

Report on Vision 2025
Strategic Planning for Redeemer Lutheran Church
Springfield and Nixa, MO
May 2025

Overview

The Redeemer Lutheran Church Vision 2025 is a strategic plan developed by the laity of the church. The purpose of the plan is to identify the visions or goals which are important to the congregation and, develop the actions or strategies necessary to make them successful.

Redeemer last completed a strategic plan in 2005 which was led by the Lutheran Church Extension fund at a fee cost of approximately \$30,000. Redeemer Leadership had recognized the need for many years to update the plan and in 2024 began the necessary steps to renew this process. A decision was made to lead the planning process by the laity of the congregation rather than hire professional services. This decision was made both as a cost saving measure and to allow the planning process to proceed at the pace of the congregation rather than a schedule set by an outside facilitator.

The planning process was developed by the Board of Directors in cooperation with the Board of Elders and the Pastors. In any strategic planning effort, it is imperative that all church leadership are in support of and moving the same direction. Several meetings and discussions resulted in general agreement on the selected planning process.

Joint Resolution

The Board of Directors and Board of Elders agreed upon a joint resolution to show the congregation their support for the strategic planning effort and to move the process forward. It is important to note that the resolution includes the necessity of the adoption and approval of the final Vision 2025 plan by the Redeemer Voter's Assembly. The joint resolution follows:

Joint Resolution on Strategic Planning Redeemer Lutheran Church

- Whereas, the Board of Elders and the Board of Directors agree upon the importance of developing a plan to focus efforts for the future of Redeemer Lutheran Church, Springfield Lutheran School and Nixa Preschool,
- Whereas, it is recognized that we are entering a period of prayer, self-examination and study, as led by the Word of God and the Holy Spirit,
- Whereas, this effort will require the efforts and cooperation of our called workers, staff and lay persons,
- And whereas any plan(s) developed will require the support and approval of the Voters Assembly, Redeemer Lutheran Church.

We, therefore, the undersigned, agree to this joint resolution on strategic planning.

Board of Elders

Board of Directors

Vision 2025 Process Summary

A process flow chart was developed and used in the Vision 2025 Planning Process to define the steps and schedule necessary from start to finish. The timeline chart is made as an attachment to this document. The early schedule was well defined and the timelines were met. However, it was more difficult to meet timelines during the Thanksgiving and Christmas season, especially gathering for meetings during this busy time of year. However, because the planning process was led by Redeemer laity the schedule had some built-in flexibility. This likely would not have been the case if it had been led by a contract facilitator.

Redeemer Facilitators

Vision 2025 was led by long-time members Tony Manasseri and Bruce Martin. Mr. Martin was also serving as Redeemer President and Board of Directors member during this time. The two facilitators met on several occasions to plan out the process, discuss meeting scheduling and prepare PowerPoint training presentations and materials.

Vision Leadership Team

Sixteen (16) staff and members of the congregation were selected by the facilitators to serve on the Vision Leadership Team (VLT). Included were the Pastors, Director of Youth, Springfield Lutheran School Principal, members from the Board of Elders and Directors, church employees and members at large. Initially the facilitators met with the VLT on two occasions to define the Vision 2025 Process and to tentatively identify the visions or goals for the congregation. The following were identified by the VLT, listed in the order of importance:

- Community Outreach/Service
- Discipleship
- Assimilation
- SLS/Nixa Preschool
- Adult Ministry
- Children's Ministry
- New Ministries

- Stewardship
- Organizational Structure
- Grow Worship Attendance
- Technology

Upon the conclusion of the two meetings the VLT was polled using a written ballot to help determine the top Visions. The VLT was not informed of the results.

Vision Selection Process

The congregation was also tasked with selecting the visions or goals, that would then be further defined and strategies or “action plans” would be developed. The results from the Vision Leadership Team ballot were not provided to the congregation. The hope was that the Visions selected by the VLT and the congregation would closely align, thus providing a further affirmation of the selection process. A simultaneous presentation was made to both the Springfield and Nixa congregations during a Sunday School Hour by the facilitators. All of the potential Visions that had been identified by the VLT were further defined and presented to adult Sunday School. Upon conclusion a poll was taken using written ballots and were later tabulated by the facilitators.

Four (4) Visions were identified by the congregation as being most important. They are:

- Assimilation
- Discipleship
- Children’s Ministry
- Community Outreach and Service

The selection of these Visions closely aligned with those that had been selected by the Vision Leadership Team, a further affirmation that church leadership and general membership were in agreement.

A decision was made by the facilitators to move forward in the strategic planning process using the four selected Visions.

Vision Action Teams

At the completion of the selection process Vision Action Teams (VAT) were formed to develop the action plans, or strategies to be used for each vision. A chair and co-chair for each VAT were recruited by the facilitators. Additional members of were recruited by the team chair and co-chairs at a vision “fair”, which was held on a Sunday at each campus.

Each Vision Action Team met on several occasions to discuss their vision, or goal, and to develop the necessary planning. Teams were tasked with defining specific steps and the metrics or, measurables, that would be used to determine progress and/or success. The teams were asked to provide a written report which would be forwarded to the Vision Leadership Team for review.

Review of Action Team Reports by Vision Leadership Team

The chair of each Vision Action Team was asked to make a short presentation of their report at a Vision Leadership Team (VLT) meeting and be available for questions. The reports were discussed and minor amendments were suggested before the report was sent to the Board of Directors and Board of Elders. A decision was also made to present the draft report to the congregation ahead of the original timeline to allow sufficient time for review and comment.

The Four Action Team Reports are as follows:

Vision #1: Assimilation

Assimilation Action Team:

Team Members: Donna Hartman (Co-Chair), Tony Manasseri (Co-Chair), Heather Hoadley, Connie Petrich, Scott Petrich, Russ Hawk, Carol Davis,

Kati Folle, Kyli Folle, Betty Rich, Pat Rich, Ladonna Johnson & Paul Peckman

I. We will research, develop, and implement plans to improve Assimilation within Redeemer Lutheran Church by engaging new members.

1. New Member Reception

- a. A New Member Reception will be held in the Spring and Fall annually (preferably) alternating between both campuses.
 - New members from the catechism class, transfers into Redeemer, and young adults graduating from Youth Group will be invited and encouraged to attend.
- b. Ministry leaders will be invited to the gathering and will be given the opportunity to speak to the group for a couple of minutes about the focus of their ministry and recruit.
- c. Receptions will be held after 2nd service (preferably) with a lunch served and babysitting provided.
- d. Name tags should be available either before this reception or at this reception.
- e. Member opportunities will be presented at this reception.
- f. Spiritual Gifts Inventory results should be available for the adult members before the reception.
- g. The Assigned Elder for the new member/family will be completed before the reception. Hopefully, the assigned Elder could attend the reception to meet the new member/family.

2. Bios in the Bulletin

- a. During the Induction service of New Members, a brief biography of the member/family will be presented in the bulletin and on the screens.
- b. Bios will have name, address, email address, phone, employment, hobbies/interest, pictures, etc. This is to encourage relationship building between members.
- c. After new member reception, all biographies will be kept digitally on the member directory app.
- d. All members will be encouraged to complete a biography if they do not have one.

e. The inclusion of bios information will be voluntary and only with the permission of the new member/family.

3. Spiritual Gifts Inventory

- a. A comprehensive Spiritual Gift Inventory will be researched and selected by the Pastors/Elders to use by Redeemer.
- b. Each new member of Redeemer will complete the inventory before their catechism class is completed, or prior to the new member reception. All members will be encouraged to complete the inventory.
- c. A member of the Assimilation team will compile the results of the inventory and give results to the member. A list of ministries that use the member's gifts and abilities will be presented to the member.
- d. Each ministry leader will receive a list of names and contact information of those members who indicated their passion for that ministry based on their gifts and abilities and encourage the member to get involved.
- e. A copy of the complete inventory and results will be given to the church office. The Assimilation team will also keep records.

4. Meeting with Ministry Leaders

- a. Each ministry leader will be given a copy of the spiritual gift inventory of the members possessing the gifts that match their ministry.
- b. The ministry leader will be responsible for reaching out to the member to invite them to join and get them actively involved.
- c. The ministry leader will follow-up with the Assimilation committee within 30 days of introduction to report or measure their success in recruiting.
- d. If the member has not responded to the ministry leader, a member of the Assimilation team will contact the member to encourage them.
- d. Each member is encouraged to join a sub-group/ministry of Redeemer according to their gifts and abilities.

5. Sponsors for New Members

- a. Identify potential new member sponsors from Spiritual Gifts Inventory. Each potential sponsor will be contacted by Assimilation Team and given instructions if they want to participate. Sponsors may

be chosen based on the number of new members inducted in a given year.

b. Sponsors will be from the same church campus, as close to the family structure, and similar age bands as the new member family.

c. Sponsors will be introduced to the new members by Pastor or Assimilation Team member.

d. Sponsors are encouraged to invite new members to activities at church or to volunteer together for church-related events.

e. The Sponsors will provide feedback to the Assimilation Team on an annual basis on the success of their relationship with new members.

II. We will research, develop, and implement plans to improve Assimilation within Redeemer Lutheran Church by increasing familiarity member-to-member.

1. Encourage Use of Name Tags

a. Each member will be given a name tag.

b. Name tags will be encouraged to be stored at church on a magnet board. Location yet to be determined, but should be easily accessible.

2. Attendance Book

a. Order hard cover book with paper pages that indicate place for names, addresses, phone contacts, visitor/member status, and “needs” columns.

- Attendance books may be ordered at Martin’s Press in Springfield for approx. \$1.00 per book
- Or they may be ordered from Concordia Publishing House for \$1.30 per book
- See the two forms attached

b. Place these books in each pew and announce verbally each Sunday during the announcements for the books to be passed down the pews.

- c. Collect the data, via committee, on Monday or Tuesday of each week.
 - Make note of those members who have been in non-attendance for three weeks
 - Make note of visitors and give their names to the Visitor Contact Committee
 - Make note of needs or prayer requests and give to the appropriate committee
- d. Give the data to the church office
- e. The office will give the data to the Elders and to the Pastor
- f. Each elder designates someone, if not himself, to follow up on those on his own “flock” list.

3. Directory – information to be included: photo, name, address, phone #, employment

- a. Online
 - i. Find out what would need to be done to have a volunteer upload the directory onto a member’s phone during a ministry fair.
 - ii. Develop a handout giving step-by-step directions on uploading the directory to a phone.
- b. Paper directory in addition to online directory
 - i. Only print paper directories upon request
 - ii. Updates on new members could be inserted into the Herald

4. Shut-ins

- a. Each Elder already has a list of church members, or attendees, assigned to him,
therein referred to as Elder flock list.
- b. Each Elder finds a way to identify the shut-ins and widows/widowers on his flock list.
- c. Each elder designates a committee, or person, to call his shut-ins, on his behalf 1-2xs/month.
- d. That committee, or person, chosen by the Elder, will report illnesses or hospitalizations to the Elder.

5. Life Groups

- a. A current inventory of active Life Groups needs to be made
- b. Is the Life Group open to new members?
- c. Publish a list of Life Groups that are open to new members along with contact information on the group leader.

6. Elder Flock List

- a. From the monthly Herald the committee, or person designated by the Elder, will obtain the birthday and anniversary dates of members of his Flock.
- b. The Elder's assistant will address the birthday, or get-well cards provided by the Elder for his Flock list, and pass to the Elder for the Elder to sign, write a note, stamp and mail.
- c. Each Elder will plan an activity 2-4 times per year for the members of his flock to get to know each other better.
- d. Ideas for activities: Afternoon of family table games, bowling, faith-based movie night, potluck supper, Stained Glass Theater, Christmas Caroling to shut-ins, Bible Study, Picnic at a park, Bingo, meeting at a restaurant.
- e. Each Elder offers a survey to discover more about his flock's interests and hobbies.
- f. Each Elder has a designated person he works with to plan events for his flock.

III. We will research, develop, and implement plans to improve Assimilation within Redeemer Lutheran Church by engaging Young Adults

1. Young Adults

- a. The graduating High School Seniors from the Redeemer Youth Group will be invited to attend the new member reception that is held in the Spring along with their DCE Hannah Hayden.
- b. They will each be introduced to their Elder at the new member reception dinner.
- c. They will complete their Spiritual Gifts Inventory at the new member reception dinner, with their ministry match ups to follow in August.
- d. Their bios will be published and presented to the congregation in August at the end of the Youth Group summer activities.

- e. Each Youth in Transition will have their spiritual gifts inventory shared with ministry leaders at their selected time of bios presentation.

2. Sunday School Class

- a. The goal for this class is to begin in August 2025 and will be led a by member of the college/ young adult age. *Anna Choate and Kyle Hoadley, who will be college sophomores at that time are willing and ready to co-lead this class.*
- b. The leader(s) of this class will attend a High School Youth Group event in the late Spring to introduce themselves, get to know each Senior a little more, and finally, to personally extend an invite to each outgoing Senior to attend the class in the fall.

3. College/ Young Adult Group

- a. Once the Sunday School Class has been established, an evening group will be formed as a Bible Study/ Small Group that will meet one night a week.
- b. Will meet once or twice a month for fun activities such as bowling, movie night, etc.
- c. High School Seniors will be invited to attend an evening activity twice in the fall and twice in the spring. This invitation will be extended to all youth groups in the area from all Lutheran Churches.

IV. We will research, develop and implement plans to improve Assimilation within Redeemer Lutheran Church by increasing member knowledge of ministry groups.

1. Ministry Fair

- a. A ministry fair will be held once a year on each campus that highlights activities and events of the ministry groups.
- b. Allows members to identify and interact with ministry groups.

2. Ministry Minute

- a. Each ministry group will give a short (1 min) presentation during announcements before service.

- b. A handout will be available in the service bulletin that shows activities and events that have occurred and will occur in the near future to encourage member involvement.
- c. Only one ministry group will present on a Sunday.
- d. The church office will coordinate presentations on a rotating basis throughout the year.

3. Pre-service Announcement Screen

- a. The screen will encourage member participation for upcoming events with contact person information.
- b. This will go on for three Sundays in a row, starting the Sunday before they give a Ministry Minute.

4. Ministry Brochure

- a. Each ministry group will write a short description of their purpose and mission.
- b. Each ministry group will designate a contact person with contact information.
- c. There will be a web version of the brochure with an email contact link on the website.
- d. When needed, a printed version of the brochure will be available. (New member class, High school graduation, Ministry Fair)
- e. The church office will keep the contact information current.

Vision #2: Outreach and Evangelism

Action Team Co-chairs: Becky Foley and Kay Hawk

Action Team Members: Alisa (and Brandon) Gates, Doug Hesterberg, Roger King, Amy Logan, Clair Redman, Janessa Redman, Steve Steinhaus, and Tony Manaserri.

Committee met: 11/11/24; 11/25/24; 12/9/24 and 1/6/25

Major Objectives:

- **Sharing the Good News of Christ with the World**
- **Connecting with our communities through faith and action**
- **Raising community awareness of who we are at Redeemer**
- **Creating a welcoming environment for visitors**

I. Supporting Groups/Neighbors in Need

We will research, develop, and implement plans to improve Outreach/Evangelism at Redeemer Lutheran Church by targeting groups in need within our communities.

1. **Take steps to develop a Momco group (formally MOPS) at one or both Redeemer campus locations.** (Momco is a support group for mothers that typically meets 1-2 times per month for approximately 2 hours. Momco provides all the program materials for each session. Videos are presented on the specific topics and then discussion is encouraged among the participants. Usually a meal and/or a craft is planned as well. The program facilitates mentoring and social interaction/support for mothers of children from birth through HS.)
 - Outreach/Evangelism team will review the program in depth and recommend implementation at one or both campus locations. The program can be customized, so committee will consider questions such as how membership costs will be handled, if child care will be provided, etc.
 - Outreach/Evangelism team will have discussions with RLC subject matter experts to determine best physical location on our campus/campuses; and if any administrative details need to be considered up front, such as liability coverage.
 - Outreach/Evangelism will work with representatives from Momco to begin the set-up process. The initial set up cost is expected to be \$499 for the first year. Subsequent group renewals will be \$217-\$307 per year. Momco provide all set up, training, promotional, and program materials.
 - Information about the Momco program and its benefits will be provided to the congregation and program volunteers will be recruited.

- At least 2 Momco volunteers will be required to launch the program. If childcare is offered, or if the program is offered at both campus locations, additional volunteers will be required.
- Implementation calendar will be established to include volunteer training sessions; program launch date; and an advertising campaign.
- Momco's programs are gospel based, but do not include bible studies per se. Participants and their families will be provided with open invitations to attend church, bible study or other fellowship events at Redeemer.
- The O/E team will monitor and determine through volunteer feedback, participant feedback, and overall community participation if the program is meeting the expected goals. Continuation and/or potential expansion of the program will be evaluated on an annual basis.

Estimated launch date is June 1, 2025

- 2. Explore ways Redeemer can serve the basic needs of individuals in our immediate neighborhoods in an impactful way. This could be in the form of a drive by food pantry, or food sharing program similar to the little libraries. Alternatively, this could be finding ways to support or partner with existing agencies who already strive to meet these needs. (We are assuming that food is a primary need, but we may discover that there are other needs that are more impactful and unmet. For example, perhaps there are individuals at the neighborhood school, or a neighborhood group home that don't have winter clothing. In that instance, we may consider a establishing a program to assist or even "adopt" those individuals and/or groups).**

EXPLANATION: Action plan participants were very excited about establishing some sort of neighborhood project(s) where we might be the "hands and feet of Jesus". We discussed the critical needs that are felt at some of the nearby schools. There are many directions we could go, but we want to be intentional. The consensus was that we want to roll up our sleeves and help...but we need to first get connected and find out how we

can best assist our neighbors in a meaningful way. Partnering with existing agencies may be our best option to start.

- The Outreach/Evangelism team would need to first contact existing agencies that provide food assistance in Springfield and Nixa to learn what they are doing, what needs remain unmet in our neighborhoods, and how we might effectively partner with them.
- The O/E team should contact local municipal, state and neighborhood school representatives to better understand what the needs are around us. They may be aware of individuals, groups or organizations in our immediate area that are particularly underserved or in need of help.
- Once needs are understood, the O/E team should develop an action plan that is achievable and has the potential to be adjusted as needs change.
 - Identify and prioritize community/neighborhood needs.
 - Meet with RLC subject matter experts so as to understand resources available (like space), avoid any ministry duplication, and to streamline the process.
 - Assess and recommend what type of program will be most impactful and has the potential for congregational support and success.
 - Communicate the objectives and needs to the congregation, including recruitment of volunteers.
- Cost estimates cannot be determined until more information is gathered.

Estimated date for research and action plan to be completed is April 1, 2025

II. Improving community awareness and Online Presence

We will research, develop, and implement plans to improve Outreach/Evangelism at Redeemer Lutheran Church by focusing on improving our name recognition, forging connections with the Community/Neighborhood, and by striving to make our online presence more engaging/user friendly and Outreach minded.

1. **The Outreach/Evangelism committee recommends that the BOD form a church social media sub-committee to analyze and map out our current social media policy/presence, to learn who manages what parts and how these parts can be streamlined and Outreach focused. If policy already exists, then we recommend that a social media committee review and potentially update existing policy to assure that information is accurate and provides step by step instructions for ease of use.**
 - Sub-committee participants would be recruited from the congregation and current subject matter experts. Ideally those individuals would have a solid understanding of how social media platforms best operate and knowledge of maximizing functionality. Items that they would review would include, but not be limited to:
 - a) Redeemer Facebook page
 - b) Redeemer Instagram page
 - c) Redeemer web page as it interfaces with social media links and/or live streaming (perhaps SLS and Nixa Preschool as well).
 - d) News and Notes (?, again, just to the extent of how it is intended to interface with social media platforms).
 - e) Rules for posting Redeemer content on 3rd party sites, such as the Mark Twain Neighborhood Association page, or other community communication boards.
 - The sub-committee would be tasked with proposing who they believe should have long term responsibility for managing/overseeing the social media content and presence and how that should interface with our web page and congregational communication. Items they would be tasked with would include, but not be limited to:
 - a) Who will be responsible for social media oversight? (Board member; committee; church staff; contract staff; or volunteer team?)
 - b) Who will have access to creating posts?
 - c) Will posting require a formal approval process for content distribution? What is the expected turnaround time for approvals so that timeliness is assured?
 - d) Who will be responsible for updating and assuring that media releases are on file prior to social media posting?

- e) Are there any branding strategies that need to be considered in church related posts?
- f) Development of a short, written process that is approved by the BOD and can be communicated to all members; thus, assuring awareness, utilization and timeliness.
- g) Consider a recommendation to the Assimilation team, or other designee, to develop and provide basic social media training for new members who are uncomfortable or unfamiliar with using social media. Perhaps this is a how-to instruction provide to new members.
- h) Consider recommending a social media campaign inviting existing members to “follow” and “like” Redeemer social media pages and posts. Educate members on how traffic/volume affects our site organic score, thus improving our web presence when people are searching. (Perhaps this can be assigned back to Outreach/Evangelism).

2. The Outreach/Evangelism team will encourage and work with other church ministries groups to look for ways to increase our social media presence.

- O/E team will research and analyze best practice models. How are other large Lutheran churches managing and taking best advantage of their social media?
- O/E team will identify, recruit and assign someone (aka, a media liaison) who has the interest, time and skills to create and/or suggest engaging and timely content on behalf of the O/E team. (Ideally this would be a volunteer position).
 - a) Examples of this role could include posting real time videos from Outreach/Evangelism related events; following Redeemer social media policy.
 - b) Promotion of upcoming events; following Redeemer social media policy assuring that posts are Outreach minded.
 - c) Liaison would potentially share their knowledge with other Redeemer ministry groups so that they too can also post their events. For example, (approved) members or sponsors of the Youth group could be instructed on the basics of posting videos and being mindful of all policy requirements (as they are outlined

in Social Media policy). Youth would be strongly encouraged to take part in thinking about things they would like to see posted related to Youth activities at Redeemer.

- d) Liaison would monitor and make recommendations to maximize live stream potential for worship services and other congregational events.
- e) Liaison (and/or other O/E team members) will sample (at least annually) other church websites to look for engaging content ideas or strategies.

f)

3. The Outreach/Evangelism Team will intentionally seek out and develop natural social media partnerships and professional relationships that may be mutually beneficial. List is an example and not all inclusive.

- Neighborhood associations (for example, the Mark Twain Neighborhood Association in Springfield.) We have already reached out and are excited that they have indicated that we can post/promote our events like VBS and Trunk or Treat on their FB page. That partnership will open the door for us to reach out and to learn more about our immediate neighbors and their needs. This group is very active and O/E team will plan to have a presence at their monthly meetings as well.
- LCMS Headquarters/LCEF
- Springfield and Nixa Area Chambers of Commerce
- Local Right to Life and Pro-life organizations
- MSU Lutheran Student Center

No known costs to consider at this time.

III. Monthly Summer VBS-Style Outreach

Theme Ideas:

- **Summer Nights of Joy**
- **Shining Bright on Summer Nights**
- **Beacon of Light: Summer Nights Outreach**
- **Hope in the Park**

Event Overview

This outreach program will be a 2–3-hour evening event held once a month in June, July, and August at a local park pavilion, apartment complex playground, or children/youth group home facility. The event will provide children and families with fun activities, a snack/meal, music, games, and an opportunity to hear the Gospel in a welcoming environment.

Steps for Implementation

1. Planning and Scheduling

- **Choose Location:**
 - Local Park pavilion (check availability and make reservations).
 - Apartment complex playground (seek permission from management).
 - Children/youth group home (coordinate with facility staff).
- **Set Dates:** Confirm dates with each location and ensure no conflicts with community or church schedules.
- **Plan Activities:** Develop themes for each month (e.g., "God's Creation," "Fruits of the Spirit," "Shining His Light").
- **Prepare a Budget:** Estimate costs for each month's activities, snacks/meals, and materials.

2. Promotion and Outreach

- **Flyers:** Distribute to schools, churches, and community boards in May.
- **Digital Promotion:** Post on church and community social media platforms.
- **Community Engagement:** Partner with local organizations to spread the word and invite families.

3. Possible Program Structure

- **Arrival and Welcome (15 minutes):** Registration and name tags.
- **Worship and Music (20 minutes):** Sing/play energetic songs as participants arrive.
- **Bible Story and Gospel Presentation (25 minutes):** Teach a short, engaging lesson tailored for children and families.

- **Games and Activities (30 minutes):** Organized group games and/or crafts based on the theme. Families/children can rotate through stations.
- **Meal and Fellowship (45 minutes):** Serve simple meals such as hotdogs, sandwiches, or pizza.
- **Closing Session (15 minutes):** Prayer, reflections, and invitations to church services or future events.

4. Volunteer Recruitment and Training

- Recruit volunteers for specific roles:
 - Set-up/clean-up team.
 - Welcome and registration team.
 - Music and worship leaders.
 - Bible story teachers.
 - Activity coordinators (games and crafts).
 - Snack/Meal preparation and serving.
 - Prayer and spiritual support team.
- Hold a training session in late May to prepare volunteers for their roles.

5. Supplies and Materials

- Tables, chairs, and shade tents (if outdoors).
- Audio equipment (portable speakers, microphones).
- Crafts and game supplies.
- Bibles and Gospel materials for distribution.
- Food and disposable serving supplies (plates, utensils, napkins).

6. Follow-Up After Each Event

- Collect contact information for attendees.
- Send thank-you notes or follow-up invitations to other church programs.
- Debrief with volunteers to identify areas for improvement.

Volunteers Needed

- **Event Coordinator (1):** Oversees planning and execution.
- **Registration and Welcome Team (2–3):** Greets families and collects information.
- **Music/Worship Leaders (2):** Lead worship and energize the crowd.
- **Bible Story Teachers (2):** Share the Gospel in an engaging way.
- **Activity Leaders (3–4):** Organize games and crafts.
- **Food Team (3–4):** Prepare, serve, and clean up the meal.
- **Prayer and Support Team (2):** Engage with attendees for spiritual needs.

Total Volunteers Needed: 12–16 per event.

Cost/Benefit Analysis

Estimated Costs Per Event:

- **Location Rental (if applicable):** \$50–\$100
- **Food and Drinks:** \$200–\$300
- **Craft/Game Supplies:** \$100
- **Gospel Materials:** \$100
- **Promotions:** \$100

Total Monthly Cost: \$500–\$700

Benefits:

- **Spiritual Impact:** Opportunity to share the Gospel with children and families.
- **Community Connections:** Builds relationships with underserved neighborhoods.
- **Church Growth:** Increases visibility and outreach in the community.
- **Family-Friendly Atmosphere:** Offers a safe and welcoming environment for families.

Potential Challenges and Solutions

1. **Low Attendance:**
 - **Solution:** Boost promotions through partnerships with local organizations and use word-of-mouth invitations.
2. **Volunteer Fatigue:**

- **Solution:** Rotate volunteers between events and recruit additional helpers.
- 3. **Weather Issues (for outdoor locations):**
 - **Solution:** Have an indoor backup plan for inclement weather.
- 4. **Budget Constraints:**
 - **Solution:** Seek donations from local businesses or use church fundraising initiatives.
- 5. **Location Conflicts:**
 - **Solution:** Secure locations early and confirm details with site managers.
- 6. **Safety concerns in public locations:**
 - **Solution:** Train volunteers in child safety protocols and create a designated check-in/out system for children.

Conclusion

Hosting a monthly VBS-style outreach event during the summer months is a powerful way to build connections, share the Gospel, and serve the community. With thoughtful planning, committed volunteers, and strategic promotion, this program can make a lasting impact on children and families while strengthening the church's mission of spreading the Good News of Jesus.

IV. Implementing a Nursing Home/Assisted Living/Group Home Ministry

Purpose and Mission Alignment

To establish a ministry that aligns with the church's mission to grow in Christ, share His word, and care for all by bringing the Gospel, fellowship, and compassion to residents in nursing homes, assisted living facilities, and group homes.

1. Assessment and Planning Phase

Step 1: Identify Facilities

- Research local nursing homes, assisted living facilities, and group homes to create a list of potential ministry locations.
- Consider proximity to the church and underserved facilities.

Step 2: Meet with Facility Administrators

- Schedule meetings to understand regulations, schedules, and needs.
- Identify allowable activities, service times, and facility-specific requirements.
- When possible, coordinate transportation services to and from our church to ensure residents who wish to attend have reliable and accessible options.

Step 3: Establish Goals

- **Specific:** Visit two facilities monthly (or bi-weekly) to conduct short worship services and offer spiritual care.
- **Measurable:** Reach 50 residents per month within the first 6 months.
- **Demonstrable:** Track attendance, resident engagement, and feedback from both staff and residents.
- **Time-bound:** Launch ministry within two to three months of planning.

2. Team Development

Step 1: Recruit Volunteers

- Announce the initiative during church services, social media, and newsletters.
- Look for individuals passionate about sharing the Gospel, music, and caregiving.

Step 2: Train Volunteers

- Conduct orientation sessions covering:
 - Effective communication with elderly and disabled individuals.
 - Guidelines for worship services.
 - Handling physical and emotional needs with compassion.

Step 3: Assign Roles

- Preachers/elders to read sermons
- Pianists (or someone in charge of speaker system/music)
- Caregivers - volunteers who wheel residents to/from rooms, assist with holding songbooks, visit with residents, etc.
- Drivers to provide transportation (church van) for residents to and from church if permitted and desired by the residents.
- Rotate responsibilities to prevent burnout. Create teams of volunteers who serve at each specific site once/twice a month.

3. Program Design

Step 1: Bi-Weekly/Monthly & Quarterly Activities

- **Worship Services:** Include hymns, a scripture reading, a short sermon, and prayer.
- **Bible Studies:** Small group discussions on the Gospel tailored to residents' abilities.
- **Fellowship:** Allow time after worship services for one-on-one conversations, sharing joys and concerns, and fostering meaningful relationships.
- **Special Events:** Host quarterly game nights, seasonal craft sessions, color-coded handbell performances, and other engaging activities, with opportunities to involve youth, children, and preschool ministries as joint events or service projects.
- **Adopt-a-Grandparent:** Implement an "Adopt-a-Grandparent" program to pair church members with residents for regular visits, fostering intergenerational connections, providing companionship, and sharing the love of Christ.
- **Transportation:** If facility regulations permit, provide a scheduled pick-up and drop-off service for residents to attend church services at our Springfield or Nixa campuses.

Step 2: Materials Preparation

- Provide large-print songbooks, copies of the order of service (optional - if pastor desires), devotional booklets (optional).

- Purchase or borrow portable equipment (e.g., speaker, microphone, cd player).
- Purchase items as needed for special events (craft supplies, board games, or other materials for game night) *Thrivent Action Team funds for these quarterly events.

4. Implementation Phase

Step 1: Schedule Visits

- Work with facilities to set a consistent schedule for services and activities.
- Ensure volunteers are available and prepared for each visit, utilizing Sign-up Genius, email/text groups, GroupMe, etc. to track availability and planned attendance, as well as to send reminders for service times/locations.

Step 2: Conduct Services and Activities

- Work with the pastor/elder to review worship service outline.
- Ensure that volunteers have a clear understanding of their specific roles and responsibilities for the worship service or event.

Step 3: Collect Feedback

- Gather feedback from residents, staff, and volunteers by either speaking with them directly or distributing simple feedback forms.
- Assess what works well and identify areas for improvement.

5. Evaluation and Growth

Step 1: Measure Outcomes

- Track attendance, engagement, and frequency of visits.
- Record testimonials from residents, families, and facility staff.

Step 2: Adjust Programs

- Modify schedules, activities, or messages based on feedback.
- Add or scale back facilities as needed.

Step 3: Expand Outreach

- Explore partnerships with other churches or organizations.
- Develop a rotating volunteer schedule to reach more facilities.

Cost/Benefit Analysis

Costs:

- **Materials:** \$600 one-time expense for 40 songbooks, 2 sets of pre-recorded CDs, piano accompaniment books. Utilize Spotify or other online platforms for free. <https://godcaresministry.com/product-category/songbooks-sing-along-cds/>
- **Equipment:** \$250 one-time expense for portable sound equipment (*unless we use what Tony has already offered) <https://www.amazon.com/dp/B07QH7VBW7?tag=bg2-242622-20>
- **Training:** *There are resources available, but not necessary to get started.
- **Total Initial Cost:** Approximately \$600-\$850.

Benefits:

- **Spiritual Impact:** Bring the Gospel to underserved populations, many of whom are unable to attend church.
- **Community Engagement:** Strengthen relationships between the church and local facilities.
- **Volunteer Growth:** Provide opportunities for church members to grow in faith and service.
- **Emotional Fulfillment:** Combat isolation and loneliness among residents, showing Christ's love through action.

Conclusion: For a modest investment, the ministry offers immense spiritual and social benefits, fulfilling the church's mission and making a meaningful impact on residents' lives.

Next Steps

1. Present this plan to church leadership for approval and support.
2. Begin volunteer recruitment and facility partnerships within the next two months.
3. Schedule and conduct the first ministry event within three months.

V. Making Sunday visitors feel welcome

We will research, develop, and implement plans to improve Outreach/Evangelism at Redeemer Lutheran Church by enhancing the Sunday Morning visitor experience. The Vision team recognizes that visiting a new church can be awkward and intimidating to some. As a result, we want Redeemer to be a church where visitors feel that we care about them, and that we are genuinely glad to have them visit.

1. The Outreach and Evangelism Team will assure that visitors are properly welcomed and identified.

- Members will be recruited and trained to fill two roles on Sunday mornings.
- **Visitor Desk Greeter:** Will greet visitors at the doors and in the narthex for their assigned service time. When they identify a visitor, they will ask them to sign our visitor book. The Greeter is encouraged to engage the visitor in friendly conversation and find out if they have any questions. All visitors will be offered the Visitor Gift. As appropriate, the Greeter will introduce the visitor to the Pastor or other members, especially if subsequent visits occur.
- **Sanctuary Greeter:** Will be assigned a section of the sanctuary and will be asked to intentionally introduce themselves to anyone who is sitting in their assigned section that they do not recognize. After the service, the Sanctuary Greeter will thank the visitor for joining us in worship and invite them to worship with us again.
- The O/E team will develop a short job description and training for Greeters that includes step by step instructions for each

role. In addition, the team will identify and map the Greeter zones within each sanctuary. Children and older youth will be encouraged to participate along with adult members.

- A member of the O/E team will be assigned to oversee the scheduling of the Greeting team, sending a text reminder, and providing a monthly schedule to the church office for inclusion in the bulletin.
- The O/E team will survey Greeters at least once per year to learn about their experiences and what we can do to further improve.
- Chair of O/E will explain the Greeter role to participants of the new member classes and solicit their feedback as well. New members will be encouraged to always be on the lookout for visitors, and for opportunities to welcome them to Redeemer.

There is no expected cost to this action item at this time.

Goal: To complete job description, recruitment and training by March 15th, 2025. All visitors should meet at least 2 people during their visit.

Vision #3: Children's Ministry

Children's Ministry Action Team Members: Kathy Kollmeyer- co-chair, Jennifer Ashley- co-chair, Jennifer Koenig, Cheryl Bush, Jenny Shirley, Robin Sprenger, Jane Stouder, Mickey Leubner, Stacie Meritt, Andrew Meritt, Roger King, Bethany Phillips, Ryan Shields

We will research, develop and implement plans to improve the Children's Ministry with Redeemer Lutheran Church by hiring a Children's Ministry Coordinator for the ages of birth to 5th grade.

A call committee will be established to fill the position of the Children's Ministry Coordinator.

- The call committee will write a job description for the position that includes overseeing and organizing Sunday School, Faith at Home, additional programming and coordinating the nursery.

- The call committee will work with the district to complete the steps of the call process.
- Based on the recommendation from the committee, the congregation will call a Children's Ministry Coordinator for birth to 5th grade.

We will research, develop and implement plans to improve the Children's Ministry within Redeemer Lutheran Church by growing Sunday School through volunteerism, enlisting members of all ages to teach once a month, special activities/awards and quality curriculum.

1. Sunday School will enlist members of all ages to teach.

a. Pastors will make announcements during church services of the need for Sunday School teacher volunteers.

b. We will do a Back-to-school kickoff in the fall of each year. This will include a brunch, testimonials by teachers of a variety of ages, an explanation of what teaching Sunday School entails, emphasizing the easer of the commitment and a call for volunteers.

c. The Sunday School coordinators will offer teachers training and support as needed, including buddy or shadowing options.

2. Sunday School will have special activities throughout the year.

a. Every calendar 5th Sunday will be a special Sunday School event, offering a guest speaker or special activity. Examples include cookie decorating, resurrection rolls, outdoor summer Olympics.

b. The Sunday School children will be involved in the church services by singing once song, once per month and helping with ushering duties.

c. The church will incorporate the Sunday School into church-wide service projects and donation drives. Examples: For the Life Sunday Service Project, a flyer would be give to students during Sunday School inviting them to work together on a project. During Mother's Day/Father's Day students would be encouraged to bring donations for Sunday School.

3. A reward system will be established for the Sunday School Students

- a. Attendance awards will be given
 - b. Memory work including bible verses, Ten Commandments, Catechism, and books of the bible will be offered for 1st- 5th grade with prizes at intervals and a trophy at completion.
 - c. Fruits of the Spirit awards will be given by teachers to students who show the fruits to those around them.
4. Sunday School will offer a quality curriculum
- a. Offer a curriculum that incorporates the church seasons
 - b. The Children's Ministry Coordinator will research and/or write a quality curriculum.
 - c. Children's Ministry Coordinator will include supplemental resources with curriculum such as crafts, games, puppet shows, etc.

We will research, develop and implement plans to improve Children's Ministry by offering additional programming outside of the Sunday School time.

1. A midweek program should be established by the Fall of 2025. A committee should be established to determine and implement what type of curriculum and program should be offered.
2. During the 40-day study each year leaders will be found to offer groups for families including a mommy and me group, single parent group and family group.

We will research, develop and implement plans to improve the Children's Ministry by providing resources for faith in the home.

1. The church will implement and execute a milestone program.
 - a. Faith at Home Milestones

Faith at Home Milestones

2023-2024 Calendar

Equipping Parents to Teach the Faith to Their Children “Let the Word of Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God.” – Colossians 3:16

Early Years

Child's Age (as of 8/1/2023)	Milestone	Date	Time	Item(s) for Child's Faith Chest
0-11 Months		At Baptism		Baptism Gift: My First Catechism
1-Year-Olds				Cradle Roll
2-Year-Olds				Cradle Roll
3-Year-Olds				Candle w/ Snuffer
4-Year-Olds				Preschool Bible
Kindergarten				My First Hymnal
1 st Grade				Prayer Crosses
2 nd Grade				Faith Alive Bible
3 rd Grade				Luther's Small Catechism for Kids

Pre-Teen Years

Child's Age (as of 8/1/2023)	Milestone	Date	Time	Item(s) for Child's Faith Chest
4 th Grade				Treasury of Faith
5 th Grade				Mentor/ Prayer Buddy

b. The milestone program will be scheduled on the church calendar for both campuses each year.

c. Classes for the students to learn how to use their resources will be coordinated as necessary.

2. The church will offer resources for families to share the word of God in their own homes.

a. Parent resources will be added to the church library along with links and information for books that can be purchased, podcasts, videos, etc.

b. Family devotion resources will be offered during Advent, Lent and summer each year.

Vision #4: Discipleship

Introduction

As part of the Vision 2025 initiative, the Vision Leadership Team (VLT) and the wider congregation identified Discipleship as a key area of focus for visioning efforts. To this end, an Action Team focused on the area of Discipleship was formed. The co-chairs of this Action Team (DAT) met first and identified four goals for the DAT's proposals to strive for. Those four goals are

- Training on what it means to be a disciple of Jesus Christ in the 21st century
- Expand and enhance small groups
- Create a mentorship program
- Practical application of discipleship in action

The AT met for several weeks, and after much deliberation and prayer, identified two broad areas that would directly and indirectly cover the goals identified by the co-chairs. These two categories are

- Specific Mentorship or Training Programs
- Creation and expansion of targeted Small Groups

Highlighted in the following pages are the specific steps and metrics for these two categories. In addition are a few suggested approaches to aid and introduce efforts to cultivate discipleship within Redeemer.

What is Discipleship?

In setting out to create a better discipleship program, it is fitting to first stop and ask, “What is Discipleship?” It is also useful to ask, “What is a Disciple?” While what we have here is by no means exhaustive, we on the Action Team grappled with these same questions. Success is measured, in part, by definitions. One cannot know if he has succeeded if he had no clearly defined aims to begin with.

Christian Discipleship is the life-long process of a believer in his or her spiritual growth in following Jesus Christ. In Jesus’ Great Commission, he told his disciples to go and make disciples of all nations, baptizing them and to obey his teaching.

What is a Disciple? A Disciple is one who follows a teacher. For we as Christians, this teacher is Jesus Christ. Discipleship, therefore, is the daily walk of the Disciple as he lives obedient in the light of the Gospel. What then are we to do as Disciples? A Disciple is to put Jesus first, as the early Apostles did. A Disciple will seek God’s word and will, love and serve neighbors, and live unashamed of the Gospel.

Jesus himself declares to us that, “If you love me, you will keep my commandments,” (John 14:15ti. However, Discipleship is not Law, but Gospel. We know that we cannot keep Christ’s commandments in our own strength. Therefore, we as Disciples seek the help and guidance of the Holy Spirit to work in us so that we may present ourselves as living sacrifices.

Discipleship is key to growth of the church as well as the growth of individual believers. Any training or discipleship program must be

intentional. Discipling can take many appearances and approaches. Discipleship must not become a Law for the disciple, but remain a Gospel call to seek the help of God. Mentoring disciples must steer and encourage others — and themselves be encouraged — toward the mercy of God, the sufficiency of Christ, and the aid of the Holy Spirit to walk daily as disciples of Jesus.

To summarize, a Disciple is a follower of Christ who calls on him daily for the strength to walk in Christ's commands. Discipleship is a Gospel promise of the help of the Holy Spirit to empower us to walk in the Law of our Lord. We must admit from the outset that we cannot do this in our own strength. Rather, we must seek the Spirit to lead us in the daily walk of Discipleship. We likewise call on Christ's help to fulfill his commission to us to, "make disciples of all nations."

Mentorship Program Outline

Leadership Mentoring

In conjunction with launching more small groups, small group mentors should be identified and work with those that are new to leading small groups. Ideally, these mentors would be laity with previous small group leadership experience so as to lighten the load of our pastoral leaders.

Action: Detail the need for those who have led a church (or other) small group in some direct announcement setting. Directly recruit for such from individuals who have led groups in the past. Create and maintain roster of all such who have volunteered to be a small group mentor. This sort of mentorship may not need to be one-on-one strictly. Pair or place all new small group leaders with a small group mentor. Similarly, aspiring small group leaders could be paired with a mentor.

Measure: Number/percentage of new small group leaders meeting with a small group mentor regularly.

Life Mentoring

Create a volunteer mentoring program for those seeking to help others walk through everyday life. Create a roster for those to want to be such a mentor and a separate roster for those seeking such mentorship. The program could have persons more narrowly focused on specific stages of life such as early adulthood, parenting, later life, etc.

Action: Detail need for those willing to be a mentor in announcement and directly recruit those who seem disposed to such. Create and maintain a roster of volunteer mentors, along with any specific preferences such as phase of life or other mentoring areas. Announce availability to wider congregation. Maintain roster of mentor-mentee pairings.

Measure: Number of available/total mentors and number of mentees.

Skill Training

Create skill training programs for things ranging from church soundboard to crocheting or fishing or other such skills. These are natural environments for mentorship and discipleship.

Action: Similar to the leadership mentoring, identify and recruit those willing to mentor others in particular skills.

Measure: Number of skill groups/active participants.

Assimilation Mentoring

Identify volunteer host families to pair with new members, whether family or individual, to bring the new members into community with the Redeemer body.

Action: Detail the need for host families and persons. Recruit for host families and members of appropriate disposition. Create and maintain a roster of available persons and families.

Action: Offer host family pairing to new members during new membership classes. Pair new members with host families.

Measure: Number/percentage of new members paired with an assimilation mentor.

Small Group Expansion Outline

Below are several suggested areas of small group expansion as well as ideas for larger, congregation wide programs for bringing more people together more frequently. The four general areas describe below are Special Interest Groups, People Groups, Intergenerational Groups, and Bible Study Groups.

Special Interest Groups

These groups would have at their focus an activity that presents an opportunity to bring members of our congregation together for fellowship. A key part of discipleship and mentoring is simply being with other believers in day-to-day life, and this is an area where we could improve. The following examples and action steps are meant to highlight possibilities. Though specific activities are mentioned, those mentioned are not a concrete requirement; rather, they are meant to exemplify the general idea intended while also providing a starting point for developing such groups.

Sports Groups

The first example of Special Interest Groups is Sports Groups. Sports Groups could meet on-site at either Springfield or Nixa, or — if more applicable — could meet at a suitable sporting venue. A few examples of sports around which a group could be formed are Pickleball, Volleyball, Cornhole, Softball, Bowling, and Golf. These groups would be ideally open to all ages, though some limitations may apply. Sports Groups would emphasize teamwork, camaraderie, and physical health among the Redeemer congregation. Ideally, the leadership of these groups would open sessions with prayer and a short time of devotion. Cost for such groups would be specific to each group, dependent on available locations and the type of equipment needed. Seeking donated or lent equipment from the congregation would be an inexpensive way to start off.

Action: Select a suitable number of sports to start group creation.

Action: Invite/encourage formation of sports groups as members of laity are interested.

Measure: Number/percentage of congregation involved in Sport Groups. Growth of number of players. Number of available groups.

Activities Groups

The second Special Interest Group example is that of Activities Groups. Activity Groups would be more event-focused, encompassing things such as Sporting Event Watch Parties, Game Nights, Clothing Drives and Volunteer Outings, and the like. These groups could be hosted at either church campus or even in a member's home if the scope of the event is small enough. The focus of these groups would be to welcome those of all

ages as well as feature an angle of community outreach. The associated cost would be dependent on the location of the event, but could include things such as food, games, or whatever is appropriate to the activity or event.

An extension of Activities Groups would be All-City Lutheran Games. With a goal of bringing together the wider LCMS community within the city of Springfield, these would be events like a Pickleball or Cornhole tournament, Chili Cook-Off, or some event aimed at being open to the wider Lutheran community. This will also foster communication and cooperation within those same church bodies and ours.

Action: Identify and schedule candidate events. Recruit persons willing to attend and/or lead events. Advertise events broadly.

Measure: Number of Activity Groups. Number of participants. Cross-congregation involvement for All City Lutheran Games.

The third Special Interest Group example is Hobby Groups. Hobby Groups would be focused on bringing people together over a particular hobby or interest. Suggested examples include, but are not limited to, hunting, crocheting, fishing, baking, woodworking, card games, hiking, conservation, and so on. For a specific example, an Archery Group would extend SLS's existing archery program into a wider audience and bring those students into fellowship with other archery aficionados within Redeemer. Tying in with mentorship, these groups would ideally be led by those with considerable experience or knowledge of the relevant hobby.

Action: Recruit from the congregation for hobby ideas to center a hobby group around.

Action: Encourage/facilitate scheduling of such groups if necessary/prudent.

Measure: Number of available groups. Number of regular participants.

People Groups

People Groups would have a broader focus on more general communities within Redeemer, particularly Men's and Women's Groups. These larger groups would meet less frequently, perhaps monthly at most, with an emphasis on bringing together people across a wider spectrum of life and

interest. Along with Men's and Women's Groups, starting and fostering groups for specific ages would help those looking for fellowship with people in similar stages of life.

To aid in forming these larger groups, it may be prudent to first identify a committed core group to serve as a center around which these groups can grow. For example, for a hypothetical Men's Group meeting on the first Saturday of every month, a group of 6-12 men willing to commit to being present at every meeting for the first few months could help establish the overall group meeting.

Action: Identify and schedule a larger People Group.

Action: (Potential) Recruit a core group for each scheduled People Group.

Measure: Number of active participants. Number of available and active groups.

Intergenerational Groups

Intergenerational Groups would give us an opportunity to bridge the wide range of ages within the Redeemer community. Given the broad range of ages within Redeemer, this would be a vital addition to our church.

Measure: Number of activities. Number of regular participants. Average age of attendees against average age of the church congregation.

Bible Study Groups

Bible Study Groups are an essential part of any church's congregational discipleship as they bring laity together to better understand God's Word. In addition, as a confessional tradition, study groups focused on the various confessions of the Lutheran faith would be a fitting addition. Material for Bible studies could be sourced from the Board of Parish Education or otherwise approved by pastoral leadership. Groups themselves could meet in the church building or, more ideally, in the homes of the members of the group.

Action: Identify and recruit Bible study group leaders.

Action: Identify and maintain a list of approved potential Bible study material.

Action: (Potential) Outline group meeting schedules and study lengths (quarterly, semester, continual, etc.)

Measure: Number of available/active group leaders.

Measure: Number of active groups & number of active participants in each.

Appendix I —Mentoring Guidelines

Redeemer Lutheran Church – GROW, SHARE, CARE

Mentoring God's People – An Intentionally Focused Outreach

What is a mentor: A mentor serves the Lord Jesus Christ following the example set by the Lord Jesus who came to serve not to be served. A Mentor can be male or female but always mentors to another person of the same sex. A Mentor is a devoted follower of Jesus and is actively involved within a Christian church community. In our case, an active member of Redeemer Lutheran Church.

Mentoring within Redeemer could also take place **between families**. In the past, new members were assigned to either an individual or to a family welcoming them into the Redeemer family. These relationships helped them become active members of the “family of believers’ community” using their gifts to enrich our grow, share, care ministry. Often, these “welcoming ministers of Jesus” resulted in long term Christian relationships strengthening our growing faith family.

Developing a mentor training program should enrich **already** established ministries, i.e., Stephen Ministry, Crosslines, Victory Mission, blind ministry, new member classes, Youth and SLS to name a few.

The Apostle Paul mentored often one of his “spiritual sons” in the faith. Paul gave specific instructions to his spiritual son, Timothy. In **1 Timothy 4:6-8**, we read from God’s Word: “If you point these things out to the brothers, you will be a good minister of Christ Jesus, brought up in the truths of the faith and of the good teaching that you have followed. Have nothing to do with godless myths and old wives’ tales; rather, train yourself to be godly. For physical training is of some value, but godliness has value for all things, holding promise for both this life and the life to come.”

What would be some of the values that a mentor should possess:

Exhibits a contagious faith in the Lord Jesus; Trustworthy in holding confidentiality

Has a gentle, caring spirit; Demonstrates authenticity in relationships

Adaptable in ministering to others while demonstrating the Christian faith in Jesus

Understands the importance of appropriate boundaries; Is commanded to being a lifelong learner

Qualities a mentor of Jesus Christ possesses by the power of the Holy Spirit

Is an active listener; Can ask questions to promote discussion; Shares with mentee appropriately

Recognizes that the mentor is not there to fix

the situation Has the ability to guide further

discussions with the mentee

A Mentor's Responsibilities:

Meet weekly with your mentee; for a least one hour. Set a day/time/location. If you, the mentor find too many conflicts in your personal schedule, perhaps you are too busy to be a mentor

You should be open to your relationship with the mentee possibly being a life-long friendship

Work toward developing a healthy balance between encouragement and accountability

Encourage your mentee as they work through life's challenges and struggles by sharing appropriately how you have handled certain situations. Never be specific in sharing your personal information but generalize. DO remember that **you are the mentor** so don't dwell upon your personal life challenges.

DO share how seeking God's wisdom and guidance through studying His Word and prayer have been helpful to you.

Your mentee may have struggled with being accountable. Help them to learn how to take responsibility for life's choices and the consequences that follow. Appropriate **probing questions** may help them to gain insight into where they've been and work through their situation. Remember: We are not "fixers"; we're good listeners.

Mentoring Guidelines

You are NOT the parent. Don't make excuses or discipline your mentee. Don't talk down to your mentee.

You are NOT the boss. Mentor and mentee have mutual respect and admiration.

You are NOT the counselor/social worker. We have not been trained as a professional counselor.

You are NOT their buddy. You are there to give responsible advice and encouragement.

Your weekly meeting are not Bible study or discussions on theology, church doctrine, denominational differences. Encourage your mentee to have regular devotions, times to study God's Word, prayer, etc.

You are NOT their banker. Do NOT give them money. You CAN buy them a drink or a meal during the weekly meeting.

You are NOT their Uber driver. Picking up your mentee for your meeting or a church service is okay but do NOT give them rides on a regular basis.

You are NOT their savior, little caps. Perhaps a better term would be rescuer. Jesus alone is!

Mentoring Foundation: God's Word guides a Christian mentor. Here are some Scriptures to read as you prayerfully consider becoming a mentor: Ecclesiastes 4:9-12; Proverbs 27:17; Matthew 28:19-20; 2 Timothy 2:2; Proverbs 13:20

Mentoring Guidelines when you meet with your mentor

Starting questions could be: How is your week going? What are some high points I can celebrate with you? What are some struggles I can join you in prayer? What are some helpful things we have talked through in the past?

Encourage and challenge your mentee: Choose one thing to encourage your mentee; challenge your mentee to take a next step in some challenging area of their life.

This is what guidelines I prepared previously concerning implementing a mentoring program for Redeemer Lutheran Church. I think this provides the basics involved and might take several classes to train up leaders for this ministry.

Appendix II — Small Group Ideas

1.Special interest

a. Sports

i.Location.

1. SLS

GYM/fellowship hall

2. Open field in

Nixa ii. Type (examples
but not only)

iii.

1. Pickle ball

2. Volleyball

3. Cornhole

4. Softball

5. bowling

iv. Focus

1. All ages depending on sport

2. Health and internal fellowship

3. Bringing small bible passages/ saying before games

v. Cost

1.Limited to location and equipment

vi. Measure

1. Participation %

2. Growth of number of players

3. The number of new sports not listed

b. Activities

i. Types

1. Sports party
2. Game night
3. Clothing drive
4. Wood working

ii. Location

1. Fellowship hall
2. SLS GYM
3. Member's house
4. Nixa open field

iii. Focus

1. All ages depending on event
2. Community out reach

iv. Cost

1. Limited to location and event

v. Measure

1. Participation %
2. How many people helped
3. Number of groups served

c. Activities for all city Lutheran Games

i. Location

1. Redeemer/ SLS
2. Trinity Lutheran Church
3. Faith Lutheran

4. Hope Lutheran
5. My Church Ozark

ii. Focus

1. To bring together the Lutheran community
 - a. Older generation
 - b. College age
 - c. High school age
 - d. New families
2. Bring together individual church body together in competition

iii. Cost

1. Depends on activities and equipment
2. Possible concessions

iv. Measure

1. Participation between the churches
2. Number of participants
3. Growth in the number of activities between the churches

d. Activities between Nixa and Springfield

i. Sunday swap

1. Mentors would go and attend church services at a different location
 - a. Measure
 - i. Number of participating families going to both locations
 - ii. Being able to recognize people from the two churches in public

ii. Going to the Lutheran student center

1. Asking what they need from our Church community
2. Mentoring new students
 - a. Measure
 - i. Seeing the growth of the in the LSC
 - ii. Seeing LSC student during the church service
- e. Hunting/fishing Group
 - i. Location varies on actives
 - ii. Focus
 1. To get people from the church to teach the skills they developed over the years to the next generation who want to learn that particular skill
 - a. Examples
 - i. How to use a bow and arrow for hunting
 - ii. How to make a lure
 - iii. Nature conservation
 - iii. Measure
 1. Seeing the bonding between the mentor and mentored.
 - a. Number of mentors teaching
 - b. The number of different skills be taught
 - iv. Cost equipment and location
2. People Groups
 - a. Men's groups
 - i. Golf tournament
 1. Location
 - a. River cut golf course
 - b. Payne Steward golf course

- ii. Cornhole tournament
 - iii. Pickle ball tournament
- b. Women's group
 - i. Painting parties
 - ii. Wine and Cheese party
 - 1. Location
 - iii. Exercises group
 - 1. Activity
 - iv. Advent by candle light
- c. Group by age
 - i. Young children
 - ii. Middle school
 - iii. High school
 - iv. Post high school
- 3. Inter-generational groups
 - a. Dinner cooking together
 - i. Location
 - 1. Nixa kitchen
 - 2. Redeemer kitchen
 - ii. Focus
 - 1. To bring together the church community through food and fellowship
 - a. Having older generational member with youth/college teaching
 - b. Teaching family skills from singles, new weds, small families
 - 2. Teaching life skills

mentor

3. Experience food which is not normally consumed
 - a. Gaining information about the food from the

iii. Measure

1. Growth of the program
2. Continual program growth
3. Seeing the development of the mentor/mentored relationship

iv. Cost

1. Main dish protein
2. Ingredients
3. Equipment

b. Community Service

i. examples

1. Clothing drive/Collection
2. School/ community clean up
3. Pregnancy center
- 4.

ii. Location

1. Crossline
2. Ronald McDonald House charity
3. Community Partnership of the Ozark
4. Public school

iii. Focus

1. To serve the community
2. To get the church members involved for community exposure

iv. Measure

1. Number of people served
2. Number of people involved
3. The age ranges

v. Cost

1. Equipment
2. Material

4. Bible studies

- a. Current events
- b. Parenting
- c. Midweek meals with bible study

Appendix III — Making Disciples of Jesus in the 21st Century

MAKING DISCIPLES OF JESUS IN THE 21st CENTURY

Scripture Text: Matthew 10:42: “**And if anyone gives even a cup of cold water to one of these little ones because he is my disciple, I tell you the truth, he will certainly not lose his reward.**”

Develop and implement a curriculum for the Sunday School specifically-focused on what it means to be a disciple of Jesus.

Develop and implement a curriculum for ALL students specifically-focused on what it means to be a disciple of Jesus.

Catechetical Instruction will include specifically-focused scripture applied practically on what it means to be a disciple of Jesus as His missionary.

Scripture Text: Matthew 28:19: “**Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit,...**”

ALL New Member classes: Becoming a member of Redeemer Lutheran Church will include instruction on what it means to be a disciple of Jesus. New members will be assigned a current Redeemer person or family for at least one year shepherding them as members of the Redeemer family.

Emphasis focused on what it means to be a disciple of Jesus **will be given** in sermons and Sunday School classes of all levels at least twice annually.

Announcements in the Sunday bulletin and before worship, The Herald, and Redeemer’s Facebook page on what it means to be a disciple of Jesus will be given/posted **at least monthly**.

Adult Classes, Scripturally-based, will be offered on what it means to be a disciple of Jesus to members at least twice annually.

Annually, after the implementation of these specific strategies, there will be an evaluation making adjustments as needed.

Discipleship Action Team Members

Ron Merritt, Co-Chair, Springfield Daniel Martin, Co-Chair, Nixa Kurt Schmidt, Springfield Tim Hill, Springfield Paul Obermann, Springfield Jon Rossow, Springfield Jonathan LaBrie, Nixa Derrick Wong, Springfield

Review of Draft Report by the Board of Elders and Board of Directors

Upon completion of their review the Vision Leadership Team forwarded the Action Team Reports to the facilitators for inclusion in a draft Vision 2025 report. The draft report was presented to the Board of Elders and the Board of Directors by the facilitators. Comments were forwarded to the Vision Leadership team for further review and input. Any changes were incorporated into the final draft report by the facilitators.

Draft Report Sent to the Congregation

The draft Vision 2025 report was made available to the congregation for review and comment via the church website. News and Notes, Newsletter and E-alert were used as a means of notification. Members of the Board of Directors also made announcements at Sunday morning services for a couple of weeks. A period of 30 days was allowed for the review and comments to be received. Two congregational forums, one at each campus, were held to provide an overview of the draft report and to provide a face-to-face opportunity to provide input and ask questions.

Vision 2025 Leadership Team Recommendations

The Leadership Team met in a final meeting to consider and discuss comments received from the Boards and the congregation. After prayerful discussion the team voted to send the Vision 2025 report to the congregation for adoption and, with the following four specific first actions:

- Proceed with establishment and Calling of a staff person to address the needs of the Children's Ministry, age's birth through 5th grade.
- Identity and serve the needs of the neighborhood around the church campuses, both in Springfield and Nixa

- Provide Leadership Mentoring to members of the congregation to enable them to lead bible study groups, people groups, intergenerational groups, etc.
- Establish a Young Adult ministry to address the needs of those graduating from high school and/or attending college and into the years of young adulthood.

It was understood by the Team that these four recommendations were meant to focus volunteer and financial resources, with the hopes of achieving some success with the help and direction of the Holy Spirit. The Team also recognized that there are many other actions recommended within the Vision 2025 report that may be undertaken as volunteer interests and resources are available.

Presentation at Voter's Meeting

The Vision 2025 Report with recommendations will be presented to the congregation at a Special Voters meeting to be held on May 13, 2025.

Redeemer Lutheran Church

VISION 2025

Ministry Plan

