

Bishop's Committee Minutes
Good Samaritan Episcopal Church
August 20, 2017

Present: The Rev. Gray Lesesne, Lara Dreyer, Tim Kerstein, Tom Gibbs, Wendy Meaden, The Rev. Erin Houglan, Karie Teany

Absent/Regrets: None

The Bishop's Committee convened at 11:15 a.m.. Gray presented the proposed agenda for the meeting, requested a slightly altered order of business to better accommodate our guest, and the group approved.

The Committee reviewed the minutes of the July 2017 meeting and approved them without amendment.

2017 Bishop's Committee Goals & Key Process #2: Newcomers

Karie Teany visited the Bishop's Committee and provided an overview of the current process of how newcomers are welcomed and incorporated. She noted that all newcomers are tracked by her and Gray in Pathways in the Realm database. She asked the Bishop's Committee for assistance in recruiting additional greeters, who are a lynchpin of the newcomer ministry and provide a first impression for Good Samaritan. The Bishop's Committee asked Gray and Erin to work with Karie to recruit additional lay members and invited Karie to return before the end of the year for a check-up/check-in.

Treasurer's Report

Lara Dreyer presented a Treasurer's Report as of July 31, 2017. Of note is higher than expected congregational giving, which totals approximately \$39,903 year to date. This exceeds our projected revenue intake for 2017, and indicates a higher level of congregational support than we originally expected. Lara also presented a first draft of the 2018 budget and 2019 guestimate budget so that we could start to see longer-term trends. Gray noted that St. Paul's, Indianapolis, had recently committed up to \$30,000 in matching funds for pledges received and fulfilled in 2018. He will work with Christ Church Cathedral and Trinity, Indianapolis to see if similar matching gifts might be available to serve as an incentive for strong giving by Good Samaritans in 2018 in anticipation of our grants ending in 2019.

Priest-in-Charge Update

Measures and Benchmarks as of August 14, 2017

- **Number of people in "base":** (completed Good Sam's 101 and considered solid): 132 (up from 126)
- **Number of newcomers** (people yet to go through Good Sams 101): 4
- **Our average Sunday attendance** has moved from 51.9 (as of week of September 18, 2016, after the launch) to 62.1 (as of week of January 12, 2017) to 73.5 (as of April 26, 2017) to 76.8 (as of June 12) to 76.1 (as of June 26) to 75.3 (as of August 20).
- **2016 Average Sunday Attendance (September 11, 2016-December 31, 2016):** 67.5
- **2017 Average Sunday Attendance (January 1, 2017-present):** 75.3
- **Average rolling monthly attendance (last 4 weeks):** 78.75
- Highest 2017 Sunday (Easter, 4/16): 167
- Lowest 2017 Sunday (1/29): 42

- **2017 Recorded Giving from Good Samaritan people: \$36,343. If current pattern were to continue, annual projected giving would be approximately \$59,057 for 2017.** This is an increase of \$24,057 from our 2017 projected giving of \$35,000.
- **2017 Unrecorded Giving to Date: \$2835.46**
- 2017 Giving from outside donors: \$3805.00
- 2017 Adult Baptisms: 1
- 2017 Children & Youth Baptisms: 2
- 2017 Adult Confirmations/Receptions: 20

Establishment of 2018 Nominations Committee and Terms of Office

The Bishop's Committee determined that Tom Gibbs' term will expire in January 2018, that Wendy Meaden's term will expire in January 2019, and that Tim Kerstein and Lara Dreyer's terms will expire in January 2020. The Bishop's Committee appointed Tom Gibbs and Wendy Meaden to serve as a nominating committee, along with Gray, to present a slate of one candidate to replace Tom beginning in January 2018.

Cottage Conversations

The Bishop's Committee spent its remaining time discussing the upcoming Cottage Conversations we will use for congregational discernment about our next steps, the script/content of those meetings, and who will attend which meetings. Tim, Lara, and Tom will attend the Wednesday, September 6 gathering. Tim and Lara will attend the Friday, September 15 gathering. Lara and Tim will attend the Wednesday, September 20 gathering. Wendy and Tom will attend the Wednesday, September 27 gathering. Tom and Wendy will attend the Sunday, October 1 gathering.

The Committee adjourned at 12:30 p.m.



GOOD SAMARITAN EPISCOPAL CHURCH

2017 Congregational Goals

Bishop's Committee:

1. We will continue to develop a **supportive and advisory relationship** with the priest-in-charge, moving toward a model of eventual shared governance and accountability. At the last meeting of each quarter (March, June, September, December), we will check in about strengths, weaknesses, opportunities, and challenges in our pastoral and governance relationship.
2. **We will focus the bulk of our meetings on developing the five key strategic processes** (see below), and we will partner with the priest-in-charge and staff to identify and recruit leaders for them.
3. We will adopt a set of **congregational by-laws and governing documents** by May 30, 2017.
4. We will plan a **budget and income strategy for 2018** by October 31, 2017 and adopt it by December 31, 2017.
5. We will **create and oversee an engagement plan** that challenges every member of Good Samaritan to be a part of some aspect of our ministry/formation/etc., with a goal of **80% participation of our base members active in something** by October 31, 2017.

Staff:

1. We will assist the Bishop's Committee and our lay leaders in **developing the five key strategic processes** (see below).
2. We will create at least four opportunities (one per quarter) to **thank and nourish the souls of our lay leaders** by the end of December 31, 2017.
3. We will focus our energies on **developing and mentoring our lay leaders**, building their capacity for ministry, helping each of them to build a support team around them by December 31, 2017.
4. We will **model leadership of evangelism** by making two intentional, ongoing connections with people in groups or organizations outside of Good Samaritan in the local community by December 31, 2017.

Ministry Leaders:

1. **We will build teams for our ministries**, focusing on mentoring and developing the next class of leaders to whom we will transition our ministries in 2018.
2. We will assist the Bishop's Committee and staff in **developing the five key strategic processes** (see below).

Processes:

1. We will develop a lay-led **evangelism and community connections** process to continue to meet new people in our community.
2. We will form a crystal clear process to **integrate newcomers** (open the front door) and to **keep and engage the members we have** (close the back door).
3. We will identify and recruit Good Samaritans who are good at influencing others and train them in basics of **stewardship**.
4. We will develop a **bookkeeping process or hire a financial secretary/service** to be ready for 2018, when we will take over our own books.
5. We will form the nucleus of a **pastoral care team** to help our members begin taking care of their fellow members.

Priest-in-Charge:

1. I will be a resource and provide oversight for Bishop's Committee, staff, and lay leaders to help us **develop and implement the five key strategic processes** (see above).
2. I will **oversee, encourage, and help Bishop's Committee members** achieve their goals by meeting individually with them once a quarter for mentoring/coaching, by connecting them with outside resources, and by checking in with them on their goals progress at the last meeting of every quarter (March, June, September, December).
3. I will **oversee, encourage, and help staff members** achieve their goals by one-to-one meetings with them every two weeks, by connecting them with outside resources, by focusing and guiding our staff meetings, and by encouraging them with regular surprises of joy (e.g. birthday cards, thank-you notes, etc.).
4. **I will hold Good Samaritan's vision of service, inclusion, and formation at the core of our ministry.**
5. I will **pursue one grant per quarter and develop database and giving of outside donors by 20% this year** while helping the Bishop's Committee to begin the process of **developing stewardship leaders**.
6. **I will model good self-care practices, spiritual health, and good boundaries** by keeping my Sabbath day (Fridays), by taking all of my vacation, by keeping my personal anniversaries, by having friends outside the congregation, and by encouraging staff members to do the same.
7. **I will invest in my own professional development and ongoing continuing education by completing the church planter coach training by December 31, 2017.**
8. Working with our evangelism and connections team, **I will develop a long-range internal/external communications plan** for Good Samaritan by July 30, 2017.