

STRATEGIC PLANNING COMMITTEE  
Wednesday, December 17th, 2008 from 5-7 p.m.

Attendees, for a total of 11:

George H, Tracey S, Genie F, Bob K, John K, Mark M, Jay B, Midge R; plus, by invitation:  
Dennis Fish, Jack Gilbert, and Virgil Sauls

Tonight's meeting centered on getting the desired planning focus for January 4<sup>th</sup> session as well as the 2009 year. Rather than adding to already full plates of church leaders, the Plan needs to initiate our VISION, help the Committees of the church set the direction each needs to go to achieve the stated overall VISION, prioritize, assign accountabilities, measure results, report, and drive productivity,

In fact, budget priorities will be driven by elements of the Committee's plans, starting with the August budget-setting cycle for 2010 actuals. Eventually, our budgets are going to be driven by the Plan. Much of the budget is FIXED, with approximately 20% for variables.

With a lighthearted start, George suggested his GOAL might be, "Let the preacher sing!"

Currently, there is a disconnect between the visibility and relevance of Strategic Plan and the tracking done at Church Council. Some work areas HAVE embraced planning; and, we need to make the connections more consistent and useful in all directions. The Church Council's handbook states *this body is to do planning, and then implement.*

The agenda of the Church Council should be our Mission Statement. We need to work toward it, with overall goals in the 4 areas (worship, nurture, service, growth).

George's advice regarding reporting includes:

Just hit the highlights. Committees should report only what's needed, not every minute detail.

Plans have to be dynamic. When something isn't doable, it can be deleted.

Get the terms we use to the the easiest. Asking, "What do you think you can accomplish?"

Set from 1-3-5 objectives, with measures.

For January 4<sup>th</sup>, Tracey will handle the logistics and framework of the session.

George WILL offer his goals in each of the 4 areas, and will state it like this, "These are my goals. What are yours? How do you feel about these?" Need to make the overarching goals belong not just to George, but to all of St. John's.

Dennis will inform the Council that the Plan will be a means of reporting progress, and the details of how that is to be measured will evolve. He, Virgil and Jack (new head of Finance) will reinforce the intent to evolve during 2009 to a Plan-driven leadership and Church Council of St. John's.

The design of the Planning day will stay as stated in the minutes from prior meeting, with the exception of no longer showing the video about Sanctuary update/remodeling

**OTHER INFO TO NOTE, FROM 12/17 MEETING:**

UMW/UMM have their own organizational structure. They are welcome to participate with the Strategic Planning effort, but it is not a mandate.

MYF is an entity of Church Council.

Endowment is not required to attend, per George; altho' all are welcome.

Michelle Pearson, representing MDO and Pre-School, is invited to participate, and bring others. There IS an Advisory Committee for Michelle's Ministry. It IS a part of St. John's and should be closely aligned and participatory.

Worship Committee will be represented by Catherine. This advisory committee assists George, and has been reconfigured to help enhance the worship experience and direction, (acknowledging that ushering and similar operational day-to-day elements of the worship now are functions, versus contents of this advisory committee's agenda.)

Support groups will complete their Plans after January 4<sup>th</sup> sessions, considering what they absorbed from their involvement with Operational Committees.

George has an Executive Meeting with Budget, Chair of CC, PPRC and Trustees before each Church Council. Tracey is invited to attend also in 2009, and apprise of the Plan status.

The structure of Church Council may not match currently the work of the church, and consideration will be given to adding and changing elements of the Council in the future, to more closely match the Plan.

The measures of achievement need to be re-considered; for example, not just measure membership, but measure attendance. Measure effectiveness of programs in place to overarching Goals: e.g., is "Getting to Know St. John's" increasing membership? Are communications the right ones? Does the congregation WANT to increase in size?" These are appropriate future items of debate for this Strategic Planning committee.

Hospitality needs to be a committee, with its significant presence in the events/activities of St. John's.

In 2009 and beyond, George expects to use Strategic Planning Committee to look long range with him, advise and debate direction, as realities emerge (parking, contemporary worship growth, etc.)

George is considering another round of Cottage Meetings after January, 2009.

## **FINALLY,**

Tracey is to write an email, compose an invitation under signature of George and Dennis Fish, and generate a calling post message about January 4<sup>th</sup> session.

It is understood there will be absentees, but there is so much going on at St. John's we can never really get a "perfect" date. For August, 2009, more lead time will be given, to assure space on calendars.

## **NEXT MEETING:**

**Tuesday, November 30<sup>th</sup> at 7 pm** we will meet to finalize all details of the January 4<sup>th</sup> event. While all receiving these minutes are welcome, it is especially important for the working members of our Strategic Planning Committee to be present.