



Reformation 2010:

A

Three Year Strategic

Ministry Plan

of

St. Paul's Lutheran Church

Ministry Summary

During the council/staff retreat, February 2006, someone offered the following Yogi Berra quotation; “You’ve got to be careful if you don’t know where you’re going or you might not get there”. Who we are and where we are going has been the impetus of St. Paul’s council over the past nine months. Realizing the national trend of decline in main line denominations and identifying St. Paul’s as sharing six of eight of the most common symptoms of decline, the church council established four focus groups; prayer, research, benchmarking (scavenger) and communication in order to explore who we are and where we are going. More specifically: What can we do well? What can’t we do well? What is God calling us to be?

Thanks to the work of these four focus groups and continued council deliberations, the Church Council has launched a “retooling” effort. Retooling is consistent with our heritage as reformers: we are called to make disciples, using our gifts and passions to serve the greater needs of the world but to do so in a way that makes sense in our time and place. Hence, this retooling effort is called Reformation 2010.

Reformation 2010 consists of five foci during a three year timeframe: St. Paul’s web site, adult spiritual growth, parish nurse ministry, capital improvements (focused on making our facility more functional and inviting) and ministry partnerships.

The implementation tool for the five strategies is the G-5 structure, an organizational structure based on our core values. **Reformation 2010** will be identified by its own logo based on the Luther Seal (or Luther Rose). Martin Luther created this seal in 1530 as his “compendium theologiae” (summary of theology). **Reformation 2010’s** stylized version of Luther’s seal represents our heritage of reform. Where Luther uses a five petaled rose to represent the five essential truths of the gospel, the **Reformation 2010** seal represents the five components of St. Paul’s retooling. Other elements of Luther’s original design remain to remind us of why “**Reformation 2010**” is so important; God’s love, the sacrifice of Jesus Christ, the joy of Christ our savior, the glory of heaven and eternal life in Jesus Christ.

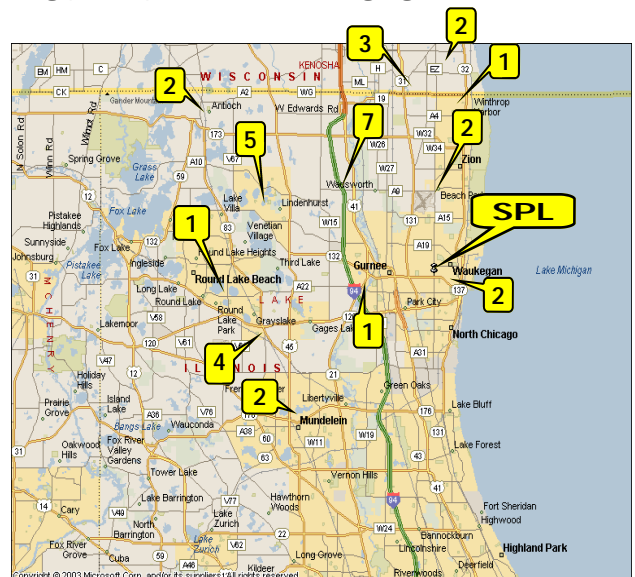
Current State

St. Paul’s Lutheran Church (SPLC) was organized in 1930 and is located at 824 N. Lewis Avenue, Waukegan, IL. The estimated 1000 members reside throughout northeastern Lake County and southeastern Wisconsin. Our stated mission is to be growing disciples of Jesus who encourage each other to live their faith every day.

SPLC is the largest of the 5 ELCA congregations in the immediate Waukegan/Gurnee area and is one of 30 ELCA congregations within a 20 mile radius. Congregational participation currently compares favorably with younger, growing congregations while denominational trends predict declining participation as the congregation advances beyond ‘middle age.’

Lake County is an area of rapid population growth and increasing racial and ethnic diversity with the largest increases in the Hispanic (or Latino) population. Continued county growth is expected for the next 2 decades while Waukegan is characterized by revitalization/redevelopment projects and stable population numbers. Although almost 300 congregations offering a diversity of worship experiences (including some aimed at specific language groups) are found in Lake County, it is estimated that more than a quarter of a million souls remain unclaimed or unchurched.

Reaching out to these unclaimed souls, our multi-ethnic society, changes in the general population as baby boomers reach retirement age and the school age population swells, as well as revolutionary changes in communications tools, are all elements that inform us as we reform to live our mission.



The Plan

Through Reformation 2010, St. Paul's Lutheran Church will implement and see to completion the following initiatives:

G5 Structure

The goal is to make significant progress in transitioning to the G5 structure, the mechanism through which SPLC will be organized. The G5 structure will mirror SPLC's framework, i.e. the marks of a growing disciple of Jesus: Grounded, Gathered, Growing, Giving, and Going. This organizational structure will be driven by seven (7) distinct levels of accountability: congregation council, lead pastor (s), G5 leadership team, area leaders, directors, coordinators, and team leaders. This initiative will promote Martin Luther's theological construct of "the priesthood of all believers"; the understanding that all growing disciples of Jesus have unique gifts to contribute to the mission and ministries God puts before us.

The benefits of this initiative include:

- * Clearly define who is responsible for ministries and their components
- * Ministries are aligned with SPLC's Core Identity: its mission, vision, core values and framework
- * Opportunities for leadership development
- * Opportunities for involvement in ministry per level of comfort and readiness
- * Recruiting of leaders based on SHAPE versus "plugging the dike" or a plea for help. (SHAPE is a predetermined profile of what gifts and abilities are needed in a leader for a particular ministry area: the profile articulates spiritual gifts, heart passion, abilities, personality, and experience.)

Goals:

The goals of this component of Reformation 2010 are:

- * 2007
 - * Recruit, train and equip Area Leaders for Grounded, Giving, and Going ministries
- * 2008
 - * Area Leaders recruit directors, coordinators and team leaders for present ministry areas
 - * Ongoing leadership development via on-site training seminars
 - * Document each ministry area's "best practices" and develop into ministry systems
- * 2009
 - * Continue to expand the model
 - * Measure the effectiveness of the model

Capital Improvements

[Make church more inviting]

The goal is to develop a plan with long and short-term goals, including financing, to make the church property more appealing, useful, accessible, and sustainable [environmentally sound]. This initiative will provide visible short- and long-term positive changes and be a visual reminder of growth and change.

The benefits of this initiative include:

- * Better appearance
- * Energy conservation [save money]
- * Curb appeal
- * Attractive, interactive areas for youth ministries and Sunday school
- * Improve visitor and community impressions
- * Provide space and facilities for current and new ministries

Goals:

The goals of this component of Reformation 2010 are:

- * 2007
 - * Capital Improvement Team assembled
 - * Brainstorm/ research/ congregational input/ financial plan/Sunday school
 - * Prioritize/ Sunday school plans complete
- * 2008 & 2009
 - * Implement additional priorities
 - * Continue to monitor long-term plan

Ministry Partnerships

The goal is to evaluate ministry partnerships that can combine resources, maximize strengths, and fill gaps in meeting ministry needs. This initiative will position SPLC to better serve the community, maximize resources and minimize duplication of efforts, and foster better stewardship of resources.

The benefits of this initiative include:

- * Reach greater numbers
- * Offer more ministries
- * Good stewardship of resources
- * Increase denominational connectedness

Goals

The goals of this component of Reformation 2010 are:

- * 2007
 - * Form task force
 - * Research plan
 - * Determine interest from potential partners
 - * Focus on partnership with Trinity/Sagrado Corazon
- * 2008
 - * Begin to explore other potential partnerships
- * 2009
 - * TBD – based on interest from potential partners

SPLC Website

The Internet has become the communication resource of choice in our age, used by over 1 billion people around the world; internet use in North America has grown 115% in the last six years. A top quality web site is a powerful way to communicate St. Paul's mission of "Growing disciples of Jesus who encourage each other to live their faith every day" to our community, city, county and the world. Currently there are over 83 million active domains. With so many choices, it is important that splcwaukee.com offer unique and engaging content, not only to web "surfers", but our congregation and community, as well. This initiative provides SPLC with a successful web site, one that congregation & visitors will be compelled to return to.

The benefits of this initiative include:

- * Bringing St. Paul's message to billions
- * Making current ministries more accessible to the congregation and the local communities
- * Creating new ministry opportunities through easy-to-use informative resources.

Goals

The goals of this component of Reformation 2010 are:

- * 2007
 - * Complete research on the two web-designers and hosting alternatives
 - * Contract with the selected web-designer and web-host
 - * Assemble the web Content Team.
 - * Launch a ten-page site by the summer of 2007.
 - * Develop and present to HR a job description for a paid part time "I.T." assistant for web and network administration
 - * Encourage use by the congregation and evaluate the site's effectiveness
- * 2008-2009
 - * Expand the site through: additional pages, youth sub-site, online registration and giving, audio and video enhancements

Adult Spiritual Growth

The goal is to develop a plan and the necessary tools for adults to engage in the life-long process of "growing disciples of Jesus who encourage each other to live their faith every day." This initiative will challenge SPLC to be intentional about spiritual growth in the lives of adults. It is just as important for adults as it is for children to learn about Jesus, to experience God's love in their lives, and to be equipped to live their faith every day.

By becoming intentional about growing spiritually, the benefits of this initiative include:

- * Adults will experience a deeper sense of authentic community with other adults
- * Opportunity to develop accountability while dealing with personal struggles
- * For new Christians, this will provide the means for embracing the Christian life

Goals

The goals of this component of Reformation 2010 are:

- * 2007
 - * Recruit a team who will research small groups, collect resources, and structure this initiative
- * 2008
 - * Train leaders as well as begin a pilot program
- * 2009
 - * Introduce the complete program

Parish Nurse Ministry

The Parish Nurse Ministry will be a ministry of holistic health care, education, guidance and relationship building for the SPLC congregation and the local communities. The ministry as envisioned would benefit from a bilingual Parish Nurse.

The benefits of this initiative include:

- * Contributing to the well-being of the congregation
- * Contributing to the well-being of the local community, especially the aging population, the homebound and the uninsured immigrant population

Goals

The goals of this component of Reformation 2010 are:

- * 2007
 - * Establish a Parish Nurse Research and Fact Finding Team
 - * Assess SPLC campus for space needs
 - * Develop preliminary job description
- * 2008
 - * Finalize job description and present to HR
 - * Obtain funding for the position
- * 2009
 - * Recruit and hire for the position

