

Area	Short Term (1-2 Years)	Long Term (3+ Years)
<b>Youth &amp; Family Outreach</b>	Workshop Participants: Carolyn Shearer, Mary Eagle, JoAnn Rothi, Marlena Adams, Pastor Michelle	
<b>Brainstorming</b>	<ul style="list-style-type: none"> <li>❶ <b>Inform Canby High School that we have community service opportunities.</b></li> <li>❶ <b>Revamp communications cards used in church on Sunday. Print vs Digital.</b></li> <li>• Communicate that we have usable space for activities.</li> <li>• Follow up materials for participants of               <ul style="list-style-type: none"> <li>○ VBS</li> <li>○ Easter egg hunt</li> <li>○ Trunk or Treat</li> <li>○ Fliers or handouts in gift packets with our basic info and events.</li> </ul> </li> <li>• All communications should say “we are here for you, to support you, to pray for you, etc.”</li> <li>• Listen to our “outside of Zoar” neighbors about how we can be a safe space.</li> <li>• Listen to our youth about their needs and interests.</li> </ul>	
<b>Staffing</b>	<ul style="list-style-type: none"> <li>• Who will do it?</li> </ul>	<ul style="list-style-type: none"> <li>• Associate Pastor with emphasis on youth.</li> <li>• Stipend or salary (employee or pastor)</li> </ul>
<b>Questions</b>	<ul style="list-style-type: none"> <li>• How can we be more of a safe space for youth in Canby?</li> <li>• Focus on Zoar youth or community youth?</li> <li>• How do we connect with visitors, both new and returning?               <ul style="list-style-type: none"> <li>○ Evangelism LT help with mail or email?</li> </ul> </li> <li>• Why aren't we connecting with local churches ecumenically?</li> </ul>	

Area	Short Term (1-2 Years)	Long Term (3+ Years)
Diversity, Equity, Inclusion (DEI)	Build an inclusive Christian presence.  <b>Outcome</b> <b>❶ Create an inclusion statement</b> <ul style="list-style-type: none"> <li>Provide adequate processing time for congregation to feel heard and part of the process.</li> <li>Diverse people feel comfortable coming to Zoar.               <ul style="list-style-type: none"> <li>We desire diversity for all – racial, social justice, sexual orientation, houseless, high school.</li> </ul> </li> </ul> Workshop participants: Marilyn Wichman, Marilyn Halvor, Pam Hygelund, Betty Lundsten, Paul Halvor, Jacquie Cory, Di Bernklau, Sharon Larsen.	
Actions	<b>❶ Complete RIC process.</b> <ul style="list-style-type: none"> <li><i>Task force in process.</i></li> </ul> <ul style="list-style-type: none"> <li><b>Build relationships.</b> <ul style="list-style-type: none"> <li><i>Invite various outside speakers to share experiences and stories: Hispanic, LGBTQ+, houseless, African American, High School, Living Room (O.C.).</i></li> <li>Partner with organizations in the area.</li> <li>Invite neighbors and community to learn more about and get to know Zoar.</li> </ul> </li> </ul>	<b>Construction related:</b> gender neutral bathroom or other accommodations?
	<ul style="list-style-type: none"> <li><b>Communicate</b> <ul style="list-style-type: none"> <li><b>❶ Newsletter articles to keep the congregation informed.</b> <ul style="list-style-type: none"> <li>Spanish language information about Zoar.</li> </ul> </li> </ul> </li> </ul>	
Staffing		<ul style="list-style-type: none"> <li>If Zoar creates a safe space, do we need additional staffing?</li> </ul>

Area	Short Term (1-2 Years)	Long Term (3+ Years)
Marketing	Workshop Participants: Mel Kubik, Jim Bernklau, Karl Benz, Jen Benz, Sharon Kubik	
Social Media	<ul style="list-style-type: none"> <li>① <b>Create / use a hashtag (#ZoarCanby)</b></li> <li>① <b>YouTube – content creation</b></li> <li>① <b>Google Search / Search Engine Optimization (SEO)</b> <ul style="list-style-type: none"> <li>• Facebook</li> <li>• Instagram</li> <li>• X / Twitter</li> <li>• TikTok</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• YouTube – content creation</li> </ul>
Media	<ul style="list-style-type: none"> <li>• Printed media</li> <li>• TV News</li> </ul>	
Signage	<ul style="list-style-type: none"> <li>① <b>Signs on Ivy St, Elm St, 99E</b></li> <li>• <b>Sign on building</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>New signs for both parking lots.</b> <ul style="list-style-type: none"> <li>○ Positioning for safe sight lines from high profile vehicles.</li> </ul> </li> </ul>
Spread the Word	<ul style="list-style-type: none"> <li>① <b>Business cards for congregation with QR code [to church website]</b> <ul style="list-style-type: none"> <li>○ Caroling, other community involvement.</li> </ul> </li> <li>① <b>Tri-fold brochure: In Narthex near front door and/or outside the front door.</b> <ul style="list-style-type: none"> <li>○ Ministry information</li> </ul> </li> <li>① <b>Events: July 4<sup>th</sup> Parade, Trunk or Treat, Canby Pride, Trick or Treat, 1<sup>st</sup> Thursday.</b></li> <li>• Partnering with 4-H, High School, etc.</li> <li>• Ministry Fair</li> <li>• <b>RIC</b></li> </ul>	
Staffing	<ul style="list-style-type: none"> <li>① <b>Media Team (volunteer)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Paid media coordinator</li> </ul>

Area	Short Term (1-2 Years)	Long Term (3+ Years)
<b>Enhance Ministry</b>	Make needs known  Workshop Participants: Nancy Mohr, Dave Wichman, Janet Jefferies, Cindy Nichols, Pat Parker	
<b>Actions</b>	<ul style="list-style-type: none"> <li>❶ <b>High School Community Service</b> <ul style="list-style-type: none"> <li>○ Dinner volunteer</li> <li>○ VBS help</li> </ul> </li> <li>❶ <b>Disaster Resilience Hub</b> <ul style="list-style-type: none"> <li>○ Red cross facility if there is a disaster.</li> </ul> </li> <li>❶ <b>Evening bible study</b> <ul style="list-style-type: none"> <li>○ <b>Zoom</b></li> <li>○ Member homes.</li> </ul> </li> <li>• Enhance weekly dinner               <ul style="list-style-type: none"> <li>○ Publish leaflet or pamphlet about weekly dinner.</li> <li>○ QR Code for more information.</li> </ul> </li> <li>• Small groups               <ul style="list-style-type: none"> <li>○ Join a committee.</li> <li>○ Participate in activities.</li> </ul> </li> <li>• Community classes               <ul style="list-style-type: none"> <li>○ Offer church building for use by community groups (4-H, Scouts, AA, etc.)</li> </ul> </li> </ul>	
<b>Staffing</b>	<ul style="list-style-type: none"> <li>• Is there a congregational member interested or qualified to work with or contact the groups?</li> </ul>	

Area	Short Term (1-2 Years)	Long Term (3+ Years)
<b>Building &amp; Construction</b>	Workshop Participants: Mark Shearer, Don Weaver, Angie Liechty, Noel Hygelund, Scott Eagle, Robert Manicke, Mark Salter.	
<b>Storage for Ministries</b>	<ul style="list-style-type: none"> <li>① <b>Actively manage existing storage rooms.</b></li> <li>① <b>Convert ground floor rooms.</b> <ul style="list-style-type: none"> <li>○ Need a plan including disposal.</li> </ul> </li> <li>• Storage for stained glass windows.</li> <li>• Storage is as much about time and decision making as it is about space.</li> </ul>	
<b>Enhance Worship Space</b>	<ul style="list-style-type: none"> <li>✓ New baptismal font.</li> <li>✓ <b><u>Remove projector screens.</u></b> <ul style="list-style-type: none"> <li>• Currently a box. Should have a vertical aspect.</li> <li>• Keep flexibility</li> <li>• False ceiling – lattice</li> <li>• Dimmable lights – presets?</li> <li>• Paint</li> <li>• Presence candle</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Stained glass in narthex with backlighting.</li> <li>• Partition – sliding wall</li> <li>• Door from kitchen to storage room “sacristy”</li> </ul>
<b>Build Low-income Housing</b>	<ul style="list-style-type: none"> <li>① <b><u>Initial conversations with City of Canby about feasibility.</u></b></li> </ul>	<ul style="list-style-type: none"> <li>• Could address storage too.</li> <li>• Sustains Zoar community through income <ul style="list-style-type: none"> <li>○ Parking, congregation space below, housing above, or add apartment building.</li> </ul> </li> <li>• One structure or multiple?</li> <li>• Include other non-profits? <ul style="list-style-type: none"> <li>○ Canby center</li> <li>○ Canby pride</li> <li>○ Bridging cultures</li> </ul> </li> </ul>
	Resilience Hub	