



MISSION AND MINISTRY  
PLAN

2014 - 2024

FOR

CHRIST THE KING  
LUTHERAN CHURCH

FEBRUARY 10, 2014

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# MISSION STATEMENT

AS GOD'S FORGIVEN FAMILY, WE GROW IN FAITH THROUGH  
WORD AND SACRAMENT TO SHARE THE  
GOSPEL OF JESUS CHRIST.

Christ the King Lutheran Church in Memphis, Tennessee has always been and continues to be a family of forgiven saints centered on the Gospel of Jesus as Savior of the world. Our history is one of effective, dynamic ministry based on the leadership of her pastors but even more on the extraordinarily gifted laity who have served CTK since the very beginning of our Church. After many hours of study, thought, and prayer I am privileged to present my vision for our future ministry in terms of what I believe is God's will for us in the coming decade.

Upon your acceptance, these core values and this mission statement will be our guiding principles at CTK for the next ten years. I expect each of our church family to find a place where God can best use their gifts and talents to accomplish this vision. May God grant us the wisdom and strength to change what needs changing and to keep what is great about our mission and ministry at CTK as we move forward with joy, courage and a defined sense of our mission.

To God be the glory!

Rev. Charles Neugebauer

# DEMOGRAPHIC STUDY CHRIST THE KING LUTHERAN CHURCH

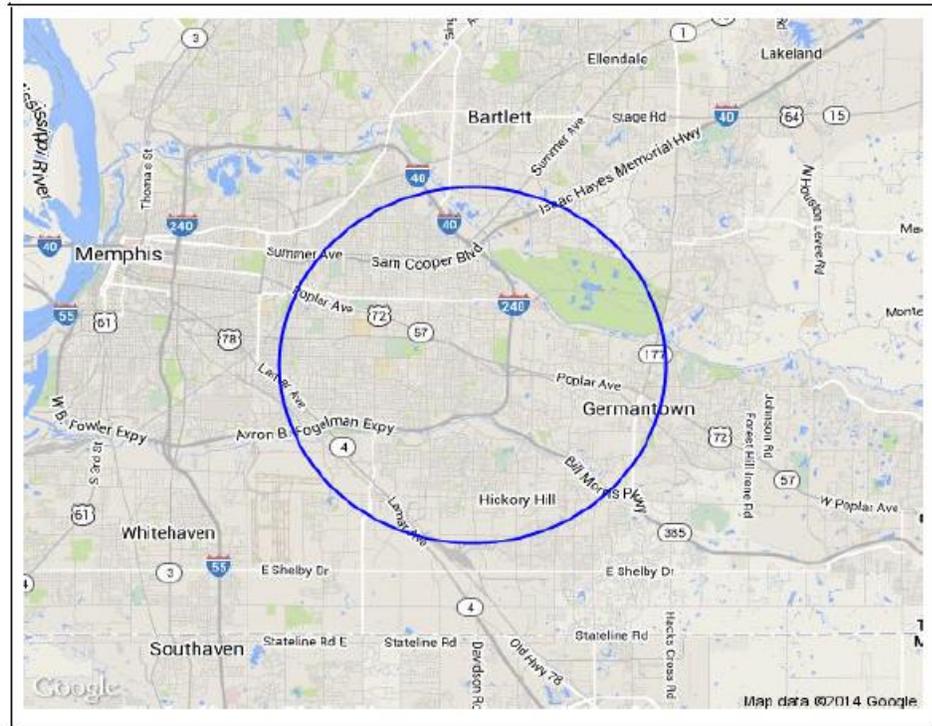
## The FullInsite Report

Provided by the Lutheran Church Extension Fund

5 Year projection: 2018      10 Year projection: 2023

4 mile radius surrounding 5296 Park Avenue

Date of Study: December 11, 2013



### Summary of 10 year projection

- ◆ Very little change in any demographic category
- ◆ There will be more people moving into this area
- ◆ The population will be more highly educated
- ◆ Incomes will be greater/ more white collar jobs
- ◆ Yet there will also be more poverty
- ◆ More unchurched/ non-religious
- ◆ Average age rises to 39 (very slight change)
- ◆ Biggest percentage change upward are 65-74 year olds
- ◆ Income average: \$50-75,000
- ◆ 89% will speak only English at home
- ◆ 7.4% will speak only Spanish at home
- ◆ Singles and Starter families will be 17% of the population
- ◆ Home prices: \$60,000 - \$300,000
- ◆ Jobs: Healthcare, Manager/business/personal care, transportation, education, retail.

# WORSHIP

WE WORSHIP GOD AS FATHER, SON, AND HOLY SPIRIT INDIVIDUALLY THROUGH PERSONAL PRAYER AND DEVOTION, AND TOGETHER THROUGH WORSHIP EXPERIENCES WHICH ARE GROUNDED IN THE GOSPEL, ARE FAITHFUL TO OUR LUTHERAN HERITAGE, AND GUIDE US IN OUR DAILY LIVES.

Our worship will be centered on God's Word and Sacraments, His love expressed in Jesus Christ on the cross for forgiveness and salvation of all, and in His rising from the dead for our justification.

The best in Lutheran liturgies will be presented as offerings worthy of the beauty and holiness of God and to the edification of all His people. Those unfamiliar with these forms will find them uplifting and easy to follow in their presentation.

There will be dignity and joy in every worship opportunity, a warm and welcoming atmosphere before, during, and after our worship experience.

The three-year church lectionary will ordinarily be the primary source by which we thematically develop both the preaching and order of service each week.

We will practice and explain close communion each Sunday in a gentle, caring spirit of inclusion and responsibility to both our Lord's teaching and the spiritual welfare of our members, visitors, and unbelievers.

We will have a creative Lutheran Music Minister dedicated to excellence in all aspects of liturgical, classical and contemporary music; both choral and instrumental.

CTK adults and children will be encouraged to use their musical gifts. Variety in cultural and musical style will be celebrated within the context of being within the parameters of accepted good taste and Christian appreciation.

Educated in the privilege of worship, inspired by that worship, encouraged and empowered to invite others, by God's grace we will average 700 souls each Sunday within ten years from our present 450-550.

# OUTREACH

WE SHARE THE MESSAGE OF HOPE AND SALVATION THROUGH JESUS CHRIST WITH EVERYONE. IN ORDER TO REACH OUT TO ALL PEOPLE, WE DEVELOP RELATIONSHIPS, ACTIVELY INFORM THE PUBLIC ABOUT OUR CHURCH AND SCHOOL MINISTRY, AND OFFER DYNAMIC PROGRAMS AND EVENTS.

We will teach, preach and celebrate the central principle of our church (that we are saved by grace alone through faith in Jesus Christ) in such a way that our joyful Spirit-led response to this Gospel will be to boldly share it according to our Lord's Great Commission of Matthew 28.

All members will be empowered and equipped to be missionaries in their community and will readily identify themselves as such. There will be an active evangelism board to encourage and train our church family in sharing the Good News of Jesus Christ.

Every member will affirm that it is the will of God for His Church to grow, that making disciples is the primary mission of the church and CTK congregation, and that all other aspects of our Church life and activity must support that task and interrelate with it.

CTK will designate a special Sunday as "Friendship Sunday" to encourage members to pray for and bring unchurched friends, neighbors, and associates to worship with them. This event will occur every other year, with intense training preceding it to equip our membership with confidence and desire to invite friends and family to Christ and His Church. This celebration of the Gospel might take place under a huge tent on the soccer field featuring such things as: worship, special music, food and fun. Promoted throughout Memphis, this celebration will become known, anticipated, and appreciated throughout our community.

Our Lutheran Christian Day School and Preschool will continue to grow as our greatest harvest field with all kinds of families who need a Savior. Teachers will be trained and encouraged in disciple-making. Children with families who do not have a church home will be referred to the Pastors.

We will continue to explore how to most effectively use every form of technological resources to share Christ in relevant ways from our uniquely Lutheran perspective.

Every small group Bible study at CTK will be intentionally trained to be open to seekers of truth, remembering to always leave an "empty chair" at each study for someone who comes invited by a member as a guest.

## OUTREACH CONT.

We will explore the viability of having a “satellite” alternative ministry here on our Park Avenue campus to win all different kinds of people for Christ.

We will assimilate visitors, guests, contacts, and friends of our congregation into the life and ministry of CTK. There will be an assimilation coordinator who will focus on connecting new contacts with existing ministries.

As the Lord leads and opportunity knocks, we will support smaller struggling local LCMS congregations with our resources, vicar mentoring, pastoral and lay leadership with the goal of having these congregations grow to support themselves with a full-time pastor.

We will offer community-based, need-oriented services to welcome people to Jesus Christ, their greatest need. Needs might include: parenting skills, career transition workshops, resume writing workshops, self-defense, English as a second language, grief support, etc.

We will establish a “Welcome Information Center” staffed with greeters in an easily accessible area outside of our sanctuary.

We will advertise who we are and what we offer throughout Shelby County and the Mid-South region by means of publicity generated through print, mailings, internet, mass media and whatever other means become available.

# DISCIPLESHIP

WE SEEK CHRISTIAN GROWTH THROUGH WORD AND SACRAMENT  
IN ORDER TO LIVE IN WAYS THAT ARE CONSISTENT WITH THE  
TEACHINGS OF JESUS CHRIST.

Every member of CTK will intentionally seek to grow in their spiritual devotion to and maturity in Christ.

Christian education will become known as the “second wing” to worship at CTK. Every adult and child will be consistently and strongly encouraged to be faithfully involved in some form of group study of the Holy Scriptures.

Our Park Avenue campus will build a state-of-the-art Spiritual Development Resource Center which will clearly demonstrate our Lord’s priorities concerning the spiritual growth of our congregation.

With that priority at least 80% of our membership will be involved in some form of large or small group bible Study.

There will be 15-20 active small Bible study cell groups throughout the city and county.

Our Lutheran Christian Day School will continue to grow in providing intentional Christ-centered quality education in a nurturing environment to a diverse student body as one of the primary mission opportunities of our congregation. We will seek to enable CTK’s Day School to fulfill their core values and mission in concert with, and in unity with, our congregation.

Christian Stewardship will cease to be a campaign and will instead become a year-round lifestyle in response to God’s generosity and love to us. We will be a tithing congregation. There will be an ongoing active stewardship board to educate and encourage us to see ourselves as stewards of all God’s blessings.

Prepared daily devotions will not only be offered to our families, as in “Portals of Prayer,” but all members will be expected to have these personal and family devotions to center their daily walk in the Lord, Who guides their way, and to grow their faith into something that can be shared with others.

Our dynamic youth program and evolving Family Ministry will continue to grow and reach out into the community to include young people with no church home. Activities will balance time in service, worship, fellowship and developing close Lutheran Christian relationships which will endure throughout eternity.

The Board of Elders will become ever better spiritual leaders and caretakers of our church family, as they call families to increased faithfulness to their Lord in worship, sharing and service in His name, and serve as examples in that Christian response to God’s love.

# RELATIONSHIPS

AS JESUS FIRST LOVED US, HE TAUGHT US TO LOVE OTHERS.  
WE CREATE AND NURTURE CARING RELATIONSHIPS IN WHICH  
EACH PERSON, ADULT AND CHILD, IS VALUED AND LOVED.

We will be a congregation where each member, friend and guest of every age, race, social, and economic status is valued, needed, and inspired by the love of Jesus and expressed in every congregational setting.

Each individual CTK member will come to any event or service keenly aware of their responsibility to welcome others. We will see ourselves as a family of forgiven, saved by grace, and reaching out to others with that same forgiveness and grace that we have so freely been given by our Savior.

Mentor families (sponsor families) will welcome and walk with new families as they assimilate into our congregation. Children will serve as greeters as well, going with, introducing, and helping other children their age become part of the "group", whether in Sunday School or youth events.

A "big brother/sister" type ministry will be established for CTK boys and girls which will enrich the lives of children from our ever-increasing single parent families within our membership.

Small Group Caring Bible Study Groups will function as settings wherein people are missed if they are absent from worship or Bible Study, and will serve as safe venues for needs to be expressed and dealt with in Christian compassion.

CTK will expand opportunities to enjoy each other in church-sponsored activities such as sports, music, common interest groups, etc. Functions will serve to invite others, to include and welcome back fringe members, and to have fun being a member at CTK.

Prayer groups, partners, prayer chains, etc. will cover all our members with prayer. The power and effectiveness of prayer will be a constant teaching at every level of ministry, and will be encouraged by every leader of every CTK activity. We will be a congregation in prayer for one another and for the world.

The Pastors of the congregation will be invited regularly to go golfing with CTK members, with no regard to or mocking of their ability.

# SERVICE

UNIQUELY GIFTED BY GOD AND UNDERSTANDING OUR GIFTS,  
EACH OF US USES THOSE GIFTS IN SERVING THE LORD BY EXTENDING  
OURSELVES TO MINISTER TO THE NEEDS OF OTHERS WITHIN  
OUR CHURCH, SCHOOL, COMMUNITY, AND THE WORLD.

Christ the King Lutheran congregation will become a church that would be missed by our local community, our city, district and synod if we disappeared. We will seek to enrich and inspire others through our example of Christ-like love and sacrifice. We will be known and appreciated for our compassion, generosity and effectiveness in bringing physical and spiritual health and comfort.

Every member will be trained to both know and use their spiritual gifts as Christ's servants to their congregation and community. We will have a dedicated Spiritual Gifts Coordinator whose focus will be to match spiritual gifts of our church family to service opportunities congruent to those gifts.

Our Stephen Ministry will continue to administer and expand the scope of intentional Christian care, while constantly recruiting and training new Stephen Ministers to strengthen this wonderful confidential service to those who need it.

Faith In Action: We will celebrate and increase the number of avenues of CTK's service to the needy as we do unto the least of these as unto our Lord. Lutheran World Relief, MIFA, Lutheran Social Services, LeBonheur Children's Hospital, St. Jude's Research Hospital, FedEx Family House, Heifer Project, Habitat for Humanity, Church Health Center, Tanzania & Haiti missions; all are examples of ways in which we can serve our Lord by helping others.

Our Day School will communicate needs of the children under our care to offer our congregation further opportunities to share our spiritual and provisional gifts. There will be a substantial non-member Day School scholarship fund created from endowments and contributions from both school and church families.

The Nehemiahs will mentor and train new volunteers to carry their vital ministry into the future at CTK. They will not only seek new recruits but will teach their craft to each new generation of Nehemiahs, providing repair, upkeep, and improvements on our campus and to those unable to work on their own homes within our fellowship.

Working in concert with our Outreach emphasis, we will offer need-based classes and support groups to our community as stated under the Outreach section of this vision statement.

# NUTS & BOLTS

The Prophet Joel said of the end times: “Your old men will dream dreams, and your young men will see visions.” I’m not sure which of those I am anymore, but here are the nuts and bolts of my dreams and visions for Christ the King Lutheran Church for the next (final) ten years that I will have the privilege (God willing) of being your Senior Pastor! Our Senior Leadership team have shared their great ideas and wise counsel which I have incorporated within my own. I am very excited about what our Lord is doing among us. I believe that it is now in God’s timing for CTK to take the following steps to enable us to better accomplish our core value strategies:

The Bottom line of what I hope we will accomplish together:

- ◆ To balance the excellence of our worship experience and facility with equally excellent Biblical studies and facilities which express the study and application of God’s Word as our chief priority coupled with Word and Sacrament worship.
- ◆ To create an atmosphere of fellowship and service to our congregation and community as we share the love of Jesus in word and deed by building a multiuse facility to accomplish that mission goal.

## How Do We Accomplish This?

*CTK Senior Leadership Team needs clarity of our roles and responsibilities:*

**Senior Pastor:** Administrative leadership over core values vision in concert with staff and lay leadership. Chief priority is preaching and teaching; oversees Adult Bible studies; Cell Groups; trains teachers; supervise worship experiences; works with Board of Elders on inactive member restoration; counseling; hospital calls

**Associate Pastor:** Priority evangelism and visitors; vicar administration; mentoring with Young Adult Director; youth and adult confirmation; supervises and guides Sunday School Superintendent’s work; liaison between Church, School and Preschool ministries; witness and visit unchurched Day school families; visitation of home-bound and sick; counseling; hospital calls; preaching; teaching

**Young Adult/Family Ministry Director:** oversees students and young adults (grade 7-College). Directly work with vicar on Bible studies, servant events, retreats, parenting classes; recruits and trains laypeople to serve and assist in various roles of the Youth, College, Young adult and Family ministries.

**Head of day school ministry:** Works with teachers, pastors, administration, parents, students and congregation to educate and disciple children; oversight of educational, financial and organizational structures. Communicates mission and ministry goals and progress to congregation. Goes out into the community to recruit students, promote Lutheran Christian aspect of our school ministry.

**Early Childhood Director:** leader of infant to age five ministry with same basic responsibilities as head of day school within the context of the ECC/Pre-School.

**Operations Manager:** overall financial management of our ministry; management, maintenance and continued beautification of CTK campus and buildings.

Adjunct position vital to this team:

**Music Director/Worship Committee:** works in concert with Pastors in worship planning, has oversight of musicians, choirs, instrumentalists; arranges special community events, recruits and trains laypeople to be involved as ushers, altar guild, acolytes, etc.

*Administrative structure changes:*

The Church Council should better reflect each core value to best accomplish those core value goals as set forth by the congregation. This would require some restructuring of the present board hierarchy:

President

Vice President

Secretary

Treasurer

Director of Discipleship

Director of Service

Director of Outreach

Director of Relationships

School Board Chairman

Director of Operations

Advisory: Pastors, Principal, Youth Director, Director of Operations

Note: our dormant Endowment Committee needs to be re-established and become active ASAP to build a generational financial foundation for the future!

*Facilities for future mission and ministry at CTK:*

With our limited campus acreage we have to get this right because there will be no more room to build. I dream of a great celebration - burning our congregation's present mortgage and breaking ground on the very same day in June 2016 on a Spiritual Development, Fellowship and Community Outreach Facility! (the new mortgage will be roughly based on present mortgage payments, along with a fruitful capital campaign, allowing us to keep our focus on missions and not paying off a huge burdensome debt). Between now and that day would be a time of paying down our debt; enlisting an architect and contractor; prayerful planning of our new buildings; researching needs; increasing the quality and quantity of the ministries that will fill those buildings; and raising pledges through a capital campaign.

## What We Need

The study of God's Word is critical to our growth in Christ:

1. Bible Study classrooms which demonstrate our commitment and priority to the study of God's Word. Several college-style, possibly horseshoe-shaped tiered rooms. Our Middle Day School students would use these rooms during the school week for their classroom lectures.

Christian fellowship promotes the growth of our Christian family:

2. Great Room: Fellowship/Community Hall; complete with the latest technology for visual and audio ministry needs for meetings, conferences, seminars, alternative worship, fellowship activities, plays, concerts and community outreach activities. Seating for 400-500 souls.

Breaking bread together is good for our spiritual family and allows us to help our neighbors in need:

3. Modern industrial kitchen for all possibilities (meals on wheels, shut-ins, disaster relief, and (of course) pot lucks, storage for large food pantry for distribution to those in need. (Both the kitchen and Great Room can be modeled after St. John's Lutheran Church, Lafe, Arkansas)

If we want our community to care about knowing Christ, first we have to demonstrate that we care about knowing them:

4. Workshop room areas designed to assist in training, guidance, teaching and assistance with health care issues, legal, career, education admission, child care, housing, tax preparation assistance, computer instruction, crafts, music lessons, choir rehearsal room and so forth.

Nurturing the Lutheran Christian faith of our young people of each new generation is vital to the continuity and growth of the Gospel:

5. A structure for enhanced youth/young adult study-recreation-fellowship area with community youth, young adult and campus ministry outreach potential.

Other considerations:

6. Additional and/or better office/administration areas
7. As homes become available for purchase on the west side of our property, each one should be considered and evaluated within the context of our overall Church and School mission and ministry priorities.

Christ the King Lutheran Church and School are the greatest church and school in the LCMS. I offer this vision from a point of strength and not weakness. In terms of our church history, ten years is a very short time, but I believe during these next ten years, we have been given the opportunity to really do and be something extra special as the Lord's Church in this place and time. I thank and praise Him, and you, for that opportunity.