

Five Year Plan for St. Stephen's Lutheran Church

(Adopted by the congregation January 2008.)

(Amended by Church Council and Approved by the congregation on January 2009.)

Vision:

To become a people of restoration who turn hurts into healing, frustration into faith, disappointment into delight, and apathy into action.

Mission:

St. Stephen's is a welcoming, healing community who worship God in Christ, nurture people growing in faith, serve others with acceptance and love, invite people to share the joy of the Spirit.

Where we want to be in five years

Worship and Music

- Continue two Sunday Services
- Educate members on the scriptural vision of worship style
- Continue mix of liturgies
- Continue mix of musical expression
- Continue with updated resources
- Consider adding a service (Saturday, midweek. Sunday evening)
- Upgrade sound system to record services
- Institute a healing station at Services

Facility/Property

- Make our field available for other uses including, but not limited to a non-profit developer for 40-44 units of senior and/or low-income affordable housing, a community garden, a local farmer, or a labyrinth.
- Purchase the properties next to the church, demolish and develop a specific plan for the area
- Renovate the sanctuary with the help of an architect
- Improve physical "first impression" of St. Stephen's!
- Resurface and restripe the parking lot.
- Maintain facilities in good condition
- Expand Fellowship hall for storage space and making more of a multi-use room
- Upgrade the bathrooms and build one more bathroom to accommodate pre-school and adult needs
- Evaluate facility use and fees for facility use
- Build new worship space and convert current space into a fellowship hall

Stewardship/Finances

- 90% of the congregation pledges (currently one third pledge)
- Link finances and budget to the five year plan to inspire the congregation
- Continue an active spiritually based stewardship campaign
- More active and intentional use of the time and talent information
- Increase communication regarding congregation's finances to the entire congregation.

Membership

- At least 80% of the pew space full at the 10:30 service (currently 50%)
- At least 50% of the members know the congregation's Mission
- At least 35% of the members use the sermon to guide their activities for the week
- Develop a streamlined process for becoming a member
- Develop a process to increase number of members including inviting Harbor High students and staff
- Reinvigorate the Visitors Committee whose members will contact visitors within 24 hours of the worship service
- Actively communicate who we are to the broader community and why they would want to be a part of our congregation
- Show children at altar and children dancing on our website
- Strengthen membership care efforts
- Continue dinner groups
- Have available a public resource on Sundays where congregational members can associate a picture with a name
- Develop a program to reach out to existing members who have not attended for a while (use the information from the salmon sheets)
- Have Greeters at each service

Community and Justice

- Have the sister parish relationship with El Salvador in the congregation's budget
- Educate the congregation on COPA and strengthen the COPA relationship
- Provide facilities for ESL and SSI, classes
- Open a pastoral counseling center with other congregations
- Act on issues impacting families in the congregation and the community
- Continue homeless ministry with Homeless Resource Center
- Add a budget line item for Lutheran Campus Ministry

Education

- Have and maintain solid youth program including an active middle school program
- Develop a stronger adult education program open to congregation and the community. Try out different formats such as a movie night
- Train congregational members to teach classes, i.e. Bethel Bible Study classes

Leadership

- Work with COPA to develop leaders in the congregation
- Ten people participate in Synod or national ELCA meeting
- Ten people go to national Industrial Areas Foundation (COPA) training
- Work to get more members involved in congregational leadership opportunities such as Church task forces, committees, and ministries
- Conduct house meetings at least once a year

Staff

- Identify and hire a volunteer / spiritual gifts coordinator

Priorities for 2008 (Adopted by Church Council in April 2008)

1. Develop an active spiritually based stewardship campaign
2. Have and maintain a solid youth program
3. Develop a stronger adult education program
4. Strengthen the COPA relationship and work with COPA to develop leaders in the congregation

Accomplishments for 2008

- ✓ Launched a four year spiritually based stewardship campaign
- ✓ Supported an active youth program including Sunday School and Youth program
- ✓ St. Stephen's teens participated in the El Salvador Sister Parish trip and the Western Region Youth Gathering in Anaheim
- ✓ Created an adult learning experience with Truett Bobo, St. Stephen's member and retired professor from Bethany College
- ✓ Replaced the Heating system
- ✓ Provided facilities for English as a Second Language classes
- ✓ Provided facilities for Growing Years Pre-school
- ✓ Initiated a task force to evaluate potential uses for the field back of the church -Formed a COPA core team within the congregation
- ✓ St. Stephens Members Active in COPA's Shared Prosperity Campaign
- ✓ A St. Stephen's member participated in COPA leadership training in Los Angeles
- ✓ Replaced the carpel in the Fellowship Hall
- ✓ Conducted House meetings to review the five year plan and learn of issues impacting families in our congregation and the community
- ✓ Published a photo directory of St. Stephen's members
- ✓ Upgraded sound system to record sermons and posting the recordings on the website
- ✓ Relationships with Sister Parish in El Salvador and COPA reflected in the budget
- ✓ Dinner groups are strong
- ✓ Initiated a Renovare discussion group for women
- ✓ Updated Church library
- ✓ Boy Scout Troop painted the Church
- ✓ Wednesday night youth group has doubled in size
- ✓ Active participants in Child and Family Institute