

St. Andrew's Vestry
Strategic Planning Retreat
January 11, 2020

Members Present: Fr. Jeff Packard, Bruce Cramer, Tom Dauler, Andrea deCarle, Christina Ford, Greg Loviscky, Kevin Lowe, Jason McCloskey, Connie Puckett, Steven Smith, Scott Strouse, Kathryn Yahner, Paul Humphreys (vestry-elect), JudithAnn Rule (vestry-elect)

Members Absent: Michele Hamilton

Clerk: Kevin Lowe

Call to Order: 9:00am

Morning Prayer

Discussion of Proposed Process for Creating a Strategic Plan

1. Educate/inform
 2. Dream/generate ideas
 3. Discern/plan
- Getting participation and buy-in to the planning process (how to get people interested in these things?)
 - How to make the message inspirational and not fear-based?
 - Future-oriented, not stuck in the past
 - Can we hear testimonials from other groups and ministries who use St. Andrew's?
 - Testimonials from our own parishioners and ministries?
 - What other models and possibilities for churches are out there?
 - Can we approach for financial assistance other groups and individuals who use the St. Andrew's facilities?
 - How best to reach loosely-connected quasi-members?

Force Field Analysis

Positive Forces

Holy Spirit
obvious need
prosperity
desire to make a difference
people are inclined to help
people are looking for authenticity
people feel at home
already engaged with community
diversity
love of the church
clergy leadership
strong, talented membership
enthusiasm of vestry/clergy
our parishioners are flexible

Negative Forces

perception of not being heard
inertia/resistance to change
real or imagined poverty
lack of imagination
tendency to dither
people have other interests
competing needs
feeling resigned to our fate/pessimism
fragmentation
ignorance of problems/skepticism
clericalism
Episcopal identity

building location
Episcopal identity

Implementation and Strategy

- **Overall Goal:** Have the plan completed by 2021 Annual Meeting
- **Introduction:**
 - Roll out the process plan at annual meeting
 - Contextualize the strategic plan – what is a strategic plan? Why are we making one? Why will it take a year? → Understanding Our Context
 - Present the overview of the three upcoming phases
- **Phase 1:**
 - Wednesday night Lenten programs for educational process (March/early April)
 - **Christina** will approach Adult Ed Committee
 - Invite testimonials in church during Lent (**Paul, JudithAnn**)
 - Invite representatives from various constituencies (AA, OOTC, youth, Cafe, etc.)
 - Vestry presence/conversation at 8am breakfasts, 10am coffee hours, 5pm receptions?
 - Help testimonial guests have further conversations at coffee hour etc.
 - Adult forums at some point
 - Perhaps a session of St. Andrew's own history of ministry would be helpful to do before getting too far into testimonials
 - Early Feb forum to followup on the annual meeting presentation
 - Communication (**Kathryn, Kevin**)
 - Social media posts
 - Newsletter updates
 - Weekly emails
 - Printed updates available in the narthex each week (**Greg**)
- **Phase 2:**
 - Transition at Easter into idea generation and dreaming phase
 - Conversational groups and brainstorming
 - Parish retreat?
 - Create guided small groups in people's homes (**all vestry members**)
 - Meet in constituencies? Break down constituencies?
 - Large group events at church too – following up from small groups
 - Place to submit ideas over the summer/master list (**Kevin**)
 - Google forum/doc? Wiki? Social media?
 - Incorporate prayer practices over the summer?
- **Phase 3:**
 - Fall 2020: Gather up everything generated by Phase 2 and affirm priorities
 - Member voting? Survey? Member canvas?
 - Aim for a larger meeting in September to evaluate ideas

- Communicate priorities late October/early November
- Write the strategic plan for presentation at January 2021 annual meeting

New Vestry Business

- 2019 ends with a negative balance. Finance Committee did not have a consensus recommendation as to how to address the negative balance in 2019 accounting.
- **Motion: Scott Strouse; 2nd Steven Smith; Let the 2019 budget deficit stand as is. Motion carried with no dissension or abstention.**

Annual Meeting, January 26

Set up coordination: Greg, Kathryn

Clean up coordination: Scott, Andrea

Holy Communion

Meeting adjourned, 4:00pm

Minutes submitted by Kevin M. Lowe, clerk