

Leadership Retreat Summary

Retreat Date 03-14-09

Review **Growth and Focus Areas:**

2009: What is still important? How do we move import issues forward?

	<u>By 2017</u>	<u>2010-2015</u>	<u>2007-2010</u>
A.	Be a Discipleship Church	<p>Lay Leadership broadly distributed: <i>Pastors are coaches to lay ministers.</i></p> <p><i>Training begun and ongoing</i></p> <p>Active small group ministry</p>	<p>Understand what being a discipleship church means <i>Develop Discipleship Bible study.</i></p> <p><i>Determine how far we are from the "goal".</i></p> <p>Brainstorm the path forward</p> <p><i>AIM (Associates in Ministry)</i></p> <p><i>Youth Ministry Certificate School</i></p> <p>Develop small groups/define define how it fits in with discipleship church.</p>

2009: Progress being made in current year range.

Additional suggestions:

- 1.) Establish Visionary Teams for Space/Building Use; Visitor & New Member Welcome/Followup/Inclusion; Outdoor Center Access.
- 2.) Develop new church logo for "Love God, Love Others, Teach & Learn, Serve the World". Use on letterhead, brochures, other printed Saint Nicholas Materials. Reformat Weekly and Newsletter. Create banners to hang in nave.
3. Create Advocate position for Triad group formation, follow-up, newsletter articles.
- 4.) Review/revise current ministry organization in light of "Love God, etc". (Review Team formed) Create ministry team, with chair of team being the sponsor for this ministry. Ministry of Administration is function of the Council.
- 5.) Create New Member Section in Newsletter; include family info, new member list when join church; new photo directory (done in house - probably summer)
- 6.) Change Evangelism and Outreach Ministry name to Hospitality and Outreach. Establish a specific

Evangelism Team in the ministry

7.) When become a solo pastor church do not want to lose ground on current program issues. Review workload of solo pastor, develop lay structures of support.

"-----"

<p><u>By 2017</u></p> <p>B. -Be a Christian Campus</p> <p>? Retreat Center</p> <p>?Regional Worship Center</p> <p>? Educational Center</p> <p>? Larger Nave</p> <p>? Additional ideas</p> <p>An attractive place that fills the needs of the county.</p>	<p><u>2010-2015</u></p> <p>Needs across age spectrum identified.</p> <p>Plan forward established which includes Outdoor Center</p>	<p><u>2007-2010</u></p> <p>Get North Wing built and understand how to use it.</p>
--	--	---

2009:Empahsis on HOW to use facility when completed.

Additional suggestions:

1.)Place issues of daycare/before & after care/third phase of original plan from 1998 to distant future planning possibilities. Evaluate in terms of need, support of congregation, finances. Allow Space/Building Use Visioning Team to address potential.

"-----"

<p><u>By 2017</u></p> <p>C. Have a South County ELCA worship</p>	<p><u>2010-2015</u></p> <p>Satellite Mission Church</p>	<p><u>2007-2010</u></p> <p>South County seeker service - Preaching Point</p>
--	---	--

2009: Place this concept in the distant future.

"-----"

<p><u>By 2017</u></p> <p>Demographic of congregation is across the generations.</p> <p>Offer generation specific programs/services</p>	<p><u>2010-2015</u></p> <p>Establish process for incorporating new members into SNLC.</p>	<p><u>2007-2010</u></p> <p>Welcome new ideas and transient Calvert County residents - open to new members and supporting all current members.</p> <p>Meet staffing needs.</p> <p>Insure safety of property/ playground.</p> <p>Outdoor Center used more and properly maintained.</p>
--	---	---

2009: Incorporate in A above as appropriate.

Additional Suggestions:

- 1.) Plan Quarterly events rather than monthly. Establish planning teams per event.
- 2.) Be sensitive to the change in make-up of congregation as members come and go.

"-----"

NEXT STEPS:

Begin task of "Love God, Love Others, Teach & Learn, Serve the World" orientation.

Orientation for new council members in November.

Distribute minutes/notes of today's retreat to leadership.

