



## Staff and Vestry

### 2021 Ministry Goals

## A Picture of the Early Church

Acts 2:42-47

They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers. Awe came upon everyone, because many wonders and signs were being done by the apostles. All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds to all, as any had need. Day by day, as they spent much time together in the temple, they broke bread at home and ate their food with glad and generous hearts, praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved.

### 5 Activities of the Church

- 1) Incorporation: "...day by day the Lord added to their number those who were being saved."
- 2) Worship: "They devoted themselves to...the breaking of bread and the prayers...praising God."
- 3) Parish Life: "...devoted to the fellowship...all who believed were together...they ate together."
- 4) Formation: "The devoted themselves to the apostles teaching."
- 5) Outreach and Mission: "They gave to all, as any had need."

# Incorporation

## Strengths

- Staff in place to implement and sustain newcomer initiatives.
- Strong clergy connection with newcomers.
- Strong newcomer programs for “churched” individuals including our membership class, St. George’s 101.

## Areas for Growth

- Engaging the “unchurched.”
- Clarify membership process.
- Structures for incorporating new members.
- Develop programming focused on teaching the basics of the Christian faith.
- Build up lay leaders.
- Increase our relationship with families of St. George’s Kindergarten.

# Initiatives

- Develop lay-led “Newcomers Team” to foster newcomer ministries.
- Create online spiritual gifts and passions assessment for new members.
- Create a regular rhythm of classes that teaches the basics of the Christian faith, including survey classes on the Old and New Testament.
- Launch faith exploration programs for adults and youth (separate programs for adults and youth). Modeled after Alpha, these programs will seek to attract the “unchurched” and those questioning their faith.
- Grow relationships with St. George’s Kindergarten families.

# Worship

## Strengths

- Strongest area for St. George's.
- Incredible music program and staff.
- History of strong preaching and commitment to the Episcopal liturgy.
- The Table Service.
- Beautiful and functional worship spaces.
- Choristers and St. Dunstan's Choir.
- Significant online worship presence.

## Areas for Growth

- Strategy for increasing worship attendance.
- Strengthen lay worship teams.
- Strategy to reverse decline in attendance of 11:00am service.

## Initiatives

- Recruit new members for lay worship teams. Equip these teams with regular training.
- Quarterly worship schedule review with an emphasis on attendance-driving events. Part of fall reengagement plan.

## Parish Life

### Strengths

- Staff in place to implement and sustain parish life initiatives.
- Clergy-led crisis pastoral care.
- Strong lay-led senior ministries (65+) supported by clergy.
- Strong lay pastoral care ministries.
- Development of intergenerational ministries (e.g., Prayer Partnership).
- Lay leadership and energy for fellowship groups (e.g., Foyer Groups).
- Space and ability to host events.
- Men's groups.
- Neighborhood Groups.

### Areas for Growth

- Due to COVID-19: Church community is scattered.
- Structures to provide long term lay-led non-crisis pastoral care.
- Grief ministries.
- Elevate importance of fellowship.
- Groups for women.
- Young Adult and College Ministries.
- Strengthen Lay Eucharistic Visitors and Healing Ministers.
- Lay leadership for Neighborhood Groups.
- Suicide Prevention.

### Initiatives - Pastoral Care

- Creation of ministries to address long term non-crisis pastoral care.
- Quarterly grief liturgies.
- Annual Pastoral Care Workshop to strengthen pastoral care ministries.

### Initiatives - Fellowship

- Develop a series of fellowship and program events to reengage parishioners when we can meet safely.
- Explore coffee hour following 9:00am and 11:00am services as part of fall reengagement plan.
- Implement supporting structures to sustain and grow Neighborhood Groups.
- Annual women's weekend retreat.
- Creation of Young Adults Bible study to develop leaders for Young Adults initiatives next year.
- Family Ministries: Increase individuals engaged in our Children/Youth Prayer Partnership.
- Family Ministries: Establish monthly fellowship opportunity for families.
- Family Ministries: Create community for 5<sup>th</sup> and 6<sup>th</sup> graders to help transition to youth group.

## Formation

### Strengths

- Tradition of excellent teaching programs led by clergy.
- Essentials Small Group Studies.
- Strong family ministries team.

### Areas for Growth

- Strategy for fostering Christian maturity through formation programs. Communicate roadmap.
- Classes that foster rigorous Christian study.
- Formation programs for parents.

## Initiatives

- Creation of adult Christian formation strategic plan that includes classes, programs, music and retreats. This includes more robust teaching on faith and vocation.
- Creation of children and youth Christian formation plan.
- As part of the adult Christian formation plan, consider a seminary level theology class.
- Creation and implementation of regularly scheduled classes and programs designed to strengthen marriages (e.g., Alpha Marriage).
- Create a strategy for, and schedule of, guest preachers and teachers. Part of fall reengagement plan.
- Annual Christian parenting weekend workshop.

# Outreach & Mission

## Strengths

- St. George's Enterprise Ministry (SGEM).
- Neighborhood Groups.
- Strong lay-led outreach ministries.
- Developing relationship with our partner elementary school and neighborhood.
- Outreach funding.
- Staffing in place to maintain relationships with outreach partners.
- Nashville Fellows Program.

## Areas for Growth

- Outreach ministries are siloed.
- Opportunities for parishioner engagement with outreach activities.
- Clergy involvement with local outreach partners.
- Relationally focused response to racial injustice.
- Engagement with world missions.
- Care of creation.

## Initiatives

- Development and implementation of overall strategy for mission. Immediate focus on relationships with local outreach partners.
- Creation of "Volunteer Dashboard" that outlines specific service opportunities for parishioners. Updated monthly.
- Regularly scheduled "Mission Days" with clergy involvement. Regular group trips to serve outreach partners.
- 10-week program exploring faith and vocation.
- Implement two-year art and music outreach project that seeks to foster Christian imagination.
- Family Ministries: Establish a monthly service opportunity for families.

“The man who is wise, therefore, will see his life as more like a reservoir than a canal. The canal simultaneously pours out what it receives; the reservoir retains the water till it is filled, then discharges the overflow without loss to itself ... Today there are many in the Church who act like canals, the reservoirs are far too rare ... You too must learn to await this fullness before pouring out your gifts, do not try to be more generous than God.”

- Bernard of Clairvaux



4715 Harding Road Nashville, TN 37205  
615-385-2150 | [stgeorgesnashville.org](http://stgeorgesnashville.org)