

Reviewing our Progress: Realizing our Goals

St. George's Forest Hill

May 2, 2008

Report on Goal Clarification Exercise

The goals that have not yet been completed since the previous goal setting exercise are listed below along with the priority they were given. The second chart lists them in rank order. It is important to note that none of the original established goals will be eliminated. In addition the group summaries are included in this report.

It became clear during the evening's discussions that some goals such as inviting Judean neighbours to events, recognizing and welcoming newcomers, and attracting and keeping young families fall under the broad goal of "Evangelism." There may be additional "outreach" activity that will be identified in future sessions that would also fall under the broad heading of "Evangelism." Although that goal did not receive a high ranking, the intent of the parish seems to be toward exercising evangelism, to reach out to their neighbours and to invite them in. When these sub-goals are accomplished, evangelism is being done.

The first seven prioritized goals were discussed in small groups. The top five goals had either to do with youth, engaging and empowering them and giving them a voice in the congregation, or outreach and church growth. The last two had to do with the nurture and involvement of current parishioners (Jerusalem.)

As an objective observer, it was unclear to me, how "youth" were going to be actively involved and empowered within the church if there are currently few youth attending services. A clarification of that goal might be warranted. Perhaps the church needs to find ways of attracting youth first.

During the evening it became clear that although individuals should be named to "champion" certain goals according to their particular giftedness and interests, those individuals needed to be strongly connected into at least one of the operating committees. This was recommended as an orderly way to ensure that all levels of the church were aware of activities to avoid duplication of effort (among other things.) It would provide a means of communication and coordination of tasks. As much as possible, the group members tried to identify which committee would hold responsibility for assuring the goals get underway and keep their momentum.

Also a suggestion came at the end of the evening to form a task force which would report to the Parish Council and which would have the specific task of strategically examining ways to accomplish parish growth. This task force would look at the "whole picture" in terms of goals related to "growing the church", the suggestions made within those goals, and how they might best be coordinated. A Youth task force might also be named to look at attracting,

involving and empowering parish youth. Many suggestions made under these headings, were similar and could form a larger strategic plan for growth and for youth development.

The goal of Baptism and Confirmation preparation teams was not within the top 7. It ranked eighth. As part of the strategy for church growth however, suggestions came forward about how to engage and involve the families who approach the church for Baptism. If a task force is struck with the specific purpose of examining and strategically planning church growth, this goal to develop Baptism and Confirmation preparation teams might be incorporated into their recommendations.

Goals Outstanding

Ministry	Goals	Score	Ranking
The Word (teaching)	Information Nights for Young Adults	8	10
	Conduct Regular Vision Check ups	10	9
	Evangelism	1	13
Worship	Empower Youth	24	5
	Involvement of Youth	39	2
	Baptism/Confirmation Teams.	14	8
Service (Community) (communication)	Invite "Judea" neighbours - events	28	3
	Deliver news to members	15	7
	Nurture Committee Stucture	18	6
Witness (communication)	Recognize/welcome Newcomers	25	4
	Update Parish Roll w. Database	7	11
	Contact Those on Parish Role	3	12
	Attract and Keep Young Families	48	1

Goals Outstanding in Rank Order

Goals	Score	Ranking
Attract and Keep Young Families	48	1
Involvement of Youth	39	2
Invite "Judea" neighbours - events	28	3
Recognize/welcome Newcomers	25	4
Empower Youth	24	5
Nurture Committee Structure	18	6
Deliver news to members	15	7
Baptism/Confirmation Teams.	14	8
Conduct Regular Vision Check ups	10	9
Information Nights for Young Adults	8	10
Update Parish Roll w. Database	7	11
Contact Those on Parish Role	3	12
Evangelism	1	13

Goal: Attract and Keep Young Families

Priority # 1

Three Ways to Attract:

1. Conduct Family Oriented Services

Specific :

- increase frequency attendance and participation
- encourage an atmosphere like the Christmas 4 p.m. service
- appropriate homily/music
- use puppets such as Fr. Felix

Measurable/ Timely:

- Start in the Fall and have twice before Christmas

Realistic/Attainable: Yes

Champion: Worship Committee, youth reps , Val Cuthbert

2. Ask Young Family Member to Participate in Specific Activities (Evangelism)

Specific:

- Target specific roles for participation – committee members, readers, greeters, parish council
- Invite specific young people to the parish - activities and events run by (or for) the Sunday School

Measurable/Timely: The goal is ongoing but will be initiated when the number of "non-greys" is greater than the number of "greys"

Champions: The wardens , young members

3. Steamline Baptismal Service

Specific:

- Shorter, upbeat, relevant story instead of homily, upbeat music
- Increase the pre-instruction (and make it mandatory for baptismal candidates to attend the church at least 2 Sundays before the baptismal date)

Champion: J. Ryrie, (??? Ros F Mar???)

This goal is **realistic and attainable**

Other Ideas:

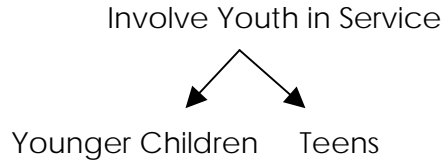
Family Activities nights, Gear the internet toward Young Families eg. Advertise that there is a Nursery available, Create Social Events around baptisms or later as a follow-up – (written encouragement to the new baptismal families to attend.)

Goal: Involve Youth in Services

Priority 2

Two distinct groups Younger children and Teens

Specific:



How?

Younger	Teens
Continue Children's Focus	Upbeat music
Regularly employ children as greeters and presenting the elements at eucharist	Begin "Praise and Pizza" nights
Junior choir leading songs geared for Sunday School children	Intergenerational Service
Play children's hymns as children leave the worship area	Teach simple service music and responses
Buy instruments (tambourines)	Give instruction on parts of the service, don't wait until Confirmation classes

Who?

Through Worship Committee (or subcommittee)

People involved in Sunday School music

(Alison, Val, Barb, Lois)

Involve: Minister, Lay leader, Servers, Altar Guild, Scout out people for "Praise band."

Measurable

We will know we have accomplished to goal when there is:

- ✓ an increase in Joy and Passion?
- ✓ more Participation?
- ✓ one intergenerational service per season?
- ✓ Picnic? BBQ?
- ✓ Praise and Pizza happens!!

Attainable/ Realistic

Yes

Timely – Have an intergenerational service at Pentecost

Plan ahead: Youth and Children welcome service in late September

Praise and Pizza service in Spring or Fall

Goal: Invite Judea Neighbours

Priority #3

Get more people to St. George's

Specific:

How?

- Continue to grow parent and tot group
- BBQ's
- Camp
- Turkey and pancake suppers
- Advertise a call to help a "Habitat" build on the sign
- Follow through with baptismal families
- Host family nights
- Host fun fairs where things are available for the children to buy at 5 & 10 cents
- Advertise the website address in the paper

Who? The Stewardship Committee

Measurable:

- How many new families would mean success? (10 – 12 new families per month = 1 per month)
- Keep a record of new families

Realistic:

- The Committee should include youth and baptismal families.
- The money expenditure would be low

Timely: This would start in September and would be ongoing

Goal: Recognize/ Welcome Newcomers

Priority # 4

Specific:

- New Comers need to be able to Identify the “newcomer greeter”
- Create a visitor or new comer package with:
 - Their contact information
 - What they are looking for in a church
 - What attracted them to St. George’s
 - Information about current church activities that grab attention
 - Youth , Senior, testimonials as p romotion of the church
 - Relevant information – service times etc.

Who? Marc, Ray and Murray

Measurable : the number of packages given out would indicate the number of new comers who came to the church. The number of returned packages would give an indication of those interested enough to fill out the information.

Attainable: Yes – someone has to follow through with the packages to ensure that people are attending who completed the package information

Realistic: If these are not realistic and attainable we should not be the church

Timely: Start in September and report in December to Parish Council

Goal: Empower Youth

Priority # 5

Specific: Youth was defined as those a) 12- 19 years of age and b) 20–30 years of age

What?

- Entrusting youth with responsibility and leadership roles eg. Greeters and other roles in the service

How?

- Invite a charismatic youth pastor (from Renison or Conrad Groeble) four times per year
- Expand participation of youth choirs in regular services - give more freedom to choose their own music "make a joyful noise."
- Create a functional self-directed youth group – "praise and pizza" events
- Create a facebook page for youth
- Invite a guest homilist – leaning toward a youth focus/ orientation
- Invite youth to be involved with Parish Council
- Engage youth in an open discussion/youth forum in September where they would have personal contact with other youth and their goal would be to develop a vision statement

Who?

- Through the Parish Council

Measurable: ??

Attainable: ??

Realistic: ??

Timely: Youth forum will get off the ground in September, Youth pastor would be invited 4 times per year.

Goal: Nurture Committee Structure

Priority # 6

Specific: Re-establish this committee as part of Parish Council + determine succession plan

Who: ML Forrest; M Warren; P Stirling; D McCandless; Lisa McCoy; OR the Phillips, Foxes or Berties . If these specific people are not available or willing, need someone who possesses the following skills: interpersonal, organizational, listening, motivating, experienced, delegates,

Measurable & Timely: Chair of Committee will report at/ to Parish Council before Christmas – this would be an ongoing ministry. An annual check up will be made to ensure people are being served.

Attainable & Realistic: Resources are available as they are primarily human resources. Money is probably not an issue unless the accomplishment of this goal requires changes to the physical plant for disabled accessibility.

Goal: Deliver News to Members

Priority # 7

Specific: Identify the ways we communicate and ways to improve

Current Communication Methods:

- Dragon Flyer
- Bulletin Announcements
- Website
- Huron Church News
- Michael's pictures
- Women's Guild contact email
- Bulletin Boards
- Sign Boards
- Mail Boxes
- Prayer Chain
- Ad in Newspaper

Recommended Changes/Improvements to Communication Methods:

- Communicate the channels through which members can give information
- Provide news about members
- Connect with those without internet access
- Remove tables that obstruct the bulletin boards
- Lower or make the bulletin boards more accessible for posting information and for reading it
- Mail boxes are not in alpha order perhaps because of the turnover of those with mail boxes (suggestion for numerical boxes to reduce this issue)
- Make an internet link available (with security precautions in place)
- Name a "journalist" for Huron Church News
- Paparazi needed – to send in information bits to the paper – develop a relationship with the newspapers (George Mudry)
- Identify the youth and how we contact them
- Caution: that not everyone has internet
- Improve the ad in newspaper to be

- More welcoming
- Advertise special events
- Accurate

The Parish Council and Stewardship Committee could look into these things.