

February 20 and 21, 2009

Lial Renewal Center

Whitehouse, OH

Attendees:

Ken Pepin, Nan Myers, Allison Fisher, Julia and Caroline Bearss, Stephanie and Asher Rieck, Bill Davis, Greg Gregory, Kristen Merrick, Joe Snyder, Paul Tait, Dottie Wilkerson, Martha Wright and Joe Sharp

AGENDA

Friday night was reviewing major items from 2008. The mission statement and the supporting documentation have stood the test of time to date. This needs to be reviewed each year and verified it is still valid.

A list of vestry members and the vestry rotation schedule was discussed and updated. This rotation schedule chart identifies how many representatives are leaving our vestry at the end of 2009.

The vestry chart was discussed next. This chart identifies the main items/programs under each committee. This chart will help in educating our congregation in the purpose of each committee and hopefully inspired them to sign up.

Ken gave a mini presentation on the roles and responsibilities of each vestry member. The presentation indicated the confidential nature of our discussions and the accountability each representative has to St. Tim's Vestry. This is a select leadership group of people and part of our role is to provide the direction for St. Tim's, both short and long term.

Lastly we reviewed our current website. Several of the sections are out of date regarding content and we need to provide Dawn more pictures of each event.

FRIDAY – FEBRUARY 20TH

4:00 pm. – Arrive, check in

4:30 pm. – Opening Prayer Service

- Ken Pepin

5:00 pm. – Vestry Review (reference materials review and discussion)

- Mission Statement Review
- Vestry Members
- Vestry Rotation Schedule

2009 Vestry Retreat Minutes

- Vestry Chart Review
 - Vestry Roles
 - Committee Purpose Statement
 - Budget
 - Mutual Ministry Guide
 - 2008 Vestry Retreat Minutes
 - 2008 Vestry Mid-Year Minutes
 - Website online review (assignments for updates)
- 6:30 pm. – Drive to Whitehouse Inn for dinner
- 7:00 pm. – Dinner (Whitehouse Inn)(*Dutch Treat*)
- *Carpool*
- 9:00 pm. – Entertainment/Chat/Fireside discussions
- Games, etc

AGENDA

Saturday morning consisted of the Mutual Ministry Guide. The morning was spent developing our goals and action steps for 2009. This consisted of a three question exercise that lasted three hours and the highlights of the results are listed below.

After lunch Martha Wright gave a presentation on a research project the Diocesan developed. The research consisted of demographic information on Ohio and particularly NW Ohio. She was able to select and extract data on Wood County. The information highlighted the potential of attracting new members and the type of person not presently involved in a church.

SATURDAY – FEBRUARY 21ST

- 8:00 am. – Breakfast (prepared by the men)
- 8:30 am. – Morning Prayer Service
- Chapel
- 9:00 am. – Mutual Ministry Review (continuation of last year's goals and plans)
- Mutual Ministry worksheets, three teams, each team gets 30 minutes to discuss and summarize their ideas
 - Attendance Last Year and Statistical Postscript
 - 2008 Vestry Retreat Minutes
 - 2008 Vestry Mid-Year Minutes
- 10:30 am. – Break
- Everyone gets to vote on prioritizing the items, each team will take a question and present a summarized list to the group
- 12:00 pm. – Lunch

- 1:00 pm. – Presentation by Martha Wright
 - Demographics Research
- 2:00 pm. – 2009 Calendar review and scheduling
 - Define major and minor events for 2009
 - Utilize online calendar from website
 - Define Vestry Meeting dates
- 3:00 pm. – Closing Prayer
 - Ken Pepin
- 3:15 pm. - Adjournment

MUTUAL MINISTRY GUIDE EXERCISE

We are utilizing the three question process that we started last year. For 2009, we reviewed many of last year's initiatives and refined, expanded existing ones and added new ones. Because of the strong foundation we developed during 2008, we are able to start targeting many of the high priority items and implementing several of them. The process allows us to bring consistency to our short and long range goals and objectives.

Procedure

Each question is designed to enable us to focus more broadly on the nature of our collaborative ministries to our congregation. We are trying to understand three areas of interest for us all:

- *What are the areas in which you see St. Timothy's working well and, indeed, even excelling in its ministry both within and outside the parish? In other words, what are we doing well?*
- *What are some of the areas in which you feel we need improvement? What needs attention and who might be doing it?*
- *What might be our best "dreams" for the future of this parish?*

Capturing Your Thoughts

Take a few moments to think about these areas and consider what your thoughts might be in each of the three. Using this form, please jot down your thoughts prior to the retreat next week. On Saturday morning everyone will place their ideas on the large newsprint pads which will be setup. You may find that others have already mentioned what you had in mind, which is OK, please write your ideas in your words. Everyone will get a chance to explain their thoughts.

Prioritizing Everyone's Ideas

Next, the entire group circulates among the newsprint pads and places "dots" next to the items that strike you as important. Place only one of your dots next to each item that you believe has importance.

Planning and Goal Setting

After everyone has had time to write their comments on the newsprint and to place "dots" on those items that were important to them, the rest of the time is taken up with discussion. The Mutual Ministry Review is about developing a short and long term plan for the church, identifying our goals and objectives for this year. From the plan the committees will be responsible for taking the necessary action steps to reach our goals.

The following are the main points everyone agreed upon for each question. At the end of each section are the top three points that are highlighted as the most important.

QUESTION 1

What are the areas in which you see St. Timothy's working well and, indeed, even excelling in its ministry both within and outside the parish? In other words, what are we doing well?

2009 Accomplishments

- Capital Improvements
- Committee signup sheets
- Tidings – more informative
- Carpeting for parish hall
- Recruitment
- Breakfast for Benedict
- Definition of vestry roles and responsibilities
- New direction for vestry, restructuring
- Men's group
- Special Capital Fund Raising Projects
- Youth Coordinator
- Chicken Barbeque
- Use of email vs. US Mail
- Vacation Bible School
- Communications – both internal and external
- Additional advertising
- Keeping Our Traditions

- Lay Leadership
- Designated Teen Room
- External signage
- Thanks+Giving Campaign
- *Coordinator for events, point person, funerals, weddings, special events, etc.*

Top Points for action from Question 1:

1. Capital Improvements

- Special promotions (example; carpet – purchase squares, etc.)
- Promoting the committees more, signup sheets
- Increasing recruitment for St. Tim's
- Promotion of Breakfast for Benedict (property committee)
- Continuing to use email to quickly communicate
- Committees affected (Membership, building/grounds)

2. Vacation Bible School (VBS)

- Continue to promote this program in the community
- Collect signup information for better follow-up
- Develop Registration packet
- Try to connect to September Sunday School kickoff
- Committees affected (Membership, CMT, Worship)

3. Communications

- Continue to utilize Tidings, need more contributions of content
- More external advertising, Perrysburg Messenger Journal, Owens Community College, Toledo Blade, etc.
- Continue to develop external signage
- Need better internal signage
- Update website
- Committees affected (All)

4. Thanks+Giving

- Continue with present format, face to face meetings
- Organization continues to improve each year
- Continue to make the packets time sensitive
- Expressing compassionate concerns on economy
- Committees affected (Thanks+Giving, Membership, Fellowship)

QUESTION 2:

What are some of the areas in which you feel we need improvement? What needs attention and who might be doing it?

2009 Issues

- Attracting Youth into St. Timothy's
- Encouraging a "call to arms" for volunteerism
- Increase planned "Follow-up" to events
- Additional Courtyard Services/Events
- Increased Adult Social Events
- Rector meeting individually with member families to build relationship
- Build membership by 10%
- Hymns that are easier to sing
- Music/songs to support Youth Group
- Need to find volunteers for Property Committee
- More intergenerational events
- Partnering with other Episcopal churches for events
- Build St. Tim's name recognition in both junior and high school communities

Top Points for action from Question 2:

1. Youth/Christian Education

- Teen room improvements
- More youth and adult interaction programs and events
- Geek night for youth (overnight gaming night)
- St. Tim's exposure to junior and high schools in Perrysburg
- Committees affected (Youth, CMT, Membership, Outreach)

2. Planned Follow-up

- Build a follow-up plan into the event schedule
- Provide additional recognition to events (certificates for VBS, Sunday School, work camp, etc.)
- Additional calling, more email usage, selected US Mail
- Sending correspondence/invitations to other churches
- Committees affected (All)

3. Courtyard Services

- Provide Sunday Morning Pray services
- Charity fund raiser events
- Cookouts

- Speaker education programs
- Internal events (example; wine & cheese)
- Utilizing Public Service Announcements/Advertising (radio & TV)
- Committees affected (Worship, Fellowship, Membership)

4. Adult Social Events

- *Continue Movie/Soup program to attract the community*
- Utilizing Public Service Announcements/Advertising (radio & TV)
- Word of mouth promotion
- Committees affected (Membership, Fellowship, Outreach)

5. Volunteers for Building/Grounds

- Need immediate volunteers for property committee
- Need more volunteerism for all committees
- Personal Invite
- Committees affected (All)

6. Rector meets with families

- Continue to meet individually with each family
- Find creative ways to interact with families
- Committee affected (Rector)

QUESTION 3:

What might be our best “dreams” for the future of this parish?

2009 Plans

- Increase Youth Group
- Increase Community Awareness
- Capital Improvements
- Thriving Sunday School
- Continue to be inclusive
- Build Lay Leadership
- Laissez Faire attitude to worship, attending church needs to be a higher priority
- Increase relationship with Diocesan
- Increase exposure to Perrysburg Community – become known as the “Church to attend”, an alternate to the mega churches,

Top Points for action from Question 3:

1. More activities to attract Youth

- Support new Youth Director
- Develop plans to be approved for youth group
- Child care
- Family Picnic
- Park events
- Service projects
- Committee affected (CMT, Membership)

2. Community Awareness

- New Hymnal
- Support for advertising and improve website
- Continue new and ongoing events (need support from whole congregation)
- Open front doors, events in the front yard
- Committees affected (Worship, Youth, Membership)

3. Capital Improvements

- Identify short and long range projects
- Develop 3 and 5 year plan for funding and budget purposes
- Develop creative ways to fund capital projects
- Committees affected (Property, Membership, Outreach)

Rallying Point for the congregation:

Ken had indicated in the January 2009 business meeting we would be continuing the theme that was started in 2008. The 2009 focus point for the congregation will be around a series of advertisements that will be placed into various newspapers. The theme of the campaign will be *“Start a Family Tradition”*.

The theme speaks well to the following target groups:

- Young couples starting their family, a chance to establish a family tradition
- Families with children or single parent with children, establishing a tradition within the family unit
- Couples without children in the home or children have moved out of the home, establishing a tradition as part of their life style

Establishing a family tradition at any age range is a gift that parents can pass onto their families. This theme will help our congregation openly discuss and promote a reason for

inviting people to St. Tim's. Rather than just stating we have a long history of traditions, or we have a structured service, or we are smaller than the mega churches, this can be difficult for people to explain. The benefit to a new couple can be questionable. These types of statements are not as positive in nature as the feelings or mindset of a benefit of a family tradition to pass on. This also allows our congregation to feel like they are making a difference in someone else's life or family, this can be a very rewarding experience.

IN CONCLUSION

I commend each one of you for committing yourself to this very important event, the planning and establishing of goals and objectives for our church. The continued success of St. Timothy's is only possible with your leadership; your willingness to devote your time and many talents in order to give St. Timothy's a strong direction.

Thank you!