

# St. Brendan the Navigator Episcopal Church Deer Isle, Maine

## PARISH RENEWAL PLAN

The people of St. Brendan's adopted the following Renewal Plan on August 13, 2017 to be implemented during a parish renewal period lasting fourteen months, (August, 2017 through September, 2018):

### COMMITMENT TO PARISH RENEWAL

1. **Commit to a Plan for Parish Renewal** and establish a **Parish Renewal Team to coordinate and report to the Vestry on the implementation of the Plan;**
  - **Who:** The Parish, including summer and year-round members, with the leadership of the Vestry and the Parish Renewal Team in consultation with the Consulting Priest;
  - **How:** By a congregational vote at a specially called parish meeting and by congregation-wide participation in the renewal work, and, in the case of the Renewal Team, by regularly **strategizing, coordinating and reporting** on the parish's **progress in achieving the Renewal Plan's goals;**
  - **When:** Throughout the parish renewal period, (in consultation with the Consulting Priest through November, 2017)

### A WELCOMING, INCLUSIVE, CARING PARISH

2. **Establish a preaching, teaching, program emphasis and put in place a Christian Caring Team to promote a spirit of mutual respect, caring and encouragement in the parish.**
  - **Who:** the Supply Priests, the Education/Spiritual Development Ministry and the Pastoral Care Ministry
  - **How:** through emphasizing these themes in preaching, worship Christian education and in community life and by an intentional effort to include summer parishioners in the year -round life and ministries of St. Brendan's;
  - **When:** from the start of and throughout the renewal period;

### MISSION STATEMENT

3. **Revisit, possibly revise and adopt a Parish Mission Statement** that will inform and guide every aspect of parish life;
  - **Who:** the congregation with the leadership of the Vestry
  - **How:** through the work of a drafting group, the Vestry and a parish meeting;

- **When:** within the first three months of the renewal period;

#### PRIORITIES BUDGET & EXTENDED STEWARDSHIP CAMPAIGN

4. **Develop and carry out an extended stewardship campaign** with person-to-person involvement to provide support for parish mission priorities and ministries.
- **Who:** the Stewardship and Finance Ministry, the Vestry and the congregation;
  - **How:** through a summer and year-round every-member stewardship campaign tied to a budget reflecting the Parish's mission priorities;
  - **When:** After a budget and financial plan is established, beginning in the Fall, 2017 through Fall, 2018;

#### CALLING A PRIEST-IN-CHARGE

5. Confirm congregational support for, develop a realistic budget and financial projection for, and partner with the Bishop's Office for **calling a part-time Priest-in-Charge**, perhaps in cooperation with another Episcopal parish, who will work collaboratively with parishioners in mutual ministry and in building community.
- **Who:** the congregation, the Vestry, the Finance/Stewardship Committee and the Bishop's Office;
  - **How:** through a parish meeting and an extended and extensive stewardship campaign;
  - **When:** by the end of the renewal period;

#### COMMUNICATIONS

6. Communicate with the entire congregation – summer and year-round parishioners – concerning:
- the progress made on accomplishing the goals of the Action Plan for Parish Renewal,
  - all Vestry decisions;
  - the financial and stewardship status of the parish;
  - progress made in the Ministries of the Parish;
  - **Who:** a member of the Vestry serving as Communications Officer, the Vestry, the parish ministry leaders with the support of the Parish Secretary;
  - **How:** through scheduling of parish information and feedback meetings, through oral and written announcements at worship, through the weekly Navigator e-letter, through posting all vestry minutes, financial and ministry reports and parish alerts and news items;

- **When:** on a frequent, i.e. on a weekly, monthly and periodic basis throughout the renewal period;

### SURVEY THE CONGREGATION

**7. Conduct a parish-wide survey** to ascertain parishioners' interest and potential involvement in the ministries of the parish;

- **Who:** the Vestry, in cooperation with the various ministry leaders;
- **How:** through devising, and widely distributing a survey instrument and by compiling results and following up with respondents who offer their services;
- **When:** after restructuring parish ministries leadership and before the end of the renewal period;

### WORSHIP AND MUSIC

**8. Continue to plan and implement** parish liturgical and ecumenical **celebrations** that make for **lively, joyous worship**;

- **Who:** the Worship and Music Ministry and Organist with the support of the Vestry in cooperation with the supply priests;
- **How:** through training and scheduling lay worship assistants, Eucharistic Ministers and through planning, consulting with clergy and through consulting with and receiving feedback from parishioners;
- **When:** throughout the renewal period;

### OUTREACH MINISTRIES

**9. Develop a small number of outreach ministries** that will help forge a 'parish identity' and provide a **strong ecumenical, service and evangelism impact** and continue and expand St. Brendan's collaboration with other community churches and service organizations;

- **Who:** the Outreach and Evangelism Ministry and the Parish with the support of a consulting priest;
- **How:** through planning, consulting with clergy and developing, promoting and carrying out programs of service to the community;
- **When:** throughout the renewal period;

### LEADERSHIP FOR MINISTRY

**10. Adopt** an efficient and accountable **leadership structure** for the Vestry and the Parish, possibly dividing the work into **five parish Ministries, Worship and Music, Education and Spiritual Development, Outreach and Evangelism, Stewardship and Finance and Pastoral Care** and establish Ministry Descriptions for all leadership and ministry positions;

- **Who:** the Vestry and the parish Ministries with the support of the Consulting Priest;

- **How:** through drafting, testing out and adopting ministry descriptions delineating the areas of authority, responsibility and lines of accountability for all parish ministries;
- **When:** late Fall, 2017;

#### **BEST MANAGEMENT PRACTICES**

#### **11. Adopt best management practices in the Parish, including conducting efficient and productive meetings;**

- **Who:** The Wardens, the Vestry, the Ministry leaders, in consultation with the Consulting Priest;
- **How:** through providing regular oversight and review of Parish staff, through effectively caring for the Parish building and grounds, consulting and budgeting for ministries, through preparing for meetings, setting realistic agendas and implementing strategies to insure positive and productive meetings;
- **When:** throughout the renewal period, (in consultation with the Consulting Priest, through November, 2017).