

Bishop's Committee Minutes
Good Samaritan Episcopal Church
April 30, 2017

Present: The Rev. Gray Lesesne, Lara Dreyer, Wendy Meaden, Erin Hougland, Tom Gibbs, Barbie Russell

Absent/Regrets: None.

The Bishop's Committee convened at 12:00 noon. Gray presented the proposed agenda for the meeting, and the group approved.

The Committee reviewed the minutes of the March 19, 2017 meeting and approved them without amendment. (Wendy Meaden motioned their approval, and Lara Dreyer seconded.)

Lara Dreyer presented a Treasurer's Report, which is attached to these minutes. The Bishop's Committee asked a few clarifying questions regarding categories and lines. Several year-to-date overages in a few categories are the result of timing and not overspending. The Committee accepted the report.

Priest-in-Charge Update

Gray gave a short update with measures and benchmarks through April 24, 2017. Congregational average Sunday attendance continues to climb to 73.5 from our first benchmark of 51.9 in September 2016, which is a 50% increase in two months. Congregational year-to-date giving has also been generous, totalling \$18,006 through April 24, 2017. Should the giving pattern continue through the summer and fall, we would be on track to surpass our congregational giving estimate of \$35,000 for 2017 by approximately \$20,077, for a projected total of \$55,077.

2017 Bishop's Committee Goals & Key Process #3: Stewardship

The Bishop's Committee spent time discussing what we understand stewardship to be, and our overall personal concepts of stewardship as opposed to "meeting the church's budget." We agreed that as Good Samaritan moves forward with continued grant funding and diocesan clergy support in 2018 and prepares for 2019 when those grant funds will expire and clergy financial support from the Diocese will lessen, we should engage our congregation in a season of conversations about where we hear God calling Good Samaritan next. These conversations, we noted, should be about visioning both short-term (one year) and long-term (five to ten years), and should occur between now and the end of 2017. The Bishop's Committee directed Erin and Gray to develop a structure of how and when those conversations might take place and in what different formats they might include families with kids, seniors who don't wish to drive at night, etc. Erin and Gray agreed to bring a proposed structure to the next Bishop's Committee meeting.

2017 Good Sam's Retreat

The Bishop's Committee reviewed the estimated costs of the 2017 congregational retreat on July 22-23, 2017, and encouraged the staff to develop several cost levels (full cost, cost sharing, and full scholarship) so that as many people can participate as possible.

Safeguarding God's Children Requirements for Vestry and Lay Leaders

Gray reminded Bishop's Committee members of our May 31, 2017 deadline to complete Safeguarding training.

By-Laws

The Bishop's Committee reviewed the second draft of proposed By-Laws and made additional amendments in preparation for approval at our May 2017 meeting.

Invitation to Tim Kerstein to join Bishop's Committee

Gray indicated that in a conversation with Good Samaritan member Tim Kerstein, he indicated he would be willing to serve on Bishop's Committee. The Bishop's Committee approved extending an invitation to him to join the committee.

2017 Disbursement Requests

The Bishop's Committee approved disbursement requests, including the reimbursement of the clergy's monthly business expenses.

The Committee adjourned at 1:00 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.