

A PLAN FOR OUR PARISH LIFE

2008-2011



TRINITY AMBLER

**We are a community of Christian people
seeking to love God with all our heart,
soul, mind, and strength and to love our
neighbors as ourselves.**

Our Goals

1. Hire an Assistant Rector by September 2008 to support and enhance our clergy, staff and parish life

- We know that Father Dave is overworked and cannot do everything that we want him to do and that he wants to do. Considering this and the new ministries that we want to pursue as a congregation, the HR committee in conjunction with Father Dave will develop a job description and skills inventory for a new Assistant Rector.
- Present rationale for the need for an Assistant Rector and the financial ramifications to the congregation prior to the Stewardship campaign—**Vestry, Sept 7, 2008**
- Establish several Meet and Greet sessions for the new Assistant Rector with various groups and the congregation at large—**Clergy, fall 2008**
- Locate space and fit up office for assistant—**Property, Sept/Oct 2008.**

2. Care for all our members, pastorally and spiritually; to involve newcomers and use our members' skills and talents in new and fun ways

- Identify parishioners' gifts and interests so that they can be involved in ways that are fun and meaningful to them
 - Understand that many parishioners want to help but don't want to go to committee meetings. Learn their interests and get them involved doing the things they like.
 - Develop/find Gifts/Interests questionnaire. **Stewardship, by October 2008.**
 - Revamp Ministries Fair—**Stewardship, September 08**
- Revamp Newcomers Welcome to be more about getting to know them. Make it more of a social event rather than a presentation. **Membership, Schedule these events quarterly.**
- Have a Greeter/Usher training session in the Fall 2008 to focus on welcoming newcomers and visitors—go beyond saying “good morning”. **Worship, Sept 27, 2008**
- Free up Father Dave from “non-clergy” work so that he can focus on pastoral care and spiritual growth of the congregation
 - Father Dave to complete daily log of his time/activities—**starting in September, 2008**
 - Meet with staff to offload tasks—**started in August 2008, continuing fall 2008**

- Develop Adult education that is meaningful to our adults
 - Create a formation group including people associated with all group levels by **Oct 08—Christian Formation.**
 - Develop programs
 - Book Discussions to be scheduled throughout the year. **First one scheduled September 21, 2008.**
- Continue to expand the pastoral care programs offered to our congregants that can be done by lay people. Add folks to this group and train as necessary.
 - Develop and provide pastoral care training—**Pastoral Care, by June 2009**
 - Meet with Parish Nurse to come up with new programs, possible conference attendance, if interested—**Winter 2009, Pastoral Care**

3. Nurture our parish's future, paying particular attention to the needs of our children, youth, young adults and young families, making all worship and parish events welcoming and accessible while continuing to provide opportunities for intergenerational community

- Certain Vestry members, Youth leader, Assistant Rector and Christian Education will visit other area churches to look at and gain insights from their programs for children, youth and younger adults—**to be done over Fall 2008**
- Meet with the young people and parents of our congregation to find out what they are looking for from their church and develop offerings to meet these needs—**Christian Ed, by October 2008**
- Revamp Sunday 5pm service
 - Add childcare—Sept 8, 2008
 - Look into “one size fits all” curriculum for kids
 - Consider Saturday evening
 - Consider including dinner
- Provide childcare at all events
 - All Sunday morning (8am-11:30am)
 - Sunday 5pm service
 - EFM evening class
 - New offerings
- Communicate to the congregation and to Deanery/Diocese and community new programs we are offering and extend invitation. Advertise that childcare is available. **Communication, Ongoing**

- Reorganize the Communications Committee
 - Find volunteer with PR interest
 - Find editor and publishing volunteers for Chimes
 - Standardize Chimes publication dates
 - Continue to send Chimes to parishes in Deanery
 - Email Jingle each week to congregation
- Continue programs that are successful and fulfilling to the congregation.

4. Train our Vestry, staff, and leaders in new skills; reorganize how we do our work and expand our capacity for leadership

- Assess Father Dave's workload and offload appropriate activities to staff, Vestry and/or leaders—**fall 08, ongoing**
- Transform Vestry from “doers” to “managers”
 - Define/create a scope of work for each Vestry area of responsibility and reorganize Vestry to provide focus to needed areas—**to be started over Summer 2008 thru Fall 2008**
 - Review Communications operations and responsibilities—see #3.
 - Make Hospitality a committee under Parish Life and expand the role of Parish Life—ongoing
 - Create Hospitality committee with specific roles including Hospitality coordinator, Kitchen Stocker/Shopper, etc
 - Make Activities committee to develop programs/activities for congregation

- Establish a regular Leaders' meeting, to include clergy, wardens, committee chairs, Vestry, Program heads and staff to provide a venue for cross communication, coordination and planning of programs, and problem management--ongoing
- Know that change is good, but it also can cause friction and hurt feelings. Proactively train clergy, staff, Vestry and leaders on how to work together through the time of change and how to deal with conflict.
 - See if a congregant has conflict resolution skills and could hold a seminar for vestry/leaders.

5. Continue to make mission and outreach to our community a priority

- Since we stopped having the Carnival and therefore drastically reduced our M&O funding source, we need to redefine how we will perform/fund mission and outreach.
 - Hold Parish meeting with Potluck supper to discuss our future, brainstorm ideas **by Nov 08—M&O**
 - Will we focus more on “Doing” outreach projects or come up with a new fundraiser so that we can financially support other programs?
 - Do we add Intergenerational mission trips in addition to the Youth mission trip?
 - Incorporate Parson's Porch in with rummage sales—**by Spring 09—M&O**
 - Investigate and setup Alternative Christmas Fair **by Dec 08—M&O**

6. Create a Master Site Plan and a maintenance/replacement plan for the buildings and grounds on our campus

- Our facilities are 20 years old. We need to put together a financial and operational plan to maintain/replace our aging infrastructure—doors, roofs, heating/ventilation/air conditioning systems, energy efficiency, lighting, etc. **Property—by Jan 2009**
- We need to consider space usage and availability for all new programs we introduce.
 - Assistant Rector's office
 - Choir office

7. Support these activities with the resources they need for success

- We recognize that we will need to communicate with each other throughout the lifecycle of this plan in order to make it work and to make it “our” plan
- The resources can include money, people's time, peoples' talents, physical space, etc

