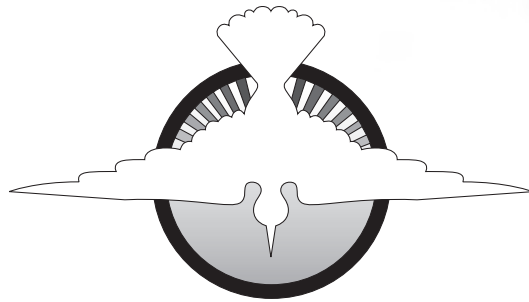


Report of the Visioning Task Force



All Saints Lutheran Church

A Spirit-filled community where people make a difference

6770 N. High Street * Worthington, Ohio 43085

www.saintsonhigh.org

Presented to Congregation Council

Aug. 31, 2009

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COMMITTEE CHARGE

In its Sept. 23, 2008 report, the Southern Ohio Synod Listening Post team recommended that All Saints develop a Vision that looks ahead five years. Congregation Council responded by forming a Visioning Task Force to oversee this effort.

The charge from Council to the task force included these elements:

- Create a clear vision that would serve as the All Saints “North Star” for the congregation during the next few years;
- Affirm and/or create a list of our Core Values, by which our actions and undertakings may be measured;
- Affirm and/or revise the Mission of All Saints;
- Involve all members of the congregation (and perhaps community neighbors) in the process;
- Build congregational consensus around all facets of the emerging visioning process;
- Ensure that all voices are heard and feel heard;
- Provide monthly reports to Church Council of progress and roadblocks;
- Communicate continuously with the congregation in an attempt to ensure that it understands the process and progress;
- Develop a document that will enable Council to:
 - Evaluate current practices
 - Define clear pastoral leadership needs and roles
 - Determine staffing and structure
 - Give voice to All Saints “North Star”

Visioning Task Force Members were: Dave Kaufman, chair, Jenna Fletcher, Pastor Bonnie Gerber, John Girgis, Heidi Lockhart, Peg Margello, Beth Ullery Maxwell, Eric Pihl, Kristen Robinson, Mark Skogstad, Bob Tobbe, David Wendt and Pastor Mike Weaver.

EXECUTIVE SUMMARY

The Listening Post team report, completed in September 2008, recommended developing a Vision for All Saints that looks ahead five years. Congregation Council responded by forming a task force to oversee this effort. The task force started in mid-February with the goal of creating an exciting Vision for All Saints that will serve as our "North Star" during the next few years. A shared Vision inspired by God to direct everything we do and support as a congregation. This report consists of five primary recommendations:

Core Values: The proposed Core Values describe how we strive to behave as a congregation. They clarify the key values we have prioritized in the past, comply with today and strive to emulate in the future.

Mission and Vision Statements: The current Mission and Vision Statements were validated as appropriate by the task force and focus groups. The mission statement aligns with our core values and summarizes why we exist as an organization. The vision statement is a concise description of our plan for the future.

Our Vision for the Future: The proposed Vision represents what we hope to become during the next five years. The Core Values, Mission and Vision Statements serve as the foundation of our Vision which reflects the comprehensive input across the congregation.

Implied Strategic Actions: There are 12 proposed short-term actions implied in the Vision and consistent with the congregational feedback. These actions represent the proposed first steps to move us from where we are to where God is calling us to be.

Communication and Celebration Plan: The plan recommends a structured approach to effectively communicate the Vision and engage the congregation in moving us forward. It must be a shared Vision that all of us help to create.

The Task Force used various methods to engage the congregation in the creative effort, from focus groups to individual responses submitted through the Web site. Formal input was received from more than 200 members of the congregation. The report includes an overview of the methodology employed and the raw data compiled. It was apparent throughout the process that there are many things that we do well today and it is important to identify them and build on them in the future.

This is a time to not only embrace our future, but celebrate who we are. The task force respectfully submits this report in hopes that Congregation Council can instill a sense of ownership and excitement in "who we are" and "what we hope to become" during the next five years. We fully recognize that it is their responsibility, as the leaders of our church, to bring the Vision to life and help the church embrace God's Vision as Our Vision.

CORE VALUES

Our Core Values supported us yesterday... sustain us today... and guide us tomorrow.

(1) We Value Our Relationship with God

We trust in God's grace and cultivate intimate relationships with Christ through gospel-centered worship, prayer, music, and education.

"So now we can rejoice in our wonderful new relationship with God because our Lord Jesus Christ has made us friends of God." (Romans 5:11)

(2) We Value Service to Others

We act in faith and share the love of Christ by using our God-given talents and resources to serve, support, and witness to our members and others in need.

"But even more blessed are all who hear the word of God and put it into practice." (Luke 11:28)

(3) We Value Our Church Community

We are a fellowship of believers where friendships are formed and deepened, people with diverse interests are accepted, and where we work and learn together in Christian love.

"The glory that you have given me I have given them, so that they may be one as we are one." (John 17:22)

(4) We Value Creative Ministry

We encourage the development of new ideas for ministry that allow us to grow in faith and make a positive impact for Christ.

"...I will pour out my Spirit upon all flesh, and your sons and your daughters shall prophesy, and your young men shall see visions, and your old men shall dream dreams." (Acts 2:17)

(5) We Value Faithful Giving

We give individually and collectively as a tangible expression of our faith.

"To whom much is given, much is expected." (Luke 12:48)

MISSION and VISION STATEMENTS

ALL SAINTS' MISSION

*All Saints strives to:
give glory to God;
share the good news of Christ;
and grow in expression of faith and discipleship.*

ALL SAINTS' VISION

*People are transformed into servants of Christ
through the good news of the Gospel.*

OUR VISION FOR THE FUTURE

This document, written in the present tense, is a picture of what the congregation wishes our church to be five years from now. While some items are already in place, this Vision includes ambitious plans for the future.

All Saints Lutheran Church exists to give glory to God, share the good news of Christ, and encourage growth in faith and discipleship. It's a place where people from all walks of life develop a personal relationship with God and learn to serve others with the gifts God has blessed them with. All Saints is a central hub in the local community and commonly recognized as a place where relationships are nurtured and lifelong friendships made. The church consists of four integrated centers of ministry connecting people with God and each other on many different levels. Each ministry is multi-faceted with a unique focus, a dedicated staff of pastors and a shared leadership model of paid staff guiding and supporting a committee system of volunteers. All church activities focus on connecting a community of people striving together to love God and one another as they live out the calling and life God desires for them.

The **All Saints Worship Ministry** offers a variety of worship experiences. Traditional, contemporary and alternative services are all well attended and offered at times and days throughout the week most conducive to the individuals served. Although the formats vary, all services, including occasional off-site experiences, adhere to traditional Lutheran beliefs and doctrines. Members and participants experience a healthy balance and mix of the ancient and modern. This mix attracts younger people while enabling all participants to identify with the rich traditions and connecting with others and God in real, everyday ways. The pastoral staff is well known for delivering inspirational sermons that help members apply biblical principals to contemporary life. Guest speakers and special music presentations are common with faith stories openly shared to enrich and personalize the worship experience. The church encourages and supports innovative ministries to align the gifts of members with opportunities to participate in and lead worship.

The **All Saints Spiritual Development Ministry** is a comprehensive leadership and faith-formation curriculum. Classes include but are not limited to theology, an overview of the Bible, gifts analysis, practical leadership techniques, teamwork, character formation and critical conversations. In addition to traditional Lutheran education, the church also provides a balanced educational track designed to develop Christ-centered leaders in all aspects of an individual's life. The church maintains an Internet campus that makes worship services and Christian education programs portable, extends the program reach to the shut-in and remote believers and provides a communication platform to connect the congregation with external communities.

The **All Saints Congregational Ministry** is fellowship-based and focuses on building relationships and connecting people across the congregation and local community. All are welcome and feel as if they belong. A structured network of people supports members in times of personal and family need, such as illness, death in the family, crisis, unemployment and other personal issues. The church provides the facilities and space for activity to happen including modern meeting rooms for small groups and Bible studies. A robust youth program is supported with innovative confirmation classes and various middle school and high school activity and interest groups. In addition to offering a part-time preschool, the church hosts the top Vacation Bible School program in the region. All Saints offers evening programs throughout the week where families gather for a meal, worship together and then go to different areas for age-appropriate classes. A common area with coffee and refreshments is a popular place for people to gather spontaneously and network with each other. Structured athletic programs such as aerobics, jazzercise, basketball, volleyball, fitness programs, golf and softball are used to foster Christian fellowship across the congregation and treat the body as the temple of God that it was created to be. Throughout all facilities and programs, there is a real feeling of connectedness to God and bonding with each other.

The **All Saints Service Ministry** is focused on service and outreach. Sharing the love of Christ through service to others is a pillar of the church, and members willingly accept the call to use their special skills to serve God. Programs targeting the local community are the primary focus with outreach programs into the metropolitan area providing food, basic essentials and other support for those in poverty and need. Volunteers offer tutoring, assistance with family budgeting, and support for parenting, family issues, health and nutrition. In partnership with other Lutheran congregations, All Saints participates in a network of global missions and helps support the building of new churches in international communities. The church is blessed and members give individually and collectively as a tangible expression of faith. All Saints' commitment to stewardship and benevolence provides the financial and human resources to sustain the church's mission to give glory to God, share the good news of Christ, and grow in faith and discipleship.

IMPLIED STRATEGIC ACTIONS

1. Structure organization around key aspects of ministry: worship, spiritual development, congregational connection and service.

These areas of ministry encompass the key aspects of All Saints vision based on the input from the focus groups and the work of the task force. Spiritual development includes, but is not limited to, educational programs and Bible studies for all ages of children and adults. Pastors, staff and lay leadership with specialized skills, expertise or passion should be aligned around these ministries.

2. Determine pastoral and staffing leadership required to accomplish All Saints mission and vision.
Staffing requirements are to be determined based on capacity to support key ministries and organizational charts aligned accordingly.

3. Expand worship options based on needs and interest to include contemporary, traditional and other formats.

Participants agreed that worship is one of All Saints' mission-critical ministries. Ideas for style, time and format were varied, but retaining Lutheran heritage is essential. The participants in the process made clear a desire for alternative worship options and offered ideas including blended, family oriented, meditative, contemplative and daily services.

4. Determine facility needs and development options for current/other location(s).

It is clear there is a need and desire for additional space, in particular for the contemporary service and for family and recreational activities. Suggestions for acquiring additional space varied greatly. The first step will be to more clearly identify exact needs and determine optimal usage of existing space. If additional space is needed, church leadership will research viable options.

5. Expand educational programs and staff to create and support youth and adult spiritual and leadership development.

Participants were clear that they want an emphasis on spiritual ministry. Examples include additional educational opportunities both in scope and frequency in a classroom setting, additional Bible studies, more opportunities for prayer, guest speakers and sermons that provide learning opportunities, especially for adults. Many expressed interest in alternatives to Sunday morning classes. Many participants also indicated they want to see the spiritual development/education area led by a pastor or full-time staff member.

All Saints values mobilized laity, and our diverse organization has a shared leadership model of paid staff guiding and supporting a structured system of volunteers. It is important to provide educational resources, leadership development and support for current and future lay leaders to enhance their effectiveness.

- 6. Develop formal support programs to better serve the congregation.**
Those who participated in the vision process feel it is important to better understand and serve the needs of our own congregation.
- 7. Expand lay ministry programs as an integral part of congregation life and worship experience and implement a structured program to identify gifts and connect people to service opportunities.**
Participants want to see more people involved. By matching gifts and talents with opportunities while providing educational resources, we will connect more people to the work of the church.
- 8. Develop formal outreach programs to better serve central and southern Ohio.**
There is a strong desire to focus outreach programs locally. Participants feel the need here in Greater Columbus and the surrounding communities is great, especially given the current state of the economy.
- 9. Develop and host social and sports programs to enrich fellowship and outreach efforts.**
Participants indicated they would like more social events and fellowship activities available. Participants offered endless ways to connect people. Although only a few young adults participated in the focus groups, their interest was particularly strong here. Participants want to reach out to each other and form a stronger All Saints' community.
- 10. Develop an Internet campus to include worship videos, sermon podcasts, education programs and social networks.**
Those who attend All Saints use many different means of communication. Leadership has discussed for years how to best engage youth, especially after confirmation and high school. Development of an Internet campus is a cost-effective way to enhance communication specifically within a certain segment of the congregation. This is a growth area where All Saints lags other churches and has a tremendous opportunity to positively affect all four key aspects of ministry.
- 11. Provide opportunities and support for sharing personal faith experiences.**
Participants stated that the sharing of faith experiences deepens their connection with others. All four key aspects of ministry can be positively affected by incorporating personal faith experiences into worship and other ministries.
- 12. Establish partnerships with other churches to expand domestic and global mission programs.**
All Saints can accomplish more and provide greater opportunities for congregation participation if we partner with other churches, Lutheran Social Services and the national church body.

COMMUNICATION AND CELEBRATION PLAN

Communication

The Visioning Task Force recommends that the theme, *God's Vision, Our Vision*, be continued with an emphasis on the fact that Our Vision was developed by the congregation. In fact, 24 percent of active adult members participated in its development.

Following informational sessions for the congregation and approval by Congregation Council at its October meeting, Our Vision can be "rolled out" on the Sunday after approval.

Communication elements on that Sunday will include:

1. Using a photograph taken by Jenna Fletcher as the bulletin cover. The photo is shot from the altar looking out to the back of the sanctuary with open doors that signal, "Come fill this church."
2. A bulletin insert highlighting the Core Values, Mission and Vision Statements, Our Vision for the Future and the Implied Strategic Actions.
3. Three posters, with photo elements, highlighting the Core Values, Mission/Vision and Our Vision for the Future. One idea for the core values poster is to feature the five core values (relationship to God, service to others, our church community, creative ministry and faithful giving) using photographs of hands that correspond to each of the five values (praying hands, etc.) A similar design will be used for the four components of Our Vision (worship ministry, spiritual development ministry, congregational ministry and service ministry).
4. Information about Our Vision will be shown on the TV screen in the Gathering Area.

Communication elements leading up to the day will include:

1. A written invitation.
2. A special e-mail inviting everyone to learn about Our Vision for the Future.
3. A Web site article.

Communication elements following the presentation of the Vision will include:

1. A front page article in the next newsletter.
2. An e-mail listing the core elements and describing the process by which the task force formulated Our Vision.
3. The Web site will emphasize the new Vision in a headline with an explanation, and there will be a permanent Web site page listing and explaining the Core Values, Mission & Vision, Our Vision for the Future and the Implied Strategic actions.
4. Staff will post the entire Visioning Task Force Report on the Web site including the 21-page addendum that contains all the comments received during focus groups and individual hand-written and e-mailed submissions.
5. Permanent signage that displays the Core Values, Mission/Vision and Our Vision will be located in: 1) the Narthex; 2) the Gathering Area; 3) the church office; and, 4 & 5) in each of the two classroom hallways.

Celebration

Nov. 22, 2009, Christ the King Sunday, has been selected as the day to celebrate the new All Saints' Vision. We will worship Christ our King in Word and Sacrament and renew our faith community by celebrating God's vision for All Saints. Celebration elements include:

1. There will be a combined worship service at an off-site location (site to be determined).
2. The theme will be coming together as a congregation.
3. The worship celebration will be planned and implemented by volunteer teams for music/worship, hospitality, outreach/invitation, facilities, technical support and communications.

METHODOLOGY

At its first meeting in February 2009, the Visioning Task Force (VTF) began to develop a plan to accomplish the tasks outlined by Congregation Council. The team focused on building congregational enthusiasm for the process in order to draw in ideas from as many people as possible; developing multiple ways to obtain this input; analyzing the information received; and creating God's vision for All Saints as this church moves into the future.

Stage 1: Introspection/Looking Back

The VTF began its work by reviewing recent All Saints' brainstorming efforts; various articles on change; the methodologies, vision documents, church credos and values statements from several other congregations; and the 2004 All Saints Membership Survey. In a three-faceted approach, the team examined All Saints' past, present and future in order to develop:

1. Core Values that reflect All Saints' history;
2. A Mission that shows where the church is today; and,
3. The Vision that directs us to what God wants us to become, our North Star.

In several processing sessions led by Beth Maxwell and Kristen Robinson, the team created a draft set of Core Values and revisited the Mission statement. No changes were made to the Mission. Both of these documents are keys to determining All Saints' Vision because the Core Values describe how we strive to behave and the Mission Statement defines why we exist. Both serve as the foundation of our Vision.

Stage 2: Visioning/Looking Forward

Since it is critically important to obtain as much input as possible from those who call All Saints their church home, Stage 2 was initiated by developing a communications plan that focused on creating enthusiasm. Elements of the plan included:

1. Displaying posters on Easter Sunday (April 12) with a photograph of the suspended cross in the sanctuary draped with purple cloth and the words: "God's Vision – Our Vision. Picture the future of All Saints. Watch for ways to participate!"
2. Mass communication efforts beginning Sunday, April 19 including: an explanation of the visioning process with a call to participate in the worship bulletin, on the Web site, on slides on the activity television and in verbal announcements by the pastors at all worship services. This communication blast was followed by an April 20 vision e-mail and an article in the May newsletter.
3. Involving All Saints' youth. This is an important part of the plan. Elementary-age children, mentored by middle school youth, drew pictures of their vision of All Saints, which were displayed throughout the church. High school youth created a video about All Saints' vision that played in the Gathering Area for several Sundays.

The team solicited opinions on the Mission statement and the draft Core Values utilizing bulletin insert questionnaires on two Sundays, April 19 and April 26. Respondents were asked if the draft core values reflected All Saints' values and to add missing values. They were also asked to rank the core values. The insert contained an invitation to participate in the visioning process in various ways.

Following analysis of the questionnaire results, the team shifted its attention to the focus group process. All naturally occurring groups (choirs, Bible study groups, committees, ministries, education classes and small groups) were contacted. VTF members and trained volunteers facilitated these focus group sessions in May. In addition, the VTF held two general focus group sessions on May 26 and 27. Focus group input documents were available in the church office to accommodate those who could not attend any of the facilitated focus groups.

In the facilitated sessions, attendees were given a document that explained the following: "Our core values reflect how we behave; our mission statement defines why we exist; and our vision is what we strive to become. Our core values and mission serve as the foundation for our vision. The vision will be

our North Star, the larger framework that can guide us in doing God's work here and in the greater community. We want everyone who attends All Saints to have an opportunity to be part of this effort. Your input is important and needed!"

Those in the focus group sessions were then asked to think about what church means to them and how they see All Saints growing and improving during the next five years to meet their needs and the needs of the community. Using descriptions explaining the meaning of each area, focus group participants addressed the following: Worship, Word of God, Mission, Connections/Community and Place.

Each facilitator submitted a report to the Visioning Task Force. Focus group data obtained from participants were analyzed and placed in categories, noting the numbers of people who had identified a particular idea. The ideas were then consolidated into themes. Approximately 220 people, about 24 percent of the active adult membership, participated in a focus group or submitted ideas using the focus group form. Multiple Sunday School classes and the High School youth also participated in the process, although a specific number was not tracked.

Visioning Sunday was May 31. Task force members presented a temple talk at the beginning of each worship service. Pastor Bonnie Gerber and Pastor Mike Weaver together presented the sermon, titled "What's My Line?" at each service. Artwork developed by the Sunday School classes was displayed on presentation boards and the video created by the high school youth was shown on television screens. Task force members staffed an information table in the hallway. All those attending a worship service were asked to add to a drawing on a large sheet of paper located in the hallway between the Parish Hall and the Sanctuary.

During June and July, the task force drafted and defined All Saints' Vision.

Stage 3: Finalization and Celebration

In August, the team created the final report for presentation to the Congregation Council on Aug. 31. The report contains the Committee Charge, Executive Summary, Core Values, Mission Statement, Vision Document, Implied Strategic Actions, a Communication and Celebration Plan, and the Methodology. An Addendum contains all the input from the focus groups and returned responses.

Celebration of the final Vision will complete the vision development process. There will be a single worship celebration on Nov. 22, 2009, Christ the King Sunday. All four services will worship together at an off-site location.

Council will begin developing an implementation plan at its September meeting.

TIMELINE

Date	Activity
Feb. 16, 2009 Meeting	First meeting of the Visioning Task Force. Congregational Council's charge to the task force presented by Kristen Robinson. Task Force determined that deliverables are: 1) values; 2) mission; and, 3) vision. Initial discussion of methodology for All Saints' visioning process.
March 3, 2009 Meeting	Presentations by Heidi Lockhart and Bob Tobbe re: 1) conversation with Pastor Bill Wong, Southern Ohio Synod representative to All Saints; and, 2) vision processes and final outcomes from three other congregations suggested by Bishop Cal Holloway. Presentation by David Wendt on proposed visioning process methodology. Presentation by Pastor Bonnie Gerber about developing core values; information based on literature search.
March 17, 2009 Meeting	Development of a draft of All Saints' core values based on review of multiple sources. Processing led by Beth Ullery Maxwell and Kristen Robinson
March 31, 2009 Meeting	Review and revision of draft core values. Methodology reviewed and approved and individual assignments determined.
April 12, 2009 Sunday	Easter Sunday. Posters, created by Jenna Fletcher and Stacy Wendt, were placed in the narthex and the Gathering Area. Visioning theme: <i>God's Vision, Our Vision</i> ; photograph of suspended cross in sanctuary, draped in purple cloth.
April 14, 2009 Meeting	Methods for introducing the visioning process and obtaining congregational feedback on the draft core values and the current mission statement developed. Initial planning for focus groups including a listing of naturally occurring groups and how the components of the vision will be presented to the focus groups.
April 19, 2009 Sunday	First of two Sundays soliciting feedback on draft core values and the current mission statement. Explanation of process and request for feedback announced by pastors in all services, inserted in worship bulletin, shown on TV screen in Gathering Area, and posted on Web site. Vision-specific e-mail to be sent April 20 and article planned for May newsletter for distribution May 1.
April 25, 2009 Meeting	Presentation by David Wendt on first responses from worship bulletin inserts about core values. Discussion led by Dave Kaufman on focus group format, questions, and facilitator guidelines and training. Discussion on input from youth, preschool through high school. Plans developed for two general focus groups to be held in late May and facilitated by Dave Kaufman and Beth Ullery Maxwell. Plan established to solicit random members to attend these general groups via phone calls from task force members. Visioning Sunday (May 31 st) plan established. Multiple focus groups initiated and input recorded over the next month.
May 12, 2009 Meeting	Comprehensive presentation by David Wendt on results of bulletin insert responses to draft core values and mission. Presentation and discussion by Jenna Fletcher on vision components for Visioning Sunday. Discussion on youth involvement for Visioning Sunday to be led by Eric Pihl. Discussion of draft vision components.
May 26, 2009 Meeting	Focus group input presented by facilitators and general themes identified. Visioning Sunday plan presented by Pastor Mike Weaver and various task force members.

May 31, 2009 Sunday	Visioning Sunday. Activities included: 1) temple talks by either Dave Kaufman or David Wendt at each service; 2) joint sermon titled "What's My Line?" given by both pastors at each service; 3) information table in the narthex staffed by Heidi Lockhart and Beth Ullery Maxwell; 4) large paper for creating a vision of the future with everyone asked to add to the drawing; 5) video produced and directed by the high school youth shown on the TV screen; 6) display boards of drawings created by Sunday School kids, who were assisted by middle school youth, showing their ideas on what All Saints will look like in the future.
June 9, 2009 Meeting	Discussion of vision drawing created by the congregation. Focus group results processed and implications for the vision identified; processing led by Kristen Robinson and Beth Ullery Maxwell.
June 10 to July 13, 2009	Responses received from those who could not attend focus groups but who provided input by completing questionnaires or responding via e-mail. Initial draft vision statement and strategic actions developed and distributed via e-mail by Dave Kaufman.
July 14, 2009 Meeting	Discussion of draft vision and strategic actions implied in the vision. Review of Council's charge to the task force and establishment of the components of the final report. Assignments made to revise or develop report sections.
July 28, 2009 Meeting	Review and preparation for final report.
August 12, 2009 Meeting	Draft Visioning Task Force report presented in its entirety to the task force. Assignments made for final edits on individual sections. Presentation by Jeff Glasgow, Congregational Council president, on how report will be presented to the congregation and when Council will approve report.
August 13 to August 24, 2009	Final edits made. Sections distributed to task force members. Task force report sent to Stacy Wendt for editing. Report sent to Congregation Council via e-mail on August 24.

FOCUS GROUP RESULTS AND OTHER INPUT

Worship

Together, the rich and poor, young and old offer praise to God whose Spirit draws us together in Christ and then sends us out to serve.

Additional Worship Options: Saturday Evening, Daily Meditation, Mix of Styles

- 5th or additional non-Sunday service option (x16)
Contemporary or traditional
Saturday evening, blended (traditional/contemporary)
- More worship options (x9)
 - Saturday evening worship (x6) (In lieu of 11:00 contemporary?) (x1), maybe once a month to allow for weddings x1, blended contemporary and traditional (x2), family service (x1)
 - Variety of worship experiences (x3)
 - Daily half hour meditation service(x2), Sunday night contemplative service (x1)
 - Only 2 Sunday AM traditional services and allow more time between services for gathering; concerned about 11:00 traditional service attendance, may need to be combined with another traditional (x2)
 - Weekday service with alternative setting of Lutheran liturgy
 - Sunday evening instead of Saturday as an additional worship option which won't conflict with weddings
 - Offer healing service after regular service not as part and don't have ushers escorting to healing
 - Regular Kids church is good
- Intergenerational family worship; encourage children and parents to worship together, examine Sunday School schedule; Intergeneration / See our Youth; at least once a month; invite children to shadow adults as ushers, greeters, etc. (x5)
- Traditional service with contemporary music (x2)
- Occasional surprise, e.g. service from another culture, shake things up a bit(x2)
- Offer only two traditional services (8:30 and 10)and one contemporary service (11:00) (x2)on Sunday which would help our Pastors who are stretched and would provide more opportunity to visit after services
- A worship service for all members off-site – one of Worthington's High Schools (one time event uniting congregation); Provide non-church (outside) worship experiences
- Members and participants experience a healthy balance and mix of the ancient and modern. This mix will enable younger people in the area to connect with others and God in real, everyday ways.
- More modes of expression & Communication: video, website, open concerts, worship, etc.
- Blended service at 11
- A common worship sanctuary for both traditional and non-traditional services, get away from implying there are two different groups
- Keep traditional and contemporary...do not try to blend them
- Age specific worship services (adults separate from kids)
- Establish closer relationship with God through meditation (group or individual) 1-2 times a week
- Eliminate one Sunday morning traditional service & spread the 2 traditional services further apart to ease the traffic jams & provide more opportunity for fellowship ("fellowship half hour"?).
- Offer a true early sunrise Easter service or an Easter Vigil service, which would be easier to do if we add Saturday services.
- Memorial Day- through Labor Day have one traditional service & the contemporary service on Sunday morning, but offer the same traditional service on the Thursday night prior to the Sunday so that those who might go away on weekends can still worship with us. You could follow the Thursday summer service with an ice cream social (call us for more details)
- Offer at least two traditional services each Sunday

Attention to Contemporary Service) (x7)

- Bring Lorraine Brugh from Valparaiso to do a workshop on contemporary music—much broader than praise music
- Continued development of music, technology (making visuals on screen more appealing x 2) and involvement of members in the service

- Invest more energy in contemporary as relates to its growth potential
- More contemporary worship services- in main sanctuary **(x3)**
- 2nd Sanctuary for Contemporary
- The contemporary service is important to some of our church members, but young people should not be directed to it exclusively.

Gospel Centered Liturgical Worship

- Like the traditional liturgy and don't want to lose the "old" by continuing changes to it **(x4)**
- This gospel-centered worship includes our continued emphasis on using the liturgy that is part of our rich heritage.
- Our gospel-centered worship following the liturgical year, using the lectionary. When a series of sermons is based first on a theme, the process is backwards. The result then is finding a scripture that supports the theme – an approach that is the reverse of what it should be in our church. When the liturgical year and the lectionary are the basis of our worship, sermons are made relevant and meaningful to the congregation by the skill of the pastor. **(x2)**
- The Lutheran is a confessional church with a set of theological principles as set forth in confessional documents rooted in the Gospel. These theological principles are interpreted and applied to changing circumstances as living documents. The focus is then both historical and theological; empathize Lutheran theology **(x2)**
- Participants sense that while there is a connection to the past, a respect for the traditions of the Lutheran church and the traditions of the ancient church, All Saints isn't stuck in the past. We worship and serve God in a contemporary way. (Enhance / Enrich / Retain the best portions of Lutheran Liturgical Heritage) **(x3)**
- Traditional Services keeping celebration as a focus **(x2)**
- All our traditions thrive
- Develop strategies to help worshippers see the scriptural basis of worship
- Follow the liturgical year – lectionary as we give glory to God in music & liturgy
- More emphasis on the totality of Holy Week, helping worshipers experience the full Easter story
- Continue to improve our worship leaders such as readers, ushers, choirs, deacons
- Feel very comfortable with the status quo-if it ain't broke, don't fix it (applies to all categories)
- We seem to be more concerned about "creative ministry" than keeping traditions. The number four value should state... "We value holding onto our core traditions yet seeking new and creative ways to minister." One great example is our new hymnal.... I guess I was in a total fog when it was decided to move away from the old hymnal to this "new hymnal" With over 300+ songs with only a melody... it truly limits the ability to have individuals who love to sing in 4 parts ... sing the songs we use to love to sing. I was told last summer during the listening posts that it was a Synod decision...what a shame!!!!

Strong Music Programs

- Our music program, which gives glory to God, is essential to the life of this congregation. It is one thing that unites all the diverse members who attend various services. **(X4)**
- The contemporary music same caliber as the traditional with a better blended sound and inclusion of professional musicians on different instruments as at Liberty Presbyterian- and not just Praise music. I'd also like to see music printed instead of just words so you know how to sing it and who sings the refrain and what's repeated and not. More effort to have musically talented people leading Contemporary worship **(x2)**
- Why is 8:15 left out of the fanfare offered at 9:30 & 11:00?
- Develop strategies to enhance the ability of the choirs to lead the liturgy and hymn singing, e.g. have a vocal choir at all services, increase number of youth participating in the choirs.
- Smaller paid music staff
- No services dedicated strictly to music
- More "special" music- guests, interpretive dance, orchestra, etc.
- More guest speakers and musicians **(x2)**
- Plan for the perpetuation of music leadership positions
- More contemporary music, while music is beautiful it is dated
- Encourage the praise aspect of music

Pastors and Sermons

- 3rd Pastor **(x4)**
- More in-depth sermons
- Great Ministers
- Lay assisting ministers in worship services
- Guest Ministers from time to time
- Exposure to/with All the pastoral staff i.e. rotation-visible participation more **(x2)**
- More emphasis on meaningful children's sermons **(x2)**
- More guest speakers and musicians **(x2)**
- Regardless of topic base it on scripture
- Both Pastors preaching together occasionally
- Weekly rotate which pastor presents the sermon at the traditional service & covers the traditional. There's been little rotation since Pastor Zorb left **(x2)**

Worship Education

- A part of the education of our young people, particularly as they prepare for confirmation, should include their familiarity with using the bulletin and hymnal in the traditional service, which does not exclude their attending the contemporary service if that is their choice.
- Small blurbs in bulletin giving the background of certain tradition
- Learn History, Liturgy, Paraments, etc. **(x3)**
- Explain the communion sacrament. Why we take communion.
- Consider a Baptism coordinator to work with family before the service so they know what to expect and not be lost during the service and families would know what to expect

Worship Environment

- Witness through meaningful, spirit filled worship **(x4)**
- Communion at all Services **(x3)**
- Communion cups not tincture **(x2)**
- Inspirational and applicable worship- relate to modern circumstances **(x2)**
- 25% increase in worship **(x2)**
- Make each sacrament/worship service function meaningful (sometimes feels or appears like is done only as an obligation not spiritually)
- Increase reverence, skill and understanding of worshippers as participants in worship
- Create a feeling of being at peace when I am attending services, less distractions
- More quiet contemplative/meditative time before, during & after the service
- Consistent quality across all services
- Focus more on God's relationship with us not just our relationship with God
- All services in the/a sanctuary
- Awareness of changing demographics
- Home grown services / liturgies / music
- More ceremony in our worship: such as turn and face the cross as it is carried down the aisle. The Gospel read from the center of the center Aisle. Bible held by the crucifer.
- Good Feeling
- Several more minutes of quiet reflection & prayer
- More Hymnals
- Bibles in pews
- More familiar hymns
- Why not kneel here?
- The pacing of Communion. It is intended to be a closeness to Jesus, allow time for prayer and awe as we receive the Holy Body and Blood.
- Revisit Communion at 11 every week
- Mid-Week communion
- Services for the Needs of All Members
- Having an impairment makes attending difficult- going up for communion with arthritis & its embarrassing to have it brought to you; having sciatica makes it near impossibly uncomfortable to sit still; hearing impairment makes enunciation and speaking loud and clear very important- otherwise miss most of it; don't always recognize people since eyes bad-say name when greet me.

- Have a Sunday School group give a short lesson to the congregation (on a Sunday with no communion)
- Eliminate the ushers “escorting” everyone to the alter during the healing services. Let those who want to come forward come if they want to & when they are ready
- Eliminate the healing services & instead offer quiet contemplative/meditative services on the 5th Sundays- you could offer those who need healing to come up for the healing after the service or offer it mid week. On the 5th Sundays only one pastor, if any would greet the congregation as they exit the Sanctuary while the other pastor, with Stephen Ministers stay for the healing anointment & prayer.
- Eliminate the intercessory prayers. At most do one all-inclusive prayer for others, country, world. God knows who needs what better than us!
- Personal testimonials given by members

Odds and Ends

- Reading
- Name tags. (X3)
- Enhance PA (x2)
- PT Services First
- Art Walk
- Good preaching & music and missions. Sunday school. Nothing more-committees, dinners etc.

Worship: All Saints does this really well:

- | | |
|---|---|
| <ul style="list-style-type: none"> ▪ Music offerings/programs (x8) ▪ Traditional Services / Liturgy (x7) ▪ Contemporary Service (x5) ▪ Traditional Musical Liturgy (x2) ▪ Service Projects ▪ Children’s Ministry (VBS, Sunday School) ▪ Cross Training ▪ Confirmation ▪ Men’s Ministry ▪ Learn Bible from Sermon ▪ Preaching Gospel ▪ Lectionary / Church Year ▪ Use Different Service Types to Pull <u>Others</u> into Church ▪ Has great joy in worship services ▪ Forums ▪ Welcoming Everyone ▪ Pastor Bonnie and Pastor Mike are doing a wonderful job giving me a place to donate money, time. ▪ Cross training ▪ Love when we sing old Hymns ▪ Like the Men’s choir on Mother’s Day | <ul style="list-style-type: none"> ▪ Bible Studies/Classes/Other Opportunities for growing in faith ▪ Supply food pantry ▪ I think All Saints is doing very well, but we can all grow spiritually ▪ I like our Food Pantry! ▪ Choir and Both Pastors ▪ Like the worship service ▪ Children’s Ministry ▪ Cross Training ▪ We do this top notch! (This is the most important part of what we do!) and I think we succeed beyond others in this area! ▪ Sermons, drama, liturgy great ▪ Sermons related to the challenges of today’s world ▪ Kneeling for Communion in Traditional service ▪ Washing of the next person’s hands on Maundy Thursday ▪ Crown of thorns on the cross on Good Friday ▪ Contemporary Service is valuable ▪ Music is super |
|---|---|

Concerns

- The apparent divisiveness among the membership. Call it old vs. new, traditional vs. non-traditional, or Zorb supporters vs. non-supporters, but it is hurting the growth of the church. We have two separate sanctuaries for the traditional and non-traditional services. My vision is that there be a common worship area for both types of services. Room could be made for the musical equipment to be kept up front in a tasteful manner that would not affect traditional worship services. In fact, most large growing churches, including Catholic churches, have a much more modern setting for their masses and/or services. Keeping two separate worship areas implies that there are two groups in our church. While some may feel this gives people a choice, I feel that it demonstrates intolerance for one or the other.

- I am also concerned about the direction of the adult music program. While the music is often beautiful, it is also very dated. Consider the Christmas music of Manheim Steamroller of the Trans Siberian Orchestra. While not for everyone, it is certainly exciting and motivating. We have the musicians, talent and equipment to perform such music. We just need the courage to try it. One last thing regarding the music program: I am concerned about our use of professional musicians to perform, what I consider to be, private concerts for us. Yes, the church is open to everyone, but you know how that goes. If it was truly open to the public, we would perform the music on a weeknight and invite the public without the church service. This is just part of my vision that I wish others would share.
- Contemporary Services are the wave of the church future, and we are never going to see that aspect of All Saints thrive until we put the money into paying professionals to carry out these very important positions in music and technology. The music has to always be good, and the screens must be correct. Until that happens, the Contemporary Service will always be a stepchild
- Concerned about the rumors of the contemporary service moving into the sanctuary! Many do not want big screens in this setting – if this is the plan – tell us and then we can make the decision to attend All Saints or not! What I understand from a band member is that Contemporary Team does not want that location. What is intention of the pastors and vision team?

Word of God

Biblical Centered Worship/Education

- An emphasis on Spirituality Ministry (Bible study, prayer, spiritual life/additional Bible study times/spiritual direction) **(x4)**
- Add Bible study type of analysis to Sunday bulletin for readings/Gospel
- In-Depth Bible Studies **(x4)**
- Pastor led Bible Studies / confirmation classes **(x2)**
- Witness through encouragement of each person living the Word of God; not only study the Bible but make it a part of your life and bring it to worship

Additional Education Opportunities

Adult

- Stronger emphasis on and more dynamic and challenging education especially adult **(x5)**
- Expand education opportunities both in scope and frequency **(x15)**
 - Use a variety of teaching methods, not just didactic
 - Keep weekday evening classes coming, maybe survey congregation for areas of interest/adult Sunday school on weekday evening
 - Encourage more participation
 - More small Bible study groups
 - More outside speakers as teachers for classes, broadening experience (maybe have one session only guests) **(x2)**
 - Spirit seeker adult ed series to supplement Cross Training Bible series (i.e. prayer 101, God 101, Jesus 101, OT 101, NT 102)
 - Refresher courses for adult members
 - Discussion of modern ethical and religious issues with the guidance of experts, professionals, or trained ministers
 - Offer courses more than one time at different times
- Small groups **(x2)**
- Like the liturgical ah has...like to see more of it
- If we go down to 2 Traditional services offer Adult Sunday School between the 2 traditional services since most attendees are older who tend to come to earlier services
- Guest Speakers **(x3)**
- Common themes: Tying the lessons of the sermons, songs, Sunday school, and bible studies together
- Adult Sunday School – Special Guests **(x2)**
- Review Catechism for Adults
- More Cross Training class for every day issues **(x3)**
- Distinct Lutheran perspective should be maintained **(x3)**
- Church History
- People encouraged to memorize scripture

- Sermons and classes on Lutheran Theology

Children/Youth

- Arts & Crafts during Sunday School
- 11 am Sunday school / children
- See children become more a part of services/Encourage our children to attend services not just Sunday School
- Growth/enhancement of Middle, High School, and youth programs (more than just bible studies but include religious history, literature **(x1) (x4)**)
- Establish a grade school (private school)
- Pastoral involvement in local schools

Technological Supports for Education

- Online Community / Messaging / Word to More People (Next Generation)
- Technology available and used **(x8)**
 - TV's and computers in classrooms and services
 - On line Bible study
 - Pod casts

Pastoral Support

Call Pastor to oversee education **(x2)**

- A 3rd Pastor **(x3)**
- Defined pastoral roles
- More leadership here. We rely on members to lead a lot of this.
- Will we continue as a 2 pastor congregation?
- More dynamic and charismatic youth pastor **(x5)**

Confirmation

- Pastor led Bible Studies / confirmation classes **(x2)**
- More personal development of relationship between confirmation students and Pastors; more focus on development of faith for confirmands **(x2)**
- A more caring confirmation program
- More flexible confirmation program with pastor interaction **(x4)**

Sermons

- Motivational and deeper sermons **(x4)**
- Bible & Explanation of reading through Sermons **(x3)** ("not 'feel good' sermons)
- Stronger focus on Gospel Readings / written Word of God in the Sermons **(x3)**
- Alternate ways to present / delivery of message **(x2)**
- More series sermons mainly because it would force the pastors to prepare
- Weekly rotate which pastor presents the sermon at the traditional service & covers the traditional. There's been little rotation since Pastor Zorb left.
- Sermons by lay members
- Sermons that hit "home", to help us apply the lessons to daily living
- Sermons and classes on Lutheran Theology

New Members

- New member classes need to be radically different
- More congregational interaction with new member classes
- Nametags for new members for a length of time
- Match a current member (family) to shepherd a new member (family) for the new Member's first year. The current member would try to sit with them, introduce them to members, invite them to church activities, be a "foot in the door friend", etc.
- Intergenerational sharing of faith
- Spirit filled joy
- Continue with current programs – many good things available

Word of God: All Saint does this really well:

Bible Studies are great! (x7)
 Cross Training (x4)
 Preschool
 Diverse Sermon Styles
 Stephens Ministry
 Traditional and Contemporary Services
 Service to Others
 Sunday school offerings are wonderful
 Confirmation Instruction Strengthen
 VBS for kids in morning ... night is very hard to get to with younger kids
 Well done area; all areas are worshipful, inspiring, personal and help us to be better Christians

Welcoming & accessible ministers. (x2)
 All Saints is doing this well.
 The cross training is a good addition along with the forums.
 Our pastors preach well and I've also enjoyed the visiting preachers from seminary.
 Continue – great variety of offerings
 Cross Training
 Adult Sunday School Class-following early service
 Pastor Bible Study
 VBS

Mission

Developing a Commitment to Mission

- Our church has a cross functional organizational structure with a Senior Pastor responsible for all operations functioning primarily as a servant leader. Each core function has an assigned leader directing and supporting a functional team of volunteers from the congregation and community at large.
- We have a staff of pastors to effectively lead each mission critical ministry and a non-pastoral paid staff benchmarked to other congregations of like size and scope.
- Sharing the love of Christ through service to others is a pillar of the church and we willingly accept the call to use our special skills to serve God.
- All programs and services focus on connecting a community of people striving together to love God and one another.
- Through worship, education classes for all ages, sermons, small groups, modern communications, and the overall atmosphere and decor of gathering areas, people will pick up that we are a contemporary body of believers applying our faith in a meaningful way.
- In keeping with the name and spirit of All Saints, we recognize that vocation is a central part of our Lutheran heritage. All of our ministry centers are a place where people are free to live out the calling and life God desires for them.
- The All Saints School of Leadership is a comprehensive leadership and faith formation curriculum designed to develop Christ centered leaders, not only at All Saints, but in all areas of their life. Classes will include but not be limited to theology, an overview of the Bible, gifts analysis, practical leadership techniques, teamwork, character formation, and critical conversations.
- Innovative ministries are encouraged and supported to align the gifts of our membership with opportunities for service and worship.
- Mission (local to world wide) x2
- Increase giving by 15% x2
- More welcoming
- More accepting
- Know who we are – clarify to self – the community
- More education re needs
- Witness through bringing God's love to others. Give back to others what God gave to us.
- I recently attended a fund raiser for the homeless at a church in the Short North. This church was entrenched in "local" ministry! They had a thrift store and dining room for the people of the area. All Saints does a fantastic job of servicing groups of people in the Worthington area – AA, ADHD, Boy Scouts, etc. Distinguish for the congregation what the true scope of All Saints ministry is intended is serve? Local? servicing the area groups; Global? world mission church

Focus on Local Needs

- Focus on local charities (x15)
 - Maybe partner with churches nearby/collaborate with Worthington churches on big mission things and joint (choirs and fundraising) (x2)
 - Don't lose sight of local needs vs. global
 - Expand as much as resources allow to help the less fortunate in our community
 - Continue LSS and Lawrence and do more locally
 - While global outreach is great, maybe with the current economy we need to focus on more basic needs very locally

- Children would especially benefit from knowing about people close by needing assistance
- Collect more fresh produce for LSS Food Pantry
- A review of our mission Program. We seem spread thin. We need to look close to home also. The economy is hurting people in Worthington or in Columbus most painfully
- More locally based mission projects within Columbus driving area **(x2)**
- Knowing needs in our family x5
 - Needs of members...new mothers and those will loss follow up

Greater Member Involvement

- All Saints values mobilized laity and our diverse organization has a shared leadership model of paid staff guiding and supporting a structured committee system of volunteers. **(X9)**
 - More outreach using our time & talents vs. money
 - Inventory our members' training, expertise, knowledge, skills, and invite them to staff committees appropriate which uses that expertise. Right now our committees have well-meaning people, who lack the training/knowledge or skills for the task yet members with the skills/knowledge aren't asked to serve on the committees. Change our committees to this would make us more efficient in carrying out our missions both within and outside of the church.
 - More volunteers. Seems like the same group of people always volunteering.
 - Inspire every member to participate in one service project per year (2)
 - Publish and market available service opportunities (3)

Focus on Hunger

- Continue to look at ways to support "hidden hunger"
- Feeding the hungry by a renewable source.
- LSS Food Pantry x3

Outreach to Non-Members

- Expansion of mission to non-members
- Outreach to the unchurched
- More focus on our youth programs & a push to reach more of the unchurched

Work with Other Churches

- Develop an urban ministry in cooperation with an inner city church x5
- Partnerships with other churches x4

Continue What We Are Currently Doing

- Mission trips, domestic and global (x3)
- Habitat For Humanity has been poorly "advertised", should be in bulletin & newsletter
- Deepened connection with Andhra Evangelical Luther church and seminary in India
- Continue with current service efforts, the need is great and increased participation required
- Think we've come a long ways over the years in our outreach/service projects...very happy with what the church does **(x3)**
- Our mission is the great commission. Do whatever it takes to support missions and missionaries her and abroad
- Return of food boxes
- Continue spirit/hope/health series

Ideas for New Mission Endeavors

- People sent of global mission (individuals and groups) **(x3)**
- Bazaar/Craft Fair/Rummage Sale to make money for less fortunate or needs of the congregation **(x3)**
- Adopt / why not support a military group from Columbus that are stationed in Afghan or elsewhere with Letters and goodies and prayers and read letters in our services.
- Christian counseling program
- Parish nurse program
- State of the art pre-school and day care services are provided to our membership and the local community.
- Inviting the less fortunate into "our home" (sanctuary); not just "reaching out" but "inviting in"
- Central College Presbyterian had an 'angel club' made up of several women who operated it as a quasi make a wish foundation for the church, missions and ministries.

- It's like selling a memorial brick to build a walk. For a certain dollar amount you would get an angel pin and your contribution would go to a specific need: like a new oven . . . for another contribution, your gift was angel stationery and your contribution along with others would help to fund a professional refrigerator . . . or x number of turkeys for our thanksgiving meals or x number of fares for kids to go to camp. The dollar ticket items were affordable levels with specific things tagged to them as above and beyond one's offerings or tithes. I don't know if they still have it, but it funded mission trips and other wonderful necessary things -as money is always in short supply.
- More focus on our youth programs
- Outreach to Individual Focus
- Craft group
- More health and wellness offerings like Jane's yoga classes e.g. nutrition classes, breast cancer awareness x2
- Reintroduce health ministry
- Focus on Sunday School Youth thru Young Retirees

Fiscal Concerns

- Commit to doing, not spending
- I do value helping others outside of our church building. However, when our budget is tight and our own programs become in jeopardy I'd cut back on big mission trips like India **(x3)**
 - Can we continue to be so generous with our overseas donation with the current economy
 - Significantly less, or no more Foreign Outreach.
- Reduction in paid staff- Fewer Salaries replaced with more volunteer positions enabling us to serve by using our God given talents and freeing capital for structure, energy efficiency changes, etc. so we can continue to do God's work.

Other Concerns

- Do fewer things at a higher level and don't over extend (4)
- A review of our mission Program. We seem spread thin
- In what have seen to date, don't think the extent which is far reaching is clear to members

Mission: All Saint does this really well:

Giving to those outside church

Service projects

Communion

Music

Choirs

Stephen Ministry is great

Grief and loss groups

Why stretch ourselves so thin

St Paul / Lawrence County x5

Lawrence County Christmas with dignity only if it's with the food boxes, or similar means for daily existence, not going back to giving material gifts to each other.

Reaching out to others in need

Missions such as pantry, shoe boxes, school supplies, etc.

Hunger Task Force

Support of LSS Food Pantry with volunteers & food donations x7

Benevolence to the Synod

Most of the people I talk with see our mission outreach as a real strong suit of All Saints and a wonderful witness of who we are and how we express our Christian calling.

Well done. Many opportunities to help others and we do.

Connections/Community

Environment

- Encourage all members to feel "we matter" **(x2)**
 - A community that values all members, that works together and does not allow "politics" to get in the way
- The new person joining our gatherings on Sunday morning or in a small group setting will sense that this is a place where relationships are nurtured and life-long friendships made.
- All Saints will be known as a place where the lonely can find true friends, the broken: a care giver, the lost: a home, the confused: clarity and the poor: help.
- Encourage one another
- Less emphasis on individuals' specific talents and roles
- Membership diversity
- General Leadership – Elders

- Confession of Sin
- Humility
- Acknowledge our sins of recent years, sins against our pastors. They will not go away without humility.
- I'd like to see: Everybody working together

Sunday Morning Focus

- Concerted effort to make this a welcoming congregation on Sunday AM **(x9)**
 - Provide more training for greeters **(x2)**
 - Provide more greeters in more places
 - Develop process to help identify visitors
 - Make sure guests know about coffee area and to go there to converse with others
 - Making the Sunday morning coffee area more welcoming or known for guests. Maybe even something to get folks to stick around and chat more after service. Seems like most of us just rush out of there after the service
 - Improve High Street signage **(x4)**
 - Provide members in narthex to welcome newcomers & follow-up **(x3)**
 - Encourage speaking to someone you do not know
- Pre-made nametags made similar to Stephen minister tags for our members, **everyone must wear** them on Sunday. This will help us get to know our family & recognize our visitors so we can properly welcome them. **(X5)**
- Donuts and social gatherings between services
- Include 8:15 service in special choir music events- this will be easier if we only had 2 traditional services, but right now all special choir music is presented only at the 9:30 & 11:00 traditional services.

More Fellowship Opportunities

- More social events & Fellowship Activities **(x18)**
 - Monthly potlucks **(x5)**
 - Yearly traditional activities such as family fun day and mother/daughter banquet that used to occur **(x3)**
 - Cheap fellowship like potlucks with No talent shows or games.
 - Hospitality Sunday w/ BBQ & Inviting Friends
- Have fun together **(x4)**
- Volleyball, basketball teams, more recreational opportunities for members **(x3)**
- Juice / Coffee Bar **(x2)**
- All Small Groups meet together 2 or 3 times a year at church or picnic grove or ?
- Progressive Dinner Return – maybe sometime other than Christmas
- Expand “non-religious” activities
- Wednesday evening meal and choir/education/worship
- New member dinners
- Couples groups
- Focus on college kids, singles, married no kids
- Reduce meetings and promote more informal discussions
- OSU Bus

Small Group Development

- Encourage small groups for more than Sunday relationships **(x9)**
 - Encourage members to join small groups and provide more information about current offerings
 - Increase number and type of affinity/friendship groups (role for Director of Adult Ministry)
 - Many more small groups, better advertisement as to their existence, focus/specialty, meetings
 - Small group, community focus-job loss, domestic strife, depression of shut-ins

Member Information

- (Online) Pictorial Church directory **(x6)**
 - Publication, which include list of committees, groups, including whom to contact for what. This would be great to hand to new members, but all members could use this information.
- Need more info on new member classes, other classes & events – want to be involved but don't know how.
- Introduce Cia, what is her ministry is.
- Copy of Council minutes posted or in newsletter

- Reading newsletter (sent) is important. Like to keep up with people I know. Read printed newsletter-still prefer/easier than online. Appreciate reading about our mission programs

Member Development

- More opportunities to help us define & understand our unique identity
- Bible Study
- Support in faith journey...personal mentor/sponsor for one on one interaction

Member Support

- Have a ride program- take a senior to church **(x3)**
- Better ways to identify and serve members in need **(x3)**
- Develop network to help job seekers
- More nursery hours
- Member retention of new members
- Greater priority on keeping our current members than trying to get new members (others will come if our members are happy & we are doing our outreach)
- Cross Generational Activities/support- i.e. current grandparents being sounding boards for parents of teenagers & youngest kids. Could consider having long married couples be willing to help/befriend a younger couple going through a rough time.
- Reconciliation team established **(x2)**
- Compliment/concerns box and team to review and resolve
- I am looking for a traditional church with emphasis on serving the people of the congregation. Pastors need to visit the people they are shepherding

Focus on Youth/Families

- FT Youth Pastor
- WiFi for Kids and Adults at Certain Times
- Personally calling confirmands week before their event
- More family activities (like game day in May), ways for kids to really feel connected to church, more than Sunday School **(x5)**
 - Encourage youth to take ownership of church
 - Older folks with great stories share faith walk with youth
 - More for our youth. Seems like we lose them after confirmation **(x2)**
- Projects where youth serve older members
- More family events. I thought family game day was a great idea (we were on vacation), but more things that bring families/kids to church besides for Sunday worship and Sunday School. I'd like my kids to have more of a connection than just at Sunday School or VBS in the summer.
- Middle school parents' day or night out. I know it requires the usual adult leaders to be there, but trying to get a committee where the adults rotate out and even charge more so it becomes more of a fundraiser. I know some churches that offer it once a month. I would love for my kids to be in that environment with some of their Sunday School friends...it would give them a chance to build relationships more than just during Sunday School. If they have strong relationships with their Sunday school friends at a young age they might be more likely to stay involved in the youth group in the later teen years.

Technology

- Media, news, web all interconnected
- WiFi for Kids and Adults at Certain Times
- Radio or TV broadcast or letting us know who (Lutheran is; channel/station/time)
- Sermons on CD Rom/DVD for those who can't see well but would like to hear
- Better use of electronic communications

Pastoral Support

- Think a third pastor is necessary
- Stronger emphasis on Pastoral care—develop position of Director/Pastor of Pastoral care
- More personal pastoral care
- More emphasis on pastoral outreach to those members in need: illness, crisis, etc.

Outreach

- The Spirit, Hope, Health & Wholeness events offer us an outreach into the broader community. I'd like to see other similar things ongoing and perhaps a parish nurse program, maybe a counseling center.
- Occasional outreach to members (attending and non attending) to see how they are and if things are OK (x2)
- Adopting families in community/church (Christmas Gifts)
- Consider events that cause non-members to come to ASLC (education programs, health/welfare programs.
- Share with local congregations separate from Sunday (x2)
 - Establish relationships with educational offerings at other Worthington churches to offer special speakers and workshops and fundraisers (Dublin churches choirs did concert to raise funds for Habitat)
- Find out why so few members only worship on Christmas & Easter. Then find the common reasons & if it's the church's failing, which needs addressing, then start to address them!
- Greater involvement in community activities, fests (art fairs, market, etc.) (x2)
- Our church is the community's Lutheran church and yet, we don't have much of a presence in the community. I know Pastor Zorb tried to address this with a community "festival," with mixed success. Imagine if All Saints had the kind of presence St. Michele's does with its Labor Day Fair and Lenten fish fries
- Advertise our programs as outreach to broader community
- Share programs and resources with other churches
- Further define outreach—is this a “world mission” like the Vineyard

Staff/Council

- More staff/committee functions to create familiarity among congregational leaders
- More open dialogue with church council
- More full staff meetings (e.g. include music staff)

Other Thoughts

- Will probably never make it back to All Saints so visioning less important; want to know who will do my funeral and bury me.
- You and people who call on me are the church This is what its about- the two or three gathered in My Name,
- FYI- About 9 years ago we visited ASLC after moving to the area. Due to the unfriendliness we experience that Sunday morning we never came back until years later when we were desperate to leave our previous church due to conflict. Unfortunately, this statement of unfriendliness is something we have repeatedly heard from people who have visited our church, been members and gone elsewhere, or are still members. We hope we at ASLC can turn that around. ASLC seems friendly to those who are with their fellow members they've known for years, but.... .
- Hopefully, we are a “welcoming” church body. It's so important to be accepting of all people no matter what their race, color, sexual orientation, etc. It's sad to think that our clergy has to debate such issues as homosexuality when we (as a church body) profess to love our brothers and sisters. I pray for open mindedness and acceptance as core values as we “connect” with all of God's people, and envision the future for All Saints and all Lutheran churches
- Cia Rodemann's ministry to the sick, elderly and shut-ins has been a blessing to many. I think this ministry should be an important part of future planning.

All Saint does this really well:

New gathering space
Sunday School
Learning Events for young & old
Outreach to those in need including youth in service projects.
Lenten Meals
People Very Friendly x2

AA Groups & Other Community
Gathering and interacting after services
Electronic newsletter
Weekly email updates
Stephen Ministry
Continue Cabin Fever or similar fellowship event
Coffee area is great

I think there are strong relationships built through participation in the many opportunities All Saints offers.
People take their membership seriously.

Place

Explore Expansion

- Explore expansion for more space for recreational activities and contemporary service **(x33)**
 - Build second floor
 - Utilize existing space
 - Build on remaining land
 - Build out towards High Street
 - Storage facilities
 - Additional parking (choirs park elsewhere for Holy Week and Christmas) **(x5)**
 - Look for land north of 270, see if we can partner with another Lutheran Church
 - Activity / family center with gym/education space **(x10)**
 - Space specifically for youth activities (classroom, gymnasium, auditorium) **(x8)**
 - Multi purpose space with gym, stage & could be used for contemporary service.
- New Legal, working Kitchen **(x6)**
- Bigger Sunday School Facilities **(x2)**
- Create capital to fund future expansion
- More parking-under ground?
- Space is an issue until a second floor or satellite church is established. Until then we need to do a better job of sharing what space we have
- Use the basement for a youth space
- I'd like to see us acquire the AFSCME building somehow; link the parking lots and move the staff offices and adult ed wing there. I would also like to see a flexible use soaring contemporary Holy Spirit worship center to connect the two where new worship, events, receptions, dinners, b-ball, dances etc. could be held. The present sanctuary would become the David Ullery traditional worship center with a 5th Sun eve service. The existing offices and parish hall would become part of the expanded youth education & ministry center with pre-school and education staff in the present offices. There would be a fenced in outside play area adjacent to the current preschool. There could be after school programming too. The contemporary Holy Spirit Center would have an adjacent commercial kitchen next to the new office/classroom/meeting room wing(AFSCME bldg). All the structures would be linked by a windowed spacious corridor. I can envision the look of this dynamic corner of Worthington with even a fountain & special landscaping.

Don't Expand

- We may be going to get smaller **(x2)**
 - Monitor community demographics – don't build too big – we may be going to get smaller
 - I wonder if we need to eliminate one worship service of the traditional type – to two and then still have the one contemporary service – it might be less of a strain on the pastors' time & still stick with a reduced budget.
- Current facility is fine **(x3)**
- The place is fine, what happens inside that place is what is important
- Creativity to find a way to meet expanding number of members and activities within our current location i.e. not total split campus or move
- Do we focus too much on our physical facility?

Contemporary Worship Space

- Permanent / Larger home for contemporary service **(x4)**

Environment

- Promoting fellowship between services. **(x2)**
 - People to greet after the service, maybe donuts & coffee to get to know one another
 - Small coffee area in the Narthex- many just exit, esp. guests; few go down hallway to coffee area
- Warm, Friendly
- Church doors to the lobby/narthex open as events happen
- Sanctuary a place of reverence
- Escrow account (tithe for operating funds) for Future Building maintenance. Account/ Funding to be based on deferred maintenances assessment (building physical assessment)

- Provide and promote and clean, tidy healthy environment in all areas of the church, particularly in the Christian education rooms.
- Make more welcoming
- Step by Step accurate Emergency Recovery Plan
- Thermal Survey of Building Envelop
- Energy conservation measurement based on 5-7 year return on investment; consider older equipment still functioning, but inefficient

Technology

- Continued focus upon growing our website
- Wireless capacity

New Locations

- Non-“Lutheran-esque” spin contemporary off to new campus?
- Make use of neighboring facilities (J Liu banquet hall, Laurels gymnasium, etc.—cheaper to rent than build)
- Small Groups in home
- Satellite campuses / Remote Services **(x2)**
- Purchase AFSCME building **(x2)**
- Mission congregation
- OSU Campus
- Urban settings

Other Needs/Options

- Canopy for passenger drop off, especially older folks and persons with a disability **(x11)**
 - Help for disabled members to get into church in rain, snow, and ice (valet or covered entrance)
- Lone prayer & worship opportunities **(x2)**
 - Quiet Place to Reflect
- Improved Handicapped accessibility **(x2)**
 - Handicapped space in sanctuary (for wheelchair)
 - True handicap bathroom stalls- neither current female meets specs. nor accommodates esp. those in wheel chairs
- Welcome center with coffee closer to the main entrance for traditional gathering
- Signage x4
- Welcome center for new members
- Outdoor worship space
- More training on operation of sound system especially the sound in the choir loft

The following is a recommendation made by one person who had given it detailed thought: “We maintain an internet campus that makes our church services and Christian education programs portable, enables us to extend our reach to the shut-in and remote believers, and provides a platform to connect our congregation and external communities.”

“Four integrated ministry centers will be created to so that ministry can happen and people can connect with God and with each other on many different levels. Each center will be multi-faceted but will have a specific ministry as its primary focus, yet closely interconnected with the other three.”

“**The All Saints Worship Ministry Center**, located on High St., is the original site. The focus of this ministry hub is worship. This will allow an atmosphere to be created that engages all the senses (smell, vision, hearing, touch, etc.) so the whole person is worshipping God. While there are still traditional worship services using the ELW, several new services have been added. Space is more readily available and can be dedicated to worship. We have a new multi-functional worship space where people can move about and experience worship. There is a real feeling of connectedness to each other and also to God. The choirs and worship teams continue to meet and practice here. While some classes are offered on Sunday morning, most have been moved to the Family Ministry Center. There is still space for meetings to happen and for groups to gather. The preschool continues to operate from this location. The business of the whole of All Saints happens here.”

“Lutheran Social Services has agreed to build a HUD sponsored senior citizens’ housing complex next to our original facility similar to the one built near North Community Lutheran Church in 2007.”

“**The All Saints Family Ministry Center** is located to the north of Worthington. The focus of this ministry hub is children and families. This was built as a large multi-purpose building with much space for activity to happen. There is a large play area for the children and a fountain where parents can bring their children to enjoy the waters while they meet in Small Groups or Bible Studies. A full time play care and preschool are housed here. Confirmation meets here as well as the Middle School and High School Youth Groups. A Wednesday evening program has begun where families gather for a meal, worship together and then go to different areas for age appropriate classes. There is a coffee shop and an area where people can gather just to meet and catch up with each other. This place is brightly colored and welcoming to all ages. A community outreach program will start in the fall to reach families in close proximity of this Ministry Center. Athletic facilities are centered here for aerobics, jazzercise, basketball, volleyball, weight loss programs, etc. that treat the body as the temple of God that is was created to be.”

“**The All Saints Urban Ministry Center** is located in an urban area of Columbus. The focus of this ministry hub is service. Our vision is for this to be a multi-cultural ministry. There are classes for English as a Second Language, Bible studies in the language of the group attending, group life coaching, tutoring, etc. Counseling is available in the areas of finance, family issues, abuse, etc. A volunteer coordinator has an office on site to help those coming to this center to assist. A weekly free clinic is staffed by medical professionals who are donating their time. An after school program staffed by volunteers both from All Saints and the local community gives a place for neighborhood children to be together. Working closely with other Lutheran congregations in the urban and suburban area, along with Lutheran Social Services, this site has off site ministries in several of the local Columbus schools. “

“**The All Saints International Mission Center** is a network of global missions and facilities located around the world. The focus of this ministry is to spread the Good News to all. In addition to sponsoring our own church buildings in under-served international communities, we also partner with other Lutheran congregations in numerous outreach ministries.”

“We give individually and collectively as a tangible expression of our faith. Our commitment to stewardship and benevolence provide the financial and human resources to independently sustain our mission to give glory to God, share the good news of Christ, and grow in faith and discipleship.”

Other Thoughts

- Labyrinth (x3)
- Once a month church potlucks
- Congregational picnic/worship service (Highbanks or similar) (x2)
- Yes, very ambitious.
- Receptions, dinners, events can be booked by greater community.
- Large lovely weddings can be held and charged for.
- Big demand for fine pre-school. Charges. Example: 2500 member Central College Presbyterian now offers private grade school and moved church offices to the former Deaf Colony management building and grounds they acquired next door. Dream big, pray hard and build the vision. That’s how it starts. It will come to pass with God’s blessing.

Place: All Saint does this really well:

Flexibility & Cooperation

An Attractive Sanctuary

Grace

Holy Spirit

I really feel very much a part of the new sanctuary and love the new pipe organ even though it was a long time coming.

Also – reducing costs by e-mail the newsletter was a great idea.

Love All Saints

This church is a great facility (x3)

Excellent facility – just maintain it.

The parking is good. We are blessed with generous neighbors.

Good job in improving the Gathering Area (x3)

National Gas Contract

Huge Cross in Sanctuary
Cleanliness of the building-congratulations to the cleaning staff!
Baptismal font with it's "leaking" wall it in the sanctuary
We are blessed with a beautiful facility! Works for me

General - Keep Doing

Gathering area **(x4)**
Continually improving contemporary **(x7)**
Communion at 11 every Sunday
Children's ministry **(x4)** (more kids involved and growing)
Youth programs **(x3)**
Variety of activities for all
Preaching
All music programs **(x2)**
Competent staff-excellent ministers
Education focus
Cross Training **(x2)**
Great VBS **(x3)**
Active Young Retireds **(x2)**
Compassionate and caring members
Love to laugh
Thoughtful service experiences **(x22)** Tools for schools/food pantry/Christmas
Good programs in place
Increasing amount of opportunities to get involved
Working with each other in our limited space/staff getting along better **(x2)**
Talking/communication better
New member classes
Bible study
Improving Parish Hall
Maintenance
Landscape
Preschool
Traditional service **(x6)**
Don't lose
Sanctuary is calming
Music program **(x12)**

Difference types of services **(x9)**
LSS/food pantry **(x4)**
Don't lose
Hunger task force/community garden
Mission is done well here **(x2)**
Warm people **(x32)**
Max out use of place
Excellent office staff, well run
Excellent membership participation
Cross training/educational offerings **(x5)**
Making space available to diverse groups
Stay here. No split campus but may be expanded
Small groups
Meetings like this for congregational input
Stephen ministers
Baptism **(x2)**
Quality of programs
Pre-school **(x2)**
Parking
Sermons I can relate to **(x5)**
Attractive sanctuary, well maintained facility **(x10)**
Stephens Ministry **(x2)**
Electronic communications **(x3)**
Sunday School program **(x2)**
Communion services
Guest lecturers in Adult Class
Altar Guild
Healing service
Fellowship
Christmas program **(x2)**
Family ministry
Bible Studies

Note: one person made the following written comment:

"In general, more congregational input (vs. board decision) perhaps through surveys (maybe on website) and votes."