



The Church by the Side of the Road



Topsail United Church

Strategic Plan 2011 to 2013

Prepared by Long Term Planning Committee,
Approved by Official Board: March 22, 2011



The Church by the Side of the Road



Strategic Planning Background and Process

Background



- ▶ The Official Board recognized the need for future direction and planning for Topsail United Church's growing congregation and directed the formation of an ad-hoc Long Term Planning Committee in June 2009.
- ▶ The Long Term Planning Committee is responsible for gathering information from the Congregation, analyzing this information, making recommendations to the Official Board, and periodic review of plan implementation as directed by the Official Board.
- ▶ The implementation of the recommendations will be conducted by the TUC staff and the sub-Committees of the Board under the direction of the Official Board.
- ▶ The Strategic Plan will provide a view for 2011 to 2013.

Long Term Planning Committee Members



Rev. Bruce Kearley, Co-Chair

Valerie Howe, Co-Chair and Secretary

Don Allen

Freeman Budgell

Gillian Corbett

Sharon Deemer

Bob Jenkins

David Jones

Geoff Drover (June 2009 to March 2010)

Eileen Green (June 2009 to December 2010)

Peter Upshall (June 2009 to March 2011)

Strategic Planning Process

June 2009

- Long Term Planning Committee formed at the direction of Official Board

Sept/Oct
2009

- Members recruited
- Objectives set and process planned
- TUC Vision Statement completed

Nov 2009 to
Feb 2011

- SWOT Analysis completed
- Input provided by all sub-Committees of the Board

Strategic Planning Process, continued

Dec 2009 to
Feb 2010

- Youth Survey prepared
- Adult Survey prepared

March 2010

- 500 surveys distributed to Congregation

April 2010

- 93 Adult Surveys returned by deadline
- 32 Youth Surveys returned by deadline

Strategic Planning Process, continued

May to Sept
2010

- Survey data analysis completed

Oct to Nov
2010

- Data summaries prepared for sub-Committees
- Data summaries distributed to sub-Committees

Nov 2010 to
Jan 2011

- Sub-Committee data analysis
- Sub-Committee feedback submitted
- Sub-Committee recommendations submitted to Official Board

Strategic Planning Process, continued

Jan to March
2011

- Strategic Plan Report preparation

March 2011

- Strategic Plan Report approved by Official Board

March 2011

- Strategic Plan Report available to Congregation

March 2011
and ongoing

- Strategic Plan Implementation



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Topsail United Church

Vision Statement

TUC Vision Statement



The Committee developed the following Vision Statement for Topsail United Church which was used to guide the development of the Strategic Plan and reflects the vision for the congregation.

Topsail United Church strives to be the spiritual and community centre for all people of the United Church faith in the church's pastoral area. We offer the opportunity to grow in faith through: programs designed to use the talents of all members; facilities offering access to worship for all; and outreach and community service initiatives. Topsail United Church will enhance it's capability in meeting the spiritual needs of the congregation and community by drawing upon our past experience, present successes and future initiatives.

TUC Vision Statement



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Topsail United Church

Analysis of Strengths, Weaknesses, Opportunities, and Threats (SWOT)

TUC SWOT Analysis



The Long Term Planning Committee conducted a analysis of Topsail United Church's Strengths, Weaknesses, Opportunities and Threats (SWOT) in the current environment.

Sub-Committees of the Official Board conducted a SWOT as it related to their specific area of responsibility.

The results were combined to form the following coordinated view.

The Ministry and Personnel Committee conducted an analysis which is presented separately.

TUC Strengths

- ▶ Ordained clergy
- ▶ Casual atmosphere
- ▶ Emphasis on worship for all ages
- ▶ Openness of service/Welcoming attitude
- ▶ Human resources/Staff
- ▶ Children's Programs
- ▶ Community Outreach
- ▶ Volunteers
- ▶ Long-time traditional members

TUC Weaknesses

- ▶ Volunteer pool too small (especially children's programs)
- ▶ Lack of volunteers to lead church groups
- ▶ Large geographic area and congregation can make pastoral care impersonal
- ▶ Limited time available for personal contact from clergy
- ▶ Lack of Pastoral Care Team
- ▶ Communications
- ▶ Apathetic congregation
- ▶ Facility space too small

TUC Opportunities

- ▶ Large geographic region
- ▶ Long-time traditional family support
- ▶ Retirees returning to area and church
- ▶ Young families moving to area

TUC Threats

- ▶ Large geographic region
- ▶ Busy family lifestyle
- ▶ Limited funds available for growth
- ▶ Limited physical space available for growth

Ministry and Personnel SWOT Analysis

Strengths

- Competence and commitment of staff
- Staff have vested interests in the success of TUC since they are also active members of our congregation

Weaknesses

- Sometimes difficult to conduct effective meetings due to a lack of M&P Committee members in attendance
- Many times Committee work takes place during regular business hours (that is the times staff are available to meet) and this is difficult for Committee members who have their own work commitments

Opportunities

- M&P Committee would like to be more pro-active in terms of addressing staffing issues
- Support efforts of staff to enhance themselves i.e. continuing education of staff, staff courses, etc.
- Attracting additional volunteers who have experience/knowledge that would be beneficial to the workings of the M&P Committee

Threats

- Loss of staff and impacts on the status quo in the operation of TUC
- Growing congregation with diverse needs and limited staff to serve them



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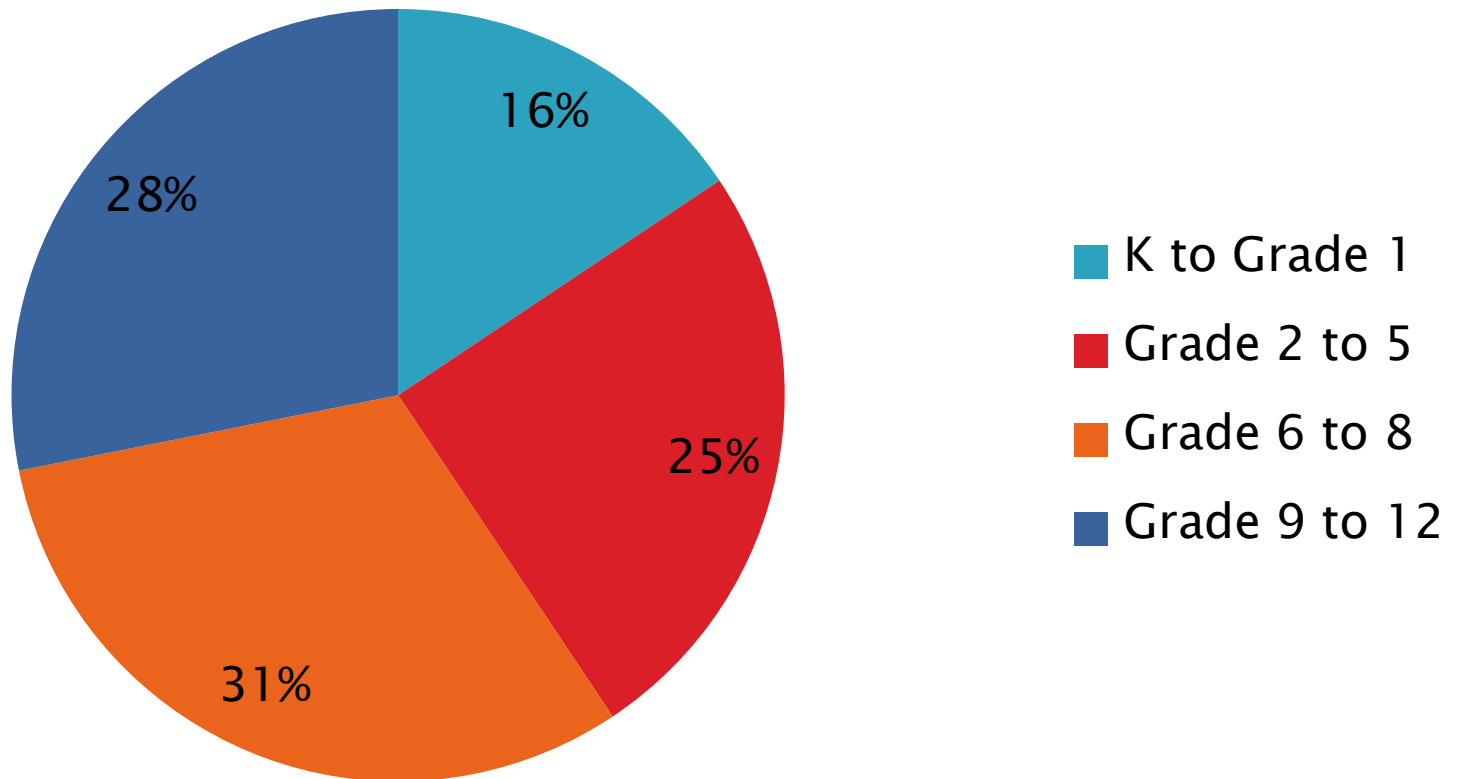
Topsail United Church

Youth Survey Data Summary

Youth Survey Returns

- ▶ Surveys distributed in March 2010
- ▶ 32 Youth surveys completed and returned by April 30, 2010 deadline
- ▶ 40% response rate (based on an estimated 80 eligible children)

Youth Survey Returns by Grade



Youth Program Preferences by Grade Level

K to Grade 1

- Sunday School
- Special Services
- Choir
- Breakfasts

Grade 2 to 5

- Sunday School
- Special Services

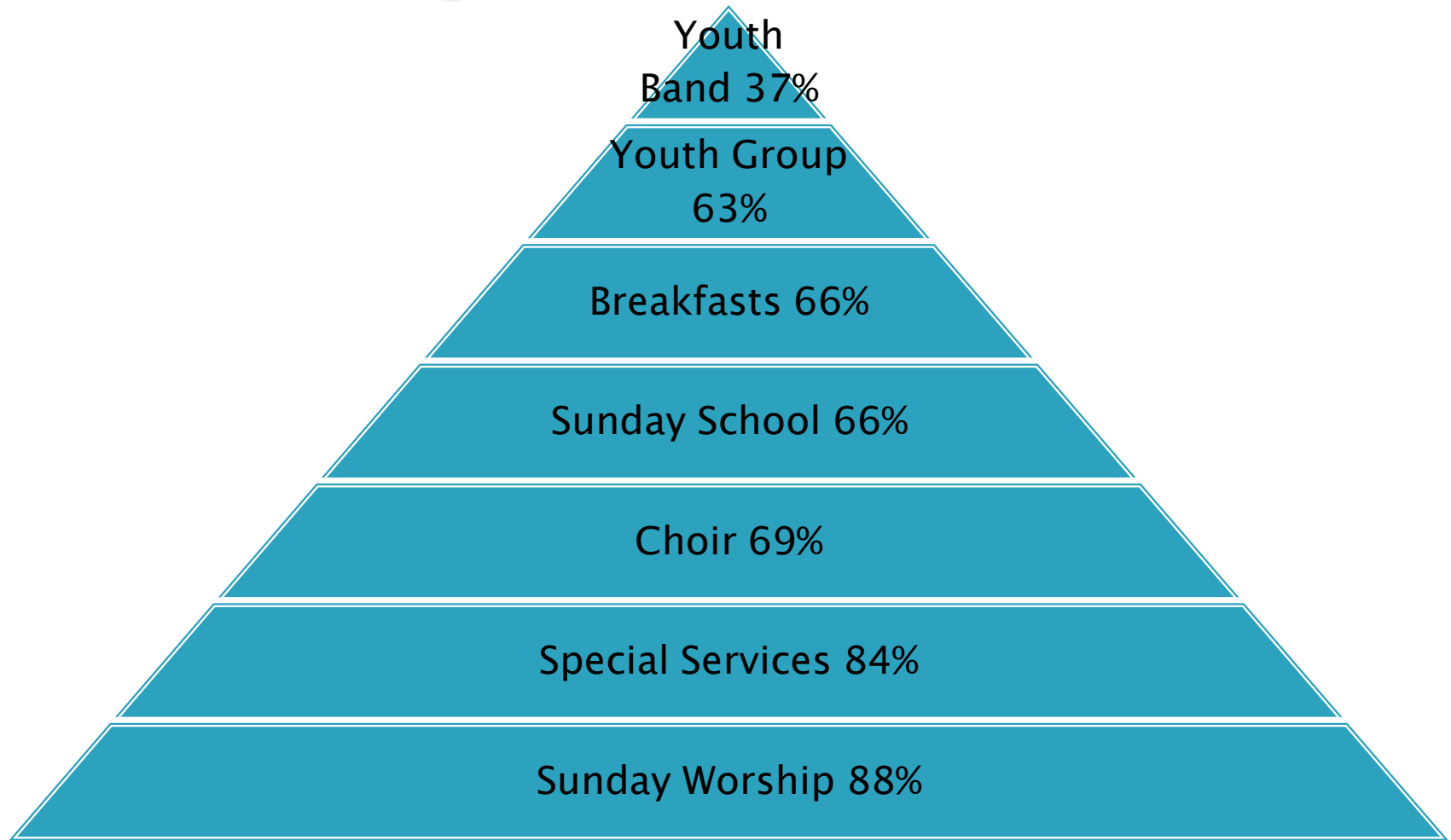
Grade 6 to 8

- Sunday School
- Youth Group
- Breakfasts

Grade 9 to 12

- Special Services
- Youth Band

Youth Program Attendance



Statistics reflect percentage of respondents eligible for each program.

Youth Survey

Data Observations

- ▶ A programming gap was identified for youth in Grades 6 to 8.
- ▶ Youth program interests differ between youth in Grades 6 to 8 and those in Grades 9 to 12.
- ▶ Children and youth enjoy services more when they are active participants.
- ▶ There is a need for non-music programming to reach more children and youth.

Youth Program Improvements Implemented in 2010

- ▶ Recruited new Children's Choir members
- ▶ Established Youth Choir and Band Program for Grades 6 to 8
- ▶ Contracted Youth Band instructor to lead program
- ▶ Held successful Fall Fundraiser for Youth Programs
- ▶ Purchased drum set using donation from the Men's Club
- ▶ Expanded Family Sunday Worship to include all Youth Program elements

Youth Program Recommendations

2011

Responsibility of:

Official Board

Congregation

Ministry and
Personnel
Committee

Add a Christian Development staff position to oversee and coordinate programming for children and youth. Position responsibilities specific to Youth Programs to include:

- a. Maintain growth in Junior High and Senior High Youth Programming.
- b. Recruit additional volunteers to deliver Sunday School Programming.
- c. Expand pastoral care program to ensure contact with new families in the pastoral charge.
- d. Coordinate study programs including Confirmation.

Youth Program Recommendations

2011 to 2012

Responsibility of:

Worship and
Sacraments
Committee

Christian
Development
Committee

Christian
Development
staff

1. Maintain programming for youth in Grades 6 to 8.
2. Ensure all children are provided opportunities to actively participate in worship services.
3. Ensure coordination between Sunday School and the worship service.

Youth Program Recommendations

2012 to 2013

Responsibility of:

Christian
Development
Committee

Christian
Development
staff

1. Develop a non-music Youth Program element for children and youth who do not wish to participate in a music program.



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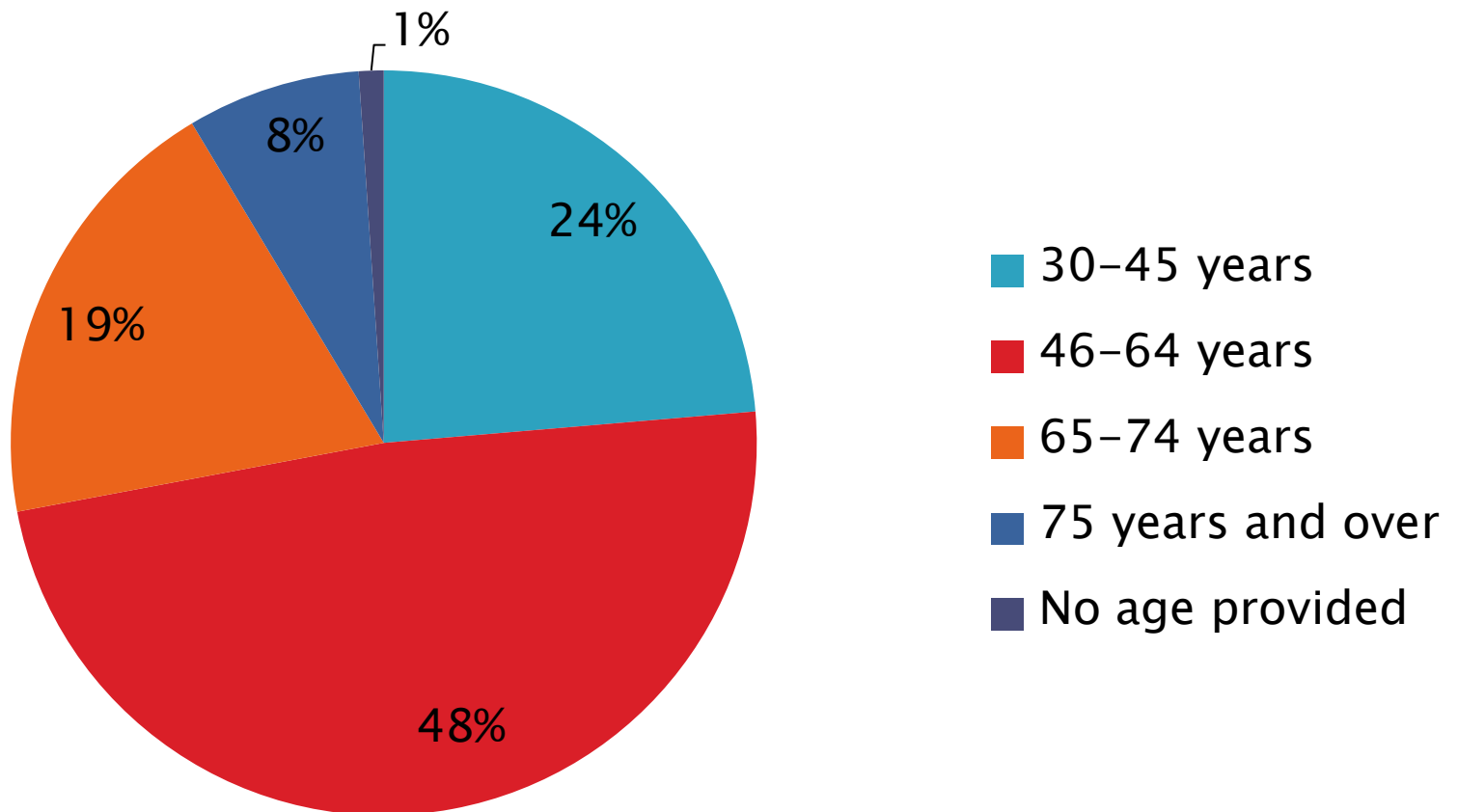
Topsail United Church

Adult Survey Data Summary

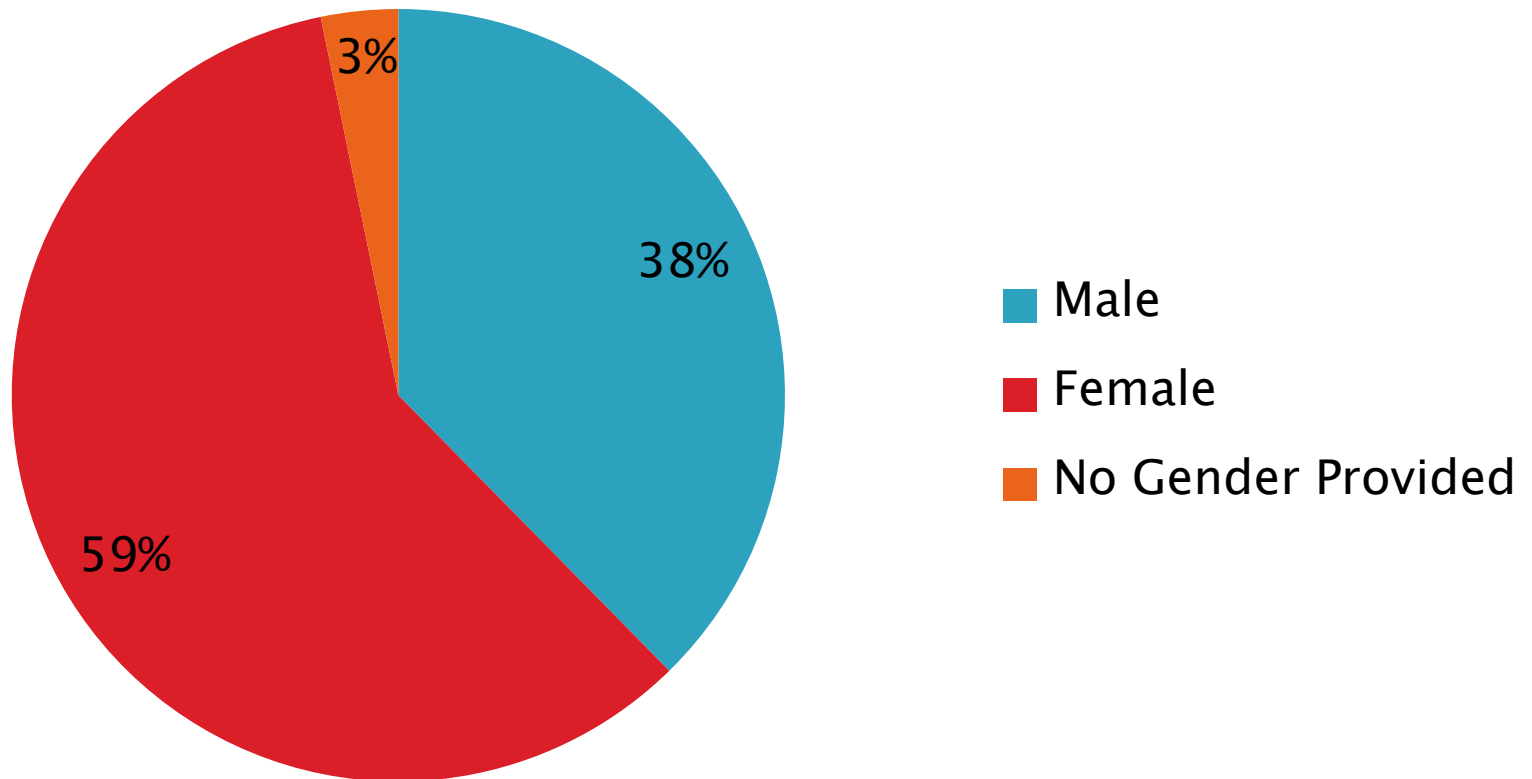
Adult Survey Returns

- ▶ 500 surveys distributed in March 2010
- ▶ 93 Adult surveys completed and returned by April 30, 2010 deadline
- ▶ Estimated 20% response rate

Adult Survey Returns by Age Group



Adult Survey Returns by Gender





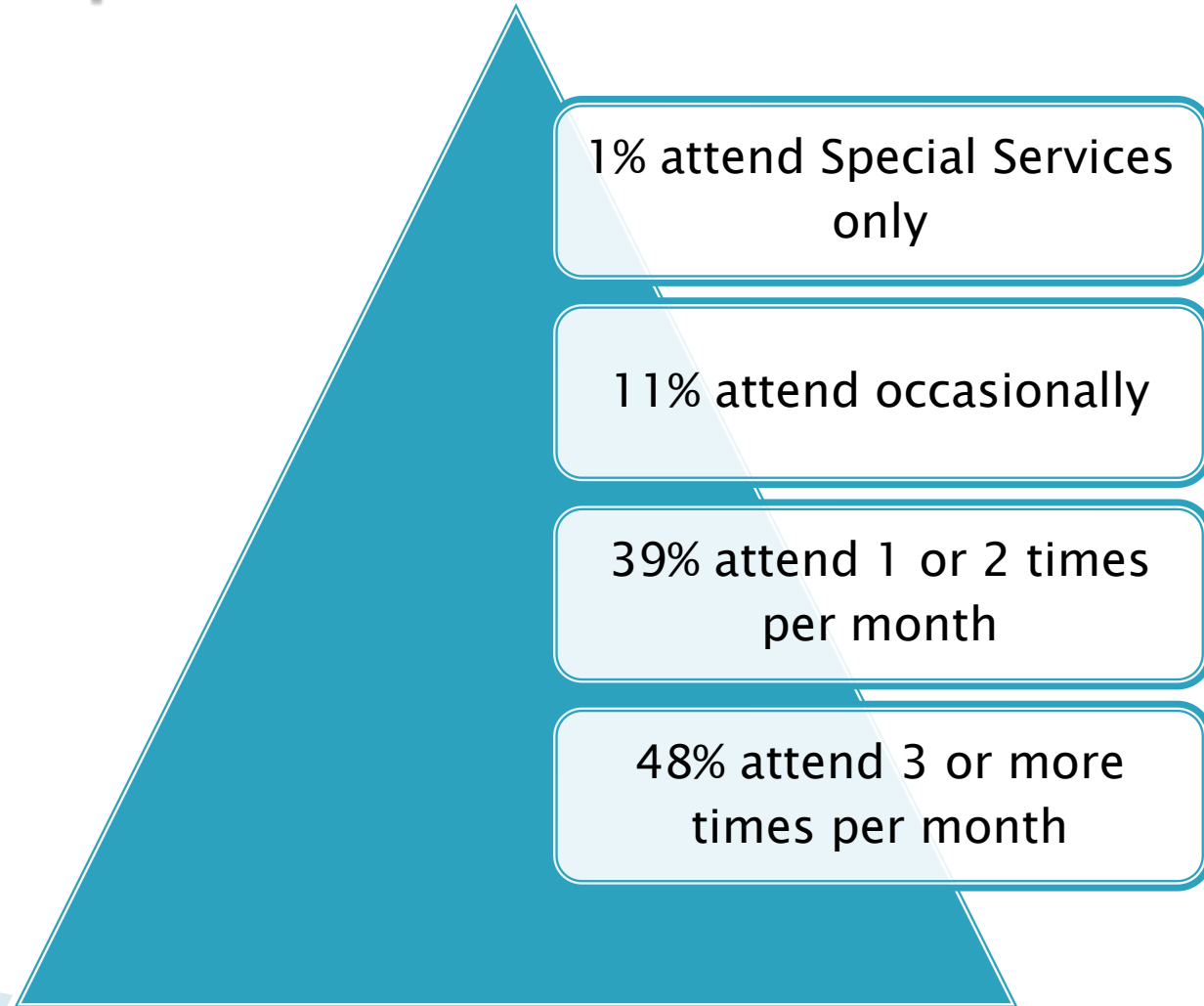
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Adult Survey

Worship Data Summary

Adult Survey Worship Attendance Data Summary



Adult Survey

Time of Worship Data Highlights

Morning Worship is the most preferred time with the majority of respondents or 84% preferring a morning service.

- ▶ No respondents preferred afternoon worship
- ▶ 6% preferred evening worship
- ▶ 1% preferred both morning and evening worship
- ▶ 9% of respondents did not reply

Adult Survey

Message Content Data Highlights

- ▶ The majority of respondents are satisfied with the current message content delivered at TUC.
- ▶ A small number of respondents (11%) would like more emphasis on current issues and personal faith development.

Adult Survey

Message Content Data Summary

- ▶ 88% are satisfied with the current emphasis on the Bible
- ▶ 76% are satisfied with the current emphasis on current issues
- ▶ 11% would like more emphasis on current issues
- ▶ 78% are satisfied with current emphasis on personal faith development
- ▶ 11% would like more emphasis on personal faith development

Adult Survey

Message Delivery Data Highlights

- ▶ The large majority of respondents prefer relaxed, informal delivery of messages/sermons
- ▶ Almost half of respondents either dislike or really dislike formal, forceful delivery
- ▶ Almost half of respondents enjoy creative message presentations
- ▶ Many respondents had no opinion on any of the delivery alternatives presented

Adult Survey

Message Delivery Data Summary

- ▶ 49% either like or really like traditional delivery from the pulpit
- ▶ 42% either like or really like creative presentation
- ▶ 90% either like or really like relaxed, informal delivery
- ▶ 30% either like or really like formal, forceful delivery
- ▶ 48% either dislike or strongly dislike formal, forceful delivery

Adult Survey

Worship Variety and Participation

- ▶ 88% of respondents believe TUC offers enough variety in worship services
- ▶ 4% believe TUC does not offer enough variety in worship services
- ▶ 8% did not reply regarding variety in worship services
- ▶ 92% of respondents are satisfied with their opportunities to participate in worship services in a leadership role.
- ▶ 8% did not reply about their opportunities to participate in worship services in a leadership role.

Worship Services Recommendations

2011 to 2013

Responsibility of:

Worship and
Sacraments
Committee

1. Continue with morning worship schedule
2. Continue delivery of messages in a relaxed, informal manner
3. Continue with current level of variety in worship services
4. Continue to encourage participation by the congregation in weekly worship services
5. Provide more information to the congregation on the topics of social action and outreach in an effort to decrease the percentage of the membership who have no opinion on these topics



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Adult Survey

Programs for Families Data Summary

Programs for Families

Participation Data Highlights

- ▶ A large percentage of respondents would like to participate, but do not currently participate, in the following programs:
 - Sunday School
 - Choirs
 - Adult Study
 - Church Committees
 - Outreach
 - UCW
 - Women's Coffee Group
- ▶ The large majority of respondents are familiar with all TUC programs for families.

Adult Survey

Family Program Participation

	Currently Participate	Would like to Participate	Not Applicable	Not familiar with Program
Sunday Worship	98%	2%	0%	0%
Sunday School	19%	37%	42%	2%
Choirs	31%	49%	18%	2%
Adult Study	9%	71%	17%	3%
Church Committees	27%	57%	14%	2%
Outreach	12%	69%	14%	4%
Fellowship Dinners	51%	38%	8%	3%
Men's Club	14%	17%	67%	2%
UCW	11%	46%	41%	2%
Women's Coffee Group	12%	47%	39%	2%
Fundraising Events	67%	27%	4%	1%
After Worship Socials	68%	28%	2%	2%

Adult Study Program Data Summary

- ▶ 21 respondents indicated an interest in Adult Study
- ▶ 33% prefer daytime program
- ▶ 33% prefer evening program
- ▶ 5% prefer day or evening program
- ▶ 24% prefer evening or weekend program

Adult Study Program Preference Data Summary

	Yes	No	No Reply
Bible-based	17%	46%	37%
Fellowship	23%	41%	37%
Prayer	14%	48%	38%
Meditation/Contemplation	16%	45%	39%
Yoga Type Fitness	22%	42%	37%
Willing to pay fee for yoga	20%	44%	35%
Other – study on new and emerging religions relevant to today	1%	0%	0%

Programs for Families Recommendations

2011

Responsibility of:

Official Board

Congregation

Ministry and
Personnel
Committee

1. Add a Christian Development staff position to oversee and coordinate programming for families. Position responsibilities specific to Youth Programs to include:
 - a. Expand pastoral care program to ensure contact with new families in the pastoral charge.
 - b. Coordinate adult study programs including Adult Confirmation.

Programs for Families Recommendations

2011 to 2013 Responsibility of:

Christian
Development
Committee

Christian
Development
staff

Membership
and Pastoral
Care
Committee

1. Maintain the Adult Study program
2. Coordinate a strategy to increase family participation in:
 - a. Sunday School
 - b. Choirs
 - c. Adult Study
 - d. Church Committees
 - e. Outreach
 - f. UCW
 - g. Women's Coffee Group



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Adult Survey

Programs for Children and Youth Data Summary

Programs for Children and Youth Participation Data Highlights

Sunday School

- 24% have children who attend at least once per month
- 10% have children who do not attend
- 73% of respondents did not have children of Sunday School age

Youth Group

- 26% would like a monthly Youth Group program
- 3% do not want a Youth Group program.
- 71% of respondents did not have children of Youth Group age

Programs for Children and Youth

Program Planning Data Highlights

- ▶ 73% of respondents feel TUC needs to make a better effort to bring more young families into the church
- ▶ 61% of respondents feel TUC needs to focus on developing more programs for members up to age 30.
- ▶ 44% of respondents feel that TUC needs more worship that focuses directly on youth/young adults.

Programs for Children and Youth

Existing Program Data Highlights

- ▶ 81% of respondents agree with continuing monthly family worship services
- ▶ 86% feel the Children's Choir is important to TUC
- ▶ 83% feel the Youth Band is important to TUC
- ▶ 86% feel Sunday School is important to TUC
- ▶ 62% feel music accompaniment is needed during Sunday School

Programs for Children and Youth

New Program Data Highlights

- ▶ 63% feel the Youth Group is important to TUC
- ▶ 63% feel youth should be encouraged to sit on the Board or on Committees.
- ▶ 61% of respondents feel there is a need for a nursery service to care for toddlers during worship services.

Programs for Children and Youth Recommendations

2011

Responsibility
of:

Official Board

Congregation

Ministry and
Personnel
Committee

1. Add a Christian Development staff position to oversee and coordinate programming for children and youth.

Programs for Children and Youth Recommendations

2011 to 2013 Responsibility of:

Worship and
Sacraments
Committee

Christian
Development
Committee

Ministry and
Personnel
Committee

1. Continue with monthly family worship service
2. Continue Sunday School program
3. Continue Children's Choir Program
4. Develop a non-music program for youth in Junior High and Senior High
5. Sub-Committees of the Board to add youth members where and when appropriate
6. Consider the addition of a Sunday School program for toddlers (under age 3)
7. Add a Christian Development position to oversee and coordinate programming for children and youth



The Church by the Side of the Road



Adult Survey

Pastoral Care Data Summary

Pastoral Care

Current Program Data Highlights

Seniors

- 49% feel the needs of seniors are being met
- 13% feel the needs of seniors are not being met
- 38% had no opinion

Children and Youth

- 72% feel the needs of children and youth are being met
- 9% feel the needs of children and youth are not being met
- 19% had no opinion

Pastoral Care Special Needs Data Summary

76% feel special transportation should be arranged when needed

68% feel audio aids should be provided when needed

65% feel large print bulletins should be provided when needed

Pastoral Care Visitation Data Highlights

68% feel there is a need for a visitation plan for people living in isolation

85% feel visitation by the Minister is important

74% feel visitation by a pastoral care team of the church is important

Pastoral Care Recommendations

2011

Responsibility
of:

Membership
and Pastoral
Care
Committee

Worship and
Sacraments
Committee

1. Ensure special transportation is available, where needed, for Sunday worship and special events
2. Prepare a limited number of large print bulletins for distribution at Sunday worship
3. Determine status of existing audio assist system at TUC and, if operational, offer program as required

Pastoral Care Recommendations

2012 to 2013 Responsibility of:

Membership
and Pastoral
Care Committee

1. Develop a Pastoral Care Program for TUC, with the primary emphasis to be given to new families and seniors who cannot get out to Church.



The Church by the Side of the Road



Adult Survey

Music Offerings Data Summary

Music Offerings

Current Program Data Highlights

Music Accompaniment

- 75% feel the current music offerings meet the needs of the congregation
- 90% feel organ is a good accompaniment to worship
- 87% feel piano is a good accompaniment to worship
- 90% feel the Youth Band is a good accompaniment to worship

Choral Accompaniment

- 95% feel the Children's Choir is a good accompaniment to worship
- 89% feel the Senior Choir is a good accompaniment to worship
- 92% feel the Men's Choir is a good accompaniment to worship

Music Offerings

New Program Data Highlights

30% feel the church should pursue other forms of music accompaniment

39% feel the church should pursue other forms of oral accompaniment

Music Offerings Recommendations

2012 to 2013 Responsibility of:

Worship and
Sacraments
Committee

Ministry and
Personnel
Committee

1. Continue to build membership in all Choirs
2. Ensure training is offered to music staff as required
3. Include additional forms of music accompaniment when possible on non-family service Sundays (e.g. during Prelude and Offertory)



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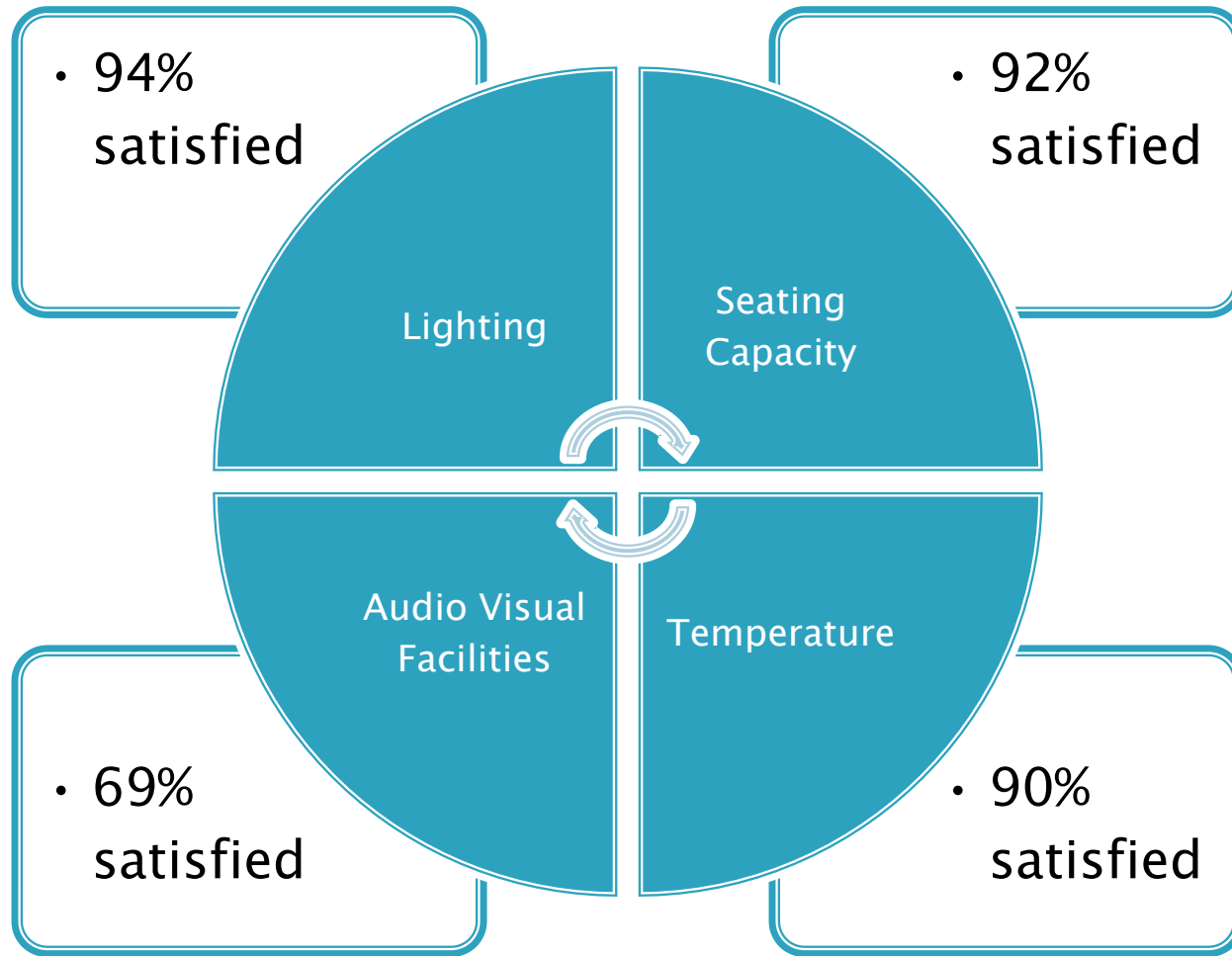
Adult Survey

Sanctuary Data Summary

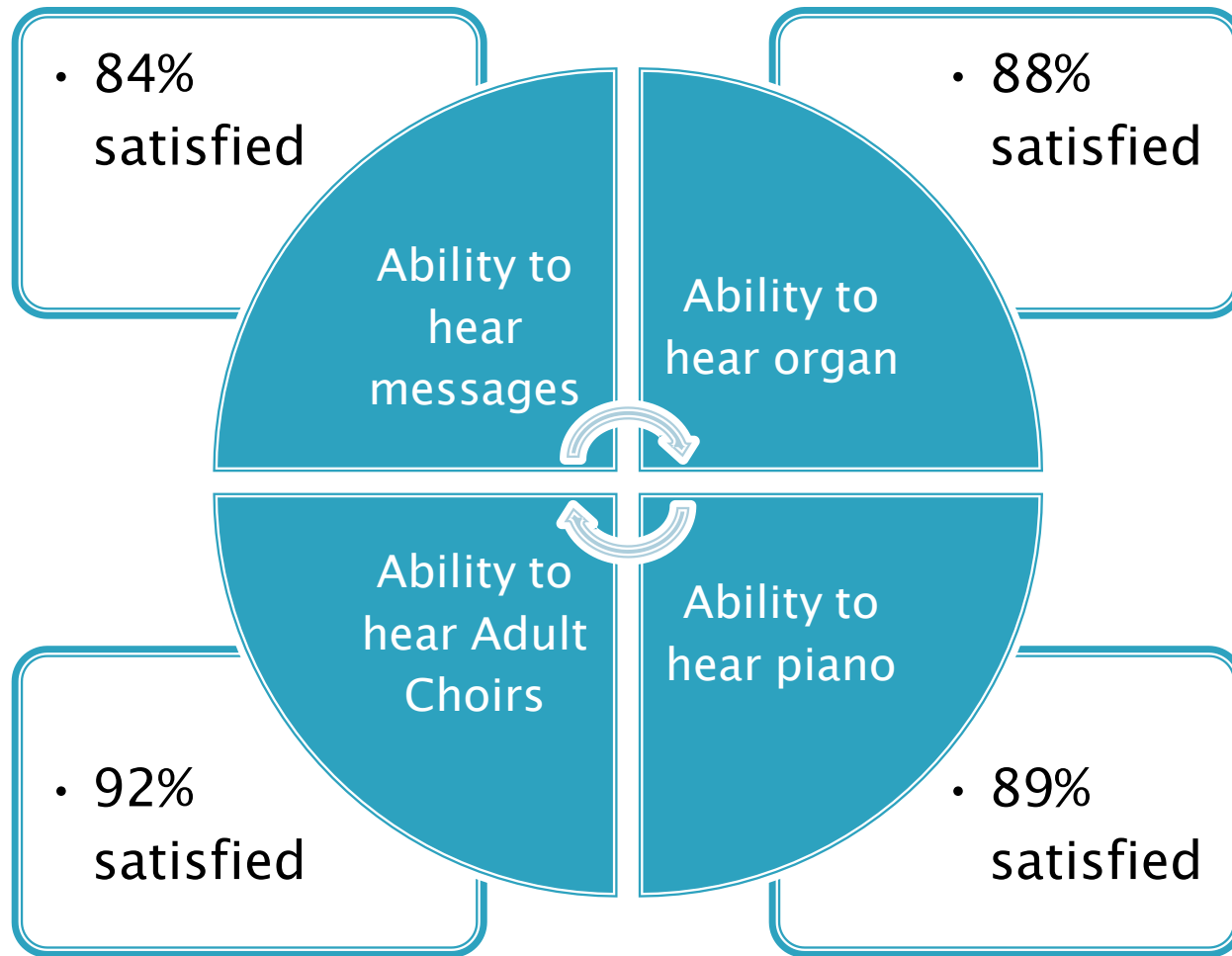
Sanctuary Data Highlights

- ▶ Respondents are generally pleased with the physical condition and aesthetics of the sanctuary

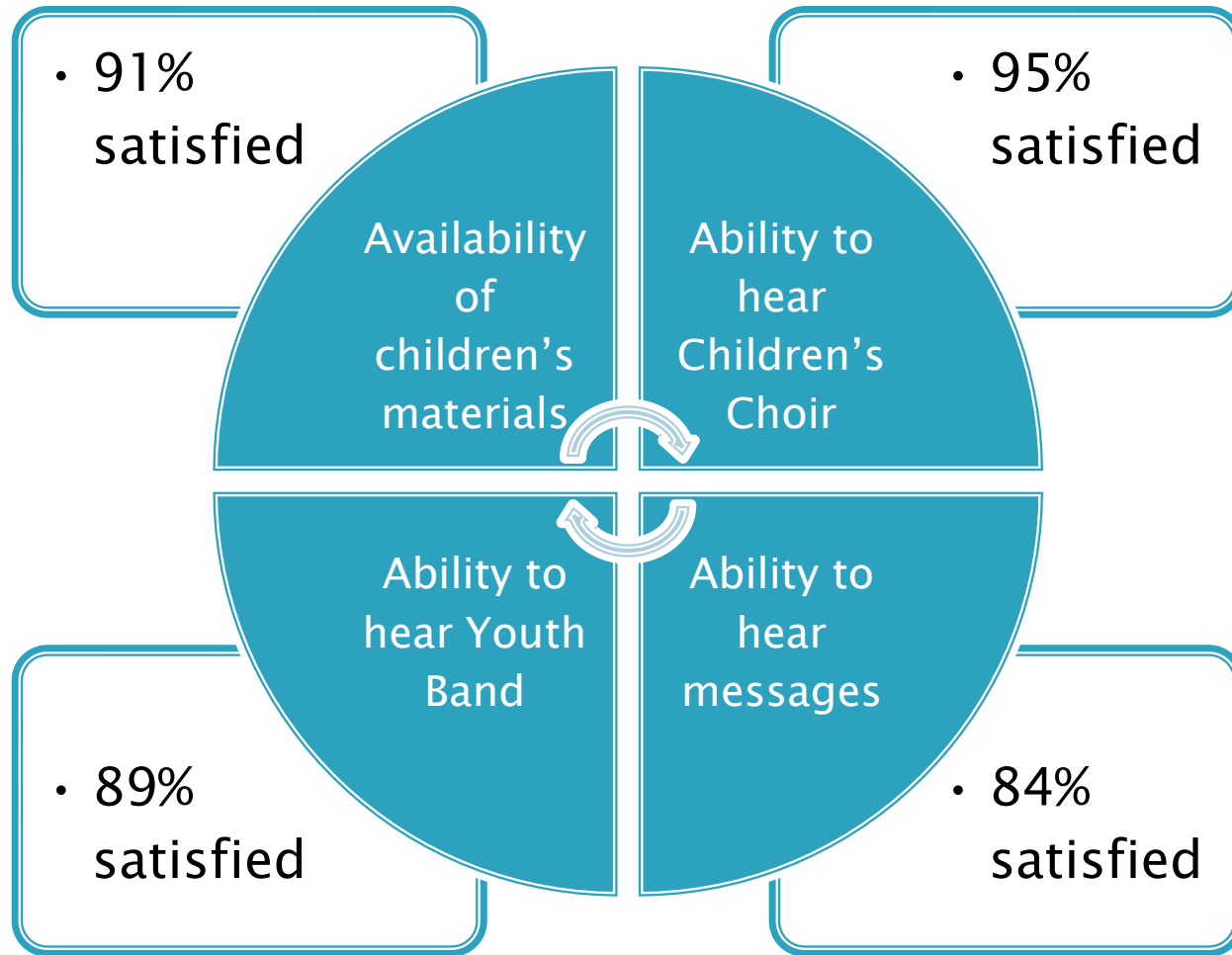
Sanctuary Physical Condition Data Summary



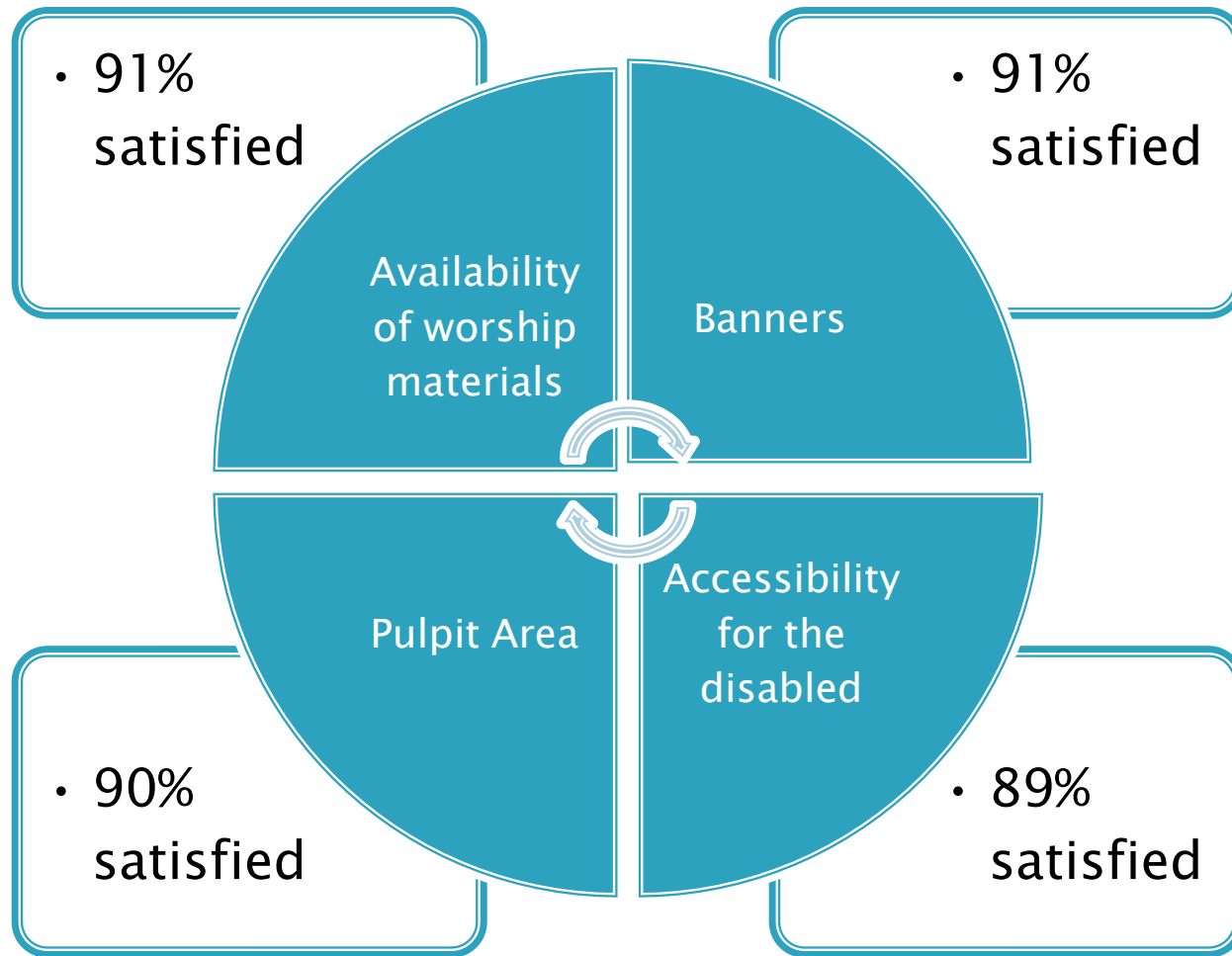
Sanctuary Audibility Data Summary



Sanctuary – Children and Youth Data Summary



Sanctuary Aesthetics and Layout Data Summary



Sanctuary Recommendations

2011

Responsibility of:

Worship and
Sacraments
Committee

1. Train a person to be responsible for the operation of the sound system and make/obtain recommendations for system improvements
2. Worship and Sacraments Committee make improvements to audio visual equipment in the sanctuary

2011 to 2013

Worship and
Sacraments
Committee

1. Maintain quality of sanctuary aesthetics and layout
2. Continue to refresh sanctuary decor and materials



The Church by the Side of the Road



Adult Survey

Conference Room and Office,
Basement Social Area and Vestibule
Data Summary

Conference Room Data Highlights

- ▶ The majority of respondents are satisfied with the appearance and function of the TUC Conference Room
- ▶ 29% of respondents had no opinion on the appearance and function of the Conference Room.

Conference Room/Office Area Recommendations

2011 to 2012 Responsibility of:

Property and
Trustee
Committee

1. Improve privacy in office area (e.g. add soundproofing)
2. Assess and improve layout.
3. Remove unnecessary items stored in Office and Conference Room area.

Basement Social Area Data Highlights

- ▶ The large majority of respondents are satisfied with the appearance and function of the Basement Social Area
- ▶ 14% feel that washroom facilities need improvement

Basement Social Area Recommendations

2011

Responsibility of:

Property and
Trustee
Committee

1. Improve signage to washroom facilities (i.e. family change room and the accessible washroom)
2. Remove unnecessary items stored in Basement Social area
3. Add a commercial stove to the kitchen

Basement Social Area Recommendations

2012

Responsibility of:

Property and
Trustee
Committee

1. Update washroom
facilities

2011 to 2013

Property and
Trustee
Committee

2. Maintain upkeep of
basement social area.

Vestibule Data Highlights

- ▶ The large majority of respondents are satisfied with the appearance and function of the Vestibule
- ▶ 10% of respondents feel the information boards need improvement
- ▶ 7% of respondents feel the outreach bins need improvement

Vestibule Recommendations

2012

Responsibility of:

Worship and
Sacraments
Committee

Outreach
Committee

Property and
Trustee
Committee

1. Improve visibility of information boards in vestibule
2. Improve accessibility and visibility of outreach bins in vestibule
3. Remove unnecessary items stored in Vestibule

2011 to 2013

1. Maintain upkeep of vestibule.



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Adult Survey

Church Exterior and Topsail Cemetery Data Summary

Church Exterior Data Highlights

- ▶ 84% are satisfied with the church grounds
- ▶ 91% are satisfied with the building exterior
- ▶ 88% are satisfied with accessibility for the disabled
- ▶ 89% are satisfied with exterior lighting
- ▶ 75% are satisfied with parking
- ▶ 18% indicated that parking needs improvement

Church Exterior Recommendations

2011 to 2013 Responsibility of:

Property and
Trustee
Committee

1. Maintain upkeep of church exterior and grounds

Topsail Cemetery

Data Summary

Grounds

- 77% are satisfied with the cemetery grounds
- 9% feel the grounds need improvement
- 14% had no opinion

Fees

- 52% are satisfied with cemetery fees
- 3% feel fees need improvement
- 45% had no opinion

Accessibility for disabled

- 53% are satisfied with accessibility for the disabled
- 14% feel accessibility needs improvement
- 33% had no opinion

Lighting

- 65% are satisfied with cemetery lighting
- 9% feel cemetery lighting needs improvement
- 27% had no opinion

Topsail Cemetery Recommendations

2011

Responsibility of:

Property and
Trustee
Committee

1. Improve accessibility from the back parking lot to cemetery

2011 to 2013

Property and
Trustee
Committee

1. Maintain upkeep of Topsail Cemetery



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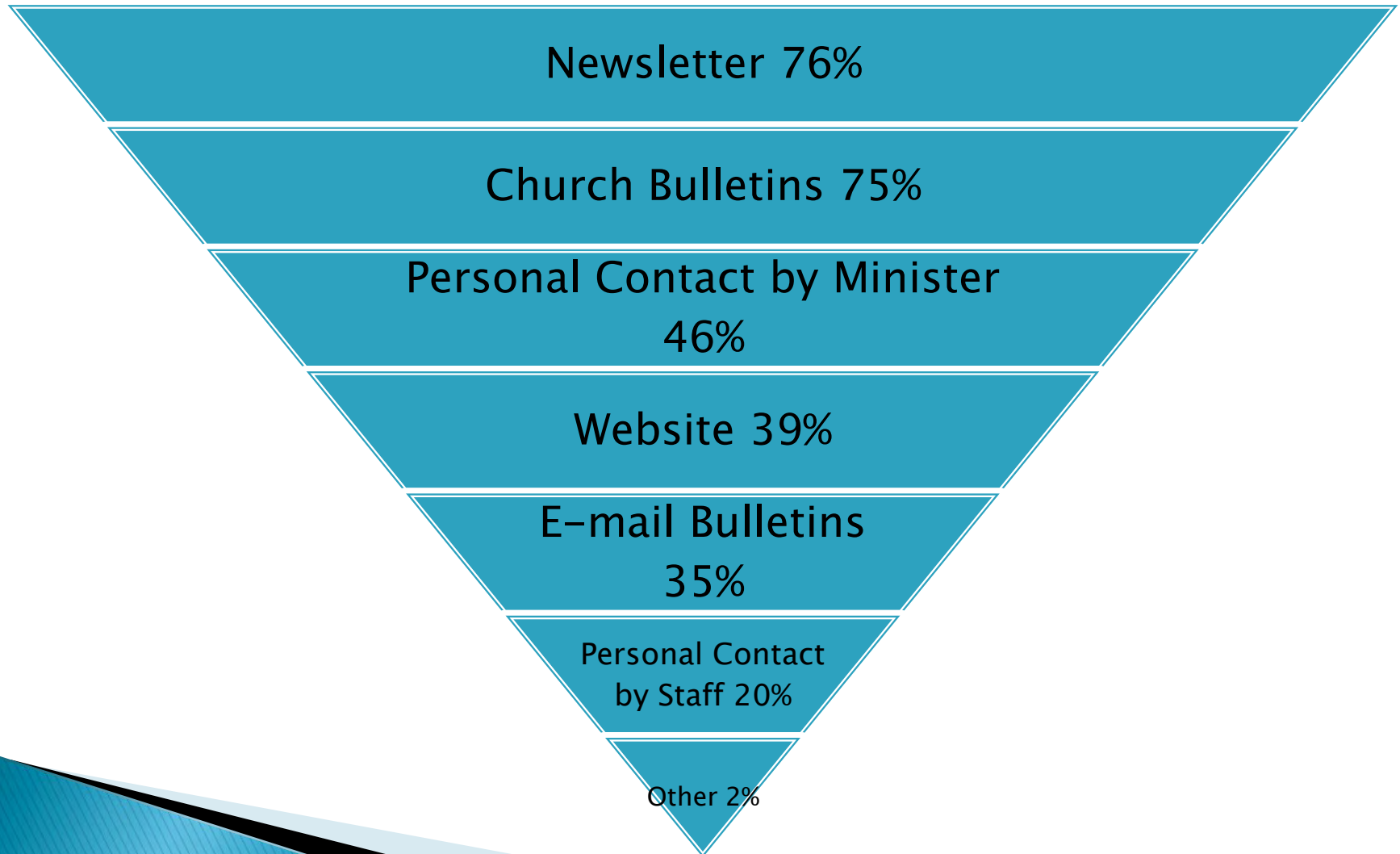
Adult Survey

Communications Data Summary

Communications Data Highlights

- ▶ The large majority of respondents are satisfied with all current communication methods used at TUC
- ▶ Most preferred methods of communication include:
 - Newsletter
 - Church Bulletins
 - Personal contact by the Minister
 - Website

Preferred Methods of Communication



Newsletter Data Highlights

- ▶ 85% are satisfied with the Newsletter
- ▶ 5% do not read the Newsletter
- ▶ 2% feel the Newsletter needs improvement
- ▶ 8% had no opinion

Website Data Highlights

- ▶ 52% are satisfied with the website
- ▶ 31% do not use/view the website
- ▶ 3% feel the website needs improvement
- ▶ 14% had no opinion

Church Bulletins Data Highlights

- ▶ 93% are satisfied with Church Bulletins
- ▶ 2% do not read the Church Bulletins
- ▶ 1% feel the Newsletter needs improvement
- ▶ 4% had no opinion

Personal Contact by Minister

Data Highlights

- ▶ 87% are satisfied with personal contact with the Minister
- ▶ 2% do not have personal contact with the Minister
- ▶ 1% feel personal contact with the Minister needs improvement
- ▶ 10% had no opinion

Personal Contact by Church Staff

Data Highlights

- ▶ 78% are satisfied with personal contact by Church staff
- ▶ 4% do not have personal contact by Church staff
- ▶ 3% feel personal contact by Church staff needs improvement
- ▶ 14% had no opinion

Communications Recommendations

2011 to 2013 Responsibility of:

Membership
and Pastoral
Care Committee

1. Continue to utilize current means of communication with the congregation
2. Ensure website is current and easy to use



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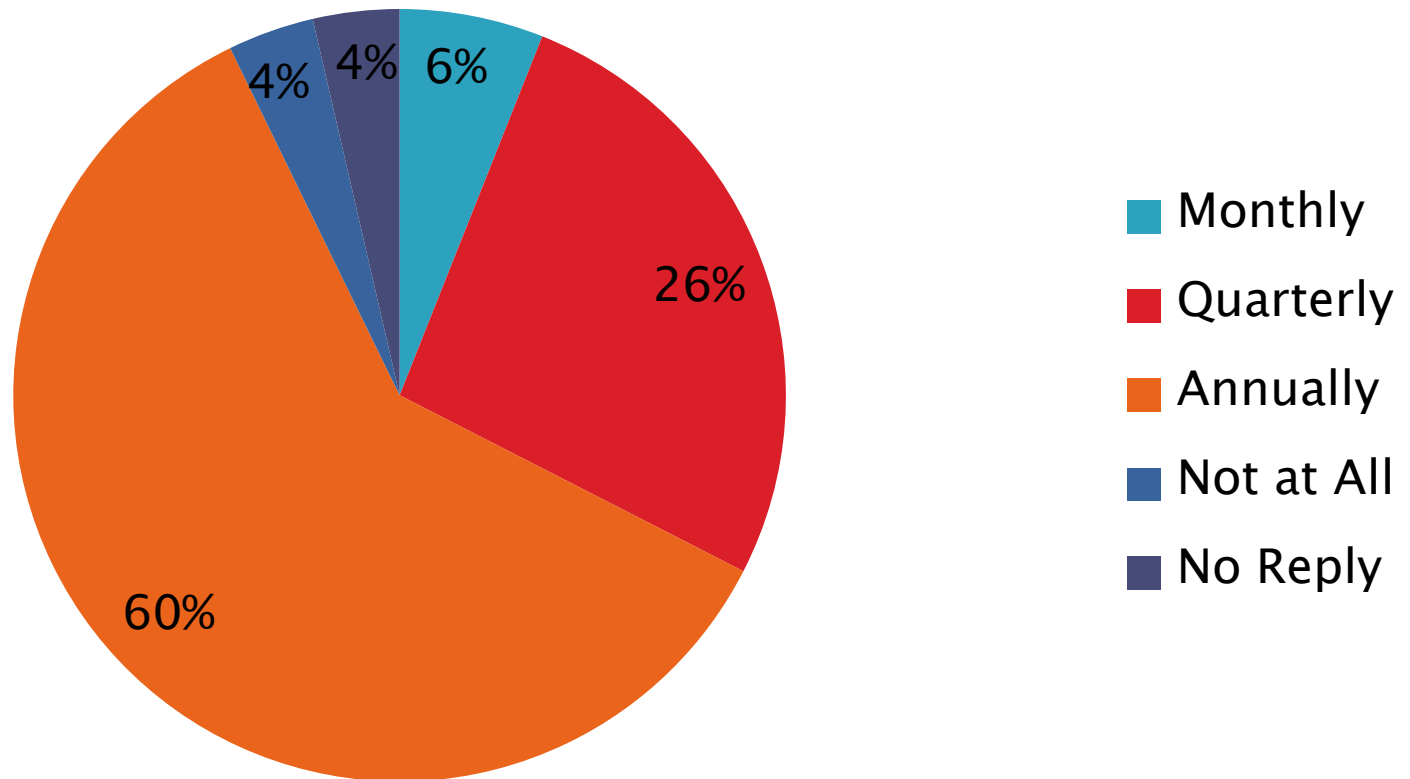
Adult Survey

Financial Information Data Summary

Financial Information Data Highlights

- ▶ The large majority of respondents are satisfied with the current content of financial information provided
- ▶ The large majority of respondents are satisfied with the frequency of financial information dissemination
- ▶ Preferred media for distribution of financial information are the Annual Report and Church Newsletters

Preferred Frequency of Financial Information Distribution



Personal Contribution Information

- ▶ 86% of respondents prefer an annual tax receipt
- ▶ 6% prefer quarterly statements
- ▶ 2% prefer both quarterly statements and an annual tax receipt
- ▶ 2% had no opinion

Pre-authorized Remittance (PAR)

- ▶ 38% of respondents are current PAR Program members
- ▶ 59% of respondents are not members of the PAR Program
- ▶ 3% did not reply

Financial Information Recommendations

2011

Responsibility of:

Finance
Committee

1. Improve communication of financial information:
 - addition of a fall individual contributions report
 - additional financial information in Newsletters
 - add forms to the website
 - provide additional explanatory information on PAR
 - monthly Minute for Local as prepared by the Finance Committee.
2. Reinstate the Fundraising Committee under the responsibility of the Finance Committee.



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Adult Survey

Clergy and Staff Data Summary

Clergy and Staff Data Highlights

- ▶ The large majority of respondents either agree or strongly agree that the Minister and staff are meeting the needs of the congregation
- ▶ The large majority of respondents (94%) feel that the Minister presents sermons/messages that are relevant to the congregation
- ▶ The large majority of respondents (96%) either agree or strongly agree that the Minister is available to the congregation

Ministerial Staffing Data Summary

- ▶ 55% of respondents either agree or strongly agree that one ordained Minister is sufficient to meet the needs of the congregation
- ▶ 27% of respondents either disagree or strongly disagree that one ordained Minister is sufficient to meet the needs of the congregation
- ▶ 18% of respondents had no opinion

Ministerial Skill Expectations Data Summary



Office Staff Data Summary

- ▶ The majority of respondents are satisfied with current office hours
- ▶ The majority of respondents are satisfied with staff knowledge and training
- ▶ The majority of respondents are satisfied with communication with office staff by e-mail and phone
- ▶ Many respondents had no opinion on questions regarding the Church office and staff

Clergy and Staff Recommendations

2011 to 2013 Responsibility of:

Official Board

Congregation

Ministry and
Personnel
Committee

1. Add a Christian Development staff position, to add to the programs/services already in place.
2. Provide training to a lay pastoral visitation team and develop a visitation list.
3. Continue to evaluate staffing requirements.



The Church by the Side of the Road



Strategic Plan Implementation

Implementation Plan

Responsibility	Action
Official Board	<p>Holds responsibility for implementing Strategic Plan.</p> <p>Assign recommendations in the Strategic Plan 2011 to 2013 to sub-Committees, staff, and other groups.</p> <p>Shape Official Board actions and decisions to follow the Strategic Plan vision and recommendations.</p> <p>Assess implementation progress, in consultation with Long Term Planning Committee, on an annual basis and report to the Congregation.</p>
Sub-Committees, staff, and other groups	<p>Prepare action plans for and implement assigned recommendations.</p> <p>Report monthly to Official Board on implementation.</p>