

St Andrew's Goals with Detailed Action Items

August 19, 2014

1. **Renew St. Andrew's Focus on Love, Diversity, Family and Community**
 - a) Foster acceptance of a diverse community and work towards becoming "Welcoming and Affirming"
 - a. Consider a process / curriculum for becoming "Welcoming and Affirming"
 - b. Organize meetings in the next 3-6 months to discuss
 - i. Start date October 1st 2014
 - ii. Co-ordinators TBD
 - iii. Vestry will initially co-ordinate, and invite a consultant to present
 - b) Develop and live by a Behavioral Covenant
 - a. Parish Behavioral Covenant: Create a 3-person group to draft. Draft should include rules of engagement and/or a means for conflict resolution and amendment
 - i. Father Steve to organize the group, which will include 1 Vestry member (Art Criddle), by October 1st 2014
 - ii. First draft to the Vestry to approve by January Vestry meeting.
 - iii. Draft will then be published for Parishioner comments and input
 - iv. Within 7 months of the starting process (May 1st 2015), a final version of the Covenant should be ready for adoption.
 - b. Agree on a Vestry "Set of Norms"
 - i. Will be drafted collectively by the Vestry.
 - ii. Completion date will be October 31st 2014.
 - c) Develop an in-reach program to better care for one another.
 - a. Reinvigorate the Pastoral Care Committee, including recruiting and training new members. Goals will include exploring ways of becoming more aware of those who might be in need of pastoral care, and restoring the Prayer Chain and Loaves and Fishes program.
 - i. Timing- within 3 to 6 months, with a October 1st 2014 start date
 - ii. John will coordinate
 - d) Revitalize our Welcoming Group
 - a. Update or re-create our welcoming pamphlet
 - i. Timing will be by October 1st 2014
 - ii. Coordinated by John
 - b. Utilize Ushers and Vestry Members to ensure visitors are welcomed
 - i. Timing will be by September 1st 2014

- ii. Coordinated by two people (to be identified by Kristen)
- c. Reinstate new-member liturgies and dinners
 - i. Timing will be by July 1st 2014 for dinners and November 23rd 2014 for liturgies
- d. Seek to establish personal connections with new members to include them in the life of the Parish, and actively welcome and include anyone who seems unconnected
 - i. Invite parishioners/vestry members to introduce themselves/ourselves to someone we do not know well at least once per month during a service
 - ii. Timing will be by August 1st 2014
 - iii. Coordinated by a committee to be organized by Kristen
- e. Determine what visitors and new members might be interested in doing in the Parish- utilizing "Time and Talent"
 - i. Timing will be by November 2014
 - ii. Coordinated by Stewardship Group
- f. Hold a new Parish event suitable to attract new families (encourage youth)
 - i. Metric aim is 1 new event this year (Barbecue/Picnic already organized)
 - ii. Coordinated by Cathy and team
- e) Revitalize our Stewardship Working Group
 - i. Co-leaders in place by Sept 1st 2014
 - ii. Include Time and Talent in pledge cards (already underway)
- f) Hold more fundraisers
 - i. Consider fundraisers that effectively use Time and Talent
 - ii. Goal is 2 to 3 per year
 - iii. Fundraisers organized by individuals or small groups
- g) Revitalize Outreach
 - a. Provide opportunities for Parishioners to serve beyond what is available now, become known in the community for our ministries
 - i. Be family -centric in our approach
 - ii. Identify opportunities that are organic and rise naturally to the top
 - iii. Action step to conduct audit of our missions
 - iv. "Assessment goal" will be December 31st 2014
 - v. Coordinated by Kim, Laura and John

2. Feed our Hunger for a Deeper Spiritual Life

- a) Encourage and enable individual Parishioner's spiritual journeys
 - a. Continue both Men's and Women's monthly groups
 - i. Currently ongoing
 - b. Develop additional co-ed groups that meet regularly. Examples are faith-sharing groups, Alpha or similar spiritual/education groups. The Lenten and Advent groups will also be continued
 - i. Metric aim will be to have 20% to 50% of Parishioners participate in some aspect of one or more programs, based on average Sunday service attendance (ASA)
 - ii. Timing for setting up the additional programs will be by December 31st 2014, with achievement of Metric aim by August 31st 2015
 - iii. Coordination will be by an Adult Education Working Group, to be put in place by September 1st 2014
- b) Continue to empower, enhance and promote our Music Ministry
 - a. Encourage promotion of our music program outside of the Parish
 - b. Hold 2 concerts or events per year with other churches
 - c. Publicize our concerts, programs and camps in the parish and community
 - i. Starting October 1st 2014
 - d. Invite our summer campers to participate in our other music programs. Also encourage Parishioners and camp/program participants to "bring a friend" to music events or services, and designate a service as "bring a friend" day
 - i. Metric aim will be to have a 20% increase in attendance at a dedicated concert or service, or have 1 in 3 Parishioners "bring a friend"
 - ii. Amanda will coordinate with the Music Committee starting September 1st 2014
- c) Share stories of our Faith Journeys with each other and the Parish
 - a. Invite people to share their stories in print, person and adult education groups
 - b. Create the appropriate vehicle for this to be accomplished (Accomplished- "Faces of our Faith"- written articles describing aspects of individual parishioner's spiritual journeys and/or why they support St Andrews)
 - i. Metric is one article per month starting August 1st 2014
 - ii. Coordinated by John and Art

- 3. Optimize our Organizational Structure in Order to Better Share the Work of Running St. Andrew's Together**
- a) Reimagine our working group structure and leadership.
 - a. Define what the working groups should be, and define their responsibilities appropriately
 - b. Put in place a working group co-leadership system
 - i. Timing is by October 1st 2014
 - ii. Coordinated by Kristen
 - c. Add members to the Stewardship, Welcoming and Outreach groups and involve more parishioners beyond the Vestry
 - i. Start date is September 20th 2014
 - ii. Coordinated by Kristen

 - b) Foster communication such that there is a two-way flow of information between Vestry and Parish, with both sides encouraged to listen and provide input.
 - a. Provide tools for Parishioners to utilize for feedback purposes
 - i. Start time is immediately
 - ii. Vestry will coordinate.
 - iii. Print Vestry members contact info in the monthly messenger so Parishioners have an additional forum for providing feedback
 - iv. Vestry will wear name tags during service and coffee hours so easily identified
 - v. Add a "suggestion box" for parishioners to provide anonymous feedback
 - vi. Hold an informal once monthly Town Hall Meeting for Q&A
 - b. Maintain better our "outgoing" information to Parish to keep current
 - i. Identify a team of three to review website information once monthly and provide direction for updating content
 - ii. Start date September 20th 2014
 - iii. John to provide initial review

 - c) Increase our focus on Youth and Families
 - a. Revitalize our Youth Group- start with our current Confirmation class and include others
 - i. Already underway
 - ii. Coordinated by Jen Below and Florie Earle
 - iii. Goal is 4 youth events per year- September 19th first event
 - b. Explore opportunities for a Youth Minister
 - i. Hold planning meeting with other churches to explore sharing a Youth Minister- already completed
 - ii. Coordinated by Clergy
 - iii. Goal is to have a proposal to share with Vestry and Parish by Dec 31st 2014

- c. Hold a Youth Mission trip each year
 - i. Timing is Summer 2015
 - ii. Coordinated by Florie Earle

- d) Focus on marketing “ St. Andrew’s Story” within and outside of our Parish
 - a. Utilize all methods of communication at our disposal
 - b. Better communicate with the wider community utilizing media outlets such as The Patch, The Source, The Shoreline Times and Chamber of Commerce
 - i. Goal will be to put in place an effective communication plan
 - ii. Timing – already ongoing
 - iii. Coordinated by Steve Van Ness and John Armstrong
 - iv. Mark Auletta will explore a bulletin board at Hammonasset