



# Good Shepherd Episcopal Church and School CONGREGATIONAL MEETING

November 26, 2017

The Rev. Douglas F. Scharf, Rector

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## STRATEGIC PLANNING

In order to effectively realize the vision for Good Shepherd's future, Clergy, Wardens and Vestry have enlisted a consultant, Christina Drouin, of Strategic Planning Consultants, to guide our Strategic Planning Committee. Sub-committees were formed to address areas of focus in the development of a plan. The teams have been established to:

- Develop our true mission based on our core values
- Ascertain both short and long-range goals from a strategic standpoint
- Identify specific initiatives necessary to achieve our goals based on our shared view of the future

The committee members are:

**Research:** O'Neal Bardin, Brian Brown, Heather Vaughn, Chris Cole, Katharine Murray, Helen Tress, Michelle Thillman and Fr. Doug

**Visioning:** Margie Sawyer, Terri McFarland, Katharine Murray, Helen Tress, Brian Brown

**Communications:** Patti Hamilton, Jim Couillard, Barbara Behl, Chris Cole, Heather Vaughn

**Core Group:** Fr. Doug, Jim Hoyer, Jim Couillard, Michelle Thillman, Christina Drouin (Strategic Planning Consultant)

Although these teams have been meeting since August, they were formally commissioned in church on November 12. Fr. Doug presented the major aspects of the Strategic Planning process and discussed the importance of participation in our online survey by all church and school members. The results of the survey will be analyzed to steer the committee in the evolution of our plan.

Also on November 12, a logo was introduced to represent and unify communications related to our planning process. Going forward, information and updates related to Strategic Planning will be accompanied by this logo for easy identification.



Your participation in the planning survey provided us with valuable insight into the perceptions that will shape the future of Good Shepherd. Responses included 187 results from the church population and 64 from the school community. We will move forward with analysis and interpretation of the quantitative data.

After Christmas, we will enter 2018 with continued focus on plan development. At our Annual Meeting, scheduled for Sunday, January 21, a communications timeline will be introduced to support our message through various channels that speak to parishioners, our school families and staff, and the greater community.

On Saturday, February 3, we will hold a *Visioning Day* at Good Shepherd. On this important day we look forward to your enthusiastic participation through shared thoughts, feelings and suggestions to inform the strategic planning process. Visioning Day is an exercise in preparation for our next stage of development and everyone is invited to engage in the workshops, focus groups and forums presented.

Good Shepherd's  
Strategic Planning Team



## STEWARDSHIP 2018

Good Shepherd's campaign to fund the 2018 operating budget was held during the month of October. In that month, we presented a budget narrative which illustrated many examples of this community of love and

faith, energized by the Holy Spirit. We celebrated our ministries and enjoyed fellowship at *A Taste of Good Shepherd*, our annual ministry and small group showcase. On two Sundays, we heard moving testimony from parishioners on the life-affirming act of caring for God's great work through giving. The campaign concluded with a delightful Celebration Sunday in the courtyard and Parish Hall after pledge cards were collected and blessed.

The 2018 proposed budget has been developed by the Finance Committee and will be presented to the Vestry in December for final consideration and then approval, in January, if changes are necessary. One of the challenges in establishing the budget is anticipating income based on historical giving and distributing it appropriately to support projected mission and ministry needs.

As we are in the midst of a strategic planning process, those projections become even more challenging. What are the true costs of realizing enhanced communication? What can we do to fund and grow our vital outreach and evangelism ministries? How will we maintain a meaningful level of spiritual development and pastoral care with one priest?

As the planning process evolves, we hope to have the pledge promises needed in place to fulfill our mission and ministry. Returns to date are very encouraging but we would like to hear from everyone. Here is a snapshot of our current stewardship status:

## Stewardship by the Numbers

<b>Proposed 2018 Operating Budget</b>	<b>\$852,289</b>
<b>Pledges and Prepaid Pledges Goal</b>	<b>\$579,291</b>
<b>Pledges and Prepaid Pledges received to date</b>	<b>\$524,896</b>
<b>Number of Pledges received last year</b>	<b>222</b>
<b>Number of Pledges received this year to date</b>	<b>204</b>
<b>Number of Pledges increased from last year</b>	<b>84</b>
<b>Number of Pledges decreased from last year</b>	<b>20</b>
<b>Number of Pledges that stayed the same</b>	<b>70</b>
<b>Number of new Pledges</b>	<b>30</b>
<b>Pledges received last year but not yet this year</b>	<b>48</b>
<b>Amount needed to goal</b>	<b>\$54,395</b>

If you have not yet returned a pledge card for 2018, it's not too late to make your commitment to God's plan at work in this Christian community. Your pledge makes a difference. Visit our FAQ page online for the most commonly asked questions about stewardship or call the Parish Administrator. If you have already pledged and wish to increase your pledge amount, please return another card with your name, increase amount, and the word "increase" printed anywhere on the card. Cards are available in the Narthex.

## SEARCH FOR HEAD OF SCHOOL

In September, Jim Hoye, who has served as Head of School for the past 5 years, announced that he would be stepping down, effective the end of the 2017/18 school year. Jim has been an inspirational and effective leader of Good Shepherd Elementary School, and our community has been blessed by his service.

A Search Committee was created in October and is already hard at work. The Committee is comprised of six members, three representing the school and three



representing the church. School representatives are Michelle Thillman, Chair of the school's Board of Directors; Elizabeth Lowe, third grade teacher at GSES; and Kim Hetrick, representing the Parents' Association. Representing the church are our Rector, the Rev. Doug Scharf; Catherine Oenbrink, Vice Chair of the school's Board of Directors; and Marilyn Lawrence, who serves as Chair of the Search Committee.

The position of Head of School was posted on October 24<sup>h</sup>, and applications are currently being received and reviewed. As this process continues we will keep you informed, and we ask for your prayers for guidance and for a fruitful conclusion.

## CHILDREN, YOUTH AND FAMILY MINISTRIES DIRECTOR SEARCH

The search continues for a Children, Youth and Families Director to lead our Youth and Sunday School ministries since the resignation of our former youth minister, Julie Bird. We are in the process of reviewing some applications for the position which has been advertised nationally and locally. Finding the right person for this type of position is challenging and as we approach the new year, we are considering a different strategy to meet our needs.



### The Clergy Option

Because our committed volunteer coordinators for Sunday School and Youth Group have agreed to continue into spring of 2018, we are also looking into a clergy coordinator to oversee these programs with the support of strong lay leadership. Because of careful planning, funding a clergy position is not entirely out of reach and would also fulfill the need for additional clergy support.

The current functions of our program-size church (over 300 average Sunday attendance) with an elementary school (approximately 125 students) include areas such as worship, pastoral care, education, school involvement, evangelism and planning. While it theoretically can be done with one priest, if we wish for it to be done well, additional clergy should be sought. Historically, we have had full-time clergy assistance for the rector at Good Shepherd for years.

**If you have any questions about the information provided in this document, please contact a member of the Strategic Planning Committee, the Rector, or the Parish Administrator.**



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