

Identified Area of Need:	SUSTAINABILITY		
SMART Goal	Measures of Success		
Zion will work to sustain ministry through biblically sound financial practices.	<ol style="list-style-type: none"> <li>1. The annual church income/revenue is consistently greater than its expenses.</li> <li>2. Zion is able to continue its mission and work toward its vision.</li> </ol>		
Action Steps	Who is Responsible?	Resources Needed	Deadline
Appoint a Sustainability Committee.	Board of Directors		January 2021
Determine what motivates people to give and establish a model for growth in giving, including tithing, legacy giving/estate planning, and alumni support.	Sustainability Committee		May 2021
Create a climate for giving through Bible study, sermons, and blurbs in the Sunday bulletin and monthly newsletter.	Pastoral Staff, Stewardship, Finance		Ongoing
Offer courses in Christian family money management at least once per year.	DCE		Annually, beginning June 2021
Establish regular fundraising events to support specific needs or causes.	BOD would determine people in charge according to event		Ongoing
Evaluate current staffing and determine essential positions needed to fulfill Zion's mission.	Sustainability Committee		May 2021