**Retreat Feedback and Hi Level Summary of notes**

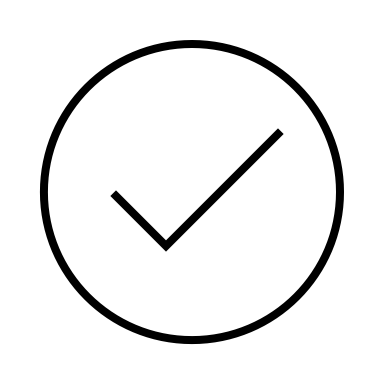
**Feedback:**

Themes from many expressed in individual comments.

* Friday Night- “I feel it was (after all the workshops I’ve been to), the most effective as it drew us into our collective or shared spot with God ie uniting us in Christ.” “I believe the expressed laments personally helped me to know (understand) each person better. It took us to a deeper level of knowing each other, past “good morning, hi, how are you” on a Sunday morning.”
* Saturday Morning- “It’s time for some change as we continue to live as followers of God.” “I felt heard and enjoyed listening to others. I do have a sense of restoration and energy- excitement about the road ahead.” “Our mission was reaffirmed and some great new committee ideas”.
* Saturday Afternoon- “It was good to have Wendy and Geoffrey participate as leaders and name their hopes. I wish there had been more focus on the collective outcomes we would like to realize in one year.”
* General- “Having our colleagues facilitate the sessions worked beautifully: our leaders have many gifts, skills, talents.” “Having scriptures and outlines was helpful in my preparation.”

**Summary:**

The first four retreat goals were clearly met:

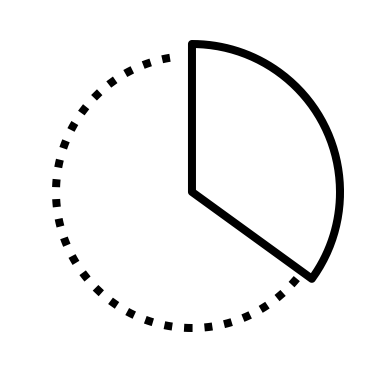
Welcome Rev Wendy, Rev Geoffrey, and Jean

Enjoy fellowship, increase connection, and build trust amongst leaders

Resilience: Build collective memory through stories

Renewal of energy, understanding and commitment to our mission

Some work on the last two goals were started:

 Determine wise use of human resources: consider new minister model and changes to organizational structure

Articulate hopes for next year: congregation, community, and change (strategic plan)

**Notes:**

**Mission:**

* Lived with the mission and have become committed to it: even when ministers come and go, we have a common direction
* See progress in developing relationship with neighbours and Indigenous groups/individuals, and social media connections
* Blessed by getting to truly share ourselves with each other in some groups: learning how to reach out, listen, discuss, action
* Looking forward, seek to be re-inspired as a congregation and grow in discipleship: listen to the Holy Spirit
* Build better connections with Sudanese and Anuak peoples, the on-line community, children, youth, and young adults
* Better understand/engage in “social change
* Be courageous

**Minister Model:**

* Ministers need to focus on current needs: strengthen, sustain and support faith development, and lead leadership development
* We need clear communication about the roles of the minister
* The ministry (4 circles) model is currently siloed. No overlap. Should have some unique skills but maybe not as in model. Do we need specific skill sets?
* Team ministry has had challenges with communication
* Need to have Tier vs Peer discussion ask 3 other ministers their thoughts

**Committee Structure:**

* Possibly combine some committees or change names to reflect actual responsibilities
* Committees should have teams within them
* Leadership development needs to be addressed (many references). Stewardship and Earth Care mentioned twice.
* Must deliver on mission
* Recruitment is an issue

**Hopes for Next Year:**

* Would have a new minister in place to strengthen faith of those in our congregation.
* Committee structure where teams and project groups engage new and more people, effectively and productively. Effective communication amongst committees with Session and to the congregation
* The general community in Grace is excited about the future
* The broader community around Grace sees this place as an asset, a welcome place, and place of hope
* Building relationships and strategic partnerships based on key themes
* The general community in Grace is excited about the future
* Greater accountability and clear leadership
* Appreciate Wendy & Geoffrey’s ministries among us

**Strategic Priorities:**

* Relationships: lapsed members and our Sudanese/Anuak, social media contacts
* Communication with each other and the community
* We don’t know what we are willing to commit to become; Do we even know what the needs of our community are? What is our culture? What should our culture be?
* Continual journey to increase spiritual depth