

**Vision**

Be a thriving, friendly and growing church whose members are actively engaged in being and making disciples for Christ.

**Mission**

We grow in faith and number by sharing the Good News of Jesus Christ through worship, nurture and service.

**Goals and Objectives**

1. Increase participation in worship services by 5% per year, and also increase the proportion of our congregation regularly participating in worship by 5% per year.
  - a. Revitalize greeters/welcoming program.
  - b. Continue "invite a friend" Sundays and implement "come back" Sundays. Encourage congregation to invite friends and acquaintances to participate on an ongoing basis.
  - c. Formally evaluate the feasibility of an alternate time/site service targeting members and potential members who prefer to worship at a time other than Sunday morning by the end of 2012.
  - d. If feasibility is positive, develop and implement alternate time/site service within one year.
  
2. Increase participation in small group ministries (i.e. group incorporating spiritual development, service, education, and social interaction) by 5% per year, and also increase the proportion of eligible members of the congregation actively engaged in at least one small group by 5% per year.
  - a. Evaluate current small group ministries relative to needs of existing and prospective members. If appropriate, create additional small group ministries.
  - b. Develop and implement a mechanism to connect each member with one or more small group ministries within the church, based upon an assessment of the individual's spiritual gifts, interests, age/life stage and schedule.
  - c. Retain members' engagement in small group ministries through the age/life stage continuum.
  - d. Provide education and resources to enhance discipleship within small group ministries.
  - e. Encourage those in constituent relationships with St. John's to become involved in small group ministries.
  
3. Enhance shepherding within our church.
  - a. Strengthen infrastructure for shepherding visitation
    - i. Ministers
    - ii. Lay visitation program
    - iii. Caring Visitors program
    - iv. Visitation within existing small groups
    - v. Visitor follow up

- b. Increase congregational awareness of visitation program leaders and schedule, so that congregation will become more involved in identifying visitation needs and in visiting those in need.
  - c. Educate our congregation on the means and art of being a good shepherd.
- 4. Increase participation in missions.
  - a. Increase active volunteer involvement in missions by 5% per year.
    - i. Continue to provide clear and timely information about missions, prayer focus and involvement opportunities.
    - ii. Continue to seek ways to increase congregation's interaction with missionary partners.
    - iii. Continue to encourage new members of the congregation to take part in Short Term Mission Trips that coincide with current schedule, plus active participation in Regional Mission Trips and Local Partner volunteer programs.
    - iv. Continue to seek creative ways to increase children and youth active participation.
- 5. Giving will follow the mission of St. John's
  - a. Each member will move toward the spiritual practice of tithing.
  - b. Conduct annual stewardship campaigns.
  - c. Provide education re: tithing.
  - d. Offer major as well as special giving opportunities.
- 6. Proactively develop appropriate infrastructure to support growth.
  - a. Renovate/expand land and facilities to support growth.
    - i. Improve physical accessibility on campus through internal and external signage and maps.
    - ii. Identify and assess opportunities for expansion of campus on adjacent or strategically located sites.
    - iii. Create and implement long term capital expenditure and funding plans.
      - 1. Evaluate capital needs for next 5 to 10 years
      - 2. Conduct capital campaign
      - 3. Establish planned giving opportunities, and educate members about the process and benefits.
  - b. Expand and structure ministerial, support and volunteer staff and lay leadership to support growth.
    - 1. Hire qualified staff person to provide full time support for volunteer coordination and missions.
    - 2. Evaluate long term ministerial staffing needs.
    - 3. Develop and implement a succession plan for leadership of ministries and committees.
  - c. Strengthen decision making process
    - i. Educate church leaders and congregation on decision making process and the governance structure of St. John's and the UMC – in progress
    - ii. Improve communication of church decisions – in progress
      - 1. Publish topics for discussion at church council prior to meeting
      - 2. Publish summary of church council decisions
      - 3. Commission church leaders during a church service (annual)

- d. Strengthen overall communications through the use of assorted venues, designed to meet the needs and preferences of the congregation and community.
  - i. Find ways to be recognized as members of St. John's while serving or shepherding in the community.
- e. Implement components of ACS information system to enhance communication, improve administrative functions, and monitor key indicators.

**Process**

Council is to:

- Assume overall responsibility for formulation, approval, implementation, and communication of the plan.
- Support the Ministry Development Team and Lay Leadership committee in recruiting leaders for each initiative.
- Monitor progress using key indicators listed below as well as progress reports from initiative leaders or their representatives on Council.
- Proactively provide assistance in resolving barriers to progress.
- Give priority to strategic initiatives.

**Key Indicators**

- Worship attendance – 8:30, 9:02, 11:00, special services, Grace Kitchen service recorded in ACS (note that broadcast or podcast services are not included).
- Church membership
- Regular worship participation recorded in ACS (members attending worship 2 or more times per month)
- Small group active membership recorded in ACS (members attending >50% of meetings)- Sunday schools, bible studies, choirs, youth group, circles
- Shepherding visits recorded in ACS
- Faith Promise pledges and receipts
- Number contributing to Faith Promise
- New contributors to Faith Promise
- Active mission participation (definition TBD)
- Operating budget surplus/deficit/variances
- Capital budget surplus/deficit/variances
- Number/% pledging, pledge increases, pledges met or exceeded (annual measure)

***Attachment 1 models Worship and Sunday School participation if goals are met.***

# I. Attachment 1

<b>St. John's UMC Statistics</b>												
<b>Column1</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>Jan-Apr 2011 *</b>
Membership (ending)	1,670	1,644	1,635	1,611	1,598	1,587	1,579	1,575	1,577	1,607	1,623	
Members In	95	81	91	50	62	78	72	82	79	87	76	
Members Out	91	107	100	74	75	89	80	86	77	57	60	
Net Change	4	(26)	(9)	(24)	(13)	(11)	(8)	(4)	2	30	16	
Average Attendance Worship	611	627	629	624	629	667	668	666	697	669	646	709
Contemporary Service Attendance (included in Worship Attendance)										147	152	170
Avg % Members Attending Worship	37%	38%	38%	39%	39%	42%	42%	42%	44%	42%	40%	
Average Attendance Sunday School	359	359	329	326	330	315	325	310	305	297	288	298
Avg % Members Attending Sunday School	21%	22%	20%	20%	21%	20%	21%	20%	19%	18%	18%	
* Includes Easter worship attendance of 1,443.												
<b>Projections at +15 net members and 5% increase in participation per year</b>												
<b>Column1</b>	<b>2011 projected</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Membership (ending)	1,638	1,653	1,668	1,683	1,698	1,713	1,728	1,743	1,758	1,773	1,788	
Net Change	15	15	15	15	15	15	15	15	15	15	15	
% Change	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	
Average Attendance at Worship	675	709	744	781	820	861	905	950	997	1,047	1,100	
Absolute Increase in Worship Attendance	29	34	35	37	39	41	43	45	47	50	52	
% increase Worship Attendance	4%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	
Avg % Members Attending Worship	41%	43%	45%	47%	50%	52%	55%	58%	61%	64%	67%	
Average Attendance Sunday School	300	315	331	347	365	383	402	422	443	465	489	
Absolute Increase in Sunday School Attendance	12	15	16	17	17	18	19	20	21	22	23	
% Increase in Sunday School Attendance	4%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	
Avg % Members Attending Sunday School	19%	20%	21%	22%	23%	24%	25%	27%	28%	29%	31%	