



ST. BARTHOLOMEW'S
EPISCOPAL CHURCH

Strategic Plan

Mission:

We are called to be disciples of Christ, revealing His Life, Love and Light to the World.

Vision:

St. Bartholomew’s Episcopal Church is a radically welcoming, inclusive faith family – sharing and teaching the love of Jesus Christ through our worship, actions and outreach – transforming ourselves and the world.

Radical Hospitality – Vision

St. Bartholomew’s is the benchmark for Christian hospitality and fellowship, exceeding the expectations of all.

Radical Hospitality Goals:

Goal 1: By Easter of 2016, St. Bart’s will develop and implement a formal Newcomer Onboarding process

Develop and teach parishioners a structured process for Newcomers - including website and Facebook, parking, greeting, connecting during and after worship, and follow-up contact - thereby adopting a new culture of welcoming.

Identify an initial group of St. Bart’s members to serve as mentors for newcomers.

Goal 2: By September of 2016, St. Bart’s will develop and implement a Membership Connection process

Create a new membership directory to be provided to all parishioners - web directory app, pictures, updated contact and full profile information.

Launch a small group ministry program extended to parishioner connections (i.e. connect to Casa and other retirement communities).

Develop and implement a formal response and support process for individuals and families in need, which includes such things as visits, meals, transportation, errands and follow up support as needed.

Goal 3: By Year End 2016, develop and implement a Time & Talent ministry

Assist in launching a Time & Talent ministry - a doorway to extend St. Bart's hospitality from our parish into the surrounding community. Inventory member gifts, talents and passions. Help create a searchable data base of this information.

Refresh, expand and promote programs for small groups. Develop online and other creative ways to involve individuals in programs for small groups.

Goal 4: By the 2017 Annual Meeting develop specific plans for Evangelism - St. Bart's hospitality and sharing the good news moves into the community

Invite a friend to church once a month with a service that is Newcomer friendly.

Expand and promote Ashes to Go and other Blessings into the community.

Develop outreach programs addressing the mentoring and tutoring of youth in schools and community youth organizations.

Create a Hispanic outreach ministry to enable parishioners to be more engaged with our Hispanic community.

Explore international outreach ministry trips with the intention of implementing a St. Bart's ministry.

Explore other opportunities in our community for outreach evangelism ministries.

Outreach - Vision

St. Bartholomew's shares the love of Jesus Christ and positively impacts the local and global communities by equipping, empowering and inspiring all members in outreach.

Outreach Strategic Goals:

Goal 1: Begin a lay leadership development with clergy support

In 2016 train current leaders plus five new people to embrace and lead outreach ministry projects.

Goal 2: Discern and investigate international partners and identify outreach opportunities by June of 2016

Discern if this Flagship outreach ministry is what St Bart's is called to be known for by the end of 2016.

Goal 3: Develop a Time and Talent ministry

Commencing Spring of 2016, assist with an inventory of member gifts, talents and passions. Help develop a searchable data base with this information.

Recruit and train Time and Talent volunteer staff members by May of 2016.

Goal 4: Determine options and alternatives by the end of 2015 on how we can leverage the Thrift Shop into a major outreach opportunity

Christian Education – Vision

We teach and equip the world to be faithful and loving disciples of Jesus Christ.

Christian Education Strategic Goals:

Goal 1: Eradicate Bible Illiteracy

By the end of 2015, come up with a plan for classes to be offered, curriculum to be used, staffing, time and childcare determination.

By the Fall of 2016, offer preschool families in each age group the opportunity to attend Bible Study. Provide childcare if needed.

By the Fall of 2016, offer all levels of Bible Study 5 days a week.

Goal 2: Provide resources for all ages to prepare them for their life journey

By the end of 2015, explore with leadership the immediate needs of our parishioners.

By the end of 2015, publish a list of currently available resources and classes that we can utilize and build upon to address parishioner needs.

By the end of 2015, offer an 'Importance of Faith at Home Tool Kit' to encourage families to worship outside of Sunday services.

By the Fall of 2016, provide norms and expectations for every child and youth, to be shared with the parents, so the parents know what is expected of them and their children.

By the Fall 2016, offer regular spiritual milestone classes, along with informational and crisis prevention classes.

Resource Management - Vision

Fulfilling current obligations and anticipating emerging needs, the Resource Management team provides guidance, leadership, consultation and solutions – enhancing effective stewardship of parish resources and maintaining a culture of fiduciary stability, while planning and developing facilities to realize God’s vision for St. Bartholomew’s.

Resource Management Strategic Goals:

Goal 1: Institute and employ a parish-wide data base to identify and catalogue the relative skills and talents of members and staff

Bill Angus, Chris Harris & Beth Daniels will identify software by the end March, 2016.

Data base will be deployed by the end of June, 2016.

Parish-wide data base implementation will be completed by the end of September, 2016.

Goal 2: To satisfy basic Strategic Plan requirements, parish leadership should eliminate staffing gaps by the conclusion of June 2016

Parish leaders will develop and employ role specific job profiles to guide staff development and measure job performance by December, 2015.

Goal 3: Vestry and Finance Committee will develop a method to increase operating income by 20 percent, commensurate with expense growth, by March of 2016

Vestry will identify and establish bi-annual fundraising events and budget associated income objectives for fiscal 2016.

Finance Committee will establish and adopt an official pricing structure to address facilities fee revenue generation by March of 2016.

Finance Committee will develop a blueprint to identify comprehensive revenue generation opportunities by October of 2016

Goal 4: Reinstitute the Legacy Committee to support future expenditure demands

Vestry will identify the Legacy Committee leadership by December of 2016.

Legacy Committee will be in full operation by March of 2017.

Goal 5: Finance Committee will institute a *Capital Development Fund* to address sunk costs associated with campus facilities beginning January of 2017

Goal 6: Develop and launch a facilities marketing plan to capitalize on rental market opportunities by October of 2016

Assemble a Facilities Management subcommittee to leverage campus assets for revenue optimization by December of 2016.

Worship and Music – Vision

Our worship services are a vibrant and engaging opportunity to express our love and reverence of Jesus Christ.

Worship & Music Strategic Goals:

Goal 1: Have additional vibrant worship services beyond our current services

By the Fall of 2016 implement "Traditional" Anglican services outside our current scheduled worship services (such as: choral Evensong, Taize).

Introduce an inter-generational worship curriculum in conjunction with our weekend services or as a mid-week service.

Develop youth as worship leaders.

- By Easter of 2016 set up a small seed group.
- Support the recruitment of a strong youth minister interested in this goal.

Goal 2: Worship space

By June of 2016 have a revision of existing space, permitted and in place, that will accommodate 75 to 150 additional persons.

Concurrently, develop a longer-term strategic vision - with options, projections and timelines - for a facility that will accommodate 400-500 persons.

Goal 3: Take our worship and music out into the community

Commence Christmas caroling in December of 2015.

Pilot opportunities to take our services into the community (e.g. ashes to go, blessing of the animals, choir(s)).

Have an off campus service by Spring, 2017.

By Spring of 2017 identify a pre-school service for children and parents, to be implemented by Fall of 2017.

Youth – Vision

Children and youth are engaged members of our parish family through all stages of growth; learning, serving, living, and leading others to be disciples of Christ.

Youth Strategic Goals:

Goal 1: Chris Fanning and the EYE committee will develop and implement age specific learning standards for Preschool through Grade Five by the end of December, 2015

By March of 2016, staff leadership will develop methods to measure the effectiveness of the curriculum.

By March of 2017, develop a budget to fund expansion of the Godly Play program, to be inclusive of Kindergarten through Grade One, including a classroom devoted to Godly Play.

Goal 2: Youth Group leadership will institute and host one middle school program, one high school program, and one combined opportunity per week commencing in January of 2016

Youth Group members will identify, recruit, and participate in one service activity per quarter beginning in April of 2016.

Increase child and youth membership in parish ministries by ten percent by December of 2016.

Joy Landers, in cooperation with the Youth Group leadership and EYE committee, will host a diocesan-wide EspicoProm in the Spring of 2016.

Goal 3: Incorporate youth in all facets of Worship service

By April of 2016 staff will develop a comprehensive program to ensure youth become active participants in all aspects of weekly liturgy – including but not limited to: acolyting, greeting, ushering, chalice, lecturing, and music.

Karen Tansey-Becerra will identify, coach and develop additional youth members to lead Godly Play instruction by September of 2016.