

## Zion Leadership Retreat May 2, 2015

### Core Ministry Priorities\*, Activities and Gaps

Groups were formed to focus on our six Core Ministries. Each was asked to identify what activities are currently occurring and what was NOT being done that should be done. Then groups picked out their top three priorities which are highlighted below.

Once the priorities were identified, teams spent time identifying the staff skill sets and other resources (i.e. building, funding) that would be needed to fulfill the vision. These are listed below.

Core Ministry Priorities & Activities	Gaps to Achieve the Vision
<p><b>Welcome Core Ministry:</b></p> <ul style="list-style-type: none"> <li>● Re institute greeters/visible welcoming</li> <li>● Expand volunteer numbers, training and graphics</li> <li>● Training: customize information to unique visitor needs</li> <li>● Welcome desk</li> <li>● Nursery</li> <li>● Promote/invite more use of the building by outside groups (especially concerts, financial planners, etc.)</li> <li>● Activity bags for kids</li> <li>● Electronic directory</li> <li>● Dynamic and relevant information on indoor screens (MORE)</li> <li>● Live internet video and audio streams</li> <li>● Enhanced marketing and branding</li> <li>● Technology director (social media, Web, indoor lighting/sound/screens)</li> <li>● Programmable outdoor signage on Liberty</li> <li>● More outreach to visitors, inactive members, retirees, others</li> <li>● Move some welcome effort into the community</li> </ul>	<p><b>Welcome Core Ministry:</b></p> <ul style="list-style-type: none"> <li>● Skill set: <ul style="list-style-type: none"> <li>○ Organizational skills</li> <li>○ Teaching skills</li> <li>○ Extroverted</li> <li>○ Ability to work across ministries</li> <li>○ Friendly/out-going</li> <li>○ Communication skills</li> <li>○ Graphic design/technology</li> </ul> </li> <li>● Financial needs <ul style="list-style-type: none"> <li>○ Salary for part time volunteer “coordinator”/communication person</li> <li>○ Materials for (customized) visitors</li> <li>○ Training materials and coffee</li> </ul> </li> <li>● Area for desks, etc. for volunteers to work/plan</li> <li>● PEOPLE</li> </ul>
<p><b>Worship Core Ministry</b></p> <ul style="list-style-type: none"> <li>● Communication person—social media/public face</li> <li>● More and varied worship experiences</li> </ul>	<p><b>Worship Core Ministry</b></p> <ul style="list-style-type: none"> <li>● Contemporary worship leader <ul style="list-style-type: none"> <li>○ Worship planning</li> <li>○ Choose music</li> </ul> </li> </ul>

Core Ministry Priorities & Activities	Gaps to Achieve the Vision
<ul style="list-style-type: none"> <li>• Make the first part of the 9:30 service children friendly (for children)</li> <li>• Address the fear of taking away traditional liturgy</li> <li>• 11 AM Worship more contemporary, professional music leader</li> <li>• Saturday night service wit alternative worship styles</li> <li>• Tuesday night worship</li> <li>• Printed outline of service in pews</li> <li>• Service Sundays (community projects)</li> <li>• Music support for outside activities</li> <li>• Education/worship...consider dedicated education hour and education options at 11:00 AM</li> <li>• Carefully evaluate lyrics in hymns and songs</li> <li>• Additional children participation in worship</li> <li>• Include more children's messages</li> <li>• Alternate methods for communication</li> <li>• Audio support person</li> <li>• Video/tech support person(s)</li> <li>• Organist/piano musician</li> <li>• Visual aids on screen in all services</li> <li>• Praise band rehearsals become worship</li> <li>• Wednesday chapel</li> <li>• Zion school of ROCK!</li> <li>• Consider dedicated 11:00 AM worship space</li> <li>• Communing one another</li> <li>• Music support for Bibleland</li> <li>• Zion app (push out updates, readings, songs, announcements)</li> <li>• Music ensemble leader (choir, bells)</li> </ul>	<ul style="list-style-type: none"> <li>○ Coordinate roles in worship service</li> <li>○ Musician in band</li> <li>○ Coordinate music at non-traditional times/places</li> <li>• Invite communication person, tech people to Worship Core Ministry meetings to ensure alignment</li> <li>• Organ during worship <ul style="list-style-type: none"> <li>○ Prelude, postlude, offertory</li> <li>○ Hymns, lead congregation singing</li> <li>○ Weddings, funerals</li> </ul> </li> <li>• Piano during worship <ul style="list-style-type: none"> <li>○ Accompany choir, music ensembles</li> </ul> </li> <li>• Choir Director <ul style="list-style-type: none"> <li>○ Choose music and rehearse</li> <li>○ Adult and Children</li> <li>○ Hand bells</li> <li>○ Classical/other ensembles</li> <li>○ Special music coordination</li> <li>○ Single service music coordination</li> <li>○ Zion singers</li> </ul> </li> </ul>
<p><b>Adult Discipleship Core Ministry</b></p> <ul style="list-style-type: none"> <li>• Non-Sunday adult education opportunities</li> <li>• Small groups</li> <li>• Adult education retreats, speakers, church-wide readings, classes</li> <li>• Link education to service/outreach</li> </ul>	<p><b>Adult Discipleship Core Ministry</b></p> <ul style="list-style-type: none"> <li>• Expand representation on the committee</li> <li>• Need staff member to: <ul style="list-style-type: none"> <li>○ Teach</li> <li>○ Help recruit other teachers</li> <li>○ Train teachers</li> </ul> </li> </ul>

Core Ministry Priorities & Activities	Gaps to Achieve the Vision
<ul style="list-style-type: none"> <li>• Need staff coordination &amp; training of teachers</li> <li>• Library physical</li> <li>• Use of technology (web-based learning, materials posted, publicity)</li> <li>• More teachers</li> <li>• Link education to worship/link education to worship themes</li> <li>• Survey/assess educational needs</li> <li>• Coordinate across ministries (web-multimedia)</li> </ul>	<ul style="list-style-type: none"> <li>○ Consider coordinating/merging ALL educational responsibilities (life-long learning)</li> <li>○ Coordinate non-Sunday education opportunities (may not be same as Sunday)</li> <li>○ Small group</li> <li>• Communication/IT support (staff responsibility)</li> <li>• Recurrent dollar commitment to adult education (outside speakers, etc.)</li> </ul>
<p><b>Young Discipleship Core Ministry</b></p> <ul style="list-style-type: none"> <li>• Whole family experiences mission</li> <li>• Whole family experiences worship</li> <li>• Whole family experiences fun and fellowship</li> <li>• Pastor involvement and leadership with young people</li> <li>• Empty nesters and non-parents</li> <li>• <b>Engaging</b> (not entertaining) worship young and young at heart</li> <li>• College students</li> <li>• Family mission trip (future)</li> <li>• Family Advent(ure)</li> <li>• Milestone events and gatherings for <b>all</b> ages</li> <li>• 0-36 month/nursery with Young Discipleship (future)</li> <li>• Middle &amp; High School “youth” events</li> </ul>	<p><b>Young Discipleship Core Ministry</b></p> <ul style="list-style-type: none"> <li>• Director of Lifelong Discipleship (Adult AND Youth/full time) OR</li> <li>• Associate Pastor for Youth (full time)</li> <li>• Youth event coordinator (part time)</li> <li>• Mission Core Ministry collaboration to provide opportunities for youth/family</li> <li>• IT/Web support (part time)</li> <li>• Music Director (full time) who is child-friendly for bells and choir</li> <li>• Suggest <ul style="list-style-type: none"> <li>○ Not everything on Sunday morning</li> <li>○ Partnering with other ministries (mission, music)</li> <li>○ Whole family experiences with education</li> </ul> </li> </ul>
<p><b>Mission Core Ministry</b></p> <ul style="list-style-type: none"> <li>• More hands-on opportunities for Zion Disciples...not just check signing</li> <li>• Communicate Zion Mission activities to Zion members; need master communicator to communicate internally and with the community (local &amp; global)</li> <li>• Always structure Zion Mission activities with outside agencies &amp; groups (i.e., Senior Luncheon could invite other community senior groups to the luncheon, and use other groups such as students to serve the luncheon)</li> </ul>	<p><b>Mission Core Ministry</b></p> <ul style="list-style-type: none"> <li>• Master communicator for Zion and for the community (local &amp; global)</li> <li>• Technical resource for: <ul style="list-style-type: none"> <li>○ Streaming</li> <li>○ Day to day support to staff and volunteers</li> <li>○ Education of staff and volunteers/disciples</li> </ul> </li> <li>• Small Group nurturer</li> <li>• Community Service coordinator</li> </ul>

Core Ministry Priorities & Activities	Gaps to Achieve the Vision
<ul style="list-style-type: none"> <li>• More messiness in the Welcome Center, so visitors and members know what we do</li> <li>• Improve Mission in worship and education</li> <li>• Financial support for organizations is aligned with the congregation's passion and involvement</li> <li>• Mission is responsible to educate community and disciples on hunger, homelessness, human trafficking and provide discussion</li> <li>• Follow up service after education</li> <li>• Focus on a cause and partner with other agencies and include education</li> <li>• Zion support for stations in community runs and events</li> <li>• Zion is a leader in education and involvement in the community or environmental causes</li> <li>• Zion emphasizes service time/work as much as financial service support</li> <li>• Market Zion's all-encompassing service ministries, inside Zion and the local community</li> </ul>	
<p><b>Member Caring Core Ministry</b></p> <ul style="list-style-type: none"> <li>• More fun and fellowship (event planning, survey, snail mail cost, storage for signs, food grill)</li> <li>• More defined roles for elected leaders (leadership skills, event planning skills, communication skills)</li> <li>• Making member caring services better know (communication person)</li> <li>• Transportation ministry (vehicle, driver)</li> <li>• Celebrations (Cinco de Mayo, Happy left-handers day)</li> </ul>	<p><b>Member Caring Core Ministry</b></p> <ul style="list-style-type: none"> <li>• None noted</li> </ul>

\* Priorities are highlighted