

# Vestry Action on Step III Recommendations

*Approved by Vestry on May 19, 2009*

## Christian Education, Worship and Liturgy (CEWAL) Recommendations

### Christian Education Recommendations

Grow programs and resources to empower lifelong Christian growth

*Status: Continuing.*

Add space, larger classrooms for CE and youth programs

*Status: Step IV renovations and addition of second floor will add space.*

Enlarge Parish Hall and make it capable of being divided into small meeting rooms

*Status: Step IV additions will enlarge the Parish Hall. Dividers will not be installed due to cost considerations*

Add clergy person to augment youth ministry and develop alternative worship services

*Status: Step IV additions will include an office for Youth Development staff person when employed.*

*Dependent on budget considerations*

Add staff to minister to ages 25-45 young adults

*Status: At present, Curate Megan Castellan filling this requirement*

Increase variety of Via Media topics for Sunday Adult Forum and Chapel classes

*Status: Not specifically Via Media, but we presently have a variety of forums scheduled.*

Use wooded watershed area of ESC grounds for refuge and retreat through paths and labyrinth

*Status: Labyrinth complete, but needs to be weeded on a regular basis. The remainder of the wooded grounds are still available for development.*

Build a new facility to accommodate retreats, Parish Day School, wellness center, seminars and lecture series, and community forums

*Status: Not completed or planned for because of restriction in growing the "architectural footprint" of the physical plant. In that we are in an Oceana Naval Air Station "crash zone" further expansion is not allowed under our conditional use permit.*

Establish a Christian Formation Team to regularly research ideas and programs for youth and adults, Sunday classes, small and large groups, etc, to supplement and complement staff research.

*Status: Vestry liaison to Christian Education is partially filling this role. Edwin Brown and his ad hoc committee met in 2008 and reported their findings to the parish in a very complete report. Many of that committee's recommendations were implemented in the 2008-09 school year. This item should be ongoing and be reviewed yearly.*

Christian Formation works with the clergy to consider implementation of youthful alternatives in our services

*Status: Under the supervision of Susan Jones, Children's Chapel has been revived. Ellen Gallup and Bryan Mitnaul have actively recruited youth for Choir. Children's Bulletin will return*

Encourage retreats which traditionally develop long-term personal relationships with God and fellow parishioners: Vestry Retreats, Choir Retreats and Tours, February Men and Women Retreats, Diocesan and National Episcopal Retreats, EYC Retreats, Cursillo, Happening for teens, Adult Pilgrimage

*Status: Lent 2008 parish retreat with Bishop Sean Rowe; annual men's and women's retreats; annual vestry retreat; Choir pilgrimage to England 2008. Women's retreat completed March 2009 with 22 participants.*

Grow small group programs as they are an extremely effective means of Christian Formation activity. Groups such as but not limited to the following were found to be successful in other churches (in parentheses are programs already in place)

- Via Media
- Bible Workbench
- Book Clubs (begun in Fall 2007)
- Bible Studies (Kerygma) (Julia and David's classes)
- Dinner groups (Last Tuesday Supper Group, Family Fun Group, Friends of Chapel)
- Social Groups (Friends of Chapel, Liturgy on TAP)
- Prayer chains

*Status: As indicated. Continuing*

Increase lay involvement of leadership of small groups to relieve staff and clergy and to allow more programs

*Status: Leadership classes conducted by Debbie Quam.*

Young adult programs for singles and young families were a focus of need and research.

*Status: In the last year several programs have begun such as Young Adults No Kids (YANKS), Theology on Tap, and the Family Fun Group.*

### Worship and Liturgy Recommendations

Fulfill our ESC need to experience spiritual growth and feel spiritually fed

*Status: Continuing*

Enable the building of the music program

*Status: Continuing*

Continue rich Anglican liturgy at special worship services in addition to Sunday morning

*Status: Continuing*

Move choir to area behind existing sanctuary in chapel

*Status: In Planning for Step IV*

Maintain small church feel while growing through small group worship experiences

*Status: Ongoing*

Establish alternative forms of worship to replace the Village Service

*Status: Alternative forms of worship in the context of BCP are continually being investigated and implemented as required. Adequate staffing should be a consideration as well as committed lay leadership for these services to be done well.*

Provide for smaller group worship in a suitably-sized chapel

*Status: In Planning for Step IV*

Expand chapel to accommodate a larger congregation

*Status: In Planning for Step IV*

Modify architectural footprint of chapel into cruciform with areas to accommodate groups responsible for worship services

*Status: In Planning for Step IV*

Increase large group activities to unite our church in its mission and common goals

1. Lenten Services
2. Seasonal activities ( making Advent wreaths, Christmas pageant, Blessing of Animals)

*Status: Ongoing*

3. Choir concerts and special services (Evensong, Feast of Lights, Lessons and Carols)

*Status: Continuing*

4. Chancel Drama

*Status: Priority 2. Form lay led small group to discuss the feasibility and interest by members of the congregation.*

Music as a supplement to Christian Formation is being coordinated for youth with direction from the choir director and youth staff person.

*Status: Priority 1. Continuing.*

An assistant choir director would be needed to expand opportunities for participation for all ages in the musical life of the parish.

*Status: Priority 1. Program for 2009 Budget. Defer to 2010.*

Youth Programs that combined music, bible study, and family involvement (LOGOS program in particular).

*Status: Priority 2. Identify resources and organizational relationships.*

## Missions, Programs and Outreach (MPO) Recommendations

Implement Ark Almighty, a software program for enhancement of outreach and service opportunities with the church community through virtual technology. This confidential program will cross reference parishioner talents with individual and community needs.

*Status: Research was conducted concerning this program and how it worked at Spring Branch Church, who tried it out for a trial period. The results of this research indicated that Spring Branch had stopped using the program because of the need for intense staff oversight, privacy issues, and general lack of congregational interest in keeping the database updated. Therefore, our Outreach Committee decided not to explore the program further.*

Develop a more effective process for communicating ESC programs, missions, volunteer needs and involvement, events and messages (i.e. marketing, newcomer mentoring, visual and virtual technology, web page).

*Status: A marketing committee is being formed.*

*Status: Redesign and visually enhance the Outreach Bulletin Board and make greater use of the Chapel Chimes and Web site to list Outreach opportunities and contacts.*

Create a flow chart for MPO start-up, organization, management and reporting, including identification of clergy role, lay leadership, training requirements, and vestry supervision. It should be consistent for all programs and information should be posted or be accessible on the ESC website.

*Status: To be created.*

Address physical space and technology needs to efficiently facilitate and operate current programs including workshops, lectures, exercise classes, family activities, and youth activities.

*Status: In planning for Step IV building and renovations.*

Continue Habitat for Humanity and similar projects (such as Beach House, homes built for families with a disabled member needing financial help) and add domestic and foreign mission trips targeting volunteers from age groups.

*Status: Faithworks is now in mission to renovate and repair homes of low income Virginia Beach residents. (Referrals come from churches and city government offices.) Faithworks replaces the work of Habitat for Humanity which no longer found reasonably priced-land on which to build in Virginia Beach. Volunteers may still continue with Habitat's projects in other communities.*

*Status: Contributed \$2000 to St. Paul's in Suffolk to help with tornado relief in 2008.*

A new domestic mission was established with St. Thomas in Freeman, Virginia, to provide a summer Bible School for the children in that low-income community. A reciprocal relationship then brought the children to ESC in Virginia Beach to share in programs and sightseeing. This domestic mission will continue. A new foreign mission for ESC took place in July to Belize to help build a computer lab for a school. There is another trip planned in 2009 to Belize. Offer adult pilgrimages.

*Status: A domestic mission to St. Thomas in Freeman, Va., took place in the summer of 2008 to provide Bible School for this small low-income community church. Then in the fall a group from St. Thomas's visited ESC. Planning is on-going to continue a summer Bible School at St. Thomas in June 2009. A return visit to ESC during summer of 2009 is in the planning stages for activities at Seashore State Park. All ages encouraged to participate.*

*Status: A second foreign mission trip to Belize is planned for July 2009. Money is being raised to support the Belize school. Youth and adult advisors will participate.*

Increase senior activities with retreats in concert with Episcopal and other denominations.

*Status: Services for seniors are held at Atlantic Shores Retirement Center and First Colonial Inn in cooperation with Galilee Episcopal Church. A joint Thanksgiving service and reception with Beth Chaverim is in its tenth year.*

*Status: Luncheons and dinners at Aldo's were held for single women older than 60 (LOTO) last year and are continuing with great success.*

*Status: Partnering with Old Donation Episcopal Church to train Stephen Ministers.*

Enhance homeless care and support through the food closet and shelter teaming with other church programs in the area.

*Status: Awareness that the Food Closet serves a greater proportion of low-income residents than the homeless. Encourage on-going support through food drives through the church and church schools. Cape Henry Collegiate School collected and delivered 14 boxes of food for Christmas 2008. The ESC Sunday School classes are regularly involved in collecting canned foods for the Food Closet.*

*Status: A 2009 Lenten and Easter project called "Change to Change the World" will collect loose change during April to be donated to ESC's Food Closet.*

*Status: The Thanksgiving Turkey Dinner program was successfully expanded to 200 in 2008. A project of Christmas hams with side dishes for 100 people was successfully initiated for the first time in 2008.*

*Status: Initiated a winter scarf-knitting project for the Food Closet; plans are to expand this to include ski hats in the future.*

*Status: Provided assistance to an area pastor seeking information to expand their food closet.*

*Status: Activities are on-going with the church youth to provide sandwich lunches for JCOC during 2009.*

*Status: Cooking for JCOC is being reformatted to provide greater involvement of ESC parishioners.*

*JCOC's need is for frozen meals on hand during the summer months and for the Thanksgiving and Christmas holiday times. The Outreach committee will hand out at specific times in 2009 pans with recipes that families and church groups can use to prepare and donate meals to the church for delivery to the shelter.*

*Status: Planning being developed for an enlarged Food Closet with more services in the Step IV building program.*

Establish an Outreach and Mission Team to regularly research ideas and programs and provide mentorship for ESC involvement.

*Status: The current Outreach Committee is constantly researching ideas and programs for financial support and involvement. In 2008, the committee allocated over \$32,000 in endowment funds to 23 areas in outreach. In addition they are providing mentoring and support of the MDG through the Heifer project during Lent. The Outreach Committee is currently planning the 2009 allocation of funds for outreach.*

## **Architectural Review Committee (ARC) Recommendations**

Because of the church's location in a high crash zone (R2) near Oceana Naval Air Station it was determined that the responsible course of action would be to pursue building additional space to accommodate current needs. These more specifically are:

- Adding space and renovating existing space to accommodate current parish activities and staff duties
- Renovating existing Parish Day School space to accommodate staff duties and safety of current enrollment of children.

The known is that the chapel and parish hall can be expanded as drawn in the 1987 plans.

In the chapel we would gain additional seating by relocating to the new chancel area behind the sanctuary.

1. seating during services for choir, clergy, servers, and acolytes
2. organ console and pipes from the loft

*Status: In Planning for Step IV*

In addition, the new chancel could be designed to be used as a small chapel with its own entrance.

*Status: In Planning for Step IV. Entrance on the south side*

In the business wing of the church we would gain additional space by relocating behind the new chancel area:

3. sacristy
4. flower room
5. vesting room

*Status: In Planning for Step IV*

The expanded parish hall would be:

1. large enough to provide a meeting area for congregational gatherings
2. re-designed with movable partitions to accommodate several concurrent small group meetings.

*Status: In Planning for Step IV (Should be tracked under vestry liaison for Christian Formation rather than Ministry) Partitions deleted due to cost considerations.*

In addition, additional needs were identified such as office space for ESC staff and day school, choir rehearsal space, a larger kitchen to be in compliance with the needs of a larger parish hall, a separate entrance for day school drop-off and pick-up, and re-location of the food closet.

*Status: In planning for Step IV.*