

Bishop's Committee Minutes  
Good Samaritan Episcopal Church  
September 17, 2017

Present: The Rev. Gray Lesesne, Lara Dreyer, Tim Kerstein, Tom Gibbs, Wendy Meaden (by telephone), The Rev. Erin Houglan

Absent/Regrets: None

The Bishop's Committee convened at 11:15 a.m.. Gray presented the proposed agenda for the meeting and the group approved.

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

Treasurer's Report

Lara Dreyer presented a Treasurer's Report as of August 30, 2017. Of note is still higher than expected congregational giving, which now totals approximately \$44,600 year to date. This exceeds our projected revenue intake for 2017, and indicates a higher level of congregational support than we originally expected. One question is where offset income for the retreat is being placed, since Line 7 seems low. Lara will follow up with the diocesan bookkeeper.

Lara also noted a second round of revisions for the proposed 2018 budget (along with 2019 and 2020 projections). The Bishop's Committee will authorize this budget in December 2017.

Priest-in-Charge Update

Measures and Benchmarks as of September 11, 2017

- Number of people in "base": (completed Good Sam's 101 and considered solid): 135
- Number of newcomers (people yet to go through Good Sams 101): 10
- 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 21) to 76.4 (as of September 11).
- Average rolling monthly attendance (last 4 weeks): 86
- 2017 Recorded Giving from Good Samaritan people (as of September 4): \$40,805. If current pattern were to continue, annual projected giving would be approximately \$58,940 for 2017. This is an increase of \$22,940 from our 2017 projected giving of \$35,000.
- 2017 Unrecorded Giving (Cash in Plate) to Date: \$3601.46
- 2017 Nonmember Giving: \$4255.00

2017 Key Processes

The Bishop's Committee discussed Key Process #3, Stewardship and Fundraising. In particular, the conversation was focused around the five Cottage Conversations in September. The group discussed the one conversation to date and offered some constructive remodeling of the four remaining conversations to better answer questions. As of today, 37 of Good Sam's 62 households had signed up to participate. Gray agreed to follow up with those who had not yet signed up with an additional invitation. The group also discussed how the data would be processed, agreeing that a smaller cohort of Tim, Lara, Erin, and Gray would draft a first pass at a visioning document for next month's meeting. We will also invite our ministry leaders to look at the data in early October. The next step for the Bishop's Committee is to articulate a vision using the data gathered, which we will consider at our next meeting. This will prepare us to do a Stewardship ask in November of the congregation based around this vision.

### Youth Minister Search Update

Gray gave a brief update to the Committee about current search status yielding no call and noted that a new applicant has emerged. He hoped to have more information prior to the next Bishop's Committee meeting.

### Mutual Ministry Review

Gray noted that The Rev. Canon Bruce Gray from Bishop Baskerville-Burrow's staff will be with us at our October 15, 2017 meeting to facilitate a Mutual Ministry Review, which is required by the diocese annually. Gray reported our visioning work will nestle nicely into this review. Our next meeting will likely last two hours as a result.

### Annual Meeting

The Bishop's Committee established the Annual Meeting of Good Samaritan Episcopal Church on January 7, 2018.

With no further business, the Committee approved expenses and check authorizations and adjourned at 12:30 p.m.

The Nominating Committee (consisting of Wendy Meaden, Tom Gibbs, and Gray Lesesne) remained behind and discussed potential Bishop's Committee 2018 slate nominations.



# 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.