

Timothy Lutheran Ministry Strategic Plan 2025

Focus - Area Staffing 2025

Goal - Develop and Implement Staffing Plan 2024 – 2028

KPA 1. Senior Pastor Call Process

Strategy 1. Maintain funding source

	Tactic	Area resp.(Ex. Bd./Give Commission)	Target date	Completion Date
1.1.1	Maintain line item in 2025 operating budget until filled		JAN 2025	JAN 2025
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 2025 – 2028

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

	Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
1.1.1	Assess need for Children & Youth Ministry Coordinator		JAN 2025	FEB 1, 2025
1.1.2				

Strategy 2. Re-assess staff duties

	Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
2.2.1	Revise IT Coordinator position description		MAR 1, 2025	
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	Post and interview for CYMC, if needed		MAR 15, 2025	
2.3.2				

Timothy Lutheran Ministry Strategic Worksheet 2025

Focus - Area Discipleship 2025

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

KPA 1. Increase Discipleship Inside & Outside Timothy's Walls

Strategy 1. Develop and use consistent language

	Tactic	Area responsible (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.1.1	Using JJOHM and the 4Gs, define, communicate, and promote discipleship.		JAN 2025	
1.1.2	Schedule quarterly meetings for all elected leaders		MAR 2025	

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. Connect people's skills to needs

	Tactic	Area responsible (Elders/Give)	Target date	Completion Date
2.1.1	Connect mentors to new leaders (EB, Elders, Commissions)		MAR 2025	
2.1.2	Designate an EB VP to enhance volunteer & mentoring program		JAN 2025	
2.1.3				

Strategy 2. Communicate serving opportunities

	Tactic	Area resp. (Ex. Bd./Elders/Commissions)	Target date	Completion Date
2.2.1	Organize & implement opportunities for MO District Shine event		JAN 2025	APR 5, 2025
2.2.2				

Timothy Lutheran Ministry Strategic Worksheet 2025

Focus Area – Financial 2025

Goal 1 - Pursuing and Maintaining Biblical Stewardship 2024 – 2028

KPA 1. Grow in stewardship generosity

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

	Tactic	Area responsible (Ex. Bd./Give)	Target date	Completion Date
1.1.1	Communicate Biblical stewardship through Generosity sermon series		FEB 2, 2025	FEB 23, 2025
1.1.2	Communicate Biblical stewardship of First Fruits giving via First Fruits letter to congregation		JAN 22, 2025	FEB 2, 2025
1.1.3	Implement First Fruits Sunday		FEB 2, 2025	FEB 2, 2025
1.1.4	Connect tithing organizations’ vision & mission to the congregation		Ongoing	
1.1.5	Emphasize benefits of online giving		Ongoing	
1.1.6	Educate congregation about RMD giving & estate planning to TLC		Ongoing	

Strategy 2. Assess & adjust communication regarding Timothy’s needs 2025 – 2028

	Tactic	Area resp. (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.2.1	Inform congregation about LCEF 2025 interest rate		MAR 2025	
1.2.2	Create opportunities for ministry enhancement not included in operating <i>(a more generic phrasing for such things as the Clavinova plea)</i>		FEB 2025	
1.2.3	Create a separate account for Designated Funds		MAR 2025	

Strategy 3. Investigate Capital Campaign focus

	Tactic	Area resp. (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. Continue to communicate debt reduction plan 2025 – 2028

	Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
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TLM STRATEGIC PLAN 2024 – 2028 TEMP

2.1.1	Encourage increased giving to reduce mortgage principal		Ongoing	
2.1.2	Continue efforts to sell Highway 7 acreage		Ongoing	
2.1.3	Consider debt reduction component for next Capital Campaign			
KPA 2. 3-6 month reserve fund				
Strategy 1. Maintain reserve fund				
	Tactic	Area responsible (Ex. Bd.)	Target date	Completion Date
2.2.1	Regularly contribute funds to maintain at least minimum balance			
2.2.2				

Timothy Lutheran Ministry Strategic Worksheet 2025

Focus Area – Consolidation 2025

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

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

Strategy 1. Continue to intentionally communicate consolidation success stories 2025 – 2026

	Tactic	Area resp. (Ex. Bd./Elders/Commissions)	Target date	Completion Date
1.1.1	Publish ministry success stories via website, newsletters, and congregational emails		Ongoing	
1.1.2	Document impact of volunteerism and donations throughout the year to publish at year end		Ongoing	
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 2025 – 2028

	Tactic	Area responsible (Ex. Bd./ School Bd.)	Target date	Completion Date
2.2.1	Next Generation Building Committee updates about review of original plan		MAY 1, 2025	
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	Contact City of Blue Springs about approval of time extension for mobile classrooms		MAY 1, 2025	
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				
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