

# Zion's Purpose

## 5 Year Vision for Ministry

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Zion's Purpose & Values Statement

God's Purpose for Each Member

God's Purpose for Each Core Ministry

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- Member Caring & Outreach

Support for our Purpose using God's generous gifts:

- God's People and their Spiritual Gifts
- God's Financial Resources
- God's Facility Resources

**OUR PURPOSE IS TO:**  
Know Christ,  
Grow in Christ  
Make Christ Known

**WE SHALL VALUE:**

**J**ustice for all people and God's creation

**E**nergy to reach out to the unchurched with the message of Christ

**S**piritual maturity that comes from intentional discipleship

**U**nderstanding the radical nature of God's grace and living in it

**S**ervice to those who are in emotional, spiritual, and physical need

## WHY GOD HAS PLACED YOU HERE YOUR PURPOSE AS A DISCIPLE OF CHRIST

### Discipleship

- A discipline of daily prayer – *“pray continually....” 1 Thessalonians 5:17*
- A commitment to weekly worship – *“They devoted themselves to the apostles’ teaching and to the fellowship, to the breaking of bread and to prayer.” Acts 2:42*
- A commitment to financially tithe or grow toward tithing – *“Just as you excel in everything...see that you also excel in this grace of giving.” 2 Corinthians 8:12*
- A commitment to be intentional about the study of God’s Word – *“Your word is a lamp unto my feet and a light for my path.” Psalm 119:105*
- Involvement in a Christ-centered group (small group, Sunday school, Bible studies, retreats, etc.) – *“Let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together...” Hebrews 10: 24-25*

### Outreach

- An earnest desire to invite others to know the Lord Jesus. *“You will be my witnesses,” Acts 1:8*
- A commitment to disciple at least one other person. *“The things you heard... entrust to reliable individuals who will also be qualified to teach others.” 2 Timothy 2:2*
- Involvement in a service project outside of Zion. *“Whatever you did for one of the least of these my needy brothers, you did it unto me.” Matt. 25:40*

# **ZION LUTHERAN CHURCH - OUR PURPOSE**

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## **WHY GOD HAS PLACED US HERE** **ZION'S PURPOSE AS A COMMUNITY OF FAITH**

We **KNOW CHRIST** as we:

Gather to give God pleasure through worship

**Worship Ministries**

Extend an authentic welcome and practice personal evangelism

**Welcome Ministries**

*This imperative commands us to **invite and welcome** the unbeliever, the unchurched, the unconvinced, and the uncommitted to **encounter Jesus Christ** and his disciples.*

We **GROW IN CHRIST** as we:

Deepen our relationship with Jesus & our knowledge of Scripture

**Adult Discipleship Ministries**

Provide faith-training and mentoring for young disciples

**Young Discipleship Ministries**

*This imperative is the essential process of spiritual maturation where each of us moves from simply believing doctrines about God **into a relationship with God that transforms the way we live and think in every aspect of our life.***

We **MAKE CHRIST KNOWN** as we:

Holistically Care for our fellow brothers & sisters in Christ

**Member Caring Ministries**

Extend holistic care locally and globally to people in need

**Outreach Ministries**

*This imperative is the essential process of making Christ visible to those within and those not yet within our family. We are called to make God “real” and visible through **acts** of love, service, and generosity. As devoted followers of Christ, we show compassion with our “**hands and feet**”, as Christ did daily.*

# ZION LUTHERAN CHURCH - OUR PURPOSE

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## WELCOME MINISTRIES

Matthew 28: 19 “Make disciples of all nations baptizing them in the name of the Father, the Son, and the Holy Spirit.”

Zion’s Welcome Ministries will be characterized by:

- **Introducing** friends and family to our faith:
  - We talk to others about how our lives are different because of our faith in God and participation in the church.
  - Each of us invites our friends and family to church sponsored events: worship services; outreach ministries, social activities, etc.
- **Welcoming** our guests:
  - Each member knows how to welcome an unfamiliar face with warmth and caring.
  - Organized usher and greeter education to serve as hosts/ hostesses at each event.
  - We know who our new and returning guests and have a intentional process for follow-up.
- **Spiritually guiding** the guest to desire a deeper commitment to Christ by:
  - Having a well-planned process to assimilate them into the life of the congregation.
  - Clearly explaining Zion’s mission and vision and how we are pursuing them through life-impacting ministries.



## WORSHIP MINISTRIES

Mark 2: 27 “The Sabbath was created for humankind, not humankind for the Sabbath”

Zion’s Worship Ministries will be characterized by:

- **Varied worship** services at different times of the week that speak to a variety of worship preferences.
  - Traditional worship will be characterized by familiar liturgy and music
  - Alternative worship will be characterized by using old and new forms of praise and music as well as multimedia for preaching and worship.
- **Integration of church life** activities and ministries with worship.
- **The sacraments** of Holy Communion and Baptism as focal points in our worship.
- **Worship leaders** who lead the people of God with energy and authenticity.
- **Life/faith sharing by lay-people** as a witness to integrating faith with real life.



# ZION LUTHERAN CHURCH - OUR PURPOSE

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## ADULT DISCIPLESHIP MINISTRIES

Acts 2:42 “They devoted themselves to the apostles’ teaching, and to the fellowship, to the breaking of bread and to prayer.”

Hebrews 10: 24-25 “Let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together.”



Zion's Adult Discipleship Ministries will be characterized by:

- **Discipling Groups** which form the primary core from which we grow as Christians, by giving us the accountability and intimacy that we cannot find on Sunday mornings
- **A variety of spiritual mentoring relationships** and learning opportunities. Everyone participates in spiritual growth and we expect God to transform each of us over a life-long Spirit-filled journey.
- **Assisting people** to find & live out their spiritual call based on our God-given gifts and life's experiences
- **Many trained/equipped lay leaders**, teachers, and mentors.
- **Developing faith-full families** where parents are the primary faith nurturers for their children. We equip parents & families for this role in all of their configurations.
- **Helping other churches grow in discipleship.** God has called Zion to assist other churches in developing disciplined Christians.

## YOUNG DISCIPLESHIP MINISTRIES

Hebrews 10: 24-25 “Let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together.”



Zion's Young Discipleship Ministries will be characterized by:

- **A seamless structured process of spiritual formation for children** that teaches and equips them in faith and provides encouragement and opportunity for their parents to play a significant role in that development.
- **A Nursery** for newborns-to-3 years old which provides a safe and nurturing environment while their parents enjoy Discipleship opportunities or Worship
- **Bibleland** on Sunday mornings for 3 year olds to 5<sup>th</sup> grade which teaches our children the stories of the Bible and the faith and morals contained in them.
- **A Middle School** program from 6<sup>th</sup> – 8<sup>th</sup> graders, led by staff and lay mentors which includes confirmation, fellowship opportunities and retreats which transform the Bible stories into personal faith for life in the real world.
- **A High School** ministry led by staff and more importantly, lay mentors, which provides a relational community to equip and prepare each young adult to pursue a relationship with Christ.

## MEMBER CARING MINISTRIES

1 John 4:19: "We love because he [Christ] first loved us."

Zion's Member Caring Ministries will be characterized by:

- **Making time in our personal life** for family and friends.
- **Making time for our spiritual family** at Zion. We each have a responsibility to know at least a few other members of Zion well enough so that we take the risk to mutually support each other during the difficult and joyful moments of life.
- **Offering trained people/resources** to help members live spiritually & emotionally healthy lives.
- **Bringing the church to people** who are unable to travel to Zion.
- **Establishing & maintaining connections** and in some cases financial support to members who are in college, the armed services, or pursuing full-time church work.
- **Building Christian bonds** through a variety of active and fun fellowship activities.



## OUTREACH MINISTRIES

Micah 6:8: "He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?"

Matthew 5: 16 "Let your light so shine before others, that they may see your good works and glorify your Father who is in heaven."

Zion's Outreach Ministries will be characterized by:

- **Taking time to go locally, nationally and globally** to those who are in immediate need of Jesus' caring compassion. We are committed to the following activities:
  - Feeding the hungry, providing shelter from the cold, clothe the naked, comforting the weary, and giving hope to all.
- Equipping our members to become **servant-leaders**.
- Encouraging **all members to commit a portion of their time** to a specific Outreach Ministry at Zion or in the community.
- Working together by encouraging **families to do outreach together**; by making it easy for members to invite their friends to participate in serving;
- **Developing partnerships with other churches and agencies** in outreach projects
- **Tithing our first fruits** for Outreach Ministries.



# **ZION LUTHERAN CHURCH - OUR PURPOSE**

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Support Teams are those ministries which manage the resources God has endowed and entrusted to us at Zion. God has provided all the people, money and facilities we need to accomplish our purpose. But we need to effectively discover, manage and utilize all the gifts God has given us. To that end, our Support Teams are responsible to enable and apportion our resources across all our Core Ministries.

## ***PEOPLE SUPPORT TEAMS***

### *Staff*

- All our staff members are devoted followers of Jesus Christ
- Each staff member is assigned one or more specific areas of ministry responsibility
- Staff members lead and recruit lay leaders/participants in doing ministry
- The Sr. Pastor has oversight management responsibility of all the staff
- The congregation team serve with the staff as family members in service for God

### *Member Involvement Team*

- Communicates clearly the entire range of possible ministry opportunities for our members
- Annually asks how each member will be involved in at least one ministry in or through Zion
- Ensures the appropriate ministry leader invites the interested member to participate
- Helps members discover their Spiritual Giftedness and then helps them find the appropriate ministry where those gifts could be best used for their Christian vocation

### *Personnel*

- Supports the leadership team of Zion by developing appropriate personnel practices, procedures and policies
- These policies provide a Christ-centered, fair and ethical work environment for all staff.
- Clearly writes consistent and fair job descriptions for all staff positions
- Manages the administration of search committees and recommends an employment package

## ***FINANCIAL SUPPORT TEAMS***

### Stewardship Team

- Provide systems, communication and leadership that will allow for the financial integrity of all business operations of the church.
- Encourage members to move toward financial tithing.
- Develop innovative alternatives for allowing Zion members to fulfill their Biblical financial goals.
- Inform Zion members of the various giving opportunities in the church.
- Provide accurate financial reporting to the various ministries and staff in timely manner by innovative means and media.
- Advise the Council on the use of special gifts.
- Works with the Treasurer, Endowment Board, Council leadership, and Sr. Pastor to integrate an overall financial strategy for Zion

### Endowment Board

- Astutely manages the balance between risk and reward of the Endowment Fund assets
- Works to integrate the required transfer of funds into the appropriate operations funds
- Ensures the directed giving wishes of the donors are respected
- Actively communicates with members to include Christian-based organizations in estate planning

## ***FACILITY SUPPORT TEAMS***

### Building & Grounds Teams Vision

- Provide leadership to maintain fully functioning and visually appealing facility and grounds.
- Plan, prepare and supervise capital maintenance projects.
- Provide input to any building renovation to ensure proper maintenance and upkeep.
- Oversight coordination of on-going building & grounds contractors

### Future Building (e.g. GMB, GMB II, DRC) Teams

- Create a building enhancement plan that: 1) enhances worship for all styles; 2) creates a welcome space for gathering and communicating; 3) improves our ability for discipleship classes for all ages; and, 4) Updates facility aesthetically and physically
- To lead and manage major renovation projects
- To actively communicate with the congregation on the status of plans and costs

