



Mutual Ministries Review Summary of Results Prepared August 27, 2011

The Vestry held a retreat on August 19-20, 2011 to review the results of the parish survey on the Mutual Ministries Review (MMR) and to take initial steps in the preparation of the next strategic plan. Ten of the twelve Vestry members and the Rector participated. The retreat was very capably facilitated by diocesan representative Betsy Aylin. This summary is intended to provide parish members with an initial timely report of the MMR progress to date and to set the stage for a meeting of the parish on September 14, 2011. The MMR and related planning process, led by the Vestry and Rector, will be very transparent with ongoing solicitation of input by members of the parish. This is the first of several opportunities for input to the development of the plan.

With this summary as a prelude, there will be a meeting of the parish on September 14, 2011, following the pot luck supper that begins at 5:30 p.m. with a meeting at 6 p.m. This meeting will involve a presentation of results of the MMR and questions, comments, and suggestions by members of the parish. Parish members will be encouraged to provide further input over the period immediately following this meeting. The following are some of the main points from the MMR.

First, we want to thank members of the parish for the very impressive response to the survey. Of the roughly 200 average Sunday attendance there were 127 responses. This is 63.4% of the total overall attendance and about 80% of the adult average Sunday attendance. Such surveys often have a response rate between 35 and 50%! This gives us considerable confidence that we are hearing from a representative part of the parish.

The overall average response to the questions, scored on a scale from 1 to 5 was 3.83 – which, according to our facilitator, is a relatively high score. We were advised that we should be concerned when scores on specific questions were below 3.5. We will provide more on this in the following notes. In a few cases, there was some polarization of

responses indicating divergence of opinion. While there were differences in opinions reflected in the responses and differences in scores between the key questions, this overall score is encouraging relative to the perceptions of the parish on “how we are doing”. The results also show there are clearly things that we can do better.

Major Elements of the Retreat

- Assess and summarize results of the parish survey
- Taking STOCK – current assessment
- Envisioning the future ministry
- Action plans and schedule

The MMR retreat was held on Friday evening and Saturday until mid-afternoon. It began with an assessment, interpretation and summarization of the results of the answers to questions and interpretation of the written comments. Taking stock involves an analysis of current status. Based on these deliberations, the review moved to discussion and development of detailed and then summary statements of the

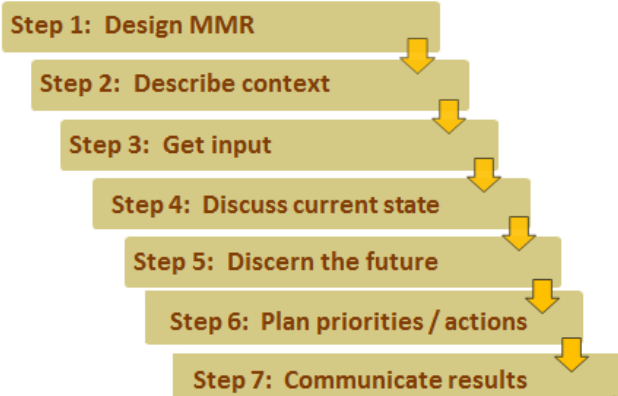
major elements of our future ministry, followed by the development of action plans and schedules for the next two years.

Meeting Objectives

- Build a sense of community among vestry and staff
- Build understanding of the current status of ministries of St. Andrew’s, including what is valued and where gaps exist
- Create a future Vision for ministry of St. Andrew’s, including new or revitalized ministries
- Identify areas of focus representing priorities for the ministry over the next 2-3 years
- Create high level work plans to advance ministry
- Celebrate the vision for the future of the church

The meeting objectives are shown in this graphic. This is the first step in an ongoing process of engagement which begins with the parish survey and continues after this review with ongoing engagement with church members to seek further input and consensus on the future strategy

How the MMR Works—the Process



The main steps in the planning, development, and execution of the Mutual Ministries Review are shown here. Steps 4-7 were addressed in the retreat.

RESULTS

Average by Topic Area

SURVEY AREA	QUESTIONS INCLUDED	AVERAGE
WELCOME AND COMMUNITY	1-9	4.01
ENGAGEMENT	10-16	4.07
WORSHIP, PRAYER and SPIRITUALITY	17-24	3.78
PROGRAMS AND MINISTRIES	25-36	3.5
LEADERSHIP	37-47	3.75
VISION AND MISSION	48-50	4.01
FACILITIES AND RESOURCES	51-55	3.92
OUTREACH	56-60	4.01

An overall summary of the results of the questions asked in the survey is provided in this table. The lowest average was in the area of programs and ministries. Within this area, lowest scores were in the area of youth programs. The facilitator said this was a common finding across surveys done in our diocese.

Highest Rated Items

SURVEY ITEM	RATING
4. I am happy to be a member of this congregation.	4.53
52. We open our facilities to community events and to other groups in a spirit of hospitality.	4.34
3. St. Andrew's has a good reputation in the community.	4.32
58. Our church's outreach ministry is important to me.	4.27
19. The worship schedule meets my needs.	4.26
53. Our facilities are kept clean.	4.23

This table shows the average of the highest rated answers to specific questions

Least High Rated Items

SURVEY ITEM	RATING
21. I would like to see an informal service added to the Sunday morning worship schedule.	2.70
34. Our youth program is appealing to me or my teenagers	3.24
35. In addition to Sunday morning worship, I have attended a number of retreats and spiritual offerings in the last 3 years.	3.24
33. Our church adequately responds to the needs and concerns of our oldest members.	3.30
2. I have often invited others to visit our church.	3.31
34. Our Christian Formation programs for our children are appealing to my children.	3.34

This table shows the average for the questions having the lower scores.

FUTURE STATE

AREA DESCRIPTOR	Achieving	Future Relevance
WORSHIP	3.70	3.92
CHRISTIAN FORMATION	3.71	4.20
OUTREACH	3.75	4.19
CHRISTIAN STEWARDSHIP	3.85	4.24
EVANGELISM & ORGANIZATION	3.08	3.76

The future relevance of these earlier statements was given relatively high scores, which provides insight for the next strategy. The perception of how well we have achieved the future state descriptors in recent years is fair but not excellent.

We believe better ongoing communication should be sought in implementing the new strategy.

Taking STOCK

- ☀ **STRENGTHS** (what is done well, positive characteristic, valued aspect of the church)
- ☀ **TRENDS** (inside and outside the church, worthy of attention)
- ☀ **OPPORTUNITIES** (untapped, undeveloped, or underdeveloped areas or resources that could be important to the future)
- ☀ **CHALLENGES** (potential deterrents to success, or significant limitations)
- ☀ **KEY Themes** (what are the primary themes that describe St. Andrew's current state and point to the future)

This is a process of assessing the various attributes of the church and the internal and external environments in which it exists. It provides a means of considering the way forward based on taking advantage of opportunities and overcoming challenges. The results formed the basis for considering the elements of the next strategy.

MOVING FORWARD

Identifying Ministry Focus

- Communication
- Welcome and hospitality
- Spiritual formation
- Ministry to singles and seniors
- “Adaptive” ministries to new groups– Hispanics and Gay-lesbian-transgender

These are the components of the vision statement developed by this retreat for St. Andrew’s. It should be discussed and modified through engagement with the parish.

VISION FOR ST. ANDREW’S MINISTRY

- Ministry builds “holy habits” of those who participate in it.
- Our ministry is spirit-filled and spirit led.
- Through the church’s ministry, all people are welcomed.
- Through engagement with each other in ministry, we come to understand and accept each other.
- In our ministry, we work together in inter-dependence to live out the mission of the church.

This represents a consolidation and prioritization of a much longer list of options for defining the main focus of the ministries of the church in the next strategic time frame. It also will be discussed by the parish and modified as indicated. For each of these areas, further planning was done with objectives and schedules over the next two to three years. The general conclusions will be reviewed in the parish meeting of September 14, 2011 with the

intent to respond to new ideas and directions. These represent a “starting place” for the St. Andrew’s longer term strategy.

The Vestry would like to reiterate that we intend for the further development of our strategy to continue to be as transparent as possible with multiple opportunities for parish input. The methods of engagement are described below.

With the continued participation of the parish, we hope to make the plan a “living document” that will guide and be reflected in the actions of the parish and its ministries over time. We will develop goals and objectives that are outcome oriented and engage in an ongoing process of reviewing progress on the plan.

The following are the major steps in the development of our new St. Andrew’s strategy:

- Survey of parish members (part of the MMR)
- Assessment, interpretation and analysis of the survey
- First steps in proposing the major elements of the new strategy
- Presentation of results of the survey and elements of the strategy to the parish
- Discussion, modifications and closure on the major elements of the strategy
- Further small group discussion of the major elements of the strategy with Vestry leadership and parish members
- Development of the draft strategic plan
- Final review and discussion by parish members
- Complete the strategy

