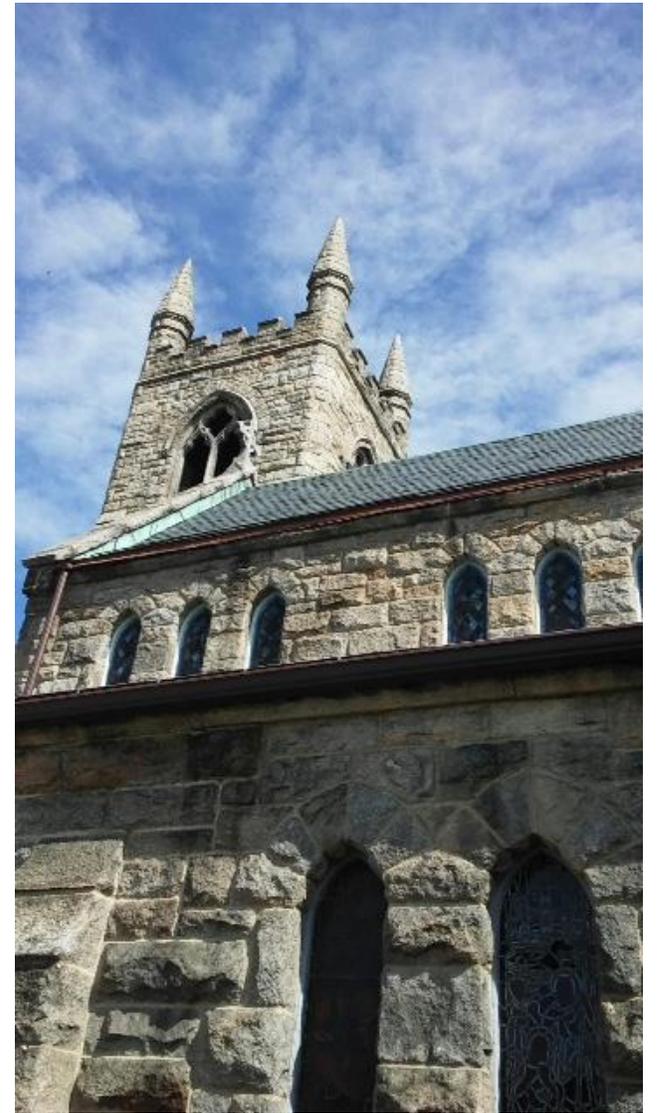


Alive & Thriving

Church of the Redeemer (Episcopal)



Vestry Actions

Retreat March 8 – 9

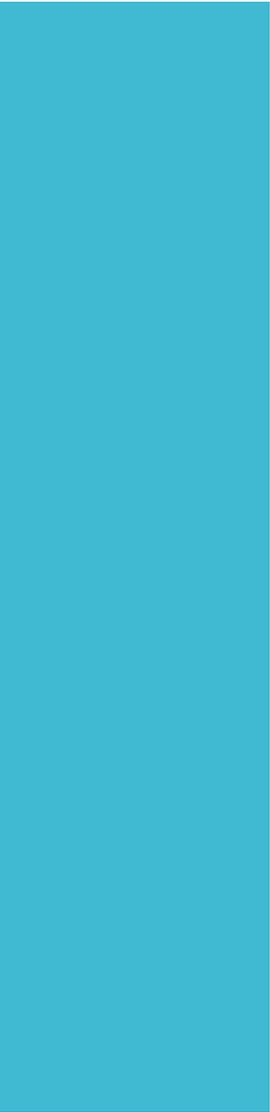
Affirmed Mission Statement

Adopted Vision Statement

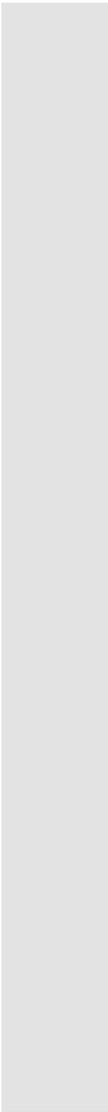
Established Financial Stability Task Force

Set tentative short, mid and long range priorities

Seeks Congregational Input



MISSION STATEMENT

- To live, to follow, to share God.
- 

Vision Statement

- Get to know and deepen your relationship with Christ through our thriving, vibrant, worshiping community at Church of the Redeemer. The first time you visit you will feel at home and over time you will experience a spiritual pathway for all generations. We are also a caring community for our members, guests and neighbors.

- Financial Stability Task Force
 - Charge: Recommend ways to achieve a balanced budget within 5 years

Our way
forward

Determine
what we are
willing to do to
remain Alive &
Thrive

Seek Congregational
Ideas and Input

Provide Congregation
with basic facts

Our Context: Nationally

- New FACTs on Episcopal Church Growth and Decline
 - 2014 Evaluation of factors that make churches grow or decline
 - Full report available in Parish Office (32 pages)
 - Summary hand out available

Our Context: Nationally

- There are things we cannot change and have no influence over
 - Location (northeast, rural)
 - Demographics (race, ethnicity, age)

Growing Churches have these characteristics:

Exciting	Be exciting & Innovative
Involved	Be more involved in recruitment
Mission	Have a clear sense of mission
Vital	Have a strong sense of spiritual vitality & life
Adaptive	Purposefully adapt to changes around them
Worship	Have 2 or more weekend services
Rite 2	Have services using only Rite II
Innovative	Have at least 1 weekly, non-typical service

Growing Churches have these characteristics:

Use drums with music

Stand during prayer

Have children in worship leadership roles (more than acolytes)

Chaotic and vibrant coffee hour

Regularly updated website

Use of regular electronic communication, and webbased transactions

Has special events & activities

Emphasis on Sunday School

Declining Churches have these characteristics:

Kneels for prayer/reverent worship

Conservative

Uses Morning Prayer or Rite I

Goes with the flow

Have a supply priest or no priest

Have a priest 60+ years of age

Lack of clear sense of mission

Lack emphasis on living out faith on daily basis

Recent conflict

Coffee hour for "club members"

Stagnant/non-existent Sunday School

Defying the odds

- While national data suggests that our destiny is to continue to decline, our Vestry believes that with the Holy Spirit's help we can be a congregation that is vitally alive and thriving. **Our vision is to do more than survive – we seek to help you know and deepen your relationship with Christ through our thriving, vibrant, worshiping community at Church of the Redeemer.**

Defying the odds

- **Simply put, our Vestry is determined to help us be in the minority of congregations that defy the odds. We strive to be “Alive and thriving!”**

Our Context/Our History

Church of the Redeemer Assets 1999- 2018

	1999	2004	2009	2014	2018
Unrestricted	\$1,629,723	\$1,097,225	\$944,354	\$832,086	\$759,227
Restricted	\$ 41,833	\$ 38,405	\$ 39,502	\$ 45,648	\$ 32,685
TOTAL	\$1,671,556	\$1,135,630	\$983,856	\$877,734	\$791,911

Our Context/Our History

Over the last 20 years we've used about half of our endowment resources

Sharing clergy has allowed us to drastically reduce the amount of principle we need to keep our doors open

Our pledge income does not support our operating costs – additionally, we need our endowment interest income and some principle to keep our doors open

Moving ahead in faith

Good stewardship of our financial resources means more than just maintenance of our property.

Our Vestry values our sense of being a family, the love we demonstrate for one another, our compassion for those within and outside our parish and our spirituality.

Our Vestry seeks your feedback!

PROCESS

- Good Communication with Congregation via:
 - eBLAST
 - Newsletter
 - Bulletin
 - Congregational meeting with data points
 - Easily accessible idea sheets

PROCESS

- Good Communication with Congregation via:
 - Small group meetings hosted by Vestry members in the fall – these should be concluded by the end of October.
- Vestry review and deliberation
 - Conversations and feed back expected over the next several months and into next year.
- As Vestry makes decisions – communicated to parish via bulletin, eBlast, Newsletter and occasionally during worship time.
- Annual meeting (late January 2020)

PROCESS FEEDBACK

- The Vestry seeks your input prior to the small group gatherings. Consider:
 - What are you willing to try using methods from growing churches
 - What do YOU see as God's will for our parish?
 - What do YOU see as an AUDACIOUS goal for our parish?
 - TELL a Vestry member what you think!
 - Or jot your idea down on the White Sheets (newsprint sheets) posted in the Parish Hall, in the Office wing or in the church.

PROCESS FEEDBACK

- In your feedback:
 - Tells us your questions, your concerns about items on the growing church list
 - Tell us your questions, your concerns about items on the declining church list
 - Through out the process, your input and our conversations will inform the Vestry the direction this congregation is willing to take

PROCESS FEEDBACK

- If you have not heard about a small group meeting by the end of September please contact the parish office. Please make sure we have your current contact information.

PROCESS FEEDBACK

2019 Vestry: Front row: Melinda Artman, Betsy Schumacher, Amy Murrelle. Back Row: Debbie Zurn, Bruce Carpenter, Tracy Schamel, Jeff Watson, Doreen Marshall, Linda Murrelle, and Church Preston. (Terri House, retired member!)



Thank YOU!

- As we gather information, we will be refining our process for your involvement and continued participation.
- We anticipate additional whole or small group meetings to assign priorities to our goals and objectives.
- As a member of the Body of Christ, we need each of you to provide your thoughts and fully involved in the process so that the Vestry can see where the Holy Spirit is leading us as a community.

