

Zion Lutheran Church
Kairos Strategic Plan Presentation
Sunday, January 23, 2005

Rev. Richard Wehrs opened the meeting with a prayer.

Next, he presented his Report of Findings with Recommendations, a Master Strategic Planning Study to approximately 81 members of the congregation in the Parish Hall.

Process Goals

The goals of the process were to:

- Identify key issues facing Zion.
- Discover the heart of the congregation through careful listening.
- Identify strengths and challenges.
- Make recommendations

Process Review

The following process was followed to gather the findings of this report. This included:

- Listening Dialog
- Prospectus
- 25 hours of one-on-one Interviews
- Focus Groups
- Internal and external audits including documents and publications, series of interviews by SAC --- including people from the community.
- Report of Findings with Recommendations

Presentation of Findings

Richard presented his findings, he called it the mirror. The following questions were asked:

Q) Is there any information on the strength of agreement and the frequency of the responses?

A) Yes, the report provides more information on the number and strength of agreement in different responses.

Q) How many people participated in the survey?

A) 174 of approximately 470 people that typically worship each Sunday

Q) Were there issues that were more or less emphasized in different demographic areas?

A) There was no evidence of that.

Presentation of Strengths and Challenges

Next, he presented the strengths and challenges facing Zion. There were no questions on strengths and challenges.

Recommendations

Finally, he presented his recommendations, including:

- Commit as a congregation to remain at Zion's current location.
- Adopt a congregation-wide priority for Youth & Family Ministry
- Call a qualified, additional pastor to work specifically in Youth and Family issues
- Celebrate congregational strengths and work to ensure their continued development
- Identify and prioritize building needs, and initiate a capital campaign to eliminate current debt and pay for needed building improvements.
- Develop and implement a program of intentional evangelism outreach to Iowa City, and especially Zion's neighborhood.
- Renew Zion's commitment to ministry teams by clarifying responsibilities and lines of accountability.
- Develop and adopt a comprehensive annual staff evaluation process.
- Acknowledge and explore the core issues at the heart of Zion's conflict
- Commit to creating a shared vision for Zion's future, and ensure that information about important matters is clearly communicated to all.
- Discuss what kind of congregation Zion intends to be, and commit to appropriate standards of civility.
- Become a praying church
 - Pray for reconciliation
 - Pray for those with whom you disagree
 - Pray for humility and new insights
 - Pray for strength and patience
 - Pray for the work of your church
 - Pray without ceasing
- If necessary, engage third-party help in conflict management

Next Steps

Council Response

Mike asked the congregation to give the council input; he suggested the council would present a timeline on how to proceed on the recommendations at the annual meeting.
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Congregational Response

There were a number of questions:

Q) What is Kairos commitment to Zion now that the study is complete?

A) He will be involved with Zion for a year to help us understand the report and help in recommendations for implementation. Richard@kairosandassociates.com

Q) Didn't see any mention of working with other local congregations?

A) There is a recommendation within the report to work with other congregations.

Q) Was the survey used to make the recommendations?

A) Yes

C) The history of the Swedish and Norwegian Lutherans was interesting; however this was traditionally a German church. This person felt the church aligned with the ALC values and views.

Q) Can you make this available electronically?

A) Yes, it will be made available on the Zion web site.

C) One person said they were skeptical going into the process; they felt that Richard done an objective job. The participants applauded.

Q) Could we also have your PowerPoint slides?

A) These will also be made available on the Zion web site.

Q) Question about the on-going process? Will you be responding to the congregation's requests or is the council responsible?

A) He is waiting for an invitation from the council to create an implementation workshop. At this point, he will respond to the council. He suggested members of the congregation should present issues to the person/people who can best address it.

Q) Where do you see Lutheran Campus ministry fitting into this?

A) Gloria Dei is much more active --- Zion doesn't have a hands-on ministry. The report suggests that we should work with Gloria Dei and Campus ministries to more actively evangelize to the university students.

Copies of the study were handed out to each household. Greg received electronic copies of the presentation, reports, and backup information. He will work with Frank to make them available on the Zion web-site.

The meeting closed at 4:15pm.

Respectfully Submitted,
Greg Spragle

