

The Five-Year Ministry "Vision" of St. Andrew's Lutheran Church

St. Andrew's Lutheran has a strong history of being a "Community of Faith". Worship, Music, and ongoing mission work with Hedaru in Tanzania and Pine Ridge are strengths of the congregation.

Seeking to build on the strengths of the congregation, there is openness to be more intentional in outreach, local mission, and providing "options" that welcome newcomers into a vibrant faith marked by community and service. In addition to building on strengths, the congregation has a renewed commitment to several program areas. Areas that are options to welcome newcomers and opportunities of renewal are:

- Worship
- Mission
- Faith Family (Families, Singles, Youth, and members of all ages)

The congregation has become increasingly aware that the facility of St. Andrew's needs to be a safe place that is accessible to all people and conveys a hospitality that invites conversation and awareness of mission. The facility is essential in the mission of the church. Facility changes are not about "us" but about preparing to welcome a new generation who will continue the strong mission of the congregation in ways we have yet to imagine.

New people bring new gifts, new ideas, and new missions. The challenge to the congregation is to be open to change and come together as one with Christ to move forward with what God has called us to do.

The Five-Year Vision of St. Andrew's will guide the Call Committee in calling the next pastor. The Call Committee will be looking for a pastor with the skills and traits needed to help the congregation achieve the Five-Year Vision.

Openness and Renewal

Worship, Mission, and Faith Family are options to welcome newcomers into a vibrant faith marked by community and service, and they are areas the congregation can renew efforts to change and strengthen.

Worship

Adding a second worship service would allow for flexibility into people's schedules and give people who have difficulty attending a Sunday morning service an option. A second service can allow opportunities to try new things during worship. For example, a Saturday evening service could be led by Youth and be more casual and contemporary.

Worship services themselves could be enhanced by using the newly installed screens for liturgical art and proclaiming the word. An increased presence of the children and youth through music, drama, and puppets can also be used to strengthen the worship service.

Mission

Strengthen intergenerational mission by building on the successful Tanzanian and Pine Ridge ministries. Seeking a specific locally focused ministry could strengthen intergenerational mission. Having a locally focused ministry would be the third leg to support international, national, and local missions. Historically, the congregation has had an intentional outreach to the ISU students and faculty.

Develop more "entry point" groups that address the needs of the community. Strengthen personal relationships by becoming a place where invitational ministry might happen will help new people, especially people who are not experienced with a church, become more quickly integrated into a vibrant faith marked by community and service. Make better use of the facility and make it a place of hospitality and a resource for the greater community will let people know about the congregation.

Faith Family (Families, Singles, Youth, and members of all ages)

Change and renew ways for the congregation to bring all people together for mutual support, encouragement, and spiritual growth with each other. Seek ways to strengthen ministry to the families, singles, youth, and members of all ages of the congregation through staffing solutions that share a common vision of renewing intergenerational ministry to be community based and spiritually growing. Provide Sunday School space and programming that is safe, inviting, relational, and models faith.

Modeling approaches to the congregation of intentional personal invitation and welcoming of others will build relationships more quickly with new people. Discovering and implementing different ways to reach out and involve the growing number of single people in the greater Ames community and show people the many great activities of St. Andrew's Lutheran Church.

Facility Renewal

Facility renewal can be anything from remodeling the existing facility to a major addition. From the small group discussion, some people see a need for a major "refreshment"...others see the need for a larger "gathering" space that is open to the community with coffee available for those who enter...others see the need for a new fellowship space that would serve a multiple purpose for fellowship, recreation, and a center for mission.

Facility changes are not about "us" but about preparing to welcome a new generation who will continue strong mission in ways we have yet to imagine.

Challenge to the Congregation

St. Andrew's Lutheran Church is very good in many areas. The vision of the next five years seeks to build on these strengths in ways that increasingly invites others to be part of this community as a needed witness to the Gospel. One of the strengths needed in this world is the witness of being a community of people who do not always agree but whose unity is in Christ and whose passion is in service. It is both the joy of this calling and the need for this witness that moves us to be more intentional about outreach.

The challenge to reach out personally with an invitation to be part of the St. Andrew's community will take education, modeling, encouragement, letting some things go, holding fast to what is good, and rebalancing the work of the community. It will also require, as stated previously, facility changes. Because of changes expressed, one concept named in the small groups bears highlighting:

Intentionality In Mission and In Communication

To move in the direction envisioned by many in the small groups will take intentionality, and ongoing communication. It will also require calling a Pastoral leader who demonstrates a passion for outreach with a Pastoral heart for all the people in the community. This leader will preach, teach, and model hospitality and invitation. This leader will also value the importance of a facility that is welcoming and tied to the mission of the church.

Calling a new Pastor

St. Andrew's has a wonderful community of faith and strong lay leadership. It may be time to call a leader who will continue to empower the lay leadership, but who will also challenge the lay leadership to rediscover together local mission, invitational evangelism, and a renewed appreciation for the importance of God's house being safe, and a renewed center for mission.

Based on input from the small group process, the new pastor needs to be an assertive person who is an initiator, a communicator, an organizer, and an administrator. This person should be a theologian who can empower the laity and be a community builder.

The new pastor should be an enthusiastic leader who is a person of integrity and lives the faith. This person should be an innovator and a visionary, but relational. This person should be patient and approach things with a sense of humor.