

# Royal Redeemer Lutheran Church and School

## 2017-18 Ministry Plan

It hasn't even been two years yet, but I've been a part of the Royal Redeemer family long enough to recognize the unique way that God is moving in our midst. I continue to be blessed by this incredible church family and am constantly amazed by the stories I hear of God working within this congregation, both in the past and within the lives of His people today. Learning who we've been, and knowing who we are, I can't help but be excited about what God has in store for us!

In Isaiah 43, God reminds His people that He is God, that He has done great things in the past, and that He is about to do something new. Building on what God has already accomplished, I am convinced that we are on the brink of witnessing God doing something new within our own community here at Royal Redeemer—things for which only He can get the credit.

God has given us a clear mission: **To Make and Grow Disciples**. Like a three-legged stool, this mission statement stands solidly upon three major areas of focus: (1) Lead people to **CONNECT** to Jesus in faith so they may enjoy a personal relationship with Him, now and into eternity. (2) Help people feel like they **BELONG** in the family of Christ, providing them with opportunities to develop, build and grow closer to other Christians within the Body of Christ. (3) Inspire and challenge people to **THRIVE** during their life on earth by using their God-given time, gifts, abilities and passions in such a way that they become a blessing to Christ's Church and to those around them.

As a congregation, we have made much progress. Among other things, we have reorganized our staff by aligning our resources around the various ages and groups represented in our church, as well as the surrounding community. But there is still work to do. And, in seeking to be faithful to what God has called us to do, we will be challenged to a higher level of obedience, and a life lived with open hands and an open heart—especially for those who are not connected to Jesus in faith.

As you look through this Ministry Plan, I hope God stirs your heart with anticipation in the same way He has stirred mine. Jesus told His disciples in John 14 that they would see greater things than even His own ministry on earth. I'm excited to pray and obey with you as a church family, and to follow wherever He may lead us.

At His feet,  
Pastor John Zahrte

## **Royal Redeemer Lutheran Church and School - 2017-18 Ministry Plan**

### **Strategy One: Complete the staff reorganization from last year**

Foundation: (things we have already done to position ourselves for successfully completing this strategy:

- Assembled and directed three search teams for three new ministry positions
- Called Laura LeBaube to the Director of Children's Ministry position. She began her work here in March
- Two other search teams have found candidates who subsequently declined the Call. Both teams are reviewing a new list of candidates

What we will do next:

- Hire and train a Young Adult Pastor who will lead ministries targeted to ages Confirmation to young adults
- Hire and train a new Worship Coordinator to oversee all aspects of worship ministry
- Support and train new staff in church and school to help them acclimate to the ministry of Royal Redeemer

### **Strategy Two: Become a more "welcoming" & responsive congregation**

Foundation: (things we have already done to position ourselves for successfully completing this strategy:

- Faith Perceptions study and recommendations
- Reposition staff to increase efforts in the areas of assimilation, communication, marketing, and community involvement
  - Assembled a "Branding Team" to evaluate and implement communications and marketing best practices
- First steps toward improving the look of our physical campus, including landscaping, temporary signage, and a built-in counter unit in the Gathering Room.
- Portable Church, Inc. recommendations for general directional signage to become more visitor friendly campus, as well as Children's Ministry improvements
- Began internet/social media presence improvements beginning with a redesign of our website

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- Provide Bible studies, fellowship events, retreats, etc. based on survey results from participants in our R.E.A.L (Relational, Encouraging, Accountable, with Laughter) Women's Ministry

What we will do next:

- Continue improvements to the physical plant.
  - Renovate Sanctuary and CAC restrooms
  - Improve campus security by adding a state of the art surveillance system.
  - Improve signage to help people navigate our campus
  - Conduct a feasibility study to determine if now is the time for us to build a new worship center
- Redefine and/or enhance ministries to women, men, children, junior high, senior high, and young adults
  - Provide more detailed volunteer training for Children's Ministry
  - Streamline the check-in/check-out process for Sunday School and Nursery
  - Host a Phase Parent event for parents of school-aged children
  - Form a planning team to identify and meet the personal & spiritual needs of the men in our congregation
- Attract new people through enhanced programs centered on music and the performing arts. (Worship Coordinator)
- Guide and encourage volunteers and members to engage those who appear to be guests or those they do not know
  - Implement a "10 minute Challenge" program, focusing on the first 10 minutes after each service as a time to meet and greet unfamiliar faces and encourage the use of the Gathering Room for fellowship and conversation
  - Enhance the efforts of "official" hospitality volunteers (worship assistants, greeters, connection center attendants, pizza/breakfast servers, Pastors, staff, etc.) to better meet the needs of our guests
  - Streamline the Commons by better identifying areas for Guest Information and Children's check-in, and adding a table (maybe called Ministry Spotlight or some other name?), to display current information, sign-ups, etc.

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- Encourage worshippers to routinely “bless someone’s week” as they exit the church after services
- Continue improvements to weekend worship services, striving for excellence
  - Review the quality of printed material being handed out for use during worship
  - Improve the quality of slides being used to lead worship
- Encourage more personal invitations by members and staff to our community to share all that Royal Redeemer has to offer and to help them Connect, Belong and Thrive

### **Strategy Three: Become more of a presence in our surrounding communities**

Foundation: (things we have already done to position ourselves for successfully completing this strategy:

- Reposition staff to increase efforts in the areas of assimilation, communication, marketing, and community involvement
- Assembled a Branding Team to find ways to better project our image to the community
  - Website re-designed
  - Make a better effort to keep website information current
  - Placed Church/School advertisement in the North Royalton Magazine and area newspaper(s)
  - Increased participation in the NR Chamber of Commerce
- Engaged in the North Royalton Community Meal, and hosted the event twice
- Expanded the Food Pantry ministry to merge our distribution program with the city of North Royalton’s
- Grew our ministry to people with special needs
  - Friends of Jesus program
  - Night to Shine event
  - Continued to serve as a weekly vocational practice site for the clients of Northeast Care Center in North Royalton

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What we will do next:

- Enhance existing Care Ministry to people with special needs.
  - Begin a new worship service targeted toward people with special needs
  - Start a respite care program (Nathaniel's Hope), designed to give relief to caregivers of people with special needs
  - Make Night to Shine (prom event for special needs people) an annual event. Improve upon last year's event
- Connect our members to Jesus, then equip them to more confidently connect others to Him
- Revive the Apartments Ministry program
- Develop a "Servant Saturday Network," teaching, training and assisting other congregations (beginning with those in our circuit) to repeat what we already do twice per year. The ultimate goal is to have a Servant Saturday event somewhere in northeast Ohio, twice annually per congregation
- Be more intentional at making all ministry activities an opportunity to connect people to Jesus, especially those designed for recreational or social purposes
- Expand our missions focus to include Cleveland, Ohio. We already provide mission opportunities to Haiti, Dominican Republic and Alaska. We also provide for the needs of our immediate community through "helping" ministries like the food pantry. But another mission field that is often overlooked is located only 20 minutes north of us. We need to do more to reach those in need!
  - Partner with other churches and social service organizations to positively impact northeast Ohio
  - Partner with the Pastoral Leadership Institute (PLI) to train existing pastors to become transformational leaders
  - Partner with other like-minded organizations like Building Hope in the City (BHITC), Lutheran Metropolitan Ministry (LMM) and Crossroads Lutheran Church that serve the needs of Cuyahoga County's poor and homeless
  - Evaluate a partnership with Crossroads and LMM to acquire and open a culinary training center for people exiting the justice system, provide temporary housing for the homeless, and potentially help those seeking rehabilitation from drug addiction

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- Engage with BHITC's "Nehemiah Project" designed to transform deteriorating neighborhoods
- Find new ways to engage and encourage our church and school children, youth and families to be visible in and serve our community.
- Attain our National Lutheran School Accreditation again, to set goals for the next four years, and continue meeting the needs of our community with excellence in education and Christian leadership.
- Renew National Lutheran School Accreditation, set goals for the next four years, and continue meeting the needs of our community with excellence in education and Christian leadership.