

# Resurrection Lutheran Church Ministry Plan

## Proverbs 19.21

**Many are the plans in a person's heart, but it is the Lord's purpose that prevails.**

As we plan our ministry trusting in God's blessing, we all need to remember that finally only the Lord's purpose will prevail. The Lord's purpose seemed confusing when Jesus was dying on the cross, but the Lord's purpose to forgive all our sins was being carried out exactly according to God's good plan. Think of how the Lord's purpose in your life has prevailed. He brought you to faith. He baptized you. He has continued to give you his Word to keep that faith strong. He has brought you to Resurrection, to be one of his instruments to carry out these ministry plans.

Our human plans can never prevail over God's purpose. But our plans can give direction and focus to our efforts. Our plans can guide our prayers and give purpose to the work we do to serve our Savior. We pray you will bathe these plans in prayer, trusting all these plans entirely to God. Then we pray you will bathe these plans in your labor to make them happen, remembering that our labor in the Lord is never in vain. (1 Corinthians 15.58).

In Christ,

Pastor Nathan Strutz and the members of the church council  
Kent Woller, Chairman  
Randy Huebner, Secretary  
Nathan Brunk, Treasurer  
Gene Cate, Outreach  
Philip Meinel, Inreach  
John Deegan, Property  
Steve Hammel, Monroe Liaison  
Richard Meske, Monroe Liaison

## **Core Values**

- Outreach, reaching out with the Good News of Jesus to more people.
- Fellowship, gathering with fellow Christians.
- Means of Grace, using Word and Sacraments as the only ways to create and strengthen faith
- Worship, glorifying God in gathered groups
- Faithfulness to God's Word, preaching and teaching all of God's Word

## **Aspirational Values**

- Member ministry: involving more members in works of service.
- Youth ministry

## **Core Mission**

- Jesus, a life he gives and a life we share.

## **Three Uniques** (What makes our congregation stand out)

- Faithfulness to God's word
- Friendliness, FUN
- Focus on future locations

## **10-Year Target (By July 2028)**

We as a congregation devote ourselves to faithfully implementing Christ's great commission, and trusting that the Holy Spirit will bless our efforts. We will plan resources, staffing, and facilities for the nurturing of souls in order to achieve the following goals.

- 700 souls in worship each week
- 1000 member souls total
- 4 campuses of Resurrection
- Reasons for this target:
  - Big Audacious Goal (BAG) discussion of May 2016 identified starting a new location and helping an existing church as one of the most popular goals (among others).
  - We have identified our core values as: Outreach, Fellowship, Means of Grace, Worship and Faithfulness to God's Word. This target seems to fit all of these

core values. The aspirational value of member ministry is addressed by the worship attendance number.

- We have seen blessings in Mt. Horeb in bringing the Good News to more people. The 10-year target continues the strategy of starting new campuses with the prayer that God will provide greater blessings to the multi-site strategy.
- The council was asked for input on this 10-year target. Each councilman provided that input independently of one another and arrived at a strikingly similar target.
- Current membership is 330 in Verona, and 70 in Monroe. 400 total. Baptized membership at Resurrection in 2008 (ten years ago) was 211, so Resurrection membership has nearly than doubled in ten years. (These numbers do not include the growth at Good News in Mount Horeb)

### **10-Year Target - Components**

\_\_\_\_\_ 3-Year picture - By July 2021

\_\_\_\_\_ 1-Year plan - By July 2019

\_\_\_\_\_ 1st Quarter - By October 2018

#### **A. Goal: Growth in worship attendance.**

Primary Owner: In-reach Chairman

- 3-Year Picture – Our average weekly attendance is 70% (367) of membership
- 1-Year Plan – Our average weekly attendance is 65% (293) of membership
- 1<sup>st</sup> Quarter – Our average weekly attendance is 60% (252) of membership

#### **A1. Goal: Member involvement.**

Primary Owner: In-reach Chairman

- 3-Year Picture – Our membership service involvement is 70% of our communicant membership beyond worship
- 1-Year Plan – We have a designated person in charge of coordinating volunteer activities and service opportunities
- 1<sup>st</sup> Quarter – Define the duties of the volunteer coordinator

#### **A2. Goal: Communication.**

Primary Owner: In-Reach Chairman

- 3-Year Picture – We have improved our communications in terms of accuracy, consistency, timeliness so that members are well informed and able to find information easily
- 1-Year Plan – Update websites and establish an announcement submittal process
- 1<sup>st</sup> Quarter – Determine person to lead these efforts

#### **A3. Goal: Communicant members in weekly Bible study**

Primary Owner: Associate Pastor

- 3-Year Picture – We have an average of 100 attendees in Bible study weekly
- 1-Year Plan – We have added 3 Bible study opportunities on a weekly basis
- 1<sup>st</sup> Quarter – Identify types/times of Bible studies desired by members

A4. Goal: Youth (teen) involvement

Primary Owner: In-reach Chairman

- 3-Year Picture – We have improved the involvement of the youth within our congregation
- 1-Year Plan –
- 1<sup>st</sup> Quarter –

A5. Goal: Youth (teen) ministry

Primary Owner: In-reach Chairman

- 3-Year Picture – We have established ministry and fellowship opportunities for teens at all campuses
- 1-Year Plan – Explore and develop opportunities for teens
- 1<sup>st</sup> Quarter –

A6. Goal: Senior Ministry

Primary Owner: In-reach Chairman

- 3-Year Picture – We have established an RLC senior ministry providing for identified needs such as rides to church, visitation (including communion distribution) for shut-ins, etc.
- 1-Year Plan – Explore and develop options (volunteer RLC members, lay minister, etc.) for ministering to the needs of the RLC senior membership
- 1<sup>st</sup> Quarter – Identify the RLC senior demographics (location and numbers of shut-in members, members in assisted living, etc.)

A7. Goal: Your idea Here

Primary Owner:

- 3-Year Picture –
- 1-Year Plan –
- 1<sup>st</sup> Quarter –

B. Goal: Growth in membership.

Primary Owner: Outreach Chairman

- 3-Year Picture – We have congregational membership of 525 souls
- 1-Year Plan – We have congregational membership of 450 souls
- 1<sup>st</sup> Quarter – We have congregational membership of 420 souls

B1. Goal: Invitations to worship

Primary Owner: Outreach Chairman

- 3-Year Picture – Extend 14,000 invitations to worship services
- 1-Year Plan – Build teams for distribution of postcards and implement strategic plan
- 1<sup>st</sup> Quarter – Identify specific areas to deliver postcards and develop plan and strategy for distribution

B2. Goal: Prospects in Bible 101

Primary owner: Outreach Chairman

- 3-Year Picture – Have 20 individuals complete Bible 101/201/301 classes.
- 1-Year Plan – Have 14 individuals complete Bible 101/201/301 classes.
- 1<sup>st</sup> Quarter – Have 6 individuals in Bible 101.

B3. Goal: Children's Outreach Events.

Primary Owner: Outreach Chairman

- 3-Year Picture – We have established Christmas and Easter for kids programs at all campuses.
- 1-Year Plan – Easter for Kids and Christmas for Kids programs are begun
- 1<sup>st</sup> Quarter – Plan and promote Christmas for Kids

B4. Goal: Members inviting friends and family.

Primary Owner: Outreach Chairman

- 3-Year Picture – 50% of members have invited a friend or family member to worship at least once per year.
- 1-Year Plan – Develop Bible study to equip members.
- 1<sup>st</sup> Quarter – Distribute Friends who Need Jesus forms prior to church picnic.

B5. Goal: Your idea Here

Primary Owner:

- 3-Year Picture –
- 1-Year Plan –
- 1<sup>st</sup> Quarter –

C. Goal: Site expansion.

Primary Owner: Congregational Chairman

- 3-Year Picture – We have campuses in Verona and Monroe. Our land fund for purchase of property in Fitchburg has a balance of \$100,000 and are anticipating purchasing property by no later than the year 2021.
- 1-Year Plan – \$25,000 donated to land fund.
- 1<sup>st</sup> Quarter – Raise awareness of land fund which has been established.

C1. Goal: Land search

Primary Owner: Congregational Chairman

- 3-Year Picture – We have identified target property
- 1-Year Plan – Narrow search area
- 1<sup>st</sup> Quarter – Begin doing location research

C2. Goal: Fundraising for land purchase

Primary Owner: Congregational Chairman

- 3-Year Picture – We have reached our goal of \$100,000 in land fund
- 1-Year Plan – Roll out fundraising program
- 1<sup>st</sup> Quarter – Assemble fundraising team

C3. Goal: Debt reduction

Primary Owner: Congregational Chairman

- 3-Year Picture – Debt reduced so payments are lessened at next refinance (2022).
- 1-Year Plan – Reduce debt to under \$1million
- 1<sup>st</sup> Quarter – Promote debt reduction, including ministry opportunities that can be seized as debt is reduced.

C4. Goal: Community Research

Primary Owner: Outreach Chairman

- 3-Year Picture – Identification of target audience
- 1-Year Plan – Meet with community leaders
- 1<sup>st</sup> Quarter – Compile demographic research

C5. Goal: Your idea here

Primary Owner:

- 3-Year Picture –
- 1-Year Plan –
- 1<sup>st</sup> Quarter –

D. Goal: Called worker Care

Primary Owner: Chairman

- 3-Year Picture – We have established a formal process for called worker evaluation
- 1-Year Plan – We have established a care committee for called workers

- 1<sup>st</sup> Quarter – We have defined the role of the called worker care ministry team

### **Communication Plan**

- At the congregational meeting on January 21, 2018 we shared with the congregation our core values, core mission and 10-year target. We also shared that we would be developing the details to help us reach the 10-year target for the remainder of January and early February and would be presenting a first draft of our ministry plan to the church council at the February 20, 2018 council meeting. We held open forums on February 25th in Monroe and March 4th in Verona. We felt it was important to try and capture as many people as possible for these forums and didn't feel it a priority to all meet at one time. We will take any offered feedback and update the plan and share with the congregation in late March. If deemed necessary we will have another open forum in April at some point prior to the April voter's meeting. Any changes would be made at that time with the intention of voting and approving the ministry plan at the April 15th voter's meeting. We will also publish where to find the ministry plan draft and how to offer feedback listed in the weekly bulletins, RLC Notes, monthly newsletter and after service announcements leading up to the forums and vote.
- It will be important to share and gain buy-in with the membership that it is important to identify how each of the sub-tasks or goals ties into our 10-year target.
- We will also be asking members as they are reviewing the ministry plan to prayerfully consider how their talents can be used as we move into the implementation phase.
- Upon approval of the ministry plan a summary pamphlet will be produced for distribution for being shared among especially new members to help share our goals.

### **Evaluation Plan**

- It will be imperative for each task owner to report regularly on their progress and to share any obstacles they have encountered, doing so swiftly will allow for adjustments in strategy to occur to keep us on task.
- The monthly church council reports should focus on reporting progress of the measurables of each goal area.
- Will report and evaluate quarterly to the congregation, again with the quarterly reports being focused on the measurable goals that were established. Reports will include which benchmarks were missed and why and which benchmarks were hit.
- Will review on an annual basis our ministry plan and make adjustments and reestablish new benchmarks.

### **Remove Barriers by Solving Issues**

- We need to improve the timeliness, accuracy and consistency of our communication within the congregation (Potentially a new hired position)
- We need to identify key volunteer positions to be filled to ensure successfully achieving our goals. We then need to write job descriptions for these key positions and then actively recruit volunteers to fill these positions, intentionally looking for new volunteers. Ideally, we can make better use of the time and talents survey to match areas of interest with areas of need. (Have one point of contact for coordinating volunteers)
- We need to identify the barriers in building an active youth group.

As you can see from these plans, all areas of ministry have a 3-year picture, 1-year plan and 90-day goals. All this is focused on our 10-year target of 700 souls in weekly worship, 1000 souls as members and four sites. We will commit to an annual review and update of this Ministry Plan to ensure we are making the most of new opportunities and continually evaluating our efforts for to reach the most people with the good news of Jesus. We also ask for your help in carrying out these plans, providing input to keep plans updated and effective. Above all we ask for your prayers, that we all work together to continue sharing Jesus and his love, that more people be brought into Christ's Church and ultimately, eternal life in heaven.