

Act. Love. Walk.
Living as the family of God.
Micah 6:8

Act

This gives us the nudge to connect with people around us: at church, in our neighborhoods, schools, or our workplaces. Find out who they are and what they need. Be a part of this dynamic faith community.

Love

Develop real relationships. Love well by serving, supporting, building trust and sharing the Gospel message.

Walk

Allow Jesus to be the center of your life. Determine and then take the next step in living out your faith and our shared vision.

Vision Statement: We are a **family** of God's loved and devoted children, **called** to share the gift of salvation by grace, to **build** a foundation of faith in Jesus Christ.

Targets:

- 1. Lasting relationships are formed here.**
- 2. We are all involved in ministry.**
- 3. All of Hilton hears the Gospel message personally.**
- 4. Every family in our community has the support they need to be raised in the faith.**

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Goal: Adopt a program that helps identify members' spiritual gifts and helps to match them with corresponding ministries.

Goal: All staff understand that a priority in their work is supporting congregation members in ministering to the community.

Goal: Develop a process whereby needs in the community are actively identified, reviewed and responded to on an ongoing basis.

Goal: Develop a strategic giving process that allows people to:

- 1) leave legacy gifts to enhance and support St. Paul ministries**
- 2) give to a benevolence fund to meet congregation/community needs**
- 3) support our main missions**

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Goal: Recognizing the healing power of the Gospel, develop healing ministries for our community.

Goal: Plan intentional ministry efforts for major phases of life.

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Goal: Develop a mentorship program to help members reach spiritual maturity.

Goal: Develop a cycle that assists and supports members in reading their Bible every day.

Target #1 - Lasting relationships are formed here.

As a family of God's loved and devoted children we need to foster relationships with lifelong bonds. People are starving for authentic connection and the Holy Spirit is calling us to come together. St. Paul is a place of grace and peace where all are welcome and all belong.

Goal: Implement fellowship into our weekly routine.

Fellow Christians need to be encouraged to make a concerted effort to spend time each week together to develop lasting relationships.

1. Task: Develop a group focused on planning fellowship.

Goal: Develop a year-long calendar of community-wide events.

The Hilton community will be invited to come to our campus to attend events that showcase and utilize our facilities, thereby introducing them to our church and members.

1. Task: Establish monthly recurring social events. For example: basketball tournaments, fall festival, bbq/fundraiser event for foodshelf, food truck, camping, bereavement celebration, car wash, scavenger hunt, movie nights, euchre tournament.
2. Task: Inventory spaces available for events and find unique opportunities.
3. Task: Promote the use of grounds on weekend and summer.
4. Task: Create more space to socialize, i.e. fire pit, coffee corner
5. Task: Review spaces for ease of multiple use.
6. Task: Meet with ministry leaders to facilitate a calendar of events.
7. Task: Communicate via "Save-the-Date" updates.

Goal: Develop and implement a plan for our school families to build closer relationships.

St Paul school families do not live in close proximity to one another. This does not promote relationship building, but by working and playing together, bonds will be formed, and relationships will be built.

1. Task: Offer events on campus that facilitate getting to know each other. For example: picnics, concession stands at sporting events, movie nights, date nights, Gala, scavenger hunt.

Goal: Draft a plan to connect youth across all ministries.

The youth of our congregation is the future of the congregation and they need to feel loved, appreciated and an integral part of all church ministries.

1. Task: Work with the Youth Director to get youth input.
2. Task: Further develop relationships with Scouts and other children's programs that utilize our campus.

3. Task: Have a youth task force meet with ministry leaders to review plan and determine next steps.

Goal: Expand our small group ministry to engage 35 percent of worship attenders.

We began small group bible studies and found surprising success in building new relationships, reaching far beyond our normal circle of acquaintances and beyond our physical boundaries.

1. Task: Plan out a year long calendar of small group studies.
2. Task: Develop small group guidelines.
3. Task: Develop a feedback format to be used in program assessment.

Goal: Begin a reconciliation ministry.

One of the key components of reconciliation is getting to know the other person better and to understand their point of view to resolve conflicts and encourage a new relationship.

1. Task: Research available reconciliation programs.
2. Task: Meet with Elders to garner support and assign an Elder to leadership.
3. Task: Develop a sermon series on reconciliation.
4. Task: Host a Bible study on reconciliation.
5. Task: Once operational, develop a communication plan to make St. Paul aware of this reconciliation ministry.
6. Task: Market reconciliation opportunities to the community.

Target #2 - We are all involved in ministry.

Healthy families work together. We are called to gather for a purpose: to hear the Good News and to live it out. We are all involved because we are all called.

Goal: Have a full complement of ministry opportunities that connect St. Paul to the community and the world.

St. Paul's ministries need to reflect our shared vision. It is important that St. Paul offers ministry opportunities that have both local and global focus, and that respond to the Great Commission.

1. Task: Explore prayer ministry opportunities.
 - a. Consider weekly prayer nights.
2. Task: Review current ministry opportunities and identify gaps.

Goal: Adopt a program that helps identify members' spiritual gifts and helps to match them with corresponding ministries.

The Holy Spirit calls into the Church the pieces of the body we need. This will help us best identify the pieces we have and make good decisions on how we work together.

1. Task: Research spiritual gift inventories that are available.
2. Task: Determine who is best to manage this process.

Goal: All staff understand that a priority in their work is supporting congregation members in ministering to the community.

Members lead in mission. Staff are here to help support, encourage and organize the efforts of this congregation.

1. Task: Develop a forum for congregation members to communicate ministries they are involved in.
2. Task: Determine best methods of support that can be offered.
3. Task: Evaluate how staffing lines up with meeting these needs.

Goal: Develop a process whereby needs in the community are actively identified, reviewed and responded to on an ongoing basis.

St. Paul is planted by God in the community He desires for us to serve. To best care for the people of Hilton we must know them and be well acquainted with their needs.

1. Task: Identify contacts who can provide the critical information required to determine needs. For example, St. Paul has a representative on the Community Council of Churches.
2. Task: Develop a process to collect this information.
3. Task: Prioritize the needs versus our ability to make a difference.
4. Task: Review our meal ministry program and discuss possible enhancements.
5. Task: Collect and publish material needs and service needs.

Goal: Develop a strategic giving process that allows people to:

- 1) leave legacy gifts to enhance and support St. Paul ministries**
- 2) give to a benevolence fund to meet congregation/community needs**
- 3) support our main missions**

Generous giving is a way in which we serve. It also fuels our ability to serve. To accomplish all that God has planned for us we need to be a generous community that wisely stewards the gifts God gives.

1. Task: Create a small team to determine what methods and options for giving we currently have.
2. Task: Determine what legal boundaries are in place for the use of funds entered into the giving buckets identified.
3. Task: Determine if giving buckets need to be restructured or redefined to meet the goal.
4. Task: Create materials that promote and explain giving options.

Goal: Develop church leadership training involving past and present ministry leaders and officers, with a mentoring component.

Leadership is essential to work well together. The Church is intended by God to grow and go on until Christ's return. Fostering leadership that leads ministries into the future is key to ministry success.

1. Task: Define who is a ministry leader, then assemble this group to develop next steps.
2. Task: Offer training in mentorship.

Goal: Develop a new member induction process that helps people explore interest in and connect with a ministry opportunity.

Bringing people into the church with clear understanding of expectations will help us reach our goal of a fully engaged congregation. Entering membership is an ideal time to consider becoming involved in a ministry.

1. Task: First, develop a listing and description of ministry opportunities.
2. Task: Include spiritual gifts analysis in the membership process.
3. Task: Identify who "supervises" new members as they begin their ministries.

Goal: Foster a habit of community service in our children.

Early childhood development shapes us for a lifetime. Introducing our children to their place in God's Church and giving them the opportunity to practice serving will help them develop a heart for ministry. This is key to building a lasting foundation.

1. Task: Review community service component of all children's ministry.
2. Task: Research and determine goals for involvement for each age group.
3. Task: Work with ministry leaders to find and assess age-appropriate community service.
4. Task: Track level of participation.

Goal: Establish ministry opportunities for homebound individuals.

We are called to praise the Lord with every breath we are given. The Church needs to be united in Christ's mission even when physically divided. Keeping homebound individuals engaged in ministry will remind them of their essential place within the body of Christ.

1. Task: Develop a list of ministry opportunities possible for those who are homebound.
2. Task: Develop a plan to communicate these opportunities.

Goal: Provide new music ministry opportunities.

Music presents many great opportunities to serve the Lord and bless the community. It is also a key component of worship life. Focusing on enhancing music ministry will create many more opportunities to serve while blessing our worship together.

1. Task: Survey what music ministry looks like at similar size churches with schools.
2. Task: Identify a leader of music ministry.
3. Task: Develop a music ministry team to review possibilities and make suggestions.
4. Task: Assess current potential based on willingness to help lead/coordinate music ministries.

Target #3 - All of Hilton hears the Gospel message personally.

We have been given a gift from God that we are called to share. How can people believe in the One they have not heard of? It is our commission to share God's good news with this community.

Goal: Form an outreach ministry dedicated to developing and implementing new ways to share the Good news with our neighbors.

We believe our duty as God's children is to share the message of salvation. This requires a focused effort from the St. Paul Congregation.

1. **Task:** Identify new ways to share the Good News.
 - a. Investigate Ambassadors for Christ
2. **Task:** Examine current ways of sharing.
3. **Task:** Identify an evangelism leader.
4. **Task:** Develop a plan to introduce new technology to expand our broadcasting of worship and studies.

Goal: Develop a program aimed at welcoming new families into the Hilton/Parma Community.

In a society that is more mobile than ever before we will work to be the first to reach out and welcome new community members.

1. **Task:** Research local sources to identify new families and individuals. Determine if they can assist in delivery of welcome information.
2. **Task:** Develop and deliver Welcome message/packet.
3. **Task:** Determine format for delivery.

Goal: Develop a program aimed at welcoming new families into the St. Paul community.

We believe that it is crucial to show our love for families that find their way to our doors. To that end we will have the means to share that love through an organized method of continued communication and invitation.

1. **Task:** Determine what connection we maintain with new members of St. Paul.
2. **Task:** Develop a plan for moving new families into active participation in St. Paul ministries.

Goal: Create a plan to allot facility space for all ministries on the St. Paul campus.

We recognize that St. Paul is seeing growth through outreach and has opportunities to continue in that growth as our unchurched community expands. We will be ready with our vision to meet that growth on our campus.

1. Task: Create a team of stakeholders to review current needs.
2. Task: Determine conflicts in supporting physical space for all ministries.
3. Task: Develop a Master Plan to address current and future needs to support St. Paul ministries in space planning and usage.

Goal: Foster small group ministries as a vehicle for inviting people who are not connected to the church.

Most people feel more at ease discussing Faith/Gospel/God in more intimate settings. We will seed, grow, and support those settings.

1. Task: Create/purchase study videos/materials for leaders and participants.

Goal: Develop a culture of inviting.

In order to mature our St. Paul skills in sharing the Gospel we must continue to keep that duty and commitment in all of our daily thinking and actions.

1. Task: Continue to challenge Congregation in worship services in message, via screens and in benediction.
2. Task: Seek God's direction in prayer.
3. Task: Identify current invitational opportunities.
4. Task: Consider special events to foster invitations.

Goal: Offer and encourage all members to participate in some form of evangelism training over the next two years.

Training helps promote boldness in our personal witness, and so all members will recognize that sharing their faith is an expectation and will have the skills to do so with confidence.

1. Task: Research evangelism training plans.
2. Task: Select a plan.
3. Task: Identify methods for training (i.e. in-person, on-line, etc.)
4. Task: Launch plan and record member participation.

Target #4 - Every family in our community has the support they need to be raised in the faith.

We believe God desires for us to do foundation building. We have witnessed the fruit of this through our Christian Education ministry. We want to use our resources to support local families in setting their own foundation on Jesus Christ.

Goal: Begin a church-member and school-family relationship ministry.

Fifty percent of our current school families do not claim a church home. This is our strongest connection with unchurched families in our community.

1. Task: Develop Social Events for both Church and School families (movie night, Pizza night, Strawberry Social)

Goal: Plan intentional ministry efforts for major phases of life.

Major life transitions provide one of the most receptive times to hear the Gospel. By targeting ministries directly at these key phases of life, we will offer great opportunities to engage and support families in their faith life.

1. Task: Review marriage and funeral ministries to look for opportunities to expand offerings.
2. Task: Explore expanding our early childhood ministries.
3. Task: Develop a method to place retirees into meaningful service opportunities.

Goal: Recognizing the healing power of the Gospel, develop healing ministries for our community.

1. Task: Review need for community support groups for issues like helping families with children with extended needs, aging parents, families struggling with debt issues.
2. Task: Look into future steps for Healing Journey.

Goal: Expand our efforts to introduce our school ministry as a choice option for St. Paul families and the community.

Our school is our most effective reach toward families with children. When students enroll in our school a door is opened to minister to their families.

1. Task: Increase partnership efforts with SPSS to brainstorm and execute highly targeted and effective advertising and personal invitations.
2. Task: Host events at our school designed to introduce our school to the community.

Goal: Use our school ministry to bless children who aren't yet enrolled.

God has shaped St. Paul to be a place for children to flourish in their faith. Exploring how to use our school ministry to benefit children who aren't enrolled will serve to increase our impact on this community.

1. Task: Have school children/families invite non-school friends to fun events like: Drive-in/camp-in movie nights, All Saints Day party, Kickball league, Saturday B-Ball league, etc.
2. Task: Devote time and person to developing more overlap with Hilton/Parma, Hamlin Rec. departments to use our facilities for leagues, especially focused on younger ages 3-8 year olds, with the possibility of devotions being a part.
3. Task: Offer "Homework Haven" support for grades 1 - 8 for community, where students could come after school for tutoring/help.

Goal: Conduct a study on expanding our Early Childhood programs, determine next steps by December 2021.

1. Task: Work with other agencies to determine the unmet need for Early Childhood programs in our community.
2. Task: Review the status of our current program and evaluate possibilities for growth.

Goal: Establish a plan with programs that use our campus as a resource to bless community members.

God has blessed us with a great setting and resources that can be shared to support individuals and families in the community. St. Paul is positioned in the center of this village to be a place of peace and a special gathering place.

Goal: Explore reimplementation of the Stephen Ministry program.

God encourages lay people to provide a caring ministry to each other. Walking alongside our Christian brothers and sisters during their time of need, as a trained listener and prayer partner strengthens us all in the faith.

1. Task: Prayerfully review the benefits and challenges of the previous Stephen Ministry program.
2. Task: List processes needed to reimplement program, e.g. updated Leadership training, purchasing materials, etc.
3. Task: Begin educating the congregation regarding the Stephen Ministry program.
4. Task: Canvass congregation for potential Stephen Leaders willing to take the (new) week-long training and teach the 50-hour training course.
5. Task: Canvass congregation for members interested in taking the Stephen Ministry training course.
6. Task: Set up training course with support of the Elders, Pastor and the congregation.

Goal: Develop a comprehensive outreach plan using multiple parts of this ministry plan.

To help our community we need to be engaged with the community. Ongoing outreach efforts will help us to be known and to better know the needs of our neighbors.

1. Task: Secure a demographic study of Hilton/Parma.
2. Task: From that information conduct a study across the area via mail, email, calls and door-to-door.

Goal: Establish a spiritual and emotional care program for staff.

St. Paul staff are on the frontlines of ministry. To best represent Jesus in all they do our teachers and team members need to be spiritually healthy. Caring for their wellbeing helps them to better care for others.

1. Task: Survey staff to determine perceived care needs.
2. Task: Develop a spiritual team to provide encouraging thoughts and words to staff at least one time a week.

Goal: Develop a mentorship program to help members reach spiritual maturity.

Faith is meant to be lived out. Growing in our faith happens best when supports are in place to model and hold us accountable.

1. Task: Meet with Elders to collaborate.
2. Task: Develop a list of mentors.
3. Task: Outline a program for mentorship.

Goal: Develop a method that assists and supports members in reading their Bible every day.

To live out God's will we must know God's Word. Increasing our Biblical literacy is an important step toward maturing in the faith.

1. Task: Begin campaign promoting bringing a Bible to worship.
2. Task: Develop a "Read Thru the Bible" group.