

St. John's Lutheran Church
Long Range Plan

Adopted by unanimous congregational vote at a called meeting on February 3, 2008

Intervention: Diversity

Invite

St. John's is committed to growing relationships with people of all races, cultures, and backgrounds, to reflect, honor, and sustain the diversity of God's human creation. **By 2012, St. John's will:**

- learn about and confess our imbedded racism and classism
- become stronger and more strategic as a church that welcomes diverse peoples
- more publicly commit the church to diversity and dismantling racism
- become recognized as a place where challenges associated with diversity can be confronted
- partner with churches already living in diversity, and learn from their experience and example
- find opportunities to partner with the African-American community in Atlanta

Intervention: Christian formation for adults

Connect

The rich questioning and learning of all informs our worship, outreach, prayers, and conversations. Through Christian formation, the members of St. John's come together to learn and grow, and to hear God's call for justice. We see God at work in our lives, and we see God in each other and in the world. As we grow, our relationship with God flourishes. **By 2012, St. John's will:**

- nurture the educational formation of its members in the faith
- create meaningful intergenerational learning experiences
- hire staff devoted to Christian formation
- establish core study groups or circles for adult Christian formation that build on resources within and beyond St. John's
- encourage full participation among adults in Christian education
- apply what we discover through our formation as Christians in our lives and our work outside St. John's
- share information about our educational opportunities with those outside our doors, and invite them to participate

Intervention: Christian formation for children and youth

Nurture

Through Christian formation for children and youth, the members of St. John's come together to honor the promises we make in baptism: to educate our community's children in the faith. We include children and youth in the life of the church, and their faith journeys enrich us all. **By 2012, St. John's will:**

- nurture the educational formation of its children and youth in the faith
- create richly intergenerational learning experiences
- hire staff devoted to Christian formation
- create an organized, intentional educational environment for children and youth, where the children fall in love with God, and God is deeply and richly encountered in word and action
- train and develop teachers to guide children and youth as they grow in their faith
- begin remodeling our classroom spaces to accommodate our goals for children's Christian formation
- encourage every member of the congregation to support and participate in the Christian formation of our children
- share information about our educational opportunities for children and youth with those outside our doors, and invite them to participate

Intervention: Building and Grounds

Tend

St. John's will foster and fund an ongoing comprehensive program for the repair and maintenance of the grounds, buildings, and major mechanic/electrical systems to enable our ministry to thrive and grow. **By 2012, St. John's will:**

- assess its facilities
- address immediate and deferred maintenance concerns
- Plan for and implement a building program that supports our anticipated growth in ministry and addresses accessibility issues
- conduct a capital campaign to renovate our church in anticipation of continued growth
- Operate our finances such that there is no deferred maintenance, and a plan for end-of-life replacement of existing systems
- Integrate water conservation, energy efficiency, and clean energy sources into the building systems.