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St. Andrew's Vestry 2023 Retreat

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Opening Prayer

Almighty and everliving God, source of all wisdom and understanding, be present with us as we take counsel for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. Amen.

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Reminder: Technical vs. Adaptive

TECHNICAL PROBLEMS	ADAPTIVE CHALLENGES
1. Easy to identify	1. Difficult to identify (easy to deny)
2. Often lend themselves to quick and easy (cut-and-dried) solutions	2. Require changes in values, beliefs, roles, relationships, & approaches to work
3. Often can be solved by an authority or expert	3. People with the problem do the work of solving it
4. Require change in just one or a few places; often contained within organizational boundaries	4. Require change in numerous places; usually cross organizational boundaries
5. People are generally receptive to technical solutions	5. People often resist even acknowledging adaptive challenges.
6. Solutions can often be implemented quickly—even by edict	6. "Solutions" require experiments and new discoveries; they can take a long time to implement and cannot be implemented by edict

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August 2022 Visioning – 1 Year

- Increase membership 10%
- Increased connection to the church and its service/mission (engagement & excitement)
- Re-energized Invite/Welcome/Connect
- Re-energized mission/outreach
- Christian education revitalization for all ages
- Connecting with our immediate community
- (Fear) nothing will really happen
- (Fear) our membership declines
- Grand piano
- Work towards greater diversity
- A deacon
- Plan for a curate
- Closure on kitchen discussion
- Building utilization reconsideration, including nave/chapel worship enhancements
- Engle Hall window shades/tinting
- Little free library
- Revitalized small groups

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August 2022 Visioning – 1 Year



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 - ✓ [New Church Member Database with leader access]

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August 2022 Visioning – 5 Years



- UNO Campus presence
- The best Episcopal church in Omaha
- Further mission and outreach
- Closure to new pipe organ discussion
- Greater diversity
- Mentor-based leadership development
- Legacy fund fully transitioned into a well-funded endowment
- More flexible lighting in undercroft
- Haviland Hall revamp
- Technology upgrades
- Digital sign
- Screens in the classrooms, upgraded WIFI, screens in nave
- Additional charging stations

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RenewalWorks Results

- › Your data shows the congregation has a persistent hunger for a focus on spiritual growth that is not currently being met.
- › They are interested in, and open to, more focus on spiritual movement. This is an important distinction, as parishioners are not complacent about their faith and church but are in fact seeking to go deeper in their spiritual journey.
- › Currently they do not feel they have the tools to do so or that the leadership is challenging them to grow in this area.
- › As such, the Heart of the Leader will be crucial to jumpstarting, rejuvenating and renewing the overall health of the parish.

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RenewalWorks Results

- › Working to shore up parishioners understanding of core Episcopalian practices (such as deeper engagement and understanding of the eucharist, encouragement of public/private morning and evening prayer or a church-wide bible reading campaign) should be explored.
- › In addition, setting expectations for personal spiritual practices should be encouraged and taught.
- › Overall a greater focus on scripture in all church activities is needed.

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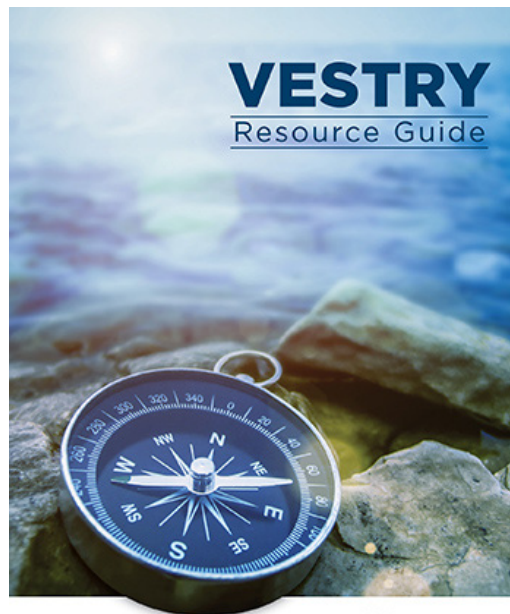


RenewalWorks Results

- › The leadership must be seen as role models and should provide catalysts for the parish to move forward.
- › (The leadership group may consider a retreat, planning session to explore this concept and their overall church mission further.)
- › It will be very important for the leadership team to be united, challenged and inspired to embrace the idea of spiritual growth as a priority.
- › Bold, church-wide initiatives would be welcomed by the parish.

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ecf
EPISCOPAL
CHURCH FOUNDATION

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“What is the definition of the church?”
(N.T. Wright, *Surprised by Hope*)

God’s people of hope
in the world.

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“What is the mission of the church?”
(in the catechism in The Book of Common
Prayer)

To restore all people
to unity with God
and each other in Christ.

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Vestry Responsibilities

- › Vestry members are legal representatives and agents of a parish, charged with specific responsibilities by the canons of The Episcopal Church.
- › They share specific leadership responsibilities with the rector.
- › As legal representative and agent, the vestry functions much like the board of any nonprofit, with responsibility for finances and management of property and human resources.
- › Many aspects of the vestry's role are defined by entities beyond the congregation—local, state, and federal laws, and diocesan and Episcopal Church canons—as well as by the church's own constitution and bylaws.

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You are *called* to this ministry

- › Your call means working collaboratively with fellow vestry members and the rector to create a vision and plan of action that reflects God's dream for the congregation.
- › It means cultivating congregation-wide conversations about where God is calling your faith community.
- › It means balancing your role in discerning God's mission and vision with sound stewardship of its property and resources.

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Responsibilities shared with the Rector

- › Discernment of God's call
- › Identification of new leaders
- › Stewardship and development of resources
- › Nominating people for ordination

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Rector's Responsibilities

- › Worship and spiritual life
- › Selection and oversight of all assisting clergy
- › Use and control of all buildings and furnishings, as delimited by the canons
- › Education of all ages in the scriptures; the doctrine, discipline, and worship of the Church; and in the exercise of ministry as baptized persons
- › Stewardship education for all ages
- › Preparation for baptism, confirmation, reception, and reaffirmation
- › Announcing the bishop's visit with the warden and the vestry and providing the bishop with information about the congregation's spiritual and temporal state
- › Applying contributions not otherwise designated from one Sunday per month to charitable uses
- › Reading communications from the House of Bishops at worship
- › Recording all baptisms, marriages, confirmations, and burials in the congregation register

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Everything should begin with “Why?”

- › The challenges of tight budgets, leaky roofs, and community criticism need to be seen in the light of Christ's own mission for our congregation.
- › They must be understood in relation to a hopeful vision of our church's future.
- › The vestry's work in mission and vision is ongoing and adaptive. The Spirit is ever on the move, and we are called always to be open to new directions, new possibilities, and new life.

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Rector as host of Vestry meetings

- › Understands that it takes the creativity and commitment of everyone to move forward
- › Pays attention to group dynamics and guidelines
- › Supports and encourages the team
- › Helps the team learn from mistakes
- › Measures and celebrates the team's progress
- › Honors the goodwill, energy, and faith that the vestry brings to difficult decisions

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Vestry meeting norms

- › Meetings (length, attendance, cell phone usage, agenda procedures)
- › Discussion (listening, handling debate/disagreement, courtesy, respect)
- › Confidentiality (balanced with the need for transparency)
- › Accountability (everyone's responsibility)

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All decisions need a plan and followthrough

- › Clear goals and expectations
- › A timeline with defined milestones or checkpoints
- › Regular communication to the congregation on goals and progress using multiple channels
- › A method for seeking support from stakeholders and critics
- › A method for selecting people for each task involved and holding them accountable
- › A way to measure results and evaluate impact on the congregation

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What's Next?

- › Strategic Plan
 - Refine/finalize Mission statement
 - Refine/finalize Vision/Values statements
 - Finalize org chart, sync with By-laws
 - Finalize the prioritized gap/SWOT analysis
- › Projects / Events
 - Welcome / Connect Ministry
 - Cabaret April 21st
 - Table Life Launch (once grant approved)
 - Capital Campaign Launch
 - Legacy Fund / Endowment Launch

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Prayer for St. Andrew's Parish

Gracious God, who called the Apostle Andrew to follow Jesus; give each of us at St. Andrew's parish the same grace to follow Jesus without delay. Through our worship, work and daily lives may we bring others into your gracious presence. Grant that each of us be guided and directed by the Holy Spirit so that our lives will reflect your love in the world. Through Christ our Savior. Amen