

May 17, 2009 Agenda

10:15 am Opening Prayer

Introduction of Session – The Rev. John Kitagawa

10:20 am Vision, Values and Goals

Process: The Rev. John Kitagawa

Values: Richard Kuns

Goal 1: Sue Agnew

Goal 2: Blake Hutson or Greg Foraker

Goal 3: Steve Brong

10:30 am Mission Finance Briefing – Beth Brouillette

10:35 am Vestry Resolutions – Beth Brouillette

10:40 am Expanded HR Committee Work – Kitty Bogy

10:45 am Responses and Dialogue – The Rev. John Kitagawa

11:05 am Adjourn

...Come and See... Grow with God... Go and Do...
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St. Philip's
In The Hills
Episcopal Church

...Come and See...
...Grow with God...
...Go and Do...



Come and see — Grow with God — Go and Do: these three phrases comprise our vision of what we want St. Philip's to be always

What is our vision for St. Philip's in 2011 and beyond?

St. Philip's is:

- A vibrant, loving, and welcoming community of Christ where we depend on God and each other to do God's work in the world
- A community enriched by our traditions and compelled by the Holy Spirit to respond to God's call to love one another

Specifically, we see ...



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Mountains, with Come and See, Grow with God, Go and Do — we want to extend radical hospitality to all in our community, especially those who have been hurt or disappointed with other church experiences. We want to welcome all to not just come and take a look but to stay awhile and partake in our many opportunities for learning, development, and participation in ministries. Finally, we want to stress that we are a church of “doers” — people who take their faith and put it into action in the community — each in our own way.



Vegetation/Gardens — St. Philip's is a true sanctuary of beauty, hope, and new creation. We see our beautiful setting and gardens as a means to experience God and the abundance of creation open to us all.



Stick People of all sizes, shapes and colors — we are a diverse community that wishes for more and continued diversity in every aspect: age, gender, ethnicity, ability, economic status, sexual orientation, culture, creed, and nationality, incorporating those who live here year-round and those who are seasonal residents

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Smaller stick people, again, in different shapes and colors — an intentional focus on developing ministries with children and youth, who are diverse as well.



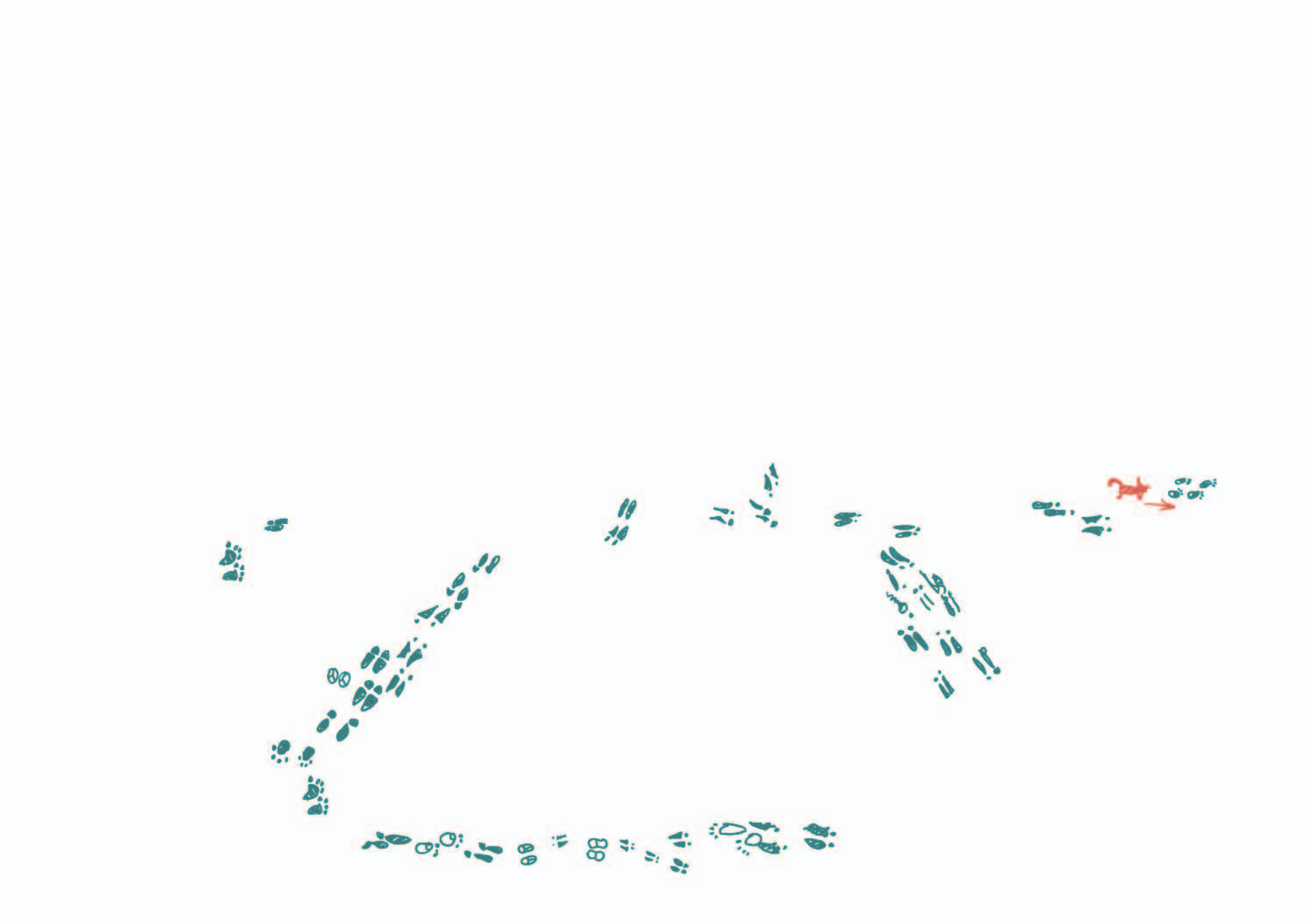
Music notes — we see ourselves as offering a viable and vibrant after school arts/music program in partnership with neighborhood schools as a way of “doing God’s work in the world,” of broadening evangelism efforts, of creating a more diverse community in every aspect. The notes also reflect how music ministry shapes and expresses who we are in every way.



The Church itself — its doors are open wide for us to welcome all, and it is full, indicating our vibrant and growing community.



The Rillito River (blue squiggly line with fish) — the idea of mission beyond the river; hospitality to and evangelism with our closest neighbors.



Footsteps coming and going —the idea that people from all walks of life continue to come into our community for nurturing and go out of community on mission (note— there are animal prints, too, as we are welcoming place for all living creatures: the packrats, however are walking away from St. Philip's).



Church in lower left corner —claiming our heritage as a church-planting congregation.



Cart in lower right corner — with Starbucks, Earl Grey, and hot dogs — the idea of corporate partners for mission, which must be carefully researched and defined.



Flagstones — our foundational values of ministry and mission.

Values

What do we believe in? What values do we think must guide our actions?

We believe in the power of God to inspire, guide, and transform our lives.

We use the following values to help us develop ministries and shape our programs. We also use them to guide us as we worship, grow, and work together to achieve our mission and vision:

- **Lifelong learning**, spiritual development, and personal exploration for all
- **Acceptance**, love, care, and respect for all
- **Compassion**, forgiveness, reconciliation, and healing for all
- **Dignity**, equality, and justice for all
- **Excellence** in our worship, music, ministries, and physical surroundings
- **Leadership**, each contributing as able, thereby developing faith and sharing in community

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No walls — symbolizes a large, complex, multi-faceted, innovative, joyful, celebrating community open to all.

St. Philip's In The Hills Parish

GOALS UPDATE



Goal One

- Strengthen our connections to God and to each other in order to “Grow with God” and develop greater capacity to “Go and Do”.

Goal ONE: Strengthen our connections to God and to each other in order to “Grow with God” and develop greater capacity to “Go and Do.”

Celebrate (summarize effort/produce education piece such as report or article or bullet point presentation/publicize/get feedback/plan/suggest needed follow up/delegate to appropriate individuals or teams):

Commission system

Responsible: Richard Kuns, commissioners

Actions: Celebrate establishment of commission system (this is a “result” because establishment of the commission system was one of the 2007 goals)

suggestions:

By means of educational piece in bulletin about who they are, what they do, and how that moves M2M

By means of “flow chart” illustrating St. Philip’s leadership/management structure

By publicly recognizing and thanking all who have served as commissioners

Electronic communication via individual ministry e-letters

Responsible: those responsible for individual e-letters

Actions: Celebrate development of individual ministry e-letters

suggestion: “did you know” piece in bulletin, which could also promote new subscribers

75th Anniversary

Responsible: Claude Deniz

Actions: Celebrate formation of 75th Anniversary Committee

Kickoff event April 24

Celebrate oral history project being underway

suggestion: could be used as a means of seeking additional volunteers and subjects

Youth space efforts

Responsible: Cindy Winston, Tom Cockrell

Actions: Celebrate completion of La Mariposa renovations

Intergenerational programs

Responsible: Eric Rau, Tom Cockrell

Actions: Celebrate growth of intergenerational programs (e.g. April 24 & 25 Advance)

suggestion: use to draw attention to involvement of youth in life of parish

Pastoral Care

Responsible: Elaine Damgaard

Actions: Identify achievements to celebrate (e.g., prayer shawl knitters)

suggestion: this is a good way to educate parish about what Pastoral Care provides

Revised/updated targets with milestones/persons responsible:

Commission system

Responsible: commissioners

Targets: Make a continuing concerted effort at educating parish about commission system

Create a formalized means of updating congregation

suggestion: 2x per year each commission is responsible for inside back page of bulletin to report efforts/successes

Electronic communication via new Web site

Responsible: John Driskill

Targets: Continue to adhere to timeline outlined at November meeting

Consider ways of publicizing progress to parish

suggestion: use a means of seeking ministry leaders to take responsibility for their ministry's content

75th anniversary

Responsible: Claude Deniz

Targets: Plan further events, engaging ministries and parishioners of all ages, both to promote St. Philip's history and traditions and to look to St. Philip's future (per Vestry resolution)

Youth space effort

Responsible: Cindy Winston, Tom Cockrell

Targets: Reach agreement about the concept of youth-specific space

Define ideal rooms, setup/furnishings, and decor within current facility structure

Define who else uses rooms and under what conditions

Intergenerational programs

Responsible: Tom Cockrell, Karl Yordy

Targets: Continue to plan, implement, and promote all-ages worship services

Labyrinth project

Responsible: Eric Rau

Targets: Educate the congregation about labyrinths

suggestion: build a food labyrinth with youth

Identify spot for permanent labyrinth or explore non-permanent labyrinth and report results

Multi-purpose space project

Responsible: Doug Spurlin

Targets: Identify/promote connection between proposed building and M2M

Educate parish regarding plans and timetable

Archives program

Responsible: Bob Breckenridge with Cecilia Hunter, Warren Edminster

Target: Archives storage building

Additional visibility

Responsible: John Driskill

Targets: Explore increased visibility from outside the parish

suggestions: signage, banners,

Explore welcoming messages within campus

suggestions: directional signage, maps, individual TV screens along breezeway

Evangelism in connection with each other

Responsible: Bill Cutlip

Targets: Explore new ways to deepen connections within parish, with those already brought in

Actively promote the concept of reaching out to each other through existing and new hospitality vehicles

Pastoral Care

Responsible: Elaine Damgaard

Targets: Identify new targets and milestones (e.g., revitalizing Stephen Ministry program)

Goal Two

- Continue to support and lead the Maintenance to Mission cultural evolution begun in 2007 through celebration of achievements in this area, and by continuing our educational efforts, and strengthening our mission capacity by increasing the number of parishioners involved in direct community action.

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I. Celebrate

Suggestion: Celebrate efforts/results of Reclaiming the Great Commission Project.

Give thanks and recognition of initial implementation of Payne’s work and our Parish cultural move of M 2 M.

In the fall of 2009 this could include:

- Report to the Vestry and Parish
- A “Celebration Sunday” including a Sunday ‘Celebration Forum’, Liturgical Celebration in worship services. This has the potential to become an annual parish celebration of milestones we accomplish. This celebration could be acknowledged seasonally to reinforce and encourage Celebration.
- Communications with print and electronic media: Loaves and Fishes Article, bulletin announcement, e-newsletters, website, press releases so that we share our developments/accomplishments with larger community.

Key Persons: Karl Yordy, Wayne Fulton, Bill Cutlip & Ann Donohue

Suggestion: Celebrate Mission Discernment and Dream Catcher efforts that have been accomplished

In the fall of 2009 this could include:

- Celebration of Progress made during 1st year of After School Music and Homework Help Program. This could include Liturgical recognition, a special Forum entitled ‘The Year in Review’ and/or a special Reception.
- Facilitated Session with Commissioners to review and identify dreams that emerged from the Dream Catching Sessions and Mission Discernment Process and have been accomplished and/or are now underway. Encourage random acts of thanksgiving and celebration throughout the year.

- Incorporate highlights into ‘Celebration Sunday’ Forum/Party e.g., Commissioners seated at Tables in Gallery, MC takes microphone around for a brief celebration of accomplishments from each Commission. Decorations, Refreshments included. This would be fun, brief, no power point.

Key Persons: Yordy, Driskill & Commissioners

Suggestion: Celebrate our efforts to maintain excellence in our continuing ministry functions—A recognition effort in which we celebrate that in moving from M 2 M we don’t forget the Maintenance.

In the Fall of 2009 and Spring of 2010 this could include:

- Incorporate into session with Commissioners the importance of thanking and celebrating their volunteers’ work and accomplishments on a continuing basis.
- Carry out intentional ‘Celebration Gatherings’ for Ministry Groups in the Gallery. This could start next Fall or Spring and could start with: Pastoral Care, Education, Outreach, Music—add others groups as identified.
- Incorporate these Recognitions and Celebrations into Church Calendar & Liturgical Planning (Suggestion: Monthly Basis)

Key Persons: Richard (gets ball rolling), Commissioners

II. Revised/Updated Targets

Suggestion: Continued Development and Expansion of After School Music Program

Targets and Measures for 2009 (Highlights)

- Complete Climate Surveys twice a year (midway point and at end of academic year)
- Maintain Attendance of Registered Students
- Increase Number of Participants by end of 2009
- A majority of children will move up by one grade level in Reading and Math at the end of one year's participation
- Recruit Train and Deploy Volunteers
- Annual assessment of impact with Rio Vista and neighborhood schools
- Review impact on St. Philip's Children's Choirs

Key Persons: After School Board

Suggestion: Increase Mission Capacity for Current Outreach Programs

Targets and Measures for 2009

- Suggestion: Outreach Retreat (Summer 2009). Conduct review of Current Ministries & Identify Potential Emphasis (i.e., feeding, housing, justice, border issues)
- Review Connections with Other Commissions & Ministries at St. Philip's.
- Set Goals to grow Identified Ministries (Including Assessing Volunteer needs and Financial requirements)
- Via Workshop Training Day (Fall 2009): Train and Deploy Volunteers in these ministries.

Key Persons: Ann Donohue, Laura Fairbanks, Kim Nelson, Barbara Kiernan

Suggestion: New Outreach Programs

- These could be identified at the Outreach Retreat. Gather information about the needs and interests of our Parish and Community and plan accordingly. New programs could include: Prison Ministry, New Border and Immigration ministries and/or Senior Care Ministries.
- Suggestion: ‘Three Yr. Big Project Cycle’ e.g. sponsor Habitat Build One Year, Adopt an Immigrant Family the next year, Identify a Major Project for year three

Key Persons: Ann Donohue, Laura Fairbanks, Kim Nelson, Barbara Kiernan

Goal Three

- Create and focus on a financially secure base by celebrating our traditions and building upon them, so we may continue to live out our mission and practice our faith fully.

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Proposed Goal Development:

Celebrate:

In spite of the terrible economic environment, St. Philip's ended 2008 in relatively good financial condition. We were only about 2% short of budget in income and were able to make a good part of that up with expense control so that we ended the year very close to budget.

Thus far, the 2009 Pledge Campaign is very close to the 2008 Pledge Campaign, with several outstanding significant pledges from active and committed parishioner who pledged last year. The Vestry is a little edgy so there will be quarterly reviews of the budget— income and expenses—in order to make timely changes if necessary.

Parish Leadership and Membership can join together in celebrating the following.

- Formation and empowerment of the joint Vestry-P & E Board Committee on Planned Giving. A five to seven member committee charged with responsibility for an annual informational/educational event on Planned Giving (early Spring); and, for the St. Philip's Legacy Society (Annual Event at the Rectory; Availability for year-round information sharing; maintaining records). This is a positive collaborative step. The goal is to provide parishioners with opportunities to make estate gifts either to the Vestry for support of St Philip's ministry programs, or to the P & E Foundation to support preservation of St. Philip's facilities, grounds and history). The goal is to have 5% of parishioners include St. Philip's (either or both options) in their estate planning.
- Training event for joint Committee on Planned Giving—Sunday, 03.22.09, 1:00 pm—with Maurice Seaton of the Episcopal Church Foundation.
- 2009 St Philip's Legacy Society event at the Rectory on Friday, 04.17.09, 4:00 – 5:30 pm. Catered. Fellowship. Information sharing. Story telling.

Key persons: New Planned Giving Committee; Wardens.

(Staff Contact: Rector)

Revised/Updated Goal Target:

- Augmentation, diversification (age, ministry representation, and experiences at St Philip's) and strengthening of the Annual Giving Committee by recruiting from Commissions and their constituent ministries. Responsible for the 2010 campaign.
- Training event for strengthened Annual Giving Committee—Sunday, 03.22.09, 1:00 pm—with Terri Mathes of the Episcopal Church Foundation.

Key persons: Don McArthur and Annual Giving Committee; Rector; Wardens
(Staff Contact: Rector).

Specific Target:

Increase the **number** of pledges by 15% for the 2010 and another 15% for the 2011 Pledge Campaigns, with an **annual average pledge increase** of 5 % in 2010 and 5% in 2011 (average increases set at 5% levels each year based upon current economic condition).

- A key element in reaching these goals is the work of the Evangelism Commission. Though there is a good number of people claiming membership who do not pledge, primary energy needs to be devoted to attracting and incorporating new members. Incorporation means getting new members engaged and passionate about a ministry, and establishing financial support as a basic responsibility.

Key persons: Bill Cutlip and Evangelism Commission and its ministries
(Staff Contact: Blake Hutson)

Revised/Updated Goal Target:

- All parish leaders (including Program Staff) must set an example, then communicate membership expectations of regular participation in corporate worship, active engagement in one or more ministries, and financial support for the parish's current (annual giving) and future (planned giving) ministries. The Vestry needs to pass a resolution setting communicant in good standing as basic criteria for serving in any leadership position.

Key Persons: Vestry & Commissioners; Chairs of Committee, Task Forces, etc.
(Rector & Program Staff)

Specific Target:

- Kick-off Sunday – renewal of membership commitment by all parishioners
- Receive new members quarterly within Sunday liturgy, e.g. at front of church altar

Key Person: Vestry & Commissioners; Chairs of Committee, Task Forces, etc.
(Rector & Program Staff)

Revised/Updated Goal Target:

- Develop and “market” an extra-canonical status of “Associate Member” for seasonal residents, family members of parishioners who may be part of a community of another religious tradition. Criteria for becoming an Associate Member would be the same as for Members (receive Holy Communion three times in a year at St. Philip’s; participate actively in the life & ministry of the St. Philip’s Parish; and, be a giver of record at St. Philip’s). Associate Members would enjoy the same benefits as Members, except the right to vote at the Annual Meeting.
- A committee of the Vestry has been formed to research and develop a policy defining “Associate” membership and the rights and privileges thereof, to present to the Vestry for discussion and approval.

Key persons: Bill Cutlip and Evangelism Commission, a lawyer
(Staff Contact: Rector).

Revised/Updated Goal Target:

- With an augmented, diversified and strengthened Annual Giving Committee develop a more personal touch approach to the 2010 and 2011 Pledge Campaigns. Capitalize on and work through existing interest/program/ministry groups. Rely less on brochure and written word.

Key persons: Don McArthur and Annual Giving Committee; Wardens.
(Staff Contact: Rector)

Revised/Updated Goal Target:

- Coordinate 2011 Annual Giving with Planned Giving, and a Capital Campaign (if launched).

Key Persons: Terri Mathes (ECF Consultant) Wardens, Don McArthur, and Committee on Planned Giving and leadership of Capital Campaign.
(Staff Contact: Rector)

Celebrate and Revised/Updated Goal Target:

Complete Mission Discernment Process in the form of clear proposals, do the Feasibility Study, and set goals for Capital Campaign.

- Include a significant goal for the Preservation and Maintenance of St Philip's facilities and grounds.
- Launch and complete Capital Campaign during 75th Anniversary year, 2011.

Key Persons: Karl Yordy and Mission Discernment Committee, Wardens

(Staff Contact: Rector)

Vestry Budget Resolution Summary – Passed 22 April 2009

Reduce the annual payment to the Diocese of Arizona from 16.9% to 12%
- saving \$60,000

Review and raise fees charged for facility use by outside organizations
- estimated savings \$12,000

Reduce administrative costs through efficiencies – estimated savings \$10,000 plus

Mandate increased use of Temporary Restricted Funds
- targeted operating budget savings \$20,000

Reduce Sexton OT payments through improved time management, efficiencies and tasking changes
- estimated savings \$5,000 plus

Educate parishioners about various forms of credit card, stock and other contributions to minimize service costs

Reconstitute the Human Resources Committee and charge them with two tasks:

a) review and completing detailed purposes, missions and goals of all employment positions and

b) recommending to the Vestry and Rector a plan for furloughs, pay reductions and/or staff reduction with severance pay should these steps become necessary

– report due to Vestry 17 June 2009

Revise 2009 budget reflecting these estimated savings.