

Summary and Follow up of Ministerial Retreat - 04/02/2022

On Saturday April 2, 2022, 28 members and friends of FUMC-WA gathered for a ministerial planning retreat to start the development of a 3 Year Ministry plan that will result in the Growth of FUMCWA. We focused on three areas, Nurture, Outreach and Witness (NOW) which the Book of Discipline has identified as critical for the Health, Growth and Vitality of local churches.

During the retreat, in small groups, we identified what we do well, what we could do better and what we would like to see FUMCWA be doing in three years in the areas of Nurture, Outreach and Witness. We also developed recommended goals for several Administrative and Missional committees.

This was the first step in a process which will result in the development of a 1 – 3-year ministry plan that will be presented to the Church/Charge conference in the fall of 2022.

The next step, is for the individual committees to review what was recommended and/or develop recommended goals if we were unable to develop then at the retreat.

In late August or early September we will have a second congregational retreat to review and finalize all of the recommended goals for the administrative and missional committees. Once this is done, a final Ministry plan will be submitted to the Church Council for their approval. The Book Of Discipline, which outlines the policies of the church, requires the Church Council to approve and administer the Ministry Plan.

Once the plan is approved, the committees are responsible for the implementation and the Church Council is responsible for holding the committee accountable.

The following documents are being provided to the congregation so those members and friends who were unable to attend are aware of the outcomes that were achieved at the retreat. Please note, these have been edited and include only the information that was relevant to the discussions.

The documents include:

1. Copy of the outline from the devotions which sets some overall benchmarks
2. Copy of the handouts
3. Copy of the feedback from the “What” small group discussions
4. Copy of the recommended goals that were developed at the retreat.

Please review this information and if you should have any questions please feel free to contact one of us or anyone who attended the retreat. Finally, consider joining us for the fall retreat so your voice can be heard concerning the future of FUMCWA.

David Affeldt
Chair – Church Council

John Harrits
Lay Leader

Rev. Dr. Sam Royappa
Lead Pastor

Summary and Follow up of Ministerial Retreat - 04/02/2022

Pastor Sams Devotions was centered around

Matthew 16:18

“I will build my church” (NIV)

“I will put my church together, a church so expansive with energy” (MSG)

Jesus will build FUMCWA

Jesus will put FUMCWA together with energy

Building blocks/miracles to strive for are:-

Nonparticipating members 160/240 (80)

New members - 16 members per year

New study groups

New missions or ministry initiatives

New /more volunteers or leaders

Financial stability

Positive influencers or impactors

Encouragers and motivators

Closing Hymn: “Lead me to Calvary”



Summary and Follow up of Ministerial Retreat - 04/02/2022

First United Methodist Church – West Allis Ministerial Planning Retreat April 2, 2022

Good Morning People of God,

In his book, *The Post-Quarantine Church: Six Urgent Challenges and Opportunities That Will Determine the Future of Your Congregation*, Thom S. Rainer identifies six challenges that will affect the Health, Growth and Vitality of the local church. They are:

1. Churches gathering differently and better
2. Churches considering creative methods such as 'the digital world' for proclaiming the message
3. Churches emerging as a 'neighborhood church' reconnecting with the local community
4. Churches perceiving 'prayer' as a spiritual strategy for a new spiritual awakening
5. Churches rethinking church buildings for emerging ministries
6. Churches making a lasting impact that will make a difference in the life of the church and in the communities.

In order to fully understand the 'new normal', FUMC-WA should be asking and answering direct and relevant questions about its Health, Growth and Vitality with all members of the congregation having a voice. The answers to these questions will hopefully determine creative approaches, missional strategies, and fruitfulness of FUMC-WA church ministries.

God calls people and volunteers to launch ministries and programs. For over 134 years First UMC, West Allis has adapted and responded.

For our Ministries and Programs to be successful each of us needs to take on specific roles.

The Pastor needs to cast the vision for the church, coach the leaders and individuals who are creating the growth and serve as a cheerleader for FUMC-WA.

The Church Leaders and Council need to catch the vision with a strong commitment to creating a passion and momentum so everyone is focused and concentrating on the Health, Growth and Vitality of FUMC-WA. This will only be accomplished with collaboration between the Leaders, Council and Congregation.

The Congregation needs to be committed to the Health, Growth, and Vitality of FUMC-WA with a can-do attitude. This is accomplished by championing the goals creatively and faithfully, offering constructive and creative feedback and celebrating our milestones.

Summary and Follow up of Ministerial Retreat - 04/02/2022

Thank you for joining us on this journey by participating in FUMC-WA Ministerial Retreat.

David Affeldt

John Harrits

Rev. Dr. Sam Royappa

Chair – Church Council

Lay Leader

Lead Pastor

The United Methodist Church Book of Discipline (BOD) identifies three ministries that are important for a church to be **Healthy, Growing and Vital**.

Nurture shall give attention to education, worship, Christian formation, membership care, small groups, and stewardship. In the past, this was called **Discipleship**. It focuses primarily on the internal needs of the congregation. Attention must be given to the needs of individuals and families of ALL ages. *“What we do for those who come to the church.*

Through fellowship, worship, Sunday School, small group ministries, and other nurturing experiences, people will grow in their faith, and be equipped to serve as faithful disciples within their communities and the world.

Outreach give attention to local and larger community ministries of compassion, justice, and advocacy. In the past this was called **Stewardship**. These ministries include church and society, global ministries, higher education and campus ministry, health and welfare, Christian unity and interreligious concerns, religion and race, and the status and role of women. *What do we do for those who do not come to church.*

Outreach includes Ministries of compassion which address the immediate needs of individuals, families, and communities. The church should also advocate for justice related changes in their communities. Outreach ministries also call on a church to be engaged in regional, national, and global structures and values of society by moving toward justice and righteousness in public policies.

Witness shall give attention to developing and strengthening evangelistic efforts of sharing of personal and congregational stories of Christian experience, faith, and service; communications; Lay Servant Ministries; and other means that give expressions of witness for Jesus Christ. In the past this was called **Leadership**. *How we share our experiences of the good news of God’s love in Jesus Christ.*

Caring, sharing, listening, visiting, preaching, praying, hospitality, etc. - all we do out of our experience of God’s Love in Christ is our witness to our community, state, nation, and the world.

Summary and Follow up of Ministerial Retreat - 04/02/2022

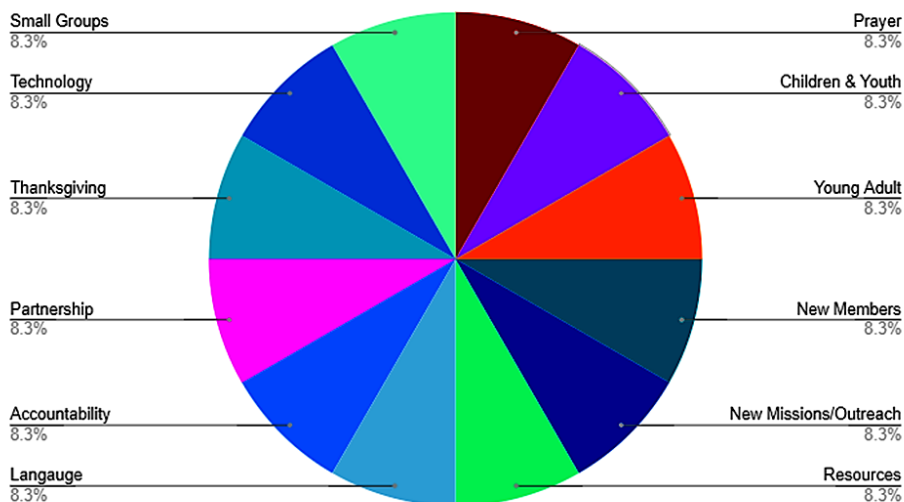
Please remember: **NOW** - is the time for **N**urture, **O**utreach and **W**itness so we can have a Healthy, Growing and Vital Church.

Health, Growth, and Vitality of First United Methodist Church, West Allis GROWTH INGREDIENTS

By Pastor Sam Royappa

Presented at The Church Council, July 12, 2021

Points scored



With God's grace and guidance, the founding fathers established The Methodist Church in the Milwaukee area one hundred and thirty years ago. The church of Jesus Christ is designed to be healthy, growing, and vital in the areas of three *SHIPS* - Discipleship, Stewardship, and Leadership. With vision, mission, passion, and commitment, let us gather the following ingredients to keep FUMCWA healthy, growing, and vital.

PRAYER

Prayers go up; blessings come down. The Prayer Ministry is to be strengthened with additional opportunities beyond worship prayer, the prayer chain, and Susanna Wesley Prayer Time (first Saturday of the month). Let us begin praying specifically for the future of FUMCWA. *Bless*

Summary and Follow up of Ministerial Retreat - 04/02/2022

FUMCWA with more health, more growth, and more vitality.

THANKSGIVING

The future begins with the strengths of the church for which we offer thanksgiving and praises to God Almighty. The present strengths are to be frequently named, affirmed, celebrated, and continued. One of the strengths of FUMCWA is the dedication and commitment of the volunteers who serve the church through many avenues.

LANGUAGE

There is an intentional invitation (by Pastor Sam) in the last two years to shift our language from maintenance mode to growth mindset, from survival to thriving, and from contentment to excellence. This means the membership, the leadership, and the staff need to incorporate the language of *Health, Growth, and Vitality* (HGV) into all the conversations. Business as usual won't take us anywhere.

RESOURCES

FUMCWA is blessed with resources such as people, volunteers, leaders, properties, finances, and staff. They are all to be grown each year proportionately. New volunteers, new participants in Sunday School classes of all age groups, new givers, new leaders, new partners-in-mission, and new visionaries are to be recruited with intentionality and purpose.

CHILDREN, YOUTH & YOUNG ADULT FOCUS

Children and Youth are the present and future church. Sunday School, VBS, and AWANA are just the beginning. They are to be expanded to the extent of flourishing with a vibrant children and youth ministry at FUMCWA. The direct groundwork or framework is to launch a young adult ministry side by side. Families with small children are to be engaged preferably with a Family Worship Service.

SMALL GROUPS

Small groups are one of the proven natural church development strategies all over the world. It does require lots of effort and planning. This ministry means all church members are invited (with an expectation) to be part of a small group based on a variety of spiritual, mental, and social needs. They are called "*Holistic Small Groups*" that are to be designed as a tool for lasting and loving relationships among church members.

Summary and Follow up of Ministerial Retreat - 04/02/2022

NEW MEMBERS/DISCIPLES

Church membership (245) and worship attendance (159) have been at a plateau level for a number of years at FUMCWA. There must be a proactive approach for membership and worship attendance growth for 10-15% growth each year. Fifteen members have died this past 16+ months which means loss of membership and givers. Yearly efforts are to be in place to replenish the loss along with percentage growth.

NEW MISSION OUTREACH INITIATIVES

FUMCWA is known for *Music and Missions* which are primarily our signature ministries. While affirming and appreciating all the efforts, FUMCWA is called to explore new initiatives both in-reach and out-reach creatively and constantly, like the recent new ministries such as AWANA (2019), Global 6K (2020), Parking Lot Hot Dog Mission (2020), and the Easter Basket Mission (2021). Mission is the vitamin of any Faith Community.

TECHNOLOGY

In the post-modern church culture, technology is an effective method of communication to all ages, especially to the younger generation. In the last 16+ months, FUMCWA has achieved several milestones in the area of technology. It's an investment into the future harvest. Live Streaming Sunday worship services are reaching the unreached and unchurched. Yes, we have a long way to go, but our initial steps are producing fruit. Social media engagements such as Facebook, BAND, Instagram, YouTube, and the Website are all bearing fruit in many ways and must continue to grow.

PARTNERSHIP

FUMCWA is a body of Christ, committed to fostering unity in diversity by all working together. This requires partnership between committees, ministry groups, mission teams, and the staff. Ministry-in-isolation mindset is to be transformed into ministry-in-partnership. Life and ministry of FUMCWA are to be owned and embraced by all people with mutual support and partnership.

ACCOUNTABILITY

John Wesley would say - *Let us watch over one another in love*. That's called holding each other accountable to the vision of the church. Accountability is about constructively and strategically evaluating ALL missions and ministries periodically with the sole purpose of health, growth, and vitality of FUMCWA. Growth is possible only with pruning that includes study, assessment, diagnosis, evaluation, solutions, empowerment, and quality improvement.

Lessons Learned During the Pandemic

Dr. Rainer identified 6 lessons that churches have learned during the pandemic

Summary and Follow up of Ministerial Retreat - 04/02/2022

1. It is time to assess all church programs and activities for their fruitfulness - are they fruit-bearing or not?
2. It is time to take a closer look at church buildings and facilities and how they are utilized. The church is not only a building, but the church is also the people.
3. Churches that have extensively used technology for communication and connections need to step back and objectively evaluate the outcomes of social media such as live streaming and Zoom related meetings.
4. There is an immediate need to make church prayer life a priority and improve considerably the congregational prayer life.
5. Churches are challenged to reclaim the sole purpose of the church which is being an effective missional witness in the local community. Who is the Church for?
6. There is an urgent need for churches to strategically consider transforming the current climate of 'decline' and 'plateau' into better disciple-making congregations with an outward focus.

Small Group Process – Morning

1. During the Morning Sessions we will explore the Health, Growth and Vitality of FUMC-WA in the Areas: Nurture, Outreach and Witness.
2. All the participants will be randomly divided into groups of 8 – 10 and they will travel together for the 3 morning sessions.
3. Each group will have a facilitator whose responsibility is to get the dialogue started.
 - a. The expectation is that the group will maintain the dialogue and answer three key questions.
4. Once the group is in their assigned room they should review the information on pages 4 – 7 focusing on
 - a. The BOD description of the topic
 - b. The growth ingredients
 - c. The lessons learned from the pandemic.
5. The expectation is that the dialogue will focus on three questions:
 - a. What does FUMC-WA do really well in this area
 - b. What could FUMC-WA do better in this area
 - c. What would you like to see FUMC-WA doing in this area in 3 years
6. Key points of the discussion should be recorded by the individual making the point on a post it Note
 - a. Please make them legible and only post 1 idea per note.

Summary and Follow up of Ministerial Retreat - 04/02/2022

7. The posted note is then placed in the appropriate column on the Flip chart paper which is taped to the wall.
 - a. NOTE – Because we want all voices heard if you feel strongly about a topic and your idea was not expressed in the group's response, feel free to add an additional Post-it note.
8. After 30 minutes, the group will rotate to the next topic
9. At the end of the sessions, during lunch – Pastor Sam, Dave and John will summarize the comments and provide a brief overview of the morning.

Small Group Process – Afternoon

1. Pastor Sam, Dave and John will provide a brief Summary of the morning's discussions.
2. Following the presentations individuals will have the opportunity to suggest specific goals to several of the Church Councils committees
3. Ideally, several individuals will have interest in a committee and will meet together to discuss their thoughts and goals. [Editor's note, because of time we voted on the committees most participants were interested in and only developed recommended goals for the top vote getters. Individua committees will be developing their recommended goals for the fall.]
4. See Table 2 for the committees and time frames
5. Following their discussion, each room will have a clip board and envelope with a recommended Ministerial Goals sheet in it. (see example on Page 11)
 - a. Record the recommended goals on the Goals sheet
 - i. Please make them legible
6. At the end of the session, place the goal sheet back in the envelope and attach it to the clipboard.
7. Frequently Asked Questions
 - a. What if I am the only one in the room

Summary and Follow up of Ministerial Retreat - 04/02/2022

- i. Please wait a few minutes to see if someone else shows up for the discussion
 - ii. If not, record your suggested goal and feel free to join another committee meeting at the same time
- b. What if there is more than one committee I am interested in meeting at the same time?
 - i. Each time frame is 30 minutes. Feel free to divide your time as needed between more than 1 committee
- c. If I currently serve on a committee do I need to go to that committee goal session
 - i. NO – it would be nice if we had 1 representative from each committee so they could hear the discussion and place the goal in context, but this is not necessary
- d. If I am there representing my committee, what is my responsibility
 - i. To actively listen and ask appropriate non-judgmental probing clarifying questions.
 - 1. Examples of NON- Judgmental questions:
 - a. How do you think we can accomplish that?
 - b. Do you know someone who could help us achieve that goal?
 - c. What do you see as the major benefit if we accomplish this goal?
 - 2. Examples of Judgmental statements:
 - a. We have tried that before and it didn't work?
 - b. That would be too expensive and we cannot afford it
 - c. That's a bad idea

Example:

Recommended Ministerial Goals for: Nomination and Lay Leadership Development

1. Schedule regular Christian Leadership training throughout the year for members of the committee and potential and current leaders. I am thinking monthly 60 to 90 minutes via YouTube or Zoom. I would help with teaching and content if you like.

2. Schedule a sharing session on Leadership issues with other Churches in our area. This would be an informal brainstorming session on what works for us and what doesn't.

3. _____

4. _____

5. _____

6. _____

Summary and Follow up of Ministerial Retreat - 04/02/2022

7. _____
8. _____
9. _____
10. _____
11. _____
12. _____

Nurture

Well	Better	3 Years
Good greeting	Collect new guest information on cards	Vibrant Men's group
Greeting new faces	Retain kids after confirmation	Get to know new members and their spirituality
Adapted Sunday School	Post confirmation ministry	Develop new younger leaders
Sunday fellowship	Nursery volunteer	Buddy system – pair new guest with current church member
UMW (2)	Talk to all people – some members cold	Wear name tags
Sr League	Create means to access resources	Keep people informed of name changes

Summary and Follow up of Ministerial Retreat - 04/02/2022

Using technology	Chat rooms	Talent show as new fellowship opportunity
Music Program (2)	Church management software – servant keeper	One service followed by adult Sunday school classes (2)
Prayer support	Invite co-volunteer	Saturday service (non-compete with Sunday)
Encouragement of members	Mentor new volunteers	Youth mission/ministry project to serve
Christian education	Draw younger group into church service	Explore family worship format
Educational programs/classes	Improve contemporary music offerings	Coach young people to teach technology to shut ins
Christian formation	Go back to congregation sharing own prayer concerns	Reunion of confirmation classes
Pastor makes himself available	Nurturing and training of incoming new staff	We have not seen Church management software SK
Ministry thought out week – Facebook & You Tube	Non staff members to contact members	Bring back youth led worship on 5 th Sunday
Small groups ministry	Personal connections with all members	Service in park
PowerPoint	More frequent Hymn sings	Midweek family ministry
Stewardship discussion & Actions		More encouraging children's sermons – short, Sweet, more frequent
		Yearly evaluation of all programs & classes
		Increase bible studies
		Church retreats
		Spiritual gift inventory
		Develop and share plans for entire year of events

Outreach

Good	Better	3 years
Compassion outreach programs	Parish nurse	Expand prison ministry
Hot Dog ministry	Increase social activities community & members	Expand food Pantry to care items
Angle tree (2)	Community potlucks – weekly	Reinstate tutor program
Thanksgiving baskets (2)	Increase volunteers	Hire outreach coordinator
2nd Saturday Servants (2)	Missing numbers need contact	After school program with soup kitchen

Summary and Follow up of Ministerial Retreat - 04/02/2022

Food pantry (2)	Financial teaching	Homework club w/ soup 2 afternoon a week
Front Sign draws people	Google documents	Financial literacy program
Parish nurse program	Improve advertising of church activity locally	Reinstate parents' night out
AWANA	Create family activities at little or no cost	Participate WA Al a Cart
Using technology	Find local Face Book neighborhood groups	Booth at State Fair
Current mission programs (19) existing including coins of love	Increase social justice/race focus	Reestablish transportation ministry
Mission projects – stocking, hats, etc	Missions to WA area	Sunday school youth need mission trips and visit like 2 nd SAT servants
Trunk or treat	Increase connection to schools and social service programs	Explore worship service options to make more attractive diverse groups
Toiletries	Improve or increase use of sign	Choir outreach by Christmas caroling
	Address visitor needs	Joint mission project with other churches
	Reinstitute prayer walks	Prayer vigil for emergency situations
	Develop new way to reach out to immediate neighbors	Explore refugee assistance
	Find ways to encourage diversity (racial)	Listening to neighbors and their needs
	Raymond to invite people to clap & sway	Invite neighborhood to Ice cream social
	Educate regarding UMCOR Use Sunday speakers	Results of ministry and outreach to congregation
	Include in prayer for needs beyond our walls	Wesleyan Covenant Care Team meeting church needs
	More volunteers	Building presence
	Better equip to address safety concerns	Thrive Team Thrive
	More outdoor worship opportunities	More people attending from immediate neighborhood
	Who calls those not attending in awhile	Partnering with other churches

Summary and Follow up of Ministerial Retreat - 04/02/2022

Mineral street 2 nd Saturday servants Physical serving again	Praise service
	Spanish speaking ministry

Witness

Good	Better	3 years
Encouragement	Personal invitation	More food events
Generosity	More volunteers	Associate pastor

Summary and Follow up of Ministerial Retreat - 04/02/2022

Digital sign	More events	,more contact with inactive members
Technology	Targeted communication	Young adult Bible study w/ 12 – 20 strong People
Church web site	Restart youth group	Help better define witness
Committed volunteers	Outreach to young adults	1 -2-year plan story sharing regular part of service
AWANA	Nurse scheduling	Support groups for specific areas like grief
Financial support	Invite others to enter church	Meals and hospitality for those in need for a week - witness affirmation
Sharing stories in church service	Formalized more frequent story sharing	Grow small group, especially young people
Invitation to Christian education	Small groups to share and express witness	Small groups outside church walls
Stewardship witness	Wesleyan CC Ministry group just started	Have Christmas party for angel tree children instead of delivering
Visitation Ministry	Reinstate welcome during service	Small groups for singles, divorcees, those who grieve
Video witness statements during worship	Booklets- witness focus given at Food Pantry days	Have speakers from MICH, Wisdom, UNCOR
1 on 1 time in visitation	Lose the someone else will greet them attitude	Outreach ministry to demonstrate Gods love
Adult education participation	Improve physical, visual aesthetics in church	Outside prayer box with paper and pen
	Signage with witness statements or bible verses	Friendship builders
	More professional signage	
	Become better listener so we can respond with witness	
	Non-staff visitation	
	Invite community to Christian Ed. Classes	
	Diversity & Inclusion	
	Grow visitation ministry - who can go and make better calls	
	Small groups – what it means to be a witness	
	Angle tree needs a team	
	Follow up to invite for SS	

Summary and Follow up of Ministerial Retreat - 04/02/2022

Provide better resources for volunteer
Encourage faith talk in church
Deepen existing ministries – music & senior
Deepens – outreach program by inviting community
Invite neighbors to senior league

Recommended Ministerial Goals from 04/02/2022 Retreat

Summary and Follow up of Ministerial Retreat - 04/02/2022

Adult Christian Education

1. Identify some good on-line courses from United Methodist Discipleship Ministries, Faith Gateway, Lifeway, and other sources to promote for our members to take in their own time. List these on Church website, and Band. Promote to groups that are looking for classes in different times.
2. Offer church-wide course like the Lord's Prayer program twice a year.
3. Find a way to offer mentoring for young adults and teens, and new members.
4. Select a theme each month to promote in worship, classes, and other small groups, like Black History, Native American History and church connections, Methodist Universities, World Communion, Connectionalism. This is piggybacking on what Pastor Sam has been suggesting.
5. Continue to offer a speaker each year for an open discussion with Youth and Adults throughout our communities. A good example is Olu Sijuwade at Peace Lab, and God's Kids in the Hood.

Church Events Support

1. Look for more opportunities for neighborhood events and be sure to make spiritual information readily available and incorporated into each event. Each event could also include an "open house" at the church so people can go inside and see what it is like. It would be best if we had a sort of spiritual docent who could explain things about the church, the symbols in the sanctuary, the church's ministries, and answer other questions about the church and about our faith in Christ.

Communication and Technology

1. Provide at least 2/3 of the church access and utilization of Servant keepers for updates, directories, modules by October 2022. Office staff to be trained and utilize "to a greater effect" SK
2. At least 4 new volunteers for audio/PowerPoint, streaming, recording,
3. Develop targeted communications to specific groups and/or individuals within the congregation.
4. Pray for appreciation of ministry team, church staff

Discipleship

1. Appoint a Volunteer Director of Small Groups and Relational Ministry to spear head development of small groups and to coordinate small group training
2. Include materials on our Vision statement, "God care about you and So do We," in all our group planning.

Summary and Follow up of Ministerial Retreat - 04/02/2022

Missions

1. Personally invite new people to participate in Missions regularly. TB
2. Start a letter-writing campaign to support some of our missionaries overseas. Maybe involve the Youth Classes in connecting with some missionaries. TB
3. Invite Common Ground to facilitate interviews with the whole Congregation to identify priorities for community involvement from the whole Church. TB
4. Increase 3 local children's missions to serve WA residents.
5. Survey WA/WM schools to Identify tutoring needs of residents
6. Survey WA City Hall resources to identify resident needs
7. In the next 6 months gather information on the needs of WA residents from the schools, Health Department, Police Department, churches
8. Review the relevancy of current mission projects and adjust actions.
9. In one tear have an evening mission project at church to make scarves
10. Assess appropriateness of bible study for homeless camps in WA.

Recommended Ministerial Goals for: **Nomination and Lay Leadership Development**

13. Develop and implement a policy that states at a minimum, one person from each new class cannot have served on the ministerial committee they are being asked to serve on for a minimum of 2 years.
14. Implement a policy that requires committee members to take a minimum of 2 years off a committee after 2 terms.

Pastor/Staff Parish Relations

1. Based on the feedback from the retreat develop a staffing plan for the next 3 – 5 years
2. Fundraise for pledges to hire, for at least 1 year, a person to train and develop evangelism and evangelists in our church. This person would also set up and implement creative methods of outreach to the community with invitations to faith in Jesus and to joining our church. This could be a part-time position (20 hours/wk?) A good place to search for this evangelist would be in nearby seminaries.

Trustees

1. Take care of the outside building this year.
2. Access what the space needs of the staff and various church groups are.
3. Develop a 3 – 5-year plan to remodel and protect the building
4. Capital improvement campaign to accomplish goals
5. Clean out back two rooms and prayer room by 9/1/22.

Summary and Follow up of Ministerial Retreat - 04/02/2022

6. In collaboration with the groups that use the room, inventory every room in the church and evaluate the need for the items located in that room. Recycle and/or discard any nonfunctional items, items that do not meet current safety standards or have been identified as no longer needed by the group using the room.

Wesley Congregational Membership Care

1. Identify an individual team to provide blood pressure screening
2. Include (above?) those to whom we are reaching out and those who have not been in church
3. Revisit involving shut-ins in prayer ministry by sending them prayer lists
4. Not sure which committee, develop prayer box for neighborhood, invite prayer requests via electronic sign

Worship Development

1. Continue to diversify music to improve connection to congregation as a whole and to include community members beginning with special music in the summer then move to next fall and beyond
2. History of United Methodism is nice but possibly do it short – written format in bulletin.
3. Slowly bring back & recite Creeds beside Sundays they are required during service and possible small group discussion.
4. Revisit order of worship to look for places that are fresh.
5. Explore new worship service options or possibilities
6. Revisit Ad hoc worship services like we did during 9/11. All should start with worship committee – could have done it after the Waukesha parade incident.
7. Develop a list of member specific wishes for last/final service Scriptures or hymns and keep on file
8. Explore use of Prayer Team – prayer room before and after services.
9. Prayer team that will meet weekly (in person or by Zoom, e.g.) to pray specifically for our church and our neighbors who God might call through the ministry of our church.
10. Suggest intentional prayer for our church at each worship service. In addition, every week we should all be asked to pray at home on our own or with others.
11. Prayers should be made for our church to be a place where the gospel of Jesus Christ is taught, preached, believed, and lived and where our neighbors and visitors will be welcomed, loved, and introduced to Jesus Christ.

Young Adult Ministry

1. Small groups offered and attended (bible studies)
2. Young Adult increase in volunteering

Summary and Follow up of Ministerial Retreat - 04/02/2022

3. Visiting other faith groups for worship
4. Partnering with Colleges

Youth Ministry

1. At least 2 youth group gathering per month, 1 indoor and 1 – outdoor activity.
2. Activities catered to youth interests
3. Lock in scheduled and planned multiple times a year.
4. Youth retreats? Convo? Musicals?
5. Youth coordinator – volunteer at first, staff when appropriate
6. Youth volunteer team to provide support for activities
7. Safe space provided for youth to express themselves confidentiality
8. Easter “sunrise Service, restarted in 2023
9. Youth led worship i.e. sound, video. Etc.
10. Stable, memorable moments with youth “the Dorothy Lemke effect”
11. Mission trips – missions/Ministries/outreach
12. Partnering with other groups
13. Visiting other faith groups / experiencing their worship.

Unfortunately during the retreat we did not have time to make goal recommendations for all of our administrative and missional committees as well as our organizations and specialized ministries. The following will be discussed at the committee level and reviewed at our fall retreat:

- 1. Children’s & Youth Christian Education**
- 2. Finance Committee**
- 3. Church Historian**
- 4. Food Pantry**
- 5. Kitchen**
- 6. Library Board**
- 7. Memorials**
- 8. Music**
- 9. Nominations and Lay Leadership Development**
- 10. Nursery**
- 11. Scholarship & Endowment**

Summary and Follow up of Ministerial Retreat - 04/02/2022

- 12. Stewardship**
- 13. Thanksgiving Baskets**
- 14. UMM**
- 15. United Woman in Faith (UMW)**