



DEEPEN BELONGING ACROSS THE WHOLE CONGREGATION

“So then you are no longer strangers and aliens, but you are fellow citizens with the saints and members of the household of God...” (Ephesians 2:19–22).

In Christ, God has made us one body and has called us into fellowship with Himself and with one another. The life of the congregation is not only about helping people feel included, but also about receiving together the gifts of Christ and being joined together in Him. As we gather around God’s Word and Sacraments, He creates and sustains a community marked by love, welcome, forgiveness, and mutual care. We desire to reflect this reality more fully, so that people of every age and stage of life may be drawn more deeply into the shared life of Christ and His Church.

Target Area #1: Pathways into the Life of St. Peter’s

Develop clearer pathways by which new households, guests, and participants in the ministries of St. Peter’s are welcomed and connected into the life of the congregation.

Goals:

- By August 2026, establish a prayer partner ministry that connects preschool and day school households with a praying household from the congregation, with an annual opportunity for personal connection and encouragement.
- By December 2029, implement at least three clear entry pathways for new households, guests, and participants in the ministries of St. Peter’s (church, preschool, and day school) so that newcomers have defined opportunities to connect to congregational life beyond formal membership.
- By August 2027, implement a unified system for identifying, recording, and reaching out to new contacts across church, preschool, and day school ministries.

Target Area #2: Opportunities for Fellowship

Increase meaningful opportunities for members of all ages to build relationships beyond worship and to grow in fellowship as one body in Christ.

Goals:

- By July 2029, host at least six fellowship events annually that intentionally include church, preschool, and day school households, with a participation of at least 120 people per event.
- By May 2027, launch a Triangle Dinner or Table of Eight program and engage at least 40 participants in order to strengthen relationships among members and households of St. Peter's.
- By 2027, establish a fifth Sunday hospitality hour with refreshments after worship. This will be hosted at least twice annually in an easily accessible location.

Target Area #3: Shared Identity and Connection through the 175th Anniversary

Celebrate the 175th Anniversary in ways that deepen congregational participation, strengthen shared identity, and reconnect the people of St. Peter's around God's faithfulness across generations.

Goals:

- During St. Peter's 175th Anniversary year in 2030, carry out a 12-month anniversary ministry designed to celebrate God's faithfulness through the generations, deepen congregational participation, and reconnect households to the ongoing life of the congregation through at least two legacy-focused events, two community-facing events, one ministry storytelling event, with engagement of at least 175 households.
- By June 2029, complete an updated congregational and informational directory.
- Refresh the History Corner and Heritage Collection so that both are ready to support the congregation's 175th Anniversary celebration and storytelling efforts in 2030.

STRENGTHEN UNIFIED MINISTRY ACROSS CHURCH, SCHOOL, & PRESCHOOL

“For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ...”
(1 Corinthians 12:12–13).

Jesus Christ is Lord of His Church, and He gathers His people into one mission through His saving Gospel. Church, school, and preschool are distinct expressions of one shared calling under Christ. As St. Peter's listens to God's Word and follows His leading, we seek greater unity in purpose, life, and witness. By growing together in Christ, these ministries can more clearly serve and strengthen one another and bear a more faithful witness to the truth and love of Christ in the congregation and community.

Target Area #1: Shared Mission & Identity Across Church, School & Preschool

Strengthen the shared mission and identity of the church, school, and preschool so that these ministries are increasingly experienced as one life together in Christ.

Goals:

- By August 2026, implement the 2026–2027 St. Peter’s theme, “Called in One,” across church, school, and preschool ministries, with the theme visibly incorporated into worship, chapel, school life, communications, and ministry planning throughout the program year.
- Beginning in the 2026–2027 school year, increase the integration of church, school, and preschool in congregational worship by including students, faculty, and staff in at least two visible worship leadership or participation opportunities each month during the school year.

Target Area #2: Shared Leadership, Collaboration, & Communication

Deepen collaboration, communication, and shared ownership among staff, faculty, and lay leaders so that the ministries of St. Peter’s work together more faithfully and effectively.

Goals:

- During the 2026-2027 school year, begin to fully integrate parish, preschool, and school leadership into the accreditation process by engaging representatives from all three ministry areas in accreditation planning, board work, and implementation responsibilities.
- By September 2026, establish a staff and faculty social committee with representation from the church, school, and preschool to strengthen relationships and celebrate shared ministry life, and host at least four fellowship or relationship-building events during the 2026–2027 ministry year that recognize shared ministry milestones and honor staff and faculty contributions.
- By January 2027, develop and implement a unified onboarding process for all new employees so that every new staff or faculty member is introduced to the mission, vision, and shared ministry life of St. Peter’s within their first 90 days of service.

INVEST IN LIFELONG DISCIPLESHIP

“But as for you, continue in what you have learned and have firmly believed... and how from childhood you have been acquainted with the sacred writings...” (2 Timothy 3:14–15).

Faith is created and sustained by the Holy Spirit through the Gospel of Jesus Christ. For that reason, God calls St. Peter’s to hand on the faith once delivered to the saints through Scripture, catechesis, prayer, worship, and the Sacramental life of the Church. We seek to cultivate a culture of lifelong discipleship in which children, youth, adults, and families are continually formed by the Word of Christ and strengthened for lives of repentance, faith, and love. In this way, the congregation remains rooted in Christ and helps each generation abide in Him through every season of life.

Target Area #1: Home Discipleship

Strengthen households in their calling to be places of Christian faith formation, where the Word of Christ is received, practiced, and handed on through prayer, conversation, worship, and daily life.

Goals:

- Starting May 2027, establish an ongoing partnership with Concordia Center for the Family to support the development of a milestone ministry plan, including at least three equipping events annually for households and caregivers.
- By May 2029, increase average worship attendance among adults ages 25–45 by 15% over the 2025–2026 baseline.

Target Area #2: Youth Engagement & Retention

Strengthen the ongoing participation and long-term connection of children, youth, and young adults in the worship, learning, fellowship, and service life of St. Peter's.

Goals:

- By September 2027, relaunch Sunday School for children at St. Peter's with programming during the school year.
- By May 2029, increase by at least 25% the number of members under age 30 serving in leadership roles across the congregation, boards, committees, and ministry teams, using the 2025–2026 ministry year as the baseline.

Target Area #3: Member Engagement

Strengthen the engagement of members in service and leadership so that the work of Christ's Church is shared more broadly across the congregation.

Goals:

- Beginning in 2027 and continuing annually, develop a leadership pipeline that identifies, trains, and places at least six leaders each year in leadership roles within the St. Peter's community.
- By June 2027, establish a Life Connections Team to connect members and households to service opportunities within and beyond the congregation, and make at least 75 household contacts annually.

BUILD FOR FUTURE MISSION & GROWTH

“As each has received a gift, use it to serve one another, as good stewards of God's varied grace” (1 Peter 4:10).

Apart from Christ, we can do nothing. Yet in Christ, He graciously provides what His Church needs for faithful ministry. As St. Peter's looks to the future, we seek to manage well the people, resources, and opportunities God has entrusted to us for the sake of the Gospel. By planning wisely and ordering its common life well, we seek to support growth in stewardship, facilities, and witness. In all of this, St. Peter's desires to be an instrument of Christ's saving and sanctifying work in this place.

Target Area #1: Facilities

Strengthen the capacity of St. Peter's facilities and campus to support its shared life in worship, discipleship, fellowship, education, and mission.

Goals:

- By May 2028, complete a comprehensive assessment of current facility needs and develop a prioritized plan to address those needs, with the intention of preparing for a capital campaign during the congregation's 175th anniversary year in 2030.
- In August 2026, identify the most immediate facility needs at the day school and parish, with a written list of priority projects, projected costs, and an implementation timeline.

Target Area #2: Mission & Outreach

Strengthen St. Peter's connection to its community and mission field so that it may bear clearer witness to Christ in word and deed.

Goals:

- By June 2027, identify at least five strategic opportunities for mission and outreach in the local community. By January 2028, identify at least three potential community partners for future collaboration.
- By June 2027, develop an ongoing relationship with CCHC through regular communication, shared planning, and at least two points of collaborative engagement each year.

Target Area #3: Financial Strength

Strengthen the financial capacity of St. Peter's to support faithful ministry, wise stewardship, and long-term mission.

Goals:

- By May 2027, develop an Advancement Team that encourages planned giving, identifies significant demographic and giving trends, and provides recommendations for strengthening future financial support for the next seven to ten years.
- By May 2028, implement an endowment education and marketing campaign within the congregation that increases awareness of the endowment and encourages long-term giving, with at least three intentional communication or educational touchpoints each year.
- Beginning with the 2027-2028 budget cycle, incorporate three-year deferred maintenance planning, depreciation awareness, and strengthened reserve savings into the annual budgeting process in order to improve long-term financial stability.