

Appendix 1

Major Steps in Development of the Parish Plan

The major steps in the development of the new plan were as follows:

- A review of previous plans and their evolution was conducted, including in-depth interviews with earlier vestry, the rector, and other leadership involved in their development (see appendix 2).
- Preparations for the current Mutual Ministries Review (MMR) were initiated in September–October 2010.
- Vestry retreat on evolution and maturation of churches was held in January 2011.
- The MMR survey instrument and parish response were developed in summer 2011.
- The vestry and rector MMR was facilitated in August 2011.
- Results of the MMR were published on the St. Andrew's website.
- A parish "town hall" meeting was held for presentation and discussion of the MMR results.
- A vestry retreat to develop process and content for the new St. Andrew's plan was held in October 2011.
- Focus groups composed of vestry leadership and parishioners were organized to develop plans for each of the major goals emanating from the MMR, second vestry retreat, and input from parishioners.
- A draft of the new plan was made available to parishioners for review, and a second parish meeting was held to solicit discussion and recommendations for changes.
- The final draft of the new plan was completed and adopted by the vestry on December 13, 2011.

As part of the overall evaluation and planning process, a facilitated evaluation of the rector will be conducted in accordance with established diocesan schedule and procedures.