Christian Discipleship

St. George's has a comprehensive Christian Discipleship program that is exciting to families and people of all ages.

Overall 2011 Targets		Date Completed	Accountable
Organize two parenting events per year for parents of children and students	8/31/11	completed	
Re-examine integrated Christian Discipleship offerings every other year	12/31/11	completed	
Develop comprehensive plan for ministry opportunities for graduates of “gifts and talents” course	12/31/11	completed and on-going	
Revisit Christian Discipleship criteria, curriculum, and foundation every other year	12/31/11	completed and on-going	
Track members and names of those attending Huddles and continue multiplication through spin-offs.	12/31/11	and on-going	

2012 Targets			
Explore Family friendly Sunday School offering for summer	2/1/12		
Explore opportunities for more “open,” drop in discipleship weekday and Sunday activities	2/1/12		
Develop plan for leadership training retreat (in conjunction with Sense of Belonging Outcome)	2/1/12		
Complete comprehensive plan for childcare at church activities	2/1/12		
Explore Wednesday evening programming for adults, children and students including missional communities and neighborhood activities (in conjunction with Sense of Belonging)	2/1/12		
Develop plan for Family Discipleship Milestones: 0-18 years of age	7/1/12		

Children 2011 Targets		Date Completed	Accountable
Offer 11 atria for ages 3 through grade 6	8/28/11	completed	
Train 1 new catechist	8/28/11	completed	
Train 1 new assistant	8/28/11	completed	
Create curriculum for comprehensive Baptism classes	9/1/11	completed	
Have CGS Level III Formation Leader on staff	12/31/11	completed	

2012 Targets			
Increase awareness of wider parish of the goals and biblical foundation of Catechesis of the Good Shepherd	2/1/12		
Evaluate Children's Chapel	7/1/12		
Evaluate additions to existing Catechesis of the Good Shepherd for Children's Discipleship program	7/1/12		
Create comprehensive plan to effectively market Children's Chapel to parents	8/1/12		
Raise parent's awareness regarding the importance of consistent Sunday School attendance	9/1/12		
Develop follow up program for Gifts and Talents to ensure participants are placed in ministry	9/1/12		
Prepare periodic newsletter to Church and Kindergarten parents regarding transitional Christian and other milestones	9/1/12		
Evaluate Mothers of Pre-Schoolers (MOPs) program	9/1/12		
Present CGS/Children's Ministry informational sessions at adult events	12/31/12		
Have a minimum of two primary lay volunteers at each major Children's Event (including but not limited to Advent Fair, Christmas Pageant, VBS and Mission Outreach)	12/31/12		

Students 2011 Targets		Date Completed	Accountable
Offer multiple summer experiences to prepare students for leadership (including but not limited to Lunch and Chill, Photography, Performing Arts)	6/30/11	completed	
Create dedicated middle and high school space including simplified technology systems to support programs	8/31/11	completed	
Develop communication strategy for youth events including but not limited to weekly Facebook status updates and photos and parent communication vehicles	10/1/11	completed	
Update youth website information/graphics including front page links	10/31/11	completed	
Explore ministry opportunities for local college students	12/31/11		
Establish 10 Huddles for every age and gender	12/31/11	completed	
Evaluate options for Outdoor Leadership trip	12/31/11		

2012 Targets			
Ensure 100 college students receive three contacts per year (2 care packages and 1 phone call)	6/1/12		
Ensure 10 Students go to Centifuge	6/30/12		
Create 7 year Strategy for student discipleship	8/31/12		
Establish 14 Huddles (one for every age and gender)	8/31/12		
Employ 2 ministry interns	9/1/12		
Develop plan for mission and outreach opportunities for high school and middle school students	12/31/12		
Determine goals for post-confirmation participation by 8th grade students. Develop plans for retention and continued involvement in student activities	12/31/12		
Plan 1 parenting event per year for Family Ministry with outside speakers	12/31/12		

2013 Targets			
Establish position for Part time high school minister (.5 staff)	5/1/13		
Establish position for Part time middle school minister (.5 staff)	5/1/13		
Build community of adult leaders. Goal is 28 Huddle leaders	12/31/13		

Adults 2011 Targets		Date Completed	Accountable
Instructional Eucharist included in Sunday School curriculum	12/31/11	completed	
Develop marriage support programs/courses for Sunday morning or evenings	12/31/11	completed	

2012 Targets			
Explore feasibility of periodic Women's Ministry Retreats/conferences (in conjunction with Ministry of Caring)	2/1/12		
Evaluate need for parish family weekend retreat	3/1/12		
Expand C3 Conference	3/1/12		
Define and develop Leadership training policies and procedures	3/15/12		
Increase Holy Week attendance by 5% through increased discipleship efforts	4/8/12		
Continue to Increase number of "open access" bible study and other types of groups	6/1/12		
Explore ways to increase the role of weekday evening programs and activities and consider if attendance can be increased with more vigorous promotion especially Huddles and Missional communities	6/1/12		
Plan and carry out a parish-wide Men's retreat	8/1/12		
Create advanced level discipleship classes in Church History, Theology and Anglican Heritage	9/1/12		
Establish 1 new lay lead class	9/1/12		
Organize and complete leadership retreat or seminar (in conjunction with Sense of Belonging Outcome)	9/1/12		
Enlist and coach 5 additional lay teachers	12/31/12		
Form 5 new Huddle groups	12/31/12		
Establish a "Scholars in Residence" program that will involve partnerships with institutions of higher learning (i.e. Ridley Hall, Duke Divinity School, Trinity School for Ministry, Sewanee)	12/31/12		
Explore development of a "Fellows' Internship Program" a St. George's-based program to help young adults discern their vocational calling ministry to the world (in conjunction with Mission and Outreach)	12/31/12		

2013 Targets			
Research reasons for high annual number of adult confirmands so that it will continue at St. George's and be replicated at other churches	6/1/13		
Form 5 new CLC groups	12/31/13		
Form 5 new LIFE groups	12/31/13		
Increase Holy Week attendance by 10% through increased discipleship efforts	12/31/13		

St. George's Institute		Date Completed	Accountable
Increase awareness of St. George's Institute within parish and Diocese through classes, *Shield* articles, and the bulletin	12/31/11	completed	
Develop a comprehensive Strategic Plan for the St. George's Institute	12/31/11	on-going	
Explore partnerships with local institutions and St. George's to further aims and events of St. George's Institute (ie Belmont University and Belmont Church)	3/1/12		
Increase visibility of the St. George's Institute in the wider church through articles, social media, academic journals and community organizations	3/1/12		
Increase parishioner urgency about engaging in the wider culture and creatively contributing to in the workplace, home, and other creative spheres	3/1/12		
Increased awareness in the wider Nashville community of St. George's commitment to cultural engagement through at least one event that accent music or fine arts	3/1/12		
Explore, with the music dept, a center for Music and Fine Arts	3/1/12		
Develop a "Scholars in Residence" program that will involve partnerships with institutions of higher learning (i.e. Ridley Hall, Duke Divinity School, Trinity School for Ministry, Sewanee)	12/31/12		
Increase awareness of St. George's Institute nationally and internationally	12/31/12		

Ministry of Caring

Through our Ministry of Caring, we lovingly address our members' emotional, physical, and spiritual needs.

2011 Targets		Date Completed	Accountable
Organize and offer Volunteer Recognition Event	4/1/11	completed	
Expand healing ministry by offering monthly healing services	9/30/12	completed	
Improve sound access for seniors during Sunday worship services by (in conjunction with Worship Outcome)	10/1/11	completed	
Plan and complete comprehensive brochure linking spiritual gifts and talents to organizational activities	12/31/11	completed and on-going	
Recruit 5 additional volunteers for Caring Connections	12/1/11	completed	
Enhance Caring Connections and Lay Eucharist Visitor Ministry for Seniors by integrating music, art and other tangible connections to St. George's	12/3/11	completed	

2012 Targets			
Explore opportunities for increased grief counseling and support	2/1/12		
Explore feasibility of periodic Women's Ministry Retreats/conferences (in conjunction with Christian Discipleship)	2/1/12		
Study alternatives for transporting seniors to church services at least once per month	3/1/12		
Educate parishioners regarding funeral preparation and planning	3/1/12		
Offer Crisis Management Seminar to Diocese of TN including but not limited to advise on unemployment and underemployment counseling, health insurance, stress management and prayer	3/1/12		
Celebration of Hope Cancer Survivors Luncheon (in conjunction with Sense of Belonging)	5/15/12		
Create and implement "Sunshine Committee" for emergency meal preparation	6/1/12		
Recruit five more Lay Eucharistic Ministers	6/1/12		
Provide transportation for seniors to two events via church bus	6/1/12		
Recruit five more healing prayer ministers	6/1/12		
Create marriage enrichment programs to support couples and families	6/1/12		

Organize military outreach initiative	6/1/12		
Plan and carry out a parish-wide Men's retreat (in conjunction with Christian Discipleship)	8/1/12		
Create and implement Lay Hospital Visitors Program	9/1/12		
Explore creation of Support Group for Parents of Special Needs Children	9/1/12		
Improve quality of sound system support for Seniors in all aspects of church related activities including but not limited to nave, halls and classrooms	12/31/12		

2013 Targets			
Explore creative ways to educate, care and support couples with fertility issue(s)	9/1/13		
Explore feasibility of annual marriage retreats	9/1/13		
Create a comprehensive parish-wide program to support widows and widowers for two years after the death of a spouse	12/31/13		

Mission & Outreach

Our focused mission efforts enable us to build lasting results for targets populations.

2011 Targets		Date Completed	Accountable
Arrange for logo hyperlinks on website for volunteer organizations supported by St. George's to increase volunteer opportunities	9/1/11	completed	
Evaluate how well our funded ministries reflect our purpose and vision annually	12/31/11	on-going	
Ensure our mission and outreach giving is 10% of budgeted pledges (ongoing)	12/31/11	completed	
Continue and improve international student outreach through congregational holiday dinner invitations and other activities	12/31/11	on-going	
Increase awareness and support to *In Excelsis* concert series (on-going)	12/31/11	completed	
Support the Executive Commission with the formation of Living Waters committee to determine recipients of the Living Waters tithe.	12/31/11		

2012 Targets			
Determine recipient(s) of Living Waters tithe gift	4/1/12		
Recruit 10 more sponsors for newcomers committee (Sense of Belonging also)	6/1/12		
Identify and promote family-friendly and affordable mission outreach projects and trips locally or domestically	6/1/12		
Develop program for church-sponsored missionaries.	6/1/12		
Prepare for a Campus Alpha program at Vanderbilt in September, 2012 with Adult Discipleship.	9/1/12		
Increase parish wide participation in mission and outreach by 10%.	12/31/12		
Explore partnership with a community resource group in healing ministry, teaching refugees	12/31/12		
Support youth managed outreach program with Student Discipleship.	12/31/12		
Explore opportunities for Children and Kindergarten to participate in mission and outreach activities	12/31/12		
Promote volunteer and mission opportunities by giving testimonials throughout the year at various church functions included but not limited to Adult Discipleship, worship services, and Wednesday night functions.	12/31/12		

2013 Targets			
Explore partnership with an existing agency for a “lunch buddy” program	12/31/13		

Worship

Our worship draws inspiration from our heritage of the classical Anglican tradition, as well as meaningful worship in other styles and venues.

2011 Targets		Date Completed	Accountable
Restore Oblation Bearers at 8:45am service	8/28/11	completed	
Ensure information regarding large print Books of Common Prayer and sound assistance devices is readily available and advertised for seniors	8/28/11	completed	
Implement alternate worship service outside of nave on Sunday morning	9/18/11	completed	
Plan monthly evening healing prayer services (in conjunction with Ministry of Caring Outcome)	9/30/11	completed	
Plan monthly evening healing prayer services (in conjunction with Ministry of Caring Outcome)	9/30/11	completed	
Improve sound access for seniors during Sunday worship services (in conjunction with Ministry of Caring)	10/1/11	completed	
Recruit 5 more (net) children's choir members in each of the children's choirs	12/1/11		
Instructional Eucharist included in Sunday School curriculum (in conjunction with Christian Discipleship Outcome)	12/31/11	completed	
Review sound system for improvement in sound quality in nave	12/31/11	completed	

2012 Targets			
Recruit 5 more (net) adult choir members	1/1/12		
Prepare and launch community wide advertising campaign for The Table service	1/1/12		
Appoint task force to determine reasons for decline in 11:15am attendance and recommend options for future	1/1/12		
Explore Evening prayer worship outreach to Room at the Inn guests	1/15/12		
Prepare and implement a system to track attendance and impact of the Table worship service	2/1/12		
Promote daily 7am service within the wider Nashville community	2/1/12		
Reorganize 11:15am Usher Corps to include more women and families	3/1/12		
Investigate opportunities for reaching more people on Sunday morning via internet and other communication access	4/1/12		

Develop a plan for worship outreach to nursing homes, retirement centers, and senior assisted living centers in the surrounding areas	4/1/12		
Expand and promote the St. George's Academy	5/1/12		
Celebrate 25th anniversary of the opening of the nave	5/6/12		
Increase overall Sunday attendance by 10%	6/1/12		
Include one "Hymn-sing" per year for congregational sing-along's (ongoing	6/1/12		
Increase Holy Week attendance by 10% through increased discipleship efforts (in conjunction with Christian Discipleship Outcome)	6/1/12		
Enhance St. George's Preaching Series opportunities by enabling the preachers to teach more classes during the week	9/1/12		
Increase attendance at 7am service by 20%	9/1/12		

2013 Targets			
Establish a program to contact members who have been inactive for more than a year	4/1/13		

2014 Targets			
Capital campaign for purchase of a new organ for sanctuary	12/31/14		

Sense of Belonging

Our parishioners feel a deep sense of belonging because of our intentional creation of community that focuses on our relationship with Christ and one another.

2011 Targets		Date Completed	Accountable
Create more opportunities to foster a sense of family at the church. Establish a committee to consider how we can "make a large church small"	11/1/11	completed and on-going	
Consider putting "attendance pads" in each of the pews to enable fellowship, monitor attendance and count sheep (members)	12/31/11		
Develop marriage support programs/courses for Sunday morning or evenings (in conjunction with Christian Discipleship Outcome)	12/31/11	completed	
Develop plans for two Community groups	12/31/11	completed and on-going	
Explore Wednesday evening programming for adults, children and students including missional communities and neighborhood activities (in conjunction with Christian Discipleship)	12/31/11		

2012 Targets			
Evaluate parish family weekend retreat (in conjunction with Christian Discipleship Outcome)	3/1/12		
Establish prayer partnerships between adults and students	3/1/12		
Prepare a plan for monitoring and supporting small groups within the parish (how to "make the ask")	4/1/12		
Explore opportunities in "104 Building" for parish life	4/1/12		
Celebration of Hope Cancer Survivors Luncheon (in conjunction with Ministry of Caring)	5/15/12		
Increase number of "open access" bible study and other types of groups (in conjunction with Christian Discipleship Outcome)	6/1/12		
Form two more community groups	6/31/12		
Plan and carry out a parish-wide Men's retreat (in conjunction with Christian Discipleship Outcome)	8/1/12		

Present “Taste and See” for small groups offerings to promote and expand existing groups	8/28/12		
Develop plan for leadership training retreat (in conjunction with Christian Discipleship Outcome)	9/1/12		
Create “Lost Sheep” initiative	12/31/12		
Articulate a clear philosophy and strategy incorporating missional communities to foster belonging and mission	12/31/12	**ongoing**	

2013 Targets			
Plan and carry out a parish-wide Women’s retreat (in conjunction with Christian Discipleship Outcome)	8/1/13		

Administration

Building & Grounds 2011 Targets		Date Completed	Accountable
Paint exterior brick of building ($25,000)	7/31/11	completed	
Replace carpeting and paint in all upstairs hallways and rooms	9/30/11	completed	
Complete painting of interior started in 2010	12/31/11	completed	

2012 Targets			
Review and improve security/locking system ($20,000)	12/31/12		
Review and replace, where necessary, windows in Nave (up to$120,000)	12/31/12		
Review and make recommendation concerning lighting and electrical in Nave ($100,000)	12/31/12		
Review and make recommendation for improvement of outdoor lighting ($50,000)	12/31/12		

2013 Targets			
Address any pavement resurfacing or sealing that needs to be handled ($25,000)	12/31/13		
Develop a Church Campus Master Plan including the best use of the 104 building	12/31/13		

Communications 2011 Targets			
Connect on-line book recommendations to Amazon so that bookstore receives commission from all sales	8/30/11	completed	
Evaluate possibility of electronic information kiosks installed in narthex, entrance to church office, and 2nd floor admin entrance to replace bulletin boards and easels.	12/31/11		
Design brochure with map and explanation of all fine art pieces	12/31/11	completed	

2012 Targets			
Have Art Brochure professionaly printed	3/1/12		
Publish updated church directory without photos	9/1/12		
Design and print brochure on Rose Window	12/31/12		
Explore possibility of smart phone app for calendar and/or Shield	12/31/12		
Implement Facebook page so parishioners would be notified as big events are added	12/31/12	**completed**	

Human Resources 2011 Targets			
Implement process for annual employee performance reviews	12/31/11		

2012 Targets			
Develop job descriptions in consistent format for each position including part time	12/31/12		
Implement program of job grading with corresponding pay ranges for all lay employees	12/31/12		

Finance 2011 Targets			
Finalize fine arts inventory listing with assistance from Gayley Patterson and Lynn Terry	12/31/11		

2012 Targets			
With vestry representation, develop planned giving program to be managed by new employee focused on stewardship and “development”	12/31/12		
Document accounting processes to satisfy previous audit comments	12/31/12		
Develop electronic purchase order/requisition process that requires one level of prior approval for all purchases and, based on estimated expense, additional approvals where needed	12/31/12		

Data Management 2011 Targets			
Purchase and install new server (approximately $20,000)	12/31/11		
Evaluate replacement of phone system w/ more modern and efficient system	12/31/11		

2012 Targets			
Evaluate new web-based “Office 365” package to determine if more cost efficient than individual desktop licenses	12/31/12		