

An aerial photograph of St. Paul Lutheran Church and School is the background for the entire page. The church is a white building with a dark roof and a steeple, situated on a green lawn. To its left is a larger, modern brick school building. The surrounding area includes a parking lot, a playground, and a residential neighborhood in the distance. The sky is a vibrant blue with large, fluffy white clouds. Overlaid on the sky are faint, white geometric lines forming a network pattern, with small circles at the nodes.

Act. Love. Walk.

Living as the family of God

St Paul

Lutheran Church and School

VISION PLAN

2021-2025

A Message from Pastor Mark

See what kind of love the Father has given to us, that we should be called children of God; and so we are. —1 John 3:1

Dear Friends,

It is popular for organizations to reinvent themselves every so often. Now nearly 125 years old, nobody would blame us for trying.

However, what you will read here is far from new, and it certainly isn't edgy.

Instead we share with you how we believe God sees us, as proclaimed in His Word, and what our response is to that vision. This is intended to guide St. Paul's path for the next several years.

We would be honored if you would like to join us!

Blessings,

Mark

Rev. Mark Ball
Senior Pastor



Our Vision at St. Paul

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.

But wait... how do we put this on a t-shirt? That was the pressing question once a complete draft of the ministry plan was produced. There are so many ideas and steps, how can we say this in a way that people will remember?

Going back to God's Word is always a good move. And there it was: Micah 6:8.

He has told you, O man, what is good;
and what does the Lord require of you
but to **ACT** justly, and to **LOVE** kindness,
and to **WALK** humbly with your God?

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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.

How our vision is structured:

The roadmap that has been layed out in front of us has been organized into the following 3 step process. We have identified 4 targets that support our Vision. These are high level statements that will guide us to live intentionally how God sees us. From there, we will set goals of what we need to do to live out these targets. Tasks will then be assigned to take the steps required to accomplish our goals. These are measurable works performed by all of us here at St. Paul, to fulfill God's work in our community.



How St. Paul will be known by 2025:



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.

Goals:

- **Implement fellowship into our weekly routine.**

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

- **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.

- **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.

- **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.

- **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.



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.

Goals:

- **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.

- **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.

- **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.

- **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.

- **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



- **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.

- **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.

- **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.

- **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.

- **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.



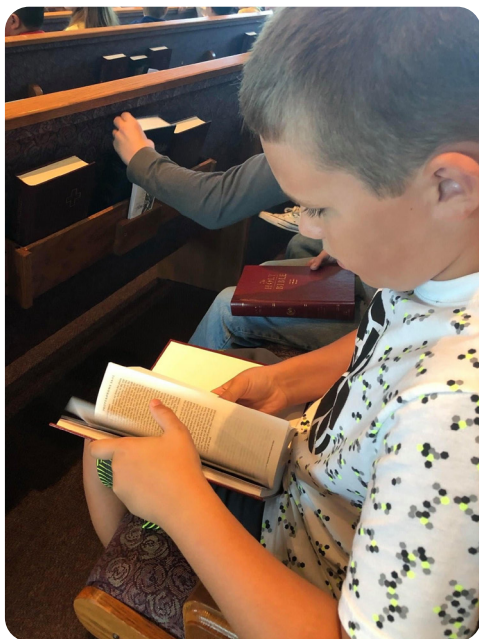
All of Hilton hears the Gospel message personally.

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.

Goals:

- **Form an outreach ministry dedicated to developing and implementing a new way 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.



- **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.

- **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.



- **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.

- **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.

- **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.

- **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 thier faith is an expectation and will have the skills to do so in confidence.



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 school Christian Education ministry. We want to use our resources to support local families in setting their own foundation on Jesus Christ.

Goals:

- **Begin a church member - 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.

- **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.

- **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.

- **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.

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

- **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.



- **Explore reimplementatation 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.

- **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.

- **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.

- **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.

- **Develop a routine 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.



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**An active copy of our Vision Plan can be found on
our website at www.StPaulHilton.org/ActLoveWalk**