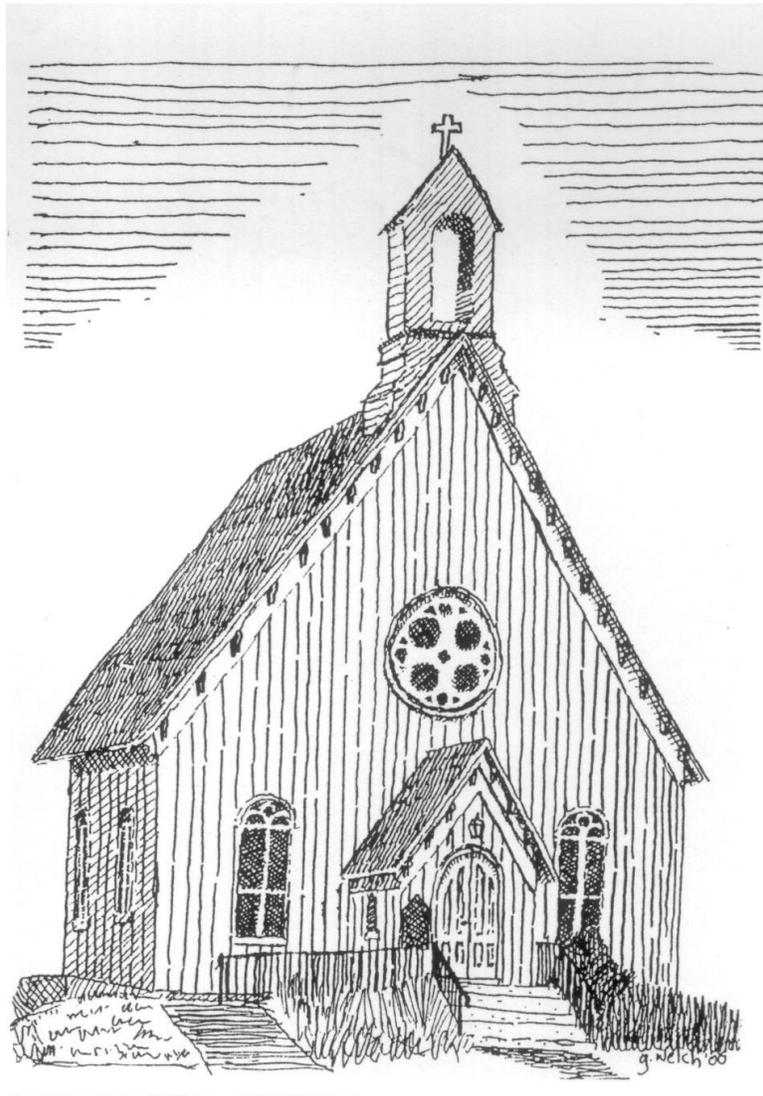


20/20 Vision
St. Matthew's Church
Goffstown, NH
Long Range Plan 2012 – 2020



August 2012

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Background

In the spring of 2012 a Task Force, Youth Caucus and Leadership Team were identified to craft a long range plan for St Matthew's Church. Entitled 20/20 Vision, the following document outlines the charge to the volunteers, the process followed, the names of those who participated in the process and the actual plan that includes Mission, Vision and Values statements along with Ministries, their charges and current content, and, finally, the Goals, Objectives, Action Steps, and accompanying logistics (who, when, budget estimates and evaluation mechanisms). This packet is presented to the Vestry of St Matthew's Church for its discernment this 9th day of August, 2012.

Goal / Charge: to anticipate, plan and create a plan through 2020 for St Matthew's Church, Goffstown. Identify where we are now, where we want/need to be in 2020 and how we will get there in increments: short term (2012), mid-range (2013-15), long range (2016-20).

20/20 Vision Leadership Team: Bengé Ambrogi, Senior Warden, Barbara Carbonneau, Jill Desrochers, The Reverend William Exner, David Greiner, Bob Jones, Jean Leduc, vice chair, Andrew McKim, Katherine McKim, Youth Caucus Liaison, Nancy Nichols, Amy Poisson, Melanie Sherwood, Leo Steffens, Joan Alayne Stevens, Junior Warden, chair

20/20 Vision Task Force: Sarah Ambrogi, Eric Battey, Sharon Benard, Joe Exner, Nancy Nichols, Morgan Pierce, Gail Schwab, Natalie Sennett, Shea Sennett, Rick Simons, Roger Fortier

20/20 Vision Youth Caucus: Kathy McKim, Jack Kennerson, Tessa Carbonneau, Louisa Pancoast, Eryn Pierce, Kate Deabill, Bridget Kennerson

Timeline:

The following meetings were held:

4/17/12: Charge, people, long range planning model (pg 2), meeting dates, mission, vision, values (see below) (intros, ground rules, prayer) Add elaborate dream: Present: seeking and serving Christ in people. Future: essential vs. non-essential: How can St Matt's be more of an asset to the community and to families?

4/29/12: Youth Caucus over pizza. 11:15

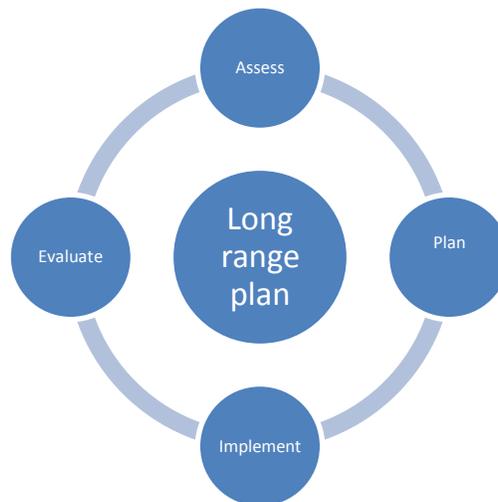
5/22/12: Undertake SWOT analysis of each ministry related to mission & develop charge for each ministry to post on website

6/12/12: Develop & prioritize (most important / most changeable) **goals** for each ministry 2012, 2013-15 and 2016-20

6/26/12: Develop measurable **objectives** for each goal and action steps (tasks); identify who is responsible by when and budget requirements.

7/10/12: Leadership Team meeting to finalize the Product: a report that outlines the goal, process, Mission, Vision, Values, Goals, Objectives, and Logistics: By When, By whom, Budget and Evaluation indicators for Vestry discernment then share with parish

Long range planning Model: A.P.I.E.



Assess: SWOT (see example attached) Analysis both internal and external, Mutual Ministry, other? Get input from ministry heads. Listening session ____ or vision?

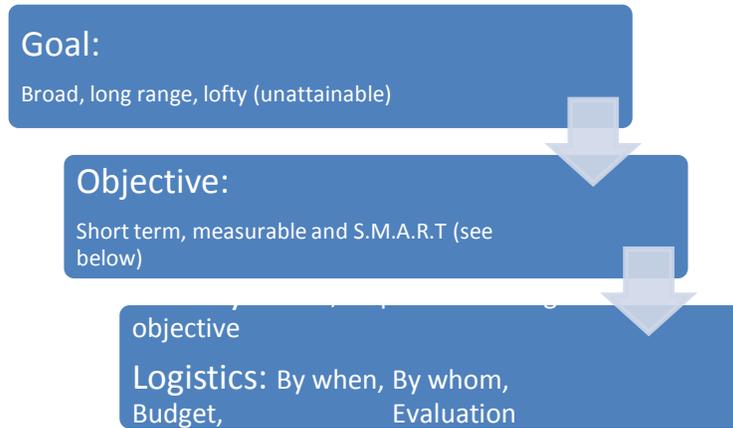
Strengths: What is it we find so desirable about our organization and our ministries? What are our resources, human, financial, volunteer, paid, physical plant, materials, supplies, equipment, parishioners, community, diocese.

Weaknesses: What is less desirable about our organization? What resources do we lack?

Opportunities: What future do our constituencies wish for us & who are our constituencies? What could we parlay into resources/strengths?

Threats: What would stand in the way of success? What could hurt/adversely affect us?

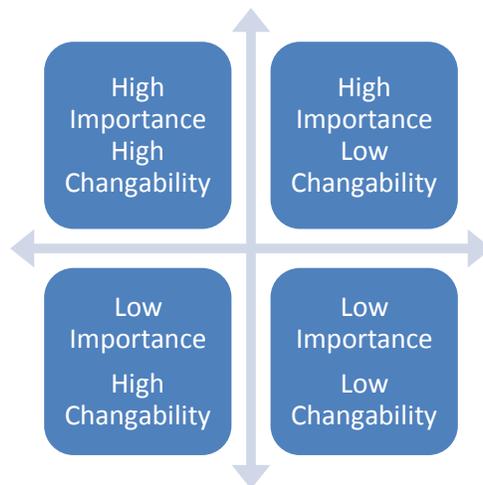
Plan: this IS the long range plan process & product: Annual: 2012, Short term: 2013 – 15, Long term: 2016 – 20. Pick from and prioritize the above. (See grid below.) G.O.A.L.:



Objective: S.M.A.R.T.:

- Specific – tangible behaviors or performance areas
- Measurable – how much of what change will occur (in whom) by when
- Attainable – achievable, Relevant – to mission/purpose
- Realistic – given the resources available
- Trackable – countable, deadline

Prioritizing:



Implement: Identify annually what, who, by when, how, budget (how much will it cost and where will the money come from?)

Evaluate: How will we know that we did what we said we were going to do? Process tells how “it” is going. Outcome tells if “it” was accomplished.

The 20/20 Vision Plan

As a result of the aforementioned the LRP committee presents the following LRP to the Vestry for its discernment:

Mission

Seeking to nurture the power of Christ in and through its members, to encourage the recognition of the loving service of God in and through our homes, community, diocese, nation and world.

Vision

We see the future of St Matthew's Church as a welcoming, accepting and diverse inter-community spiritual congregation of The Episcopal Church that encourages people of all ages in the loving service of God as we provide for the needs of our families, the community, diocese, nation and world through prayer and acts of grace, energy, commitment, leadership, love and compassion.

Values

The Episcopal Church & our Baptismal Covenant

Seekers: young, old, disabled, disenfranchised, the meek, the poor in spirit, those who mourn, those who hunger and thirst for righteousness, the merciful, the pure in heart, the peacemakers, those who are persecuted because of righteousness...

Leaders

Volunteers

Local businesses

Community

Events

Supporters

Youth

Everybody

Life

Freedom

Acceptance

Thanks

Word & examples of Jesus

Respect & dignity for all

Outreach – making sure all are cared for

Diversity - all of it
Openness
Peace – in all things
Lost spiritually, less fortunate, anyone who is seeking
Truth, love
Knowledge and wisdom
Thanks for what we have and joy in sharing it
Serve others without discrimination

Ministries, Charges, Visions/Elaborate Dreams, Long Range Plan Goals, Objectives, Tasks, By When, By whom, Budget, Evaluation indicators

The nine ministries follow in alphabetical order. Please note the asterisks as they relate.

*Budget: Specific dollar amounts will be specified annually. \$ indicates low cost of expected expense and \$\$\$\$ indicates high cost of expected expense

**Ratings: 7 – high and 0 low

Administration/Clergy/ Human Resources (paid and volunteer) Ministry

Charge: To provide appropriate staffing and volunteers, equipment, materials & processes to enable and inspire the parish to meet its mission.

Elaborate Dream: All ministries of the church are well staffed and resilient, able to function in the face of inevitable change. These will be depth of leadership for all tasks. St. Matthew’s will continue to be blessed with leadership, staff, & volunteers to allow it to fulfill its mission as God has intended in a loving, committed manner.

Goal	Measurable Objective(s)	Activity/Task(s)	By when	Who	Budget*	Evaluation indicator(s)
To have an active succession plan for all paid and volunteer positions – rated 7 of 7	†By 2013 there will be depth of leadership for all tasks.	†Hire, train, supervise, recognize & have succession plan for all volunteers, leaders, & all staff: Rector, administrative assistant, sexton, organist. Volunteers: youth, musicians, choir & director(s), Vestry, Treasurer, program leaders, office volunteers, SHINE, Sunday School, Community Clothing Center director, Breakfast cooks, coffee hour, lay readers, Eucharistic ministers, Lectors, etc.	2013	Vestry	NC	Evidence of plan
Members of the community shall feel encouraged and comfortable offering and employing their talents in the service	†By 2013 have a part-time volunteer and by 2014 a paid volunteer coordinator – rated 5 of 7	†Administrative Assistant / Volunteer coordinator †Have recognition plan in place †Include a volunteer	2013	Vestry	\$\$	Payroll

of the Ministries and feel their talents are recognized and acknowledged.		program for children / youth †Set priorities to match the available human resources to what the ministries hope to accomplish				
To inform the public (including the parish) of the good that is done by St Matthew's via mechanisms such as technology resources: website, Facebook etc.	†By 2020 a social marketing campaign will be in place	†Utilize newsletters, newspaper, GTV, Facebook and other media – phase in over time	2020	Vestry	NC	Report to Vestry
		†Develop & conduct ongoing parishioner education on ministries & volunteer & leadership opportunities: update on website by 2013 – rated 1 of 7	2015	Vestry	\$	Evidence of enhancements
	†By 2020 reach current, absent & potential seekers	†Explore other opportunities to reach current, absent & potential parishioners	2013	Vestry	\$	Report to Vestry
	†Ongoing: technology improvements will keep pace with industry and social media standards – rated 3 of 7**	†Identify the importance of the technology aspects and dedicate ongoing resources enhancing website, Facebook etc.	2013	Vestry	\$\$	Report to Vestry
		†Identify an active administrator for the website	2015	Vestry	NC	Vestry Minutes
To share ministries	†By 2020 determine if	†Enter into & continue	2020	Vestry	NC	Vestry

<p>for programs & services like SHINE (weekly senior socialization program) with a broader geographic focus – rated 0 of 7</p>	<p>there is an interest in sharing programming for ministries such as SHINE</p>	<p>discussions with Dunbarton and Weare about collaborating on things like SHINE or more... If advisable pilot sharing programming and resources</p>				<p>Minutes</p>
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Buildings & Grounds Ministry

Charge: To provide safe, accessible, comfortable, environmentally sound buildings and grounds.

Elaborate Dream: Many generations into the future, our buildings will continue to provide a functional home for our ministries, serving our congregation and the community.

Goal	Measurable Objective(s)	Activity/Task(s)	By when	Who	Budget*	Evaluation indicator(s)
To provide for large replacements & repairs such as roofs, painting, boilers, stained glass windows, solar panels, wiring	By 12/2014 a Maintenance Budget will be established funded by operating account	+Complete Property Condition Assessment (PCA) in 2013 +Establish line item budget for 2014	2013 2014	Vestry Liaisons	Approx. \$250,000 / 30 - 40 years	Evidence of Maintenance Budget
To insure that our buildings are energy efficient: programmable thermostats, weather stripping, insulated doors, thermopane windows etc. – ranked 2 of 7**	By 2015 reduce energy consumption by 15%, by 2020 reduce by 30%, by 2050 reduce by 80%	+Refer to Audit by Criterion Turner Engineers: Prioritize Action measures in consideration of Recommendations in Audit (e.g., Implement High Return, Low cost Measures by 2013) +Further study of implementation costs & Alternative Energy Use	Ongoing: 2013 – 2015 – 2020 – 2050 2015	Vestry, Liaisons, Environmental Affairs Comm.	\$\$\$\$	Evidence of upgrades, Chart energy usage from bills
To insure that all gathering spaces are accessible, welcoming & functional for our mission activities	By 2014 establish a accessibility feasibility plan and schedule for	+Add handicapped access to the undercroft if feasible	2020	Priest & Vestry Liaisons	\$\$\$\$	Evidence of attainment of handicapped access

	attainment †All spaces accessible by 2020	†Add a teen room – ranked 4 of 7 †Expand multiple uses †Consider better use of back room at 9 North Mast †Purchase and locate a picnic table †Consider a play ground & vehicle †Parking expansion †Independent audit to assess the level of “welcoming” and “functioning” spaces by 2014	2013	With Youth	\$ NC	Vestry Minutes # of new uses of facilities Evidence of use Picnic table in place Playground / vehicle acquired Evidence of new parking spaces Report of independent audit of welcoming & functioning spaces
			2013	With Outreach & Youth	\$\$	
			2014	Vestry Liaisons	\$	
			2015	“	\$\$\$	
			2020	“		
			2014	Vestry Liaisons	\$	

Christian Formation Ministry

Charge: To provide opportunities for learning and growing spiritually for all people. Community Spiritual Life Center: To provide opportunities for all who seek to go deeper in their spiritual journey and to be more open to the power of the Spirit.

Elaborate Dream: St Matthew’s will have a Christian Education program that views Christian formation as a life-long endeavor and provides resources and programs for every stage of life in a variety of settings, incorporates technology, and with a broad selection of programs from Tai Chi to mediation to Bible study.

Goal	Measurable Objective(s)	Activity/Task(s)	By when	Who	Budget*	Evaluation indicator(s)
To provide Christian Formation programs for children and youth	†Ongoing: Sunday School program: Annually 24 weekly classes are held for 30 average weekly attendance (50 enrolled) †2015 consider implementing a Vacation Bible School	†Identify curriculum, day, time, identify, train & support teachers & greeters †Gauge interest via Time & Talent sheet	Annually December 2012	Christian Formation Director Vestry Liaisons	\$ \$\$	Number of classes, participants, parent and child satisfaction Outcome of feasibility study
To provide broad range of Christian Formation programs for adults	†By 2015 revitalize Community Spiritual Life Center †By 2013 Evaluate current & new programs & seek input/evolve training & support for Christian Formation lay leaders	†Identify day & evening offerings, leaders etc. †Consider interfaith offerings – rated 1 of 7** †Ongoing: Book group, film discussions, babysitting, Confirmation/Reception, Bible Study, Inquirer’s groups / on-line classes	Ongoing 2015 Ongoing	Vestry Liaisons – consider creating Christian Formation Committee	\$\$ \$	Participation, satisfaction
To provide meaningful programs in	Ongoing: continue Epiphany Play Live Nativity	†Review church year calendar and opportunities to hold ongoing and new	Ongoing	TBD	\$	Evidence of programs being held &

accordance with the church calendar	Lenten programs	programs Establish Christian Formation Committee	2014	Admin	NC	participation / satisfaction levels
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Fellowship Ministry

Charge: To provide opportunities for members and potential members to meet and socialize and feel welcome and included as a means to enhance spiritual growth.

Elaborate Dream: Everyone at St Matt's feels confident in their relationships with other Mattheans and open to spiritual growth and loving service of God.

Goal	Measurable Objective(s)	Activity/Task(s)	By when	Who	Budget*	Evaluation indicator(s)
Parishioners will interact comfortably with each other	†Host activities for specific generations †Continue & improve what we currently have	†Get Acquainted Groups (GAG) & Mattheans, Old/Newcomers, Senior Saints luncheon, Progressive dinner / Yankee Swap, Mass on the Grass, Warden's monthly Breakfast †Receptions after burial rites †Survey GAG/Mattheans re: what they want & offer it	Ongoing Ongoing 2013	Vestry Liaisons	\$ \$	Evidence of offering programs listed Truly measure participation / satisfaction
Parishioners will participate in offerings and over time rise to leadership positions	___ # of people & # of new people will engage in projects & ministry offerings ___ # of people will lead projects & ministry offerings	†Develop plan to invite newcomers to coffee hour †Identify & add more coffee hour hosts †Identify specific roles for Fellowship volunteers and leaders (w Admin) †Retreats	2013 2013 2015 2020	Vestry Liaisons	\$ NC NC \$\$	Total number of people participating & number of new people participating Evidence of new leaders coming on board

Outreach Ministry

Charge: St. Matthew's Parish is committed to the spirituality of outreach. Our efforts extend to the community in which we live and beyond. It is the purpose of the Outreach Committee to respond to critical needs of our neighbors through direct support and prayers and through the allocation of small grants to meet these needs and to enable them to be better able to care for themselves.

Elaborate Dream: The basic needs of people in the growing Goffstown area will be met: no one will go hungry, cold, unsheltered.

Goal Short, Mid, Long range, Ongoing	Measurable Objective(s)	Activity/Task(s)	By when	Who (in collaboration with parish priest)	Budget*	Evaluation indicator(s)
To serve those in need including: low income, elderly, children, families, adults with food, clothing, etc.	†By 2013, Identify Community needs & understand impact of reduced government funding for social programs †By 2015, explore & develop if feasible, a <i>Family Resource Center</i> (meals, emergency housing, day care, etc) rated 2 of 7** †Ongoing: continue Community Clothing Center †Ongoing: continue weekly SHINE program for seniors	†Consult with Town Welfare Officer Granite State Organizing Project, Southern NH Services & Clergy Association etc. †Provide a resource list of services	2013	Robust Outreach Committee with new members delegating some things to others	No cost	Document
			2015 Ongoing		\$	Report
		†Explore expanding days open & sharing back room space (w Buildings & Grounds & Youth)	2013 2015	CCC Leadership Team	Pays for itself	Revenue / expense / # served
		†Engage Parish Nurse, program leaders, speakers etc.	Ongoing	SHINE Program Leaders	\$500	# weekly programs & average attendance & client satisfaction

To raise adequate funds to meet the prioritized needs of the community	†By 2015, identify & access additional funding sources	†Find new funding †Yard sales Crop walk Super roll	2015 Ongoing	Outreach Committee	Revenue generator	Total money raised
To use resources to help people in need in our service area with things like: fuel, gas, electricity, car repairs.	†Ongoing: provide small grants to people in need based on the money available †Ongoing: collaborate with Goffs Food Pantry	†Hold monthly meetings or get feedback from members to make funding decisions for people and local / state organizations	Ongoing Ongoing	Outreach Committee	Expense based on revenue	Money expended Pantry records
To provide resources to help those beyond our service area	†Ongoing: disperse funds as available beyond our service area †By 2015, explore the possibility of doing missionary work	†Identify international organizations to support: Millennium Development Goals, Children Int'l, Episcopal Relief & Development, United Thank Offering	Ongoing 2015	Committee	Based on revenue \$\$	Money expended
To put our faith into action politically to advocate for those who need it. 0 of 7	†By 2015 develop a political action process & agenda	†Train parishioners to participate	2015	Committee	No cost	Document

Pastoral Care Ministry

Charge: To provide services to meet the physical, spiritual, and emotional needs of those who are in trouble, need, sickness or any other adversity.

Elaborate Dream: All who need us will be cared for in body, mind, & spirit.

Goal	Measurable Objective(s)	Activity/Task(s)	By when	Who	Budget*	Evaluation indicator(s)
To provide for the pastoral care needs of St Matthew's while preserving the dignity and integrity of those receiving care	Ongoing: continue current services	†Visits, meals, errands, provide hospital, nursing home and residence visits	Ongoing	Vestry Liaison	\$	Evidence in Annual Report
		†Knitting ministry	Ongoing			
		†Intercessory Prayer Group	Ongoing			
		†Response to crisis needs including for pastoral care	Ongoing		\$	
		†Community support to deployed / military families	Ongoing			
		†Continue Prison ministry with Outreach ministry	Ongoing			
		†Provide transportation to St Matthews those who need it	Ongoing			
	By 2013 consider adding new services	†Consider Stephen Ministry training	2015	Vestry Liaison & Administration	\$\$	Vestry Minutes
		†Cards for birthday or illness to shut ins	2013		\$	Report to Vestry
		†Actively maintain a list	2013		NC	Evidence of list

		of those in need of pastoral care				
		†Build & maintain a pool of pastoral care resources inside and outside the parish ranked 3 rd of 7**	2013	“	NC	Evidence of list
		†Bring the Word of God to all who can no longer come to church	2020	Priest & Eucharistic ministers	\$	Report to Vestry
		†Provide caregiver support	2020	Vestry/Clergy	\$	Report to Vestry

Stewardship Ministry

Charge: To adequately finance resources to enable the parish to reach its goals and mission and to serve as stewards of God’s green earth (land, air and water).

Elaborate Dream: The Ministry of Stewardship encourages and equips young and old to identify and share the gifts and resources God has given them for the good of the Parish that serves members and community.

Goal	Measurable Objective(s)	Activity/Task(s)	By when	Who	Budget*	Evaluation indicator(s)
†Raise adequate revenue to allow us to follow & achieve our elaborate dreams.	†By 2015 10% increase in revenue stream	†Explore grant funding †Take advantage of Diocese trainings †Promote & publicize use of all resources †Record & report collections †Annually, conduct financial review	2015	Rector, Vestry & Liaisons	Determined annually	Treasurer’s Report
			TBD	“		TBD
			Ongoing	“		Treasurer’s Report
			Ongoing	“		“
†Fund &/or build ongoing deferred maintenance, capital and planned giving budgets – rated 5 of 7**	†By 2015 via Planned Giving: Fund Endowment (restricted and non-restricted) account: -\$10,000 new funds by 2015 -20 families designate church as beneficiary by 2015 †By 2013 establish Capital	†Endowment, Legacy Society, Bequests, Memorials †Consolidate memorial accounts	2015	Planned Giving Committee	5X	“
			2014		\$250,000	“

†Own 9 North Mast mortgage free	Budget †Build ongoing Deferred Maintenance budget †Pay off the mortgage on 9 North Mast	†Establish & begin funding line in budget †Consider refinancing options	2013 —	Vestry “	\$200,000 \$180,000	“ Mortgage paid off
†Continue to emphasize that everyone has something to offer God in campaign	†By 2020 fund full time or half time volunteer coordinator (See Administration / Clergy / Human Resources)	†Reach younger givers †Encourage generosity / spirituality †Explore ways parishioners can provide support vs. giving money: Time & Talent	2020	“	NC	2020 Budget
†Lay ministry takes over most ministries	†By 2020, every person has a role	†Talents identified and put to good advantage including Youth / children ministry	2015 2020	“	NC	Measure degree to which lay ministry takes over most ministries
†Take care of God’s green earth	†Identify & conduct new & continue ongoing environmental activities †Involve Youth in planning & execution of environmental activities	†Appoint an environmental coordinator for parish activities †Continue roadside clean up	2014 Ongoing	Environmental Committee	\$	Environmental coordinator volunteer appointed Vestry minutes

	for children rated 2 of 7**	children/teens in the service (see Youth), Centering prayer / yoga before church †Consider youth focused worship on a week day/night (guitar/drum), prayer walk, meditation in the garden, links to Episcopal services				
Evangelism: all potential current and absent seekers will favor St Matthew's	Ongoing: membership will be increased by 5% and 5% of absent members will have returned	†Reach out to current, potential, absent seekers (with Christian Formation & Pastoral Care)	2015	Rector & Vestry	\$\$	Vestry Minutes
To offer off campus worship opportunities to enhance spiritual experiences – rated 3 of 7**	By 2020 determine & pilot new off campus programs and services	†Consider prayer hike, gatherings in parks where people can experience or learn about Episcopal-style worship †Pilot several in stages	2020 2013, 2015, 2020	Rector & Vestry Rector & Vestry	\$\$\$ \$	Vestry Minutes Vestry minutes

<p>Matthew's is awesome!" and thereby increase the number of youth seekers *statement of a member of the St Matthew's Youth Caucus and youth representative to Southern Convocation</p>	<p>offerings with groups such as NH Teen Institute, Crispin's House, and Makin It Happen Coalition</p> <p>+Increase awareness through technology & traditional avenues (see Administration / Clergy / Human Resources</p>	<p>program, drug / alcohol program +Continue: summertime work days, Youth Forum Coordination, hosting Girl Scout & Cub Scout meetings, play group, youth delegate to Southern Convocation, nursery help, Jr. choir, acolytes, youth orchestra, folk group, Parish Youth Caucus, helping at Community Clothing Center</p>		<p>Liaison</p>		<p>Number participating Participant satisfaction</p>
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Attachments

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Appreciative Inquiry: Listening Hearts

Sunday, March 25, 2012

11:15 – 11:45 a.m.

St. Matthew's Church

Current Community Assets

Schools
Library
Food Panty
Parks
Church/clergy
Fire stations
Café
Rail Trail
Mountains/lakes, river
Community Clothing Center
Main street program
YMCA
Crispin's House
Parks & Rec
Doctors
Volunteers
Elected leaders
People
Karate
Sports
Nursing homes
Child care
Kindergarten
Pre-school

Perceived Community Needs

Young families, teens, young adults, middle age, elders
Youth Resources / Retreats
Senior day care
Child day care
Teen support groups/ counseling center
Better schools

Bullying help
Transportation – public and for seniors
Allergy Awareness
Teen eating disorders
Multifamily/affordable housing
Buses
Community intergenerational housing
Farmer's Market
Study Circle for community improvements
Amphitheatre
Movie theatre
Family help in school
Airport security
Community arts
Senior center
Appreciative Inquiry process
Focused business plan for Pinardville

Notes from Youth Caucus
4/29/12 11:15 am

Christian Education

Youth Group
SHINE
Weekend "How to" classes

Buildings & Grounds

Playground
Picnic tables
Solar panels
Handicapped accessibility to basement
Murals and paint on nursery walls - Rainbow sheepies
Garden to sell to restaurants or for anyone who wants to grow things
Flower mural in garden by sign
50" flat screen TV with USB port for computer hook up
New stove
Pink

Youth

Youth Group
Teen Room
Volunteering
Youth garden (sell/give to locals)
Dances
Friday night music and poetry slams
Program so teens could get volunteer hours for service
Movie night with permission slips to indicate content of movie
Something to help businesses

Worship

Hold more youth group meetings
Prayer group

Outreach

Make a list of people willing to take in homeless people, so if the church finds someone in need of a home we have people that we can call.
Food boxes for Thanksgiving and Christmas
Assistance to help people find options for their needs
Float in parade

Parish Survey
St Matthew's Church, Episcopal
Our Mutual Ministry 2010-2020
Pray – Reflect – Respond
Please return by July 15, 2010
Tabulation by Joan Stevens for 2012 Long Range Planning Process
Number of surveys received: 26

Summary & takeaways

Respondents were largely pledgers who attend weekly. It will be important moving forward to hear all voices, not just those who regularly attend and pledge.

Ranking of ministries revealed the following in rank order: Worship, Outreach, Pastoral Care, Financial Support, Christian Education, Youth, Clergy/Staff support, Administration, Fellowship and Buildings. It seems that the respondents took the first two commandments to heart in completing this survey given the number one and two ranking of Worship and Outreach. It may be worthwhile to make sure that parishioner have a clear understanding of each ministry's area of concern.

There were many rich responses that can be shared during the long range planning process (see Quotes document).

The survey tabulation revealed many common themes and a few conflicting thoughts expressed: common themes included appreciation for music (a few suggested more diversity), fellowship (despite low ranking mentioned above), a good mix of giving of oneself and getting in return, need for succession planning, concern for financial security, general support of areas of ministry: pastoral care, youth, outreach, buildings and grounds, more staff, more programs, Evangelism, technology, social justice, staying constant yet embracing change, continuous improvement, programs such as CCC and SHINE, softball with women's prison, clergy for guidance, spiritual growth, homilies, example of walking as Christ would, baptism, confirmation, wedding, Christ working through us, E play, SS, bishop's visits, Easter week, Christmas eve etc.

Tabulation

I. Recall one or two of our Best moments at St Matt's (Where you sensed the restorative power of God at work in your life at St Matthew's.)

Eucharist, Maundy Thursday service, son's wedding, healing service & anointing before surgery, being confirmed by Bishop Robinson! How Father Bill celebrates religious events and holidays. I personally have felt comforted by simply being at St Matt's in times of personal conflict, challenge. The feeling of simply being surrounded by caring individuals is so welcome. Final anthem Christ the lord is risen today hallelujah. Unity with God for everyone. During baptisms. Time for prayer before the service. When taking communion, while listening to the choir. When a lesson or homily hits home, through the power of giving, mass on the grass, folk services. More like introspection. Simple worship/ Lent programs, prayer vigil. It always feels real – human. I always feel good when I'm in church. Welcoming to all. I feel

our outreach of care and compassion to the Desrochers family the past few months is truly evidence of God's love at work. St Matthew's is a family united through Christ's love working in and through us. Also, our continued commitment to helping others beyond our parish walls through our outreach ministry and ability to pull together in raising funds for this ministry is awesome – God is truly working God's purpose out. My wife and I are from different Christian traditions. When we began to take communion at St Matt's together it was important to both of us as it was when we were both received into church. Participating in the prayer group at the Community Spiritual Life Center. Seeing my daughter participating in the services. One of those healing Sundays, I went up to the railing and shared my prayer for my Dad having surgery. Kathleen put her hands on my head and prayed for him. And...he was fine! Boy, I really felt that! When I had a miscarriage, Father Exner called me at home. I will always remember that in my sadness and grief, he comforted me. In 1950 my family moved to Goffstown. I have never felt more welcome and comfortable than as a teen in the choir at St Matthew's. On the day we were married at St Matthew's we and all attending were amazed and pleased with the intimacy of the service and how well and quickly Rev. Exner had discerned me (new member) and our relationship while preparing the marriage blessing. We shouldn't have been surprised with the talent of our organist, Darlene Poole. Numerous epiphanies during sermons have put me on a straighter road to God and Jesus. Guest sermons and esp. Rev Exner's. When the bishop came to Mass on the Grass right after we had found out about Bill's cancer. He was so calming and reassuring and I felt the presence of God when we passed the communion wafer and the Peace. When my 13 year old son was baptized and confirmed at the same time. Father Christmas, Bishops last visit, liturgy and E play and confs, PreK Sunday school teaching, elderly dad (Maynard's), Mary Stone, and Protestors, 1st baptism in this church, quilts, My best moments at St Matthews have been when Rev. Exner hits high notes in his weekly sermons; it can bring tears to my eyes. His sermons convey an understanding of Jesus' teachings that I find authentic and resonant. This is the principal reason I attend St Matthews. The Episcopal Book of Common Prayer Asserts – "The mission of the Church is to restore all people to unity with God and each other in Christ." (Pg. 855) When Gene visited this past winter, I had the sense that we are part of something truly extraordinary and much bigger than just our parish. The feeling of togetherness and strength in the greater Episcopal Church was very powerful. For some reason, when I think of the best moments at St. Matthew's it tends to be the "big" moments, either for the church or for me personally – from the baptism of my kids, to the Bishop's visitation this year with the Epiphany play and confirmations, to the always exciting late service on Christmas Eve. Maybe it's because those times always feel like everything comes together, and we stop and look around and internalize how much it all means.

How have you sensed the Spirit of care and restoration at work directly or indirectly:

a. Through St. Matthew's Worship?

Easter/reading, intercessory prayer, Eucharist, you can tell people want to be at St Matt's, it's not just an obligatory hour each week, helps us to center ourselves after very demanding work schedules and life issues. I find such direction and the answers to life's questions addressed in the homily each week, almost as if they were written with me in mind. How can that be? The music, prayers for those suffering from addiction. A closer feeling with God! Directly – message is always right on. / with perfect mix of rector / lay readers participation. When it's meaningful to everyday life. The liturgy, music, biblical

readings, homilies all blended with a sense of family spirit that's inclusive of all people truly lifts my spirits on Sunday mornings. I personally feel God's presence when serving as chalice bearer and seeing members of all ages come to the communion rail with a variety of expressions on their faces – I am thankful for this gift of ministry. I like that young children are welcome at communion, that families receive together and women are welcome on altar. In the many ways we pray, our liturgy is a comforting way to prayer with God. In sermons which apply to my life. I do feel restored each Sunday, the sermons are not some history lesson about a Bible passage they apply to how I live my life and how I can have a relationship with God. Each week I get pointers on how I can work on that. All of it – hymns, music, SERMONS, readings praying, communion, giving thanks, special occasions, the Peace, family and friends funerals. Sometimes the sermons just seem to speak to me so directly and personally. The worship service and just be restorative at the time of my father's death, at the time of Rene Simons death; Alice, the Battey's baby. Connecting at worship and helping others – Prayers of People...I am grateful for the special time that worship provides for me to stretch the boundaries of my views and to look at Christianity through fresh eyes. One of the most powerful ways I have felt this has been during the week of Easter with the progression of services each evening. Somehow the symbolism (the altar being stripped down, the changing of the wardrobe worn, the lighting) has such an impact – it somehow slows everything down and transforms things for me. And then the lightness of being that arrives with Easter Sunday – just feels so amazing. I never felt it so intensely in any other place as I have at St. Matt's. In a less intense way, I experience this feeling when I prepare to read in church. On the weekend before I read, I always look up the reading I have assigned, and I review it, and read any notes I can find about the underlying meaning of the particular passage. This helps me to reach within to share with others. For me, I hear God at St Matt's through the music. If there is anything that will bring a deep emotional response, it will be a hymn or an anthem. I love the fact that St. Matthew's carries on the tradition of classical music, yet also introduces music of all genres. For me, it's very often about the music. From working with kids and seeing them beginning to have joy in making music, to realizing my own gift in being able to help offer up music to God, music at St. Matthew's is my week-in week-out high point at church. Restores me, and makes me feel that things fall back into place for the week ahead.

b. Through St. Matthew's Clergy?

personal guidance, prayer group, outreach, radical welcome & hospitality, inclusiveness, Bill has a sense on how to deal with all types of situations with clarity and seemly ease. Exceptionally warm available connected to members of congregation. St Matt's feels welcoming to me though I am biased this includes clergy, staff and all the members of church who help to make it a community. The spiritual message of Father Exner. Have a close feeling with pastor. Through pastoral counseling, during talks, bible chat, confirmation classes. All acceptance. Words = actions. Reminders to love one another and really, that's the most important thing. We are truly blessed to have spiritual leaders who are committed to living and preaching the good news of Christ's love. Bill's compassionate care and teaching have helped me to grow. As a Christian by his continual support of my ministries at St. Matthew's. Both Bill and Kathleen have helped me and members of my family through some difficult times and situations. Having a compassionate heart and listening ear as a pastor are true blessings and I am most thankful for the ministry of Bill Exner and Kathleen Cullen. Both Bill and Kathleen make a point of

knowing everyone and have an easygoing, informal way of connecting with people. The clergy has always been supportive and it's a reassurance that clergy is always helpful when needed. In the openness to my husband who is not a church-goer (Bill). In willingness to participate in my spiritual growth (Kathleen). Fr. Exner and Kathleen truly care about my spiritual growth. Always available – loving, warm and friendly. Though outwardly easygoing, I am always impressed with the inner drive and intensity of our clergy. Almost every Sunday worship service. Worship. I am grateful for the opportunities I have on occasion to chat with Rev. Exner about life. In two very personal ways, I have felt the spirit of care and restoration through Bill Exner. The first time was when a family member was experiencing some significant life challenges. Although not a member of St. Matt's at the time, Bill was there to lend a thoughtful ear, a kind word and gentle guidance and support. I credit this with saving my relative's physical and spiritual life. I believe it changed the course of this life and helped immensely. For this, I am eternally grateful. I next experience through my own access of Bill. He helped me deal with some "demons" from my past that had largely led to my separation from God and church. Yet I had spent years searching for a place where I could reconnect to my faith. Bill's non-judgmental acceptance, understanding, consideration and guidance were very freeing. When I left, my heartfelt lighter and I felt that I could fully enter into a committed relationship with my Episcopal Faith without secrets hidden away. St. Matt's clergy has many strong points, but I think I have found care and restoration in pastoral care. Anytime someone in our family has been in the hospital, sick, had surgery or was in the midst of some kind of crisis, Bill has always been there, and always had comforting things to say. I know many others in the parish have similar feelings. I think being the rock in the midst of a crisis is one of Bill's strengths. I can't say enough about how wonderful Bill has been to me on several very difficult occasions. Most particularly, the night my father was dying, I could feel his hug through the phone line, and I felt comforted and reassured that I would make it through.

c. Through St. Matthew's Vestry, staff, members or programs?

Softball, outreach, lives through their baptismal covenant, the program sponsors are wide and varied. Play group through sr saints are great times, very dedicated and present. Caring, positive attitude toward life. Something for everyone. Observing the love and caring and collaboration. Directly – always offering up programs for all ages / needs. In the way that it's very personal and participatory. Members of the Vestry, together with our administrative assistant, and other staff people work as a team and make themselves available to parishioners in a variety of ways and in a caring loving manner. The members are socially active/reach out to others and try to make connections between themselves and others. Amazing what is accomplished by Vestry, staff, and members. St Matthew's is a very active church. Everyone is very welcoming and caring, and I have been welcomed into service as well as a lay reader. I feel as though people are glad I am here. Wow – we have watched each other's children grow up – we are like a huge family! Very thankful for the effort and work done by the Vestry and staff. Such dedication all around. It is nice to see the intensity of belief and call to improve our church in our Vestry and staff even during casual conversation. In my earlier days especially at some of the Lenten Programs; bonding with Denise Sherwood; heart to hearts with Karyn Battey; the depth of the programs and the diversity of the participants at the death of Rene Simons, working on Pastoral Care. Caring for Susan, working at the yard sales – amazing how much time and energy people are willing to give. CCC,

Women's Prison, SHINE, I am grateful for the opportunity to participate as a shopper in the Food Network program and put my time to good use for others. I find that the programs sponsored by St. Matt's are very responsive to community needs and clearly direct caring and compassion. In my first year with the church I was able to participate in the softball games with the women's prisoners. It may seem like a small thing, but you could see the joy that this brought to them. I've participated in some of the food drives and activities with the Food Pantry, and this too brings smiles to those who are in need. St. Matt's is always giving consideration to those who are without, and asking little to nothing in return. I've had the opportunity to work with Bill Exner and the Goffstown High School Youth Forum and see their amazing creativity in creating positive peer pressure campaigns. I am always impressed with the dedication of the St. Matt's folks that do our various forms of outreach, from our Outreach Committee, to the Network folks, to the CCC staff, along with those who quietly lend a helping hand wherever it is needed. I think St. Matt's really rises to the occasion when it comes to helping others in need in the community. I love the sense of team I have about the wardens, vestry, and staff. On any given Sunday morning when they make announcements, there's a good feeling that they all work together for our common cause.

d. By Serving closely with other members and friends of St. Matthew's

SHINE, choirs, spiritual center, definitely a sense of community when working on projects together either at coffee hour, painting or CCC. We have felt very welcomed and now want to help welcome others. There are some powerful role models I have worked closely with in different capacities. Their devotion and spiritual life guides me daily; I am in awe of their spiritual well-being. Hopeful caring of the Outreach Committee. In past always good reaction. Directly – everyone understands what God is calling them to do. And what our church mission is. I am constantly enriched and spiritually upheld in the ministry I share with others in this parish be it outreach, choir, pastoral care, worship etc. God's love is definitely evident in the fruitful work we accomplish together as part of Christ's body. May I have the ability to serve with others. Serving with others helps me to get to know them, and I feel the church's outreach is so very important. I see God working through Roger, Dave, Barbara and other people on the Outreach Committee with the amazing amount of time they donate to others. I feel very fortunate to have made so many friends over the many years I've been a member of St. Matthew's. My family too have many happy memories. It is good to have members and friends in St. Matthews with when we can discuss God and Jesus presence in our lives comfortably. Camp Allen!, CCC, Yard Sales, Rally around Desrochers, SHINE, St. Matt's is blessed with a number of very dedicated, compassionate and caring individuals, some of whom are willing to give a substantial portion of their time and energy to a multitude of programs and people. It also has been effective at helping to develop this investment and desire in newer members of the parish, which is important to the successful continuation of programs and services. I really enjoy bearing chalice at Sunday Eucharist. Helping to distribute the gifts of God to the people of God is humbling and powerful. Without question for me it's the choir. For the 17 years we've been at St. Matthew's, the choir has been another family., Even when life has pulled me away temporarily, my choir "family" always welcomes me back.

II. Please Rate ministries areas of St. Matthew's 1-5 (5 most important, 3 very important 1 important)

	Rank Order	Total Weighed	5	4	3	2	1	# of responses
Pastoral Care	3	110	16=80		10=30			26
Youth	6	88	11=55	1=4	7=21	1=2	6	26
Buildings	10	62	3=15	2=8	8=24	2=4	11	26
Outreach	2	111	16=80	3=12	6=18		1	26
Financial Support	4	101	12=60	3=12	9=27	1=2		25
Worship	1	120	19=95	3=12	4=12			26
Fellowship	9	69	1=5	5=20	12=36		8	26
Christian Education	5	96	11=55	2=8	10=30		3	26
Administration	8	70	5=25	4=16	5=15	2=4	10	26
Clergy, Staff Support	7	77	10=50	1=4	6=18	1=2	3	21

Youth: We don't currently have youth involved w/ St M's but our youth programs seem stronger than larger Episcopal churches. Clergy: Motivated clergy and staff are integral to achieving all our church goals. This is a rating of my perceived importance, not how well the task is being performed.

III. Today and Tomorrow 2020

a. What attracts you to St Matt's - strengths

environment, progressive, inclusive welcoming, a great spiritual community, music, the 7 year old says coffee hour! Sense of family and outreach. Fr Bill's leadership. The warmth of the congregation through Fr Bill's example. A semi tangible feeling of welcome at all times it is always there even if you sit alone in pew. The energy that exudes from within. The presence of God in Father Exner. I believe he lives as an example of how Christ would want us to live. Friendliness. Gathering together. Its openness welcoming and the good it does. Community, dignity of service. St Matt's truly puts to action the greatest commandment. Intergenerational. Sermons by Father Exner. A feeling of belonging and helping others with no strict rules and requirements. Feeling of fellowship and love for each other – joyfulness. Our church's sense of mission to the community and the world on a parish level and diocesan/national level. The liturgy – music, theology – learning as you go about faith issues. Everyone welcome, nonjudgmental, socially active. To be able to share with others the Liturgy of my religious preference. The openness to all kinds of people, and all places in one's spiritual journey. The involvement and concern for children and the commitment to the community. I feel at home the sermons speak to me, personally. I get a boost to keep going. I need that reminder each week to be strong and of good courage. I'm in God's house. The friendly people. The beautiful service. The closeness of communion. The Peace what a warm and loving feeling given by all. Coffee hour. Rev. Exner. The strong commitment toward doing what's right i.e. following Jesus' teachings and examples also the sense of community and a conscious strive toward understanding and acting on a Christian mission even though people interpret that differently. Clergy, Family, Fellowship, Family ____ (Quin..ted), It fits, Home, Rev. Exner and The open-minded and

open-hearted attitude of the clergy and parishioners and the welcome they extend to me. I am attracted by the supportive, welcoming, nonjudgmental, caring, friendly environment that is St Matt's and whose tone is set by Bill Exner who is a phenomenal priest and spiritual leader. The people who attend St. Matt's are remarkable. When we came to St Matt's many years ago, we stayed because it was welcoming to our children. We stay now because it has become home to us. We feel like we are a part of the fabric of the community. It feels like home. Caring people who support each other.

b. What needs the attention of the rector/vestry? - weakness

need more volunteers, fellowship, outside blessing of animals!! Where they are be there!! Elderly in church. Spreading the word. More would come if we let them know what we are about. Have a table at events and draw them in. continuing to serve a broad spectrum. What I simplistically reduce to high church low church. They need to have support themselves. More follow-up on members who once were active and now are seen infrequently or not at all: reasons for absence? To meet the ___ of this difficult economy in keeping up with needs of the church community. To continue to make each person feel valued and accepted and part of the community. Delegation/Convocation, Communicate, Welcoming and Greeting, learning of people's needs, Take message out, Increasing the pool of people engaged in various activities. Although some are involved, there are still many who are not. It would be wonderful if there could be rotations such that everyone participated in hosting coffee hour. (If money were an issue; there would need to be a funding source.) I think we need to continue to work on welcoming newcomers. The New England culture is one that is suspicious of outsiders, and as much as we try not to, it is easy to fall into that pattern if we are not careful. Welcoming new members is what we are called to do, and it critical to maintaining the vitality of the church. I also think it is important that we continue to work on the Legacy Society and re-build our endowment. I think it's really important that we never become complacent about our success as a parish. We need to continue to strive to improve, to consider updating things we do which might have become a little stale (Folk mass, Yankee swap as examples), and always to focus on being a welcoming parish.

c. What would you like to change or improve? - opportunity

getting to know people, how do we reach the youth in a time that they will be able to attend (Jr choir), improve getting the word out about our church. Buildings need improvements – windows, insulation, energy efficiencies. Help people explore what they believe so they will feel comfortable articulating it. Quiet prayer time before service instead of visiting. Professional Christian educational staff/part time, to expand programs and support parishioner's efforts. It is working however – couldn't add to. The hymns can be hard to follow/catch on for non-singers. At some point in the future, I would like to have kneelers in the choir stalls – possibly pillows/pads. While music is nice, would like to broaden selection of both traditional and contemporary. St Matthew's good work in the community continue. Would like some more contemporary experiences of worship such as in music or a change from a traditional service liturgy. I need to devote more time to prayer and spirituality but St Matthew's doesn't need to change all the resources are available for me to take advantage of. Attract larger membership. This takes members clergy and outreach. Air conditioner, \$ for staffing, Outreach and an easier method to contact clergy and vestments, windows, own 9 N outright, irrigation, vehicle, and parking and picnic table... A

means to better get to know people. It isn't always easy to do this at coffee hour. More events such as the golf game, indoor mini golf, etc. would likely help. I would love to see us find the resources to make 9 N Mast a permanent home for the CCC, and possibly include some space for teen activities. I loved the fact that we were hosting teen garage band concerts, and was disappointed that we weren't able to do this anymore once we opened the CCC. However, the CCC has been a huge success, and I'd like to see it stay physically connected to St. Matt's. On the topic of music, while I like a diversity of musical genre, I think that the folk group / folk service is tired and lacking in energy. I'd like to figure out some other means of introducing new music into our worship service, as well as including styles beyond just folk. While I'm not on the vestry, I feel we could probably work on strengthening our financial stability by continuing to find ways to reach out and increase our pledge base. I know this is hard work, but I appreciate the different vestry members who have come forward and spoken on this. I'm not talking about hard core every member canvasses, but rather continued outreach to our membership to help everyone understand how important it is to support the parish financially.

d. What do you believe God is calling us to do in the next 10 years? LRP opportunity

reach out 1/outreach w other churches, inclusiveness, role of the Anglican communion, continue to build on our mission of outreach and loving they neighbor. Continue caring for the congregation and community, continued inclusion of others. Help congregation and community focus on issues of social justice and environmental stewardship. Continue inclusive worship/community continue to look for ways to be a light to others in need. With an ever changing world there is merit in staying constant or at least subtle change. We have such a draw that other churches do not, so it is important that we maintain that. Don't try to fix something that isn't broken. Further expansion. Show our love and our way to draw more to us. Carry on serving the community good work. Grow, spread his word, acceptance (love), educate more. Continue to serve the community and those in need. Continue our outreach ministry both locally and globally and expand it if possible. Increase our membership and someday be able to support a full time assistant if needed or at least part time. Continue to reach out to others in need; welcome seekers. To love others as much as we love ourselves. I am not sure I've been a member long enough to know but I think the outreach in the community is critical. To continue to have God work through us in helping others – outreach locally to globally. To be more committed to our church, community and country As a country we need a great deal of help. We can't let our children and grandchildren down. With God's help we must be strong for them. They need our help. As a denomination spend less time focusing on the differences between Anglican Episcopalian, conservative vs. progressive interpretation of the service/BCP and more effort in attracting members to God thru deeds. To be more aware of our brothers and sisters in need – whether across the pew (or the family dinner table) or across the ocean. I.E. the Millennium Development Goals; supporting National Health Care Legislation, long term unemployment Insurance – and ADVOCATING for the least among us! And leadership charge... and seniors and getting our message out. Ditch the dreary dogma about belief in God and teach instead the possibility of a belief in Love. This is something all of humanity can come to know and understand and requires only a learning to look into our hearts. St Matthews could lead the way! ☺ Reach out and let others know what they are missing. Identify ways we can work collaboratively with other churches/faiths to meet larger community needs of homelessness and poverty. Free

ourselves of traditional burdens; think creatively and listen intently to each other. Before the next 10 years pass, we will certainly be searching for and most likely calling a new rector. We need to get prepared for this change. Bill has been with us for 25 years, and he will have been at St. Matt's 30 or 35 years when the transition occurs. This is a long time, we have become very comfortable with his leadership, and it will be a big change for the church to lose it. But creating the leadership vacuum is what has to happen for us to find someone to guide us through the next 25-30 years. It will be difficult, but necessary, and we need to be ready for it emotionally, spiritually, and financially. I think without a doubt that the next 10 years will bring change to St. Matthew's. We need to be ready for that change, and embrace it with open arms and not fear. Whether it's changes in the membership, the clergy, the staff, the programs, even the technology – we must be flexible.

IV Other hopes, needs, comments as you look ahead from now to 2020

Pastoral care, youth, finances, really 2 big challenges as Bill nears retirement getting ready to find a replacement and the church building itself with structural and energy improvements. When the altar has lush, vibrant flowers to add to the richness of its vestments it adds a life and hope to the service. It's somehow uplifting. We will look into a way to donate toward their presence in our services. Financial stability of course but in current climate it is difficult to establish/maintain. Ways of reaching the needs of individuals/groups in community. So many different ways to make a significant impact to one's life – giver/receiver. Hope the high level of loving commitment to St Matt's by its members can continue for the next 10 years. Leverage use of outreach money. Additional part time priest and office support. Weekly evening bible chat or evening prayer. Pay off 9 North Mast. Ask folks who aren't involved they may say yes. Assess the role of technology in spiritual formation website blogs recorded service and programs. Help parishioners discern giving ERD etc. despite disruptive contentiousness that always evoked, I factor interaction and exposition and discussion of current activity and direction of our society local, national, international. Render unto Caesar doesn't cover everything. To continue as is, grow with support. Also understand why some people fall away. Is there anything to be done to help with that. People are so funny...they turn away for a silly reason...example, no one talks with me at fellowship hours, or people have wrong image of someone – or something silly rubs them wrong. People need to learn to grow past those things and understand others – small acceptance and forgiveness's!! Training!! Continue what we are doing through our many program and ministry offerings to parishioners and the community by enabling established members and new members to get involved in roles of leadership. Scriptural study/discussion group might be welcomed. May St. Matthew's grow and prosper in the above areas for the next ten years. I hope by 2020 that St. Matthew's is as strong, in all ways, as it is now. I also hope Rev William Exner is still pastor. He can't retire! Not really, he deserves it, as does Jane. They have made St Matthew's what it is today. As a church I believe God calls us to further improve religious relation with our community who are not regular members. As the church continues to grow in membership, we need to think of new ways to bring people together to foster the sense of community that St Matt's has always had. Continue to give outreach to the larger community. The supper nights for deployed family is a good ex of this and helping rebuild the house for a family that wasn't part of St. Matt's. Maybe try to connect with Habitat for Humanity or look into sending a work team to other places. Camp Allen work day was great. Maybe more such as that. St Matthew's is doing a great job. As

an outsider and perpetual skeptic of Christianity I feel genuine warmth from a caring and *thinking* congregation despite my unorthodox beliefs. And in fact this has broadened my views and helped me come to see the truth and authenticity of Christ's message. Bill's strength is in building and caring for community. He does this by making it clear that all are welcome, and that all voices deserve to be heard. His openness invites and brings people in. The valuing of all points of view is something that is very Episcopal, and is something that is important to me. Dialog and conversation about difficult topics brings us together and breaks down barriers. The result is a very strong church community that cares for its own and those in the world around it. He, and St Matthew's brings out the best in its members. I love being a part of such a community. I would imagine that we as a parish must anticipate that we will have a clergy transition in the next 10 years. We must work to reinforce our sense of community to embrace this change as a parish. That clergy transition will also most likely mean a transition in our music leadership. We need to prepare for the musical transition.

V. 25 responses total

> I / we worship weekly __20__ twice a month __4__, 10+/year __1__ <10/year _____ (25 responses)

> member __23__ friend __2__ visitor _____ (25 responses)

> annual pledge __22__ steady offerings __5__ occasional
gift __7__ bequest __1__ other __4__ _____ (multiple responses)

Discussion with two non-St Matthew's women
20/20 Vision
5/21/12

1.If you were “shopping” for a church what would you want it go be/have/do?

Judgment free

Should feel like a family

Have a take away message from the gospel that is applicable to daily life

Have a service that doesn't drag on for hours (readings should be short-ish)

Have volunteer opportunities so parishioners could make a difference

Book group

Safe youth programs

Be open to all: genders etc

Have lessons that relate to what is going on in the world today

Include respect for and for nature

Reach out – have connections in the community

Offer different things beyond Sunday services

2. What would you want your church to be/have do in 20/20?

Focus on seniors – visitation, transportation etc.

Youth programs

Technology – website, Facebook, etc.

Be aware of current issues in the world to meet the needs of communities

3. Are any of these important to you: worship, outreach, stewardship, fellowship, youth, buildings & grounds, Christian education, pastoral care? We talked a little about what some of these are and what we have now (website, FB page, services including family Sunday and Mass on the Grass, video service, Oldcomers/Newcomers, Wardens Breakfasts, tithing, CCC, Food Pantry, Sunday School and summer with kids, help to families in need, book group, game night, Making Change, Baptism,

confirmation/receiving, etc) Also talked about coming to church to try it during the quieter summer months.

Have new parishioner social

New people don't want to be attacked they want to be invisible for awhile

Have social activities (fellowship)

4. What does Episcopal as a denomination meant to you: do we play well with others?

You are more open than Catholics to people's differences and needs

You accept all without judging

You are more flexible/relaxed than some other religions

You are similar to UU in some ways

5. Other – is there anything else you would like to tell us?

They had a general discussion favoring what they had already said and what they heard from me.

Editorial comment: They seemed to like what they heard, especially the ability to have a child confirmed differently than in the Catholic faith. It seems as though we have what they think is important to have. What I didn't ask but should have is **how can we let others know about what we do in such a way that might entice them to try us?** One mentioned this "interview" to a sibling who also wants to give input.

Joan Alayne Stevens

Notes from Mutual Ministry Focus Group

David Greiner, Facilitator

Sunday 8/15, 2010

10:30 am

Joan Stevens, Note taker

1. Things like the big service with Gene Robinson here: Epiphany Play, daughter was confirmed. I felt like I could fly.

After Bill was diagnosed with cancer, Mass on the Grass on a hillside at the Villa and the Bishop came. Passing the wafer felt transformative. I felt enveloped even though I didn't know everyone. It felt like we could make it through.

Response to Desrochers situation is uplifting. It is what we do. So many small versus big events that mean so much. Many Sundays when taking communion is a special moment for me.

Community at St Matt's. I have a special feeling/attachment to the Dove in the stained glass window behind the altar.

When I was new here I became godfather of a friend's child. It gave me a connection.

Before several surgeries I was given a healing with anointing oils with choir, at the service and separate. It brought a sense of calm.

The Baptismal sacrament is special. Being marked as God's own brings tears to my eyes (nods of agreement).

Bill's sermons: I connect with that. St Matthew's is very welcoming

In the lighter green glass in left hand side of stained glass window, God's goodness is coming in.

2. All inclusiveness (2 people) – everyone is welcome at the Lord's table.

Bill (2 agreed)

St Matthew's is so different - in a good way

Bill's spiritual leadership, outreach, inclusivity – it takes it all, not just one aspect.

In my neighborhood – opening me to Christianity.

Bible study, Senior Groups, Sunday morning.

St Matthew's just plain feels right.

All those things, plus the music.

Love and acceptance

Not just one thing. It is a community. The feeling for me is that it's home. Allows us to enjoy all those things.

My brother came from Florida for our son's wedding and wondered why we travel to Goffstown when we had a church so close to home. I couldn't put it into words to explain it.

Only one other church felt like this.

3. Technology so we can reach people where they are

Reach out to others spirituality

Not be static. How can we continue our ministries when change happens.

Is transportation a need? Should we own a bus?

Reach out doing missionary work to third world countries.

Don't know the needs of others (confidentiality) Share needs? Would like to see informal prayer group and discussion of spirituality (101?). Like Bill's Inquirers' nights.

Follow up with members who have drifted away (stopped coming).

4. Missionary work (two people)

Nurse within the church, too – education and prevention especially with health care reform changes.

Outreach: continue it and grow it

Involved with prayer life, groups, spiritual aspect of the parish and caring for creation.

Something that folks with arthritis etc. can do when they can't do more.

Caregiver support

Planning for the long-term financial stability of St Matt's. Use legal minds to help do that.

It is important for us to do whatever we can for youth and young people. Don't take it for granted. Are we not meeting the needs of young people.

Missionary work changes people (young people, too). And it does a good thing for the people in the countries. It can be an eye opening experience – help but not proselytize or preach. Join in with other Episcopal efforts. Help us be aware of opportunities. (Yard Sale was mentioned here but I, the note taker, didn't understand the connection. Maybe to publicize what we do?)

Two teens responded:

Have events organized by kids would help in getting an active group,. Even kids at the high school who don't go to church would participate and help. (2 teens)

Like Outreach because of what it does so well: Food Pantry and CCC.

The ideology (2 teens)

Other: Maybe let some things go rather than just add things i.e.: the Yankee Swap. Maybe have Junior Choir open to all children.

Ask ourselves: What's the energy in this "thing?" Can we do it differently?

Value things that are working.

Don't get stale.

Some asked how many parishioners we have – Dave responded 300 or so.

Mutual Ministry Listening Session (upstairs)

Facilitated by Bengie Ambrogi 8/15/10

a) "Recall one the best or most powerful moments at St. Matthew's where you have sensed the restorative power of God at work?"

- A wedding (I don't remember the details, but it was a specific wedding)
- At confirmation a number of years ago when the confirmands stood around the perimeter of the church with their sponsors and the sponsors all proudly presented the confirmands.
- This morning's Gospel
- The kids orchestra at Christmas
- Tara, what St. Matt's had done for her
- A woman passed away with no family, and we held a funeral service for her
- During our folk music
- Through our inclusivity, anybody is welcome
- The "chaos" when the mass of kids come up for communion

b) "What attracts you the most to this church?"

- Close to home
- Coffee hour
- Inclusivity
- Range of ages
- Diversity
- Outreach
- It's an "alive church"
- Building architecture and history
- It's small, and it's in the village
- Fr. Bill was the impetus to come – other reasons to stay
- Family friendly
- Balance of traditional and progressive

c) "As you recall our ministries of Worship, Outreach, Education, Fellowship, Pastoral Care, Youth, Music, Administration, Buildings and Grounds and Stewardship, name one or two things you think we need to consider doing or changing in the next 5 – 10 years."

- "I think church is just fine the way it is."
- Repairs (insulation, carpeting, stained glass, furnace, energy efficiency, dishwasher)
- Where will the next 50 sit?
- Continue to expand outreach to new areas – doing whatever the community needs
- More to attract and keep kids engaged (via electronic media?) –
- Youth group / youth minister, have fun and provide service
- Variety in musical ministry
- 5 minute youth discussion during service – interpretive service w/ kids
- Virtual access
- "Is the 8 o'clock service archaic? Is it a wasted opportunity for diversity in worship?"

d) "Name one thing you feel called to help with to preserve and strengthen the mission of this church in the days and years ahead."

- Endowment fund / planned giving: revive committee, get a note on website, in bulletin
- What happens after Fr. Bill? We need to do succession planning. Would an associate provide some continuity?
- St. Matthew's is focused in Goffstown. Can we broaden the geographical focus, increase communication outside Goffstown?
- Keep volunteerism up, encourage volunteers from outside the parish
- Strategic plan, set goals

SWOT Analysis: BUILDINGS & GROUNDS

<p>STRENGTHS: A 3-building campus Serving multiple community needs Historic nature Garden</p>	<p>WEAKNESSES: Energy inefficient plant – needs shell improvement Old windows- stained glass e.g. door replacements & improvements Old wiring No handicap access to undercroft Church structure Air conditioning Picnic table Vehicle Irrigation Kneelers for choir & side benches Limited parking – needs to be more organized – paint lines Kitchen needs major overhaul Need handyman for cleaning, repairs, painting, grounds upkeep</p>
<p>OPPORTUNITIES: 9 North Mast 2012-16 for CCC & youth Where will the next 50 sit? Make improvements that reduce maintenance When replace doors, chose fiberglass modern door with newer weather strip Moveable storm window so no need to reinstall in fall Renovated stained glass windows with thermopane Blow in insulation to walls Purchase adjacent property when available & use some for parking. Building for school or eldercare Need more multiple uses for energy efficiency and community service (ask for donations) Improved reuse/recycling (e.g. coffee hour refuse – plastic ware reuse?) Monitor & improve energy use (e.g. check room temps, install programmable thermostats where can make significant/measurable reduction in energy use)</p>	<p>THREATS: Excessive maintenance Expensive renovations to be made (e.g. windows No fire suppression system in kitchen or in sanctuary/attic</p> <p><i>How can we turn weaknesses and threats into opportunities and take advantage of opportunities so they become strengths?</i></p>

Plan for window repairs Improve air sealing (e.g. door weather stripping) Consider new uses for buildings at times that portions of building are not currently used Consider yellow lines for more efficient use of parking space Play ground Picnic tables Solar panels Murals and paint on nursery walls Parish vegetable garden Flower mural by sign Teen room	
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SWOT Analysis: ADMINISTRATION

<p>STRENGTHS:</p> Many bright, talented parishioners involved Great priest, diocese Multi-age parish: Young families, teens and adults, seniors Ministries such as Outreach and its Community Clothing Center ALL Leadership Presence of God in Father Exner Intergenerational Love for each other Joyfulness Non-judgmental – VALUES??? Guidance Prayer group Bible chat Confirmation Spiritual growth Worship Chats Vestry	<p>WEAKNESSES:</p> No associate pastor/pastoral associate Need more younger volunteers (work and family get in the way) Need volunteers Value all points of view Need part-time handyman How to get the word out about St Matt's ministries
<p>OPPORTUNITIES:</p> Long range plan and annual plans Diocese trainings Social marketing Succession Planning Diversity ALL	<p>THREATS:</p> Father Exner's Retirement Economy – jobs State legislature Local budget committee Religious culture of NH

<p>Associate to provide continuity? Broader geographic focus? Let some things go: Yankee Swap What's the energy in this "thing?" Member commitment Part-time priest/associate pastor (serve as volunteer coordinator?) & office support Ask new volunteers to become new leaders Reach drop outs Understand each other Inclusiveness Staying constant Embracing change Flexible through change Continuous improvement Less stale Regular volunteer recruitment & support: office, SHINE, Sunday School teachers, breakfast cooks, coffee hour organizer, lay readers</p>	<p><i>How can we turn weaknesses and threats into opportunities and take advantage of opportunities so they become strengths?</i></p>
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Rank Order Vote on New Long Range Plan Activities

Summary in rank order:

Hire, train, supervise, recognize & have succession plan for volunteers, leaders & staff – 7
Build Maintenance Fund \$200,000 – 6 (see Buildings & Grounds)
Administrative Assistant / Volunteer Coordinator – 5
Youth group run by youth and mentors both giving and getting services - 5
Add a teen room – 4
Pay off 9 N Mast – 4
Technology improvements – 3
Build pool of pastoral care resources – 3
Hold off campus worship i.e. hikes, parks – 3
Improve energy efficiency of buildings – 2
Make Family Sunday more meaningful to children – 2
Explore Family Resource Center Concept – 2
Parishioner education on what we do and opportunities to participate – 1
Consider interfaith offerings – 1
Reach out to current, potential, absent seekers to increase membership – 1
Add Capital/maintenance budgets for large purchases and replacements, respectively – 1 (see Stewardship)

Administration, Clergy, Human Resources

Hire, train, supervise, recognize & have succession plan for volunteers, leaders & staff – 7
Administrative Assistant / Volunteer Coordinator – 5
Technology improvements – 3
Parishioner education on what we do and opportunities to participate – 1
Explore expanded geographic focus (sharing ministries like SHINE)

Buildings & Grounds

Add Capital/maintenance budgets for large purchases and replacements, respectively – 1 (see Stewardship)
Improve energy efficiency of buildings – 2
Handicap access
Add a teen room – 4
Better use of N North Mast back room
Pay off 9 N Mast - 4

Christian Formation

Consider Vacation Bible School
Consider interfaith offerings – 1
Reach out to current, potential, absent seekers to increase membership – 1

Fellowship

Survey GAG & Mattheans re: interest in programs
Update pew information on St Matthew's
Coffee hour: reaching newcomers / more hosts
Senior Saints lunch type programs

Outreach

Explore Family Resource Center Concept – 2
Missionary work
Train parishioners re: political action

Pastoral Care

Consider Stephen Ministry training
Cards to shut-ins for birthday, illness and check-in plan
Build pool of pastoral care resources – 3
Provide caregiver support

Stewardship

Understand impact of reduced government funding for social programs
Explore grant funding (i.e., Lily Pharmaceuticals)
Build Maintenance Fund \$200,000 – 6 (see Buildings & Grounds)

Worship

Relevance of Rite I – 8 am service
Consider adding evening Prayer service
Make Family Sunday more meaningful to children – 2
Hold off campus worship i.e. hikes, parks – 3

Youth

Youth group run by youth and mentors both giving and getting services - 5