



2020 +
VISION

WRITING OUR NEXT CHAPTER

DRAFT

03.08.18

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 report is a high level explanation of each Pillar, the key initiatives to be focused on in creating ministry tactics, and a high level thought regarding measurements.

TIMELINE:

- Share at Ministry Retreat with all volunteers
- Make draft document available to congregation and begin communication plan
- Video introducing and creating interest
- Easter commercial for worship to excite visitors
- Eastertide: Short video to give high-level look at each Pillar
- Vision Team to create Pillar strategy teams (week of February 20)
- Staff, ministry area lay leaders, and vision team members create PST
- Team work for six weeks to create tactics, timelines, measurable objectives, resource alignment to create a more detailed document
- Church Council presentation: April 3
- Socialize with stakeholders and groups for feedback (April - May)
- Church Conference adoption: May 20 (Pentecost)
- August: Worship sermon series on each Pillar

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

We will be the arms and feet of Jesus by offering ministry, training, support, and care wherever there is a need in our community. We will accomplish our goal by using new ways to reach those who do not know Jesus, have lost their faith, or have been hurt by the Church. Our people will become the Church, not just on our main campus, but by connecting with the community in multiple ways in various locations. We will seek new ways to connect with people beyond our main campus and extend the reach of our main campus virtually.

4D WORLD CHANGING IDEA EXTENSION: Turn the Church Inside Out

MINISTRY STRATEGY RESPONSIBLE: CONNECT, WORSHIP, COMMIT (Marketing, IT),
SERVE

KEY INITIATIVES

MEET PEOPLE WHERE THEY ARE

We can no longer expect that if we “build it they will come.” We must take the Church to the community both physically and virtually. We will meet people where they are and build relationships with them to bring the church to them. Our efforts must appeal to people who are seeking spiritual fulfillment, but who do not identify with (and may even be uncomfortable with) organized religion.

We will measure our success by:

- o Number of people involved in off-campus ministries and connected virtually
- o Number of new people moving into the next movement of faith beyond entry point.
- o Number of lives touched via St. Luke’s programs and partnerships

REDEFINE WORSHIP

Our church's success can no longer be entirely measured by the number of people in worship on Sunday. We must define our efforts through the number of lives being reached by the gospel. We understand our vibrant worship reaches our current congregation, but as we have studied our demographics, we understand we are not reaching large segments of our community because of conflicts of time, style, and being a transient community. Worship can be delivered in new ways, not just traditional and contemporary, but by bringing God's grace to new locations, connecting with different venues, formats, music preferences, and learning styles.

We will measure our success by:

- o Number of worship opportunities provided
- o Number of people leading new styles of worship and in new venues
- o Number of people who have a story of engagement with a new person and in a mentoring relationship

SEEK OUT PARTNERSHIPS FOR EVANGELISM AND NEW MINISTRY EXPRESSIONS

We don't always have to create new ministries on our own. St. Luke's has a strong presence in the community through our members. We can join in partnership with community programs, local business, and struggling United Methodist congregations to expand God's impact. Ministries to support this initiative could include: creating toolkits for members to have lunch conversations about God, holding studies and worship in local businesses, creating satellite sites for expanding current on campus ministries.

We will measure our success by:

- o Number of active community partnerships
- o Success of aligned churches in terms of stewardship and evangelism; involvement of congregation

INNOVATE AND EXPAND VIRTUAL PRESENCE

We will leverage technology to enable connectivity for both congregation and community. This could include but should not be limited to: continuing to maintain a cutting-edge website and social media presence, creating a digital repository for small group learning, create virtual meeting capabilities for small groups and training, expanding podcast and blog content for dialogue and learning, creating digital profiles and personal pages for social connection and spiritual growth.

We will measure our success by:

- o Enhancement of online community presence for connection, prayer, stewardship, engagement and full production of worship online
- o Increased online learning and conversation communities for connection and spiritual growth

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

If we are truly to grow together as a church reflective of acceptance, hospitality, and love, we must recognize there is much historical division, pain and separation in both church and community that block Jesus’ call to establish his kingdom here on earth. To truly come together as one body of disciples for Christ, we need to reconcile the past, challenge the status quo, in order to establish a truly inclusive community of faith for all of God’s children. We are called to love all, not just those that look, think, or behave like ourselves. Therefore, 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. Our approach will include initiatives in four focus areas: Awareness, Acceptance, Advocacy, and Action.

4D WORLD CHANGING IDEA EXTENSION: Speak Love Aloud

MINISTRY STRATEGY RESPONSIBLE: GROW, CONNECT, SERVE, COMMIT

KEY INITIATIVES

AWARENESS

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. We commit ourselves to lay aside our human lenses and see each of us as God does: wonderfully made, worthy of our love, uniquely gifted and called to be part of Jesus’ kingdom building. To this end, we will design and deliver a multi-faceted ministry effort that invites all to come together and learn, feel and grow. This effort will include awareness-building activities like lunch partner program, Shalom groups, book studies, speaker events, film series and other opportunities for us to come together, share our stories, and become more aware of the possibilities for building a truly inclusive body here at St. Luke’s and in our community.

We will measure our success by:

- o Number of people participating in awareness activities and events, both from congregation and community
- o Increase in percentage of congregation that feel they have increased personal awareness of reconciliation needs and inclusion progress in our congregation, community, and denomination
- o Degree to which our congregation’s demographics mirror that of our community

ACCEPTANCE

Acceptance is a critical prerequisite to becoming an inclusive congregation. 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 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.

We will measure our success by:

- o Degree to which our congregation's demographics mirror that of our community
- o Indicators that show our community believes St. Luke's is welcoming and inclusive
- o Percentage of our congregation affirm they are strongly supportive of St. Luke's efforts to be inclusive

ADVOCACY

This initiative is targeted at strengthening and expanding our efforts to influence leaders and citizens in our community, and our denomination, to advocate for social justice and inclusiveness. We will seek to be not only 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.

We will measure our success by:

- o Levels of engagement and support across our congregation in advocacy efforts
- o Evidence that our efforts in this regard are influencing public awareness and support for progress

ACTION

This initiative will, along with advocacy, demonstrate our commitment to reconciliation and inclusion through the specific mission and ministry actions we take as a congregation to become more accepting and inclusive, both within our family and in the community that we serve. Our vision is to define and execute specific mission and ministry programs targeted at reconciliation across gender, race and other "human" boundaries we separate ourselves by, and make a sustainable improvement in the lives of those who feel overlooked or excluded in our congregation or community.

We will measure our success by:

- o Amount of resources (pastoral, staff and volunteer time, financial support, facilities access, etc.) that we commit to ministry and outreach that advances our efforts to become a more inclusive congregation and community
- o Number of people whose lives are significantly bettered by our efforts and actions

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

Creating thriving ministries for children, youth, and young adults (from newborn to 30) is critical to both the future of our church and the health of our community and helping young people become engaged in a community of faith has never been more necessary. Demographic studies show there is a growing population of single, multi-ethnic young people living in our community, yet this group is underrepresented in the life of the church. Healthy growth and spiritual development of young people is vital to lay a foundation for an engaged faith journey as an adult. During the vision process, developing innovative strategies to help children and youth emerged as a number one priority. St. Luke's is committed to fostering deep personal connections with young people throughout their life journey, creating an atmosphere that makes St. Luke's a place they want to be.

4D WORLD CHANGING IDEA EXTENSION: Dig in Grow Deep

MINISTRY STRATEGY RESPONSIBLE: CONNECT, GROW (Children and Youth), COMMIT (CDC)

KEY INITIATIVES

INVEST IN CHILDREN

We will expand our capacity for ministry to better support the spiritual formation of children in new and creative ways. Statistics show that teaching children about faith at a young age and connecting them with at least five adults who are invested in their lives helps them to continue to stay connected in a spiritual relationship with God and the church community into young adulthood. We will create a network of adults through multigenerational opportunities of discipleship, service, and community-building to support children and their families. Teaching leadership and helping children to understand their call to serve and make a difference helps build their confidence and character. Ministries will be available beyond the traditional Sunday School to increase the opportunities we have to connect with a child throughout the week.

We will measure our success by:

- o Increased numbers of opportunities for children and volunteers trained and committed to supporting them, providing more year-round spiritual formation (e.g. Sunday School, Wednesday evening meals and activities, etc.)
- o Greater demographic diversity in programs and ministries
- o More need-based scholarships provided for children from any family or economic background to participate fully in all ministry opportunities
- o Increased connection points so that every child has regular interaction and engagement with three to five adult members

GROW MIDDLE AND HIGH SCHOOL YOUTH

Provide engaging opportunities for middle and high school students throughout the week to create positive interactions and build supportive relationships. Utilize the arts, technology, mentoring, and after-school programming to attract a diverse youth following. Begin to develop leadership skills and spiritual gifts as early as middle school so youth can begin to model multigenerational mentoring to the larger church body. Help young people discover their call and gifts to ministry and develop passion and talents.

We will measure our success by:

- o Steady growth in youth engagement, worship attendance, and service opportunities in the life of the church
- o Increased number of adults mentoring and working with youth
- o Increased number of confirmands engaged beyond the confirmation service and mentoring others
- o Increased connection points so that every youth has regular interaction and engagement with three to five adult members

GROW YOUNG PEOPLE IN COLLEGE AND FIRST CAREERS

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. College students and first careers are often developing their faith journey and defining who they are for the first time outside of the family. We are in a unique position in Orlando to become a family community, a place for social as well as career-networking, and a place of not only spiritual but emotional care and even financial support. Create a safe space and a welcoming community for these young people to gather throughout our community, on our campus, and even staying connected as they are away at college helps them trust the Church and lives into our core values as St. Luke's.

We will measure our success by:

- o Increased numbers of St. Lukers mentoring and connecting with young adults as they transition to college and first careers.
- o Increased numbers of college-age and first-career young adults engaging in events and activities specifically geared toward them, as well as other activities in the life of the church, fostering intergenerational engagement and growth.

GROW SINGLE AND MARRIED YOUNG ADULTS

Create content, mentoring, and support to help young adults cope with life. Young adulthood is a time of transition: creating a new home, developing an understanding of purpose and community, becoming leaders within the church community. Often the best leaders are mentors and during these transitional periods, older church members who have experienced these transitions and have a story to share can become great mentors.

We will measure our success by:

- o Increased numbers of St. Lukers committed to serving as coaches and mentors in a wide variety of growth areas pertinent to young people at this stage of their lives.
- o More young adults engaged in social, cultural, and volunteer activities.
- o More young adults engaged in the overall life of St. Luke's, leading to mature Christian discipleship.

SUPPORT FAMILIES

Strong support of young people requires strong support of families of all make up. We have an increased number of non-traditional families within our community looking for not only spiritual support for raising their children, but also for practical support of parenting skills, support groups for parents, and life skills to help them know they are not alone. In addition, we have a growing economic diversity in our community and find the community is more dual-working families looking for weekly ministry and child care to support working parents. We will expand our capacity for daily ministry to better support the needs of families, regardless of their socio-economic position.

We will measure success by:

- o Increased numbers of families remaining engaged at all growth stages.
- o Increased number of young couples or couples with children and youth attending on and off-campus small groups or classes throughout the week and on Sundays.
- o Increased numbers of children, youth, and parents-grandparents worshipping together as a family.

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

In order to continue to write the next chapter of St. Luke's ministry for 2020 and beyond, and based on our core values of discipleship and service, discipleship building needs to be a priority for all St. Lukers. We want to 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 awaken the disciples of St. Luke's to reengage and deepen our faith journey with purpose, impact, and fruitfulness.

4D WORLD CHANGING IDEA EXTENSION: Dig in and Grow Deep, Make it Happen

MINISTRY STRATEGY RESPONSIBLE: WORSHIP, CONNECT, GROW (Adult ministries), COMMIT (Stewardship)

KEY INITIATIVES

AWAKEN THE DISCIPLES FAITH JOURNEY

Being a disciple is a life long journey of intentionally seeking to grow in study of scripture, spiritual disciplines, and living out generous stewardship of time, talent, resources, prayer, and witness. A faith journey has both routine and discipline, but disciples are also called to consider opportunities to challenge and stretch their understanding and trust in Christ and one another. St. Lukers will live into their faith journey through a simple and intentional discipleship path, committed stewardship, and spiritual formation ministries.

We will measure our success by:

- o Increase in stewardship of time and talent, new numbers of people in spiritual formation opportunities
- o Increase percentage of reengaged St. Lukers who are in volunteer positions and spiritual formation

MENTORING AND ACCOUNTABILITY

Lifelong disciples do not retire, they move toward mentoring others and committing to one another in relationships of accountability. Mentoring, and learning to lead others creates interdependence across generations and faith journeys. Accountability, modeled out of the Wesleyan tradition, moves us beyond biblical knowledge and into putting our life of faith to daily intention. This initiative challenges long time disciples to mentor those newer to the faith, and root our spiritual formation journey in historical Wesleyan accountability through covenant groups, spiritual direction, and emerging faith models.

We will measure our success by:

- o New members and new disciples growing in their stewardship and spiritual formation.
- o Increase in the number of two year covenant discipleship groups that cross generation and faith journey barriers.

CULTIVATE SPIRITUAL GIFTS AND NURTURE VOLUNTEERS

Utilizing our Lay Leadership committee throughout the year to develop classes, monthly learning opportunities, websites and blogs for the encouragement and empowerment of our volunteers. When people feel encouraged and supported, they grow not only in their trust of leading and serving, but also their trust in the church.

We will measure our success by:

- o Increased number of engaged volunteers in a habit of serving and mentoring the next generation
- o Deepened engagement in spiritual formation and stewardship

CLAIM THE GREAT COMMISSION TO INVITE AND SHARE

Witness is a part of our membership vows. Witness is not about conversion but being intentional about having conversations, building relationships and inviting others to experience Christ and the community of faith. Statistics and research show the majority of people who come to a life of faith do so in response to a relationship with and invitation from a friend. Learning how to share our faith and invite people to join us not only helps to grow the kingdom, but also helps to grow a disciple's personal faith journey.

We will measure our success by:

- o The amount of new people visiting and involved sharing they heard about St. Luke's through a friend's invitation.
- o Classes to train in conversations about invitation; more off campus opportunities to have faith discussions; simply invite events and other tools will be used to help St. Lukers invite friends to low risk ministries.

CHANGE ON-CAMPUS CULTURE TO "A THIRD PLACE"

They are more than coffee. People come to hang out, be filled and find comfort in relationships. The campus should be a place of welcoming activities as well as quiet spaces. Our Church is more than Sunday worship. People come to hang out, be filled, and find comfort. With an awakening of discipleship, our values of community, acceptance, and hospitality become an integral part of who we are as a congregation. The claiming of the great commission in people's hearts also lends to a culture shift on campus, encouraging the St. Luke's main campus and all "connection campuses" to be a place people want to come to hang out, be welcomed, engage in conversation and organic, authentic community.

We will measure our success by:

- o Increased frequency of campus and connection campuses being used as gathering and connection places
- o New ideas and incubators for socially responsible partnerships for businesses - coffee shops, book stores, etc.

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

We at St. Luke's claim “Community” as one of our core values. We are more than just a collection of individuals with shared interests, but are truly committed to each other. Commitment to community is shown by how we share, support, celebrate, and walk alongside one another as we experience life's joys, crises, and transitions. Looking forward, we want to continue to care for one another, and grow as a congregation as we help each of us navigate the life transitions we experience.

4D WORLD CHANGING IDEA EXTENSION: Connect for Care

MINISTRY STRATEGY RESPONSIBLE: CONNECT, WORSHIP, GROW, SERVE, COMMIT (MARKETING, IT)

KEY INITIATIVES

CREATE A CULTURE OF CELEBRATION AND SUPPORT

A vital congregation navigates life's celebration and struggles together. The community will mark milestones of celebration such as birth, graduation, marriage, retirement, and death to journey life together. Create a greater network of support for those struggling with brokenness and looking for healing and recovery.

We will measure success by:

- o Number of opportunities to celebrate moments as a church family in worship and ministries
- o Strengthening of transitions that keep people connected through various life stages

ADOPT MULTI-GENERATIONAL MINISTRY BEST PRACTICES

Traditional ministry approaches often segment the congregation (children, youth, young adults, new parents, seniors, etc.) but an unintended consequence of this focus can be a sense of isolation or disconnectedness from the St. Luke's family. Therefore, we will seek new ways to develop and build multigenerational connection and community as we continue to support traditional generation-specific ministries.

We will measure success by:

- o Strengthen healthy and vital generation-specific ministries and nurtures multi-generational connectedness
- o Every person under the age of 30 to have at least 5 adult connections to the congregation

INVEST IN “CAREER SUCCESS” MINISTRY

The largest and fastest growing group in our community is referred to as “Singles and Starters” – younger singles, single parents, and unmarried couples. Church and faith are not priorities for many in this group as they prioritize social networking and work betterment. They represent a significant witness opportunity/challenge since they comprise more than a third of the households in our community, but less than four percent of households attending St. Luke’s. This initiative will build ministries to engage this group through social connections, service opportunities, and career/employment networking and assistance.

We will measure success by:

- o Modest increases in the numbers of individuals from this segment that participate and acknowledge they are “reconsidering” the value of church and faith life in light of their experiences with St. Luke’s.

INVEST IN THRIVING SENIORS MINISTRY

Our current membership, like the entire country, is aging and “age 55+” will increasingly be a significant segment of our congregation to engage, mobilize, and serve. These St. Lukers face significant life transitions. Soon, more than a third of our congregation and community will be members of this group. We need to create or enhance ministries that meet the needs of these people and seek ways to use their gifts and experience throughout our ministries and programs.

We will measure success by:

- o Number of thriving seniors participate in our ministries, their satisfaction with those ministries, and how thriving seniors contribute to the overall health and vitality of our congregation.

STRENGTHEN 1:1 MENTORING RELATIONSHIPS

Build mentoring relationships that connect and serve all age segments. Specifically, we will need to identify “life transition” needs in the congregation (for example, relationship transitions, aging, parenting phases, loss, recovery, career transitions, etc.), show how to mentor, match mentors/mentees, and provide ministry support for mentoring relationships.

We will measure success by:

- o Level of participation and outcomes (how positive the relationship was for both mentees and mentors).

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

As followers of Christ, we understand that walking alongside the materially, spiritually, physically, and socially poor is one of the ways through which we experience and witness God’s grace and love. We also understand St. Luke’s Missions Ministry, for some, is an entry point to be a part in the life of the church. St. Luke’s is committed to end family homelessness and childhood hunger in Orlando through strategic partnerships and by sharing best practices with our global mission partners. St. Luke’s Missions will achieve this through empowerment models with families of children facing hunger and homelessness to radically change their lives through prevention, capacity building with individuals and communities, coalition building for collective impact, advocacy, and training.

4D WORLD CHANGING IDEA EXTENSION: Meet Jesus on the Road

MINISTRY STRATEGY RESPONSIBLE: SERVE, COMMIT, LEAD

KEY INITIATIVES

PREVENT HUNGER AND HOMELESSNESS

Develop preventative programs, which enable low-income families in strategically selected communities remain in their homes and have access to sufficient and nutritious food. Through already existing St. Luke’s local mission ministries and partnerships with community organizations, a more streamlined and integrated approach will build the platform to develop preventative programs.

We will measure success by:

- o Increase percentage of families who maintain housing after receiving assistance
- o Increased access to nutritious food
- o Increased access to affordable and quality housing
- o Increase percentage of families who get connected with empowerment programs after receiving assistance

BUILD CAPACITY OF FAMILIES FOR SELF-RELIANCE

Empower families in strategically selected communities to build capital (economic, social, physical, intellectual, and spiritual). Hunger and homelessness are rooted in poverty, isolation, and barriers (individual, institutional and/or policies). Addressing these root causes requires building capacity of individuals and communities to build access to resources.

We will measure success by:

- o Increased number of people in the community trained and involved in researching root causes of poverty and advocacy
- o Increased awareness about healthy eating
- o Families’ increased capacity to ensuring food security
- o Creative and diverse income generating opportunities such as small businesses and co-ops

DESIGN SUSTAINABLE SOLUTIONS THROUGH CROSS-SECTOR COALITIONS

Address the root causes of family homelessness and childhood hunger by building a network of stakeholders from amongst multi-sectoral agencies, organizations, institutions, employers, and communities. The issues of hunger and homelessness rooted in individual, communal, institutional, and policy brokenness are too big and complex for one organization to assess and solve. Furthermore, there are gaps in the ways individuals and institutions understand poverty. Therefore, a strategic approach is needed to bridge the knowledge and strategy gaps.

We will measure success by:

- o Diversity and effectiveness of stakeholders in moving St. Luke's Missions towards the goals of ending childhood hunger and family homelessness
- o Common vision, mission, and strategies designed
- o Aligned resources which support St. Luke's Missions' goals

ADVOCACY

Advocate to impact policies which present barriers to low-income families from having thriving lives; 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.

We will measure success by:

- o Number of people engaged in training, conferences and seminars on strategically selected topics on family homelessness, childhood hunger and the root causes of poverty in general
- o Favorable paradigm shifts in participants of trainings which lead to best practices of poverty alleviation
- o Improved/changed policies that remove barriers to people facing hunger and homelessness

MULTIPLY IMPACT THROUGH TRAINING

Without common grounds in language, mind-set, strategies and practices to alleviate poverty, solutions to ending family homelessness and childhood hunger cannot be sustainable. St. Luke's is a lead organization in Central Florida for offering powerful national trainings. Our distance learning classrooms and Leadership, Exploration, and Development (LEAD) ministry offer us the ability to train not only on-campus, but by connecting virtually around the world. Missions staff have also created training focusing best practices from a Wesleyan perspective. We will continue to build common grounds for sustainable solutions for family homelessness and childhood hunger across diverse sectors and communities by utilizing Missions' nationally certified trainers and in collaboration with St. Luke's LEAD.

We will measure success by:

- o Number of people engaged in training, conferences, and seminars on strategically selected topics on family homelessness, childhood hunger, and the root causes of poverty in general
- o Favorable paradigm shifts in participants of trainings which lead to best practices of poverty alleviation
- o Improved/changed policies that remove barriers to people facing hunger and homelessness

REFLECTION QUESTIONS

Take some time to pray and reflect on what you have read in this first, high level draft of our vision. Please consider sharing feedback with our vision team, staff leadership team or in one of the feedback session we will hold in April.

1. Scripture tells us in Habakkuk 2, “and the Lord answered me: write the vision, make it plain on tablets so a runner can read it.” This process allowed for as much input as possible from our congregation and even those who connect with us online and throughout the week. In reading through where we are so far, what is God making plain for you about where God wants to call you, use you, and even challenge you in your walk as a St. Luker?

2. What ignites your passion within this Vision?

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