

Goals for Advent Lutheran Church's Strategic Plan, 2011-2016

Strengths to build upon

- To increase the effectiveness and broaden member care, continue to develop Pastoral Partners as a caring ministry and develop other caring ministries, such as providing meals and appropriate visitation and outreach from others in the congregation during illness or other difficult times in people's lives. This will also help move the congregation to function like a Program church rather than a Pastoral church.
- To grow healthy, caring, responsible and faithful children and youth, provide training and activities for our children, youth, parents, and other adults in growing our understanding and support of the 40 developmental assets for youth as identified by Search Institute. This could result in, for instance, pairing each high school youth in our congregation with an adult member to do some projects together, and developing other intergenerational service and fellowship opportunities.

Things broken or dysfunctional that need fixing

- To increase understanding of what it is like being a Pastor or Youth Minister at Advent; and to have places where members can address their concerns about either leader, form two Mutual Ministry committees, one to relate to the Pastor and one to relate to the Youth, Children and Family Minister. Each is a group of three or four people.
- To increase the social, spiritual and supportive bonds among our people, create new fellowship opportunities for younger families and young adults.
- To evaluate the outcomes and effectiveness of Youth and Family and Faith Development ministries, conduct an annual review of all these ministries, what are our goals, and what's the plan for achieving these goals. Create a forum, including all stakeholders, all lay and staff leaders involved in these ministries, to create goals supported by lay and staff leadership for improvement.

Mission outreach and social justice

- To support those in need in our local community through a partnership with this key social services agency for South County, develop a team to meet with community relations person of Community Solutions to explore ways they could be supported by Advent, including studying and implementing ways clothing and school supplies can be donated to Community Solutions, and other ways we can support their work with our neighbors in need.
- To expand our care for the hungry in our local community, advertise the Community Table ministry in new ways and develop a new aspect to this ministry that will serve those on the west side of Morgan Hill without transportation by preparing and delivering take-out meals boxes to the Friendly Inn for distribution. This will involve doubling our volunteers for this ministry and will include our need to invite people from the community and other congregations to serve as regular volunteers in this ministry.

Long-term aspirations of the congregation

- To reach out to people who consider themselves spiritual but don't attend church, increasing the offerings of speakers and musical offerings to the wider community.
- To provide a learning site for future pastors of our denomination, and to provide additional pastoral ministry in our congregation, offer Advent to Pacific Lutheran Theological Seminary and Luther Seminary as an internship site. (An internship year is required of all ELCA pastors, typically after their second or third year of seminary, with the local pastor serving as internship supervisor.) Becoming an internship site will involve raising additional financial resources in order to provide housing, medical coverage and a stipend for the intern.

Renovation/Refurbish

- To raise awareness in our community about the location of our church, replace the street sign on Dunne Avenue that directs people to Advent
- To increase our welcome and make our facility more welcoming to all, especially visitors, conduct a study and update as necessary all signage and informational displays, inside and outside Advent's facility.