

# REDEEMER LUTHERAN CHURCH

## STRATEGIC MINISTRY PLAN

### 2016



TRUE  
NORTH  
NPO

## Specific steps for the SMP process



# Observations and Conclusions from All-Church Survey and Focus Groups and Interviews

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## Strengths

- People place a high value on their Lutheran tradition / heritage without compromise
- Strong preaching and teaching
- Doctrinally strong and appropriate music in the worship services
- Genuine caring and helpful relationships
- Overall strong respect / admiration for church staff
- Internet possibilities
- Family Retreat

*Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience, and the passion to reach for the stars to change the world.*

Harriet Tubman

# Observations and Conclusions from All-Church Survey and Focus Groups and Interviews

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## Weaknesses

- **An aging building**
- **Parking**
- **Having the 80/20 model of ministry involvement**
- **Limited numbers of Acolytes that are currently available to serve**
- **First Impressions (too “catholic,” not using the hymnal, unfamiliar hymns)**
- **Budget Constraints**
- **Better equipment for technology**

*Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time.*

Thomas A. Edison

# Observations and Conclusions from All-Church Survey and Focus Groups and Interviews

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## Obstacles

- **Social Media**
- **Religiosity “somewhat low” in the 46807 area**
- **Continue decline of population for 46807  
(note: not as much like 2000 – 2010 of 11.47%/ 2017 – 4.46%/ 2022 - .51%)**
- **Competing with “innovative and up-beat” churches**
- **Liturgy to visitors**
- **Family Retreat limitations**

*“Success is determined not by whether or not you face obstacles, but by your reaction to them. And if you look at these obstacles as a containing fence, they become your excuse for failure. If you look at them as a hurdle, each one strengthens you for the next.” Ben Carson*

# Observations and Conclusions from All-Church Survey and Focus Groups and Interviews

## Opportunities

- Expanding the use of technology
- Full-time Associate Pastor and Music Director
- Childcare during Bible Studies
- Lifestyle Evangelism
- Neighborhood outreach through service
- Food Trucks Fellowships
- Lutheran School

*If God shuts one door, He opens another.*

Irish Proverb

# Core Values, Vision, and Mission

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Through the evaluation and planning process during the leadership retreat, the SMP team took a **Core Value Audit** to begin identifying the core values that are essential for Redeemer's ministries. From this assessment and other meetings with much discussion, the following core values were identified with Biblical support for each.

## **Liturgical Worship**

We value liturgical worship centered on receiving God's gifts in Word and Sacrament and the singing of Lutheran hymns. (Romans 12:1; Colossians 3:16)

## **Biblical Teaching**

We value biblical preaching and teaching that properly distinguishes between Law and Gospel. (John 1:17; 2 Tim 3:16-17)

## **Daily Prayer**

We value a rich devotional life centered in the Word of God and intercessory prayer. (Deuteronomy 6:6-9, 1 Timothy 2:1)

## **Respecting Tradition**

We value the heritage that God has handed down to us in the doctrine and practice of our fathers, especially in the Small Catechism, and see ourselves as stewards for future generations. (1 Corinthians 11:23-26; 2 Thessalonians 2:15)

## **Family Focused**

We value a family environment where each person experiences love, care, and support from one another. (John 15:17; Ephesians 4:32)

## **Pursuing Excellence**

We value excellence by using the best of what God has given to us. (Philippians 4:8; Colossians 3:23)

## Vision Statement

A written vision statement is used for communicating where the church is going. It provides a picture of what the mission will look like as it is realized in the life of the community. A vision shared by the members of the church will stir up passion within each congregant to serve together to impact their community and beyond with the message of the Gospel of Jesus Christ.

***Becoming more of what we are: a neighborhood Lutheran church with global influence.***

## **Mission Statement**

A written mission statement is used in the planning as to what the church should be doing. It provides the direction to where the church is going and can answer the question “What is the primary or main thing that God has called the church to accomplish?” It gives strategic intent that summarizes and provides the church with its biblical mandate, defining the results they passionately desire to obtain with the purpose to honor God by connecting people to Christ.

**Receiving and demonstrating Christ’s love  
through word and deed.**

**1 John 4:19 / Colossians 3:21**

These are the habits and beliefs we desire for each person who receives Christ's love at Redeemer. They are part of how we receive that love, and they also demonstrate Christ's love to others. These identifying marks are evidence of Redeemer's mission in each person.

- Receiving Holy Communion weekly – The Sacraments
- Growing in Biblical knowledge – The Word
- Keeping family devotions and prayer
- Committing the Catechism to memory
- Supporting the church through regular financial giving
- Serving others in the church and out in the community
- Inviting others to receive Christ's love through word and deed

# Reasons for our Strategies

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1. Our greatest need is the forgiveness of sins that God has won for us through Christ. Our worship and faith is primarily passive. We receive God's grace in Word and Sacrament. Worship is not what we do for God, but what God does for us. Our mission is to receive. All else flows from this. Having received this grace and love we are then prepared and energized to demonstrate and share it with others.
2. We must foster a mindset that encourages leaders to help, guide, and support others to grow in "grace and knowledge of the Lord Jesus Christ" (II Peter 3:18) and to live out their vocations in service to one another according to the Word of God.
3. We are called to care for our neighbors and those who are in need with acts of mercy, in word and deed, and with financial support.
4. We want a facility and culture that is inviting and welcoming so that nothing distracts or hinders God's people in their reception of God's gifts.
5. As the family of God, still in the flesh and prone to mistakes and sin, we need to always "be kind to one another, tenderhearted, forgiving one another, just as God in Christ has forgiven" us (Ephesians 4:32).
6. The covenant language throughout the Bible is based on making families. Our goal is to create a close family without creating a closed group.

## Inner Mission

### Major Strategy #1

*We will focus on liturgical participation in our worship, catechesis, and the joy of community.*

Seminary  
Student  
Adoption

Assimilation  
of New  
Members

Videos on  
Catechetical  
Hymns

Parents with  
Children in  
Worship

## Neighborhood Outreach

### Major Strategy #2

*We will increase our neighborhood presence and positively impact our community to build opportunities to share the Gospel.*

Welcome  
Flier

Publicity

Food Truck  
Fellowship

## Global Influence

### Major Strategy #3

*We will continue to create resources locally for use by the global church to reach the lost and comfort the faithful.*

Redeemer  
Conference

Video  
Recording  
(Nave)

## Buildings & Facilities

### Major Strategy #4

*We will improve, enhance, and maintain our facilities to encourage each member's involvement and give a welcoming first impression for this present and future generations.*

Repair Bell  
Tower

Repair  
Boiler

Refurbish  
Sanctuary

Repair and  
Protect  
Stained  
Glass