

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

Strategic Plan 2005 - 2010

ST.LUKE LUTHERAN CHURCH STRATEGIC PLAN: 2005-2010

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:

We will emphasize that 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.

We will 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.

We will use the musical gifts of our members by encouraging individual gifts and the formation of music groups in church.

We will develop a diversity of worship expressions blending traditional and contemporary worship forms.

Strategic goals for worship

Review the services in 2005 to determine the correct blend of services and who will conduct them:

- The need for an additional service to provide an opportunity for those not available on Sunday morning
- Contemporary services
- A combination of traditional and contemporary services blended together enhancing the worship experience.

Review in 2006-2010 the need for changes to the services to continue to attract and retain members.

Monitor in 2006-2010 the attendance at worship to ensure there is adequate space for the congregation to feel comfortable in attending.

2. Education:

- We will emphasize the foundation of faith in the Bible and the basic truths of the Christian Faith.
- We will 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.
- We will encourage sharing of faith through small group ministries such as men, women, and youth ministries.
- We will provide support information for parents seeking to educate their children in the Christian Faith.

Strategic goals for Education

Review the education program every year 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

Continue with VBS that appeals to the children and youth

3. Stewardship

- We will stress the basis of Stewardship is tithing.
- We will use our gifts to build the ministries of the church.
- We will communicate at least quarterly the financial status of the church

Strategic goals for Stewardship

- Annually conduct a stewardship campaign prior to the budget development process
- 2005 – develop a plan to educate new members about their stewardship responsibilities to the St. Luke mission.
- 2005 - Enroll at least 5% of the regularly contributing members into direct deposit
- 2005 – Develop a process to handle estate planning, endowments, and large gifts
- 2005 – Develop a process for people who would like to contribute a certain amount at a certain time rather on a routine basis
- 2006-2010 evaluate the financial needs of the church and refine the Stewardship process to best meet the need

4. Benevolence and Financial Assistance

- We will support the ministries of St Luke, the community, the region, the state and around the world with our gifts
- We will budget for these gifts through the annual budget
- We will schedule church family events such as Knoebels, spaghetti dinners, picnics, etc.

Strategic goals for Benevolence and Financial Assistance

- Annually meet or exceed the benevolence guidelines for our church size.
- 2005 – Review the DUO fund concept and determine what should be done with this fund
- 2005 – Develop guidelines for dealing with mission experiences of our members and those that approach St Luke from outside our congregation
- 2006-2010 – Review the needs of the Church at large and ensure that St Luke meets its obligations to that Church

5. Outreach

- We will reach out to Bloomsburg University
- We will provide supplies and support to the soup kitchen, food cupboard, and Adopt an Orphanage.
- We will sponsor mission trips for church members and others as approved by council

Strategic goals for Outreach

- 2005 – Determine the feasibility of sponsoring a Scout Venture Crew
- 2006 – Determine the need for a bus service for members.
- 2006 – Develop an active program for trained lay people to visit shut-ins and provide communion.

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6. Personnel

- We will solicit volunteers to support the ministries of the church
- We will fairly compensate employees of the church
- We will evaluate the staff to improve their effectiveness in supporting St Luke

Strategic goals for Personnel

- Annually every paid staff member receives an evaluation prior to budget development
- Annually every paid staff member has goals that run from September to September
- 2005 – Schedule office coverage for every work day between 0900 and 1700
- 2005 – Review and revise all job descriptions.
- 2006 – Review the current evaluation process for the paid staff and update as necessary
- 2006-2010 Use the evaluation process and revise as necessary to meet the needs.

7. Youth

- We will focus on the development of engaging programs for all children and young adults
- We will provide for a safe environment for all youth
- We will solicit volunteers to continue to assist with the programs for the youth

Strategic goals for Youth

- 2005 – Develop a guideline to co-ordinate combined activities for the youth of all ages
- 2005 – Focus fundraising activities to provide financial backing for retreats, activities, conferences, and other learning experiences
- 2005 – Develop pre-adult programs for college students that are members of St Luke or non-members that attend Bloomsburg University
- 2005 – Develop a program for high school students
- 2005 – Evaluate a possible program for young adults to assist with the youth and senior members of the congregation
- 2005 – Develop a method to keep the teachers fresh and willing to offer their time
- 2006 – Organize transportation for Bloomsburg University students for Sunday service or any St Luke event
- 2006 – Establish a community-based network of service projects, matching St Luke youth with those in need of support.
- 2007 – Establish an inter-congregational network of service projects matching youth with those in need of support.

8. Property / Building

- We will maintain the building and property to allow it to be a place to conduct the mission of the church
- We will 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

- 2005 – Build the approved classroom addition
- 2005 – Build steps to the pavilion and ramps for wheel chair bound individuals
- 2006 – Build the approved multipurpose room
- 2006 – Add an addition onto the pavilion
- 2007 – Create parking for 4-5 cars at pavilion and pave the road to the pavilion
- 2007-2008 – Determine what the needs are for the Sanctuary
- 2008 – Develop hiking trails
- 2009 – Analyze and pursue building adequate facilities for the Sanctuary

9. Mutual Ministry

- We will be sensitive to issues that are raised and deal with each one as deemed appropriate
- We will ensure that all issues are dealt with in confidence
- We will treat each person that raises an issue with dignity and respect

Strategic goals for Mutual Ministry

- 2005 – Continue to develop the process and formalize it in a policy
- 2005 – Implement the visitation program

Approved as amended by Congregation Council, November 8, 2004.