

St John's Evangelical Lutheran Church
Glendale, Arizona
Vision 2025-2030

God's grace guides St. John's to grow as a Christ-centered, inclusive, and active community

Eph 4:15: Speaking the truth in love, we must grow up in every way into him who is the head, into Christ

Gal 3:26-28: for in Christ Jesus you are all children of God through faith. As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Greek; there is no longer slave or free; there is no longer male and female, for all of you are one in Christ Jesus.

1 Cor 3:7: So neither the one who plants nor the one who waters is anything, but only God who gives the growth.

This vision of a Christ-centered, inclusive, and active community becomes reality through the following goals:

1. growing a culture of radical hospitality and inclusion,
2. strengthening a culture of caring,
3. equipping all generations to live out their faith,
4. partnering with community organizations, and
5. empowering leaders.

1. Growing a Culture of Radical Hospitality and Inclusion

- Create a welcoming culture where all people feel seen, valued, and encouraged to explore faith, belonging, and service.
- Develop **intentional outreach** efforts to invite and engage new individuals and families.
- Celebrate the diversity of God's call to follow Christ through **inclusive worship, leadership, and ministries**.

Acts 11:17-18: [Peter speaking about the Holy Spirit coming on the Roman Centurion Cornelius] "If then God gave them the same gift that he gave us when we believed in the Lord Jesus Christ, who was I that I could hinder God?" When they heard this, they were silenced. And they praised God, saying, "Then God has given even to the gentiles the repentance that leads to life."

SMART GOALS

- **Specific:** Implement an invitational strategy with clear outreach messaging and events designed for diverse newcomers.
- **Measurable:** Track the number of new worshippers, repeat worshippers, and personal follow-up and feedback.
- **Achievable:** Utilize social media, community partnerships, and existing member networks to spread the word.
- **Relevant:** Foster a welcoming, inclusive environment that reflects our vision of radical hospitality.
- **Time-Bound:** Develop additional benchmarks and milestones based on the following 1, 3, and 5 year goals:
 - **1-Year Goal:**
Develop and test invitation and welcome processes to see what best encourages current worshippers to invite others, to reconnect after participation, and to return to another event.
 - **Measure:** Track new invitations, first-time worshipper return, and follow-up engagement.
 - **3-Year Goal:**
Implement the above process and plan, including 3 new participant-friendly events; and achieve a 25% repeat attendance rate for first-time participants..
 - **Measure:** Monitor new participant growth, return rates, and integration success stories.
 - **5-Year Goal:**
Enhance our invitational approach to boost repeat participants to 40%.
 - **Measure:** Annual analysis of participant return data.

2. Strengthening a Culture of Caring

- Provide regular opportunities for **authentic conversation**
- Create **support networks** for individuals and families navigating life's challenges.
- Encourage mutual **discipleship** through shared worship, study, and service.

1 John 4:20-21: Those who say, "I love God," and hate a brother or sister are liars, for those who do not love a brother or sister, whom they have seen, cannot love God, whom they have not seen. The commandment we have from him is this: those who love God must love their brothers and sisters also.

SMART GOALS

- **Specific:** Develop diverse opportunities for authentic conversation.
- **Measurable:** Foster a deeply connected community where 50% of members actively participate in one diverse opportunity for authentic conversation.
- **Achievable:** Utilize existing volunteer leaders and intergenerational ministries to facilitate diverse opportunities.
- **Relevant:** Enhances discipleship, pastoral care, and community support as outlined in our vision.
- **Time-Bound:** Develop additional benchmarks and milestones based on the following 1, 3, and 5 year goals:
 - **1-Year Goal:**
Develop a structure to identify and create diverse opportunities for authentic conversation and support networks, aiming to engage at least 30% of the congregation with monthly meetings focused on discipleship, shared worship, and support.
 - **Measure:** Monitor group membership and monthly attendance.
 - **3-Year Goal:**
Expand small group participation so that 40% of the congregation is involved, with at least half of these groups designed as intergenerational gatherings.
 - **Measure:** Regularly track attendance, intergenerational engagement, and the development of support networks.
 - **5-Year Goal:**
Foster a deeply connected community where 50% of members actively participate in one diverse opportunity for authentic conversation in a 3 month period.
 - **Measure:** Conduct annual community surveys and review participation metrics.

3. Equipping All Generations to Live Out Their Faith

- **Support multigenerational families** – Provide dynamic faith formation, mentorship, and resources to nurture strong families and empower young people in their spiritual journey.
- Provide **faith formation for all ages**, from children's ministry to lifelong learning opportunities.
- Support **parents and families** with resources, mentorship, and engaging programs.
- Create structures to develop supportive relationships beyond Sunday mornings.

Acts 2:39: For the promise is for you, for your children, and for all who are far away, everyone whom the Lord our God calls to him.

SMART GOALS

- **Specific:** Develop a program that includes workshops, mentorship opportunities, and shared activities for youth and families.
- **Measurable:** Record participation numbers and survey feedback from attendees, including stories/testimonies as part of evaluation metrics for qualitative insight.
- **Achievable:** Tap into existing resources from children's ministry and adult education programs, and engage volunteer leaders.
- **Relevant:** Supports our mission to equip all generations to integrate faith into daily life.
- **Time-Bound:** Develop additional benchmarks and milestones based on the following 1, 3, and 5 year goals.
 - **1-Year Goal:**

Develop an intergenerational ministry program that engages multigenerational families with relationship building opportunities, activities, and support for each generation with an 85% participation rate over the first year.

 - **Measure:** Track number of participants and stories/testimonies as part of evaluation metrics for qualitative insight.
 - **3-Year Goal:**

Broaden the faith formation initiative to include programs for parents, children, young adults, and seniors, engaging at least 50% of families and 40% of youth in regular programming.

 - **Measure:** Track participation rates across all age groups and evaluate program effectiveness through feedback.
 - **5-Year Goal:**

Develop a comprehensive lifelong faith formation program that institutionalizes everyday discipleship, ensuring that at least 60% of families participate and that youth are actively progressing toward leadership roles.

 - **Measure:** Annual program reviews, participation metrics, and documented progression of youth into leadership opportunities.

4. Partnering with Community Organizations

- Advocate for **justice, equity, and dignity** in our local and global communities.
- Partner with organizations that support the **marginalized, oppressed, and underserved**.
- Educate and empower our congregation to **live out their faith through action**, speaking up for systemic change.

Matt 25:35-36: Then the king will say to those at his right hand, 'Come, you who are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world, for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.'

SMART GOALS

- **Specific:** Establish partnerships and plan outreach events that address justice, equity, and dignity in our local community and increase participation by St John's members.
- **Measurable:** Document partnerships and track participation rates at each event.
- **Achievable:** Leverage existing relationships with local organizations and mobilize volunteer teams.
- **Relevant:** Communicate St John's participation in advocacy and action for the marginalized and how connected to our commitment to follow Christ..
- **Time-Bound:** Develop additional benchmarks and milestones based on the following 1, 3, and 5 year goals:
 - **1-Year Goal:**
Develop a plan for partnering with community organizations that address the bullet points at top.
 - **Measure:** Document partnerships and event attendance.
 - **3-Year Goal:**
Expand our advocacy efforts by incorporating advocacy training for members.
 - **Measure:** Evaluate event impact and participant feedback.
 - **5-Year Goal:**
Become a recognized leader in local social justice efforts by partnering with 6+ organizations, and hosting sustainable, scalable outreach events annually.
 - **Measure:** Track the growth of partnerships, board activities, and community impact assessments.

5. Empowering Leaders

- **Leadership Development** – Identify, equip, and mentor new leaders through faith formation, discipleship training, and servant leadership opportunities to ensure sustainable ministry for future generations. We believe every member is called to use their gifts to build up the church and community.

Ephesians 4:11-13: He himself granted that some are apostles, prophets, evangelists, pastors and teachers to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.

SMART GOALS

- **Specific:** Develop a mentorship and training process focusing on faith formation, discipleship, and servant leadership.
- **Measurable:** Track progress through pre- and post-program assessments and mentor feedback surveys.
- **Achievable:** Leverage existing small groups and pastoral networks to identify potential leaders.
- **Relevant:** Build a sustainable ministry and encourages every member to use their gifts.
- **Time-Bound:** Develop additional benchmarks and milestones based on the following 1, 3, and 5 year goals.
 - **1-Year Goal:**

Develop a structured leadership development program that includes faith formation, discipleship training, and opportunities for servant leadership.

 - **Measure:** Number of leaders stepping forward to take a piece of responsibilities. Pre- and post-program assessments and mentor feedback.
 - **3-Year Goal:**

Establish a sustainable leadership pipeline where at least 25% of the congregation have participated in leadership training or mentorship initiatives.

 - **Measure:** Track participation rates and leadership roles assumed within various ministries.
 - **5-Year Goal:**

Create a new “leadership development team” composed of at least 7 trained leaders who can guide ministry initiatives and facilitate leadership training, transitions, ensuring continuity and growth.

 - **Measure:** Document “leadership development team” formation, ongoing training sessions, and succession planning outcomes.