

# Mutual Ministry Review

## Celebrating Past Success – Identifying Upcoming Challenges

*“To Know Christ and To Make Him Known  
With Joy, Faith, and Service.”*

*Mission Statement, The Church of the Good Shepherd*

Dear Good Shepherd Parishioners,

Annually, your Vestry participates in the **Mutual Ministry Review**, a facilitated process which takes our mission statement and asks the question: how are we doing? As we reviewed the many ways in which our mission integrates into the daily activities of our church, we celebrated our accomplishments and reflected on our shortcomings. Our intent is to improve our effectiveness, while living our Church’s mission.

Our review had two components: first, a focus on the overarching, “state-of-the-church” and second, a study of the Vestry, committees, and individual ministries. Our review did not cover every ministry of the Church, but instead remained at the strategic level, with some operational highlights.

### So what did we find?

1. Over the past year, we have many extraordinary accomplishments of which to be proud
2. In the coming year, we have many opportunities where we may sustain the momentum of our accomplishments and further improve our successes.

### Here are some highlights of this Parish’s overall accomplishments the past year:

- We have seen many new families as well as young children in the pews on Sundays
- Our Church remains very welcoming and inviting
- Our Rector’s physical health has recovered, and with his continued good health in mind and spirit, he is settling into a refined, healthy balance between his professional commitment to our Parish and his personal life and well being.
- Our Music Ministry is well received and continues to grow and improve
- We’ve completed our capital improvements to create a more attractive “physical plant,” including:
  - New entrances & narthex
  - Upgraded building systems and roof
  - New parking lot & playground

- Ongoing relationships among Church members continue to grow
- Easter Sunday was a great success
- The Parish picnic was a great success
- Faith Matters adult education was a great success
- We completed our Long Range Planning process
- We have an energetic and enthusiastic Vestry
- Our parish members continue to volunteer and generously serve our community in many ways outside of Good Shepherd Church.

**Here are some highlights of Vestry and Committee accomplishments:**

- Developing and finalizing the Long Range Plan, thereby setting a course for our Parish for the next three years. There was particular joy in:
  - Working with small groups of parishioners to develop a vision for Good Shepherd
  - Seeing, first-hand, the sense of love for this Parish.
- Inaugurated a plan for the Vestry to better oversee the ministries of the Church as we focus our ministries on our mission and Long Range Plan
- Great pool parties for 6<sup>th</sup>-8<sup>th</sup> grades with significant parent engagement
- Fantastic auction, raising \$20,000 for child and youth education programs
- Buildings and Grounds
  - Implemented an inspection process of Church spaces and systems
  - Developing short and long range plans to correct deficiencies and to establish a preventative maintenance program
  - Committed to improved long-term stewardship of our buildings and grounds
- Our second habitat family has paid-off their home loan
- Thriving programs for hands-on support to the Mission of the Holy Spirit
- Stewardship
  - We have clear recognition of the monetary needs
  - We have motivated stewardship leaders
- Finance
  - We are on a path to balancing the operating budget
  - Our Treasurer, committee, and staff have made substantial improvements in information flow, organization, and financial accountability
- Our newcomer / greeter program is successful
- Our Lay Pastoral Care Mission continues to flourish and is among our most respected and active ministries
- The number of children (and adults) confirmed this year was significantly higher than recent years

While it is appropriate and useful to look back and celebrate our parish's accomplishments this past year, we must also be mindful of the challenges and opportunities ahead. So, part of our Mutual Ministry Review focused on the coming year.

**Here are some opportunities for our parish to grow and improve:**

- Stewardship: We must creatively find ways to gather the resources the parish needs to achieve its dreams for the future, as set forth in our Vision Statement and the Long Range Plan. These resources include:
  - Monetary commitments
    - Increasing the amount of pledges
    - Increasing the number of people pledging
  - Commitment of time and energy to our Church and our Ministries
  - Improving information flow between the Vestry and the congregation is one way we might improve understanding of our church's resource needs
- Keep Long Range Plan moving forward
  - Clergy, staff, Vestry and congregation
- Integrating hearts of our congregation with our Mission Statement

**Here are some opportunities for our Vestry and committees to grow and improve:**

- Execute the Long Range Plan
- Buildings and Grounds:
  - Getting volunteers organized/energized for work
  - Motivating more men to become involved with their expertise
- Pastoral Care
  - Recruiting new members and new ideas
  - Pursue establishment of program to help our infirmed parishioners with minor household repairs & chores
- Finance
  - Work on the revenue of the equation, a shift of focus
- Stewardship
  - Pioneer alternative ways to raise money
  - Improve estate-planning and annual giving programs
  - Target Strategic Plan choices
- Outreach
  - Increase numbers of new volunteers
- Education
  - Work with staff toward better planning, communication and follow through in scheduling and executing child and youth education programs.
- Ministry Assessment & Oversight:
  - Organize to execute Long Range Plan
  - Guide better communications to congregation, and between Vestry, staff, and committees, so Vestry is ahead of and guiding events in accordance with our mission and Long Range Plan
- Balance our wishes and needs within our means without alienating parishioners or staff

- Grow our relationships by uniting Community, Communication, and Christology.

**We also gave each member of the Vestry the opportunity to hear “One more little thing I want to say....” Here are some highlights:**

- We need to improve communications of events of the church
  - Celebrate past successes
  - Provide advance notice of upcoming events through multiple communications
- We want to see the debt gone
- We want the Vestry more visible to the parish
- We need both professional analysis of capital giving and a development plan
- We need to be undaunted in our ability to ask our parish to commit time, talent, and treasure toward the ministries of this church
- We should celebrate the joys of this place
- Change doesn't happen overnight, but can't put on the back burner
  - We're on a roll
- We need to recognize our responsibility for implementation of our plan
- Maintenance item: Rehab the rest rooms near the kitchen
- We need to implement a deliberate Vestry succession plan to identify the best potential members, work with them on learning our short and long range plans, and then pass on the torch to them for continued execution

We conducted this review in the name of the people of our Church, not just the ordained Clergy, Staff and Vestry. We mean for it to help the entire Parish better accomplish God's mission. We have much to be proud of, and we look forward to engaging each of you as we work on the challenges of the future.

John M. Chandler  
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