

Listening Sessions Summary Sheet St. Paul's Lutheran Church

Listening Session Group Results - 11/18-20/2011

1. Adult Spiritual Growth – Keep

Summary Observations: Continue high frequency & wide variety of Bible studies (topics/leadership/timing/delivery method). Continue devotions/visitations beyond the St. Paul's campus. Continue various member groups/organizations.

Quantity & Variety of Bible study opportunities (6)
Sun. A.M. Bible class
Double Bible class on Sun. (3)
College student input during Bible study
Variety of leaders/presenters (4)
Keep publicizing w/ flier about Bible studies
Sr. housing/nursing home devotions/visits
E-mail devotions (2)
Devotional pamphlets at church
Church library (2)
Sat., Sun. & Mon. services
On-line devotions
Shut-in visitations
Oak Hills services
Hospital visits
Ladies Aid and women's group
Men's group
Choirs
Faithful proclamation of Word devotions at meetings
Explain church work (yes – this was listed under the keepers)

Adult Spiritual Growth - Add / Hope For

Summary Observations: Further broaden Bible Study focus/topics/delivery approaches/locations/methods/publicity. Broaden training and service of laity.

Video devotion pod cast
Increase attendance
Skype Bible classes - make online available
Training & enlist lay-leaders for lay-led Bible studies
Small group in-home Bible study (2)
Different locations for Bible study (e.g. restaurants/homes)
A variety of topical studies at various times
Increased Visitation of homebound members – more pastors
Focus and renew basic Biblical teachings (poor results in congregation surveys)
Equip/teach more people for evangelism (3)
Review catechism (classes/sermons)
Heighten awareness of people doing visitations
Help ministry students economically
Phone conference Bible study
Accomplish God's will in and through our church

Christian book store hosted or sponsored by St. Paul's
Keep improving our church's community image without changing scripture
Promote the church library
Read-the-Bible-in-a year Bible class
Training on personal at-home Bible study and prayer
More small groups

2. Financial Stewardship - Keep

Summary Observations: Continue frequent and multi-faceted communications regarding financial items: Christian motivators for generous giving, various financial needs & budgets vs. giving, available avenues and tools for giving & giving planning.

Financial Bible class - Hearts in Focus (2)
All Bible classes
Weekly financial report in church bulletin (4)
Planned Giving counseling
Jump Rope for Heart
Volunteering at Food Shelf
WELS mission support – CMO
Ladies Aid soup sales & soup suppers to support missions
Support of MVL
Electronic offerings
Pre-offering worship announcement
Offering envelopes for children
Envelope system
Encourage financial stewardship – e.g., sermons, etc. (2)
Individual commitment cards
Communicate giving options
We're good givers
Weekly updates of offerings
Keep people informed through letters, Script, e-mail, etc. (2)
Keeps church attendance growing (1?)

Financial Stewardship – Add

Summary Observations: Further broaden and accentuate communication of financial needs, opportunities and actual giving.

Sunday morning Bible study on Stewardship (Arno-book)
Promote direct deposit option – e.g., via St. Paul's website, etc. (2)
Integrating/highlighting of ministry actions to fruits of stewardship
Promote Thrivent & other business matches/designations
Promote MVL SCRIP program – e.g. make available at church & school
Stewardship education
Track/support unemployed (2)
Explore cost saving methods – e.g., mailboxes, etc.
Communicate giving options – e.g., grain, matching, etc.
Year-end report for laity
Bulletin info. On expenses – short, pointed, charts, etc.
Encourage tithing
Inform guests/visitors that financial support isn't expected

Don't be afraid to address financial issues
Lower LES tuition
Prioritize interest-bearing loans
Review endowment funds use (2)
Use email to send notices
Explore ways to save money
Expose the expenses
Financial Bible class
More worship services focused on Stewardship, and suggestions of how to do it
More detailed financial reporting (1)
Train visitors for stewardship calls and gathering cell phone numbers (1)

3. Group Life & Fellowship- Keepers

Summary Observations: Pretty much every present opportunity for fellowship is a keeper. Leading in popularity are Sunday coffee/treats/fellowship & Advent/Lent suppers - both activities which involve food.

Bible classes/studies (2)
Advent/Lent suppers (7)
Sunday coffee/treats/ fellowship time (10)
Ladies Aid (2)
Quilters (3)
Altar Guild
Choirs/Handbells(3)
School Social Committee
Dart Ball (3)
Men's Club (2)
Mom's group
Table Project
Sunday greeters
Pre-service introductions
Out-door service
Love of Christ fund
Good Samaritan Service efforts
Volleyball teams
Reflections dinner
Women's retreat
Volunteer at Treasure Haus and Prison Ministry
OWLS (2)
Greeters
Dartball
WKW
Leave at own pace after service

Group Life & Fellowship-Add/Hope For

Summary Observations: Lots of good ideas for additional fellowship opportunities – would need volunteer organizers/coordinators and perhaps staff oversight.

Parent/teacher organization
Pot lucks (3)
Ice cream socials
Mission festival dinner
Cancer survival support group (community wide)
Family winter recreation events
Church picnic, out-door service (4)
Fellowship with members of St. Johns
Small family group (neighboring network)
Move fellowship to dining hall to sit and visit
Add card-playing group
New member supper
Camping group
Scrapbook group
Church softball team
St. Paul's day of caring
More opportunity for teen projects
Cookie bake and exchange
Dev. Affinity data base
Teens babysitting children for parent's night out
Avoid public use of facility during services
Live music during fellowship
Friday night concerts
Hand sanitizer by donuts (on a stand on the table)
Hand sanitizer (pre communion)
Community – expand Good Samaritan efforts to reach out
Home Bible study groups - get to know others better
Ministry groups – others (depression, parenting, AA, etc.)
Pray for others' specific needs
Greeting at end of service

4. Member Ministry - Keep

Summary Observations: Several member service opportunities listed – missing are serving on boards/committees, and individual prayer/efforts.

Good Samaritan program (2)
Friendship reg. / Birthday cards
Member Ministry Leadership Team (2)
Tracking service opportunities – website
Interviewing new members
Table project
Food Shelf involvement
Nursing Home services
Gifts & talents surveys of members
Good Shepherd Society
Keep asking

Member Ministry - Add

Summary Observations: Opportunities to expand present opportunities and identify some new – focus on congregation and community.

Identify community opportunities

Further develop Table Project

All congregational groups incorporate service projects for congregation & community

Every member serving on basis of spiritual gifts

Expand Good Samaritan program

Oversee/Staff Member Ministry Leadership Team

Make Coordinator's position full-time & paid

5. Outreach & Evangelism – Keep

Summary Observations: A good mix of religious evangelism and community service focused activities.

Bible studies (2)

Local media & newspaper promotion (parade exposure) (5)

Fliers in paper (2)

Two ministers (2)

Community involvement (2)

Food shelf (2)

Prison ministry (3)

Jesus Cares (5)

Oak Hills (2)

Keeping our facilities available for community use (4)

Visiting people in homes by pastors & members

Welcome those new to New Ulm

Opportunities to visit with fellow Christians after worship

Rodrigo's work – Spanish

The follow-up we give to worship visitors

Good Samaritan program

Christmas nativity & parades (community presence) (2)

Christmas parades (community presence) (3)

Celtic Christmas

Church services on local TV (4)

Website

Facebook

The Table Project

Home show (2)

Radio (2)

Greeting time

Large screen

ESL

Outreach & evangelism

Themes in sermons

Committees keep in touch with school students (away from home)

Encourage those away to find a church

Lutheran Chapel Service

Sunday a.m. BIC

Grief counseling open to community
A few more choices on Sun. morning
Women led Bible studies on Sunday for women
Lay led in-home Bible studies
Book club format
On-line Bible study
Church library "satellite island" in Narthex
More participation in adult Bible study
Sequenced curriculum for adults
Bible studies for beginners, intermediates, advanced
Yard signs - election
Lawn signs
Blessing bags - LES
Parade of Lights & community sponsored activity
Local access cable broadcast of services

Outreach & Evangelism – Add / Hope For

Summary Observations: A broad list of ideas to improve the present programs and activities as well as several new approaches.

Promote activities more
Update website more often (3)
Meals for new moms or ill
Giving tree
Thanksgiving meal service
Video devotion podcast
Facebook presence
Streetlight banners (2)
Work with St. John's in outreach (parades, nativity)
Current membership list updates
Equip or train for evangelism (Bible class)
Inform members of current work (updates)
Contact new city resident (3)
Radio ads
Publicity of school – newspaper
United Way Day of Caring Team
Find more community opportunities to participate in/host
Welcoming new families
VBS daytime and/or soccer camp (3)
Door-to-door canvassing (2)
New family flier
Find new residents in town (2)
Every member looks for newcomers to area
Invitation by individuals to the homebound (children's gifts/invites follow Meals on Wheels)
Use local TV for showing song services, etc.
Be sensitive to those from outside our fellowship
Deploy energetic "welcomers" to greet first time visitors (3)
Promote our facility for community (Chamber of Commerce...) (no-charge option?)
Central information hub (bulletin board) for essential needs
Exterior maintenance/grounds
Explore free publicity

Decorate window at Chamber (church & school)
Recruit member involvement
Use community poster/bulletin boards
More outreach events, i.e., holidays, Easter for kids where the community is invited (2)
Use of billboards/signs for advertising
Expand the Good Samaritan program
Prayers for prospects
More effort for outreach through our LES & MVL
Parenting classes – not just for preschool, comprehensive
MLC student coordinator
Witness visits
Visitor follow-up
Add'l. sponsorship of community activities

6. Strayed and Staying - keepers

Summary Observations: Several avenues to sharing Law and Gospel with those who we believe are straying. Express encouragement to all – particularly those who are away.

Letters of encouragement & Prayer
Elder's contact (3)
Pastoral visits (2)
Friendship register (3)
LES
Christmas cards to uninvolved children
Telephone visits
Mailings to military
Newsletter
Computerized database to track attendance
Family visits, every-member visits on cyclical basis (3)

Strayed and straying – Adds / Hope-fors

Summary Observations: Improve & expand many of our present programs – while increasing the sense of urgency. Get a broader and more diverse group of the St. Paul's family involved.

Small group bible study for straying members
Friend and family accountability
Record keeping of reasons for non-attendance (2)
Improve tracking
Make this a priority
Two-week contacts
Explore best practices used elsewhere
Mailboxes
E-mail contacts (3)
More immediate follow-up
Help find new WELS church for those leaving
Women visitors
Phone contact (regularly)
More contact with college students
Pastor Smith daily e-mail to college students

More complex, extensive elder group involving more members (4)
Automated call, text, email (for announcements as well as wandering calls)
New Friendship Registers (getting scrappy looking)
Members look out for members

7. Youth & Family Ministry - Keep

Summary Observations: A broad list of church and LES focused programs/activities for youth and for families. Lots of support for youth mission trips.

Athletics in our school
Bible Information Class – continue inviting all
Children’s sermons
Christ-based education (2)
Church directory – regular updates with current information
Church staff involvement in LES
Confirmation Service Project
Cradle blankets
Cradle roll (3)
Education Fund for Teachers
Family Spiritual growth opportunities
Home visits
LES (3)
MVL (3)
MVL – 8th grade visitation
Marriage/Family Bible study
Youth Mission trips (10)
New member class
Parenting Programs
Marriage Enrichment program (2)
Public School - Confirmation class (2)
- encourage consideration to attend LES
Responsibility of entire congregation for training, teaching our children (LES, MVL, SS)
Staff Minister – keep involved with youth
Sunday School (8)
Teen Bible Study (4)
Teen Center (4)
Video updates of MVL
Wednesday School (4)
Youth Group (3)
Youth Rally
Youth involvement in worship, singing, usher, etc.
Premarriage workshop/counseling (2)
Good Samaritan home visits to new parents
Public school confirmation classes
Youth musicians
Youth Group
Parent mentors
Youth as ushers
Keep Steenbock
Strong financial support of LES (2)

Adequate school staff (LES)
School self-study every "x" years
MVL Connection
Parent's involvement
Lutheran Pioneers
School social committee
Teen involvement/service (2)
Occasional services for children – simpler songs
2nd Grade 1st Bible program
Live Nativity
Current Examination practice
Wednesday School

Youth & Family Ministry - Add / Hope For

Summary Observations: Broaden, expand and/or reenergize many of the present programs/activities – as well as some that have gone dormant in recent years. Opportunities to involve "all" youth in activities – i.e., LES, SS & public school youth – combine activities with other nearby WELS congregations.

B.I.C. – offer more frequently
Bible Studies – join with other WELS congregations
LES - increase percentage of enrollment (2)
- stress value of LES (2)
- tuition issue – adopt a child-tuition assistance
- plant seed for eternity – from little on – support spiritual growth through education
- contact families not in SPLS
Children's Choir
Communication – encourage attendance to our various programs
Cross-generational events (seniors and youth)
ELS - program to retain ELS graduates in life of congregation
Easter for Kids
Facebook/Twitter
Lay leadership – training of lay leaders to lead Youth Bible Study/Fellowship in the home
MLC – show more support for MLC students
MVL - encourage MVL attendance; invite MVL to our functions for encouragement
Out-of-town – hospitalized patient contact from local congregation; coordinating care; pastoral visit
Parenting classes (4) including through our LES
Pioneers (3)
Public School – AM devotion
Sunday School – follow up on those not attending
Tax-deductible contributions
Teen Sunday morning Bible Class (irregular) – communicate properly
Tele-ministry/Support Seniors
VBS - start (3)
- include entire families
- include meals
Start for pre-school children (2)
Young Adults (couples & singles)
Youth involvement - ushering, greeting (educate class?) (2)
- after Confirmation, get youth more involved

- find important roles for our youth
- Youth Group
 - combine St. John's/St. Paul's
 - draw in public high school students
 - improve involvement in Youth Group
 - opportunities for LES-public to participate together in worship & other activities (2)
 - organized youth group (president . . . board) meetings to promote themselves (not products)
- Family picnics
- Increase youth attendance in activities (2)
- Improve Sunday school, Teen Bible class & youth group
- More teen participation in leading worship (choirs, readers)
- Public school teen Bible class
- Teen Ownership (involved)
- Involving public school youth
- Opportunities for LES & non-LES students/families to do joint activities – e.g., Jr. Choir, Christmas service, Sat. morning basketball at the LES (open and advertised to LES and non-LES students)
- Showing more support for MLC students
- Tuition assistance for MVL students
- More MVL recruitment at our LES
- Vacation Bible School
- Get families involved with community efforts
- Developing cross-generational programs – e.g., Meals on Wheels
- Children's handbell or tone chime choir
- More age-appropriate Bible for 1st Bible for 2nd graders – e.g., larger print, pictures)
- Additional administrative time for LES Principal

8. Worship - Keepers:

Summary Observations: A broad list encompasses and encourages our highly diverse worship formats and practices, addressing music & instruments, varied worship leadership and visual aids, involvement of many groups to enhance the worship experience. Three specific areas seem to surface as more important and desirable to more people: music, worship variety and options, and involvement of children.

- Children's Devotion (6)
- Children's coloring folder
- Children singing in services (3)
- Special services/special music/special choirs (4)
- Visiting musical groups
- Large screen/projecting (4)
- Worship that is Christ-centered
- Quality of sermons (2)
- Student liturgists (2)
- Effort that goes into quality worship (2)
- Copies of sermons
- Variety and frequency of worship opportunities (8)
- Tre Ore services
- Favorite hymn Sunday
- Summer in the park worship
- Meet and greet opportunity
- Contemporary worship (3)

Music inserts for new hymns
Use of piano in worship
Traditional worship (2)
Worshipful music
No accompaniment for some hymn stanzas
Occasional use of front organ
Many opportunities for Lord's Supper
Continuous flow communion
Musical embellishment
Guest preachers (2)
Outdoor worship service jointly w/ St. John's (3)
Banners
Teaching of Scripture as inerrant, infallible, inspired
Organ music
Handbells and other choirs
Variety of music
Opportunities for lay involvement as worship leaders

Worship – Add / Hoped for:

Summary Observations: Numerous comments regarding contemporary worship & music. Various comments for actions/approaches to further enhance the worship experience. One area seems to be in need of special attention/improvement: contemporary worship.

Bring back older hymns / Choose more favorite hymns
Don't force contemporary services and music down our throats
Combine traditional and contemporary elements into one service (3)
Add contemporary song service
Have contemporary at same time each week (2)
Well prepared singers/musicians for contemporary
Consistency/guidelines for contemporary worship (2)
Maintain congregational participation with "performance" singers
Permanent set-up for contemporary worship
Eliminate contemporary service (2)
Contemporary or non-traditional services in different location
Easy-to-sing songs are more worshipful
Teach liturgy, keep it as familiar as possible
Move cautiously with new liturgy and other changes
Add third pastor
Make worship a more inviting experience
More frequent children's singing with smaller groups
Improve sound system/acoustics
Develop more lay involvement including readers in worship
45 Minute services
More close parking
Move Monday worship to 6:30 PM like Advent and Lent
Add early evening Christmas service
Add Christian Worship supplement to pews
Add large-print bulletins and music
A fill-in-the-blanks sermon study guide
Every member wear name tags for worship services

Add more services when Christmas and New Year fall on Sunday
Drop Saturday night Easter sunrise service
Be aware of excessive volume especially with organ and/or instruments
Balcony mics for choirs and organ
Take full advantage of the projector and screen to communicate visually (beyond words) throughout all parts of the service

9. Other – Keep

Summary Observations: Mostly items mentioned elsewhere.

Home visits to strayed/straying
Rich variety in worship service
Interviewing our members to learn their interests
Welcoming
Heart in Focus financial course
Our pastors
OWL's participation
Asking our members for input
Ministry strategic planning
Interns/student teachers
Local TV
Skype bible studies-stream services
Utilizing professors in bible study (other...)
Printed sermons (available before service)
Video/projection Screen

Other - Add / Hope For

Summary Observations: Mostly items previously mentioned. One non-Scriptural suggestion regarding fellowship.*

Identify our members, badges, nail tags, help people to connect with each other (2)
Make better use of gifted members
Schedule BIC to bring prospects together
Parking
Politically active Christian groups
Continue long range planning
Dave Ramsey financial video services
Bring back old hymns
Bibles in pews
Contemporary musicians in bulletin
Large print meditations
Communicate member ministry needs
Write grants
Restore quarterly voter's meeting
Review frequency/cost of self-study
Congregational biographies
Open Communion*
More communication about everything
Help People who are without jobs
Repeat these listening sessions every 2 years or so
Member mailboxes on north wall of narthex

Better way of displaying brochures/publicity etc. in the Parish Center hallway
Automatic unlocking/locking of church & Parish Center exterior
Improve restroom situation in lower-level of LES – e.g., larger, handicap access
Replace windows at the LES
More joint worship, outreach and fellowship with other local WELS churches/members

St. Paul's Church Council Follow-up – 1/2/2012

1) What's missing - especially in the "Adds / Hoped-fors"?

- explanation of the offering envelope's categories for giving (e.g., "missions," "general"); increased awareness of how our LES is supported (tuition and offerings)
- explore possibility (with St. John's) of a third WELS congregation in New Ulm, perhaps one that by its worship style, location, worship language(s), et al. reaches toward people of a not typical WELS background
- continue to explore ways to reach, schedule around, and attract the modern teen; encourage parents to encourage their children to be active in youth activity
- occasional singing by a male choir
- striving for better communication among board members, congregation and staff.
- the concept that MVL is our school just as the LES is our school.
- a St. Paul's sponsored Bookstore
- lower LES tuition
- a process to find new residents as they come to town,
- a program teaching members to look out for members
- pew Bibles
- more financial support to LES and MVL
- possible tuition break to LES students who continue their education at MVL
- more specialized services, i.e.: Christmas candlelight service, Tre Ore, etc.
- Every member serving on basis of spiritual gifts
- Promote use of church facility for community use
- Improve attendance tracking
- More immediate follow up of straying members
- Add third pastor
- More members involved in a Bible class
- ministry to seniors;
- ministry to families;
- training in outreach
- promote endowment fund;
- promote endowment for tuition support at LES;
- provide a way for needy to earn some additional money;
- develop support for a mission
- frequent promotion of the member ministry concept;
- additional time for a volunteer coordinator
- increase training for witnessing;
- develop a logo to identify St. Paul's in publications and displays
- assist with transition from eighth grade through HS through college
- Add worship components which relate to men
- Plan upgrades for church carpeting, pews, sound, etc.;
- printed pieces and presentations need to have professional look

2) What are some of the key emphases that come to mind?

Keep:

- Word-centered worship and activity
- Effort to involve membership in ministry (2)
- Every member visits - on going (4)
- Maintain quality Christ-centered education in our LES
- Heart in Focus financial course
- Table Project
- Children's devotions
- Strong connection with worship music/ musical selection/ children singing etc.
- Bible class opportunities (5)
- Use of technology, i.e.: projection, e-mail devotions (2)
- Fellowship opportunities
- Basic Biblical teachings, e.g., this is what we believe
- Quantity & variety of Bible studies
- Use of a variety of leaders for leading Bible studies (2)
- Promote planned giving counseling
- Advent/Lent suppers to promote fellowship
- Sunday coffee to promote fellowship
- Pastor & Elder visits to strayed
- Public school confirmation classes
- Sunday school
- Children singing in services
- Large screen projection
- Variety and frequency of worship opportunities (3)
- maintain all current financial reports
- maintain all current giving opportunities and causes
- keep many of the existing fellowship opportunities
- Continue to be visible to the New Ulm community
- Keep the activities for youth; support LES, MVL, & MLC
- Maintain a high level of satisfaction with the worship content and presentation
- Lifelong Christian education including pre-school, Sunday School, Lutheran Elementary School, MVL, MLC and other opportunities for all members of St. Paul's.
- Ministry to shut-ins, Jesus Cares, etc.

Add:

- communication of the nitty-gritty of how the congregation functions
- more ways to do ministry with St. John's
- an in depth study on our congregation's wants, desires, ideas, etc... of the traditional /contemporary worship issue
- Building improvements at LES
- Expansion of Pre-K to include 3-yr-olds
- Assimilation of new families into the congregation.
- More pastoral/spiritual contact with college students of St. Paul's.
- Increased opportunities for fellowship among St. Paul's members.

- Church attendance.
- Programs available to every age level of youth
- More promotion of church and school to community and what it has to offer; enroll more St. Paul's children in the elementary school; offer area churches opportunity to enroll children at LES
- Better outreach to new families and residents in the area Increased focus and renew basic Biblical teachings
- Increased stewardship education (2)
- Every member serving on basis of spiritual gifts
- Strengthen leadership of the member ministry program
- Promote use of church facility for community use
- Improve attendance tracking
- More immediate follow up of straying members
- Increase number of teachers;
- Increase quantity & variety of classes; use electronic communications & web
- Increased financial reporting
- Increase number of small group ministries;
- Increase number and variety of fellowship opportunities
- increase contact with visitors
- Expand the communications and visits in the current program; add callers and visitors to help with the work
- Engage more youth in activities
- Parenting education
- School building refurbishing and upgrades
- Fixed time for contemporary services

3) What are priorities you see that need immediate attention?

- Increased effort to raise percentage of members who worship weekly (2)
- A third pastor /an additional called minister of the Word (4)
- Additional teaching staff in LES (3)
- Maintain quality Christ-centered education in our LES
- Youth ministry
- Adult spiritual growth
- Parenting Programs through church & school
- Financial support of MVL/LES
- Clearer and more regular financial reporting to congregation (2)
- Adapt contemporary services to appeal to a larger portion of congregation
- Tracking and contacting/visiting strayed members on a timely basis (2)
- Increase % participating in Bible study
- Paid part-time position to lead member ministry effort
- Develop new logo;
- Organize the approach to visitors and prospects
- Add callers and visitors to help with the work
- Fixed time for contemporary services
- Monday worship time
- Improve school facilities

4) What are items that are important but can wait?

- Review of Church staffing / Additional ministerial staff (4 – two to three year goal)
- Improve sound system
- Parking lot improvement
- Renovation of the LES – after Parish Center is paid off (2)
- Refurbishing of the church - carpeting, pews, sound, etc.;
- printed pieces and presentations need to have professional look
- Add classes and teachers;
- Add ministries for families & seniors;
- Train members for witnessing (2)
- Increase use modern media
- Increase stewardship message
- increase communication of St. Paul's financial situation
- Develop electronic and online giving opportunities
- Increase number of small group ministries
- Greater visibility of the member ministry program; expand opportunities to serve
- Develop fresh ideas to be visible to the New Ulm community
- Set goals and maintain records on number of calls, etc.
- Reach more of the teens;
- Parenting education
- Purchase *Christian Worship Supplement* copies.
- Electronic locks for church and school.

5) What other issues or questions we should address leading into our 1/14 vision exercise?

- Can we or how can we do a better job of recruiting and retaining in our schools?
- Are there community needs St. Paul's could fulfill while remaining true to God's word and our beliefs?
- Additional assistance with worship planning
- Additional help with communication