

**Mutual Ministry Goals**  
**November 27, 2007 – May 27, 2008**

**Goals for the Rector:**

1. Lead in the development of a Rector -- Vestry Covenant (how we work and lead with unity);
2. Lead in the development of a Culture of Mutual Accountability for the whole congregation;
3. Lead and train members of the parish in the special emphases of membership outreach, and stewardship;
4. Provide long term personal development plan to vestry, including without limit:
  - a. Formal, degree-oriented education or intensive Continuing Education,
  - b. Application for/participation in Leadership Boulder County, and
  - c. Sabbatical plan for 2009 or 2010
5. Provide plans for staffing and staff development; and
6. Lead in the finalization of the Ten Year Vision Statement based on the draft from the 2007 Vestry Retreat, including goals for growth.

**Goals for the Congregation:**

1. Eat together, listen to each other and learn from each other;
2. Regular attendance at worship;
3. Participation in ministries/committees;
4. Continued financial support for the church and its mission and ministries, understanding that the tithe is the biblical standard;
5. Support of the Rector and Saint Aidan's Episcopal Church in the community;
6. Being open to change and prayerfully and effectively fulfilling the parish mission and vision; and
7. Participation in the affairs of the Front Range Region, the Diocese of Colorado, and The Episcopal Church.

**Additional goals for the Vestry:**

1. Serve as a confidential support and advising group for the Rector;
2. Act as a communication link between the Rector and the congregation;
3. Share with the Rector in the ministry of leadership;
4. Establish actual funded account for sabbatical leave accrued and accruing for Rector;
5. Develop plan for equitable treatment of Rector's and other staff's personal computers in the conduct of parish business;
6. Develop plan for IT/Technical Support for the office, including troubleshooting and emergency repairs;
7. Commit to clarity and honesty about stewardship, including:
  - a. Plan to achieve goal that pledge income will fully fund staff, facilities and programs (including independence of parking income for operations),
  - b. Development of Stewardship leadership, and
  - c. Development of Long Range Plans by Finance Committee and Endowment Committee as part of the finalization of the Vision statement;
8. Adopt resolutions substantially similar to the attachment below; and
9. Develop measurable goals and objectives and the concrete measurements for them for the next iteration of the Mutual Ministry goals.

Date 10/7/2007 (signed) Wayne H. Schroeder Rector  
Date 10-7-07 (signed) [Signature] Senior Warden