

CHURCH OF THE GOOD SHEPHERD
Meeting with the Congregation
Final Draft Review of Discernment Plan
December 4, 2022

Those in Attendance: Phil Moros, Russ Belding, Lori Belding, Rick Fiddock, Phyllis Bristow-Johnson, Jim Willis, Cindy Willis, Nancy Hansen, Ron Hirsch, Christina Hirsch, Burton Cooper, Tess Taylor, Elizabeth Kooperkamp, Leo Martineau, Felicia Martineau, Joy Lee Packert, Richard Packert, Beth Mueller, Goddard Graves, Suzie Graves, Earl Kooperkamp, Linda Webster, and on Zoom: Will Sartelle, Reesie Dobrick, Amy Eschelbach, Barbara Pearson, Beth Camp, Gail Cummings, George Philbrook, Mary Wheeler, and Bill Crowther

Purpose of the Meeting

Phil Moros, Chair of the Discernment Team, reviewed the Final Draft of the team's work on the Discernment Plan in order to confirm the following:

- Ensure everyone had read the latest draft of the Discernment Plan in preparation for it to be submitted to the Diocese in the near future (plan along with all discernment-related documents is available to all on the Church website)
- Provide a brief overview of the plan
- Address any questions or concerns regarding the team's work on the plan
- Gather feedback for any additions, changes, or other recommendations for the plan
- Emphasize what would be required of the congregation to ensure success when implementing the plan

Feedback from the Congregation

- Ron Hirsch
 - Under Finances: Create a 5 year plan by grouping deliverables by year & name a team leader for tasks of the first year
 - Create a program for parishioners in "Estate Planning" which includes how to make a will (if needed) and how to remember the church with a simple codicil

- Complete financial projections with required operating expense increases
 - Under Clergy: At appropriate time, create a search committee (with Vestry representation) to research the steps required for securing a full-time rector including job description
 - Under Communication with the Community: Improve communication within the parish to ensure that all members are aware of activities and ability to participate
 - Under Lay Leadership: Establish process (including how to seek approval) to allow new teams/projects to be formed
 - Initiate an education program to better understand the development & workings of the Episcopal Church and promote fellowship in the process
 - Move the first two items to the end of the list
 - Under Mission Vitality: Reinforce importance of Good Shepherd's missions to Barre's future – our outreach is strong
- Nancy Hansen
 - Let the community know that rides are available to help people attend worship & church activities
- Beth Mueller
 - Great work by the Discernment Team
 - Write grants to expand outreach and mission opportunities which in turn could supplement clergy salary as part of the grant's operational & support funding
 - Develop Sunday School offerings as we are now seeing a few children starting to attend church
- Tess Taylor
 - Emphasize the importance of Good Shepherd to Barre – sharing the love of Christ through our actions. Barre needs Good Shepherd.
- Christina Hirsch
 - Emphasize the importance of childcare during times of worship
 - Good work of the team

- Rev. Kooperkamp
 - Learned today that Closed Captioning on Zoom can be helpful in overcoming difficulties with folks not being able to hear everything during worship

General Information provided by the Discernment Team

- Importance of & appreciation for feedback provided by the congregation – keep it coming if you think of other things along the way
- Please let the team know if you have any interest in taking a lead in any areas noted in the plan. The plan, once accepted by the Diocese, will go to the Vestry for implementation so they will be reaching out to the congregation for leadership in several areas.
- Next team meeting is Tuesday, December 6, 2022 to incorporate feedback from today's discussion and put finishing touches on the final plan. We will discuss when and how to submit the plan to the Diocese.
- The submitted plan will also have sections describing the team's process and evaluation model along with areas of support we will request from the Diocese. Leadership & timelines for each task will be determined upon approval of the plan.

Respectfully submitted,

Linda Webster