

KEY CENTER WARD RETENTION AND REACTIVATION PROGRAM  
A SEARCH AND FIND MISSION  
8 Nov 2009

Bishop,

I met with the ward mission leader and he said that he approved of what I was proposing and asked me to send it on to you as the starting place for our Ward Retention and Reactivation Program.

This is the proposed Key Center Ward Retention and Reactivation program:

1. The Stake President has asked us to help bring again Zion and it is my belief that bringing Zion does not start at the Stake or Ward level. It has to start with individuals and then in the home. We cannot bring Zion to a ward that does not have Zion families. One of the things that he emphasized in his talk was that there be no poor among us. When he said that, I had this impression come to my mind that "POOR" does not necessarily relate to money. It is much worse to be "POOR IN SPRIT" or "POOR EMOTIONALLY". So that is what I would like to propose as the objective of our reactivation program is helping to bring a Zion people within our ward starting by setting out to ensure that we find and assist anyone in our ward who is "POOR SPRITUALLY OR EMOTIONALLY". I would like to take a phrase used in Conference by Elder Theodor Tuttle titled: FIND AND RESCUE MISSION. I would like to make that our primary goal of our reactivation efforts that we go on a "FIND AND RESCUE" mission and seek out those who are poor spiritually and emotionally and offer assistance to them.
2. We talked in my interview about the ward being too big and many people not having a calling I would like to ask the Bishopric, Priesthood Leaders and Auxiliary presidencies that they set the goal to divide the ward again so that we need people so much that we would go out and find the less active and call them to positions. I would also like to ask that we not have anyone in the ward with two callings. There are so many people with no calling. I would like to suggest that be one of our goals as a part of dividing the ward that we get so many people with callings that the activity level will be such that we will qualify by the numbers to divide the ward. President Hinckley asked that every member had a calling. I would like to have that be one of our goals but ensure that every one only have one calling as a part of that.
3. We also talked in my initial interveiw about the same key people being called to leadership positions in the ward. I would like you to consider letting us have a training program in the ward where every ward leader has as one of their main objectives to train someone to replace them. If we are going to divide the ward we need to have people capable of filling two full Bishoprics (including clerks), two High Priest Group leaderships, two Elders Quorum Presidencies, two Ward Mission orgainzations, two Relief Society Presidencies, two Sunday School Presidencies, two Young Men's Presidencies, Two Young Women's Presidencies and two Primary Presidencies. That will take some leadership training in dependability, organizational skills and spiritual testimony building. You of course cant fill a calling with a person who does not come to church. So this will also fall right in line with our having every member hold one calling in the ward.

4. I would like to be invited every Priesthood Quorum Presidency meeting and Auxiliary Presidency meeting and ask them what they are already doing. And I of course want to meet with you after you read this to see what you already have planned and would like to add to or change in presenting a program for reactivation from the Bishopric. We don't want to reinvent a wheel that is already invented

5. In order to effectively carry out the objectives of our ward reactivation program, I would like to propose to you that we create a reactivation committee that would work under the direction of the ward mission leader, with me as the chairman of the committee. If you will let us have a few key people on this committee they will replace themselves ten times over with other people to serve in callings in the ward. I would then like to ask that you consider with us some names of people that we would like to call to be on that committee. I talked to Brother Granger about these names and he is in concurrence. As I mentioned above, I would like to ensure that no one in the ward has more than one calling (except Home Teaching and Visiting Teaching of course). That would then be starting with these committee members.

6. As the head of the Reactivation and Retention Committee, I would like to be included in the normal ward PEC and Ward Council Meetings. I would also like to propose that we have a special ward council meeting once a month that all of my committee is invited to along with the normal ward council where we just talk about reactivation and retention.

7. The main focus of Retention and Reactivation is Home Teaching and Visiting Teaching. We do not need any new programs in the church. Effective Home Teaching is always centered around Personal Priesthood Interviews. PPI's as we often call them. And they need to be more than a visit with the priesthood holder to collect statistics on families visited. That can be done over the phone. PPI's need to be PERSONAL and detailed. They need to truly be a priesthood interview to find out how families are doing spiritually, emotionally and financially. They need to be help on a regular basis. There is no way for the Bishop or even the Priesthood leader to know in very much detail what the spiritual temperament of a ward or quorum member is without good PPI's. Home teachers should know if their families are attending the temple or struggling with worthiness (maybe not details in some cases but spiritually). If the family is not attending church the Home Teacher and visiting Teacher should be over there letting them know they noticed and helping them with a spiritual course correction and then reporting back to the priesthood leader what they have done to accomplish that. Home Teachers and Visiting Teachers have to be more than monthly visitors. They have to become a family's close friend to be effective. Personal Priesthood Interviews are a method of reporting back as we so vividly learn in the Temple. Where there is no accountability there is normally no responsibility. If the Home Teacher knows that he is going to be asked to report back about the spiritual details of the families he is teaching, he will be more inclined to go on a regular basis. The Personal Priesthood Interview is also a great forum for priesthood leaders to teach Home Teachers how to be home teachers. I would like to have permission to make training priesthood leaders on how to conduct a personal priesthood Interviews a part of our Retention and Reactivation

program. I would also like permission to work with the Relief society Presidency on effective Visiting Teaching methods through reporting back. (Much of this also applies directly to Visiting Teaching even though they don't have PPI's in that sense of reporting back.)

8. I would like to ask if you would consider calling someone to be on the committee to help me work with Priesthood Leaders and Relief Society Presidency to help get the Home Teaching and Visiting Teaching up into the 90% area every month. I know how to do that. I would like to include that person on that committee as a part of the effort to help me train priesthood leaders. He needs to be one of the most effective priesthood leaders we have in the ward. We would like to have permission for him to join us in visiting the Quorum Presidency meetings from time to time teach them how to hold Personal Priesthood intervenes and to help them then create a plan on how to get home teaching up into the 90% area every month. We would like to do that same thing in visiting and training in the Relief Society to help them get similar results in Visiting Teaching. We would also like permission from time to time to visit Elders and High Priest quorum and Relief Society meetings (coordinated through the priesthood leader and RS president) to help train members on how to be effective Home Teachers and Visiting Teachers.

9. I would like to have a couple on the Reactivation and Retention committee to work with inactive single adults. We have 150 singles over 30 and only 7 of them have a calling. This program of working with singles over 30 will be one of the major parts of our Reactivation and Retention program.

10. I would like you to call an active young couple that can work with the 18 to 30 year old single members of the church to encourage them to attend the singles branch, go on missions, get married in the temple, help us make sure they have callings and feel needed either in the home ward or the singles branch.

11. Going over the home teaching roster I only see 2 young men that are assigned to be home teachers. Surely that is not the case. If it is, I would like to propose that we immediately reorganize the home teaching so that every teacher and priest is a home teacher assigned to a home teacher who is actively home teaching so they are taught correct principles. We cannot afford to grow any more young men who are not trained as good home teachers when they become Elders. Home teaching will do a great deal to help them retain their testimonies and prepaid to go on a mission rather than go inactive when they become Priest age. I think that a part of the reactivation efforts in our ward should be having the goal of every young man going on a mission and every young man and every young woman getting married in the temple. If they don't do those two things we have already set them on a course that is more likely to lead to their being less active later.

12. I would like you to consider calling a couple in our ward and let them serve on our committee as the Temple Attendance specialist. Church studies have shown that if we get new converts to the temple within the first three months after their baptism that 90% of them will stay active. I would like to create a program to ensure that every new member goes to the temple within that first three months. Then I would like to set forth on a program to help them continue to go to the temple to do baptisms for the dead every month. If they are going to be asked to go to the temple every month after they get their

endowments, why can't we start teaching them to do that from the very start and help them create that habit as a part of their church membership. So I would like to ask this couple to create a program to help them start doing genealogical research in conjunction with our ward genealogy specialist to help them find names to take to the temple so they can go every month. Then I would like to expand that program out until we have less active people preparing for the temple preparation class and then even further that we set the goal as a ward that we will have every member of the ward either holding a current temple recommend (see president Hunters talk Oct 94) or be in some stage of preparation in becoming worthy to hold one. All this will of course be done mainly through Home Teachers and Visiting Teachers coordinated through the priesthood leaders. The Temple Attendance Specialists will simply help them set the goal and ensure that it takes place.

13. You said in my interview that the church was changing the missionary program now and that the missionaries were going to work directly under the direction of the bishop. I would like those on my committee to work closely with those who are already called as Ward Missionaries. I would like to suggest that we go back to the earlier Mission President era of missionary work in our ward where we were setting the goal that the missionaries stop tracting and start working mostly with less active and part member families. When we did that we had an average of 90 to 100 people in our teaching pool most of the time and if you remember we ended up with 2 sets of full time missionaries assigned to our ward. But when the new mission president came and said that missionaries could not visit member's homes unless they had invited a nonmember there with them, that pretty much put an end to that era of missionary work. I have talked to the ward mission leader about this and if you are willing to discuss it, I think it would be a subject that the three of us could consider as a new approach to missionary work.

14. We already have a "SPLITS WITH THE MISSIONARY" program in the ward, correlated by Brother Morris. I would like to propose that we expand that program so that it is specifically centered around home teachers who are teaching less active families. Where ever possible we need to have missionaries in the homes of less active and part member families. This program will also greatly help the brethren who are struggling with doing their home teaching if we ask them to take the missionaries with them on a visit to the home. This program should be highly centered around Priests going on splits with the missionaries every week. I do not see that as a part of the program at all right now.

15. If the missionaries truly are going to be under the direction of the Bishop from now on, than I would like as a part of our retention program that we start teaching the missionaries to pray about then search out and find families to teach and place their teaching emphasis on the father of the home. If we continue to baptize mostly single women and children we are not going to have very much success in growing the ward. They all deserve to hear the gospel, but if that is the mostly the kind of people you are baptizing then you have missionaries who do not understand missionary work very well and are mostly tracting all day and are just working to please the mission president by having the numbers to turn in each week. If you start baptizing families it will be because the missionaries are mostly working with referrals from members. Families refer families. Tracting mostly produces single women, children, and people who are in some cases emotionally disabled. As President Woods said 3 times in Stake meetings when he was the mission president, "It normally takes 3 or 4 generations to produce a leader in the church when the missionaries are baptizing people from tracting. If you baptize the Vice

President of Boeing, he can be the Elders Quorum President in one year". Bishop Burton said that same thing recently in conference.

If you look at who has been baptized in the past 3 years, you will see that has been the case. Of the 37 baptized, we have only baptized 2 adult men who were a married head of household. When you baptize families with a father at the head of the family they are much more likely to stay active and become temple attending members. We have a way to go in this department of retention.

Every activity in the church should be a planned activity centered around missionary work and reactivation. There will be other things that we need to discuss and organize for sure. For example, Primary is one of the greatest ways to reactivate less active families but I am not ready at this time to make a proposal about how to organize that.

I think that these things we are proposing will be a good starting place if you feel that they are the right things to do. I have sent a copy of this to the ward mission leader and he said he was in full agreement and asked that I send it on directly to you as our proposal for a Retention and Reactivation program in the Key Center Ward.

That is my proposal for a Ward Reactivation and Retention Committee Program