

# Timothy

# Lutheran

# Ministries



## Strategic Plan

## 2024 – 2028

Approved January 2024



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## VISION

### Transforming Lives through Christ

## MISSION

**To nurture and equip people to be transformed followers of Christ.**

## CORE VALUES

To carry out our mission, build our ministries, and to guide us in the process of raising up disciples who follow Jesus on a life-long journey of faith empowered by the Holy Spirit, Timothy has created these four core areas:



### **Gather in Christ (Worship and Fellowship)**

Let us not give up the habit of meeting together, as some are doing. Instead, let us encourage one another all the more, since you see that the Day of the Lord is coming nearer. (*Heb. 10:25 GNT*)



### **Grow in Christ-like living through God's Word (Faith Development)**

Christ's message in all its richness must live in your hearts. Teach and instruct one another with all wisdom. Sing psalms, hymns, and sacred songs; sing to God with thanksgiving in your hearts. (*Col. 3:16 GNT*)



### **Give joyfully in Service to God and His people (Response to Jesus)**

You have received without paying, so give without being paid. (*Matt. 10:8b GNT*)



### **Go as witness to tell that Jesus is Lord and Savior (Outreach & Witness)**

But when the Holy Spirit comes upon you, you will be filled with power, and you will be witnesses for me in Jerusalem, in all of Judea and Samaria, and to the ends of the earth.” (*Act 1:8 GNT*)

## INTRODUCTION

The Strategic Planning Team was established in late April 2023 to review the vision, mission, and direction of Timothy. The goal of the Strategic Planning team was to look at the past, present, and the future to develop and implement a plan that will guide the church through our challenges and meet the ministry opportunities for the next one to five years.

As outlined in Timothy's Policy Governance Manual, OP-115 Strategic Planning Process, the Strategic Planning team consisted of the following positions: Pastors Otte and Hochgrebe; Acting Chair of the Elders and Past Congregational President (1994-1997) Charles (Charlie) Cronkhite; Past Congregational President (1998-2001) Stephen (Steve) Schild; and Current Congregational President Diane Mayfield.

## ASSESSMENT

Over the course of 2023, the Strategic Planning Team reviewed the vision statement and core values from 2020 to formulate a mission statement. It also reviewed the earlier strategic documents, including the Strategic Plan developed by the Next Generation Task Force.

The team conducted an internal and external assessment to gather information about Timothy's community, programs, and surrounding environment. A Timothy Strategic planning survey tool was developed and implemented to understand and collect information on what Timothy is doing well and not so well and what conditions, inside and outside the church, exist that could create additional possibilities for thriving ministries and those areas that could hinder ministries. The following ministries were contacted to take the survey: Executive Board Leadership, Elders, LWML, Men's and Women's groups, Faith Roots, Praise Team, School Board, school staff, church staff, an older generation member, and a younger generation member.

After reviewing the data and conducting a gap analysis, the team identified the following four priority areas for the next five years: Staffing, Discipleship, Financial, and Consolidation.

## STRATEGIC GOALS AND OBJECTIVES

This section lists the strategic goals and specific key performance areas for each of the priority areas and the recommended timeframe in which to address them.

### *Staffing*

#### ***Goal - Develop and Implement Staffing Plan 2024 - 2028***

- Senior Pastor Call Process 2024 - until filled
  - Identify funding source
  - Establish Call Committee
  
- Address staffing shortages in key areas 2024
  - Hire full-time Business Manager
  - Re-assess staff duties
  - Coordinate with TLS for joint IT position
  - Evaluate need for additional key (paid/unpaid) positions 2025 – 2028

## ***Discipleship***

### ***Goal - Increase Discipleship Both Inside and Outside Timothy's Walls 2024 - 2028***

- Create culture of discipleship
  - Develop and use consistent language
  - Re-examine Elder's Mentoring Policy 2024
  - Establish methods to quantify discipleship growth via 4Gs 2024
  - Implement revised Elder's Mentoring Policy 2025
  - Assess discipleship growth via 4Gs 2025 - 2028
  - Reflect / adjust effectiveness of Elder's Mentoring Policy 2026 - 2028
  
- Increase participation in growing and serving
  - Develop method to learn members' passions, gifts, and talents 2024
  - Communicate serving opportunities 2024
  - Connect people's skills to community needs 2025 - 2028
  - Develop/implement/assess Leadership Succession Plan 2026 - 2027
  - Plan and execute church mission opportunities and culture 2026 - 2028
  - Evaluate growth of participation 2028

## ***Financial***

### ***Goal 1 - Pursuing and Maintaining Biblical Stewardship 2024 - 2028***

- Grow in stewardship generosity 2024 - 2028
  - Start Consecrated Stewardship Process 2024
  - Establish effective communication regarding Timothy's needs 2024
  - Investigate Capital Campaign focus 2024
  - Plan and implement 12-month plan for ongoing generosity 2025
  - Assess and adjust communication regarding Timothy's needs 2025 - 2028
  - Capital Campaign implementation 2026 - 2028

### ***Goal 2 - Pursuing and Maintaining Fiscal Responsibility 2024 - 2028***

- Debt reduction plan 2024 - 2028
  - Implement and communicate debt reduction plan 2024 - 2028
- 3-6 month reserve fund
  - Create 3-6 month reserve fund 2024
  - Maintain the reserve fund 2025 - 2028

## ***Consolidation***

### ***Goal - Unifying God's People in Worship and Fellowship 2024 - 2028***

- Celebrate God's plan in moving forward in faith 2024 - 2028
  - Intentionally communicate consolidation success stories

- Address space requirements for essential ministries 2024 - 2028
  - Assess core ministries 2024 – 2028
  - Assess Next Generation Expansion Plan 2024
  - Determine and secure space solutions 2024 - 2028
  
- Increase ownership and collaboration for future ministry expansion 2024 - 2028
  - Create and implement intergenerational task force 2024
  - Plan and conduct at least one intergenerational event 2025 - 2028

## IMPLEMENTATION

The team has created a template to document the required actions for successfully completing each strategy. This template is in Appendix A. An example template is provided in Appendix B. These templates are formatted in Microsoft Word and will be provided to the boards and commissions.

## MONITORING

The Strategic Planning Team recommends Timothy's Executive Board as the overseer in monitoring and tracking progress and completion of goals and objectives outlined in this plan to ensure that the strategic plan is being met and moving forward. Their work includes reviewing the action plan form regularly, keeping the responsible individual(s) aware of the target end dates, and advising the congregation of the progress or lack of progress.

## APPENDIX A – STRATEGIC PLAN TEMPLATE

### Timothy Lutheran Ministry Strategic Worksheet 20XX

#### ***Focus Area and Year***

#### **Goal - State the goals and provide timeframe**

##### **KPA 1. List the first Key Performance Area statement and timeframe**

##### **Strategy 1. List the first strategic statement**

Tactic	Area responsible (Ex. Bd./Elders/ Commissions)	Target date	Completion Date
1.1.1			
1.1.2			

##### **KPA 2. List the second Key Performance Area statement and timeframe**

##### **Strategy 1. List the first strategic statement**

Tactic	Area responsible (Elders)	Target date	Completion Date
2.1.1			
2.1.2			

##### **Strategy 2. List the second strategic statement**

Tactic	Area responsible (Ex. Bd./School Bd.)	Target date	Completion Date
2.2.1			
2.2.2			

##### **Strategy 3. List the third strategic statement**

Tactic	Area responsible (Ex. Bd./School Bd.)	Target date	Completion Date
2.3.1			
2.3.2			

##### **KPA 3. List the third Key Performance Area statement and timeframe**

##### **Strategy 1. List the first strategic statement**

Tactic	Area responsible (Intergenerational Task Force)	Target date	Completion Date
3.1.1			
3.1.2			

**Focus - Area Staffing 2024**

**Goal - Develop and Implement Staffing Plan 2024 - 2028**

**KPA 1. Senior Pastor Call Process – until filled**

**Strategy 1. Identify funding source**

Tactic	Area responsible (Ex. Bd./Give Commission)	Target date	Completion Date
1.1.1			
1.1.2			

**Strategy 2. Establish Call Committee**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.2.1			
1.2.2			

**KPA 2. Address staffing shortages in key areas**

**Strategy 1. Hire full-time (FT) Business Manager**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
2.1.1			
2.1.2			

**Strategy 2. Re-assess staff duties**

Tactic	Area Responsible (Ex. Bd.)	Target date	Completion Date
2.2.1			
2.2.2			

**Strategy 3. Coordinate with TLS for joint IT position**

Tactic	Area responsible (Ex. Bd./School Bd.)	Target date	Completion Date
2.3.1			
2.3.2			

# Timothy Lutheran Ministry Strategic Worksheet 2024

## **Focus - Area Discipleship 2024**

### **Goal - Increase Discipleship Both Inside and Outside Timothy's Walls**

#### **KPA 1. Create culture of discipleship**

##### **Strategy 1. Develop and use consistent language**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.1.1			
1.1.2			

##### **Strategy 2. Re-examine Elder's Mentoring Policy**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.2.1			
1.2.2			

##### **Strategy 3. Establish methods to quantify discipleship growth via 4Gs**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.3.1			

#### **KPA 2. Increase participation in growing and serving 2024 - 2028**

##### **Strategy 1. Develop method to learn members' passions, gifts, and talents**

Tactic	Area responsible (Elders/Give)	Target date	Completion Date
2.1.1			
2.1.2			

##### **Strategy 2. Communicate serving opportunities**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
2.2.1			
2.2.2			

# Timothy Lutheran Ministry Strategic Worksheet 2024

## Focus Area – Financial 2024

### Goal 1 - Pursuing and Maintaining Biblical Stewardship 2024 - 2028

#### KPA 1. Grow in stewardship generosity 2024 - 2028

##### Strategy 1. Start Consecrated Stewardship Process

Tactic	Area responsible (Ex. Bd./Give)	Target date	Completion Date
1.1.1			
1.1.2			

##### Strategy 2. Establish effective communication regarding Timothy's needs

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.2.1			
1.2.2			

##### Strategy 3. Investigate Capital Campaign focus

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.3.1			
1.3.2			

### Goal 2 - Pursuing and Maintaining Fiscal Responsibility 2024 - 2028

#### KPA 1. Debt reduction plan

##### Strategy 1. Implement and communicate debt reduction plan

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
1.1.1			
1.1.2			

#### KPA 2. 3-6 month reserve fund 2024 - 2028

##### Strategy 1. Create 3-6 month fund

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
2.1.1			
2.1.2			

# Timothy Lutheran Ministry Strategic Worksheet 2024

## **Focus Area – Consolidation 2024**

### **Goal - Unifying God's People in Worship and Fellowship 2024 - 2028**

#### **KPA 1. Celebrate God's plan in moving forward in faith 2024 - 2028**

##### **Strategy 1. Intentionally communicate consolidation success stories**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.1.1			
1.1.2			
1.1.3			

#### **KPA 2. Address space requirements for essential ministries 2024 - 2028**

##### **Strategy 1. Assess core ministries**

Tactic	Area responsible (Elders)	Target date	Completion Date
2.1.1			
2.1.2			

##### **Strategy 2. Assess Next Generation Expansion plan**

Tactic	Area responsible (Ex. Bd./ School Bd.)	Target date	Completion Date
2.2.1			
2.2.2			

##### **Strategy 3. Determine and secure space solutions**

Tactic	Area responsible (Ex. Bd./ School Bd.)	Target date	Completion Date
2.3.1			
2.1.2			

#### **KPA 3. Increase ownership and collaboration for future ministry expansion 2024 - 2028**

##### **Strategy 1. Create and implement intergenerational task force**

Tactic	Area responsible (Ex. Bd./School Bd.)	Target date	Completion Date
3.1.1			
3.1.2			
3.1.3			

## VISION

Transforming Lives through Christ

## MISSION

To nurture and equip people to be transformed followers of Christ.

## CORE VALUES



Gather in Christ (Worship and Fellowship)



Grow in Christ-like living through God's Word (Faith Development)



Give joyfully in Service to God and His people (Response to Jesus)



Go as witness to tell that Jesus is Lord and Savior (Outreach & Witness)

**TRANSFORMING  
LIVES  
THROUGH CHRIST**

TIMOTHY  
LUTHERAN  
MINISTRIES

**2024-2028  
STRATEGIC  
PLAN  
OVERVIEW**

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## Strategic Plan Process

Over the course of 2023, the Strategic Planning Team reviewed the vision statement and core values from 2020 to formulate a mission statement. It also reviewed the earlier strategic documents, including the Strategic Plan developed by the Next Generation Task Force.

The team conducted an internal and external assessment to gather information about Timothy's community, programs, and surrounding environment. A Timothy Strategic planning survey tool was developed and implemented to understand and collect information on what Timothy is doing well and not so well and what conditions, inside and outside the church, exist that could create additional possibilities for thriving ministries and those areas that could hinder ministries. The following ministries were contacted to take the survey: Executive Board Leadership, Elders, LWML, Men's and Women's groups, Faith Roots, Praise Team, School Board, school staff, church staff, an older generation member, and a younger generation member.

After reviewing the data and conducting a gap analysis, the team identified the following four priority areas for the next five years: Staffing, Discipleship, Financial, and Consolidation.

## Staffing

### **Goal - Develop and Implement Staffing Plan 2024 - 2028**

- ◆ Senior Pastor Call Process - until filled
  - ⇒ Identify funding source
  - ⇒ Establish Call Committee
- ◆ Address staffing shortages in key areas 2024
  - ⇒ Hire full-time Business Manager
  - ⇒ Re-assess staff duties
  - ⇒ Coordinate with TLS for joint IT position
  - ⇒ Evaluate need for additional (paid/unpaid) positions 2025 - 2028

## Discipleship

### **Goal - Increase Discipleship Both Inside and Outside Timothy's Walls 2024 - 2028**

- ◆ Create culture of discipleship
  - ⇒ Develop and use consistent language
  - ⇒ Re-examine Elder's Mentoring Policy 2024
  - ⇒ Establish methods to quantify discipleship growth via 4Gs 2024
  - ⇒ Implement revised Elder's Mentoring Policy 2025
  - ⇒ Assess discipleship growth via 4Gs 2025 - 2028
  - ⇒ Reflect / adjust effectiveness of Elder's mentoring policy 2026 - 2028
- ◆ Increase participation in growing and serving
  - ⇒ Develop method to learn members' passions, gifts, and talents 2024
  - ⇒ Communicate serving opportunities 2024
  - ⇒ Connect people's skills to community needs 2025 - 2028
  - ⇒ Develop/implement/assess Leadership Succession Plan 2026 - 2027
  - ⇒ Plan and execute church mission opportunities and culture 2026 - 2028
  - ⇒ Evaluate growth of participation 2028

## Financial

### **Goal 1 - Pursuing and Maintaining Biblical Stewardship 2024 - 2028**

- ◆ Grow in stewardship generosity 2024 - 2028
  - ⇒ Start Consecrated Stewardship Process 2024
  - ⇒ Establish effective communication regarding Timothy's needs 2024
  - ⇒ Investigate Capital Campaign focus 2024
  - ⇒ Plan and implement 12-month plan for ongoing generosity 2025
  - ⇒ Assess and adjust communication regarding Timothy's needs 2025 - 2028
  - ⇒ Capital Campaign implementation 2026 - 2028

### **Goal 2 - Pursuing and Maintaining Fiscal Responsibility 2024 - 2028**

- ◆ Debt reduction plan 2024 - 2028
  - ⇒ Implement and communicate debt reduction plan 2024
- ◆ 3-6 month reserve fund
  - ⇒ Create 3-6 month reserve fund 2024
  - ⇒ Maintain the reserve fund 2025 - 2028

## Consolidation

### **Goal - Unifying God's People in Worship and Fellowship 2024 - 2028**

- ◆ Celebrate God's plan in moving forward in faith 2024 - 2028
  - ⇒ Intentionally communicate consolidation success stories
- ◆ Address space requirements for essential ministries 2024 - 2028
  - ⇒ Assess core ministries 2024 - 2028
  - ⇒ Assess Next Generation Expansion Plan 2024
  - ⇒ Determine and secure space solutions 2024 - 2028
- ◆ Increase ownership and collaboration for future ministry expansion 2024 - 2028
  - ⇒ Create and implement intergenerational task force 2024
  - ⇒ Plan and conduct at least one intergenerational event 2025 - 2028

# Timothy Lutheran Ministry 5 Year Strategic Plan Overview 2024-2028

Focus Areas / Strategic Key Performance Areas (KPA's)	Strategic Statements				
	2024	2025	2026	2027	2028
<p><b>Staffing</b></p> <ul style="list-style-type: none"> <li>Senior Pastor Call Process</li> <li>Address staffing shortages in key areas</li> </ul>	<ul style="list-style-type: none"> <li>Identify funding source</li> <li>Establish Call Committee</li> <li>Hire Full-time (FT) Business Manager</li> <li>Re-assess staff duties</li> <li>Coordinate with TLS for joint IT position</li> </ul>	<ul style="list-style-type: none"> <li>Maintain funding source</li> <li>Continue call process until senior pastor vacancy filled</li> <li>Evaluate need for additional key (Paid / unpaid) positions</li> </ul>	<div style="text-align: right;">  </div> <div style="text-align: right;">  </div> <div style="text-align: right;">  </div>		
<p><b>Discipleship</b></p> <ul style="list-style-type: none"> <li>Create a culture of discipleship</li> <li>Increase participation in growing and serving</li> </ul>	<ul style="list-style-type: none"> <li>Develop and use consistent language</li> <li>Re-examine Elders' Mentoring Policy</li> <li>Establish methods to quantify Discipleship growth via 4Gs</li> <li>Develop method to learn members passions, gifts, &amp; talents</li> <li>Communicate serving opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Implement revised Elders' Mentoring Policy</li> <li>Assess Discipleship growth via 4Gs</li> <li>Connect people's skills to needs</li> </ul>	<ul style="list-style-type: none"> <li>Reflect / adjust effectiveness of Elders' Mentoring Policy</li> <li>Develop/implement /assess Leadership Succession Plan</li> <li>Plan/execute church mission opportunities and culture</li> </ul>	<div style="text-align: right;">  </div> <div style="text-align: right;">  </div> <div style="text-align: right;">  </div> <div style="text-align: right;">  </div> <div style="text-align: right;">  </div>	<ul style="list-style-type: none"> <li>Take two church-wide mission trips</li> <li>Evaluate growth of participation</li> </ul>

# Timothy Lutheran Ministry 5 Year Strategic Plan Overview 2024-2028

<b>Focus Areas / Strategic Key Performance Areas (KPAs)</b>	<b>Strategic Statements</b>				
	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<p><i>Financial</i></p> <ul style="list-style-type: none"> <li>• Grow in stewardship generosity</li> <li>• Debt reduction plan</li> <li>• 3-6 month reserve fund</li> </ul>	<ul style="list-style-type: none"> <li>• Start Consecrated Stewardship process</li> <li>• Establish effective communication regarding Timothy's needs</li> <li>• Investigate Capital Campaign focus</li> <li>• Implement and communicate debt reduction plan</li> <li>• Create 3-6 month reserve fund</li> </ul>	<ul style="list-style-type: none"> <li>• Plan and implement a 12-Month plan for ongoing generosity</li> <li>• Assess and adjust Timothy needs communications</li> <li>• Continue to communicate debt reduction plan</li> <li>• Maintain the reserve fund</li> </ul>	<ul style="list-style-type: none"> <li>• Capital Campaign implementation</li> </ul>		
<p><i>Consolidation</i></p> <ul style="list-style-type: none"> <li>• Celebrate God's plan in moving forward in faith</li> <li>• Address space requirements for essential ministries</li> <li>• Increase ownership and collaboration for future ministry expansion</li> </ul>	<ul style="list-style-type: none"> <li>• Intentionally communicate consolidation success stories</li> <li>• Assess core ministries</li> <li>• Assess Next Generation Expansion Plan</li> <li>• Determine and secure space solutions</li> <li>• Create and implement an intergenerational task force</li> </ul>	<ul style="list-style-type: none"> <li>• Plan / conduct at least one annual inter-generational event</li> </ul>			

Timothy Lutheran Ministry Strategic Plan 2024

**Focus - Area Staffing 2024**

**Goal - Develop and Implement Staffing Plan 2024 - 2028**

**KPA 1. Senior Pastor Call Process – until filled**

**Strategy 1. Identify funding source**

Tactic	Area responsible (Ex. Bd./Give Commission)	Target date	Completion Date
1.1.1			
1.1.2			

**Strategy 2. Establish Call Committee**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.2.1			
1.2.2			

**KPA 2. Address staffing shortages in key areas**

**Strategy 1. Hire full-time (FT) Business Manager**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
2.1.1			
2.1.2			

**Strategy 2. Re-assess staff duties**

Tactic	Area Responsible (Ex. Bd.)	Target date	Completion Date
2.2.1			
2.2.2			

**Strategy 3. Coordinate with TLS for joint IT position**

Tactic	Area responsible (Ex. Bd./School Bd.)	Target date	Completion Date
2.3.1			
2.3.2			

Timothy Lutheran Ministry Strategic Worksheet 2025

**Focus Area – Staffing 2025**

**Goal 1 *Develop and implement a staffing plan 2025 - 2028***

**KPA 1. Senior Pastor Call Process (until filled)**

**Strategy 1. Maintain funding source**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
1.1.1			

**Strategy 2. Continue call process until senior pastor vacancy filled**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.2.1			

**KPA 2. Address staffing shortages in key areas 2025 - 2028**

**Strategy 1. Evaluate need for additional key (paid /unpaid) positions**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.1.1			

Tactic	Area responsible (Ex. Bd./Elders)	Target date	Completion Date
1.1.2			
2.1.1.1			

Timothy Lutheran Ministry Strategic Worksheet 2026 - 2028

**Focus Area - Staffing 2026 - 2028**

**Goal 1 *Develop and implement a staffing plan 2026 - 2028***

**KPA 2. Address staffing shortages in key areas 2026 - 2028**

**Strategy 1. Evaluate need for additional key (paid /unpaid) positions**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.1.1			

1.1.2			
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Timothy Lutheran Ministry Strategic Worksheet 2024

**Focus - Area Discipleship 2024**

**Goal - Increase Discipleship Both Inside and Outside Timothy's Walls**

**KPA 1. Create culture of discipleship**

**Strategy 1. Develop and use consistent language**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.1.1			
1.1.2			

**Strategy 2. Re-examine Elder's Mentoring Policy**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.2.1			
1.2.2			

**Strategy 3. Establish methods to quantify discipleship growth via 4Gs**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.3.1			

**KPA 2. Increase participation in growing and serving 2024 - 2028**

**Strategy 1. Develop method to learn members' passions, gifts, and talents**

Tactic	Area responsible (Elders/Give)	Target date	Completion Date
2.1.1			
2.1.2			

**Strategy 2. Communicate serving opportunities**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
2.2.1			
2.2.2			

Timothy Lutheran Ministry Strategic Worksheet 2025

**Focus Area – Discipleship 2025**

**Goal - Increase Discipleship Both Inside and Outside Timothy's Walls**

**KPA 1 Create a culture of discipleship**

**Strategy 1. Continue to use consistent language 2025 - 2028**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.1.1			
1.1.2			

**Strategy 2. Implement revised Elder's Mentoring Policy**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.2.1			
1.2.2			

**Strategy 3. Assess discipleship growth via 4Gs 2025 - 2028**

Tactic	Area responsible (Elders)	Target date	Completion Date
1.3.1			
1.3.2			

**KPA 2 Increase participation in growing and serving 2025 - 2028**

**Strategy 1. Connect people's skills to needs**

Tactic	Area responsible (Ex. Bd./Elders/Go)	Target date	Completion Date
2.1.1			
2.1.2			

Timothy Lutheran Ministry Strategic Worksheet 2026

**Focus Area - Discipleship 2026**

**Goal - Increase Discipleship Both Inside and Outside Timothy's Walls**

**KPA 1 Create a culture of discipleship 2026 - 2028**

**Strategy 1. Continue to use consistent language 2026 - 2028**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
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**Strategy 2. Reflect / adjust effectiveness of Elder's Mentoring Policy 2026 - 2028**

Tactic	Area responsible (Elders)	Target date	Completion Date
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**Strategy 3. Assess Discipleship growth via 4Gs 2026 - 2028**

Tactic	Area responsible (Elders)	Target date	Completion Date
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**KPA 2 Increase participation in growing and serving 2026 - 2028**

**Strategy 1. Develop/implement/assess Leadership Succession Plan 2026 - 2028**

Tactic	Area responsible (Ex. Bd./Elders)	Target date	Completion Date
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**Strategy 2. Plan and execute church mission opportunities and culture 2026 - 2028**

Tactic	Area responsible (Elders/Grow/Go)	Target date	Completion Date
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Timothy Lutheran Ministry Strategic Worksheet 2027

**Focus Area – Discipleship 2027**

**Goal - Increase Discipleship Both Inside and Outside Timothy's Walls**

**KPA 1 Create a culture of discipleship 2027 - 2028**

**Strategy 1. Continue to use consistent language 2027 - 2028**

Tactic	Area responsible (Ex. Bd./Elders/ Commissions)	Target date	Completion Date
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**Strategy 2. Reflect and adjust effectiveness of Elder's Mentoring Policy 2027 - 2028**

Tactic	Area responsible (Elders)	Target date	Completion Date
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**Strategy 3. Assess discipleship growth via 4Gs 2027 - 2028**

Tactic	Area responsible (Elders)	Target date	Completion Date
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**KPA 2 Increase participation in growing and serving 2027 - 2028**

**Strategy 1. Assess effectiveness of Leadership Succession Plan**

Tactic	Area responsible (Ex. Bd./Elders)	Target date	Completion Date
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**Strategy 2. Increase Church mission trip opportunities and culture 2026 - 2028**

Tactic	Area responsible (Elders/Grow/Go)	Target date	Completion Date
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Timothy Lutheran Ministry Strategic Worksheet 2028

**Focus Area - Discipleship 2028**

**Goal - Increase Discipleship Both Inside and Outside Timothy's Walls**

**KPA 1 Create a culture of discipleship**

**Strategy 1. Develop and use consistent language**

Tactic

Area responsible (Ex. Bd./Elders/Commissions)

Target date

Completion Date

**Strategy 2. Reflect and adjust effectiveness of Elder's Mentoring Policy**

Tactic

Area responsible (Elders)

Target date

Completion Date

**Strategy 3. Assess discipleship growth via 4Gs**

Tactic

Area responsible (Elders)

Target date

Completion Date

**KPA 2. Increase participation in growing and serving**

**Strategy 1. Take two church-wide mission trips**

Tactic

Area responsible (Elders/Grow/Go)

Target date

Completion Date

**Strategy 2. Evaluate growth of participation**

Tactic

Area responsible

Target date

Completion Date

Timothy Lutheran Ministry Strategic Worksheet 2024

**Focus Area – Financial 2024**

**Goal 1 - Pursuing and Maintaining Biblical Stewardship 2024 - 2028**

**KPA 1. Grow in stewardship generosity 2024 - 2028**

**Strategy 1. Start Consecrated Stewardship Process**

Tactic	Area responsible (Ex. Bd./Give)	Target date	Completion Date
1.1.1			
1.1.2			

**Strategy 2. Establish effective communication regarding Timothy's needs**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.2.1			
1.2.2			

**Strategy 3. Investigate Capital Campaign focus**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.3.1			
1.3.2			

**Goal 2 - Pursuing and Maintaining Fiscal Responsibility 2024 - 2028**

**KPA 1. Debt reduction plan**

**Strategy 1. Implement and communicate debt reduction plan**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
2.1.1			
2.1.2			
2.1.3			

**KPA 2. 3-6 month reserve fund 2024 - 2028**

**Strategy 1. Create 3-6 month fund**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
2.2.1			
2.2.2			

Timothy Lutheran Ministry Strategic Worksheet 2025

**Focus Area – Financial 2025**

**Goal 1 Pursuing and Maintaining Biblical Stewardship 2025 - 2028**

**KPA 1. Grow in stewardship generosity giving 2025 - 2028**

**Strategy 1. Plan and implement 12-month plan for ongoing generosity**

Tactic	Area responsible (Ex. Bd./Give/Grow)	Target date	Completion Date
1.1.1			
1.1.2			
1.1.3			

**Strategy 2. Assess and adjust communication regarding Timothy’s needs 2025 - 2028**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.2.1			
1.2.2			
1.2.3			

**Goal 2 Pursuing and Maintaining Fiscal Responsibility 2025 - 2028**

**KPA 1. Debt Reduction Plan**

**Strategy 1. Continue to communicate debt reduction plan 2025 - 2028**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
2.1.1			
2.1.2			

**KPA 2. 3-6 Month reserve fund 2025 - 2028**

**Strategy 2. Maintain the reserve fund 2025 - 2028**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
2.2.1			
2.2.2			
2.2.3			

Timothy Lutheran Ministry Strategic Worksheet 2026

**Focus Area – Financial 2026**

**Goal 1 Pursuing and Maintaining Biblical Stewardship 2026 - 2028**

**KPA 1. Grow in stewardship generosity giving 2026 - 2028**

**Strategy 1. Capital Campaign implementation 2026 - 2028**

Tactic	Area responsible (Ex. Bd./Give)	Target date	Completion Date
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**Strategy 2. Assess and adjust communication regarding Timothy’s needs 2026 - 2028**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
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**Goal 2 Pursuing and Maintaining Fiscal Responsibility 2026 - 2028**

**KPA 1. Debt reduction plan**

**Strategy 1. Continue to Communicate Debt Reduction Plan 2026 - 2028**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
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**KPA 2. 3-6 Month reserve fund 2025 - 2028**

**Strategy 2. Maintain the reserve fund 2026 - 2028**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
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Timothy Lutheran Ministry Strategic Worksheet 2027

**Focus Area – Financial 2027- 2028**

**Goal 1 Pursuing and Maintaining Biblical Stewardship 2027 - 2028**

**KPA 1 Grow in stewardship generosity giving 2027 - 2028**

**Strategy 1. Capital Campaign Continuation 2027 - 2028**

Tactic	Area responsible (Ex. Bd./Give/Grow)	Target date	Completion Date
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**Strategy 2. Assess and adjust communication regarding Timothy’s needs 2027 - 2028**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
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**Goal 2 Pursuing and Maintaining Fiscal Responsibility 2027 - 2028**

**KPA 1. Debt Reduction Plan**

**Strategy 1. Continue to Communicate debt reduction plan 2027 - 2028**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
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**KPA 2. 3-6 Month reserve fund 2025 - 2028**

**Strategy 2. Maintain the reserve fund 2027 - 2028**

Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
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Timothy Lutheran Ministry Strategic Worksheet 2024

**Focus Area – Consolidation 2024**

**Goal - Unifying God's People in Worship and Fellowship 2024 - 2028**

**KPA 1. Celebrate God's plan in moving forward in faith 2024 - 2028**

**Strategy 1. Intentionally communicate consolidation success stories**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.1.1			
1.1.2			
1.1.3			

**KPA 2. Address space requirements for essential ministries 2024 - 2028**

**Strategy 1. Assess core ministries**

Tactic	Area responsible (Elders)	Target date	Completion Date
2.1.1			
2.1.2			

**Strategy 2. Assess Next Generation Expansion plan**

Tactic	Area responsible (Ex. Bd./ School Bd.)	Target date	Completion Date
2.2.1			
2.2.2			

**Strategy 3. Determine and secure space solutions**

Tactic	Area responsible (Ex. Bd./ School Bd.)	Target date	Completion Date
2.3.1			
2.1.2			

**KPA 3. Increase ownership and collaboration for future ministry expansion 2024 - 2028**

**Strategy 1. Create and implement intergenerational task force**

Tactic	Area responsible (Ex. Bd./School Bd.)	Target date	Completion Date
3.1.1			
3.1.2			
3.1.3			

Timothy Lutheran Ministry Strategic Worksheet 2025

**Focus Area - Consolidation 2025 - 2028**

**Goal 1 Unifying God's People in Worship and Fellowship 2025 - 2028**

**KPA 1. Celebrate God's plan in moving forward in faith 2025 - 2028**

**Strategy 1. Continue to intentionally communicate consolidation success stories 2025 - 2028**

Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.1.1			
1.1.2			
1.1.3			

**KPA 2. Address space requirements for essential ministries 2025 - 2028**

**Strategy 1. Assess core ministries 2025 - 2028**

Tactic	Area responsible (Elders)	Target date	Completion Date
2.1.1			
2.1.2			
2.1.3			

**Strategy 2. Assess Next Generation Expansion plan 2025 - 2028**

Tactic	Area responsible (Ex. Bd./School Bd.)	Target date	Completion Date
2.2.1			
2.2.2			

**Strategy 3. Determine and secure space solutions 2025 - 2028**

Tactic	Area responsible (Ex. Bd./School Bd.)	Target date	Completion Date
2.3.1			
2.3.2			

**KPA 3. Increase ownership and collaboration for future ministry expansion 2025 - 2028**

**Strategy 1. Plan / conduct at least one annual inter-generational event 2025 - 2028**

Tactic	Area responsible (Intergenerational Task Force)	Target date	Completion Date
3.1.1			
3.1.2			