

# GOOD SHEPHERD MINISTRY PLAN

2022

*(FIRST DRAFT)*

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## INTRODUCTION

“Why do this? We have the Word of God. Isn’t that enough?”

It is true that the Word of God is enough (and the only means) to convert dead hearts to faith. However, how will dead hearts be converted to faith if they never hear the Word? As Paul asks, “How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them?” (Romans 10:14)

The goal of a strategic plan is not to improve upon or substitute God’s Word as the only life-giving source of salvation. The goal of a strategic plan is to consider how we may use all of our resources to reach more people with the Word and to create more opportunities to share the Word. As Jesus says, “As long as it is day, we must do the works of him who sent me. Night is coming, when no one can work.” (John 9:4) Creating a strategic plan is a Biblical, God pleasing way to “work while it is day.”

While Crossroads Consulting worked with us to guide us in formulating this plan, they did not create this plan. The Ministry Coordinating Council did not create this plan. Pastor did not create this plan. A special committee did not create this plan. Who did? You! The members of Good Shepherd! Through a number of information gathering channels going back to October 2019, the content of this plan was formulated. What follows is the culmination of what Good Shepherd members and leaders have said.

What will result from this? In the end, only God knows. He will bless these efforts as He desires for His glory. We cannot predict nor control how many will come to faith from our efforts. That is the work and responsibility of God alone. However, we can work together to overcome obstacles to sharing God’s Word. We can aggressively reach out with the gospel so that more souls may be saved. We can go forward with gospel-fueled energy, joy, and confidence as we anticipate God’s blessings on what we do. Finally, we can trust that our God can do all things and can bless us in ways we cannot imagine. (Ephesians 3:20) To Him be the glory!

# VISION FOR MINISTRY

A congregation's core values are the most important things a congregation believes it should be doing. Whether a congregation knows it or not, it has core values that drive all ministry.

*At Good Shepherd, our Core Values are . . .*

- 1) A consistent commitment to the Word of God as the source, guide, and strength for all we do.**

*Jesus said, "If you hold to my teaching, you are really my disciples. Then you will know the truth, and the truth will set you free." John 8:31,32*

At Good Shepherd, we believe that the Bible is inspired by God. Our teaching and preaching will be rooted in God's Word as we rely on his wisdom. In His Word, we find truth, grace, strength, and freedom. We find the cause of our faith and the compass for our lives.

- 2) Vibrant worship characterized by reverence and relevance.**

*I rejoiced with those who said to me, "Let us go to the house of the Lord." Psalm 122:1*

At Good Shepherd we worship with a meaningful blend of old and new, selecting the best of classic hymns and contemporary accompaniments. Our structured, rather than spontaneous, order of service allows guests to see what is ahead. The reverence of our church setting provides a transcendent worship experience that will inspire worshippers to greater heights of joy, and the relevance of our messages will guide worshippers with new insight for the week ahead.

- 3) Equipping all members (both men and women, youth and adult) to use their gifts in service to God and others.**

*For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do. Ephesians 2:10*

At Good Shepherd, we view every member, regardless of gender or age, as a precious gift from God and gifted by God. All of us, not just those employed by the church, are commissioned by God to use our gifts to serve him and others in our church, homes, and communities. We will engage and empower each member to explore their spiritual gifts. We will equip them to have life changing experiences by serving God and one another. This service is Biblical, not optional.

#### **4) Fostering fellowship which nurtures a community of Christian love and trust**

*And we urge you, brothers and sisters, warn those who are idle and disruptive, encourage the disheartened, help the weak, be patient with everyone. 15 Make sure that nobody pays back wrong for wrong, but always strive to do what is good for each other and for everyone else. 1 Thessalonians 5:14-15*

We reject gossip, and wrap ourselves in the gospel. We replace criticism with compassion. We attack selfishness and strive for servanthood. We do not tolerate divisive, demeaning, or selfish demands. We regard every member, regardless of age or longevity in the congregation, to be a special gift from God. We regard every guest, regardless of age, appearance, or affluence, to be a special gift from God.

#### **5) Christian education**

*These commandments that I give you today are to be on your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up. Deuteronomy 6:6,7*

We view Christian education, especially in our Academy, as a wonderful gift from God. We want our children to know the love of Jesus, so that they may be secure in their status and confident in Christ. In a world full of anxiety, confusion, and evil, we see our Christian education as a training center for our children to defend the faith and deliver the gospel.

Aspirational values are activities and attitudes that, based on the study of Scripture, a congregation believes to be vital to Gospel ministry. The congregation aspires to demonstrate all these values.

***At Good Shepherd, our aspirational values are . . .***

##### **1) Creating a comprehensive culture of outreach and evangelism which focuses on sharing law and gospel with the unchurched in every aspect of our ministries.**

*Go into all the world and preach the gospel to every creature. Mark 16:15*

At Good Shepherd, we dare and dream to ask the question “What would happen in our congregation and God’s kingdom if every ministry and every member was focused on outreach?” Instead of hiding behind the walls of our institution, we aspire to engage our community with the good news of Jesus.

## **2) Reclaiming the strayed and straying from all ages of membership**

*And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.* Hebrews 10:24,25

At Good Shepherd, we miss and mourn those who once walked with us but are no longer active in the Means of Grace. We aspire to reconnect them to the gospel, so that they have life now and forever in Jesus. To pursue that goal, we will create intentional strategies and systems that equip a broad segment of our congregation to reach out to the lost and straying.

## **3) Discipleship opportunities for all stages of life**

*Since my youth, God, you have taught me, and to this day I declare your marvelous deeds. Even when I am old and gray, do not forsake me, my God, till I declare your power to the next generation, your mighty acts to all who are to come.* Psalm 71:17,18

At Good Shepherd, we believe that Confirmation is not graduation from studying God's Word. From cradle to grave, we are called to "grow in the grace and knowledge of our Lord and Savior Jesus Christ." (2 Peter 3:18) We seek to develop further opportunities to do this for all ages of life. We seek to create a culture that embraces group Bible study, fellowship, and service from all members, regardless of age.

We recognize the encouragement and equipping that the Church can bring to this goal. At the same time, we recognize that parents have the greatest impact on the spiritual development of their children. Therefore we will seek to empower and equip them to engage in God's Word at home.

## **4) Embracing creative change which recognizes what must never change (the message and mission), what may change (everything else), and what needs to change (anything that gets in the way of the message and mission).**

*Though I am free and belong to no one, I have made myself a slave to everyone, to win as many as possible. I have become all things to all people so that by all possible means I might save some. I do all this for the sake of the gospel, that I may share in its blessings.*

1 Corinthians 9:19,22,23

At Good Shepherd, we aspire to create a culture that moves from a mindset that is reluctant or resistant to change in order to protect personal preference, to a culture that joyfully embraces God pleasing changes in order to connect with the lost. Our driving motivation will not be "What do I want?" but rather "What will glorify God and grow His kingdom?" We will not be pressured to make changes for the sake of change alone, but we will not be afraid to make changes for the sake of the gospel alone.

## ***Our Core Mission is . . .***

### **To grow in the Word and to go with the Word**

*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, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” Matthew 28:19,20*

## ***Our 10 Year Target is . . .***

A gospel centered community that actively gathers around the Word and intentionally goes with the Word to our surrounding community, focused on using every resource we have to equip the saved and evangelize the lost.

### ***To reach this goal, we will aim for . . .***

80% of all members regularly worshipping, with 400 or more in attendance each weekend at worship.

80% of all members in Bible studies

80% of all members actively involved in ministry

Acquire additional facilities, especially a multipurpose center, to support growth

Acquire additional staff, especially an additional pastor or staff minister, to support growth

Organize and align all of our ministries and members in a common vision, goal, and plan.

### ***In “paragraph” form . . .***

By God’s grace, in 10 years, we will have expanded and enhanced our facilities for excellence, added staffing positions for growth, engaged 80% of our members in worship, Bible study, and service, average 400 or more in attendance at worship, and created intentional strategies in both church and Academy to reach out to the lost and to strengthen the found.

## ***Our Three Year Picture and One Year Plans are . . .***

### **A. Facility Expansion Primary Owner: Task Force and Key Leaders**

#### **3-Year Picture**

- We have made key decisions regarding facility expansion and have started to implement our plans.

#### **1-Year Plan**

- Begin to establish scope of future facility expansion.
- Begin facility enhancement planning.
- Collect, analyze, summarize, and share the findings of all available information relative to past planning efforts.
- Validate with the Village of Downers Grove what construction is possible.

### **B. Staffing Primary Owner: Task Force and Key Leaders**

#### **3-Year Picture**

- We have studied our staffing needs and filled needed leadership positions.

#### **1-Year Plan**

- Prepare position descriptions to clarify roles and expectations.
- Decide which additional positions are needed and by when.
- If timing is right, call and/or hire additional staff.

### **C. Worship Primary Owner: Worship Committee**

#### **3-Year Picture**

- We have an average of 225 or more in attendance at worship.
- 50% of all members is/are engaged in worship.
- The new hymnal has been implemented.

#### **1-Year Plan**

- We have an average of 180 or more in attendance at worship.
- 38% of all members are engaged in worship.
- Determine strategy for acquiring and introducing new hymnal
- Conduct congregational seminar on the principals and various practices of worship
- Begin study among worship leaders on blended worship styles

D. **Bible Study Participation** Primary Owner: Spiritual Growth Coordinator(s)

**3-Year Picture**

- 25% of all communicant members participate in Bible studies.

**1-Year Plan**

- Strategies to grow Bible study participation are designed and implemented.
- 15% of all communicant members participate in Bible studies.

E. **Member Ministry** Primary Owner: Personal Member Ministry Coordinator/Core Team

**3-Year Picture**

- 80% of our communicant members have enrolled in our PMM SHAPED classes by the end of 2024.
- The mentality (where it's needed) has shifted from *"I've done my time"* to *"I'll joyfully serve my Savior all my days for the good of his kingdom."*
- 50% of all members (including teens and young adults) are actively involved in ministry.
- We have designed service opportunities for all stages of life.

**1-Year Plan**

- 30% of our communicant members have enrolled in our PMM SHAPED classes by the end of 2022.
- 30% of all members (including teens and young adults) are actively involved in ministry.

F. **Tracking Systems** Primary Owner: Mission Resources

**3-Year Picture**

- We have developed and implemented effective systems to capture and track in-person attendance, online attendance, and the straying. ("straying" = absent from worship for 4 weeks)
- We have enhanced communication at every level so that it is timely and relevant to various identified audiences.

**1-Year Plan**

- We have evaluated and designed effective tracking systems for in-person attendance, online attendance, and the straying.
- The tracking data is shared monthly with the MCC and quarterly with the congregation.
- Determine how best to measure progress with enhancing communication, design enhancement efforts, and implement them.

G. **Organizational Structure** Primary Owner: Task Force (possibly Guiding Coalition)

**3-Year Picture**

- We have reviewed and modified (as needed) our organizational structure.
- Guided by Scripture, we are utilizing females in more ministry opportunities.
- We have positioned area-of-ministry teams of men and women (worship, outreach, etc.) to assist with carrying out the congregation's ministry goals.
- We have identified, recruited, and equipped new leaders.

**1-Year Plan**

- In view of our approved ministry plan, our organizational structure is analyzed and proposed changes are brought to the MCC and voters for review/approval.
- Leaders have explored the question, "Are women fully enabled and encouraged to use their tremendous gifts and energies in biblically appropriate roles (here at Good Shepherd) as we work together to accomplish God's will?"
- We have thought through how best to form teams of men and women to assist with carrying out the congregation's ministry goals.

H. **G.S. Lutheran Academy** Primary Owner: School Committee

**3-Year Picture**

- We are intentional with taking steps to ensure the viability of our Academy.
- We see the benefits of our school harvest strategy with 20% of non-member families becoming a part of our church family.

**1-Year Plan**

- We have brainstormed on identifying additional steps to take to ensure the viability of our Academy, with special focus on finding long-term solutions for our principal and pre-school director positions.
- Our harvest strategy has been designed and implemented, and we are tracking the number of non-member families that join our congregation.

I. **Outreach** Primary Owner: Outreach Coordinators

**3-Year Picture**

- We have created a comprehensive culture of outreach and evangelism which focuses on sharing law and gospel with the unchurched in every aspect of our ministries (and lives).

**1-Year Plan**

- We annually design and implement a well-defined and comprehensive outreach strategy with goals and measurements.
- We are working on creating a comprehensive culture of outreach and evangelism.

J. **Shepherding** Primary Owner: Shepherding Coordinators

**3-Year Picture**

- We are consistently reaching out to our straying members as soon as they begin to stray (i.e., after they are absent from worship for 4 consecutive weeks) and until they return to worship or leave our congregation.
- We have reclaimed the strayed and straying (from all ages of membership) so that ideally 100% of our soul membership is in worship at least once per month.
- We are overcoming our geographical spread of many members by locating them on a map, discussing location patterns and key people within them, and envisioning geographic ministry efforts (with other ministry team leaders) that would benefit our congregation's nurture and outreach ministries.

**1-Year Plan**

- We have designed a reclaim-the-straying strategy and have enlisted the assistance of additional people to work with our Shepherding Coordinator.
- We have explored and implemented ways to connect our members who live in specific geographic areas.
- We annually design and implement a well-defined and comprehensive assimilation strategy with goals and measurements.
- We have created a "New Member" profile newsletter to share with congregation.
- We have created an updated pictorial directory of Good Shepherd members and friends.

K. **Financial Support and Management** Primary Owner: Treasurer

**3-Year Picture**

- We have enhanced the financial support and management needed to promote expansion and growth, e.g. facility expansion and additional staff.
- We regularly monitor the finances of our congregation, including the balance of church- and school-related costs.
- Every year we promote planned giving via wills/bequests, and every three years we bring in a WELS Christian Giving Counselor to do the same.

**1-Year Plan**

- We annually teach/review God's principles and practical applications related to Christian giving (e.g., via sermons, Bible classes, cottage meetings, every-member visits).
- Explore financial seminar possibilities with invitation to church and community.
- We annually pursue alternative avenues of support for our church and school.
- We annually promote planned giving.
- We annually consider the cost of church and school ministry (both in dollars and percentages) as a part of our budget preparation process.
- We explore options to clearly and effectively communicate our congregation's financial picture to a broad base of our members.

L. **Church Community Builder Software** Primary Owner: Mission Resources

**3-Year Picture**

- Our Church Community Builder software is understood and embraced by 100% of our leaders and 75% of our other members.

**1-Year Plan**

- Our Church Community Builder software is understood and embraced by 75% of our leaders and 50% of our other members.
- We have designed and implemented a strategy to help our leaders and other members embrace the use of our church software.

M. **Online Presence** Primary Owner: Outreach Coordinators

**3-Year Picture**

- Every three years (at a minimum) we review and enhance our website and social media platforms.

**1-Year Plan**

- Evaluate, redesign and update church website.
- Optimize church website for mobile use
- Determine social media implementation needs (including administration)
- Align church and Academy websites

N. **Sunday School** Primary Owner: Spiritual Growth Coordinators

**3-Year Picture**

- We have increased participation in our Sunday School program.
- We have reviewed and enhanced our Sunday School program, possibly by launching a new initiative for children on Sunday morning.

**1-Year Plan**

- Implement any changes in curriculum, format, or model of Sunday School
- Identify and recruit additional staff needed
- Determine measurable for Sunday School participation.
- Begin process of inviting Confirmation aged students to attend Sunday morning Bible study.

O. **Teens/Young Adults** Primary Owner: Spiritual Growth Coordinators

**3-Year Picture**

- We have created consistent opportunities for spiritual growth, fellowship, and service targeted for teens through young adults.
- We have partnered with other local WELS congregations to enhance youth ministry as it makes sense.
- We have leaders in place to facilitate current ministry, and are planning what future leadership positions are needed to promote growth of teen/young adult ministry.

**1-Year Plan**

- Create plan for youth ministry that includes spiritual growth, fellowship, and service opportunities.
- Identify leadership/facilitator positions needed for teen ministry.
- Actively identify and recruit needed leaders
- Actively identify and recruit teens/young adults

# Conclusion

Each ministry area in our congregation will be trained and equipped to create a more detailed 3 Year Picture, 1 Year Plan, and Quarterly Goals for their ministry area. Pastor Elton Stroh will help to provide this training and guidance. These plans will serve as goals to aim for, and well as road markers to monitor our progress. They will also allow all ministry areas and all members to better understand what is happening throughout our congregation. They will aid us in aligning all of our ministries to work together for our common mission.

Each year the ministry plan will be reviewed and updated as needed. Each year the congregation will have the opportunity to provide feedback regarding this plan.

Working together, we trust the Lord to guide and bless this process to His glory. It is our prayer that more people will join us in heaven through these efforts. May we grow in the Word and go with the Word to this end!