.

Implement preventative maintenance procedures to church property.

2012

Implement preventative maintenance procedures to church property.

2013

Implement preventative maintenance procedures to church property.

8. Finance

Financial support is necessary to conduct the ministries of Church. St. Luke Lutheran Church will strive to meet the following expectations to meet the financial needs:

- A). Manage the assets of St. Luke in a fiscally responsible manner.
- B). Audit the financial records of the church on a regular basis.
- C). Keep accurate records that meet accounting principles

2008

Adopt or develop an Endowment Fund Policy for the church.

Congregation Council – Approved August 11, 2008

Evaluate the pros and cons of changing the financial year of the church to better meet our budgeting process.

Audit committee conducts a review of the church's financial records.

Audit committee counts the annual Congregation meeting ballots.

2009

Audit committee conducts a review of the church's financial records.

Audit committee counts the annual Congregation meeting ballots.

2010

Audit committee conducts a review of the church's financial records.

Audit committee counts the annual Congregation meeting ballots.

2011

Audit committee conducts a review of the church's financial records.

Audit committee counts the annual Congregation meeting ballots.

2012

Conduct an audit of the financial records by an outside audit group or individual.

Audit committee counts the annual Congregation meeting ballots.

2013

Audit committee conducts a review of the church's financial records.

Audit committee counts the annual Congregation meeting ballots.

9. Goals

Goals implement the vision of the church and are used to develop and revise the strategic plan. St. Luke Lutheran Church will strive to meet the needs of the congregation by developing and maintaining a strategic plan as follows:

- A). Using the mission of St Luke to form the foundation of the goals that are developed.
- B). Maintaining an open mind for the needs of the church.

2008

Review and update the 2005-2010 strategic.

Congregation Council – Approved August 11, 2008

2009

Review the 2008-2013 strategic plan and revise it to be the 2009-2014 strategic plan.

2010

Review the 2009-2014 strategic plan and revise it to be the 2010-2015 strategic plan.

2011

Review the 2010-2015 strategic plan and revise it to be the 2011-2016 strategic plan.

2012

Review the 2011-2016 strategic plan and revise it to be the 2012-2017 strategic plan.

2013

Review the 2012-2017 strategic plan and revise it to be the 2013-2018 strategic plan.

10. Spiritual Health

Worship is at the heart of the Church's life – the source of strength and will for evangelism, stewardship, service, and all other aspects of our life in Jesus. St. Luke Lutheran Church will strive to meet the following expectations as central to its worship life:

2008

Continue the Shepherd ministry to visit shut-ins and provide communion.

Provide continuing training for the Shepherd ministry volunteers.

2009

Continue the Shepherd ministry to visit shut-ins and provide communion.

Provide continuing training for the Shepherd ministry volunteers.

2010

Continue the Shepherd ministry to visit shut-ins and provide communion.

Provide continuing training for the Shepherd ministry volunteers.

2011

Continue the Shepherd ministry to visit shut-ins and provide communion.

Provide continuing training for the Shepherd ministry volunteers.

2012

Continue the Shepherd ministry to visit shut-ins and provide communion.

Provide continuing training for the Shepherd ministry volunteers.

Congregation Council – Approved August 11, 2008

2013

Continue the Shepherd ministry to visit shut-ins and provide communion.

Provide continuing training for the Shepherd ministry volunteers.

11. Personnel

Employees are the heart of the structure of Church's life – the source of strength and will for evangelism, stewardship, service, and all other aspects of our life in Jesus. St. Luke Lutheran Church will strive to meet the following expectations as central to dealing with personnel:

- A). Solicit volunteers to support the ministries of the church.
- B). Fairly compensate employees of the church.
- C). Evaluate the staff to improve their effectiveness in supporting St Luke.

Strategic goals for Personnel

2008

Conduct a table top job analysis of all paid staff including Pastors.

Review and revise the job descriptions for all St Luke paid staff including Pastors.

Analyze staffing levels based on the job analysis.

Evaluate the need to have office coverage for every work day between 0900 and 1700.

Assemble and approve a St Luke Handbook to include the Personnel Manual, Constitution, By-Law, Continuing Resolution (Policies), Strategic Plan, and a miscellaneous section.

Develop a process for dealing with personnel issues.

Review goals developed for each professional staff member including Pastors.

Complete staff evaluation prior to budget development.

Meet semi-annually with the staff to answer questions and solicit input for changes.

2009

Review the current evaluation process for the paid staff and update as necessary.

Develop succession plans for Senior Pastor and Associate Pastor.

Develop succession plans for staff members.

Congregation Council – Approved August 11, 2008

Analyze staffing levels based on needs and changes.

Review goals developed for each professional staff member including Pastors.

Complete staff evaluation prior to budget development.

Meet semi-annually with the staff to answer questions and solicit input for changes.

2010

Analyze staffing levels based on need or changes.

Review goals developed for each professional staff member including Pastors.

Complete staff evaluation prior to budget development.

Meet semi-annually with the staff to answer questions and solicit input for changes.

2011

Conduct a table top job analysis of all paid staff including Pastors.

Review and revise the job descriptions for all St Luke paid staff including Pastors.

Analyze staffing levels based on the job analysis.

Review the current evaluation process for the paid staff and update as necessary.

Review goals developed for each professional staff member including Pastors.

Complete staff evaluation prior to budget development.

Meet semi-annually with the staff to answer questions and solicit input for changes.

2012

Analyze staffing levels based on need or changes.

Review goals developed for each professional staff member including Pastors.

Complete staff evaluation prior to budget development.

Meet semi-annually with the staff to answer questions and solicit input for changes.

2013

Analyze staffing levels based on need or changes.

Congregation Council – Approved August 11, 2008

Review goals developed for each professional staff member including Pastors.

Complete staff evaluation prior to budget development.

Meet semi-annually with the staff to answer questions and solicit input for changes.

2014 – (THIS IS INCLUDED TO ENSURE THAT THE THREE YEAR CYCLE FOR THE JOB DESCRIPTION REVIEW IS COMPLETED)

Conduct a table top job analysis of all paid staff including Pastors.

Review and revise the job descriptions for all St Luke paid staff including Pastors.

Analyze staffing levels based on the job analysis.

12. Mutual Ministry

Mutual Ministry reacts to issues and requests from Council, therefore, does not have predetermined goals.

Approved by Congregation Council on