The Church of Saint Andrew
Vision Process
Community Development

Definition
> Community Development is the work of groups and/or individuals from our community which creates and sustains a sense of family, community and connection with the members of the parish. Included are new member ministries, pastoral care, fellowship activity, after-service coffee and related programs and activities.

What are we currently doing in this area? (random order)
- Alcoholics Anonymous
- Baptism Preparation
- Marriage Preparation
- Mothers Union Banners
- Coffee gatherings after service
- Card ministry
- Weekly prayer requests
- Pastoral care team
- Greeters at the door
- Daycare program
- Nursery program
- Birthday recognition during service
- Diverse and inclusive liturgical program
- Weekly bulletin and announcements by Katherine
- Willingness to provide less common services
    - Prayers in Thanksgiving for the birth of a child
    - Use of the church for visitation prior to a funeral
- The integrity of the exchange of peace during the Eucharist
- Quiet ministries (source unknown but nevertheless valuable)
- Christmas outreach program
- Alpha courses
- Quality liturgy within a relaxed, inclusive environment
- Regular, seasonal messages mailed to the home
- Our webpage – informative and accessible
- Weekly Bible Study Group
- Recently launched Facebook group
- Fun in the Son program

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- The many and varied groups of our parish
  - Our choirs – main & Malachi
  - Mothers Union
  - Anglican Church Women
  - Men's Guild
  - Altar Guild
  - Altar Servers
  - Christian Education Team
  - Lay Readers
  - Eucharistic Ministers
  - Bread and wine for our Eucharist
  - Flower ministry
  - Counters
  - Youth Group
  - St. Andrews Belle's
  - Liturgy Team
  - Buildings & Grounds Team

The needs of our community – a frank assessment and identification of areas for possible improvement (random order)
- Young families
- Young adults
- Older teens
- Attendance is static – Where are the people?
- Parking lot is challenging our accessibility standards
- People who use the church occasionally – how do we reach them?
- Intergenerational programming
- Connecting with children – key, memorable moments
- Quantity of time commitment
- Are our services scheduled at the right time?
- Yielding leadership to our youth
- Growing membership, growing ownership – "my" church
- Transportation issues for seniors and young people at University
- Tactics to make our services more accessible

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- Recording services, sermons, making available publicly
- Post these on website
- Promoting our church program through interdenominational activities and creative outside the church options
- What about the military? They may have special needs
- Must connect all age groups
- Move some activities to a neutral place to facilitate awareness and exposure to new members of the community
- Embrace change, listen intently, decide
- Critical question – how do we communicate what we are and what we do and what we stand for?
- Need for a welcoming ministry
- Need for a connection ministry which links interest with church programs
- Suggestion – church visitation and/or telephone canvas
- Question – do we track our members and their involvement in parish activity? Do we react when membership behavior changes and or lapses?

Summary Statements (by the vision team)

The church of Saint Andrew in Cole Harbour is a multifaceted Christian community which strives to meet the spiritual needs of a changing congregation consisting of many age groups while maintaining our churches well-being financially.

A major challenge facing our church community today is how best to reach a large number of our congregation who cannot attend church services and activities due to work, educational impediments, sports schedules, as well as those who are confined to home or hospital or who winter in other places.

Several suggestions during our workshop included a more aggressive use of the Internet to stay in touch with our membership and included tactics such as taping of sermons, creation of a new newsletter, publication of pictures and stories of key events, greater emphasis on

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the website as a means to answer questions concerning our busy program.

A key concept which was discussed during our workshop revolved around the need to meet people where they are. While participants suggested making what we already offer more accessible, specific ideas for change were challenging to embrace. Change management then will have to be carefully considered as decisions are made.

It was noted that people do appear committed to making change in order to bring in more members including the addition of activities that have limited spiritual content but which will convey a sense of a contagious community to prospective newcomers.

It was noted we have a large number of groups and teams within the church. Participants in the workshop were quick to identify unique value in each of these groups.

One problem area was identified during the workshop discussion. We need to look hard at the process of new member assimilation into our parish community. Participants felt that we recognize new members well and are generally welcoming to them. However, it was felt that we do a poor job of integrating newcomers into the program life of the church.