



SAINT JAMES
LUTHERAN CHURCH

———— GLEN CARBON ————

Healing Community Restoration

St. James Ministry Plan
2024

Dear Members of St. James Lutheran Church,

We are thrilled to share with you the exciting progress we have made as a congregation in our journey of spiritual discernment and planning. Over the past year, St. James has embarked on a transformative partnership with the Lutheran Church Extension Fund (LCEF) in the Ministry Clarity Process.

Through deep reflection, prayer, and engagement with the congregation, we have completed the Visioning phase of this process. Our primary objective during this phase was to gain insight into God's plan for our congregation. With your prayers, your input and God's direction, we discovered our Mission Pillars: Healing, Community, and Restoration. These pillars, along with our guiding statement, "Together we have found healing and hope in Jesus Christ and welcome others to experience these same Gospel promises," serve as the foundation upon which our ministry endeavors are built.

Having completed the Visioning Process, we have now transitioned into the Ministry Planning phase. This stage has been marked by active participation from our congregation, facilitated through congregational events, surveys, and fervent prayer. With the guidance of a dedicated planning team, we have meticulously defined the priorities of our ministries and identified the unique strengths of our congregation. Above all, we have embraced our collective desire to follow God's roadmap as we craft a Ministry Plan that reflects His will for us.

This Ministry Plan, a comprehensive 3–5-year roadmap for St. James' Ministry, has been constructed through the analysis of congregational input and unwavering trust in God's direction. It will serve as a guiding light for our leadership, enabling us to track our progress towards our goals and remain accountable to the vision we have set forth.

In the coming weeks, we will embark on a journey to explore each Mission Pillar and its respective goals in depth. Through various channels including direct mail, email, online platforms, sermons, Bible study, and prayer, we will engage with each pillar intimately, seeking to deepen our understanding and commitment to our ministry objectives.

Ultimately, the adoption of this Ministry Plan will be presented to the congregation at a formal voters' meeting. Your feedback and input are invaluable to us as we continue to refine and implement our plan. Should you have any questions or require further information, please do not hesitate to reach out to our Ministry Planning Team.

Thank you for your unwavering support and commitment to the mission of St. James Lutheran Church. Together, let us continue to journey forward in faith, guided by God's grace and inspired by our shared vision.

St. James Ministry Planning Team

Eric Robinson, Nic Schatte, Joe Rathert, Stacey Staake, Shanna Covarrubias, Cheryl Schnicker

Mission Pillars

Healing
Community
Restoration

Guiding Statement

Together we have found healing and hope in Jesus Christ and welcome others to experience these same Gospel promises.



Healing

What is Healing?

The belief that all humans are broken and damaged is a confession that we need healing. Jesus gives us this healing in his death and resurrection, then calls us to give that healing to others through the love and acceptance of Christian community.

Aspirational Target

All members of St. James willing to share with and able to help one another in a welcoming space provided by St. James.

GOALS

SPECIFIC – MEASURABLE – ACTIONABLE – RELEVANT

- By the end of first quarter, 2025, design a functional, accessible space that facilitates congregating of members for conversations, training, and social activities that is unanimously adopted by the congregation. To be functional, the design will include areas for private meetings, group meetings, and large social gatherings.
- By the end of first quarter, 2025, develop a list of at least 10 volunteers willing to provide Biblical advice on various topics (e.g., depression, post-partum depression, grief care, financial stress, divorce care) and train these volunteers.
- By the end of 2025, have an increase of 10% of members who have shared a personal struggle with another member.
- Include in the 2025 budget, with unanimous consent, \$2500.00 for a community fund designed to assist members who are facing a financial emergency or severe financial distress.

Community

What is Community?

The gospel is not a philosophical concept, but a new reality created by the death and resurrection of Jesus and lived-in presence and power of the Holy Spirit. This reality comes to full expression in the Christian community – where forgiveness, truth-telling, humility, and patience become the new creation way of life. Accepting people 100% - Forgiving

Aspirational Target

St. James will be the most welcoming and utilized community center of Glen Carbon, providing facilities and opportunities for worship, study, church and community programs and events, service projects, banquet facilities, and outreach programs.

GOALS

SPECIFIC – MEASURABLE – ACTIONABLE – RELEVANT

- St. James will participate in no less than four community service projects each year, beginning 2025, to serve Glen Carbon and the surrounding area with no less than 25 volunteers per event.
- By end of first quarter, 2025, St. James will greet every new visitor on Sunday mornings and reach out to all Glen Carbon residents (continuing monthly with new residents), and all members not currently attending worship, with a welcome kit of information about St. James and a personal invitation to visit or return to St. James.
- St. James will host various on-site community events (no less than one per quarter with an attendance of 40+ per event) starting January 1, 2025, to share the hope found in Jesus Christ and serve the Glen Carbon community.
- St. James will create an outdoor recreational/fellowship space on the current St. James property that will accommodate community events, children's playground and a sitting area for individual or small group discussions/prayers by June 2025.

Restoration

What is restoration?

Human history is headed toward a magnificent goal, the return of Jesus and the renewal of all creation. On the road to that goal Jesus calls his people to participate with him in this restorative mission, which is to do in Jesus' name and by his power the ministries he began before his ascension and continues to do now through his Holy Spirit. Meeting Physical and spiritual needs - Equipping ourselves to give biblical answers to the problems people have. Intentionally equipping ourselves to minister to the hurting people in Glen Carbon.

Aspirational Target

Every member of St. James will be actively involved in restoring people to Jesus by living as New Creation people now.

GOALS

SPECIFIC – MEASURABLE – ACTIONABLE – RELEVANT

- In early fall, 2024, St. James will host a ministry fair highlighting our current restorative ministry opportunities and seeking to create new ones—to which every member of the congregation and regular attendees will be invited and 70% of members attend.
- Every spring, beginning 2025, St. James will host a Community Serve Day including outdoor worship and projects within the community. All members and regular attendees (kids included!) will be invited and 80% will participate.
- So that we are equipped to give biblical answers to the questions people have, St. James will promote a Summer Scripture Study Challenge (June-July) in which all members and regular attendees will be invited to participate and 50% will participate.
- Each year, in January, St. James will sponsor a casual one-month “In the Word” Wednesday-night series to learn how to have meaningful Bible Study. All St. James members and attendees as well as Glen Carbon community members will be invited. 50 people from our church and 20 from the community will attend at least one session over the course of the series.
- Beginning 2025, St. James will offer one men’s and one women’s ministry event each year that facilitates restoration.
- Beginning no later than 2026, St. James will lead an adult short-term mission trip annually.

Next Steps

- May
 - Sermon Series focusing on Mission Pillars
 - Congregational Feedback
 - Inception of the Campus Planning Team
 - “Facilities facilitate.” This simple phrase will guide the campus planning team as they create a plan to match our facilities to our current and future ministries.
 - Inception of the Financial Planning Team
 - Just as “facilities facilitate,” finances facilitate. This team will have a solid understanding of current finances and will work to create a clear financial plan that is built leveraging annual offerings, special accounts, endowments, planned capital campaigns, and the resources of the LCEF.
 - Prayer
- June
 - Congregational Vote to Adopt Ministry Plan
 - Adoption and commencement of Ministry Plan
- December
 - Campus Planning Team presents Campus Master Plan to congregation.
 - Financial Planning Team presents a financial picture for the years ahead with suggested campaign and loan schedules if needed to actualize the Campus Master Plan and the adopted Ministry Plan.

We encourage everyone to please continue to:

- Pray for this process - That God would lead us to understand His will for St. James.
- Pray for our Ministry Team, Campus Planning Team and Financial Planning Team - That each member would seek God's will for St. James.
- Approach any Ministry Team member with questions you may have.

Please share your feedback. We'd love to hear from you!

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St. James Guiding Statement

Together we have found healing and hope in Jesus Christ and welcome others to experience these same Gospel promises.

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