



2020 +

V I S I O N

WRITING OUR NEXT CHAPTER

Pillar Initiatives and Objectives

GUIDING PRINCIPLES

Our purpose statement “Building the Kingdom by Building Disciples” is the summary of our mission statement. Our mission statement is “The believers of St. Luke’s will reach as many people in Central Florida, introducing them to eternal life in Jesus Christ. Together we commit to worship, connect and grow as Disciples to serve in building the Kingdom of God.” Our Core Values are Christ-centered love as the foundation for Christ-centered acceptance, hospitality, community, discipleship, and service. These foundational statements drive all we do in ministry at St. Luke’s. It’s the heart of who we are as a congregation.

This new strategic vision becomes the lens by which we develop ministry in specific ways to fulfill our mission and Core Values. These six pillars will help us look down the road and focus on exactly how we will Build Disciples and Build the Kingdom during this particular chapter of the life of St. Luke’s. This vision is an evolution of the work we have done over the last five years through the strategies of the 4D vision. You will notice each pillar is connected and is a deeper evolution of one of the world changing ideas.

These Guiding Principles will govern how the mission statement and core values are lived out in what we do, create and implement through this vision. If our mission and values describes our heart and hope, the vision describes the where, when, and who, then guiding principles will help us understand our behavior and how we approach making this vision come to life. We will remember these as ministry teams plan and implement, and keep these in the heart of our congregation as we approach living out this vision.

- **Stay True to our Compass.** We will ensure each ministry tactic or plan is true to our mission and values as a congregation. We will share the Gospel of good news, healing and love.
- **Value Each person as a Child of God.** Reaching new people who have never been to church, or marginalized by the church means they may not fit “church” norms, but we will honor each person and see them as a beloved child of God.
- **Celebrate innovation and embrace risk taking.** While we believe in excellence in everything, we also will be willing to learn from taking risks and sometimes even failing forward.
- **Honor History and Create New.** We will build on our history as a church, but remember that changes in the future do not indict the past.
- **Engage with Cultural Humility.** We will reach out and create ministry with new people with cultural humility; seeking to listen and understand other voices and stories, lead by stepping back, and valuing the assets and work God is already doing in our community and other lives.
- **Collaborate for Impact.** We will look for meaningful partnership and collaboration across ministry areas, worship venues, partnerships in the community.

EXECUTIVE SUMMARY

St. Luke's mission can be summed up in the purpose statement, Building the Kingdom by Building Disciples. In 2012, St. Luke's congregation created a Five Year Strategic plan known as the 4D Vision. Utilizing the Appreciative Inquiry (AI) process, we gathered information through all worship services and small groups to discover the gifts and strengths of our congregation, dream how gifts and strengths meet the needs of our community, and designed a five year destiny to be the roadmap for how we would live, serve, and engage in intentionally focused ministry. Coming to the end of the first five years, it was time to test our learnings and development. In the fall of 2017, we participated again in the AI model to gather information for our next five year vision strategy, 2020+ Vision.

In August, all of our leaders and volunteers were invited to our fall ministry retreat. In order to help us prepare and consider how to write the next chapter of St. Luke's story, we enlisted the help of Tom Bandy. Tom Bandy is a researcher and church futurist who has worked with the United Methodist church for more than 40 years. His current work has been to create the psychographic details of 72 demographic groups for MissionInsite, a demographic study used by denominations and churches to understand their congregation, community, culture, and context for ministry. We gave him as much information as we have on our active members and worshipping congregation. Bandy then used this information to plot out our current geographical reach and help us learn how the demographics of our congregation connect or disconnect with the make-up of the community.

High-level insight from our learning showed our community will continue in a pattern of healthy growth over the next ten years. However, more and more of our community population are identifying themselves as "nones" when it comes to religious preference. In order to fulfill the mandate to reach people and introduce them to Jesus Christ, we will need to find new ways to "go into all the world" and take St. Luke's DNA to God's people. While our congregation is aging, by 2027 there will be more children and youth in our community, with only a modest increase in the 55+ population. Our largest congregation demographic, identified as Booming with Confidence and Power Elite (two adult household, older, more affluent and white), does not mirror the community we serve.

The largest demographic segment in our community are identified as Singles and Starters (more likely single or single parents, younger, less affluent, and racially/ethnically diverse). The good news is decisions and ministries made in the last five years have already helped begin to reach these populations. With a deeper emphasis in 4D world changing ideas, balanced with new ministries to re-engage our congregation, we can grow with our community.

In September and October, we asked similar questions to those in the 2012 process to write the next chapter of St. Luke's. The greatest takeaways from the information shared were: we have a consistent connection with our core values of Acceptance, Hospitality, Community, Discipleship, and Service; a desire to continue to go deeper in reaching marginalized people; enthusiasm about theater and worship arts ministry growth; connection as a means of congregational development; and a desire to continue the work we have started in East Winter Garden with Community Transformation. New findings show growing passions around an emphasis on children and youth on campus, reaching new people in new evangelistic ways, expanding our understanding of healing and support, particularly with those struggling (life struggles, addiction, raising children, single parents etc.), and a clear desire to reduce family homelessness and childhood hunger.

In November, the Vision Team, comprised of approximately 25 St. Lukers, representing a cross section of our congregation met to begin working through the data. The team developed six pillars to categorize initiatives of growth and expansion of ministry over the next five years. These pillars are an extension of the 4D Vision. Each Pillar seeks to take the core understandings of the World Changing Ideas and go deeper. Each Pillar has new ministry focus across our ministry strategies of Worship, Connect, Grow, Serve, and Commit and reinforces our core values and purpose statement. The following pages outline the Pillar initiatives and objectives as well as our 2019 major focuses, desired outcomes and goals for 2020 and beyond.

VISION TEAM:

Vision Team Chairperson: Jim Atchison

Supporting Staff: Jenn Stiles Williams, Corey Jones, Scooter Leonard, Steve Schneeburger, and Fikirte Mariam Mengistie

Members:

Terry McCorvie

Yvette Desrosiers-Alphonse

Sheri Dotson

Julie Ohrberg

Dwight Richert

Sharon Somner

Richard Jans

Colin Van Exel

Katy Thomas Slack

Rachel Dibiasio

Tita Parham

Joe Farkas

Tracy Farkas

Jon Crump

Daniel Roop

Jeni Roop

John Smith

Carol Clemons

Mark Adelhelm

Warren Willis

REACHING BEYOND: A VISION FOR EXTENDING BEYOND THE CAMPUS

THE CHURCH HAS LEFT THE BUILDING

“Come, follow me, Jesus said, ‘and I will send you out to fish for people.’ At once they left their nets and followed him.” Matthew 4:19-20

In order to reach those disconnected with the Church, who have lost their faith, or do not know Jesus, St. Lukers will become the church, not just on our main campus, but off campus. We will connect with the community in multiples ways in various locations and extend the reach of our congregation physically and virtually.

1. MEET PEOPLE WHERE THEY ARE

Desired Outcome: Conversations and shared experiences lead to connection, we will take the church to the community through a variety of activities to connect people through common interests while allowing them to experience the vision and values of St. Luke’s in tangible ways.

Goals by 2020+:

- 50% or more of new St. Lukers engaged through conversations and shared experiences.
- 25% of St. Lukers have ownership of ensuring all ministries of connections are reaching new people and building relationships.
- Marketing and communications include strong website, APP and IT potential usage with easy conduits for St. Lukers to engage and market their ministry and church.
- Structure and training to facilitate how to engage new people and build relationships through conversations and shared experiences.
- Each ministry strategy will have at least one new ministry expression per year to meet and build relationship with new people, particularly targeting the growing singles and starters, up and coming families and college demographics.

Who is responsible? Connect Teams, Marketing and IT staff, Directors across ministry strategies.

2019 Major Focus:

Training and fostering leadership teams for fresh expressions. Work with current cluster and connection groups to strengthen leadership and create succession plans, training for reaching new people and building relationships.

2. REDEFINE WORSHIP

Desired Outcome: Worship will be offered in new ways, not only traditional and contemporary, bringing God’s grace to new times, new locations, connection with different venues, formats, music preferences and learning styles. Each service will be differentiated by music, style, preaching and function of service.

Goals by 2020+:

- Each service offering different experiences that resonate with a diverse congregation and community.
- Level of consistent engagement with worship will increase through online and off campus opportunities.

2. REDEFINE WORSHIP (continued)

- Virtual worship presence will reflect the excellence and connection one feels on campus.
- At least one midweek service on campus and available virtually. New services to target hospitality industry; young adults, singles and starters; recover worship must be met in some weekly or monthly opportunities.

Who is responsible? Worship Team, Grow Teams, Marketing and Commit Teams.

2019 Major Focus:

Create a worship leadership team to study current service differentiation, survey congregation and research best practices of intergenerational and emerging worship styles.

3. SEEK OUT PARTNERSHIPS FOR EVANGELISM AND NEW MINISTRY EXPRESSIONS

Desired Outcome: Join with community programs, local business with connection to St. Lukers and struggling UM congregation to expand our reach and impact.

Goals by 2020+:

- Partner with at least one struggling UMC campus for second site ministries to further regional reach.
- 1/2 new ministries started off campus are connected with a community business or non profit with St. Luke's affiliation for the purpose of name recognition and congregational support.

Who is responsible? Executive Council and Church Council.

2019 Major Focus:

Building relationships with other district UM church connections. Researching best practices in the Florida conference to understand models of partnership.

4. INNOVATE AND EXPAND VIRTUAL PRESENCE

Desired Outcome: Leverage, expanding and increasing virtual presence and the quality of excellence St. Luke's engages the community and deepens the formation of disciples within the congregation.

Goals by 2020+:

- Increase virtual traffic to website, social media sites and auxiliary outlets by 5x the current rate.
- Increase the number of virtual "touchpoints" by which someone can engage with St. Luke's on a regular basis.
- 25% of St. Lukers are deepening their commitment and engagement via online opportunities.
- Worship online will be state of the art in terms of multiple cameras, full licensing and sound capabilities for music, pastor of connection online, full opportunities for connection, giving, bulletins and engagement.
- Increase opportunity for classes, small groups and connection online for both community and congregation.

Who is responsible? Marketing, Communications and IT, Production staff, Worship staff, Commit Teams.

2019 Major Focus:

Redesign and choose target markets for website, APP and social media presence. Research best practices for online engagement from thriving churches.

RECONCILING LOVE: A VISION FOR BELOVED COMMUNITY

IT'S YOUR LOVE THAT BRINGS ME HOME

“For Christ’s love compels us, because we are convinced that one died for all.” 2 Corinthians 5:14

We will reconcile the past, and challenge the status quo, to establish a truly inclusive community of faith for all of God’s children. We will commit ourselves to be visible leaders in our community and our denomination to welcome, nourish and love all who Jesus calls to Him.

1. INCREASE AWARENESS

Desired Outcome: Awareness builds understanding and empathy. Each of us is shaped by our own life experiences and journey. Reconciliation and acceptance requires us to know and share each other’s burdens and stories. Awareness is about our HEAD – giving us the knowledge and understanding to recognize the need for and value of reconciling love in our lives. To this end, design and deliver multi-faceted ministry that invites all to come together and learn, feel, and gain a better understanding of one another so that we are more aware of the possibilities for building a truly inclusive body here at St. Luke’s and in our community.

Goals by 2020+:

- Celebrate our diversity by creating opportunities throughout the year to recognize individual journeys (Celebrate U spotlights), collective experiences (cultural history months) and opportunities for people to come together and share each other’s stories.
- Expand our inclusiveness training opportunities through continuation of the Shalom 1.0 program, LEAD courses, Dialog Tours (Freedom Trail, Northern Belfast, etc.), and similar immersive experiences.
- Provide regular, year-round opportunities for dialog on inclusiveness and reconciliation that are easy entry points for people to learn and share. These opportunities could be small group studies, film showings, speaker events, or participation in community events.
- Establish regular “listening” practices to invite people to provide feedback on how well St. Luke’s is embracing its goal of being inclusive for all. Leverage focus groups/listening posts, congregation surveys and community engagement to assess and report on progress toward a truly inclusive body.
- Speak inclusively. Continuously review our communications to ensure we reflect our core values and project those values of hospitality, acceptance, inclusivity and reconciling love to the audiences we reach.
- This initiative, like each of the initiatives in this pillar, will be measured by: 1) the breadth of participation in 1 or more RL awareness activities each year and 2) by the proportion of St. Luke’s ministry activities which reflect expanding inclusiveness in their execution. In addition, once a baseline of congregation sentiment and demographics is established additional goals will be set to target improvement in prioritized areas of concern or focus (for example, single parents involved in St. Luke’s ministries...)

Who is responsible? Grow and Commit Teams; Supported by Worship, Connect and Serve Teams.

2019 Major Focus:

Re-establish Shalom 1.0 program, expand other training offerings (LEAD, etc.) and establish a baseline of congregation comparative demographics (versus our overall community) and congregational sentiment on how we are doing against our core values and goal of universal inclusivity. Conduct initial “listening” sessions to engage segments of our congregation and community to hear their perspectives and continue to deepen our understanding of the priorities we need to address to make meaningful progress.

2. FOSTER ACCEPTANCE

Desired Outcome: Acceptance is a personal effort that requires individual reflection, understanding, commitment and engagement to accomplish. This individual growth is a critical prerequisite to becoming a truly inclusive congregation. Acceptance is about changing our HEART to becoming personally invested in inclusiveness. Progress with this initiative will be marked by the extent to which we reach out to those who may previously have felt unwelcome by either Christian churches generally, or specifically here at St. Luke's, and change their perspective of who we are and who we are becoming. We will continue to seek to extend a hand of friendship and invite all to join in the effort to become a truly more inclusive congregation.

Goals by 2020+:

- Establish training experiences to help individuals build accepting and loving relationships with others in our congregation and community. These training experiences could take the form of actual classes (Shalom 2.0/Story Circles or LEAD offerings) or a component of other ministries (ie: Circle Allies or Stephen Ministers).
- Encourage and promote inclusive practices in the mentoring programs established in and through St. Luke's including intergenerational, cultural, and vocational in emphasis.
- Expand connectional groups (Cluster Groups, Drama Ministry, Praise teams, GROW groups) that incorporate inclusive acceptance as an intentional aim in their activities.
- Provide CARE ministry support to help reconcile experiences of exclusion or prejudice and begin to build healthier, inclusive relationships within St. Luke's and our community.
- Seek opportunities to effectively engage in and with the community outside of St. Luke's sponsored ministries and events to foster acceptance, reconciliation, and partnership. Examples include MLK weekend activities, PRIDE events, Cultural Festivals, etc.

Who is responsible? Connect and Care Teams.

2019 Major Focus:

Support the launch of mentoring programs and the Shalom 2.0/Story Circles experience with Shalom 1.0 participants.

3. SUPPORT ADVOCACY

Desired Outcome: Strengthen and expand efforts to influence leaders and citizens in our community and denomination, to advocate for social justice and inclusiveness. Advocacy is about giving VOICE to our values of acceptance, hospitality, and inclusiveness. We will seek not only to be a supporter of progress towards reconciliation and wholeness, but a recognized force for positive change and impact in our community and denomination on reconciliation, inclusion, and empowerment for those that may have previously felt marginalized or unloved by the church.

Goals by 2020+:

- Expand training activities like "Beyond the Hashtag", "Bread for the World", and other best practices to enable members of our congregation and community to better advocate for inclusivity and social justice.
- Provide opportunities, coordination, and support for self-directed advocacy programs and efforts (ie: writing campaigns or community-led events) acting as facilitators for those who wish to be more effective advocates on issues of inclusivity and social justice.
- Develop and execute an effective congregational program regarding the United Methodist "Way Forward" and build consensus within the congregation on how to continue our leadership and advocacy within the denomination on these issues.
- Increase efforts and impact on issues of inclusivity and social justice in our community (both locally and globally) through clear, proactive policy, leadership, and guidance on how best to advocate on behalf of individuals who are disenfranchised or marginalized by our culture or society.

Who is responsible? Serve Teams, Executive Council and Church Council.

2019 Major Focus:

The primary advocacy focus for 2019 will be the development and implementation of a congregational program regarding the denomination's "Way Forward" decisions.

4. TAKE ACTION

Desired Outcome: Along with advocacy, we will demonstrate commitment to reconciliation and inclusion through the specific mission and ministry actions taken as a congregation to become more accepting and inclusive, both within our family and in the community we serve. It is about being the HANDS & FEET that realize reconciliation and inclusiveness through acts of love, care, and empowerment. Our vision is to define and execute specific mission and ministry programs targeted at reconciliation across gender, race and other “human” boundaries we use to separate ourselves, and make a sustainable improvement in the lives of those who feel overlooked or excluded in our congregation or community.

Goals by 2020+:

- Continue the success of the East Winter Garden initiative by strengthening our community partnerships, inviting more of our congregation to take an active part in this ministry, and assisting other churches and communities in the adoption of successful approaches to build stronger communities, increase hope and end hunger and homelessness.
- Based on guidance from the various inclusive listening efforts described in the Awareness initiative, develop new worship formats that invite specific groups of people who might not feel comfortable or engaged by our current worship offerings.
- Encourage every ministry team to establish intentional training programs to reinforce inclusivity and acceptance. Adopt an ongoing process of review to challenge ministry teams to become more inclusive in terms of membership and those served.
- Through all ministry areas and teams of St. Luke’s, identify and deploy select new programs or initiatives aimed at becoming a fully inclusive congregation that reflects the diversity of the community we are called to serve. These new efforts should be guided by the ‘gaps’ and priorities identified through our inclusive listening and congregational survey efforts.

Who is responsible? Guided by our Inclusiveness Committee, the Executive Directors and Lay Leadership of each ministry area will be responsible for the breadth of activities and action taken under this initiative.

2019 Major Focus:

Begin the development of a ministry training guidebook for inclusiveness and start the process of meeting with individual ministry teams within St. Luke’s to self-assess their inclusiveness status, priorities, and action plans. Establish effective metrics and reporting to measure the changes realized by our efforts to become a truly inclusive congregation, and begin to make all ministry teams aware of, and participate in, that measurement effort.

AWAKENING DISCIPLES: A VISION FOR DEEPENING DISCIPLESHIP

WAKE UP, IT'S JESUS CALLING

“My Father is gloried when you produce much fruit and in this way, prove that you are my disciples.” John 15:8

We will awaken all disciples to the impact they can have on others as they grow and deepen their relationship with the Divine. We will concentrate our spiritual formation and seek to reengage and deepen our faith journey with purpose, impact, and fruitfulness.

1. AWAKEN THE DISCIPLES' FAITH JOURNEY

Desired Outcome: Design and teach a discipleship path to extend beyond spiritual formation to each of our ministry strategies in order to move people into the next step of spiritual growth, cultivate stewardship and create opportunities for leadership, serving or mentoring.

Goals by 2020+:

- 50% increase of those who attend one St. Luke's ministries and consider themselves St. Lukers involved in adult discipleship for 16 weeks or more per year.
- 25% growth in the number of “active partners” of St. Luke's moving from involvement in an ongoing spiritual formation group to leadership or mentoring another new spiritual formation group.
- Double the amount of new spiritual formation groups for adults held on and off campus.
- Increase percentage of new disciples consistently growing in their stewardship of time and resources.
- Increase the number of two-year covenant discipleship groups that cross generation and faith journey barriers

Who is responsible? Grow team, Mentor Team, Worship Team, Lay Leadership.

2019 Major Focus:

Lay Leadership creates an Appreciation team for leaders and volunteers for consistent encouragement and support. Design and educate congregation through a church-wide study about Spiritual formation path. Design a team to mentor and guide St. Lukers to take next steps in spiritual formation growth. Church-wide education and push on Wesley's 21 Questions and Covenant groups.

2. MENTORING AND ACCOUNTABILITY

Desired Outcome: Mentor those newer to the faith and root spiritual formation journey in historical Wesleyan accountability through covenant groups, spiritual direction and emerging faith models for new disciples, partners and long time disciples based on the stage of life.

Goals by 2020+:

- Engage every active St. Luke's Partner in a mentoring relationship with one other St. Lukers to deepen spiritual formation, stewardship and overall commitment to the vision, mission, and values.
- Increase the number of St. Lukers who are choosing to become partners due to deeper connection through mentoring relationships.

Who is responsible? Connect and Grow staff and leadership, Communications Team, Mentoring Team, Lay Leadership

2019 Major Focus:

Development of a Partner Ministry team to help cultivate and mentor new partners of St. Lukers. Development of Mentoring process and training across vision strategies. Sermon series and education on the culture of mentoring.

3. CULTIVATE SPIRITUAL GIFTS AND NURTURE VOLUNTEERS

Desired Outcome: Re-ignite the need for Spiritual Gifts assessment and utilization to create a culture of gifts driven service throughout the generations and commitment level of St. Lukers. All volunteers are called, gifted, equipped and supported in their service with clear plans for sustainability and succession planning.

Goals by 2020+:

- 25% increase in the number of engaged volunteers in a habit of serving and mentoring the next generation.
- Framework for classes, learning opportunities, websites and blogs for encouragement and empowerment of volunteers
- Engage a team of at least, 30 consultants who will work to develop volunteer engagement through education, consultation, and connection.
- Utilizing every St. Lukers' spiritual gifts for volunteering and to deepen their next level of leadership and serving.

Who is responsible? Lay leadership, Connect team, Communications, IT and Tech Staff, Grow staff and team.

2019 Major Focus:

Website and APP development and reformat. Create a lay leadership team for development of gift consultation. Church-wide study and sermon series. Develop partner mentor group of volunteers.

4. CLAIM THE GREAT COMMISSION TO SHARE AND INVITE

Desired Outcome: Create a culture where St. Lukers are comfortable and passionate about sharing their faith and invite people to grow the Kingdom and a disciple's faith journey. Increase the number of new people visiting and involved sharing they heard about St. Luke's through a personal invitation.

Goals by 2020+:

- 25% of new St. Lukers report being connected with the congregation through the invitation of a friend.
- Increase in the number of new partners due to an already established relationship with active St. Lukers.
- Increase in fresh expression ministries off campus with strong St. Luke's lay leadership teams.
- Implement classes to train in conversations about invitation, faith discussions and journeying with new disciples.
- Increase the among of simply invite events and other low-risk ministries by 25%.

Who is responsible? Connect Team, Communications and IT, Worship team.

2019 Major Focus: Build Fresh Expression lay team and begin training and study of best practices. Focus a series on evangelism and witness. Train ministry leaders on welcoming new people and how to encourage invitation in small groups.

5. CHANGE ON-CAMPUS CULTURE TO "THE THIRD PLACE"

Desired Outcome: Encourage the St. Luke's main campus and all "connection campuses" to be a place people want to come to hang out, be welcomed, and engage in conversation and organic, authentic community.

Goals by 2020+:

- Increase frequency of campus and connection campuses being used as a gathering and connection place during the week.
- Expand the culture of St. Lukers having ownership of all of the campus and ministry events. Visitors will meet St. Lukers who speak to everyone on campus, offer hospitality to every guest, and serve to help connect people to what they need.

Who is responsible? All Staff and Lay Leaders, Ministry Leaders, Trustees, IT and Communications teams.

5. CHANGE ON-CAMPUS CULTURE TO “THE THIRD PLACE” (continued)

2019 Major Focus:

IT, Website and APP formation and redesign to create a better infrastructure for on-campus engagement. Develop an evening hospitality team for connection table staffing. Consult other churches for best practices in “third place atmosphere” and create a partnership with local businesses. Research possibility of electric car charging station and other opportunities for commuters to connect with St. Luke’s during peak ministry hours.

GROWING YOUNG: A VISION FOR SUPPORTING CHILDREN, YOUTH AND FAMILIES

IT TAKES A VILLAGE...AND A SWING SET

“Let the little children come to me. Do not hinder them, for to such belongs the Kingdom of God.” Mark 10:14

Create thriving ministries for children, youth and young adults (from newborn to 30) by which each adult member commits to foster deep personal connections with young people throughout their life journey. These relationship will create an atmosphere that makes St. Luke’s the community where young people know they belong and are valued.

1. INVEST IN CHILDREN

Desired Outcome: Expand our capacity for ministry to better support the spiritual formation of children in new and creative ways. Create a network of adults through intergenerational opportunities of discipleship, service and community building to support children and their families. Leadership and helping children understand their call to serve and make a difference will be a part of helping children build confidence and character.

Goals by 2020+:

- Increase engagement of children beyond Grow ministries into St. Luke’s strategies of Worship, Connect, and Serve to 25% for intergenerational support and a child’s personal development.
- Strengthen intentional transition ministries from children to youth ministries to increase retention rate that occurs with both students and families.
- Creative ministry innovation to consider emerging trends of children’s development and learning styles and our particular culture of arts, music and theater as a point of interest and growth.

Who is responsible? Children and Youth Grow staff and leadership; Worship, Connect and Serve Directors.

2019 Major Focus:

Create mentor framework and training for leaders across ministry areas. Study Children’s ministry best practices for intergenerational churches and emerging arts interaction with children.

2. GROW MIDDLE AND HIGH SCHOOL YOUTH

Desired Outcome: Provide engaging opportunities for middle and high school students utilizing the arts, technology, mentoring and after-school programming to attract diverse youth. Develop leadership skills, passion, talents and spiritual gifts of middle schoolers and high schoolers to build a culture of intergenerational mentoring, leadership and calling.

Goals by 2020+:

- Increase the engagement of current St. Luke's youth age students into the activities of Youth Ministries
- Increase the involvement of new youth from the surrounding community into the activities of Youth Ministries
- Increase the number of parent and family adult interactions and engagement within Youth ministry throughout a school year for support on a regular basis.
- Develop a sustainable network of committed adult leaders using their gifts to encourage, create, and implement youth ministry throughout the year.
- Increase engagement of youth beyond Grow ministries into St. Luke's strategies of Worship, Connect, and Serve to 25% for intergenerational support and a child's personal development.

Who is responsible? Youth Grow staff, leadership and Parents; Mentor team; Worship, Connect and Serve Directors.

2019 Major Focus:

Develop a sustainable volunteer base and active parent support network for Youth Leadership. Generate baseline for active St. Luke's youth and parents not involved in youth ministry. Training of parents and leaders for engaging with middle school and high school youth.

3. GROW YOUNG PEOPLE IN COLLEGE AND FIRST CAREERS

Desired Outcome: Create and maintain engagement with young adults through key life transitions by offering social and cultural events, mentorship and activities to encourage continued involvement in a community of faith both on and off campus. Create a safe space and welcoming community for these young people to gather throughout our community, on our campus and stay connected as they are away at college.

Goals by 2020+:

- Create a community network of college alums connected with 50% of the students who graduate from St. Luke's and leave for college to provide mentoring support and encouragement.
- Create a community network of professionals in field of interest connected with 50% of St. Luke's college graduates and first careers for regular networking, mentoring and guidance.
- Partner with two local colleges to interact with student population with at least two annual on-campus events to include: conversations, presentations and marketing to engage and share talents with St. Luke's population.
- At least six practical "how-to" life classes and social events offered annually for young adults in our congregation and community offered both on or off campus.
- Design and implement a week night, young adult targeted worship service starting later at night, experiential and discussion based in nature, with time for fellowship and connection.

Who is responsible? College Grow staff and leadership, Mentor Team, Worship staff, Connect staff

2019 Major Focus:

Building a design team for new worship service and study best practices of Central Florida young adult worship. Build college alum database to begin connection with graduating class of 2019.

4. GROW SINGLE AND MARRIED YOUNG ADULTS

Desired Outcome: Create content, mentoring and support to help young adults cope with life as they move through times of transition.

Goals by 2020+:

- Provide and sustain “drop in” classes to encourage young adults to continue connection throughout the year, regardless of regular attendance.
- Provide sustainable leadership from older committed adults for cluster group activities for community, connection and care for this particular age groups.

Who is responsible? College Grow staff, Connect staff, and Care staff.

2019 Major Focus:

Find committed adult leaders outside this age range to engage for a two year process of leadership in spiritual formation and cluster group ministries. See above strategy for worship design team.

5. SUPPORT FAMILIES

Desired Outcome: Expand our capacity of daily ministry to better support the needs of families, regardless of their socio-economic position, to offer spiritual support for raising children and practical support of parenting skills, support groups and life skills.

Goals by 2020+:

- Develop a plan to transition to full time Child Development Center offerings.
- Provide regular annual opportunities for practical “how to” classes for raising children of all ages and inclusive of all family compositions.
- Provide comprehensive network of community, training and support for single parents with an increase in single parent engagement in the church of 30%.
- Restructure Sunday morning schedule to strengthen opportunities for all ages to worship together.
- Quarterly family events specifically designed for St. Luke’s families to increase opportunity for relationship, bonding and support.

Who is responsible? Grow Ministry team and leadership; Child Development staff and leadership; Worship team and leadership.

2019 Major Focus:

Best practices of local child development center policies, structures, fees and revenue. Support new single parent initiatives. Work with Worship team to study best practices of discipleship/worship Sunday morning schedules.

NAVIGATING LIFE: A VISION FOR BUILDING COMMUNITY AND SUPPORT

WE'LL STAND BY YOU

“Let me give you a new command: Love one another. In the same way I loved you, you love one another. This is how everyone will recognize that you are my disciples—when they see the love you have for each other.” John 13:34-35

Our commitment to community will be shown by how we share, support, celebrate and walk alongside one another as we experience life's joys, crises and transitions. We will continue to care for one another, and grow as a congregation as we help each of us navigate the life transitions we experience.

1. CREATE A CULTURE OF CELEBRATION AND SUPPORT

Desired Outcome: To ensure anyone who considers themselves a St. Luker will feel support, cared for and valued, knowing they belong to this large congregation and matter. We will celebrate life moments, not just ministry moments as a congregation. From birth to death, every St. Luker will feel a sense of connection and celebration, even in the midst of difficult times.

Goals by 2020+:

- A given set of “life markers” from birth to death to tangibly acknowledge and celebrate throughout ministries.
- Multiple ways of celebration and support used throughout all ministry areas including digital media, newsletter communications, worship and grow ministries.
- Marketing and communications include strong website, APP and IT potential usage with easy conduits for St. Lukers to share what is going on in their life and feel connected during times of transition.

Who is responsible? Care Ministries, Marketing and IT staff, work across all Ministry strategies

2019 Major Focus:

Refresh and update website, engage APP and social media to integrate a “tell us what’s going on” place for sharing information about life transitions and celebrations. “Life Markers” ministry team working with all ages and demographics to determine major life celebration and support times.

2. ADOPT INTERGENERATIONAL MINISTRY BEST PRACTICES

Desired Outcome: Seek new ways to develop and build intergenerational connection and community and create bridges between generations for mentoring, support and connection.

Goals by 2020+:

- Each young person under 18 will have at least 5 adults connected and navigating life with them beyond teachers and youth counselors.
- Cross generational relationships and celebrations are valued and each generation is willing to do whatever it takes, even beyond personal preference to support and encourage another generation. We are in this together culture is prevalent.
- Two times more opportunities to build relationships across affinity and demographics around simple ministries like meals, physical spaces of connection and mentoring.

Who is responsible? Grow Team and all ministry areas.

2019 Major Focus:

Study intergenerational ministry models and best practices. Train ministry leaders in the value of of cross generational relationships.

3. INVEST IN “CAREER SUCCESS” MINISTRY

Desired Outcome: Build ministries to engage this growing demographic in our community through social connections, service opportunities and career/employment networking and assistance.

Goals by 2020+:

- Career Counseling program established with trained mentors to provide support for resumes, resourcing, networking meetings and portfolios.
- Expand the best practices of Jobs Partnerships and Circles to St. Luke’s campus to reach surrounding community.
- Ongoing, quarterly seminars free to the public on career coaching, life skills and chances to build relationships.
- 4% Increase over current number of Singles and Starters involved in worship, single parent, grow and serve.
- Blog sites, APP and interactive web areas to connect and download tips, current trends and connections.

Who is responsible? Care and Serve Teams.

2019 Major Focus:

Study best ministry practices from Serve and Community Transformation to develop curriculum to be replicated in community. Build a ministry team to study demographic, survey community and prepare first steps of focus.

4. INVEST IN THRIVING SENIORS MINISTRY

Desired Outcome: Value and acknowledge the growing resource of time, wisdom and experience of early retirees and use their passion to help develop their second calling in life. Energize this age group to create energy, commitment and buy in for the multiplication of the vision and values of St. Luke’s.

Goals by 2020+:

- A strong ministry team to vision ideas for two senior demographics: those who provide support and care for others, and those in need of support and care.
- A culture of active, serving early retirees committed to mentoring the next generation of St. Luke’s disciples and building relationships with new people from the community.
- Active travel and social senior’s ministry to build community and embrace those who are retiring and looking for the next step of involvement and service at St. Luke’s.
- 25% more consistent spiritual formation and engagement in serving the younger generations by those in the first 10 years of retirement.

Who is responsible? Lead, Grow and Connect Teams.

2019 Major Focus:

Ministry team and survey of best practices and congregation. Multi-prong approach to support, social and educational ministries. Training in intergenerational churches and mentoring for Ministry leaders who are early retirees.

5. STRENGTHEN 1:1 MENTORING RELATIONSHIPS

Desired Outcome: Create a culture of mentoring and the willingness of St. Lukers to learn and lead others in relationships and connections through life transitions.

Goals by 2020+:

- Create framework for mentoring for relationships that range from spiritual formation, life skills, relationships, and age level connections.
- 50% of active St. Lukers trained as mentors and committed to being mentored as a practice of accountability.

Who is responsible? Mentoring Team, All ministry areas.

2019 Major Focus:

Mentoring framework created for basic tools and able to be specifically designed for each ministry area. Ministry leaders begin understanding the power of mentoring and strengthening relationships across generations, affinity and need.

RESTORING HOPE: A VISION FOR REDUCING HOMELESSNESS AND HUNGER

EVERYONE DESERVES A CHANCE

“The Lord God’s spirit is upon me, because the Lord has anointed me. He has sent me to bring good news to the poor, to bind up the brokenhearted, to proclaim release for captives...” Isaiah 61:1

Homelessness and hunger are two of the three major challenges of our times in the US and globally. St. Luke’s congregation is committed to reducing family homelessness and childhood hunger in Orlando continuing on the success of reducing poverty in East Winter Garden and discovering best practices, and through global mission partnerships.

1. MOVE PRECARIOUSLY-HOUSED FAMILIES TO STABLY HOUSED

Desired Outcome: Move a percentage of families in OCPS West Learning community, who are currently living in motels, doubled up with other families and extended stays to stable housing by 2025. Move a set number of children and families from unsafe housing to safe housing through global partnerships.

Goals by 2020+:

- Increased number of families with access to affordable housing.
- Increased percentage of families who get connected with empowerment programs.
- Increased number of families who will be connected with State and Federal resources.

Who is responsible? Missions, Worship, Commit and LEAD with support from Connect at St. Luke’s, and in partnership with Central Florida Commission on Homelessness, Habitat for Humanity, Circles Orange County, Coalition for the Homeless, Family Promise, Jobs Partnership, Educational IMPACT, OCPS, ZOE Ministries, UMCOR.

2019 Major Focus:

- Identify the number of families assisted through the OCPS McKinney Vento Act in West Learning Communities to determine a percentage for outcome.
- Continue to develop tactics, metrics
- Community mapping
- Build a Housing Team at St. Luke’s
- Identify resources needed
- Strengthen partnerships with renewed focus

2. MOVE FOOD INSECURE FAMILIES TO FOOD SECURITY

Desired Outcome: Move a percentage of families in OCPS West Learning community, who are currently food insecure to food secure. Achieve these goals through building the capacity of families, civic engagement, building a cross-sector coalition and advocating for policies that support low-income families.

Goals by 2020+:

- Increased number of families with access to nutritious food.
- Increased number of families with improved knowledge of healthy eating.
- Increased percentage of families who get connected with empowerment programs.

Who is responsible? Missions, Worship, Commit and LEAD with support from Connect at St. Luke’s, and Bread for the World, Educational IMPACT, OCPS, Arts After 5, EWG Culinary Program, Shepherd’s Hope, Circles Orange County, ZOE Ministries, Second Harvest, Feed the Poor, UMCOR.

2019 Major Focus:

- Identify the number of students on free and reduced lunch in OCPS West Learning Community and determine percentage for outcome.
- Community mapping.
- Build a Nutrition Team at St. Luke’s.
- Identify resources needed.

3. PROVIDE LEADERSHIP WITHIN COMMUNITY TO CREATE COMMON VISION AND STRATEGY IN ORANGE COUNTY

Desired Outcome: Create a common goal for cross-sector networks and alliances in Orange County to end family homelessness and childhood hunger.

Goals by 2020+:

- Set a goal and identify strategies.
- Raise community awareness regarding root causes and complexities of childhood hunger and family homelessness.
- Expand the trainings St. Luke's is offering to continually raise awareness about the root causes of poverty.

Who is responsible? Missions, Commit and LEAD with support from Connect at St. Luke's, and in partnership with Bread for the World (national and Central Florida), Commission on Homelessness, Feeding America, Second Harvest, UP Orlando.

2019 Major Focus:

- Expand COPE and Bridges out of Poverty trainings in the community.
- Develop partnerships in the community.
- Build capacity and partnerships to start a hunger alliance network in Orlando.

4. MULTIPLY IMPACT THROUGH ADVOCACY

Desired Outcome: Influence to change/introduce new policies to remove barriers for low-income families working to get out of poverty. Raise community awareness about the root causes and complexities of family homelessness and childhood hunger. Connect state and federal resources with individuals and communities who struggle to access them.

Goals by 2020+:

- Improved/changed policies that remove barriers for people facing hunger and homelessness.
- Raise community awareness regarding root causes and complexities of childhood hunger and family homelessness.
- Expand the trainings St. Luke's is offering to continually raise awareness about the root causes of poverty.

Who is responsible? Missions, Worship, Commit, LEAD and Connect at St. Luke's, and in partnership with Bread for the World (national and Central Florida), Commission on Homelessness, Feeding America, Second Harvest, UP Orlando.

2019 Major Focus:

- Identify key policies that are barriers for families to get out of poverty.
- Organize Offering of Letters at St. Luke's and through community partners.
- Develop partnerships in the community and with elected officials.
- Build a broad-based advocacy coalition in the community.

ST LUKE'S
UNITED METHODIST CHURCH

4851 S. Apopka-Vineland Road
Orlando, Florida 32819
407.876.4991
www.st.lukes.org