

Timothy Lutheran Ministries- Congregational Self-Study 2018

CONGREGATIONAL SELF-STUDY CALL COMMITTEE SUMMARY

As part of the call process for a senior pastor, Timothy conducted a self-study to analyze the following congregational areas: Membership Attendance and Giving Health, Mission Potential, and Major Ministry areas.

The diagnostic indicator matrix indicates our church membership is in decline along with our average worship attendance. However, the fact that our church giving per worship attendee has increased indicates the remaining members are growing in their faith, and we remain a committed Body of Christ to serve the Lord in eastern Jackson County, Missouri. What the matrix does not explain is the intentional efforts of the elders and the pastoral staff to reach out to members with whom we lost contact. Although it is a painful process and reduces our membership number, it is part of our shepherding and caring role to peacefully release those who choose not to remain in our church body.

Timothy experienced a rapid growth in membership during the late 1990s into the mid-2000s. This membership explosion placed increased pressure on our original facilities. Since the mission potential was/is in southern Blue Springs, Timothy purchased 67.8 acres in 2002 to expand its ministries to include the Timothy Lutheran School. The master plan to build on the new site was developed in 2002 and financed with our “Forward in Faith” capital campaign. The south site, now known as our Wyatt Road Campus, was ready for occupancy by the school in November 2009. At that same time our contemporary worship service moved from our Family Life Center at the RD Mize Campus to the Wyatt Road Campus. Unfortunately, the 2008 recession hit the community delaying community development and our church expansion plans. With the upturn in the economy, single family housing development, especially around the Wyatt Road Campus, is now thriving, providing ministry outreach opportunities. Although a “two-campus” church has given us the facility space to expand and grow with the community, it has been a challenge to maintain unity within our body of believers.

The strength of Timothy comes from staying true to the Word of God, our confessional identity, and providing worship services that not only honor God but also allow the Holy Spirit to touch the heart of each worshipper. Our congregational diversity enables us to have, maintain, and grow several different ministries from children to youth, from families to singles, from men’s, women’s, and older adult ministries to care ministries that touch the lives of members and non-members alike dealing with life issues. As a church that tithes its budget, we support numerous local, national and international missions. God has truly blessed us over our 56 years.

As a large church, Timothy offers many opportunities for our members to grow in faith to give back as well as go forward in using their time, talent, and treasures to touch lives for Christ and to impact those who need the love of Christ. Although there is no formal door-to-door evangelism, we practice servant evangelism that reaches out to meet the needs of people where they are in life, such as, providing emergency assistance funds to members and non-members, supporting families at Christmas through its giving tree, helping caregivers in caring for their elderly parents or children with impairments, encouraging those who lost love ones or those in broken relationships.

Timothy provides several “Fellowship” opportunities outside the formal worship settings. The different ministries mentioned above all have some type of fellowship activities. A few of these activities include old-fashioned Lutheran potluck luncheons and congregational family movie nights to see faith-based movies such as The Case for Christ, Prayer Warrior, and I Can Only Imagine.

Timothy’s stewardship approach is biblically based. We have followed several different programs throughout the years. Our current stewardship resource is Ask, Thank, Tell: Improving Stewardship Ministry in Your Congregation by Charles R. Lane. The major shift in this stewardship approach is it centers on the act of giving as discipleship versus a duty of membership.

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"Composite Membership" figures are obtained by adding Baptized Membership plus average Sunday Worship Attendance plus Average Weekly Bible Study Attendance, then dividing this total by 3.

THE HEALTH OF A CONGREGATION

Diagnostic Indicators

	YESTERDAY						TODAY	TOMORROW		
	(Whole Years)									
	2008 10 yrs ago	2013 5 yrs ago	2014 4 yrs ago	2015 3 yrs ago	2016 2 yrs ago	2017 1 yr ago	NOW 8/31/18	1 yr from now	2 yrs from now	5 yrs from now
A. Basic Data										
1. Baptized Members (total membership)	3319	2548	2567	2580	2586	2616	2236*	2281	2326	2457
2. Non-confirmed Members (Baptized Only)	898	648	689	705	547	568	541	569	580	613
3. Confirmed Members (Baptized & Confirmed)	2421	1900	1878	1875	2039	2048	1695	1712	1746	1844
4. Confirmed as % of Baptized	73	75	73	73	79	78	76	75	75	75
5. Composite Membership	1593	1190	1197	1197	1182	1206	1058	1115	1137	1201
* Inactive members were placed in "inactive member status"										
B. Three Key Indicators										
1. Average Sunday Worship Attendance	853	704	701	669	670	635	575	692	706	746
a. % of Baptized	26	28	27	26	26	24	26	30	30	30
2. Average Weekly Bible Study										
Attendance *	607	317	324	343	291	367	364	371	379	400
a. % of Baptized	18	12	13	13	11	14	16	16	16	16
* Includes confirmation classes and 2016-2018 Crossways data										
3. Average Weekly Giving per Worship Attendance (<i>divide average weekly contributions by avg. worship attendance</i>)	\$35.00	\$38.38	39.00	\$42.08	\$42.94	\$48.26	\$47.18	\$50.01	\$51.48	\$61.70

Desired projection tomorrow goal values are based on 1.5 % to a 2.5% increase in present value.

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2. TOWARD IDENTIFYING NEEDS FOR MINISTRY

1. What is the number of your resident members in each of the following age categories?

a. 0-5	<u>139</u>	b. 6-10	<u>149</u>	c. 11-20	<u>335</u>
d. 21-30	<u>292</u>	e. 31-40	<u>277</u>	f. 41-50	<u>254</u>
g. 51-60	<u>326</u>	h. 61-70	<u>298</u>	i. 71-80	<u>188</u>
j. 81-90	<u>56</u>	k. 91-100	<u>10</u>	l. 100+	<u>0</u>

2. What is the number of your resident members in each of the following categories?

a.	203	Husbands and wives living together with children under 18 at home
b.	313	Husbands and wives living together with no children under 18 living at home
c.	415	Single Adults
d.	81	Widows and widowers living alone
e.	48	One-parent households with children at home

3. What percentage of the congregation's membership is from minority groups?

Less than 1% Diversity includes African-Americans, Hispanic and Asian.

4. What is the median age of the congregation's membership? (1/2 this age or older and 1/2 this age or younger.)

Median Age: 39

5. What percentage of the congregation's dollar receipts was given to mission and ministry outside the congregation for each of the last 5 years?

5 yrs. ago (2013)	<u>5.82</u>	%	4 yrs. ago (2014)	<u>6.36</u>	%	3 yrs. ago (2015)	<u>5.23</u>	%
2 yrs. ago (2016)	<u>5.42</u>	%	Last year (2017)	<u>5.60</u>	%			

6. What percentage of the giving units accounted for 50% of the dollar receipts from the membership last year? 12.24 % for 2017

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7. List the names and dates (*years of service of pastors who have served this congregation since its founding.*)

Names		Dates
William P. Gerike	-	1962 - 1981
Howard E. Hilsabeck	-	1978-1982
Thomas K. Stoebig	-	1982-1984
Donald L. Maul	-	1981-1986
Francis M. Lieb	-	1987-2011
Theodore V. Schubkegel	-	1988-2014
Brian Hetzel	-	1996-2000
John M. Petersen	-	2001-2006
Richard D. Steensma	-	2007-2018
Rodney A. Lindemann	-	2011- Present
John Otte	-	2016-Present

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3. THE MAJOR AREAS OF OUR CONGREGATION'S LIFE AND MINISTRY WORSHIP

1. The following resources are often used in our worship service(s): (check all that apply)

- Lutheran Service Book Lutheran Book of Worship With One Voice
 The Lutheran Hymnal Worship Supplement The Other Song Book
 Lutheran Worship Creative Worship Resources Write Own
 Hymn Supplement 98 Download hymns/songs from internet
 Other (*List Resources*) Word Music

2. Our children/youth are involved in worship by: Children's Praise Team, solo and instrumental music, children's choir, and Timothy Lutheran School children participation through singing.

3. Our congregation's primary worship practices: (*Check all that apply*)

- Traditional Contemporary Highly Liturgical Blended

4. These choirs, musical groups and organists are active in our congregation:

Sanctuary choir, Celebration Praise Choir, Worship team to include band, Children's Praise Team, School Choir, three organists, and three keyboardists.

5. Lay people in our congregation serve in the following worship roles: (*Check all that apply*)

- Acolytes Ushers Readers Worship Assistants
 Worship Leaders Greeters Cantor Altar Guild
 Elders / Communion Assistants Others: (List)

6. The percentage of our members who communed at least once in the previous year is:

Timothy does not collect this data. Communion is open to all believers who: 1) Acknowledge that they are a sinner, 2) believe that Jesus is their personal Savior, 3) recognizing the true body and blood of Jesus present in and with the bread and wine, given and shed for them, and 4) believe that through this meal, God will strengthen their faith to amend their life.

7. We use the following media in our worship services:

- Organ Guitar(s) Electronic Projection of Worship Service
 Video (Tape, CD) MIDI Keyboard/Electric piano
 Hymnal Wired/Wireless Microphones Printed Order of Service
 Power Point Presentation Others: (List) Worship Band (Drum, Cello)

8. Other information about our worship style or structure we want our pastor elect to know:

Timothy incorporates a variety of worship styles. We are exploring new worship styles to appeal not only to the younger generation but to all generations, without compromising our faithfulness to our Lutheran doctrine and identity. We want to stay flexible in our worship styles and preaching, such as adapting from blended to contemporary, preaching inroads and outroads, and from written to spontaneous prayers.

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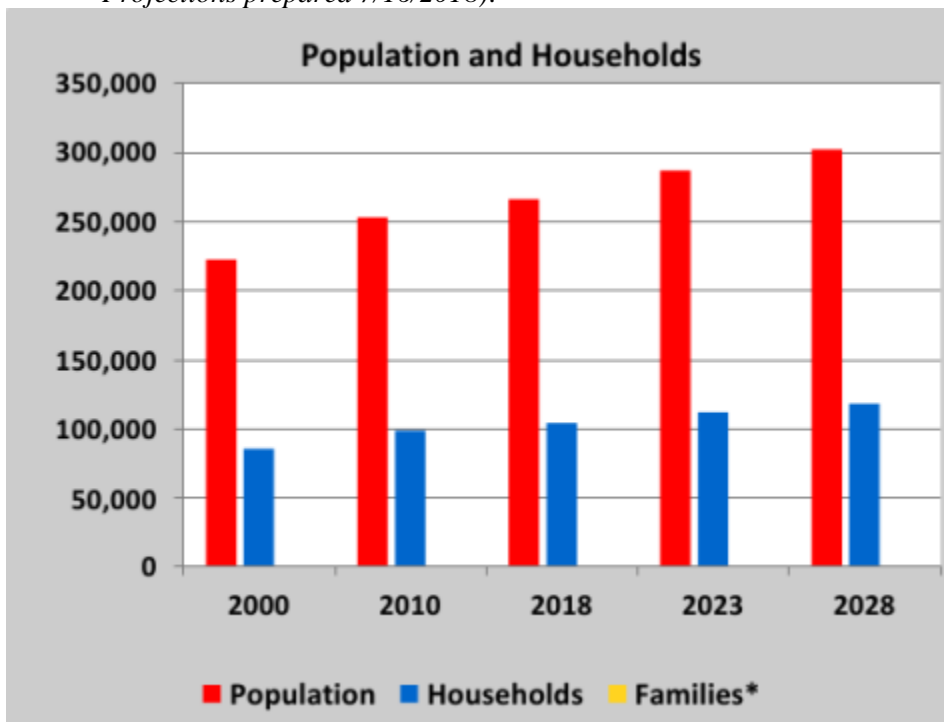
EVALUATION AND ANALYSIS OF MISSION POTENTIAL (To Be Completed by District Subsidized Congregations)

1. Blue Springs, Missouri

The city has a home rule charter and is governed by a [mayor](#) and 6-member [City Council](#), who appoints a professional [City Administrator](#). The city has adopted a comprehensive plan and has a Unified Development Code. Councilmen serve 3-year terms, and the mayor serves a 4-year term.

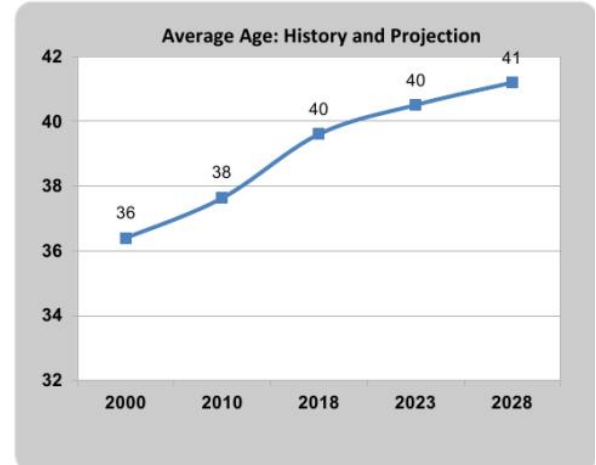
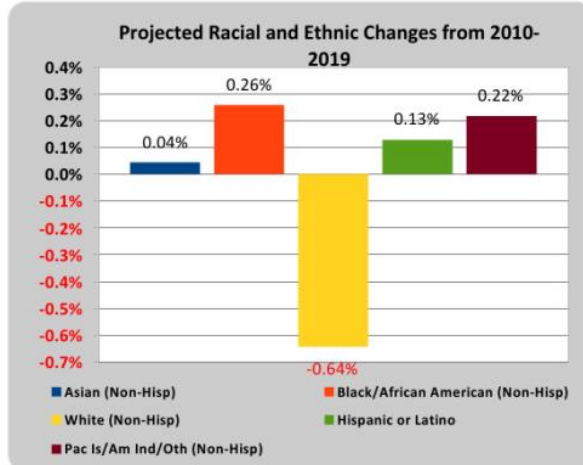
- Year of Incorporation: 1880
- Form of Government: Mayor-Council-Administrator
- Location: 20 miles east of Kansas City, Missouri
- Total Land Size: 14,211 acres (22.27 square miles)
- Population of Blue Springs (2014 Estimated Population): 54,148
- To view the US Census Quick Facts, [click here](#).

2. Recent, current and projected population statistics (according to LCEF Demographic Estimates and Projections prepared 7/16/2018).



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3. Recent, current, and projected population's age, family and ethnic characteristics (*according to LCEF Demographic Estimates and Projections prepared 7/16/2018*).



4. Recent, current and projected governmental decisions concerning:
- extension of water and sewer lines
 - zoning
 - residential, commercial and industrial development
 - new roads and improvement of roads

According to the City of Blue Springs, MO Fiscal Year 2017-2018 published budget, the proposed budget totals \$68,336,425 representing an increase of 3.58% or \$2,361,871 over the FY 2016-17 adopted budget.

The proposed budget includes the following elements:

Water and Sewer lines

- The water main along South Outer Road from Highway 7 to the 3000 block west will be replaced and upsized to provide improved reliability of the water distribution system. The project is expensed through the Water Fund at a cost of \$1,200,000.
- The water crews inspect and exercise more than 2,000 fire hydrants and 2,200 water main valves each year to ensure proper operation.
- The Sewer Division will continue the systematic process of lining vitreous clay pipe within the heart of the City, funded at \$631,000. The clay pipes are brittle and cracked, allowing water to infiltrate into the sanitary sewer system. The infiltration reduces the capacity of the conveyance and treatment systems. The contractor lined 29,706 feet of pipe in 2016 and 244,381 feet of pipe has been lined to date. There is a total 432,570 linear feet of vitreous clay in the system available to be lined.
- Sewer crews will jet clean 190,000 linear feet of sewer main to prevent blockages in the system and will inspect 30,000 feet of pipe for defects using closed circuit cameras.

Zoning and development

- Continued implementation of business redevelopment strategies throughout the Highway 7 Corridor, especially at the intersection of Highways 40 and 7, I-70 and 7, and Downtown.

5. Information on industries planning to come into the area and number of new people to be employed; on existing industries planning to expand and number of additional people to be employed. (*Data Source – America Community Survey (ACS)*)

The most common employment sectors for those who live in Blue Springs, MO, are Healthcare & Social Assistance, Retail trade, and Manufacturing. Compared to other census places, Blue Springs, MO has an unusually high number of Finance & Insurance; Information; and Retail trade. From 2015 to 2016, employment in Blue Springs, MO grew at a rate of 2.08%, from 26,204 employees to 26,749 employees.

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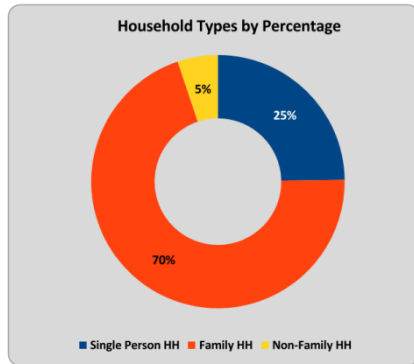
6. Describe economic base for area. (Data Source – DATAUSA for Blue Springs, MO)

The economy of Blue Springs, MO employs 26,749 people. The economy of Blue Springs, MO is specialized in Finance & Insurance; Information; and Retail trade, which employ respectively 1.57; 1.28; and 1.12 times more people than what would be expected in a location of this size. The largest industries in Blue Springs, MO are Healthcare & Social Assistance (3,734), Retail trade (3,467), and Manufacturing (2,694), and the highest paying industries are Utilities (\$85,139), Professional, Scientific, Tech Services (\$50,087), and Transportation & Warehousing (\$49,265).

Median household income in Blue Springs, MO is \$65,773. Males in Blue Springs, MO have an average income that is 1.47 times higher than the average income of females, which is \$44,148. The income inequality of Blue Springs, MO (measured using the Gini index) is 0.409 which is lower than the national average.

7. Current and projected housing starts, including breakdown according to type (single family homes, townhouses, apartments, mobile homes). (According to LCEF Demographic Estimates and Projections prepared 7/16/2018)

Single, Family and Non-Family Households: 2018



Household Type Trends	Study Area		
	2010	2018	2023
Single Person Households	24,495	25,678	27,687
Change		1,183	2,009
Percent Change		4.83%	7.82%
Family Households	68,803	72,243	78,364
Change		3,440	6,121
Percent Change		5.00%	8.47%
Non-Family Households	5,210	5,727	5,759
Change		517	32
Percent Change		9.92%	0.56%

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	Study Area				2023	5 Yr Chg	
	2010		2018				
Households by Size							
1-person household	24,495	24.87%	25,678	24.77%	27,687	24.76%	-0.01%
2-person household	34,256	34.77%	36,035	34.77%	38,840	34.74%	-0.03%
3-person household	16,671	16.92%	17,557	16.94%	18,947	16.95%	0.01%
4-person household	13,686	13.89%	14,479	13.97%	15,678	14.02%	0.05%
5-person household	6,127	6.22%	6,470	6.24%	6,999	6.26%	0.02%
6-person household	2,148	2.18%	2,255	2.18%	2,419	2.16%	-0.01%
7-or-more person household	1,125	1.14%	1,173	1.13%	1,240	1.11%	-0.02%
Totals:	98,508	100.00%	103,647	100.00%	111,810	100.00%	
Non-Family Households by Size							
1-person household	24,495	82.46%	25,678	81.76%			
2-person household	4,351	14.65%	4,550	14.49%			
3-person household	589	1.98%	601	1.91%			
4-person household	166	0.56%	207	0.66%			
5-person household	66	0.22%	114	0.36%			
6-person household	28	0.09%	140	0.45%			
7-or-more person household	11	0.04%	115	0.37%			
Totals:	29,706	100.00%	31,405	100.00%			
Single by Gender or Family Households							
Female Householder	12,188	17.71%	13,122	18.16%			
Male Householder	4,535	6.59%	4,084	5.65%			
Married Couple	52,081	75.69%	55,037	76.18%			
Totals:	68,804	100.00%	72,243	100.00%			
Non-Family Households by Gender							
Female Not living alone	2,246	7.56%	2,488	7.92%			
Male Not living alone	2,964	9.98%	3,239	10.31%			
Female Living alone	14,593	49.13%	15,317	48.77%			
Male Living alone	9,902	33.33%	10,361	32.99%			
Totals:	29,705	100.00%	31,405	100.00%			

8. List of other Lutheran churches in the general area, with information on Synodical affiliation, size and vitality. (Data from synodical directory on world wide web (www))

Lutheran Church Missouri Synod Churches within 15 miles of Blue Springs, MO

Church Name	Location	Size (Baptized)
Ascension Lutheran Church	Independence, MO	356
Beautiful Savior Lutheran Church	Lee's Summit, MO	960
Messiah Lutheran Church	Independence, MO	757
Peace Lutheran Church	Raytown, MO	368
Pointe of Hope Lutheran Church	Blue Springs, MO	284
Saint Matthew Lutheran Church	Lee's Summit, MO	991
Saint Paul's Lutheran Church	Independence, MO	185
Shepherd Of The Valley Lutheran Church	Oak Grove, MO	123

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ECLA Churches within 15 Miles of Blue Springs, MO

Church Name	Location	Size(Baptized)
All Saints Lutheran Church	Blue Springs, MO	217
Blue Ridge Trinity Lutheran Church	Raytown, MO	166
Martin Luther Lutheran Church	Lee's Summit, MO	318
St Mark Lutheran Church	Kansas City, MO	59

WELS Churches within 15 Miles of Blue Springs, MO

Church Name	Location	Size(Baptized)
Gethsemane Lutheran Church	Lee's Summit, MO	177

9. Churched/unchurched population percentages. (*Data based Bestplaces.net webpage*)

Unchurched percentage – 46.6%

Religion in Blue Springs, Missouri

53.4% of the people in Blue Springs are religious:

- 13.4% are Baptist
- 0.8% are Episcopalian
- 10.6% are Catholic
- 1.6% are Lutheran
- 5.3% are Methodist
- 3.7% are Pentecostal
- 1.7% are Presbyterian
- 4.2% are LDS
- 11.1% are another Christian faith
- 0.1% are Jewish
- 0.3% are an eastern faith
- 0.4% affilitates with Islam

10. Is there any other information that might be helpful to the pastor considering your Call? If so, please include such information.

The Timothy Lutheran Church web site (<https://www.timothylutheran.com/>) is an excellent source for additional information.

11. Include a detailed map of the area

Go to <https://distancesonline.com/Blue-Springs,MO>

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EVANGELISM AND WORLD MISSIONS

1. Our mission or purpose statement is:

“Touching Lives for Christ” – the mission of Timothy founded on the Great Commission which Jesus gave His church to make disciples of all people.

2. We conduct these intentional outreach activities (List activities and number of people involved in each. -- The question to be answered here is: what activities/ministries is our congregation doing that help bring people to Christ?):

Activity: Number involved:	Number
a. <u>Welcome Inn Meal</u>	<u>550</u>
b. <u>GriefShare</u>	<u>200</u>
c. <u>DivorceCare</u>	<u>175</u>
d. <u>Lutherans for Life Diaper Annual Drive</u>	<u>2800</u>
e. <u>Christmas Families</u>	<u>200</u>
f. <u>Financial Assistance</u>	<u>3</u>
g. <u>Stephens Ministers/Leaders</u>	<u>15</u>
h. <u>Live Well</u>	<u>14</u>
I <u>Congregational Care Ministers</u>	<u>14</u>

3. Our congregation makes visitors feel welcome at our church by:

Greeter ministry with congregational members open and friendly to visitors along with a “Love” book and informational ministry brochure.

4. The number of Adult Confirmation Classes we conduct annually is: 3

Who teaches these classes? (*e.g., pastor(s), DCE, layperson*) Pastors

The number of adults we confirmed in each of the last four years is:

<u>2014</u>	Year	<u>16</u>	# of Adults
<u>2015</u>	Year	<u>10</u>	# of Adults
<u>2016</u>	Year	<u>13</u>	# of Adults
<u>2017</u>	Year	<u>9</u>	# of Adults

5. Our congregation is involved in ministry beyond our own parish (community, state, nation, world) by: \$168,400.00 tithed to local, national & international missions. A few specific ones are District and Synod, Together in Mission (Carol Halter-Hong Kong, Lutheran Bible Translators, Church Worker Direct Scholarship, Our Redeemer Lutheran Church, Hillcrest Ministry, Lutheran High School, Lutherans for Life, The Apple of His Eye Mission, Community Service League, Mother’s Refuge, Rachel House, Poble – People of the Book Lutheran Outreach, Lutheran Urban Missions Agency (LUMA), BS Transitional Housing, Teen Club, and the Women’s Clinic, Community Service Days, and Adam’s Army Annual Blood Drive. In 2019, planning a Live Well Community Wellness Event.

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CHRISTIAN NURTURE

1. These ministries, agencies and auxiliaries are active in our congregation (*check all that apply*):

- | | |
|--|---|
| <input checked="" type="checkbox"/> Sunday School
<input checked="" type="checkbox"/> Small Groups
<input checked="" type="checkbox"/> Adult Bible Class
<input checked="" type="checkbox"/> V.B.S.
<input checked="" type="checkbox"/> Midweek School
<input type="checkbox"/> Lutheran Youth Fellowship
<input checked="" type="checkbox"/> Youth Group
<input checked="" type="checkbox"/> Day Care
<input checked="" type="checkbox"/> Pre-School
<input checked="" type="checkbox"/> K- 8 th Grade School | <input type="checkbox"/> Mothers Day Out
<input checked="" type="checkbox"/> LWML
<input checked="" type="checkbox"/> PTL
<input type="checkbox"/> LLL
<input checked="" type="checkbox"/> Other (<i>Please List Below</i>)
<div style="text-align: center; margin-left: 100px;"> Women of Hope, Journeymen, Teen Club, Break
 Time, and SIDS </div> |
|--|---|

2. We offer adults these formal programs for Christian growth:

- | | | |
|--|--|---|
| <input type="checkbox"/> LifeLight | <input checked="" type="checkbox"/> Crossways | <input type="checkbox"/> Bethel Bible Study |
| <input checked="" type="checkbox"/> Stephen Ministry | <input checked="" type="checkbox"/> JourneyMen | <input checked="" type="checkbox"/> Woman of Hope |
| <input checked="" type="checkbox"/> Sunday Morning Bible Study | <input checked="" type="checkbox"/> Friday Morning Bible Study | |
| <input checked="" type="checkbox"/> Other (<i>Please List</i>) Cancer Support and Congregational Care Ministry | | |

3. The percentage of our confirmed members involved in formal Bible / Small Study:

$$\frac{\text{Bible Study Enrollment (321)}}{\text{Confirmed Membership (1695)}} \times 100 = \underline{\underline{18.9}} \%$$

4. The percentage of our baptized children enrolled in all forms of Christian education is:

<u>Sunday School Enrollment (68)</u>	X			
Baptized School-age Children (266)	100	25.5	%	
	=	<u> </u>		
<u>Christian Day School Enrollment (86*)</u>	X			
Baptized School-age Children (222)	100	38.7	%	
	=	<u> </u>		
<u>Midweek School Enrollment (31)</u>	X			
Baptized School-age Children (208)	100	14.9	%	
	=	<u> </u>		

*TLS

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FELLOWSHIP

1. We incorporate (assimilate) new members into the fellowship of our congregation by:
All new members are encouraged to attend “Discovery Classes” to assimilate into the congregation. The classes are offered three times a year and consist of five sessions that cover an overview of the Christian faith, what Lutherans believe, and Timothy’s governance and core values. To ensure assimilation, the elders contact those members who have missed 3 months consecutively with a “We Miss You” card. The elders are implementing a new members mentoring ministry which will begin in 2019.
2. These fellowship groups are active in our congregation: (*e.g., Senior - Singles - Couples - Other*)

Seniors Pairs and Spares, LWML Circles, The Bridge Group, Occasional day trips, Middle School Ministry, High School Ministry, Young Adult Bible Study, Small Groups, Annual J.R. Wiles Memorial Kids Fishing Derby, Simply Singles, Women of Hope, JourneyMen
3. We held these fellowship activities in the last year:

The Case for Christ, Prayer Warrior, and I Can Only Imagine films and Senior Pastor Farewell potluck luncheon.
4. These interest groups are active in our parish: (*e.g., Scouting - Athletics - Quilting - Aerobics - Other*)

Boy Scouts/Cub Scouts, Break Time- (time for people with mental & physical challenges to enjoy a day and give the caregiver a break), Prayer Shawl Ministry, and SIDS
5. We have had conflicts in our congregation that have influenced our church life and have disrupted unity. These are the events and the results:

The event of having two separate worship locations does not promote unity. It has created some division in the congregation as a whole. In the past, we’ve held a single worship service at the Blue Springs school auditorium to bring the congregation together.

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STEWARDSHIP AND FINANCE

1. Members are asked to make a financial and service commitment annually by:

The Ask, Thank, Tell Stewardship program called Generosity asked members to complete a "Generosity Commitment" card to commit to Gathering together; Growing through Bible Study, Small Groups and/or daily/personal devotions; Giving through service of time, talents and treasures; and finally, Going into the world to share the Gospel and living faithfully as a devoted follower of Jesus.

2. We teach Christian stewardship in our congregation by:

Pulpit calls, sermons, First Fruits campaign, the Ask, Thank, Tell stewardship program and monthly scripture in bulletin. A 4-year stewardship program concluded in June 2017.

3. Our congregation teaches and practices the principle of tithing. Yes

4. Our budget is developed by ... (*what group or individual*):

The four commissions and the congregational Executive Board develop the budget to be approved by the Voter's Assembly.

5. The number of giving units (*e.g., husband and wife/single adults*) we have is: **705**

6. Our 2018 budget allocations are shown by these percentages:

Missions	<u>6.2</u>	%
Education	<u>41.1</u>	%
Salaries	<u>23.3</u>	%
Worship	<u>.6</u>	%
Facility & Utilities	<u>10.4</u>	%
Debt	<u>16.9</u>	%
Youth Ministries	<u>.3</u>	%
Care Ministries	<u>.16</u>	%
Admin & other	<u>1.2</u>	%

a. Our day school budget is: \$ 519,596 .00

b. Our total current capital
indebtedness at 8/31/18 \$ 6,620,193 .00

7. Our Per-Confirmed giving:

$$\frac{\text{Contributions (All Purposes)}}{\text{No. of Confirmed Members}} = \$ \underline{940} \text{ per Confirmed}$$

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8. The sources of our income are: *(Check all that apply)*

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> Members' Gifts | <input type="checkbox"/> Rentals | <input checked="" type="checkbox"/> Tuition |
| <input checked="" type="checkbox"/> Endowments | <input type="checkbox"/> Subsidy | <input type="checkbox"/> Gifts from Corporations |
| <input checked="" type="checkbox"/> Fund Raisers | <input checked="" type="checkbox"/> Memorials | <input checked="" type="checkbox"/> Investment Income |
| <input checked="" type="checkbox"/> Legacies | <input type="checkbox"/> Other <i>(List)</i> | |

9. Our record of giving for all-purposes during the past four years:

YEAR	AMOUNT BUDGETED	AMOUNT RECEIVED
2014	2,189,457.00	2,442,005.00
2015	2,495,381.00	2,589,593.00
2016	2,629,643.00	2,495,239.00
2017	2,637,140.00	2,643,697.00

10. Total amount of money sent for missions through District/Synod last year (2017): **\$ 3,177.62**

11. Total amount of money sent for missions directly to Synod last year (2017): **\$ 57,197.33***

12. Total amount of money sent directly to our seminaries/universities/colleges (2017): **\$ 5,000.00 ****

* Tithe to LCMS District/Synod budgeted actual expenses

** Gerike endowment distributions. Other two endowments (Wilson and Schubkegel) go to Lutheran High and Timothy School, respectively.

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SERVICE

1. Our congregation helps its members identify and use their talents and gifts by:

sermons and the assistance of an on-line web survey which then has all the ministry opportunities to match their gifts. The new Congregational Care Ministry will further help for members to use their spiritual gifts in care for other members.

2. Our congregation has served the human needs of our community (e.g., poor - homeless - unemployed - catastrophe) by:

administering an emergency fund to help members and non-members with funds for gas, utilities, and rent. We also have a house provided by a member that is used by a family in need for a one- year period, sponsor a Hillcrest ministry apartment, and support Habitat for Humanity. We refer unemployment needs and other specific needs to local community resources. We are represented in a new community association of area churches to work with the Fire District that responds to calls for assistance provided by churches (CJ Cares Faith Based Resource Group). Specifically, we have helped 38 families from the community and Timothy members with utilities, lodging, and gas assistance for a total of \$10,571.00. Timothy also provides financial support (\$100 weekly) to Hillcrest Transitional Housing, and we have continued to provide transitional housing for a second family in our Compassionate Care home.

3. Our congregation is organized to meet the physical needs of its members by:

providing medical equipment (walkers, wheel chairs, etc.) for members after their surgeries.

4. Describe your congregation's structure of official boards and committees, or attach a copy of your Bylaws.

Online copy of By-Laws located at <https://www.timothylutheran.com/wp-content/uploads/2017/10/2-constitution-and-by-laws.pdf>

5. Our congregation participates in training of members for Caring Ministry through:

Stephen Ministries Other - Congregational Care Ministers

6. These community groups are active in our building:

(e.g., A.A., Bloodmobile, Service Organizations, Other)

We hst the annual Adam's Army Blood drive, scouting, Break Time (Shepherd's Center), Community Blood Center, If Not by Grace, SIDs and NA.

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OUR PERSPECTIVE OF TIMOTHY LUTHERAN CHURCH'S MINISTRIES AND PASTORAL NEEDS

During its 56-year history, Timothy has been richly blessed with pastors who, through the leading of the Holy Spirit, have faithfully preached and taught God's Word as well as administered the Sacraments for the spiritual uplifting of its people. Now Timothy prays for a senior pastor who will serve the Lord and lead God's people in this same manner.

Although Timothy provides many opportunities for expressing faith, praying and serving others during the week, worship on Sunday mornings and Saturday evenings is of primary importance for its members. Over the years, worship styles have and continue to change to more fully meet the needs of current and prospective members. However, Timothy's core values do not change, adhering to Biblical principles of carrying out Jesus' Great Commission through the work of the Holy Spirit. Currently, Timothy operates two campuses for worship in Blue Springs, MO, one at 425 NW R.D. Mize Road and one at 301 E Wyatt Road. At the R.D. Mize Campus, worshippers choose from a total of three, primarily blended worship services (one Saturday evening and two Sunday morning). At the Wyatt Rd. Campus, worshippers choose a more contemporary worship style during its one service on Sunday morning. Timothy prays for a senior pastor who appreciates variety in worship and embraces leadership in the planning and preparation of both worship styles.

In the past, Timothy incorporated a planning process by developing a one-year plan and a five-year plan for visioning purposes. Central to this process was establishing key areas of growth with objectives, strategies and tasks to accomplish them. More recently, Timothy digressed from this approach. Since church leadership has expressed a desire to return to the one-year and five-year visioning plan, Timothy prays for a senior pastor with leadership and organizational skills to provide ideas, give encouragement, and develop the God-given gifts of its members.

Timothy's staff positions comprise of five Lutheran Church—Missouri Synod (LCMS) rostered personnel: full-time Senior Pastor (vacant), full-time Associate Pastor, part-time Specific Ministry Pastor (SMP), full-time Worship Arts Minister, and a full-time Care Minister. In addition, Timothy has three full-time support staff positions supporting the following service areas: Membership, Financial, Communications, and Facility.

Currently, lay leadership is organized under four Commissions rather than Boards. The Commissions are identified by "4 G's" (Gather, Grow, Give and Go) and carry out the work that many churches organize as more traditional boards. The four Commissions report to the Executive Board, comprised of President, Four Vice-Presidents (one for each commission), Secretary, and Treasurer. Elected Elders (seven or eight) lead a group of approximately 34 appointed elders. Timothy's School Ministry is led by a School Board, which oversees the operation of the Early Childhood Center and Timothy Lutheran School. Timothy fervently prays for a senior pastor who is eager and ready to operate in a team ministry with youthful enthusiasm, good health and strong stamina.

Timothy's large church family includes people in all stages of life, such as singles, married, blended families, widowed, divorced, youth, and young adults, which provides numerous opportunities to develop ministries to meet their spiritual needs. Specific support groups, organized by Timothy's Care Minister who trains lay members to lead these groups, address the special needs of both members and non-members from the community, such as Stephen Ministry, Cancer Companion, DivorceCare, GriefShare, Home visits, and Congregational Care Ministry. Timothy's next senior pastor will find a vibrant Care Ministry to support.

Timothy places a significant emphasis on Christian education. The congregation supports Timothy Lutheran School (K-8), located at the Wyatt Rd. Campus. It is led by an Administrator, Director of Development, seven teachers (five of whom are called), and various support staff. In addition, the church supports an Early Childhood Center (infants – Pre-K), housed mainly at the R.D. Mize Campus. It is led by a Director, Assistant Director and seven teachers. Recently, increased ECC enrollment led to expanded classes at the Wyatt Rd. Campus as well. Additional Christian education opportunities for children include Cross

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Walk, a Wednesday-evening program (Pre-K - 5th grade); Confirmation on Wednesday evenings (grades 6-8) which enjoys a new, “flipped classroom” approach to incorporate technology and Bible study; Faith Roots, a Sunday-morning education hour (Pre-K - 5th grade); and a vibrant Vacation Bible School (Pre-K – 5th grade) for one week during the summer. Educational opportunities for senior high youth occur on Wednesday evenings at the R.D. Mize Campus. Both middle school and senior high youth groups also explore many opportunities for fellowship and spiritual growth outside the confines of Bible study. Young adults can also participate in monthly Bible study groups. Several small groups and Bible classes for adults meet regularly for Bible Study and fellowship both at church and in members’ homes.

Timothy’s lay leadership perceives our congregation as very friendly, welcoming visitors and prospective members when worshipping at Timothy. The Elected Elders are in the process of formulating a New Member Mentoring program to introduce, inform and integrate new members into parish life. In addition, the Elders send “We Care” postcards to all members not worshipping during the past 12 weeks to ask if Timothy can help them in their spiritual lives. Timothy welcomes all nationalities and ethnic backgrounds; in recent years, Timothy has been blessed by an increasingly diverse population. Timothy’s numerous opportunities for fellowship among large and small groups have always been vital in welcoming new and prospective members. Timothy eagerly awaits a senior pastor who is warm, friendly and loving in his interaction with people, can also stimulate those feelings in others, and values fellowship in its capacity as one way to lift members’ spiritual lives.

In summary, the members of Timothy Lutheran Ministries pray for a senior pastor who can commit to serve for at least 10 to 15 years and who is filled with the Holy Spirit to teach, lead and stimulate its members to grow in Christ and to know Him better, which in turn, will help others know Him better also. Above all, Timothy prays that God’s will be carried out to His glory.

Yours in Christ,

Timothy Lutheran Ministries Call Committee Chair