

I. Ministry Development and Engagement

A. Established an active Welcome Ministry, greeting and engaging newcomers and visitors.

B. Baptized 3 children and 4 adults, and confirmed 2 youth and 5 adults, most of whom are engaged in active ministries.

C. Established monthly Children's Sunday with children assisting ushers, including one youth lector, with a children's focused sermon.

D. Conducting Sunday-forum presentations during coffee hour. Topics include diocesan ministries, APP progress, changes happening around us.

E. Building upon our success with Sacred Ground as an evangelism tool.

F. Ash Wednesday activities - Ashes to Go 11 parishioners participated distributing ashes and offering prayers.in neighborhood. 30 participants

G. Parish sponsored 4 individuals for Cursillo weekend.

H. Next Steps:

1. Form an engagement team.

2. Build on the achieved engagement with groups using our facilities to seek mutual interests and needs, such as the Girl Scouts seeking service projects. Supporting their cookie sales with onsite presences.

II. Preschool Exploration

A. Next Steps

1. Develop a questionnaire to use for visiting other preschools to learn what they do and how they do it.
2. Visit at least two other preschools by May 1, 2024

III. Financial Sustainability

A. Elected a new treasurer from outside St. David's

B. Established a Future Budget Committee to look 2025-2027.

C. Established an Investment Committee that developed investment policies resulting in interest income becoming a line item under revenue on financial reports.

D. Reviewed staff job descriptions and salary structure. Incorporated in 2024 Budget. Considering information in future budgets.

E. Transformed from cash accounting to accrual accounting to improve monthly reporting of income and expenses.

F. Completed 2022 Audit Report. No Findings.

G. Next Steps

1. Present budget assumptions in the Spring of 2024, followed by a three-year budget, including funds for calling a rector.
2. Explore Mission and Property opportunities.

3. Establish a budget preparation process beginning with assumption development in July and a budget presented to the vestry in October.

IV. Forging Healthy Relationships

- A. Streamlined ministries from 31 to 8 major areas.
- B. Established a Pastoral Care Committee
- C. Strengthened the conduct of vestry business to allow for meaningful discussions and better communications with the congregation with the use of actions in the form of resolutions.
- D. Identified stakeholders and the value of all stakeholders seeing their perspective in the decision-making process to encourage win-win decisions.
- E. Developed vestry talking points, at the end of each meeting, for sharing news with the congregation, listening, and seeking feedback.
- F. Our priest-in-charge has established a warm and Anglican esprit de corps, including a section during the Sunday worship entitled "Tradition." He shares about our church that so many know nothing about. Fr. Kirby sets his boundaries and exercises them gently, openly, and consistently.
- G. Next steps
 1. Engage Dr. Eric Law to work first with the vestry, forging healthy behaviors by June 2024.

V. Governance and Leadership

- A. Amended the bylaws, allowing for external leadership support for key deficits and a smaller vestry consistent with our average Sunday attendance.
- B. Supported attendance of 12 congregational leaders at the Diocesan Leadership Academy
- C. Invited different parishioners work on reports and task needed to be done.
- D. The Facilities Care Ministry has addressed several campus repairs and needs. It works with Investment Committee to make capital funds available.
- E. Next Steps