

18 Month Vision: adopted 11.15.16 by CC and Elders  
We will be the church of choice in our community,  
growing together in fellowship; a Christ-centered  
family.

Developing a vibrant, growing, loving, involved  
congregation.

A united movement to meet the needs of individuals  
and our community.

Working Vision Discussion by Called Workers: Oct. 16  
A pool of Volunteers, who are trained and equipped to do the  
ministry of St. Lukes.

### **Support Staff Goals:**

1. Create a Partner Culture
2. Have directors of large group (20 – 60 people)  
ministries by June 2017
  - a. Whether in team form or individual. Where the  
partners are carrying out the ministry on their  
own.
3. Operate multi-faceted communication strategy to  
include #mystlukes, Web, and paper.
  - a. 40% of partners on #mystlukes
4. Have threshold of 5, a goal of 10 oikos, and a  
stretch of 15 in operation by November 2017.
5. Be hands-off on Large Group Ministries. November  
2017
6. Ask more questions than you answer.
7. Develop 8 Leaders to operate ministry who are able

- to develop new volunteers and leaders while helping them develop spiritually. November 2017
8. To develop individuals of the St. Lukes community into volunteers.
    - i. To develop ministries with a 12-month strategy of being completely volunteer operated.
    - ii. Create a general training program to equip leaders.
      1. Create ministry specific training programs.
    - iii. Develop the resources needed to complete the work.
  9. Exemplify the standards and values of the support staff
    - a. Complete objectives by deadlines.
    - b. Communicate effectively with volunteer leaders concerning clear goals and objectives.
    - c. Whatever you do, work at it with all your heart, as working for the Lord, not for human masters. Col. 3:23.
    - d. Do not let any unwholesome talk come out of your mouths, but only what is helpful for building up others according to their needs, that it may benefit those who listen. Eph. 4:29
    - e. The way we carry ourselves professionally, publicly, and privately would be above reproach Titus 1:6ff

## **Joshua Administration Goals:**

1. Bring in Chuck Alvey – New Staffing
  - a. Schedule monthly meetings with Chuck Alvey to share the goals and vision for upcoming events and year. March 2017
  - b. Get His help in completing any and all goals. March 2017
  - c. Work with him on a list of responsibilities for the new staff. September 2017
2. Bring in Tom Taelour – Elders
  - a. Schedule monthly meetings with Tom Taelour to share the goals and vision for upcoming events and year. March 2017
  - b. Get His help in completing any and all goals. March 2017
  - c. Work with him on goals, responsibilities, and timeline. March 2017
3. Bring in Kurt Mische – Marketing
  - a. Get His help in completing any and all goals. March 2017
  - b. Find a team (3) to work on a plan. March 2017
  - c. Work with him on goals, responsibilities, and timeline. March 2017
4. Enable the support staff to complete our goals. November 2017
  - a. Find training for leading volunteers. March 2017
5. Create goals for each member of council and ministry leaders. March 2017
6. Support the Ministry Teams of the congregation November 2017
  - a. School Team – Jan Marson

- b. BPM – Brian Wacker
- c. Tech Team – Kurt Matthies
- d. Decor team - Nancy O'Brien Cathy Dickens

**Joshua Sundays goals:**

7. A threshold 320 average, a goal of 350 average, a stretch of 400 average in Sunday worship attendance November 2017

1. Modern Worship Service

a. Add a new modern worship service to St Lukes worship venues September 2017

i. A threshold of 90 average, a goal of 150 average, a stretch of 175 average in worship attendance at that service. November 2017

b. Enable the worship team director to complete her ministry responsibility for the service. November 2017

c. Find partners to serve in all capacities for the service. November 2017

2. Sunday Morning Culture

a. Find partners to lead a team to welcome wagon. March 2017

i. Team is trained and operating during services September 2017.

b. Find a director to oversee the fellowship schedule. November 2017

c. Find a team to help with security during Sundays. November 2017

d. Create a team responsible for the seasonal decorations of the church. March 2017

3. 10. Adult Education

- a. 3 1-month classes for adults in the north hallway September 2017
  - i. Bible, Women's, and Life Applications
- b. A threshold of 15 average, a goal of 30 average, a stretch of 50 average in Sunday adult classes. November 2017
- c. A threshold of 15 average, a goal of 30 average, a stretch of 50 average in midweek adult classes. November 2017
- d. Bring in Karen Shulz and Dan Reaser to develop vision, goals, and timeline. March 2017
  - i. Be hands-off to adult classes June 2017

**Joshua Discipleship/Leadership Goals:**

- 11. 11. Develop newly trained partners for leadership in ministry: A threshold of 15, a goal of 20, a stretch of 30. June 2017
  - a. Place leaders in ministries to serve. September 2017
    - i. Develop 10 leaders to begin Oikos in their neighborhoods. September 2017
- 2. 12. Disciple 5 Men who are qualified to disciple others November 2017
  - a. Threshold of 2, goal of 3, stretch of 5 become Elders November 2017
- 3. 13. Train an elder to teach confirmation in conjunction with Pastor June 2017

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## **John Care Ministry Goals:**

### **1. Bring in Tom Taelour – Visitation**

- a. Schedule monthly meetings with Tom Taelour to share the goals and vision for upcoming events and year. March 2017
- b. Get His help in completing any and all goals. March 2017
- c. Work with him on a list of goals for the visitation ministry (I want to see those) March 2017
- d. Tom runs the visitation ministry June 2017

### **2. Bring in Bill Schmauder – Stephen Ministries**

- a. Schedule monthly meetings with Bill Schmauder to share the goals and vision for upcoming events and year. March 2017
- b. Get His help in completing any and all goals. March 2017
- c. Work with him on a list of goals and responsibilities for the Stephen Ministries (I want to see those) March 2017
- d. Bill runs the Stephen Ministry May 2018

### **3. Visitation Ministry**

- a. Track visitations on #mystlukes. November 2017
- b. Leader trained in “Volunteer etsa” and ensuring its use in ministry. September 2017
- c. A threshold of 7, a goal of 13, a stretch of 20 new partners registered and trained on the Visitation Partners page. November 2017.

- d. A threshold of 1, a goal of 2, a stretch of 3 Elder(s) trained and added to the visitation team. September 2017.
- e. Quarterly training plan on #mystlukes for partners on their roles and the place they are serving. September 2017.
- f. A plan on #mystlukes for appreciating our partners in ways that are meaningful to them. September 2017.

#### 4. Stephen Ministers

- a. Leader trained in “Volunteer etsa” and ensuring its use in ministry. June 2017
- b. A threshold of 3, a goal of 6, a stretch of 10 new partners registered and training on the Stephen Ministry page. November 2017.
- c. Regular training (plan on #mystlukes June 2017) for partners on their roles and the place they are serving. September 2017.
- d. A plan on #mystlukes for appreciating our partners in ways that are meaningful to them. September 2017.

#### 5. Needs Ministry

- a. A plan on #mystlukes with a timeline to develop a needs-based ministry connecting partners with individuals who need help (aka transport to doctor, leaves raked, etc) September 2017.
- i. Will include a leader to oversee the ministry organization. (ETSA)

## 6. Prayer Chain

- a. A plan on #mystlukes with a timeline to develop a prayer ministry connecting partners in individual and corporate prayer by September 2017.
- i. Will include a leader to oversee the ministry organization. (ETSA)

## **John Cross Cultural Goals:**

### 7. Tutoring

- a. Turn over tutoring ministry to partners-director(ing team). June 2017.
- b. 3 year vision and plan for ministry completed. September 2017.
- c. A threshold of 20, a goal of 30, a stretch of 40 students in tutoring program. November 2017.
- d. A threshold of 2, a goal of 5, a stretch of 10 Tutoring Families attend another event of the congregation. November 2017.
- e. A threshold of 4, a goal of 8, a stretch of 16 new partners from Tutoring Families serve in another ministry of the congregation. November 2017.
- f. A threshold of 1, a goal of 2, a stretch of 3 families regularly participates in a worship event. November 2017.

### 2. Basic Nicaragua

- a. 5 person Basic Team with director(s) June



## 2017

- i. Turn over BASIC to ministry team and director. February 2018
- b. A threshold of 17, a goal of 24, a stretch of 27 partners of St. Lukes have attended the BASIC mission. February 2018.
- c. Raise A threshold of \$8,000, a goal of \$13,500, a stretch of \$25,500 for the mission and our missionaries. August 2018.

### 3. Welfare

- a. Develop a new model for welfare that meets the vision of:
  - Developing a vibrant, growing, loving, involved congregation.
  - A united movement to meet the needs of individuals and our community. Within the small group and large group paradigm. June 2017
    - 1. Which should include Volunteer “ETSA”
    - 2. With goals, and objectives.
- a. Communicate to small and large groups the relevant needs of our community and individuals September 2017
- b. Give small groups and large groups access to resources that enable them to meet the needs of individuals and our community. September 2017
- c. Hold a Sunday morning class to educate members on access to Thrivent \$ for such

projects. November 2017

### **John Goals At Large:**

3. Turn over responsibilities of Sports to ministry partners June 2017

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### **Mary Children Goals:**

1. Bring in Jeff Kiel

- a. Schedule monthly meetings with Jeff Kiel to share the goals and vision for upcoming events and year. March 2017
- b. Get His help in completing any and all goals. March 2017
- c. Write a list of goals and responsibilities with him (I want to see those) March 2017

2. Find a team of at least 5 people who will lead the odyssey projects.

- a. (2) "Volunteer etsa" Directors March 2017
  - i. A threshold of 15, a goal of 20, a stretch of 40 new partners registered on the Odyssey Partner page. June 2017
    1. A TOTAL for the year threshold of 20, a goal of 30, a stretch of 50 new partners registered on the Odyssey Partner page. November 2017
    - ii. Keeping existing Partners Stretch of 33, a goal of 25, threshold of 20. November 2017
    - iii. A plan for monthly training for our partners. September 2017.

- iv. Monthly training for partners on their roles and the place they are serving. November 2017.
- v. A plan for appreciating our partners in ways that are meaningful to them. September 2017.
- vi. A plan and follow up review with partners about their “etsa” June 2017.
- b. (1 or 2) Set development and monthly builds June 2017
  - i. Sets designed for the next years places September 2017
  - ii. Work days scheduled and operated by Lead Partners September 2017
- c. (1 or 2) Crafts and Scripts March 2017
  - i. Crafts selected and organized for years events along with how-to guides. June 2017
  - ii. Supplies published and gathered from congregation, and purchased by September 2017
- d. Music June 2017
  - i. Select Music for Sept. – December 2017. June 2017
  - ii. Find a partner to co-lead the openings. September 2017
- e. A threshold of 50, a goal of 75, and a stretch of 100 students listed on the Odyssey kids group on mystlukes. November 2017.

### 3. Nursery

- a. Find a director(s) for the sing-and-sprout nursery. Work with Karen. June 2017
  - i. 2-3 partners to help teach sing-and-sprout. September 2017
- b. Find volunteers to be the nursery coordinator

for worship. Work with Rich. June 2017

- i. A threshold of 5, a goal of 7, a stretch of 10 new partners registered on the Worship Partner page. September 2017
- ii. Keeping existing Partners Stretch of 12, a goal of 10, threshold of 8. June 2017

#### 4. Drama

- a. Find a Partner to take over the Play June 2017.
  - i. 3-5 partners to help run practices. September 2017
  - ii. A threshold of 15, a goal of 20, a stretch of 25 Kids in the play. September 2017
- b. Find a Partner to take over the Sunday School X-mas Program. September 2017.
  - i. Schedule and run practices, find participants and volunteers September 2017

#### **Mary Office Goals:**

5. Operate multi-faceted communication strategy to include #mystlukes, Web, and paper.

- a. Communication Team
  - i. Weekly e-meetings to discuss the production and dissemination of communication materials. March 2017
- b. Work with Wes
  - i. A threshold of 30%, a goal of 40%, a stretch of 60% of partners active on #mystlukes by September 2017
- c. Work with Noah
  - i. To develop plan to input giving into profiles. June 2017

2. Partners in the office November 2017

- a. Find 3 Partners and implement them in the regular office activities to be overseen by our new staff. November 2017
- i. Folding paper, answering phones, organizing etc. Clerical work.
- b. Utilize new staff and partners in the production of the bulletin. November 2017

**Mary Goals At Large:**

7. Turn over responsibilities to Elders.

- a. High School Youth – Mike
  - i. Ensure access to budget and resources March 2017
  - ii. Hands off by September 2017
- b. Middle School Youth – Marcus
  - i. Ensure access to budget and resources March 2017
  - ii. Hands off by September 2017
- c. Confirmation
  - i. Ensure access to budget and resources September 2017
  - ii. Hands off by September 2017

2. Turn over responsibilities of Sound System. – Work with Rich

- a. Find (2) Partners who will run sound system for services. September 2017

3. Turn over responsibilities of Fellowship Activities. September 2017

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