

Summary of Zion Leadership Retreat—May 2, 2015

On May 2, 40 leaders and staff from Zion attended a full day leadership retreat at the Weber Center in Adrian, Michigan. The goals of the retreat were to:

- Provide opportunities for leaders to engage in fellowship and learn to know each other
- Determine how our current structure fits (or doesn't fit) into the Vision
- Identify needed changes in ministries/organization
- Articulate resources needed to move forward (staff, funds and building resources).

The day began with worship and Holy Communion, led by Pr. Jim. He charged those present to think “out of the box” and “dream big”. A trained facilitator was employed to keep everyone on track; she walked the participants through an activity that encouraged engagement, fellowship, and insights about self and others.

Most of the day was spent identifying current activities of the six Core Ministries, identifying what these ministries are not doing (but should be), and then prioritizing all of these activities with respect to the vision. Once this work was done, leaders focused on gaps to accomplishing these priorities, particularly skills sets from staff that would be needed, building requirements, and financial resources. The outcomes of this work are posted on Zion's website...take a look!

Throughout the day, Zion's Prayer Team led us in prayer and reflection; this brought the group together and reminded all that the work of the day was God's work. Next steps will include communication with Zion members and Core Ministry teams to move the priorities into action. Pr. Jim, the Personnel Committee and Core Ministry leaders are already developing position descriptions that address the staff skills sets needed to move forward; they will be busy interviewing over the summer to select staff leaders.

All in all, the retreat was successful in accomplishing its goals, but there is much more work to do. This is just the beginning work to accomplish our vision. Please pray for your leaders and staff as they do God's work.