

FIVE YEAR PLAN FOR ST. STEPHEN'S LUTHERAN CHURCH

(Approved by the congregation in January 2009 with proposed amendments for consideration in January 2011)

VISION

To become a people of restoration who turns 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 (completed)
- Educate members on the scriptural vision of worship style (completed)
- Continue mix of liturgies (completed)
- Continue mix of musical expression (completed)
- More organ
- Have choir at 10:30 service sing at a specific time other than offering
- Consider a different time for choir rehearsal so choir members can participate in adult education forums
- Add a midweek service (added in 2010)
- Continue to use sound system and recording services (completed)
- Find a more consistent way of putting the sermons on the website (new add 2010)
- Institute a healing station at Services (not yet implemented)
- Run twice a year training sessions for Altar Guild, Ushers, Readers, Communion Assistants (50% completed)
- Encourage congregation to welcome visitors (added in 2010)
- Reinvigorate health ministry team (added in 2010)
- Continue to provide "red cross" badges for passing the peace (completed)

Facility/Property

- Make our field available for non-profit housing developers for senior and/or low income housing (30% completed)
- Purchase properties next to the church and develop a specific plan for the area (not started)
- Renovate the sanctuary with the help of an architect (Not started)
- Improve physical "first impression" of St. Stephen's (20% complete)
- Develop landscaping, parking lot improvements in conjunction with the affordable senior housing project (new add 2010)
- Maintain facilities in better condition (50% complete)
- Cleaner restrooms (new add 2010)

- Expand Fellowship Hall for storage space and making more of a multi-use room (not started)
- Build a restroom near the front of the church (not started)
- Upgrade bathrooms and build one more bathroom to accommodate pre-school and adult needs (not started)
- Build new worship space and convert current space into a fellowship hall (not started)
- Renovate kitchen creating a larger and more modern kitchen (not started)
- Consider a new kitchen in the side classroom, opening to a patio as well as a new bathroom nearby accessible to the sanctuary and new kitchen. Leave current kitchen for use by pre-school, boy scouts, AA groups, etc. (new add 2010)
- Improve and update the appearance of the church, inside and out (15% complete)
- More useable outdoor space (not started)
- Add a meditation room or chapel (not started)
- New exit from narthex to a new patio area (not started)
- Rework electrical panels
- Roof repairs to prevent leakage (in progress)
- Improve signs and return the banners with a bigger, brighter, more visible banner (in progress)
- Add outside covered patio (not started)
- Consider a capital campaign to address high priority capital projects (new add 2010)

STEWARDSHIP/FINANCES

- 70% of the congregation pledges (currently 40% pledge)
- Link finances and budget to the five year plan and consider giving as investments in the congregation
- Continue an active spiritually based stewardship campaign (75% completed)
- More active and intentional use of the time and talent information (50% complete)
- Increase communication regarding the congregation's finances to the entire congregation (50% completed)
- Use autopay (not started)
- Re-evaluate monthly financial detail in monthly newsletter (new addition 2010)
- Include budget for Santa Cruz El Salvador, PLTS, CLU, Sienna House in financial reports (new for 2010)

MEMBERSHIP

- At least 80% of the pew space is full at the 10:30 service (currently 50%)
- At least 50% of the members know the congregation's vision and mission (completed)
- At least 35% of the members use the sermon to guide their activities for the week (completed)
- Develop a game plan for communicating with people outside of St. Stephen's that is gentle and positive to increase the number of members including inviting Harbor High students and staff (not started)

- Reinvigorate the Visitors Committee whose members will contact visitors within 24 hours of the worship service (50% complete)
- Actively communicate who we are to the broader community and why they would want to be a part of our congregation (50% complete)
- Consistent outreach to members who are ill, injured, or not attending (new add 2010)
- Consider merging dinner groups with house meetings (new add 2010)
- Form a member retention committee (new add 2010)
- Reinforce the importance of the salmon cards for making requests, communication, etc. (new add 2010)

COMMUNITY AND JUSTICE

- Have Santa Cruz El Salvador in the church budget (completed)
- Educate the congregation on COPA and strengthen the COPA relationship (50% complete)
- Act on issues impacting families in the congregation (50% complete)
- Continue homeless ministry with Homeless Resource Center
- Add a budget line item for Lutheran Campus Ministry
- Raise awareness of targeted monthly benevolences (new add 2010)
- Continue to provide space for community education (75% complete)

EDUCATION

- Have and maintain a solid youth program including and active middle school program (50% complete)
- Suggest interchurch youth activities (high school, junior high, and young adult) with neighboring churches (new add 2010)
- Develop a stronger adult education program (completed)
- Develop an active Sunday School program (completed)
- Train congregational members to teach classes (50% complete))

LEADERSHIP

- Work with COPA to develop leaders in the congregation (25% complete)
- Ten people participate in Synod or national ELCA meeting (60% complete)
- Ten people go to national Industrial Areas Foundation (COPA) training (20% complete)
- Work to get more members involved in congregational leadership opportunities such as Church task forces, committees, and ministries (50% complete)
- Conduct house meetings at least once a year (completed)

STAFF

- Identify and hire a volunteer/spiritual gifts coordinator (not started)