



St. John's Lutheran Church, Bundaberg

Celebrating life in Jesus.

Growing in faith,

Sharing his love.

2015 Strategic Mission Plan SUMMARY REPORT

Endorsed by St, John's Church Council in December 2014.

Thanks are extended to Pastor Mark Schultz (Spinnaker Life) for his leadership, direction and guidance in the development of the Plan.

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VISION

*Our Vision is
to be a vibrant Lutheran congregation
in which people of all ages
are engaging in joyful celebration
of the new life we have in Jesus,
growing into mature followers of Jesus,
and being equipped and encouraged
to share the love of Jesus
purposefully in home, congregation and community*

MISSION

*Celebrating life in Jesus,
Growing in faith,
Sharing his love*



STRATEGIC AREAS

Celebrating life in Jesus

1. Worship Ministry

Growing in Faith

2. Discipleship Ministry
3. Small Group Ministry

Sharing his love

4. Hospitality and Care Ministry
5. Mission Ministry



STRATEGIC OBJECTIVES

Celebrating life in Jesus

1. Worship Ministry

We will share together in vibrant worship that celebrates Christ, proclaims the Gospel and enables people to connect with God so that all are strengthened and uplifted to live out their faith in daily life.

Growing in Faith

2. Discipleship Ministry

We will teach, equip and encourage all in the St. John's community to live as disciples of Jesus by putting their faith into practical action.

3. Small Group Ministry

We will provide diverse small group opportunities that enable people of all ages to grow deeper in faith and care for one another as they share life together in Christ.

Sharing his love

4. Hospitality and Care Ministry

Motivated by Christ's love, we will develop a culture of care and hospitality where all at St. John's are encouraged to care for and welcome others so they may celebrate life fully in Jesus.

5. Mission Ministry

We will actively build relationships with others which share Jesus' love purposefully, and witness to the local and wider communities so all may celebrate life in Jesus.



Celebrating Life in Jesus

1. Worship Ministry

We will share together in vibrant worship that celebrates Christ, proclaims the Gospel and enables people to connect with God so that all are strengthened and uplifted to live out their faith in daily life.

Our aims to achieve this goal will be by the following:

- Celebrating as a community
- Developing meaningful connection with God
- Aiming for excellence
- Training and equipping of all ages for greater involvement
- Encouraging active participation of all groups
- Using fine arts and multimedia technology to enhance worship

EXISTING MINISTRY TO SUPPORT AND CELEBRATE

8.30 am Service (weekly)
 10 am Service (weekly)
 6.30 pm Service (2nd & 4th Sundays)
 St. John's Community Sunday Services
 (4+ per year)
 SPARK Services (occasional)

Youth-Led Services (occasional)
 Prayer & Healing Services (occasional)
 Music Ministry Workshops
 Good Friday Presentation
 Christmas Eve Presentation

KEY PRIORITIES 2015

1. Develop a Congregational Worship Team to assist the Pastor in developing overall annual worship plans (including form and frequency of combined worship, themes, visual arts, technology) and to oversee worship logistics.
2. Establish a formal Worship Team or consultation processes for each Worship Service for the purposes of review and forward planning.
3. Review role descriptions for various lay worship support roles and put in place a system of regular training.
4. Explore increased, creative involvement of the Lutheran School in St. John's Community Sunday Services.
5. Reformat SPARK into a series of post-Worship cross-generational events.



KEY PRIORITIES 2016

1. Conduct a review of the physical worship environment so that the Strategic objective is fulfilled.
2. Explore the introduction of occasional Worship Services focused on aspects of the wider community (e.g. education, health, welfare, leadership).

KEY PRIORITIES 2017

1. Provide training and support for greater lay leadership in worship (e.g. through music, creative arts, prayer, preaching, testimony).

Praise the Lord! Praise God in his sanctuary; praise him in his mighty heavens! Praise him for his mighty deeds; praise him according to his excellent greatness! Praise him with trumpet sound; praise him with lute and harp! Praise him with tambourine and dance; praise him with strings and pipe! Praise him with sounding cymbals; praise him with loud clashing cymbals! - Psalm 150:1-6

Let the word of Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God. - Colossians 3:16

Not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near. - Hebrews 10:25

Devote yourself to the public reading of Scripture, to exhortation, to teaching. - 1 Timothy 4:13



Growing in Faith

2. Discipleship Ministry

We will teach, equip and encourage all in the St. John's community to live as disciples of Jesus by putting their faith into practical action through

✝ worship ✝ personal devotional habits ✝ Bible learning ✝ service ✝ giving
✝ witness ✝ 'one another' ministry ✝ home faith life

Our aims to achieve this goal will be by using the following:

- Providing devotional material and promoting it
- All-Attender CoGS course
- Intentional small groups
- Lenten spiritual campaign
- "Grow 6" re-promotion and reinforcement
- Bible Study

EXISTING MINISTRY TO SUPPORT AND CELEBRATE

*Various Bible Study Groups
Children's Ministry (e.g. K-Motion)
Youth Ministry (e.g. ROC)
Milestones Ministry
Confirmation Ministry*

*Baptismal Preparation
Faith-at-Home Support (e.g. "Taking Faith Home")
"This Week in the Word" Bulletin Materials*

KEY PRIORITIES 2015

1. Develop a Discipleship Ministry Team to plan for and guide initiatives to fulfil the Strategic objective.
2. Develop and introduce the CoGS All-Attender Formation Program.
3. Undertake a "40 Days of Community" campaign.
4. Hold a 'Serving our Community' Sunday.
5. Continue the development of post-Confirmation discipleship strategies.
6. Develop a Team to plan and organize annual discipleship conferences for St. John's attenders and persons in the wider community (e.g. Women's Conference, Men's Conference, Topical Conference)



KEY PRIORITIES 2016

1. Develop a process and strategy for communication and implementation of annual spiritual themes and foci for the congregation.
2. Develop a Ministry of praying for each other and our community.
3. Offer a series of courses to develop Biblical knowledge.
4. Hold an initial discipleship conference.

KEY PRIORITIES 2017

1. Allocate additional staff hours for a position of Discipleship Ministry Director to facilitate ongoing learning opportunities and use of spiritual gifts.

And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." - Matthew 28:18-20



Growing in Faith

3. Small Group Ministry

We will provide diverse small group opportunities that enable people of all ages to grow deeper in faith and care for one another as they share life together in Christ.

Our aims to achieve this goal will be by using the following:

- Further developing, establishing and maintaining different small groups – interest/age/crafts/mens/womens – to meet the diverse needs of the community.
- Supporting small groups so that they become places of support, care, encouragement and accountability for participants in their lives of faith.

EXISTING MINISTRY TO SUPPORT AND CELEBRATE

*Various Small Groups
Ladies Guild*

*Crafty Ladies
Shedmen*

KEY PRIORITIES 2015

1. Establish a Small Group Ministry Team to review our current small group ministry and possible future models.
2. Intentionally scan the small groups in the congregation to discover gaps in diversity.
3. Provide training for current small group leaders and potential new leaders on leading groups and inviting and integrating newcomers.
4. Provide for regular Small Group Advertising during announcement time on Sundays.
5. Develop Small Group Brochures for both print distribution and website posting.
6. Collate a list of small group resources available and distribute to existing small group leaders.

KEY PRIORITIES 2016

1. Conduct a congregational campaign to increase small group participation.
2. Launch at least 5 new groups.

KEY PRIORITIES 2017

1. Allocate additional staff hours to a position of Small Group Ministry Director to support and further develop small group ministry.

"For where two or three are gathered in my name, there am I among them." - Matthew 18:20

Therefore encourage one another and build one another up, just as you are doing. - 1 Thessalonians 5:11



Sharing his love

4. Hospitality and Care Ministry

Motivated by Christ's love, we will develop a culture of care and hospitality where all at St. John's are encouraged to care for and welcome others so they may celebrate life fully in Jesus.

Our aims to achieve this goal will be by using the following:

- Home and Hospital Visits
- Aged Care
- Grief Counselling
- Encouragement of our Youth
- Hospitality at the Church and in our homes
- Themed functions
- Full Church Social Calendar
- Welcoming hospitality on Sundays and fellowship after Church

EXISTING MINISTRY TO SUPPORT AND CELEBRATE

*After-Worship Hospitality
Whole-Congregational Social Events
(e.g. Picnic, Longest Lutheran Lunch)
Friday Night Fellowship
Home Communion Distribution*

*Hospital Visitation and Visitation of the Homebound
Prayer Shawl Ministry
Opportunity Shop
Combined Churches Involvement*

KEY PRIORITIES 2015

1. Recruit and train additional volunteers to serve as Lay Visitors and Home Communion distributants.
2. Promote the Combined Churches "Befriending Program" to increase congregational involvement.
3. Establish a Hospitality Team to coordinate at least 6 major fellowship events each calendar year.
4. Develop an intentional follow-up and assimilation system for visitors and newcomers.
5. In consultation with the Lutheran School, launch a support/activity group or program for mothers with young children.

KEY PRIORITIES 2016

1. Research and promote Christian resources in the wider Bundaberg community to care for people struggling with deeper issues in their lives.
2. Promote and facilitate attender-to-attender home hospitality.
3. Offer courses directed at life needs (e.g marriage support).

KEY PRIORITIES 2017

1. Support lay carers to undertake specialist training to deepen their caring knowledge/skills.

*Bear one another's burdens, and so fulfill the law of Christ. - Galatians 6:2
Contribute to the needs of the saints and seek to show hospitality. - Romans 12:13*



Sharing his love

5. Mission Ministry

We will actively build relationships with others which share Jesus' love purposefully, and witness to the local and wider communities so all may celebrate life in Jesus.

Our aims to achieve this goal will be by using the following:

- Starting with those who come to us for baptisms, weddings & funerals
- "Sprouts" Kids Club
- Gracehaven
- Blanket Drive
- Asia Focus
- Operation Christmas Child
- Australian Lutheran World Service
- Working with School community and developing strong relationships
- Equip attenders to connect with others in their life and community in Jesus' name

EXISTING MINISTRY TO SUPPORT AND CELEBRATE

*SPROUTS Kids Club
Pageant of Lights float*

*Community Carols Event
Overseas Mission Support*

KEY PRIORITIES 2015

1. Establish a Mission Team to identify mission opportunities locally and beyond that relate to congregational strengths and assets.
2. Organise and run a mission trip for the youth.
3. Explore with the Lutheran School leadership opportunities for the congregation to better support the Christian mission of the School.
4. Offer a layled evangelistic course (e.g. "Introducing God" or "Alpha").

KEY PRIORITIES 2016

1. Plan and hold a significant community outreach event.
2. Offer training for attenders of St. John's in sharing their faith with others.
3. Explore with QLECS stronger ministry connections with the Lutheran Kindergarten.

KEY PRIORITIES 2017

1. Organise and conduct an all-age congregational mission trip.

"But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth." - Acts 1:8



Appendix A

ST. JOHN'S VALUES FOR MISSION & MINISTRY

Celebrating Life in Jesus ...

1. "We are saved by grace, nothing more and nothing less." (The Gospel)
2. "Worship – it's where joy comes to life, and our lives find their joy." (Joy, Vibrant Worship)
3. "Jesus everywhere and everyday – at home, at work, at play." (Discipleship, Personal Faith, Faith at Home)

Growing in faith ...

4. "The Bible is God's Word to us, breath for life and light for sight." (The Bible)
5. "We are disciples-under-construction, people of all ages growing in faith together." (Spiritual Growth, Passing on Faith)
6. "To grow in Christ, we need each other." (Relationships)
7. "All Christians are gifted, and gifted to give." (Using our Gifts, Service, Shared Ministry)
8. "Faith steps into new things, knowing that God is already there." (Innovation)

Sharing his love ...

9. "All people matter to God, and so they matter to us." (Hospitality, Outward Focus, Community Care)
10. "As we love one another, the world sees Jesus in us." (Grace, Loving One Another)



Appendix B

SUMMARY OF STRATEGIC PLANNING SURVEY RESPONSES

During 2014 attenders of St. John's were invited to complete a Strategic Planning Survey. This survey helped our leaders to identify areas of ministry strength and aspects of ministry which warranted greater emphasis and attention.

What the Survey told us was "appreciated most" by attenders ...

1. Combined worship (all worshipping together)
2. Contemporary worship (e.g. 10 am Service)
3. Traditional worship (e.g. 8.30 am Service)
4. Learning through Bible Study Groups
5. Fellowship through Small Groups

What the Survey told us needed to be given "greater focus" ...

1. Combined worship (all worshipping together)
2. Fellowship through Small Groups
3. Fellowship through whole-congregation events
4. Caring and serving through home visitation
5. Contemporary worship

The Ministry and Mission Values that respondents believed were most strongly evident in the life of our congregation were ...

- The Gospel
- Innovation
- Community Care
- Grace
- Relationships/ Loving One Another
- Vibrant Worship

The Ministry and Mission Values that respondents believed needed to be given greater focus into the future were ...

- Biblical Knowledge
- Discipleship/Spiritual Growth
- Hospitality
- Joy
- Outward Focus
- Passing on Faith
- Relationships
- Using our Gifts



Appendix C

Positive Praise Points

At the Strategic Planning Workshop in September 2014, participants were asked to share “praise points” arising from their involvement with St. John’s.

We praise God for...

- ✝ The ministry of our Pastor
- ✝ Worship Ministry and Youth Ministry
- ✝ The Sermon Series are helping us to grow
- ✝ The flood-response ministry to the community was a fantastic witness
- ✝ Prayer and Healing Services
- ✝ Positive fellowship events
- ✝ Friendships that are happening
- ✝ Music ministry and a guitarist!
- ✝ Better sense of oneness between services
- ✝ Generous giving
- ✝ Seeing young people help out in services
- ✝ Readiness, willingness and selflessness of volunteers
- ✝ Freedom to pray and worship
- ✝ Change in leadership – younger people stepping up.
- ✝ 10 am Service people engaging in worship – also 8.30 am
- ✝ Family involvement in Confirmation
- ✝ “40 days in the Word” was great
- ✝ Lutheran School Chaplaincy

