

**Bishop's Committee Agenda**  
**February 18, 2017**

**Lunch & Dwelling in the Word:** Mark 1:9-15

In those days Jesus came from Nazareth of Galilee and was baptized by John in the Jordan. And just as he was coming up out of the water, he saw the heavens torn apart and the Spirit descending like a dove on him. And a voice came from heaven, "You are my Son, the Beloved; with you I am well pleased." And the Spirit immediately drove him out into the wilderness. He was in the wilderness forty days, tempted by Satan; and he was with the wild beasts; and the angels waited on him. Now after John was arrested, Jesus came to Galilee, proclaiming the good news of God, and saying, "The time is fulfilled, and the kingdom of God has come near; repent, and believe in the good news."

<b>Agenda Item</b>	<b>Who?</b>	<b>Action Needed</b>	<b>Time Limit</b>
Approval of Prior Meeting's Minutes (attached to email)	Gray	approval	2 minutes
Treasurer's Report & 2018 Budget Amendments	Melinda/Lara	acceptance	15 minutes
Vicar's Report*	Gray	acceptance	5 minutes
Outreach Ministry Overview and Budget Requests (attached to email)	Lucy Karam Anne Davis	Conversation, planning, direction, approval	20 minutes
Bishop's Committee Housekeeping <ul style="list-style-type: none"> <li>• Election of Junior Warden</li> <li>• Appointment of Clerk</li> </ul>	Gray leading	Electing officers	10 minutes
2018 Strategic Plan for Good Samaritan* (attached to email)	Gray leading	Planning	30 minutes
2018 Bishop's Committee & Clergy Goals (attached to email)	Gray leading	Planning	20 minutes
Approval of Consulting Contract with Trey Hall	Gray leading	Approval	5 minutes
Worship Space Move	Gray	Information	5 minutes
Pathways to Vitality update	Jason or Kevin	Conversation	5 minutes

TOTAL			117 minutes
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\* additional information on other side

### By the numbers...

Measures and Benchmarks as of February 13, 2017

- Number of people in “base”: (completed Good Sam’s 101 and considered solid): 154
- Number of newcomers (people in the pipeline yet to go through Good Sam’s 101): 10
- Our average Sunday attendance has moved from 81.6 (as of December 30, 2017) to 100 (as of February 13, 2018).
- Average four-week attendance (last 4 weeks): 93.75 (including ice storm on 2/11)
- Total amount pledged as of February 4: \$111,179
- 2018 Recorded Giving from Good Samaritan people (as of January 28): \$9,610\*
- 2018 Nonmember Giving: \$1470

\*some gifts received and recorded in 2017

### 2018 Meeting Dates

Sunday, March 18

Sunday, April 15

Sunday, May 20 (possible overlap with Ministry Leaders?)

Sunday, June 17 (Father’s Day--reschedule)

No July meeting

Sunday, August 19 (schedule conflict with Parish Retreat on August 18, perhaps we go down on Friday, August 17?)

Sunday, September 16

Sunday, October 21

Sunday, November 18

Sunday, December 15

**Bishop's Committee Minutes**  
Good Samaritan Episcopal Church  
January 21, 2018

Present: Jason Addis, Lara Dreyer, Tim Kerstein, The Rev. Gray Lesesne, Wendy Meaden, The Rev. Erin Hougland, Kevin Samples (via conference call) Melinda Sowers

Regrets/Absent: None.

The Bishop's Committee convened at 11:45 a.m.. Gray presented the proposed agenda for the meeting and the group approved.

After lunch and an exercise in Dwelling in the Word, a reflection upon scripture, the Committee reviewed the minutes of the December 2017 meeting, and Melinda moved and Wendy seconded their acceptance. The group approved them without amendment.

Treasurer's Report

Melinda Sowers reported that, as of January 1, 2018, we have now begun to make deposits of collected donations into our own account at Indiana Members Credit Union. Once we receive a year-end reconciliation report from the Diocese of Indianapolis, they will write us checks to transfer monies they have been holding in trust for us over to our accounts. This will likely occur in February 2018. Lara noted that we have also rerouted Vanco electronic contributions from Diocese of Indianapolis account to our Good Samaritan account at IMCU.

Now that we are responsible for weekly deposits, Melinda proposed that the Bishop's Committee adopt a Collection Deposit Information process (see Appendix 1), outlining the procedures by which ushers count and Bishop's Committee members deposit the collections on a weekly basis. Wendy made a motion to adopt the process, and Tim seconded. The Bishop's Committee approved unanimously. Melinda will bring laminated versions of the process to use on Sundays.

Updated financial figures from the Diocese of Indianapolis for October and November were not available prior to this meeting. We anticipate having those for the January 2018 meeting.

Lara introduced Bishop's Committee Resolution 2018-1 (see Appendix 2), a Group 501(c)(3) Resolution, requesting that the Episcopal Diocese of Indianapolis include us in their group exemption under the IRS Group 501(c)(3) code. The resolution was seconded by Jason, and the Bishop's Committee approved unanimously.

**Vicar's Report**

Measures and Benchmarks as of January 15, 2017

- Number of people in "base": (completed Good Sam's 101 and considered solid): 149
- Number of newcomers (people in the pipeline yet to go through Good Sam's 101): 10
- Our average Sunday attendance has moved from 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) to 76.2 (as of September 25) to 77 (as of October 10) to 76.7 (as of October 17) to 76.4 (as of October 24) to 78.2 (as of November 21) to 78.7 (as of December 4) to 81.6 (as of December 30).
- Average rolling monthly attendance (last 4 weeks): 93 (93--Jan 13, 133-Baptism of our Lord/Annual Meeting, 35--New Years Eve, 111--Christmas Eve
- 2017 Recorded Giving from Good Samaritan people: \$65,178
- 2017 Unrecorded Giving from Good Samaritan people (Cash in Plate): \$4,929

- 2017 Nonmember Giving: \$8,035.00

### Bishop's Committee Orientation

The Bishop's Committee spent approximately an hour in orientation, discussing the role of the Bishop's Committee, responsibilities and expectations, and reviewing documents from Episcopal Church Canons, Diocese of Indianapolis canons, Good Samaritan's by-laws, etc. The group then agreed upon the following:

- Our 2018 meetings will continue on the third Sunday of the month, following worship (except in July).
- A Bishop's Committee member will serve each week as Bishop's Committee member on duty, with obligations to arrive at 9:00 a.m., assist with setup, greet guests, help the staff with troubleshooting, and then to assist the ushers with the count and take the deposit to the bank. Gray will send out a schedule to the Bishop's Committee to ask them to sign up for dates between now and next month and bring a sign-up sheet to the February meeting for the remainder of 2018.
- The Bishop's Committee agreed that Lara Dreyer would serve well as Vicar's Warden, and Gray, in his duties as Vicar, appointed Lara to that one-year term (expiring at next year's Annual Meeting).
- The Bishop's Committee agreed that Melinda Sowers would continue to serve as Treasurer and appointed her to a one-year term (expiring at next year's Annual Meeting).
- The Bishop's Committee agreed to think about who among us would serve well as People's Warden; Jason, Kevin, and Tim all expressed availability to serve. We will make this decision at our next meeting in February.
- The Bishop's Committee also agreed to return to February's meeting with nominations for the position of Clerk.

### 2017 Goals Review and 2018 Strategic Plan Implementation

The Bishop's Committee briefly reviewed the 2017 goals the Committee set for itself, and then spent approximately 30 minutes discussing the 2018 Strategic Plan, which we adopted in November. The Committee agreed that the goals as currently written in the 2018 are not able to be measured or quantified.

As a next step, Bishop's Committee member agreed to oversee and coordinate a particular area of the Strategic Plan for 2018, noting that the individual leaders would not be responsible for the achievement of all goals, but that we would work together with other Bishop's Committee members and our lay leaders to achieve these goals. We also agreed to come to the February meeting with a draft of how the outcomes in our particular areas could be quantifiable so that we can measure our progress and achievement in 2018. Bishop's Committee members adopted the following areas:

- Our Regional Presence and Growing Diversity: Lara
- Children and Youth Ministry: Gray (which seems natural, as he supervises Barbie and Erina)
- Serving our Community: Tim
- Spiritual Development: Melinda and Wendy
- Congregational & Community Culture: Kevin and Jason

### 2018 Bishop's Committee Goals

Gray suggested we defer the review of these goals until our February 2018 meeting, when we would have drafts of quantifiable outcomes available that might inform us of how to shape our 2018 goals. The Committee agreed and deferred this item until February.

### 2018 Generosity Campaign

Gray reviewed the steps in place for the Generosity Campaign, noting that all invitations for Consistent Giving Cards had been mailed to every household, and that he would personally email a follow-up note with each household in the coming week in anticipation of our Ingathering Sunday on January 28, 2018. The Bishop's Committee encouraged Gray in these emails to use language around sustainability and to remind our members that part of this "ask" includes the fact that we will now not ask members to buy materials for service projects so often.

#### Pathways to Vitality Update

Pathways members Jason Addis and Kevin Samples reviewed the work that the team is doing, which is focusing on helping us find healthy structures and processes to take our growth to the next level. They hope to come back to the Bishop's Committee in the spring with a suggested model for adoption.

#### Worship Space Move

Gray briefly discussed that plans for moving to the gymnasium at Harris as a more permanent worship location are still underway. He needs to work with Wendy Meaden on set up and "set design" and with Kendall on ensuring the sound system is not so bouncy in the space. He is hoping to move in March or April.

With no further business, the Committee signed thank you letters accompanying 2017 giving statements, approved expenses and check authorizations and adjourned at 2:15 p.m.

<b>Good Samartian Episcopal Church - Brownsburg</b>							
		Budget and Actuals as of	12/31/17				
				<b>2016 Actuals</b>	<b>2017 Budget</b>	<b>2017 Budget through 12/31</b>	<b>2017 Actuals through 12/31</b>
<b>Income:</b>							
1	Pledges			\$	5,113.00	\$ 5,113.00	\$ 5,081.00
2	Plate (congregation / attendees)			\$	33,653.51	\$ 29,887.00	\$ 29,887.00
	Grants:						
3	St. Paul's, Indpls.			\$	40,000.00		
4	Christ Church Cathedral			\$	50,000.00		\$ 175.00
--	St. Francis, Zionsville			\$	11,539.00		
5	General Convention				66,667.00	\$ 66,667.00	\$ 66,667.00
6	Donations from Churches/Individuals			\$	9,713.01	\$ 1,000.00	\$ 1,000.00
7	Offset Donations for Meals, Retreat, etc.			\$	520.00	\$ 5,000.00	\$ 5,000.00
	<b>Total Income:</b>			\$	145,425.52	\$ 107,667.00	\$ 107,667.00
	<b>Income Including Balance</b>			\$	184,879.75	\$ 182,643.34	\$ 182,643.34
<b>Expenses:</b>							
<b>Worship Space &amp; Equipment</b>							
1	Space Rental Harris			\$	10,561.00	\$ 10,192.00	\$ 10,192.00
2	Space Rental - Other				1,000.00	\$ 1,000.00	\$ 597.50
3	Equipment for Worship			\$	8,014.22	\$ 3,000.00	\$ 3,000.00
4	Worship - Supplies				2,000.00	\$ 2,000.00	\$ 2,572.34
	<b>Leadership Training</b>			\$	2,978.25		
5	Consultant				3,000.00	\$ 3,000.00	\$ 3,000.00
6	Workshops or Continuing Ed				3,000.00	\$ 3,000.00	\$ 6,669.30
	<b>Part Time or Contract Staff</b>			\$	100.00		
7	Guest Musicians			\$	2,850.00	\$ 2,000.00	\$ 2,000.00
8	Music & Arts Ministry Director			\$	7,622.20	\$ 16,900.00	\$ 16,900.00
9	Employer FICA/Medicare			\$	535.50	\$ 1,292.85	\$ 1,292.85
10	Formation & Community Building Dir.			\$	14,232.02	\$ 21,424.00	\$ 21,424.00
11	Employer FICA/Med/Pension/Travel			\$	2,312.57	\$ 3,567.10	\$ 3,567.10
12	Nursery Staff Members			\$	1,016.94	\$ 3,744.00	\$ 3,744.00
13	Employer FICA/Medicare				286.42	\$ 286.42	\$ 206.73
14	Clergy Supply + mileage				900.00	\$ 900.00	\$ 170.31
	<b>Advertising/Publicity/Newcomers</b>			\$	16,461.64	\$ 12,000.00	\$ 12,000.00
15	Social Media/Direct Mail/Branding			\$	16,461.64	\$ 12,000.00	\$ 12,485.41
16	Web Design			\$	895.00	\$ 1,000.00	\$ 1,000.00
17	T-Shirts & Giveaways			\$	3,064.29	\$ 3,000.00	\$ 3,000.00
18	Newcomer Supplies / Hospitality			\$	1,000.00	\$ 1,000.00	\$ 702.50
	<b>Formation &amp; Community Building</b>			\$	4,873.79		
19	Waycross Retreat Weekend				4,000.00	\$ 4,000.00	\$ 5,694.61
20	Mom's night out				600.00	\$ 600.00	\$ 12.64
21	Pub Theology				800.00	\$ 800.00	\$ 1,050.37
22	Guest Speakers			\$	600.00	\$ 1,000.00	\$ 843.92
23	Formation Supplies			\$	3,403.15	\$ 2,000.00	\$ 2,829.54
24	Other				1,500.00	\$ 1,500.00	\$ 3,542.45
	<b>Service / Outreach</b>						
25	Service Activities/Outreach			\$	6,674.47	\$ 10,600.00	\$ 10,600.00
26	Special Outreach (Emergency/Opportunity)				10,000.00	\$ 10,000.00	\$ 696.00
	<b>Admin Expenses</b>			\$	3,919.28		
27	Realm				948.00	\$ 948.00	\$ 771.00
28	Website fees				1,000.00	\$ 1,000.00	\$ 899.29
29	Kindrid				270.00	\$ 270.00	\$ 135.00
30	Google Office				360.00	\$ 360.00	\$ 302.17
31	Line 2				120.00	\$ 120.00	\$ 127.99
32	Online music licenses				600.00	\$ 600.00	\$ 175.00
33	Tablets				500.00	\$ 500.00	
34	Hospitality supplies			\$	2,902.11	\$ 1,000.00	\$ 1,000.00









51012	Vicar Pension	Pension						\$ 13,173.00	Diocese pays 90%; GSEC pays 10%	\$ 13,568.00		\$ 13,975.00	
51013	Vicar Health Ins Emp Share												
51020	Music & Arts Min Dir Salary	Music & Arts Ministry Director	\$ 16,900.00	\$ 7,622.20	\$ 16,900.00	\$ 18,401.21	\$ 17,745.00			\$ 17,745.00		\$ 17,745.00	
51021	Music & Arts Dir FICA	Employer FICA/Medicare	\$ 1,293.00	\$ 535.50	\$ 1,292.85	\$ 1,279.59	\$ 1,357.00			\$ 1,420.00		\$ 1,420.00	
51030	Children's Minister	Children's Minister					\$ 10,000.00			\$ 10,000.00		\$ 10,000.00	
51031	Children's Min FICA	Employer FICA/Medicare					\$ 765.00			\$ 765.00		\$ 765.00	
51040	Youth Minister Salary	Youth Minister					\$ 10,000.00			\$ 10,000.00		\$ 10,000.00	
51041	Youth Minister FICA	Employer FICA/Medicare					\$ 765.00			\$ 765.00		\$ 765.00	
51050	Admin Asst Salary	Admin Assistant					\$ 8,000.00			\$ 8,000.00		\$ 8,000.00	
51051	Admin Asst FICA	Employer FICA/Medicare					\$ 612.00			\$ 612.00		\$ 612.00	
51060	Nursery Staff Wages	Nursery Staff Members	\$ 1,620.00	\$ 1,016.94	\$ 3,744.00	\$ 3,456.35	\$ 3,744.00			\$ 3,744.00		\$ 3,744.00	
51061	Nursery Staff FICA	Employer FICA/Medicare			\$ 286.42	\$ 206.73	\$ 286.00			\$ 286.42		\$ 286.42	
51201	Clergy Coaching Consultant	Coaching Consultant	\$ 1,500.00	\$ 1,419.46	\$ 1,200.00	\$ 1,793.36	\$ 1,200.00			\$ 1,200.00		\$ 1,200.00	
51202	Clergy Professional Expenses	Clergy Professional Expenses (dues, meals or coffee with parishioners)	\$ 1,000.00	\$ 1,698.46	\$ 2,000.00	\$ 1,681.57	\$ 2,000.00			\$ 2,000.00		\$ 2,000.00	
51203	Clergy Meals/Coffee w Newcomers	Coffee or meals with newcomers	\$ 3,000.00		\$ 3,000.00	\$ 385.53	\$ 2,000.00			\$ 2,000.00		\$ 2,000.00	
51204	Clergy Continuing Ed	Clergy Continuing Education	\$ -	\$ 397.23	\$ 1,000.00	\$ 1,924.04	\$ 1,000.00			\$ 1,000.00		\$ 1,000.00	
51205	Clergy Transportation / Cell Reimb	Clergy Transportation/Cell Reimbursement	\$ 3,000.00	\$ 2,031.95	\$ 2,000.00	\$ 2,753.04	\$ 3,000.00			\$ 3,000.00		\$ 3,000.00	
51101	Supply Clergy Stipend	Clergy Supply + mileage			\$ 900.00	\$ 170.31	\$ 1,020.00			\$ 1,020.00		\$ 1,020.00	
51102	Supply Clergy Mileage												
51103	Guest Musicians	Guest Musicians	\$ 2,250.00	\$ 2,850.00	\$ 2,000.00	\$ 1,925.00	\$ 2,000.00			\$ 2,000.00		\$ 2,000.00	
51104	Bookkeeper	Bookkeeper					\$ 2,000.00			\$ 2,000.00		\$ 2,000.00	
51105	Consultant - NOC												
		<b>Worship Space &amp; Equipment</b>											
		Workshops or Continuing Ed			\$ 3,000.00	\$ 6,669.30							
		<b>Priest / Vicar</b>	\$ 3,000.00										
		<b>Part Time or Contract Staff</b>		\$ 100.00									
		Formation & Community Building Dir.	\$ 20,000.00	\$ 14,232.02	\$ 21,424.00	\$ 11,215.21							
		Employer FICA/Med/Pension/Travel	\$ 3,330.00	\$ 2,312.57	\$ 3,567.10	\$ 1,478.93							
		<b>Advertising/Publicity/Newcomers</b>											
		<b>Formation &amp; Community Building</b>	\$ 3,000.00	\$ 4,873.79									
		Mom's night out			\$ 600.00	\$ 12.64							
		Pub Theology			\$ 800.00	\$ 1,050.37							
		Guest Speakers	\$ 1,000.00	\$ 600.00	\$ 1,000.00	\$ 843.92							
		Formation Supplies	\$ 2,500.00	\$ 3,403.15	\$ 2,000.00	\$ 2,829.54							
		Other			\$ 1,500.00	\$ 3,542.45							
		<b>Service / Outreach</b>											
		Special Outreach (Emergency/Opportunity)			\$ 10,000.00	\$ 696.00							
		<b>Admin Expenses</b>	\$ 2,000.00	\$ 3,919.28									
		Google Office/Technology			\$ 360.00	\$ 302.17							
		Line 2			\$ 120.00	\$ 127.99							
		Online music licenses			\$ 600.00	\$ 175.00							

		Tablets			\$ 500.00							
		<b>Expenses Not Otherwise Classified</b>										
		Miscellaneous	\$ 1,500.00	\$ 1,973.13	\$ 250.00	\$ 2,198.37						
		<b>Clergy Expenses</b>										
		Clergy Computer Replacement			\$ -							
		Clergy Bonus	\$ 8,217.00	\$ 7,366.75	\$ 8,000.00	\$ 5,865.42						
		<b>Leadership Training</b>	\$ 3,000.00	\$ 2,978.25								
		<b>Total Expenses:</b>	\$ 121,867.00	\$ 109,903.41	\$ 147,004.36	\$ 136,537.98	\$ 284,405.34		\$ 277,862.82		\$ 285,340.62	
			<b>2015 Actual</b>	<b>2016 Actual</b>	<b>2017 Budgeted</b>	<b>2017 YTD</b>	<b>2018 Budgeted</b>		<b>2019 Budgeted</b>			
		<b>Carry forward (projected or actual)</b>		\$ 39,454.23	\$ 74,976.34	\$ 74,976.34	\$ 98,011.11		\$ 137,159.17		\$ 259,807.00	
		<b>Income</b>		\$ 145,425.52	\$ 107,667.00	\$ 159,572.75	\$ 323,553.40		\$ 254,709.00			
		<b>Expense</b>		\$ 109,903.41	\$ 147,004.36	\$ 136,537.98	\$ 284,405.34		\$ 277,862.82		\$ 285,340.62	
		<b>Projected or Actual Balance</b>	\$ 39,454.23	\$ 74,976.34	\$ 35,638.98	\$ 98,011.11	\$ 137,159.17		\$ 114,005.35		\$ (25,533.62)	

## Outreach Items for Bishops Committee Meeting on February 18, 2018

### Possible options for Core Service Themes

- Diversity
- Community
- Safety

or

- Diversity/Inclusion
- Hunger/Homelessness
- Elderly
- Youth Development

Scheduling breakdown for service Sundays – with 6 service Sundays per quarter, we will try to use the following allocation of activity types each quarter. We are adding an educational component more consistently this year with a speaker each quarter. We are also limiting times that we ask the members to bring in items/supplies to one time per quarter given that we have ample funds in our budget. We will continue our Random Acts of Kindness and hands on activities for the remaining service days.

1 for Random Acts of Kindness – planning and implementing

1 for a speaker

1 for a drive

3 hands on activities

Draft of 2018 Outreach Budget – see separate spreadsheet

# Good Samaritan Outreach Budget Breakdown for 2018

DRAFT 2/9/18

Random Acts of Kindness	4,800.00		
4 times a year we will break out into groups and go into the community, each group will have a \$200-\$300 budget			
Supplies for Sunday after church projects - 20 Sundays at \$300 each	6,000.00		
Pastoral fund for family emergencies	2,000.00		
Sheltering Wings direct contribution	350.00		
Family Promise direct contribution	365.00		
Hendricks County Alliance for Diversity	250.00		
Food for preparing food pantry nights	510.00		
Garden fo food pantry	400.00		
Exodus	400.00		
Projects at Harris Academy			
Yearbook Printing	200.00		
Fill the Fridge	1,000.00		
Young Hoosier books for ALPHA	1,500.00		
LGBTQ books for Harris	200.00		
Library Advisory Board	500.00		
Adulting Classes	600.00		
Harris Mentors	300.00		
Teacher appreciation for Harris and Alpha	500.00		
Grad Cake & Supplies	200.00		
Misc	200.00		
Equality Clubs		High School	Middle School
Room Rental			300
Books	200.00		200
Snacks	300.00		200
Field Trip/Pride Parade	1,800.00		
Total		<u>23,275.00</u>	
Good Sams Budget for Outreach	30,355.00		
Funds remaining for projects	7,080.00		
Possible new projects			
Scholarship for Harris Student?			
Sponsorship? Special Olympics, Family Promise, Sheltering Wings?			
Project HudSon			



# GOOD SAMARITAN EPISCOPAL CHURCH

## 2018 DRAFT Goals

### Bishop's Committee:

1. By February 18, 2018, each Bishop's Committee member **will select an area from our 2018 Strategic Plan for oversight** and draft quantifiable outcomes for our respective sections. The Bishop's Committee will approve quantifiable outcomes for all sections by March 18, 2018.
2. **We will focus the bulk of our meetings on developing leaders and processes to help us achieve our Strategic Plan.** We will spend intentional time at each of our meetings on at least one aspect of each section in the plan.
3. **Leadership and Process Development: Pathways group; (What do we need? What processes are in place? What do we need? Who are leaders we have/need?)** we will spend intentional time at each of our meetings on at least one aspect of each section in the plan. **(income strategy, hr/policy, assimilation)**
4. 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. We will engage in a Mutual Ministry Review and update our Letter of Agreement with him by October 31, 2018.
5. We will plan a **budget and income strategy for 2019 and 2020** by October 31, 2018 and adopt it by December 31, 2018.
6. Goal or hard conversation?: Stay focused on growth. Move to ASA of 200 by December 31, 2018.
7. **(GIVE TO GOING DEEPER LEADERS to take a first stab at this?) We will create and oversee an engagement plan that integrates newcomers and challenges every member of Good Samaritan to be an active part of some aspect of our ministry/formation/etc., with a goal of 80% participation of our base members active in something, including financial giving, by December 31, 2018.**

### Clergy:

1. Continue to be present in community, making connections and meeting newcomers. (Needs to be quantified.)
2. Designing programs to nourish, build up, and empower lay leaders to run their ministry areas. (Needs to be quantified.)
3. Work with Bishop's Committee and lay leaders on implementing Strategic Plan. (Needs to be quantified.)
4. Develop systems, programs, leaders that reduce dependence on you.
5. Stewardship: how to expand, build leaders, take giving to next level?



## The following is our particular focus for growth in 2018:

### 1. Our Regional Presence and Growing Diversity

- Understanding Good Sam's "neighborhood" to **include NE Hendricks and NW Marion counties.**
- **Learning, telling and celebrating** our own stories of diversity.
- Learning how to **connect and build relationships with new people**, especially people with different life experiences/perspectives than our own.
- Partnering with neighborhood and community organizations and groups which are diverse in different ways.
- Experimenting with at least four public offerings (e.g. Pub Theology, one-time worship services) in **locations other than Brownsburg.**

### 2. Children and Youth Ministry

- Hiring a **part-time Director of Youth Ministry** no later than January 31, 2018.
- **Developing our own youth group** and making connections with at least **two other groups of youth** in our area in 2018.
- Selecting and implementing curricula for all ages and training our leaders to lead it.
- Incorporating multi-generational opportunities for learning whenever possible.

### 3. Serving Our Community

- Identifying our **core service themes** and partnering with specific groups in the community to focus intentionally on those themes.
- Developing a structure and framework for responding to **special needs and spontaneous opportunities** in our community so that we can be flexible as needs arise.
- Growing in awareness of the underlying issues and systemic forces behind the needs in our community.
- Integrating simple opportunities for **personal connection, spiritual reflection, and prayer** with every act of service we do.
- Generating opportunities to support and show gratitude to those who serve the marginalized in our communities.

### 4. Spiritual Development

- Aligning our current formation offerings in **easy-to-enter pathways** for people exploring, growing, deepening, and centering their life in Christ.
- Starting at least **three new pilot groups and gatherings** for Bible study, reflection, fellowship, and prayer. We hope this will also include spirituality and the arts and spiritual creativity.
- Continuing to explore different and creative liturgical expressions of our worship as an expression of our spiritual development.

### 5. Congregational/Community Culture

- Establishing strong **communication processes and feedback loops.**
- Pursuing training for staff and lay leaders through Center for Congregations.

- Developing measures of our vitality and success of mission beyond Sunday worship attendance.
- **Growing our ability to meet pastoral needs** which includes training for lay people and making arrangements to have space options available for funerals, weddings and private counseling as needed.
- Inviting every Good Samaritan to **give intentionally and generously** to support our common life and mission as our start-up grants come to an end.

### Hopes for three years from now....

- We have become a **regional “destination” faith community** meeting all over the West Side, with multiple small groups meeting in different locations, at least two worship weekly services at two different locations, creative expressions of art and spirituality in multiple locations, and micro-targeted outreach projects in neighborhoods.
- We have strong partnerships with regional organizations and other nonprofits, especially those that work with youth and share our values of inclusion and outreach/service to others.
- We are expanding our concept of servant ministry to include ministering to people’s spiritual needs and questions (e.g. grief support group, divorce support group, LGBTQ parents’ group).
- We are lead facilitators in addressing systemic injustices and major community needs on the West Side of Indianapolis.
- We have a **thriving system of small groups and spiritual growth activities** with clear pathways so that everyone knows how to get involved and take a next step.
- We are **giving generously to support all of our own common ministry and mission costs** and no longer need outside financial support from sister churches or the Diocese of Indianapolis.
- We have begun fostering and growing leaders for ordained ministry, walking alongside them in their discernment process.

### Dreams for us in next five years....

- We are a **hub for collaboration and connectivity on the West Side**, known for excellent ministry that focuses on addressing human needs, systemic injustices, and community issues. We are known for our multi-generational service and inclusion.
- We are a church of **multiple worship services/sites and sustainable small groups** that maintains the “personal” feel of Good Sam’s that we like now.
- We are a resource for spiritual growth in the communities we serve.
- We are **generous with our gifts, sowing seeds for new faith communities**. We are in the position to help the Diocese of Indianapolis plant the seeds of another new church, or an extension of Good Samaritan as an act of thanksgiving.
- We are **evaluating our options for a long-term building**, asking ourselves: How do we stay Good Sam’s, even if we have walls?

*Thoughts? Feedback? Be in touch with a Bishop’s Committee member...*

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