

St. Mark ————— 1968 ————— New St. Peter



50th Anniversary

2020 Vision Action Plan for
St. Michael Lutheran Church

March 2018

2020 Vision: Looking to the Future of Ministry at St. Michael

After a wonderful afternoon discussing the ministry of St. Michael, a planning group facilitated by Nancy Franz, developed the following new mission statement, discussed making our current mission statement a vision statement and identified three key visions for how we can grow and strengthen our ministry together in the coming three years.

The vision areas are:

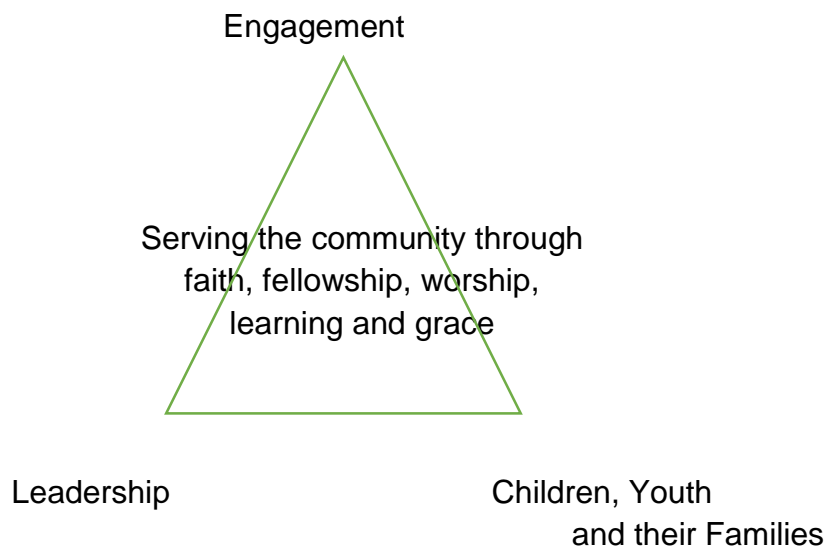
- Engagement
- Leadership
- Children, Youth and their Families

Beginning in January 2018, the teams gathered to develop each of the three visions areas and develop the plan of action presented on the following pages.

Mission Statement

Serving the community through
faith, fellowship, worship,
learning and grace.

Connecting Mission and Vision



Engagement

Goal: Wider and Deeper Engagement

Outcome 1: Identify liaisons to increase St. Michael's bi-lateral connections to community-wide organizations

Strategy 1: Identify organizations/events that connect people with resources

- Broad-based community survey

Strategy 2: Identify members in various organizations in the community

- Survey congregation to determine existing community connections

Strategy 3: Identify communicators to help make/strengthen connections

Strategy 4: Create job description for communicators

Strategy 5: Identify, select, orient, train and utilize communicators

Outcome 2: Help individuals connect to new ministry opportunities

Strategy 1: Collect information on current programs and ministries

- Replace/rework time and talent survey

Strategy 2: Obtain feedback from participants with different levels of involvement

- Survey to determine what ministries people value and where and to what extent they are involved (measure time/depth)
- Look for correlation between values and investment of time
- Determine connections in surveys between Outcomes 2 and 3

Strategy 3: Intentional "cross publicity", e.g. monitors with scrolling announcements

Strategy 4: Individually invite people to become involved in new ministry opportunities that they value

Outcome 3: Help individuals foster personal growth

Strategy 1: Identify the needs for personal growth

- Spiritual gift/need survey instruments with connecting points
- Who is our target audience(s)? - Life stage / Common interest
- Focus groups to refine needs/desires for help with growth

Strategy 2: Determine the resources for fostering personal growth

- Online teaching resources - cultivating trusted resources
- Small groups / leader training (connect to leadership development goal)
- Lending library
- Face-to-face interaction is important
- Multiple options to meet different motivations

Strategy 3: Consider developing a spiritual direction program

- Offer individual connection / mentoring for adults
- Transform confirmation program into mentoring program, not exclusively group an age-group program / Invite 9th-graders to serve as mentors
- Add more opportunities for youth to have faith-based discussions (connect to children, youth and their families group)
- Identify and assist in providing training opportunities for spiritual directors

Outcome 4: Develop new ministry groups

Strategy 1: Identify what groups we have at St. Michael now

- Formal / Informal group - How do we capture both categories? Council can compile a list of formal groups for review and then move to broader survey/conversation. Do conversation around a meal - perhaps Lent/summer brunch?
- What are the relationships we have between the groups?

Strategy 2: Identify what groups that exist in the community now

- Formal/Informal groups that accomplish ministry - part of the process would be deciding how to define which groups we are trying to identify. Trying to help people figure out which groups match their gifts/passions. Creates opportunities for cross pollination
- Continuous evaluation into the future

Strategy 3: What are unmet community/congregational needs, both physical and faith?

- Group of people to analyze the data and begin to look for opportunities
- Report to whom is appropriate

Strategy 4: Develop programs to meet the identified needs (to be develop in response to recommendations)

Leadership

Goal: Develop leadership resources to meet current and emerging opportunities within the church and the community

Outcome 1: Fully embrace the concept of the priesthood of all believers

Strategy: Teach and model the priesthood of all believers in congregational life

- Articles in newsletter/online - written by a series of members
- Classes/Bible Studies – explaining theological foundation for priesthood of all believers
- Sermon Series
- Intentionally include youth in visible and meaningful leadership roles
- Intentionally recognize individuals currently serving in leadership roles in worship/media, including specific information on why this leadership role is personal for them (Tell the story of why)

Outcome 2: Increase lay leadership participation to strengthen and support current ministries

Strategy 1: Gifts and Ministry Opportunity Identification

- List leadership opportunities, e.g., from 'Time and Talent' surveys
- Identify/Describe activities of each opportunity (e.g., Thanksgiving, Shrove Tuesday, Altar care, flowers to Warm Hearth)
- Demystify ministry tasks. Create SOP's that not only list steps, but explain why some steps are needed and why there is room for creativity in others
- Implement Spiritual Gifts Inventory
- Develop mentor relationships to help new/potential leaders grow

Strategy 2: Council members take more responsibility for council meetings

- Leadership Manual / SOP for Council Officers and members
- Council members take ownership/leadership in developing SOPs and make available through something like Google Docs
- Create agendas for Council meetings
 - Meet with pastor occasionally to know what's happening
 - Add own concerns to agenda
- Be more intentional about Council member involvement in the life of the congregation (Identify areas of interest and involvement of Council members)

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- Council membership designed/recruited to match the ministries of the congregation

Outcome 3: Provide opportunities for leadership development

Strategy 1: Develop a cross-generational cohort within the life of the congregation to create a leaders' development group focused on growing faithful, servant leadership.

Strategy 2: Building on the successful of the first cohort, develop subsequent cohorts which includes not only individuals from St. Michael, but individuals from connected ministries and the wider community



Children, Youth and their Families

Goal: To be known for faith formation among children, youth and their families in ways that encourage a sense of belonging and help to build relationships

Outcome 1: Increase the voice of children, youth and their families at St. Michael in planning, implementing and evaluating ministry

Strategy 1: Survey youth using online or paper survey to elicit their ideas for possible activities and programs, share the data and act on the information

Strategy 2: Provide a planning event within an established structure

Strategy 3: Investigate youth programs in other churches to gain positive ideas

Strategy 4: Break down youth program by age groups

Strategy 5: Explore use of monies to help with programs

Strategy 6: Include youth in interview process to hire youth leader/minister

Outcome 2: Increase scope and depth of leadership opportunities for youth within the congregation, the community and among their peers

Strategy 1: Identify leadership opportunities for youth

Strategy 2: Define youth age groups for leadership

Strategy 3: Encourage youth to attend Synod youth events

Strategy 4: Encourage youth to participate in service projects

Strategy 5: Explore the use of the Ashley Bequest for the purpose of hiring a youth leader

Strategy 6: Develop team of adult leaders who can work with Youth

Strategy 7: Create opportunities to coach emerging youth leaders

Outcome 3: Increase participation of children, youth and families at St. Michael in worship

Strategy 1: Creating choirs, opportunities for music, and sharing musical gifts

Strategy 2: Have youth leadership in elements of worship including leading a children's sermon

Strategy 3: Plan and lead a Youth Sunday

Strategy 4: Mentors/Coaches to help youth get involved

Strategy 5: Create a dedicated space for children within the existing worship space

Strategy 6: Creating a pattern for children/youth to get more involved in leadership with clear steps and milestones

Outcome 4: Increase participation of children, youth and families at St. Michael in education

Strategy 1: Add a youth leader to the confirmation program who is a recently confirmed student / confirmation mentors

Strategy 2: Establish a time and date for educational activities that is constant and reliable

Strategy 3: Create a connection to scouts through religious emblems program

Strategy 4: Create Sunday morning educational activities including, but not limited to a program in our traditional Sunday School hour or during worship services

Outcome 5: Increase participation of children, youth and families at St. Michael in activities and ministries

Strategy 1: Pair youth with mentors to help youth engage in activities

Strategy 2: Build and/or Strengthen Relationships

- Parental relationships
- Peer-to-Peer relationships

Strategy 3: Intentional Invitation

Strategy 4: Build on existing community gatherings (for example, Pancake Supper, Lenten Meals) to create opportunities for intentional cross generational faith conversation

Strategy 5: In Cross Generational setting, be intentional about creating age appropriate discussions