

Zion Lutheran Church and School

Progress Report on Goals and Targets

Voters' Meeting

March 25, 2019

Summary of Goal-Target Progress Zion Lutheran Church and School October 2017-March 2019

Zion Lutheran Church and School operates on a twenty-four month planning cycle for the purpose of orderly and intentional growth in areas which are determined and approved by the congregation. This planning cycle takes place in three phases:

1. Development of Goals and Targets (Months 1-4 June 2017-September 2017);
2. Implementation (Months 5-22 October 2017-March 2019); and
3. Data Gathering and Evaluation (Months 23-24 April 2019-May 2019).

Our Goals: 1. Learning for Improvement

2. Growing to Broaden our Impact

3. Supporting to Be Efficient with Resources

Planning Cycle: October 2017-September 2019.

The goals and targets established for the current planning cycle by do not represent the full body of work done at Zion. The regular work of preaching, teaching, pastoral care and administration continue to be the core of Zion's ministry. Some targets from the last planning cycle were carried over into the current one. For example, we have extended our efforts to involve new members, continued to build strong relationships between the school and church staff, incorporate new settings into our worship liturgies and musical selections, built a reserve fund for facility needs, revised our annual stewardship campaign approach, and broadened our offering in the Higher Education ministry. All of these things grew out of the planning cycle that ended in May 2017.

The following report is designed to provide the congregation with progress made in the current planning cycle through March 2019. Work on targets from this planning cycle will continue through June 2019 when the leadership of the congregation will establish new targets for the 2019-2020 cycle.

Progress toward Goal Achievement

Goal # 1 Learning for the sake of improving the effectiveness of our ministry.

1. One of the first major steps toward reaching this goal was the complete review of the demographics for our congregation by the **Ministry Leadership Team**. Through the assistance of the **Lutheran Church Extension Fund**, Zion was able to access the most recent data profiling the community and membership of our church. The study of this data took place during **Ministry Leadership Team** meetings and took several weeks in the fall of 2017 and winter of 2018 to complete. **Michelle Thomason** us compare Zion's demographic profile with that of the community around us. The outcome of this process identified some holes in ministry offerings. We found that young adults in particular are not adequately represented or served by our program. We noted the need for more attention to connection building among members as well as the needs of families experiencing the "empty nest." The **MLT** concluded that small group ministry could well be a tool that would assist Zion in becoming a place where people support people while learning together. **Bethany Andrews (DCE) and Pastor Rouland** dedicated time and talent to preparing the information for the MLT to examine and discuss.

2. In an effort to better know the members of Zion, the Ministry Leadership Team followed the demographic study with a thorough review of the membership. Using information from our data base, **Michelle Thomason**, projected information on each family unit or individual member while the MLT members related how well they knew each entry. Michelle kept records of the outcomes to determine the depth of knowledge the staff had of the membership. We were particularly interested in identifying members who worship regularly and/or participate in ministries but are not well known by staff. In addition, names were noted for special contact by staff or the **Elders**. In all, the staff reviewed over 800 families and individual members. This review was spread over several weeks in MLT meetings and took place in the winter and early spring of 2018.

3. As a result of the learning which resulted from the two experiences listed above, the **MLT** explored the current ministry structure at Zion. The goal was to change the work of the staff to more efficiently and effectively lead ministry teams at Zion. A new structure emerged based on the age and stage of members. The MLT agreed that this structure represented a better way to utilize staff talents. Of particular interest is the elevation to **Vickie Adams** to serve as the leader of **Connections Ministries**. Vickie participates in the **Ministry Leadership Team** and has supervisory responsibility for those ministries which invite, involve and support new members to Zion. **Bethany Andrews** leads **Children and Family Ministries** **Aaron Hansen** leads **Youth and Young Adult Ministries**, and **Pastor Jason Reitz** leads **Adult Ministries**. Other ministry leader's roles did not change a great deal. **Mark Thaelke** continues at the ministry leader in the area of **Worship and Music**, **Principal Marc Debrick** and **Early Childhood Director Cheryl Haun** continue to lead our **School Ministries**, and **Business Manager Michelle Thomason** and **Church Administrator Don Hugo** lead the **Support Ministries** of Zion. One of the significant changes to the structure at Zion was that all ministry leaders took up the charge to build community and be outreaching to those outside of Zion. (see new structure outline and organizational chart at the back of this report)

4. A result of the study and changes listed in numbers 1-3, the **Elders at Zion** challenged the staff to consider expanding our ministry to provide services to those who are not well served. In addition, **Pastor Schwab** has notified Zion that he would like to fully retire from his work here. Pastor has been working diligently with our visitation ministry to the elderly and sick since his retirement as our senior pastor in 2010 and his current work has been an integral part of our service to this segment of our membership. In addition, he has worked with some of our care ministries like **Cancer Companions** which is led by **Janet Fischer and Julie Stanglein**. The **Elders** have recommended that Zion's pastoral staff be expanded beyond the part-time role filled by **Pastor Schwab** to full-time position which is focused on visitation, care ministries, and the development of a small group ministry. Such a full-time position would involve the calling of a pastor who would participate in the preaching and teaching ministries of our church.

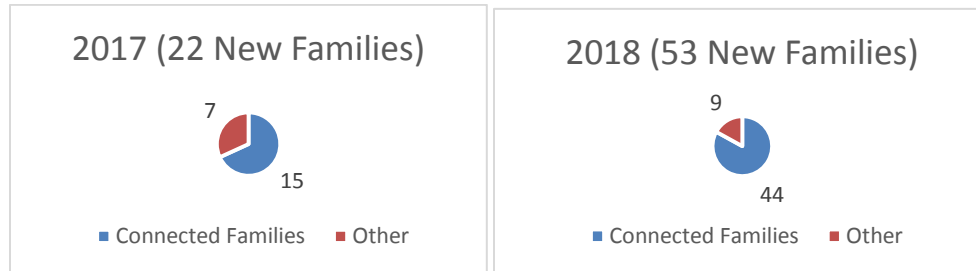
5. Attention has been given in this planning cycle to the **Bible Study** opportunities offered at Zion. An additional option for **women** has been established on Thursday evenings to supplement the two offerings on Wednesday morning and afternoon. Our ministry staff has been a part of these studies in that they give lectures to the groups. The **Men's Bible Study** which was held on Wednesday mornings has been moved to Friday mornings in an effort to accommodate more working men. The **Saturday Morning Men's Bible Study** celebrated 20 years of continual service this year and continues to meet twice monthly. Our **Higher Education Team** is completing a revision to their planning process to assure continuity and predictability to their class offerings.

6. Under the leadership of **Bethany Andrews**, the **Milestones Ministry** has been expanded to include classes for 3-year-olds through 5th grade. Participation has increased as a result and the scheduling of classes has been adjusted in hopes of accommodating more families. **Bethany** recently presented this ministry to the **Family Conference** sponsored by the **Missouri District of the LCMS** so that other congregations might use our ideas.
7. An “**Advent Family Fun Night**” has been added to our events calendar on the first Saturday of December. **Bethany Andrews and the Children’s Ministry Team** led this effort. The goal of this event is to equip families as they celebrate Advent in their homes. This event was held for the first time in December 2017 with thirty families in attendance. Participation doubled in December of 2018 to sixty families.
8. Our **Sunday School** curriculum has undergone a major revision prior to the 2018-19 school year under the direction of **Bethany Andrews and the Sunday School Team**. A rotational curriculum has been developed so that no grade repeats a lesson from 3-year-olds through grade 5. The goal of this curriculum has been to implement age-appropriate lessons focused on Bible basics, apologetics, and pre-confirmation. Our Sunday School teaching staff includes: **Lora Young, Michelle Vangilder, Debbie Beel, Katrina Kearns, Rebekah Buchholz, Ellie Dose, Clint Christensen with helpers Maddie Bernhardt, Chloe Trimble, Ali Raithel, Koryn Vangilder, Angelica Ornelas, and Berkley Reitz.**
9. As a part of her role in the area of building connections, **Operations Coordinator Vickie Adams** has begun work with our **Elders** in tracking the involvement of new members to Zion. Data is collected regarding the interests and past experiences of new members and information is share with appropriate ministry team leaders to encourage quick assimilation. A profile of new members and their backgrounds is prepared and shared by Vickie with others lay and staff members so that the best fit for new members can be determined. Seventy-five new families (166 individuals) became a part of the Zion Family in the twenty-four months from March 2017 to March 2019. Using the definition of “connected” below, fifty-nine of those families have been engaged at Zion since joining the congregation (refer to chart on page 5).

Connected = defined as a family with one or more family members active in one or more ministries, and/or related to a Zion member.

March
'17-'19

Connected Families	59
Other	16



Goal # 2 Growing to broaden our impact in our community.

1. The request from **Pastor Schwab** to complete his formal ministry at Zion along with the needs of the congregation as identified in #3 of section one above, has caused us to give a lot of attention to the future of our pastoral ministry as a whole. We expect this target to be continued into the next planning cycle but work is now being completed to make expansion of our pastoral ministry possible in the next few months. **Pastor Rouland and the Elders** have developed a relevant role description for new staff to serve our needs in pastoral ministry.
2. As we began this planning cycle, our target was to involve our members directly in mission trip to Laguna, Belize. However, organizational problems developed with the agency through which we expected to work in Belize. We have shifted our focus to work in **Guatemala**. The congregation has “adopted” over ninety children by providing monthly financial support to them. **Pastor Reitz, Julie Sostak and Butch Powley** have completed visits to Guatemala and a larger mission trip is planned for July 2019. Our partner in this mission outreach is **Children’s Hope Ministries**.
3. We determined that we wanted to broaden our congregation’s footprint in the local community as we worked through the last eighteen months. Zion has become a supporter of the efforts led by the **St. Charles Community Council**. **Todd Barnes**, a Zion member, is the CEO of this agency. In addition to financial support for the homeless and needy, Zion staff and members has participated in a census activity for the past two years in an effort to locate and identify the homeless in our county. The **Missouri District of the LCMS** began a new initiative titled “**Plus One**” in which it encouraged each district congregation to begin one new outreach ministry. Zion has chosen to make our outreach to the homeless and poor our **Plus One Project**. **Students at Zion Lutheran School** have been engaged by their **teachers** in a great number of projects and activities designed to reach into our community and serve others. Many are listed by classroom at the back of this report.

4. We have partnered with the **Rev. Micah Glenn** who serves as an **LCMS Missionary to Ferguson and North St. Louis County**. **Rev. Glenn** led the annual **Men's Retreat (2017)** sponsored by Zion and other Lutheran Churches in our area. Assistance from Zion in the form of financial resources has been provided along with school materials to be used by north county children. Our **School** dedicated one month of their weekly offerings to this ministry during the 2017-18 academic year.

5. Our **Confirmation Ministry** has now completed the transition into a new format. Sixth grade students are now involved regularly in the program and our confirmation service has become a fall event. Eighth grade students complete their course of confirmation study in the fall of their eighth grade year which culminates at the service of **Confirmation** which coincides with our celebration of the Reformation. This separated confirmation from the graduation exercise of our eighth graders from Zion Lutheran School. This also provides confirmands the opportunity to participate in both senior and junior high youth groups in the eighth grade year. **Pastors Rouland and Reitz** along with our **DCEs Bethany Andrews and Aaron Hansen** instructs our confirmation classes. They are assisted by field workers **Connor Wondrasch and Ben Leeper** from **Concordia Seminary in St. Louis**.

6. Zion continues to be a partner with Bethlehem Lutheran Church in St. Louis in the **Greater Things** ministry. Zion's support in the amount of \$10,000 yearly to this ministry was extended this year. **Greater Things** reaches out to the urban community surrounding Bethlehem. **Rev. John Schmidtke and Rev. Dr Gerard Bolling** serve in this ministry and **Pastor Reitz** acts as our liaison to them. **Pastor Reitz** is currently exploring a way to have Zion members go to Bethlehem on Wednesday evenings to lead devotions and craft/game projects with children from the community. **Rev. Schmidtke** has preached at Zion in the last year and he brought with him the **Youth Choir of Bethlehem**.

7. Early Childhood ministry has been targeting the strengthening of family involvement in life of the congregation over the past months. Our pre-school students were invited to sing in two of our Sunday service during Advent and the families of these students got special invitations to our new Advent Night event. Invitations were extended to young families to be a part of the coming Lenten Dinner and Activities programs. We were able to offer a course in "Conscious Discipline" through our Higher Education ministry which was led by **Early Childhood Director Cheryl Haun**. **Jon and Amy Bernhardt** taught classes on "Bringing Up boys" and "Bringing Up Girls." **Bethany Andrews, Children's Ministries Director**, participated in the Lutheran Schools Week Carnival to build a connection with the church children's ministry by getting to know students and families. She leads chapel services in our **Early Childhood Program** and does children's messages as well. **Cheryl Haun and Bethany** collaborate on the effort to engage our young families in the life of the congregation.

8. We determined that we would systematically make contacts with our visitor and members to increase their sense of belonging at Zion. To this end, **Vickie Adams (Connections)** has established a process to send cards, make phone calls, reports skills and talents, and inform our Elders regarding members and visitors.

9. **Vickie Adams** has periodically compared the worship attendance patterns of our members as a way of discovering changes in pattern for which we do not have explanation. A list of members who have changed worship patterns has been reviewed by **Pastor Rouland**. As a result, we have been able to update our list of members who need homebound care; those who are away from our community for extended periods; and those who might benefit from personal contacts by our **Elders**. These contacts have been done in a way to invite these members back to worship at special times of the church year. Contact information has been updated in some cases; we have now received prayer requests; and we have re-established communication with members to let them know we care about them and want them to be a part of Zion worshipping community.
10. In order to strengthen the bond between our school children and the youth program at Zion, we have engaged our **DCE's Bethany Andrews and Aaron Hansen** in the religion instruction of our junior high students during the school day. Both Bethany and Aaron presented a framework for our entire program which serves youth from junior high through young adulthood in the April 2018 Voter's Meeting. Retreats, Sunday evening programs, Wednesday Junior High Chill and more have assisted us in sharpening the focus of our youth ministry and create a more seamless transition for young people as they move along chronologically. Another focus has been on the support of families. Under the leadership of **Bethany and Aaron**, our Lenten services for 2019 take on a family centered theme as well as reinforce the mission and promises of Zion. Since our Lenten services no longer contain the faith statements of our confirmands, due to the change in confirmation ministry, our services will include educational sections which explain why we worship as we do and reinforce our love for children and family. Discussion-based activities for families at interactive stations will be a part of our Lenten Suppers between services.
11. Zion's music program has experienced growth during the last planning cycle. Membership in the adult choir has grown to thirty-nine members, representing an increase of eight members. The school music program has also grown as our **Joyful Noise** group of junior high students is at fifty-eight members and the fifth grade **Jubilant Voice** choir has nearly thirty singers. Our **Wind Ensemble** has twenty-one players, the **Liturgical Ensemble** had nine, and the **Jubilate Ringers** has eleven players. Our **Beginning (ten) and Concert Band (thirty-two)** programs are doing well under the direction of **Theresa Thaelke**. **Kathryn Crumrine** serves as the instructor for grades 1-4 vocal music. Zion has a **Requiem Choir** of eighteen regular singers who serve at funerals. Our school groups regularly sing at **Breeze Park** for the residents there. They also sing at **Chapel of the Cross Lutheran Church** and during our own services. **Mark Thaelke** leads our music program as **Director of Worship and Music**. His assistant is **Theresa Thaelke**. One of Mark's goals this past year has been to incorporate the psalm or portion of a psalm assigned to each Sunday of the church year into the worship service musically. It is hoped that the congregation will have many psalm refrains in memory.

Goal #3 Supporting to use our tools for ministry more efficiently.

1. **Lutheran High School** is an extension of the school ministry at Zion. In this planning cycle, **Lutheran High School's Board** has proposed to renew and revise portions of their facility as well as add significantly to the buildings. A new gymnasium, classrooms, and labs are currently under construction and other portions of the building are scheduled for repurposing and renewal. Zion has made it a part of our planning to financially support these changes for the purpose of providing the best possible secondary education for our children and children in the community. Zion has made a congregational pledge to the campaign and a number of our members have made personal commitments. The plan at Lutheran High is to have the gymnasium ready for graduation in the fall. Zion is well represented in the leadership of Lutheran High in that the **Head of School Craig Ernstmeyer, Principal Jon Bernhardt, and Assistant Head of School Doug Kuhlmann** are all active members at Zion. **Doug** has also chaired the financial campaign to provide new facilities.
2. Zion added the position of **Facilities Coordinator** in the Fall of 2017. The target of this addition was to better plan and care for our facilities. Zion member, **Jeff Calvin**, assumed the role in October of 2017. Since that time, Zion has undergone several major facilities renovations which include roof replacement, parking lot renewal, door and lock upgrades, painting, floor and carpet installations, pumping station renewal and more. Jeff was been active in building and supporting the **Wednesday Guy** ministry at Zion which has grown to eight regulars (**Ken Hartman, Steve Theby, Gary Brinkman, Mark Sylvester, Jim Brackman, Greg Gielow, Wayne Glover, Vernon Durst**) who come to Zion on Wednesday to perform facilities jobs and upkeep projects. The Fellowship Hall and Commons have been revitalized and the Church Office has new flooring. Jeff is currently working on a project which could save Zion resources in energy through the use of LED lighting. His position also includes the regular maintenance and upgrading of office computers in the church offices.
3. One of our targets has been to develop a long range plan for the **Zion Endowment Fund**. This fund was established under the leadership of **Jim Brackman** the leadership of the team has now passed to **Bruce Hanson**. Staff support is provided by **Michelle Thomason**, our Business Manager. Under **Bruce's** leadership, a five year plan has been put in place for the activities of our endowment team. The endowment has grown over its relatively brief history to over \$250,000. Jim has continued his work with the LCMS Foundation in assisting our members with estate planning services.
4. Zion desires to be an outreaching congregation. Part of that outreach is to support those serving as missionaries in foreign lands. Currently, Zion supports **Angela Steinbacher**, a daughter of the congregation who is serving in China where she teaches children with disabilities in the WILL program. In addition to **Angela**, Zion supports the ministry of **Rev. Jon Clausing and family** who are serving in Africa where **Pastor Clausing** is working to establish a seminary to prepare African student for ministry.
5. Under the leadership of our **Technology Coordinator Joe Schmidt**, Zion has completed the upgrading to the equipment which serves our Sanctuary and Fellowship Hall in recent months. Cameras, speakers, projectors, and amplifiers have been added or replaced so that our members are well served during both worship and study. **Joe** schedules his team of **A-V technicians (Tim Diehl, Bob Hoehn, Pat Ferber, Larry Desemone, Dave Stanglein and Cherie Hugo)** to cover worship and other events at Zion demanding the use of technology.
6. One of our targets has been to unify and communicate our staff commitment to ministry at Zion. **Don Hugo and a team of staff members** worked together to develop a set of **Guiding Principles** which speak to the common beliefs that our staff hold in common. Staff members were asked to review these principles by **Pastor Mark Rouland and Principal Marc Debrick** in the fall of 2018. When this process was complete, all staff members were asked to sign the principles document and it was framed and displayed in all of our buildings. The public display of our **Guiding Principles** serves as a clear statement to all what we believe and what behaviors we expect of ourselves as staff at Zion. This process will be repeated each fall as new staff members join Zion.

7. It has been our desire to create clear and dramatic signage for the entry to our campus. This signage is intended to communicate the strength of our congregation and welcome all to our campus. Due to the generous gift from a member as a memorial, funds are now available for this installation and plans are being finalized. It is hoped that a new entry sign with landscaping will be put in place this spring. **Members David Mudd and Don Hugo** are working on this project, and it appears that it may be complete in the Spring of 2019.

Supplemental Information:

Zion Lutheran School Enrollment History 2001-1019

School Year	ELP Enrollment	PS Enrollment	K-8 Enrollment	Students Baptized:	Adults Joined:
2007-2008	36	46	278	7	14
2008-2009	36	42	258	5	11
2009-2010	48	47	265	8	12
2010-2011	55	59	276	7	15
2011-2012	68	73	280	2	20
2012-2013	70	89	289	6	13
2013-2014	61	101	289	6	16
2014-2015	62	127	323	6	14
2015-2016	62	127	334	11	18
2016-2017	63	148	340	8	17
2017-2018	64	148	355	8	13
2018-2019	64	145	372		
Percent growth (12 school years)	78%	215%	34%	6.73/year	14.82/year

Outreach Projects carried out by Zion School Classrooms:

Mrs. Bernhardt's Class

Pray for, make and send cards and for those on church's prayer list
 Put together care packages for college students
 Made cookies to share with neighbors
 Cleaned hallways and bathrooms prior to open house
 Made and sent valentine cards for shut-ins
 Made cards for Breeze Park residents
 Made plyarn for women's ministry to crochet into mats for homeless

Made cards for hospital visits
Cleaned tables in the church basement
Collected toys for Friends of Kids with Cancer
Families gave/made meals for a mom in my class that had serious surgery

Jr High Classes

Walkathon fundraiser day
Packing day - Christian Friends of New Americans Welcome Kit
Delivery Day - Students volunteered to deliver welcome kits to CFNA
Christmas cards to China for Angie Steinbacher's students

Student Council collects and sorts food brought in by the student body to give to the seminary food bank. Provide 20 full turkey dinners for seminary families.

Mrs. Mudd's Class

Friends of Kids with Cancer - Superhero Smash toy collection (2017 & 2018)
Friends of Kids with Cancer - Activity Book collection (2018) & created "kits" to make a playdoh Christmas tree while in the hospital (2017)

Helping Hand-Me-Downs - The goal of this organization is "Building Stable Communities One Family at a Time." When families are in need, Helping Hand-Me-Downs provides them with needed support. Families not only receive items necessary for caring for their children, they can also receive counseling support to help them find stability and independence (2018)

Miss Bevirt's Class

This year I partnered with Pastor Bolling at Bethlehem Lutheran. I used two Thrivent grants to purchase Christmas gifts for the kids in their outreach program. My students helped wrap the gifts and I delivered them.
Last year my class collected used and new books to donate to the Mayo kids cancer clinic in Minnesota.

Mrs. Reed's Class

Prayer Partners teamed with members of ACTS Class.
Letters to Zion's homebound members

Mrs. Hoehner's Class

My class has sent college care packages to college students and we have collected Superhero toys to be donated to Friends of Kids with Cancer.

6th Grade Classes

Sept 2017 6th grade Gum Drive for Friends of Kids with Cancer
Easter 2018 6R Packing welcome kits for New American immigrants through CFNA (Thrivent Action Grant)
Book drive for Hurricane victims

Mrs. Kuhlmann's Class

We made cards for the shut-ins.

Mrs. Tyler's Class

We visited local community workers (police, ambulance, firefighters, animal shelter, and post office) and delivered baskets filled with goodies we collected as well as a large thank you sign from students.
We collected items to send to deployed soldiers - large care packages. Decorated the boxes and made cards to go inside. A soldier came and talked to the kids about what it's like to be deployed.

We visited a food shelter and worked to fill goodie bags to hand out. We used Thrivent action teams money to buy items to donate to the food pantry as well. We made valentine cards and took them to a local nursing home and sang songs and handed out valentines. We also interview the residents with simple questions like favorite color, song, book, etc. This year we saw Barb Prince and she was so excited to see the kids.

Mrs. Smith's Classes

Last year second grade:

Made placemats for Meals on Wheels throughout the year (every holiday)

Made and sent thank you letters to Veterans -specific church members and community at large through an organization Emily Forke knew about.

This year in my kindergarten class:

Breeze Park- singing, making beaded ornaments, and gifted warm socks

Helping Hands donations at Christmas

This chart represents the total number of baptisms, funerals, confirmations, and weddings at Zion Lutheran Church from March 2017-March 2019.

	March 2017-18		March 2018-19	
	Members	Non-Members	Members	Non-Members
Baptisms	51	8	19	11
Funerals	15	8	17	6
Confirmations	53		69	
Weddings	7	x	14	x

The following chart provides information on membership changes 2017-18

	Year end 2017	Year end 2018
New Adults Incoming	31	88
New Children Incoming	8	41
Adults Transfer Out	33	20
Children Transfer Out	12	2
Self Exclusion	712	
Confirmed Members	2296	2403
Total Baptized Membership	3141	3208

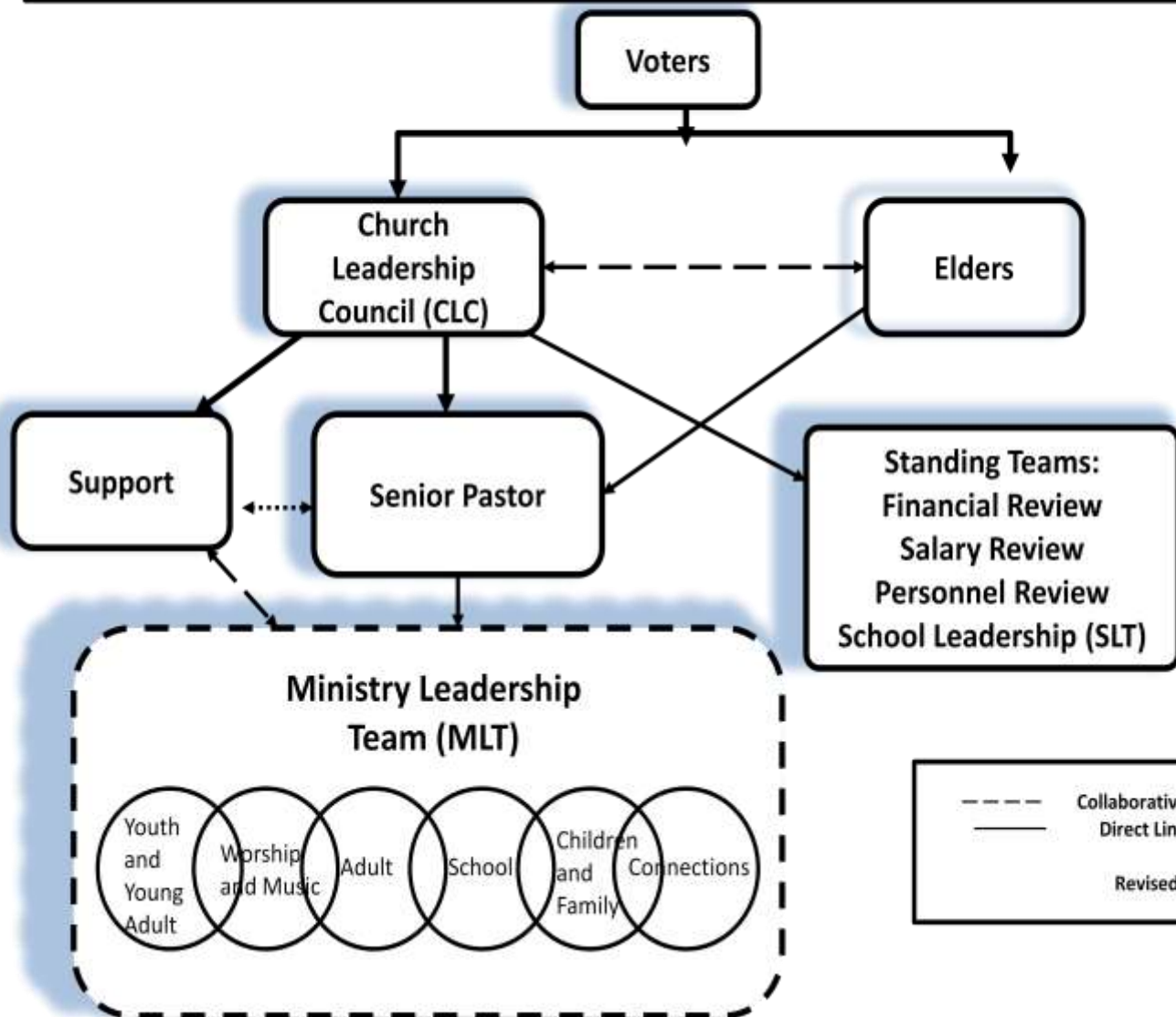
Zion Staff Guiding Principles (Developed Fall 2018)

Zion Lutheran Church and School's mission is "to nurture and expand God's Family as we proclaim Jesus Christ, who restores the broken, and leads us to reach into our community with acts of love and service."

As staff members at Zion, we all hold a key role in reaching this mission. We are unified under the Gospel of Jesus Christ and interdependent on each other as we seek to be God's servants in growing His Church. In order to assist us in reaching our potential as representatives of Jesus Christ and employees of Zion, we are guided by the following:

- We understand and uphold the beliefs based on the Word of God as expressed in the teachings of the Lutheran Church-Missouri Synod.
- We recognize the public nature of our work and we do our best as co-workers to support each other.
- We understand the power of communication using all the tools God has provided to us and we pledge to represent Zion Church and School positively in all we communicate.
- We value the process of dialogue and we pledge to use it in a caring manner to constantly improve our unified approach to ministry.
- We benefit from the great love God has shared with us through His Son and this love motivates us to love others in our roles as Zion staff members.
- We understand the need for good order and clarity and we work through established policies and structures.
- We love and support each other as we work together, resisting the temptation to gossip or destroy the well-being of our co-workers.
- We recognize that we represent Zion at all times and in all places and we strive to conduct our lives in a God-pleasing manner to build up our community.

Zion Lutheran Church and School Organizational Chart





ZION LUTHERAN

This chart serves as an outline of the structure for leadership of Zion's ministries. The three value areas of Education, Outreach and Community are intended to run through all ministry areas. All ministries at Zion should weave these values into the fabric of the life of the congregation.

Ministries and programs listed in Ministry Areas denote ministries for which the Ministry Area Leader(s) are responsible for in Zion's structure, ministries that the Ministry Area Leader runs but which do not have a specific lay team and regular/major events that need staff coordination, communication, or volunteers. Listed ministries and programs do not denote the role description of the Ministry Area Leader. The role description includes the leadership of a ministry area but also includes opportunities to serve in ministries in other areas, the expression of personal interest and talents that make connections to the people of Zion, the care of members, and efforts that further the mission of Zion by being a good teammate.

Ministry Areas	Ministry Leaders (MLT)	Ministries and Programs		
Senior Pastor	Pastor Mark Rouland			
Worship and Music Ministry	Mark Thielke	Sanctuary Arts Music Ministries Acolytes	Devotional Life Ushers Lay Readers	Baptismal Ministries Altar Guild
School Ministry	Marc Debrick Cheryl Haun	School Leadership Team Financial Aid Moms in Prayer	Together We're Better Parent Teacher League	
Children and Family Ministry	Bethany Andrews	Shell Seekers Sunday School Milestones Family Events	Vacation Bible School Little Lambs Nursery Children's Message	
Youth and Young Adult Ministry	Aaron Hansen	Youth Servant Events/Retreats Senior High Youth Junior High Youth	College Students Scouting Programs Confirmation Ministry	
Adult Ministry	Pastor Jason Reitz	Adult Bible Studies Men's Ministries Mission Ministries Women's Ministries Senior Fellowship	Cancer Companions Crafters Quilters LWML Groups Lutherans for Life	
Connections Ministry	Vickie Adams	New Member Classes (101) Visitor Follow-up New Member Induction Gift and Fund Drives	Lunch Bunch Ministry Adult Confirmation Greeters	
Support Ministry	Michelle Thomason Don Hugo	Church Library Counting Teams Endowment Fund Audio-Visual Team	Transfer the Blessings Facilities Teams Sausage Supper Team Cemetery Team	