



# **Westover Episcopal Church**

## ***Vestry Retreat***

*February 22, 2014*

## **Goals & Initiatives**

***2014 - 2015***

# Retreat Notes

---



## General Discussion about Westover Church yielded the Following:

### Who Are We:

- A small church, focused on family and worship
- An expanded family

### What Challenges do We Face:

- Families have been lost over the last 6-8 years
- Work to regain that group
- Restore sense of faith
- Demographics of county have changed dramatically

### What is Needed;

- Heal our relationship with God
- Breakdown walls that have developed
- Need to develop a long-term strategic plan

### How do We Build our Church:

- Emphasis on Existing Membership
- We need to nurture the membership,
- Do more to make our Church a family
- Focus on Quality, not Quantity
- Grow youth Membership
- Focus on Sustainable Growth

# Brainstorm

---



Vestry Members were asked what they wanted for Westover Church

## What does Vestry Want for Church

- Mend Fellowship
- More Fellowship
- Integrate Youth Groups
- Outreach
- Rejuvenate Fund Raising
- Coffee hours
- Adult Education
- Integrate Faith into Lives
- Incorporate Children
- Expand all Relationships
- Spiritual Development
- Rebuild the Trust
- Heal the Pain
- Communicate a New Beginning
- Transparency

4 Key Areas	Themes
Church Community:	<ul style="list-style-type: none"><li>• Healing our Community</li><li>• Fellowship &amp; Trust</li><li>• Incorporate Youth</li><li>• Go Back to Our Roots</li></ul>
Personal:	<ul style="list-style-type: none"><li>• Faith &amp; Spiritual Development</li><li>• Education</li></ul>
Leadership:	<ul style="list-style-type: none"><li>• Communicate a new Beginning</li><li>• Create a Visible / Open Vestry</li></ul>
Stewardship:	<ul style="list-style-type: none"><li>• Rejuvenate fundraising</li><li>• Focus on what we have</li><li>• Community Outreach</li></ul>

# 4 GOALS

---



Themes	Goals
Church Community:	<ul style="list-style-type: none"><li>• Westover is a Church that is in the <u>Process of Healing</u></li><li>• Need to Re-build our <u>Trust in God and Each Other</u></li><li>• The Vestry is committed to creating a <u>greater sense of community</u> for all of its members</li><li>• The Church Community is built through <u>Fellowship, Trust and Faith</u></li></ul>
Personal:	<ul style="list-style-type: none"><li>• Provide Opportunities for members to <u>Strengthen their Faith</u> and continue to <u>Develop their Spirituality</u></li><li>• Continue providing <u>Educational Programs</u> for all within the church: young &amp; old, men &amp; women</li></ul>
Leadership;	<ul style="list-style-type: none"><li>• Create a Vestry that is <u>Transparent, Communicative and Approachable</u> for the entire Congregation</li></ul>
Stewardship:	<ul style="list-style-type: none"><li>• Rejuvenate fundraising</li><li>• Focus on our Current Membership and Leverage the Resources we Have</li><li>• Continue Community Outreach</li></ul>

# 4 Areas of ACTION



The Vestry will pursue the following Actions to Achieve our Goals

Themes	Actions	Lead
Church Community:	<u>Develop a Greater sense of Community / Bring People Back</u> <ul style="list-style-type: none"> <li>• Create List of Past Attendees</li> <li>• Create Phone / Calling Tree</li> <li>• Congregation Nametags (1<sup>st</sup> Sunday)</li> <li>• Invite people to Activities (Coffee Hour, Work Day, etc.)</li> </ul>	Archer & Rob
	<u>Develop Youth Programs</u> <ul style="list-style-type: none"> <li>• Grow Sunday School</li> <li>• Build Acolyte bench</li> <li>• Create Youth Group / Plan Event (camp-out, trip to Sweet Frog)</li> </ul>	Randy & Monica
Personal:	<u>Spiritual Development</u> <ul style="list-style-type: none"> <li>• DOCC (Disciples of Christ &amp; Community)</li> <li>• Bible Study (Thursday / Sunday)</li> <li>• EFM</li> <li>• Lenten Series</li> </ul>	???
Leadership:	<ul style="list-style-type: none"> <li>• “Meet Vestry” write-up in Westover Weekly</li> <li>• Vestry Quarterly Update</li> <li>• Vestry Pins / Name Tags</li> <li>• Vestry Talent Event</li> </ul>	Archer & Rob
Stewardship:	<u>Fundraising:</u> <ul style="list-style-type: none"> <li>• Yard Sale</li> <li>• Richmond Symphony on Lawn</li> <li>• Oyster Roast / Spaghetti Dinner</li> <li>• Stewardship Workshop</li> </ul>	Jeanine & Monica (Food)
	<u>Community Outreach:</u> <ul style="list-style-type: none"> <li>• Identify a Committee</li> <li>• Dinner to Elderly / Sick</li> </ul>	Jimmy & Peggy

# Retreat Notes

---



## Notes as Taken

### General Thoughts on Growth

- Quality vs. Quantity
- Grow youth Membership
- Emphasis on Existing Membership
- Focus on Sustainable Growth
  - Another 400 years
  - Demographics of county have changed dramatically
  - We need to re-think growth
- Need to develop a long-term strategic plan
- Need to heal our relationship with God (breakdown walls)
- Westover is small, focused on family worship
- We need to nurture the membership we have
  - No Need to be Huge
  - Do more to make our Church a family
- Westover is an expanded family
  - Families have been lost over the last 6-8 years
  - Work to regain that group
  - Restore sense of faith