

Opening
Prayer:
the Rev.
Ray
Hanna



Strategic Plan

Presentation to Congregation
St. Paul's Episcopal Church

October 2020



Subcommittee Members

Bill Anlyan

Twink Barr

Cleve Callison

Rachel Carroll

Ashley Eason

Julie Martin

Joan Rosko Miller

Anne O'Dell

The Rev. Adam Pierce

Shannon Rowe

Patt Scherer

Leon Tillery

Facilitator

The Rev. Jim Hanisian

Agenda

- Opening Prayer
- Introduction
- Explanation of Process
- Presentation of 3 Strategies
- Discussion
- Closing Prayer

INTRO

Significance of Mission and Vision Statements in Strategic Planning Process

Mission: Open doors. Open hearts. Open Hands.

Vision: We will welcome all to live God's mission, teach Christ's love and transform our community by the power of the Holy Spirit.

STEPS IN PROCESS

CLEVE CALLISON

- 1) Environmental Scan
- 2) SWOT Analysis
- 3) Prayerful discernment
- 4) Conversation
- 5) Choices

IDENTIFY
OBJECTIVE

Objective = St. Paul's Statement of Focus for
next 3 years

ESTABLISH GOALS

Goal = A measurement of how we are doing in completing the strategies over the next 3 years

DEVELOP STRATEGIES

Strategies = Main thrust of our energies for
the next 3 years

DRAFT PLANS

- **Plans** = Suggestions, examples of how we might approach the tasks.
 - The Strategic Plan Committee's work was completed and findings sent to the Vestry, where they were adopted.
 - Now the Vestry is fleshing out the plans and communicating with members and friends of St. Paul's.



Objective, Goals, Strategies, and Plans



2020 – 2022
OBJECTIVE

St. Paul's Church will assure that our facilities, financial and human resources will provide a strong future for our ministries.

**Objective = St. Paul's Statement of Focus for
next 3 years**

THE 3 STRATEGIES

1. Facilities
2. Financial Stewardship
3. Human Resources

STRATEGY 1: FACILITIES

BILL ANLYAN

Strategy

Due to life-threatening safety issues and ADA violations, implement a plan to fix them or relocate.

Goals (fiscal years)

2020	2021	2022
Call 5-8 people to building committee	Call 20 people to capital campaign	
Develop plan	Write case	
	10 major gifts	

STRATEGY 2:
FINANCIAL
STEWARDSHIP
ANNE O'DELL

Strategy

Implement a comprehensive plan to balance the budget by establishing programs for annual giving, planned giving for endowments and capital funding for special projects.

Goals (fiscal years)

	2020	2021	2022
Annual	\$465K	\$558K	\$670K
Endowment	\$100K	\$150K	\$200K
Capital Campaign	Study-Plan	Do Campaign	

STRATEGY 3:
HUMAN
RESOURCES
ASHLEY EASON

Strategy

Implement a management plan for paid staff and volunteers in keeping with best practice.

Goals: (fiscal years)

2020	2021	2022
Develop Right Staff Model	50% of parish skills	75% of parish skills
25% parish skills	Satisfaction survey	Assess/Plan
Team of 3 conduct staff interviews	All positions filled	Parish satisfaction survey
Job descriptions for paid staff/volunteers		

QUESTIONS/ DISCUSSION

Teams

- **Strategy 1 | Facilities** — October 18
Vestry: **Ruth Gates, Ange Green, Steve Haughey, Teresa Singer**
Planning Committee: Bill Anlyan, Rachel Carroll, Leon Tillery and Joan Rosko Miller
- **Strategy 2 | Financial Stewardship** — October 25
Vestry: **Joe Farri, Tom Gerow, Rhonda Stroud, Jan Vick**
Planning Committee: Cleve Callison, Anne O'Dell, Patt Sherer, Shannon Rowe
- **Strategy 3 | Personnel** — November 1
Vestry: **Keith Calder, Joan Rosko Miller, Meaghan Thomas, Sally Pope**
Planning Committee: Ashley Eason, Twink Barr, Julie Martin

Closing Prayer: the Rev. Adam Pierce

