

2017 Strategic Plan – Council Proposal

GOAL & OBJECTIVE NUMBER	2016 RATING	GUIDING PRINCIPLE	OBJECTIVE	RESPONSIBLE PARTIES	2017-2019 ACTIVITIES
1.2		Jesus is Lord and Savior	Congregation participates in new ministries		
1.2.2 2017	3	Jesus is Lord and Savior	Congregation reflects upon current ministries	Council Pastor	1.2.2 Each ministry, whether initiated by committee, task force, individual, etc. should perform a self-reflection in order to determine if the ministry needs to be continued, modified, or discontinued. In concert with 1.3.1 and 1.3.2., a reflection tool should be developed so that every ministry can perform a self-reflection relative to stated mission, strategic planning objectives, and the work of the Holy Spirit.
1.2.3 2018	3	Jesus is Lord and Savior	Assess congregation and community for new ministry opportunities	All Commissions	1.2.3 Commission Fair By means of an annual, organized event all commissions shall invite comments, critiques, and new ideas from the members of the congregation. The results of this event shall be evaluated by the Commission Heads and further recommended to the Council for adoption in pending strategic plans. These plans shall be presented to the congregation at the annual meeting for vote. Congregation commented in 2017 Commission Fair needs modified in 2018.
1.2.4 2017	NEW	Jesus is Lord and Savior	Determine ways to increase income to support adopted budget.	Council Pastor Finance	1.2.4 This is an immediate need. As of June, 2017 the adopted budget will not be sustainable due to a projected income deficit of approximately \$35,000; a plan to increase income needs to be developed and implemented.
1.3		Jesus is Lord and Savior	Pastor oversees new ministries and termination of ineffective / expiring ministries		
1.3.1 2017	1	Jesus is Lord and Savior	Pastor develops draft ministry policy and procedures for Council approval	Pastor Council	1.3.1 Deadline: Pastor submits to Council by September 30, 2017.
1.3.2 2017	0	Jesus is Lord and Savior	Council adopts ministry policy and procedures	Council	1.3.2 Council adopts by November 30, 2017.

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1.3.3 2018	0	Jesus is Lord and Savior	Pastor instructs Commissions / Congregation on new ministry policy	Council	1.3.3 Council-approved policy/procedure included in January 2018 Annual Congregational Meeting packet for adoption
2.1		All are welcome & invited.	Meet the diverse needs of the worshipping / seeking community.		
2.1.1.3 2019	3	All are welcome & invited.	Re-Assess our participation in other ministries if facility included showers, sleeping area, issue report, determine budget	Operations Social Ministry Council Finance	2.1.1.3 Both Commissions review possibility of renovating building to install showers and/or sleeping areas based upon 1) local need; then 2) potential outreach for ecumenism.
2.1.3 2018	3	All are welcome & invited.	Assess parking and signage needs, issue report, determine budget	Operations Council Finance	2.1.3 Consider worship, Montessori, 12-Step Programs, handicapped accessibility, etc.; give consideration to Contingency Fund when planning regularly scheduled parking lot resurfacing/maintenance.
2.2		All are welcome & invited.	Address drainage problem (kitchen / social hall) and interior wall		
2.2.1. 2017	3	All are welcome & invited.	Assess possible solutions and their costs	Operations Council	2.2.1 Contact parking lot and other drainage specialists for their assessments = solutions and costs. Discuss assessments with Council.
2.2.2 2018	0	All are welcome & invited.	Issue recommendation to congregation	Operations Finance Council	2.2.2 Having reviewed available options, Council votes upon solution and prepares report for congregation.
2.2.3 2019	0	All are welcome & invited.	Determine potential date of implementation	Council Operations Finance	2.2.3 At January, 2019 Annual Congregation Meeting, vote taken on recommended solution, cost, and timeline.
2.3		All are welcome & invited.	LCR needs more Savannah visibility		

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2.3.1 2018	2	All are welcome & invited.	Share with the community what it means to be ELCA Lutherans, w- special attention upon Salvation by Grace	LAMB Marketing Council	2.3.1 We must continue to use various methods (marketing, public speaking, television reports for ministries, etc.); Island Women’s Day and Being Mortal both received local TV interview show exposure; Marketing Committee has excellent working relationship with Savannah Morning News and 2 television stations; however, Marketing Committee budget is historically low. Pastor is interested in public speaking to announce special ministries (Island Women’s Day; Men’s Group Refugee Ministry); Pastor will continue Facebook presence, but website/eNews need a new volunteer.
2.3.2 2019	0	All are welcome & invited.	Develop Tybee Island plan	Marketing Council Finance	2.3.2 Unlike 3.4.6., this objective calls for a Marketing Campaign for Tybee Island, as Redeemer is the only Lutheran congregation east of Savannah. Due to recent income limitations, this objective should come second to promoting Redeemer on W.I. and Savannah proper.
2.3.4 2018	2	All are welcome & invited.	Open the facility to more Wilmgtn Is. community-based programs	Council Marketing	2.3.4 This issue needs a fuller discussion with Council. To what extent should we be offering the facility to other organizations in the midst of trying to grow Redeemer ministries? At some point, we need to identify available times / days / rooms along with a review of the cost of room utilization before working toward marketing the availability of the facility
2.3.5 2018	2	All are welcome & invited.	Assess whether if we can become a "Reconciling in Christ" congregation.	Cong. Life Pastor Council	2.3.5 Pastor has designated Task Force Chair; Task Force needs formed and needs to assess per objective; Pastor is exploring creating support/worship/study opportunities for LGBTQ community at SCAD
3.1		We are passionate disciples.	Enhance existing liturgical worship.		
3.1.2 2017	2	We are passionate disciples.	Add dynamic musical opportunities for children, youth, adults (e.g. vocal, instrumental, children, groups, solos, chimes)	Worship/Music Pastor Music Director	3.1.2 Embrace the purchase / fundraising for the cranberry hymnal; utilize different hymns; utilize additional settings for non-Sunday worship; explore creation of monthly children’s music during worship

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3.2		We are passionate disciples.	Equip members' confidence to evangelize and serve		
3.2.1 2018	2	We are passionate disciples.	Develop youth leadership opportunities	Youth Leaders Pastor Finance	3.2.1 Youth leaders will explore opportunities for youth to attend Southeastern Synod events in spiritual development and leadership training; budget could come from Billings Restricted Fund for now
3.2.2 2018	2	We are passionate disciples.	Promote LAMB (Lutherans are Mission Builders) to all	Pastor Council	3.2.2 With the possible movement from Finance Commission to Stewardship Commission, Pastor and Council needs to re-define the LAMB program as an ongoing educational ministry that specifically teaches evangelism to all members
3.2.3 2017	1	We are passionate disciples.	Fund additional laity development	Council Finance Cong. Life Deacon	3.2.3 Council will discern the potential for adding laity development as part of the congregation's annual budget; explore using Endowment Fund for said development, too
3.2.4 2017	NEW	We are passionate disciples.	Develop a succession plan for key volunteer and paid positions	Council	3.2.4 This is an immediate need; Redeemer has no current plan to replace or substitute for volunteers whose responsibilities are critical to the operation of the finances, office, building/grounds, technology
3.3		We are passionate disciples.	Develop learning opportunities for persons of all ages		
3.3.1 2018	2	We are passionate disciples.	Continue development of Confirmation program	Pastor Learning Tech	3.3.1 Learning Commission will form a one-time Task Force to assist in the development of youth Confirmation workbook; put workbook on website for "go at your own pace" study
3.3.2 2017 & 2018	2	We are passionate disciples.	Continue development of Adult Bible studies / Lutheran education	Learning Pastor	3.3.2 In 2017, Pastor will teach Small Catechism to adults; in 2018 Pastor will begin Bible study on Book of Acts; Pastor will also be developing study materials for SCAD students, including sharing Pastor's Class materials for potential new members through Affirmation of Baptism and through Holy Baptism

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3.3.3 2017 2018	1	We are passionate disciples.	Develop discipleship opportunities for young adults	Learning Pastor Deacon Youth Leaders	3.3.3 The Learning Commission will explore the development of two (2) local ministry opportunities for our middle school and high school students, including their participation in “God’s Work, Our Hands” in 2017
3.4		We are passionate disciples.	Build additional worship opportunities		
3.4.2 2018	1	We are passionate disciples.	Explore occasional worship (e.g. Prayers Around the Cross, Taize` Services, midweek)	Worship/Music Pastor Marketing	3.4.2 Explore reintroducing Prayers Around the Cross, but perhaps in an off-site location; make Burning of the Greens (Evening Epiphany) service more child-friendly and with simpler music due to darkness
3.4.3 2017	2	We are passionate disciples.	Develop worship for special needs persons	Pastor Worship Marketing	3.4.3 Pastor meets with Lutheran Services of Georgia to reach out to FACES clientele (persons with developmental disabilities); assemble worship team
3.4.5 2018	2	We are passionate disciples.	Utilize Labyrinth	Worship/Music Pastor Operations	3.4.5 Labyrinth is under-utilized; assemble Worship Task Force to study possible ministry and worship opportunities
3.4.6 2019	3	We are passionate disciples.	Explore Tybee Island places for ministries	Pastor Worship/Music Cong. Life Social Ministry	3.4.6 Pastor will assemble members who live on Tybee Island to discern ministry / worship / learning opportunities; present ideas to Council
3.4.7 2018	1	We are passionate disciples.	Explore youth worship opportunities	Pastor Worship	3.4.7 Youth numbers remain low; Pastor has talked with youth, and they appear to want more fellowship than worship opportunities; for small children, explore creation of “Children’s Church” during worship hour; Pastor has interest in developing a Youth Worship Service
4.1		We treat each other with grace & forgiveness.	Ensure the 3y Strategic Plan is a living document		

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4.1.1 2017	0	We treat each other w- grace & forgiveness.	When possible, monthly Council reports will reflect Strategic Plan updates	Strategic Planning Committee	4.4.1 It was decided in 2017 Strategic Planning meeting that semi-annual updates would create unnecessary work for Commission Heads; instead, this objective needs to reflect a tie between the Commission Head's monthly report and the Strategic Plan, when applicable.
4.2		We treat each other w- grace & forgiveness.	Expand Congregational Life to the un-under-served of our congregation		
4.2.1 2017	1	We treat each other w- grace & forgiveness.	Develop young children's activities with proper supervision	Cong. Life Learning	4.2.1 Roll 4.2.2.1. into this objective (proper supervision is an obvious consideration, and does not require its own objective); continue to review the potential for a respite program/ministry for the children of young parents
4.2.2 2018	1	We treat each other w- grace & forgiveness.	Develop senior citizen ministries and intergenerational activities	Cong. Life Care Team Learning	4.2.2 Senior members have expressed an interest in a regularly scheduled fellowship opportunity held at Redeemer; past strategic planning meetings have revealed the desire for intergenerational activities
4.2.2.1 2018	2	We treat each other w- grace & forgiveness.	Determine transportation / special considerations for senior citizen ministries	Cong. Life	4.2.2.1 Meet with local for-profit and not-for-profit providers; enlist assistance from congregation; develop list of members who are willing to provide transportation to worship and other church events; ensure members have checked with auto liability insurance
5.1		We are the voice and hands of Christ to world.	Develop and participate in more Social Ministries		
5.1.1 2017	3	We are the voice and hands of Christ to world.	Identify local, synodical, national, and international needs, develop plans, issue reports, identify budgets	Social Ministries	5.1.1 Establish a list of no more than five core ministries that this congregation will adopt as primary to our sense of call (e.g. hunger, women's rights, refugees, etc.), then develop list of core values to work in concert these identified core ministries.

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5.1.2 2018	3	We are the voice and hands of Christ to world.	Build new and nourish existing relationships with local agency / non-profit ministries	Pastor Deacon Social Ministries	5.1.2 As relationships have grown with agencies who serve the needs of women (more and more agencies ask to be represented at Island Women’s Day), we can explore further relationships with other agencies and organizations whose mission it is to serve women; we can further partner with Lutheran Services of Georgia concerning their refugee services
5.1.3 2017	1	We are the voice and hands of Christ to world.	Build new ecumenical partnerships where none exist	Pastor Deacon	5.1.3 Explore ecumenical activities with Muslim community; participate in Reformation 500 Observance in Savannah; look for other opportunities for combined worship services and combined fellowship
5.2		We are the voice and hands of Christ to world.	Become a more generous congregation in time, talent and treasures		
5.2.2 2019	2	We are the voice and hands of Christ to world.	Continue Stewardship as a year-round ministry instead of only by an annual campaign or emergency appeals.	Council Pastor	5.2.2 Roll 5.2.2.1., 5.2.2.2., and 5.2.2.3. all into 5.2.2. In other words the wording of 5.2.2. is sufficient to instruct the congregation to continue to follow the THRIVE Stewardship Drive through its projected completion at the time of the Annual Congregational Report in January, 2020.