

Bishop's Committee Minutes
Good Samaritan Episcopal Church
May 15, 2017

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

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 April 30, 2017 meeting and approved them without amendment.

Lara Dreyer did not present a Treasurer's Report, as no updated financials were received from the Diocesan Office in April. (The diocesan office was heavily involved in the consecration of the new Bishop and transition activities.) She noted she would request updated financials for our next meeting.

Priest-in-Charge Update

Gray gave a short update with measures and benchmarks through May 14, 2017. Congregational average Sunday attendance continues to climb to 75 from our first benchmark of 51.9 in September 2016. Congregational year-to-date giving has also been generous, totalling \$19,503 through May 1, 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 \$21,343, for a projected total of \$56,343.

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

The Bishop's Committee continued its conversation from April, focusing on logistics for the larger Good Samaritan community to engage in conversations about the long-term vision of the congregation that will likely lead to a generosity and stewardship campaign in Fall 2017. Erin and Gray brought a proposed structure of how and when those conversations might take place and their formats. The Committee reviewed those and asked Gray and Erin to continue to formalize this structure with actual dates, which the Committee would review and approve at our July 2017. These vision conversations will be led by Bishop's Committee members and Gray and Erin will provide training and back-up support to the Bishop's Committee in this endeavor.

Safeguarding God's Children Requirements for Vestry and Lay Leaders

Gray reminded Bishop's Committee members of our June 30, 2017 deadline to complete Safeguarding training.

By-Laws

The Bishop's Committee reviewed the third draft of proposed By-Laws and made additional amendments. There were several remaining items for Gray to clear with the Diocese. The Bishop's Committee agreed to postpone approval until after these items were reviewed with the Diocese; we will take up again at our July 2017 meeting.

Youth Ministry Director

Gray asked the Bishop's Committee for permission to draft a job description for a part-time (likely 10 hours per week) Director of Youth Ministries, to be reviewed by email prior to the Bishop Committee's next meeting. The Committee approved.

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.