

Forward in Faith

ST. PAUL LUTHERAN CHURCH

Ministry Plan for Future Growth

**“... Equip God’s people to ... build up the Church, the Body of Christ ... so
that the whole Body is healthy and growing and full of love.”**

Ephesians 4:12,16



St. Paul

Lutheran Church & Preschool

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Why Ministry Planning?

America has changed incredibly over the past few decades. Churches of all kinds are struggling. Our church also is facing a new era with new challenges. We **could** view these challenges as **problems**. We all can recite a list — dwindling number of young families, dwindling membership, dwindling attendance, to name a few.

God, however, does not view our challenges as **problems** but as **opportunities!** God has blessed St. Paul Lutheran Church of Amherst, Ohio, in many new and challenging times over almost 150 years. The founding families trusted in a God of blessing! God has blessed in many, many ways in the past, and He is with us, His Church, His people, now and in the future. **Jesus IS blessing us with new opportunities** to grow in Faith, to Love one another, to Reach Out, and to empower Families to live in His blessing.

The Plan for Growth presented here is the culmination of many, many hours of reflecting, praying, discussing, analyzing, and listening to you, the people of St. Paul. We believe the plan for growth presented here reflects the prayerful concerns you have shared with us, the Ministry Planning Team. We believe you will find this plan for growth fits St. Paul's opportunities, is "do-able," and is God-honoring.

Trusting in His blessing, we invite you to join us. Let us move forward in faith to be Christ's hands and feet, bringing His grace and truth and blessing to many!

St. Paul's Ministry Planning Team

Al Gallo, Sheryl Gregg, Priscilla Harden, Jan Beko-Nathan, Lee Steindl, Billy Swanzer, Pastor Werner



The Guiding Statement of St. Paul Lutheran Church

This statement describes the essence of **who we are** and **why we are here!**

St. Paul Lutheran Church is

**Blessed by God's grace
to bless families
to live in grace.**

The Proposed Ministry Plan

The Ministry Plan moves from broad values and aspirations, and gets more and more specific. The "Guiding Statement" above is a general description of who St. Paul Lutheran Church is and why we have come together to be a Christian congregation.

The "Mission Pillars" are broad ideas about what we value most as we live by the Guiding Statement. We believe that to do our Guiding Statement we must emphasize **WORSHIP, LOVE, FRIENDSHIP, and FAMILY**. These four are known as our "Mission Pillars."

Under each Mission Pillar we have written a **TARGET**. The Target is a big aspiration. It is a God-sized dream. We will never be able to fully accomplish the Targets in this life on earth. The Targets are so important, however, we believe we **must try** to accomplish them.

Beneath each Target are specific **GOALS**. A goal is S.M.A.R.T., that is, Specific, Measurable, Actionable, Risky, and Time-keyed. A goal moves the church closer to fulfilling the Target. Once the goal is accomplished, a new goal is adopted that will move the church even closer to the Target.

Under each goal are specific tasks that must be done.

A quick example: Your family decides they are to "Live as a loving Christian Family." That's a guiding statement. To do this, your family chooses to emphasize Spiritual Growth, Recreation, and Good Nutrition. These are "Mission Pillars." Under Spiritual Growth you might have a goal of devotions together every evening at the supper table. Tasks to do this may be: Dad selects the devotion book and makes sure it is in the kitchen, the children take turns reading, etc. Under "Recreation" your family might choose a goal to go to a theater to see a movie once each month. Tasks would include: Mom selects 2 movie possibilities each month and puts them up for a family vote.



Now lets turn to the Proposed Ministry Plan for St. Paul Lutheran Church (next page).

WORSHIP

"Let us not give up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day of the Lord approaching."

Hebrews 10:25



TARGET

All St. Paul members, and an ever-growing number of guests, will enthusiastically participate in St. Paul's worship services to praise God, grow in grace and faith, and express their love to Christ through a multitude of arts and media.

GOAL 1

By September 1, 2022 a new St. Paul Technology & Media Team will select a provider to purchase, install, and train our people to operate new or upgraded technology required to deliver a high-quality worship experience, live or in-person.

GOAL 2

By September 1, 2022 a new St. Paul Worship Transition Team, in cooperation with the Elders, will make recommendations on the time and format of a single Sunday morning service and a Sunday evening service, to include music, staffing, and more.



LOVE

"By this all people will know that you are my disciples, if you have love for one another" John 13:35.



TARGET

All St. Paul members will feel known, loved, and celebrated in Christ-centered relationships in the Body of Christ, and our love for one another will draw unbelieving people to the Church and to Christ.

GOAL 1

By August 1, 2022 create an ongoing Fellowship Team to plan and execute at least four social activities per year to build relationships among all members of St. Paul and guests.



GOAL 2

By August 1, 2022 establish a Guest Hospitality Team to create an excellent first-impression for guests attending any St. Paul event. The team will oversee refreshments, the welcome and follow-up of guests, guest-friendly decorations, furnishings, and signage. The team will encourage members to invite family, friends, and neighbors as guests.

FRIENDSHIP

"Go make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit" Matthew 28:18



TARGET

With grace and passion, all St. Paul members will initiate relationships with all people of our community, and will deepen those relationships until everyone is drawn to trust in Him as their Savior and ultimate friend.

GOAL 1

By August 1, 2022 establish a Community Care Team to identify a specific community need, and how we will involve the community in crafting a response to the need and participating in this response.



GOAL 2

By August 1, 2022 establish a Community Engagement Team to plan and host a minimum of six large events that build relationships between the church and community members.

FAMILY

"We will not hide them from their children, but tell to the coming generation the glorious deeds of the LORD, and his might, and the wonders that he has done." Psalm 78:4



TARGET

All St. Paul members will seek out and enrich families of all types spiritually, relationally, emotionally, and educationally to live in God's grace and blessing.

GOAL 1

By September 1, 2023, a Child Care Team will add before and after school care to expand our ministry to families beyond our current Preschool ministry. This will serve the needs of families with children by caring for children in a safe, Christ-centered environment.



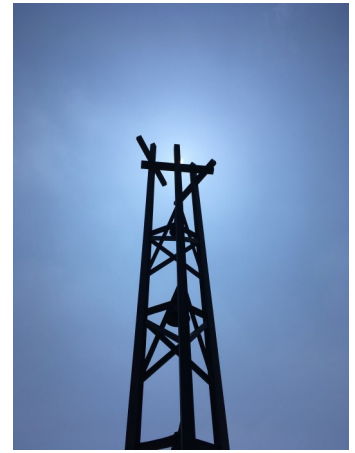
GOAL 2

By September 30, 2022 a new St. Paul Family Focus Team will provide training and materials for families in our school and community to become comfortable sharing Christ in their families.



Ministry Planning

Q & A



Why are we doing this?

As a church we are blessed with many assets that need to be used to their utmost in service to Christ and our community. This is our map for how to accomplish that.

Who has been doing this?

A St. Paul Ministry Planning Team with Rev. Tom Eggebrecht of The Lutheran Church Extension Fund serving as our consultant and facilitator.

What happens next?

1. The congregation will review and vote on the Targets and initial Goals found in this document.
2. Every member of St. Paul will be asked to take part in achieving these goals.
3. The Ministry Planning Team and the teams identified in the Goals will write a list of specific Tasks required to achieve each Goal.
4. As we achieve a goal, another will be written, along with its tasks.

Who will the new Teams report to?

Teams will coordinate their activities in a Ministry Action Council, where they will come together possibly once a month to share their plans. In addition, Teams will report to the Board of Directors on the status of their Goals and Tasks. Ultimately it is the duty of the Board of Directors to insure the congregation reaches the goals the Voters' has adopted for St. Paul.

What has been done so far?

- We crafted a Purpose Statement for our church: *Blessed by God's grace—to bless families—to live in grace.*
- We created Mission Pillars: *Worship, Love, Friendship, Family.*
- By listening to the congregation in a brain-storming session we learned what is important to you!
- We composed a single Target for each Pillar. The Target is a big idea, maybe even unreachable, but well worth aspiring to.
- We defined two "smart" Goals for each Target. The goals are specific, timely, attainable, measurable, risky, and exciting.

How will the ministry Teams keep going in years to come?

The congregation's Nominations Committee will actively invite members into the ministry of the Teams each year.

Ministry Planning

More Q & A



How will we pay for this?

The Teams do not require funding, just your time and talents! - but their activities will. The Church has been given a large bequest that can be used initially for these efforts, with the approval of the Board of Directors who is charged to use these funds in the best interest of the congregation. Depending on what our new goals are, we may need to raise additional funds.

Will we need to hire people?

Recommendations for adding paid staff were made during the congregational discussion and more will surface as the Teams begin their work and determine *HOW* each goal is to be accomplished. Paid workers may be needed to get some goals accomplished, just as St. Paul has paid workers in our Preschool now, or has employed part-time choir directors and newsletter editors in years past.

What about St. Paul's building and property?

Our members shared a lot of wonderful and innovative ideas on how best to utilize St. Paul's buildings and grounds. Although these concerns are not contained in any of the proposed goals, we assure you that your concerns were heard, loud-and-clear. These brick-and-mortar concerns will be handled in this way: If the Voters' Assembly adopts this proposal, then the Board of Directors will need to form a Committee to evaluate and make a recommendation about the best use of St. Paul's church property. The Committee will consider the ministries the congregation has decided to do, and investigate whether the current buildings and grounds can accommodate these ministries. They will come up with a comprehensive Master Plan for the buildings and grounds to be presented to the congregation.

Once we finish the Goals that are in this ministry plan, is that it?

Not at all! This is a continuous process. The structure we establish with Teams, Staffing, the Ministry Action Council should provide a myriad of new goals which move the congregation forward for years to come!



What is my part in this Ministry Plan for Growth?

First, read it over, pray about it and pray that God would lead you to serve. Second, participate in the congregational meeting about this proposed plan. Third, say "Yes" when asked to serve or step forward to volunteer when given the chance.