

Strategic Plan 2020

A strategic plan outlines your mission, vision, and high-level goals for the next three to five years.

Formation

Vision Statement	Strategic Goals	3-5 Year Realization Statement
<ul style="list-style-type: none">We will provide more opportunities for Christian education and spiritual formation at every age and stage of life.	<ul style="list-style-type: none">70% of all parishioners across ages involved in formation over a 12-month periodQualitative impact surveys to be administered at the conclusion of each program show a positive increase in participant satisfaction.Parish-wide assessments for ongoing formation needs are conducted the results of which are used to set year over year priorities.Develop new programs appealing to children in addition to current ones which are music-related.	<ul style="list-style-type: none">Adults, children, and teens alike are engaged in learning and spiritual practice beyond Sunday worship.Individuals have many opportunities to question and think critically about God, the world, religion, and society.

God's Call to Each of Us

Vision Statement	Strategic Goals	3-5 Year Realization Statement
<ul style="list-style-type: none">We will help our members discern their gifts for ministry and leadership.	<ul style="list-style-type: none">Prayer, theological reflection and discernment are integrated as concepts and practices St. Luke's common life together. Use of gifts is woven into the cultural "fabric" at St. Luke'sProactively use data, communications, and formation to match skills and needs within the communityEstablish a baseline of new versus repeat participation in ministries and subsequent new participation goalsMinistry leaders mentor and train their successors.	<ul style="list-style-type: none">Deliberate attention is paid to identifying and using our members' spiritual gifts. People are energized as they engage in the ministry of the church. There are enough hands raised to say "I can do that!" in order to take the place of someone who needs to step back.

Building Community

Vision Statement	Strategic Goals	3-5 Year Realization Statement
<ul style="list-style-type: none"> We will build community, encourage engagement, and maximize collaboration. We will foster a church “home” where love abounds and needs can be expressed and answered. 	<ul style="list-style-type: none"> Existence of variety of ways to receive and offer care at all ages and stages of life; structures in place to participate in giving and receiving care 3+ Affinity/activity/interest/life groups launched per year Creation and maintenance of online calendar and database by January 15 of each year. 	<ul style="list-style-type: none"> Parishioners enjoy abundant opportunities to form meaningful relationships and engage in prayer and fellowship. These include shared meals, educational and spiritual groups, service opportunities, and social events. Those who are in times of crisis or need receive strong pastoral care and know that they are beloved members of our community.

Reaching New People

Vision Statement	Strategic Goals	3-5 Year Realization Statement
<ul style="list-style-type: none"> We will reach new people, including families and youth, and incorporate them into the life of our church. We will reach new people in the surrounding communities to be of service to them 	<ul style="list-style-type: none"> 30-40 newcomers/year 60% retention over three years as measured in pledging units and active involvement, particularly for young families 1/3 of newcomers in leadership position within three years SE Evanston needs-based community engagement and spiritual enrichment 	<ul style="list-style-type: none"> People in the wider community are aware of our church and all that it offers. We warmly welcome members from all walks of life, mirroring the diversity of our community. Newcomers are immediately included in the sense of community enjoyed by our congregation. St. Luke's is a known resource to SE Evanston and the surrounding communities