



Vision, values, vehicles, and vocabulary

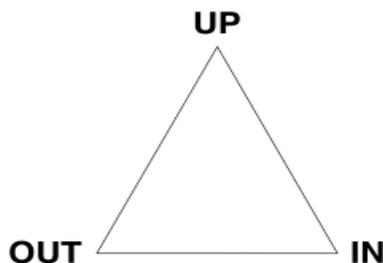
Vision: *What we cast our sights on: The kingdom of God (Matthew 6:33)*

The imagery of a “kingdom of God” is found throughout scripture, from the Garden of Eden (Genesis) to Mount Zion (Isaiah) to the new Jerusalem (Revelation). When God came to earth as Jesus, his first pronouncement was that “the kingdom of God has come near” (Mark 1:14). In his first sermon recorded in Matthew’s gospel, Jesus challenges his disciples to “seek first the kingdom of God” (Matthew 6:33), and in his parables Jesus described what this kingdom looks like in the heavenly realm and here on earth.

Our Vision is the “kingdom of God,” and our mission is to pave the way for this kingdom. Jesus laid out the mission very clearly when he invited his disciples to “make disciples of all people” (Matthew 28). Disciples, as Jesus defines them, are those who follow Jesus, reflect his character, and seek his kingdom. As a Christian community, therefore, we embrace the mission Jesus has already laid out before us, while recognizing that our context invites us to live into this vision in a very particular way.

How do we live into this mission as St. John’s Lutheran Church? Two ways:

1. We strive to be a Christ-centered, faithful, and growing congregation of the ELCA, known for: building a discipling culture through which member-disciples connect faith and life, excellence in children's and youth ministry, worship that is both traditional and contemporary in its design, Christ-like care for one another, transferable ministries for use by the wider church, and intentional leadership in our community and synod.
2. We invite our member-disciples into a relational balance with God, one another, and the world (Luke 6:12-19). With that in mind, our collective mantra is: Let’s connect faith and life *together*.



Values: *What we value most*

St. John's espouses values that help to clarify our identity and mission as disciples of Christ. These values establish our principles of operation as an organization and provide a lens through which our member-disciples might connect faith and life.

These values are made manifest through our daily actions, and they are fully realized only when embraced by everyone in our community of faith. Constant and consistent attention to these core values will cultivate a discipling culture and direct us towards realizing our vision as a congregation.

Corporate Worship. We trust the Bible's exhortation that discipleship is best lived out in Christian community and that the community's first responsibility/privilege is to worship God. At St. John's, worship embraces the traditional and contemporary in style and setting. We cling to our Lutheran liturgical heritage while addressing the growing need of emerging generations and non-Christians for worship that is less structured and formal.

Growing in faith. We embrace God's call to follow him as disciples (Matthew 28), a word that literally means "a learner." We value the opportunity for life-long learning, creating multiple entry-points among those in different generations and with differing levels of faith.

Hospitality. The gift of hospitality is woven throughout Scripture as a means of extending God's love and removing barriers to sharing the Gospel with others. St. John's recognizes that hospitality is the responsibility of every member-disciple in the way we interact with guests, in the ministries and programs we offer, and in our physical space.

Strong sense of belonging. We embrace the first gift of humankind: to be drawn into relationship with one another. In our ministry and witness we invite folks into loving relationship with God and each other.

Authenticity. God became fully human through the person of Jesus Christ so that he might walk in our shoes, share our joy, and grieve through our defeats. At St. John's we value the opportunity to stand as an authentic witness to Christ -- not with arrogance or pride, but as broken sinners in need of a second chance.

Heritage. St. John's is blessed with a rich history of ministry and leadership within our community and the North Carolina Synod. Founded in 1747, the congregation is one of the oldest congregations in the Synod and the oldest church within the city limits of Salisbury. We eagerly embrace our rich connectedness to our community, Synod, and the Lutheran church.

Heart for the unchurched. God's character is defined by love, justice, and mercy. As imitators of Christ, we embrace the same characteristics for the sake of the other.

Community leadership. We recognize our unique opportunity to train leaders for the sake of the church, our families and neighborhoods, and the wider community.

Vehicles

St. John's utilizes a wide variety of vehicles and tools to pursue our vision. The five primary vehicles focus on dynamic and transformational ministry, sound organizational structure, and the building of a sustainable future.

1. Our "Leadership Pipeline" for the training and deploying of member-disciples
2. Ministry Groups that focus on our core ministry areas: Worship, Outreach, Congregational Life, Discipleship, and Stewarding God's Resources
3. Congregation Council, including the Benevolent Foundation and standing committees of Council, that build a sense of organizational stewardship and sustainability
4. Our schools, the St. John's Kindergarten and the St. John's Child Development Center.
5. Our Staff provides leadership, support, and encouragement, and serves as an example of the Christian life.

Vocabulary for St. John's context

Disciple – a person seeking to learn the ways of Jesus, who expresses love for one another, is committed to a Christ-centered life, and works to share the way of Christ with others. The marks of a disciple are worshipping regularly, giving of time, talents, and money, being yoked in community, and leading in ways of discipling others.

Discipleship – the process by which a disciple comes to embrace an identity "in Christ" who strives for being in a right relationship with God that forms the desire to act in obedience to God's love through acts of love for all others. This right relationship begins with God's covenant of love to bless us so that we can be a blessing to others.

Kingdom of God – God's original intent for all of creation to be in loving relationship. God is constantly inviting us into this relationship for the restoration of this earth.

Ministry – Meeting people's needs with love and humility on Christ's behalf and being good stewards of God's creation. The goal of ministry is impartial and unconditional expressions of love.

Servant leadership – leading in ways of ministry for the purpose of building up the community for the sake of the common good. All people have qualities of leadership, and discipleship is about equipping leaders in alignment with their unique God given gifts and purpose.

Ministry leaders – those who have been equipped through discipleship and have the qualities of:

- Character expressed through Christ centered living;
- Capacity for expansion into this new phase of life;
- Chemistry expressed as ability to compassionately communicate;
- Calling as one who is connected to passion for this ministry purpose.

We can teach Competency if they have these above four qualities.



ST. JOHN'S MINISTRY STRUCTURE
2 KEY FUNCTIONS

SUSTAINABILITY

KEY LEADERS:

Executive Committee of Council, lead
Senior Pastor
Business Manager

PRIMARY RESPONSIBILITIES:

1. Articulate and oversee the congregation's vision and Long-Range Plan
2. Call Sr. Pastor and other rostered leaders
3. Oversee an annual revenue plan for the congregation and schools
4. Leadership Development
5. Populate standing committees and properly assess their effectiveness

MINISTRY GROUP:

Stewarding God's Resources – Ruth Ann Diehl and Pastor Rhodes Woolly, leads

Congregation Council
Benevolent Foundation
Finance Committee
Property Committee
Leadership Development Committee
Personnel Committee
Stewardship Committee
Strategic Planning Committee
Mutual Ministry Committee
Nominations and Elections Committee
Scholarship Committee
Constitution and By Laws Committee
Columbarium and Mem Garden Committee

SCHOOLS:

Child Development Center – Courtney Bost, director
Congregational support is provided by the CDC Advisory Committee
Kindergarten – Teresa Stoner, director
Congregational support is provided by the Kindergarten Committee

MINISTRY

KEY LEADERS:

Senior Pastor, lead
Pastor of Discipleship
Minister of Worship and the Arts
CDC and Kindergarten Directors

PRIMARY RESPONSIBILITIES:

1. Implement the congregation's vision and Long-Range Plan
2. Coordinate and manage a staffing plan
3. Supervise staff
4. Produce annual goals and manage budgets within key ministry areas
5. Promote a culture of Spirit-led leadership, collaboration, and excellence in ministry

MINISTRY GROUPS:

Worship and the Arts – Rob Durocher, lead
Traditional Worship Team
Contemporary Worship Team
Chrismons Team
Discipleship – Pastor Laura Henrik, lead
Children's Ministry Team
Youth Ministry Team
Adult Ministry Team
Life Groups Team
Encounter Team
Mercy and Justice – Pastor Laura Henrik, lead
Poverty Initiative Team
Local Ministries Team
Global Ministries Team
Conversations That Matter Team
Congregational Life – Carolyn Byrd, lead
Men's Ministry Team
Women's Ministry Team
Senior Seasons Ministry Team
Congregational Retreat Team
Wednesday Meals Team
Funeral Meals Team
Comfort Foods Team
Hospital Visitation Team
Octogenarian Luncheon Team
Healthcare Ministry Team