

Resurrection & Life Lutheran Church

MINISTRIES: Blessings, Issues & Next Steps - July 2019

Christian friend,

We pray your Summer is going well.

“Turning Points” are pivotal events in history. Times were changing. A movement or shift was taking place (the Industrial Revolution, or Steve Jobs unveiling the 1st iPhone.) One key event seemed to hit the gas pedal and spin the steering wheel in a new direction.

Our ministry is at a potential turning point. Resurrection & Life Lutheran is, and God-willing, will continue to be 1 congregation with 2 sites. We have been served by more than 2 pastors since 1993, and 3 pastors fully dedicated to our ministry since 2008. God has blessed us with significant growth in recent years. God led Pastor Bitter to take a call to Florida. Our ministry has grown. Our pastoral staff is currently smaller. What should we do? It appears we are at a turning point.

Our turning point is not as big as the Industrial Revolution or the unveiling of the iPhone. It’s bigger. It’s bigger because God works through the Word and our ministry to impact the spiritual and eternal lives of hundreds and hundreds of people. No matter how many million iPhones are sold or how many years it takes to pay for your iPhone, phones don’t have the same lasting and epic impact.

How should we move forward together? We invite and strongly encourage you to join the conversation. Our Voters and Church Council wants everyone in our congregation to prayerfully consider our ministry and share their thoughts. Your vital input will greatly help us as we move forward in our ministry together.

Our ministry that impacts eternities is well worth a few moments of your time. Please give your prayerful consideration and time to:

- 1) **Read through this document and answers the questions inside it.** Included in this document are:
 - a. our ministry together (Worship. Study. Serve. Share.)
 - b. our current and projected financial status.
 - c. discussions on calling a 3rd pastor (*yes or no? If no, cut what? If yes, to do what?*)
- 2) **Attend 1 of our open forum small group discussions of this document and our next steps as a congregation.**

We will be holding small group discussions of this document and our next steps as a congregation. Here are your opportunities to participate in these discussions:

Wednesday, July 17th, at 6:30pm on our Resurrection Campus
Sunday, July 21st, at 9:00am on our Resurrection Campus
Sunday, July 21st, at 10:30am on our Life Campus
Sunday, July 21st, at 11:30am on our Resurrection Campus
Wednesday, July 24th, at 6:30pm on our Life Campus

We’d like you to be prepared to be a part of one of those discussions. We’d like to hear your feedback, questions, and concerns.

Thank you for partnering in ministry with all your brothers and sisters in Christ at Resurrection & Life Lutheran!

Blessings, Issues, and Next Steps

We are blessed and God has given us a lot of work to do. This is intended to briefly show:

- 1) **Our CURRENT ministry**
- 2) **Blessings:** How God has blessed us in these key areas,
- 3) **Issues:** How we are currently not where we'd like to be (God blesses us with continuing opportunities),
- 4) **Next Step:** And to get your vital input – what do you think our “next step” should be? (Please use this section to write down notes to bring to meeting and turn in at one of the small group meetings.)

Worship

- 1) **Our CURRENT ministry**

Weekly Worship

Sundays at 8:00am (Resurrection Campus)

Sundays at 9:30am (Life Campus)

Sundays at 10:30am (Resurrection Campus)

Mondays at 6:30pm (Resurrection Campus)

Special Services

Midweek Advent, Christmas Eve & Day, Midweek Lent, Maundy Thursday, Good Friday, Ascension Day, Thanksgiving

- 2) **Blessings:** 420 souls worshipping / weekend.
many musicians, singers, members glorifying God.
- 3) **Issue:** less than 45% of our local, able membership in worship each weekend.
- 4) **What do you think the next step(s) should be?**

Study

1) Our CURRENT ministry

Sunday Mornings (children and adults)

Resurrection Campus at 9:15am

Faith Night (children and adults)

Resurrection Campus at 6:15pm on Wednesdays

20's – 30's (adults)

Life Campus at 6:00pm on Wednesdays

Jesus & Me (children)

Life Campus at 9:30am on Sundays

Lunch Break Bible Study (adults)

off-site at 11:30am on Thursdays

Resurrection Lutheran School (preschool –

8th grade) Resurrection Campus

Jesus Cares (adults with intellectual and development disabilities)

Resurrection Campus at 6:00pm on Tuesdays (semi-monthly)

Women's Studies (adult women)

Resurrection Campus at 6:00pm on Wednesdays (when there's no Faith Night or midweek worship)

Thursday morning Ladies Study (1st & 3rd Thursday 9am-10:30am)

Membership Class (Bible Information Class)

“Starting Point” study for those interested in learning about the Bible. Scheduled by pastors as needed

2) **Blessing:** a wide variety of study opportunities provided.

3) **Issue:** less than 25% of our local, able communicant membership in regular study.

4) **What do you think the next step(s) should be?**

Serve *(for both campuses unless otherwise noted)*

1) Our CURRENT ministry

- a) Musicians, Singers, Soundboard, Ushers, Greeters, Altar Guild for our Worship opportunities
- b) Study Leaders or assistants in all of the above Study opportunities (children's ministry, adults)
- c) Youth Group
- d) Resurrection Lutheran School
- e) Aid to the Needy Committee
- f) Property Maintenance (mowing, grounds, buildings, systems)
- g) Weekend Cleaning + Set Up (Life Campus)
- h) Sunday Morning Coffee and Treats (Resurrection Campus)
- i) Monkey Junction Host
- j) Leadership Boards & Committees
- k) Financial Support (counters, committee members)
- l) Fellowship Committee
- m) Communications (newsletters, web)
- n) Visits (particularly for shut-in members)
- o) Meals
- p) Rides
- q) Moving Help
- r) Other (home repair, etc)
- s) Outreach (see "Share" below)
- t) Creative Arts (decorations, Faith in Action - quilting)
- u) Technical Arts (sound, lighting, video, web)

2) **Blessing:** 41% of local, able members 11 year-old + older are involved in service in some way

3) **Issue:** 59% of local, able members 11 year-old + older are not involved in service in some way

4) **What do you think the next step(s) should be?**

Share

1) Our CURRENT ministry

- a) Personal witnessing and invites
- b) Worship (greeter)
- c) Guest follow-up (write a note, call, or visit)
- d) Barbeque & Slide in August (Resurrection Campus)
- e) Barbeque & Bounce in September (Life Campus)
- f) Monkey Junction from late October – Easter (Life Campus)
- g) Resurrection Lutheran School and Learning Center (reaching out to those without a church home)
- h) National Night Out
- i) Children's events
- j) Door hanger invites
- k) Online (website, social media)
- l) Aid to the Needy Committee
- m) WELS Journeys (Assisting other WELS congregations across country)
- n) Rochester Area Missions (RAM – community service)

2) **Blessings:** about 40 guests to worship each weekend.
about 8,000 guests (children and adults) to Monkey Junction each year.

3) **Issues:** connecting those worship and Monkey Junction guests to Jesus and our ministry.
55,000+ unchurched in Olmsted County.

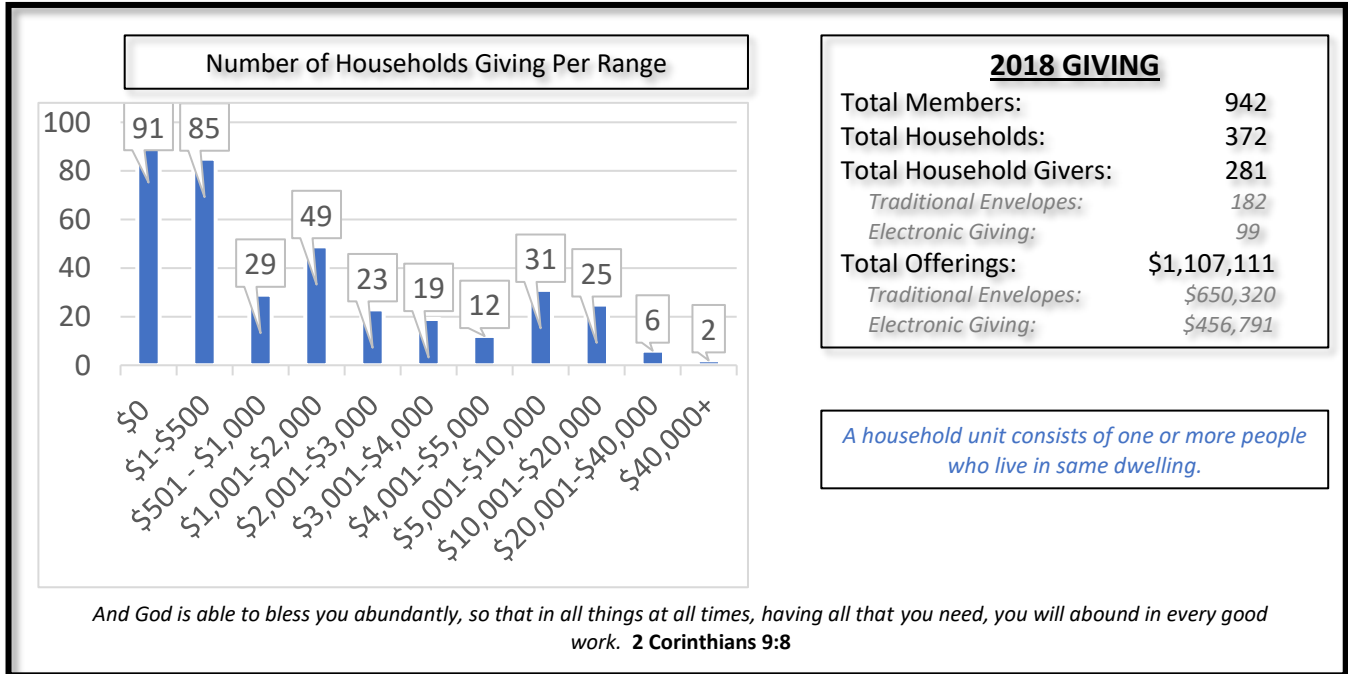
4) *What do you think the next step(s) should be?*

Give

1) Our CURRENT ministry

Annual Household Giving

What are the ranges of giving across congregation?



2018 GIVING	
Total Members:	942
Total Households:	372
Total Household Givers:	281
Traditional Envelopes:	182
Electronic Giving:	99
Total Offerings:	\$1,107,111
Traditional Envelopes:	\$650,320
Electronic Giving:	\$456,791

A household unit consists of one or more people who live in same dwelling.

- 2) **Blessing:** joyful, thankful, generous hearts and generous offerings to support our ministry.
- 3) **Issue:** growth in giving on all levels.
- 4) **What do you think the next step(s) should be?**

Current Financial Status

Summary of our past year, current status, and projected outlook for 2019-2020

RESURRECTION & LIFE LUTHERAN FINANCIAL BUDGET SUMMARY - Year to Year Compare

as of July 6, 2019

	2018-19 ACTUALS	2019-20 BUDGET		Budget vs. Projection
INCOME				
Church Offerings	984,671	1,071,046	9%	86,375
Grants/Endowments/Special Donations	42,770	81,000		38,230
Preschool Tuition	73,946	66,125	-11%	(7,821)
School Tuition	237,480	349,125	47%	111,645
School Tuition Financial Aid	0	15,000		15,000
School Affiliate Support	70,243	48,750	-31%	(21,493)
TOTAL INCOME	1,409,110	1,631,046	16%	221,936
EXPENSES				
Church Compensation	341,939	381,158	11%	39,219
Preschool Compensation	99,961	163,728	64%	63,767
School Compensation	640,608	750,566	17%	109,958
WELS Mission	98,467	107,105	9%	8,638
Evangelism/Assistance/Parish Ed	11,770	15,950	36%	4,180
Church Operating Expenses	182,546	236,075	29%	53,529
School Expenses	46,399	53,900	16%	7,501
TOTAL EXPENSES	1,421,690	1,708,481	20%	286,791
NET INCOME or (LOSS)	(12,580)	(77,435)		

Offerings increase - grow financial stewardship
Grant to offset Learning Center Director expense
\$55k confirmed, anticipate more
65% support; increase enrollment
New line item to track funds to cover financial aid
Decrease in Area Congregation support

Actuals were lower due to Pastor vacancy (March-June 2018)
Director portion offset by Grant
Supplemental staff to Full Time; add Part Time; Salary Increases
Direct tie to 10% of offerings
Lower spending in past year
Life Mortgage put back into Unified Budget
Curriculum; Marketing, Web Tech Support

LINE OF CREDIT LOAN	(12,580)	At least this amount left on Line of Credit Loan and may be higher based on July needs
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(77,435)

ADDRESS GAP OPTIONS

- \$40,500 1.) Potential savings depending on new Pastor actually starts (6x \$6750 per month)
 - \$30,000 2.) Increase Offerings additional 3% (1% = \$10,000)
 - \$2,500 3.) Reduce or Find less expensive Janitorial Services
 - \$4,435 4.) Misc cut backs across budget
- (\$0)**

3rd Pastor Discussion

Resurrection & Life Lutheran is, and God-willing, will continue to be 1 congregation with 2 sites. We have been served by more than 2 pastors since 1993, and 3 pastors fully dedicated to our ministry since 2008.

* Do you think we should call a 3rd pastor to serve Resurrection & Life Lutheran?

Yes _____ No _____

If 'no,' how should we adjust our ministry (*what should be cut? what should members take over?*)

If 'yes,' which of these two options do you prefer? Why?

Possible Pastoral Responsibilities

Option A **OR** Option B

(2 campus specific pastors with 1 connector pastor)

Pastor 1 (Resurrection Campus - worship and evangelism)

- A. Evangelism - Resurrection Campus
 - 1. Resurrection Campus worship guests follow-up
 - 2. Resurrection Lutheran School prospects
 - 3. Learning Center prospects
- B. Worship - Resurrection Campus
- C. Resurrection Lutheran School Board
- D. Elders (hospital visits)
- E. RAM (Rochester Area Missions)
- F. Property Maintenance - Resurrection Campus

Pastor 2 (Youth & Adult Discipleship. "Campus Connector")

- A. Adult Discipleship
 - 1. STUDIES - oversight, recruitment, involvement
 - 2. Assimilation
 - 3. Stewardship
 - 4. Fellowship
- B. Youth Discipleship (7th grade → College Aged)
- C. Elders (shut-in oversight and visits)

Pastor 3 (Life Campus - worship and evangelism)

- A. Evangelism - Life Campus
 - 1. Life Campus worship guests follow up
 - 2. Monkey Junction guests
- B. Worship - Life Campus
- C. Communication
- D. Financial
 - 1. Finance Committee
 - 2. Planned Giving Committee
- E. Elders (delinquents)
- F. Property Maintenance (Life Campus)

(2 ministry specific pastors with 1 coordinator pastor)

Pastor 1 - Coordinating Pastor

- 1. Ministry Direction (clarity, focus, unity)
- 2. Communication (internal)
- 3. Worship oversight
- 4. Elders (delinquents, hospital, shut-ins)
- 5. School Board
- 6. Financial

Pastor 2 - Discipleship Pastor (youth & adult)

- 1. Youth Catechism (Resurrection Lutheran School and public school)
- 2. High School Youth (studies, Youth Group)
- 3. Adult Studies (Sunday, Faith Night, Lunch Break, Women's, 20's-30's, in-home, etc)
- 4. Assimilation
- 5. Stewardship
- 6. Fellowship

Pastor 3 - Resident Missionary

- 1. Outreach and Evangelism (guest follow-up, unchurched Resurrection Lutheran School and Learning Center, Monkey Junction, events)
- 2. Membership Classes
- 3. Evangelism training members
- 4. Website, Social Media, Prospect Newsletter/contact
- 5. Mission Trips (coordinating; any of the pastors may lead)
- 6. Rochester Area Missions (RAM)

What do you think?

1. What are your thoughts on the information (ministry, finances, pastors) presented above?

2. What are your thoughts on what our next steps and plans should be (for our overall ministry and our pastoral staff)?