

REIMAGINING MOUNT ZION INITIATIVE

Pre-Read for November 5/23 Congregational Meeting Mount Zion's Proposed Mission Statement and Strategic Priorities

Why is the congregation gathering on November 5?

- To discuss and potentially approve Mount Zion's proposed new mission statement and strategic priorities. We trust this pre-read will give you an opportunity to think, pray and prepare for discussion and decision-making on November 5, following the worship service.

MISSION STATEMENT

Background:

A mission statement describes Mount Zion's reason for existence – what we will do and who we will serve. It builds on our:

- Vision statement, Mount Zion's ideal state for the future:
 - *We are stirred by God to become an ever more caring, joyful and diverse Christian community, serving all Creation by striving for justice, and*
- Core values, which create our culture:
 - Faithfulness, inclusion, justice, looking outward, looking forward and kindness.

Council gathered information about what's important to Mount Zion members and the broader community through research completed over the past number of years, the Evolution Report, a visioning survey completed in April of this year and the Community Round Table discussions held in June. That information, in addition to a thorough review of Mount Zion's current ministries, informed the development of the proposed mission statement.

Proposed Mission Statement:

- *Striving to reflect God's unconditional love, we are committed to understanding the needs of society and God's creation. We respond to those needs with our gifts, skills and assets.*
 - Following discussion, a motion will be tabled to approve the mission statement.

STRATEGIC PRIORITIES

Background:

A strategy is the approach we take to achieve our mission. Over the long term, implementation of Mount Zion's strategies will lead to the achievement of our vision. Strategic priorities are the few most important things that will deliver the strategy. Once approved, we will fully research the strategic priorities and will develop specific, measurable objectives and tactics. Today we are talking about high-level strategic priorities, not more specific objectives or tactics.

Mount Zion is dealing with the hard reality of sustainability. Therefore, as we consider the congregation's priorities, it is important that we do so with both a short and long-term lens. It will be impossible to implement all strategies at one time. Some strategic priorities must precede others to generate revenue and develop new ministry options for the communities God calls us to serve. We also recognize that

partners will be critical to Mount Zion’s sustainability, potential growth and the quality of Mount Zion’s services.

Strategic Priorities for the three primary areas of ministry at Mount Zion:

Ministry Area	Recommended Strategic Priorities for next 2-3 years	Additional Information
Leadership and Administration	<ol style="list-style-type: none"> 1. Develop strong leaders through education and mentoring 2. Develop a communication strategy 3. Further utilize the assets of the building to advance the mission of the congregation 	Defer enhancement of technology for future consideration
Worship and Music	<ol style="list-style-type: none"> 1. Continue to prioritize the ministries of worship, music, pastoral care and fellowship. 2. Enhance hybrid on-line and in-person worship to build virtual community and potentially grow the congregation 	Defer exploration of new worship experiences, additional youth/young family ministries for future consideration
Programs Supporting Social Determinants of Health	<ol style="list-style-type: none"> 1. Parish Nursing <ul style="list-style-type: none"> o Strategic lens: Unique service for an aging congregation and community o Grants or other support may be available 2. Headstart (Open Sesame) <ul style="list-style-type: none"> o Strategic lens: Unique and much needed service for community o Generates revenue (self-sustaining) 3. Community Support (rentals etc.) <ul style="list-style-type: none"> o Good stewardship of buildings which generate revenue for Mount Zion 4. Affordable Housing <ul style="list-style-type: none"> o Strategic lens: Property may be used for housing to provide a much- needed service for the community and possibly generate revenue for Mount Zion 	IMPORTANT: As we do today, Mount Zion will continue to support programs addressing food insecurity, support for seniors, inclusiveness, refugee support and climate justice.

Following discussion of the above, a motion will be tabled to approve the strategic priorities above.

If you have any questions, please feel free to contact me or any member of Church Council.

Respectfully submitted,
Karen Gastmeier