



St. Mary's Beacon Committee Final Parish Update – June 2016

At the conclusion of our six-month discernment process, the Beacon Committee offers these recommendations to help parishioners individually, and the parish corporately, sustain and grow relationships with God, with each other and with the broader community.¹

Our internal and external conversations confirmed that St. Mary's is a healthy, strong parish, with nourishing worship opportunities. We heard strong interest and see great opportunity to build St. Mary's to be an even brighter beacon of God's love.

Summary of recommendations

We recommend no near-term change in the use of the 26th Street rental properties, which are financially sustainable and support St. Mary's commitment to affordable housing. Rather than building new structures at this time, we recommend five areas of renewed commitment to building programs and taking actions to strengthen relationships:

1. *Enhance Spiritual Growth and Formation*
2. *Strengthen Parish Sustainability*
3. *Conduct a Professional Space Study of the Church Building and other Properties*
4. *Fortify Relationships with Parish Neighbors*
5. *Renew the Strategy for St. Mary's Outreach – with particular focus on affordable housing, mental health, and the environment (in addition to safety net support)*

Next Steps

The Vestry and clergy are beginning to consider these recommendations (additional detail on next page) in their planning and decision-making. These recommendations are neither self-implementing nor intended to be an additional burden on existing staff. Success will depend on a broad base of involvement, from existing Vestry and committee members to other parishioners. We hope each parishioner will be called to supporting a thriving St. Mary's and engaging more deeply in the broader community. If you are interested in learning more about any of the recommendation areas, leading a small group to discuss, or helping shape the next steps, please reach out to Jane Jacobsen, Dave Fletcher, Susan Cunningham or Dave Palmer.

Thank you for the opportunity to reflect and consider God's call for our future. As with every opportunity to work together on St. Mary's and community efforts, our group grew closer to one another and to God as a result. While the Beacon Committee's work is now done, each of us looks forward to working with parishioners, Vestry, clergy and community in the coming years to build and sustain St. Mary's as a beacon. We hope many parishioners will see ways to become more deeply engaged in the parish to translate these recommendations to action.

¹ Beacon Committee members: Susan Cunningham and David Palmer (co-chairs), Bill Braswell, Judy Brown, Tom Gallagher, Marjorie Green, Elizabeth Keith, John Keith, Felix Martinez, Paul Timm, Greg Trimmer.

Beacon Committee Final Recommendations - June 2016

	<i>Nearer-term</i>	<i>Longer-term</i>
1: Enhance Spiritual Growth and Formation	<ul style="list-style-type: none"> ✓ Regular, informal one-on-one parishioner meetings ✓ Limited-time, lay-led small groups ✓ Share hopes, fears; help shape individual spiritual paths ✓ Public speaker series on mental health, spirituality and resilience 	<ul style="list-style-type: none"> ✓ “Build a bridge” between Sundays; how to live faithfully in the secular world ✓ Tools for spiritual development, self-assessment, guides, testimonials ✓ Expand focus on mental health needs and ties to spiritual formation ✓ Tap lay people as spiritual mentors ✓ Grow support of youth spiritual needs
2: Strengthen Parish Sustainability	<ul style="list-style-type: none"> ✓ Expand lay leadership, rotate roles, and empower, grow youth leaders ✓ Annual “pledge” for time, talent ✓ Map staff responsibilities, needs ✓ If additional clergy/staff are needed, communicate financial gap 	<ul style="list-style-type: none"> ✓ Financial “what-ifs”, communicate gap between desired budget and pledges ✓ Master facilities plan, forecast, budget ✓ Bequest/endowment campaign for future operations, outreach ✓ Plan for staff transitions, contingencies, capture best practices, onboarding
3: Conduct Professional Space Study	<ul style="list-style-type: none"> ✓ Space analysis of existing footprint, (ADA access/drop-off, meeting space, community “living room”) ✓ Peak space constraints and options ✓ Evaluate office space sufficiency ✓ Identify options for shared space beyond St. Mary’s (recreation, mtgs) 	<ul style="list-style-type: none"> ✓ Master plan to guide long-term facility planning, funding (kitchen, HVAC, roof) ✓ Outline 26th St development scenarios ✓ Increase current space efficiency ✓ Explore partnerships to build needed structures in the community (not 26th St)
4: Fortify Relationships with Parish Neighbors	<ul style="list-style-type: none"> ✓ Inventory community relationships ✓ Engage with others, listen, ✓ Collaborate with Episcopal parishes, Missionhurst, Marymount ✓ Lead interfaith collaboration, including joint youth programs ✓ Host community events (Battle of the Bands, book sale, dinners, talks) 	<ul style="list-style-type: none"> ✓ Community relationship strategy ✓ Link parishioners to community roles ✓ Specific inter-congregational programs (youth, singles, elders, Bible study, etc.) ✓ Convene non-profit, govt, etc. groups to identify common challenges & solutions ✓ Mediate local disputes – promote reconciliation, respect for various views ✓ Care for “Strangers” in our community
5: Renew Outreach Strategy (with focus on affordable housing, mental health, environment)	<ul style="list-style-type: none"> ✓ Guiding principles for Outreach, ✓ Communicate outreach activities ✓ Dedicated outreach clergy/staff ✓ Measure investment (time, \$s) ✓ Relationships focus (i.e., not just \$s), esp. across income lines ✓ Expand youth role in Outreach ✓ Engage on affordable housing, including Marymount short-term visitor housing ✓ Mental health forums, resources ✓ Stewardship of Creation Committee ✓ Maintain ‘Safety Net’ support ✓ More Rebuilding Together projects 	<ul style="list-style-type: none"> ✓ More Vestry direction to Outreach Cmte ✓ Support youth and elderly, in the parish and beyond ✓ Recruit, rotate lay leaders ✓ Coordinate closely with other support organizations to maximize impact ✓ Lead community discussion and understanding of affordable housing ✓ Explore affordable housing options for 26th St (L’Arche, elder housing, Episc. Service Corps, workforce, clergy/staff) ✓ Commission a professional energy audit for the parish, explore solar roof panels ✓ Expand green space in the community