



LEADERSHIP

At Saint Paul Episcopal Church our goal is to encourage and raise up leaders of all ages.

- *We will identify and define our leadership potential*
 - Create a time/talent survey to determine what time and interests parishioners can offer to the parish. (Identify resources in the church community and those who might consider volunteering and taking on leadership roles.)
 - Review previous survey
 - Response was around 20 people
 - Draft the survey
 - Distribute at 3 services by greeters
 - Place in mail boxes or mail
 - Follow-up by phone or in-person for non-responders
 - Compile and organize results (investigate the best system)
 - Distribute information and 'post' results for parish usage
 - Responsibility: Mission and Ministry Committee
 - Timeframe: October 2013
 - Review: Every 3 to 5 years
- *We will support our clergy by reducing the administrative duties he performs allowing him to focus on those parts of his ministry deemed important to him and the parish.*
 - Create a Verger Program to perform those tasks that make our worship run smoothly
 - Create a checklist for duties to be performed
 - Responsibility: Rector
 - Timeframe: February 2013
 - 8 person position (optimum goal)
 - Head Verger: responsible for training and support
 - Training session: late February 2013
 - Responsibility: Rector and Head Verger
 - Timeframe: March 2013
- *We will support and train those in leadership positions*

- Define and document job descriptions for those in leadership roles
 - Request input from those with experience in each role
 - Templates may be available for use (check internet / parish job descriptions)
 1. Part-time priest and Verger: complete in 2 to 3 months
 2. Vestry Members, Sr. Warden, Jr. Warden, Secretary: complete in 5 to 6 months
 3. Committee Chairs, Altar Guild and Acolytes: complete in 6 to 7 months
 4. Convocation Representatives, Diocesan Convention Delegates, Lectors, Prayer Leaders, Eucharistic Ministers, Rim Parish Representatives: 8 to 9 months
 - Responsibility: Mission and Ministry Committee
 - Timeframe: Start date April 2013; Completion dates see above

- Define and create a leadership training/mentoring program
 - Vestry orientation
 - Currently done by Rector; will continue to be done by the Rector with at least two current Vestry members
 - Mentor program
 - Results from time and talent surveys will identify possible mentors
 - Responsibility: Mission and Ministry Committee
 - Timeframe: Fall of 2013 / early 2014

- *We will support Youth Leadership Programs*
 - Participate in Diocesan Youth Events
 - Volunteer needed for Youth Minister
 - Participate in youth events sponsored by Diocese of Central Pennsylvania
 - Materials will be distributed to appropriate age groups by Youth Minister
 - Responsibility: Mission and Ministry Committee; then transferred to Youth Minister
 - Timeframe: February 2013

 - Participate in Rim Parishes Youth Events
 - Appoint at least one but hopefully two volunteers to be youth ministers
 - Participate in first event: Spring 2013
 - Responsibility: Mission and Ministry Committee; then transferred to Youth Minister
 - Timeframe: Spring 2013