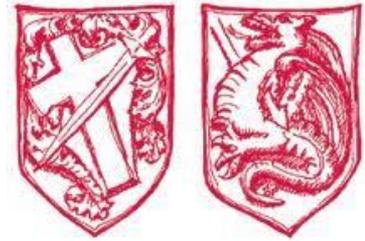


Church of St Michael & St George
Strategic Plan
Summary for the Parish

Approved by the Vestry March 3, 2020

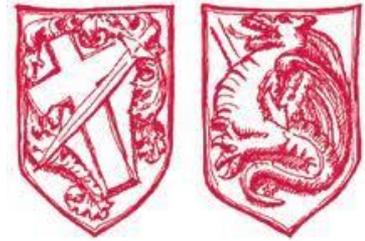
Vision/Mission



We need to make sure that everything we do supports our Vision and Mission:

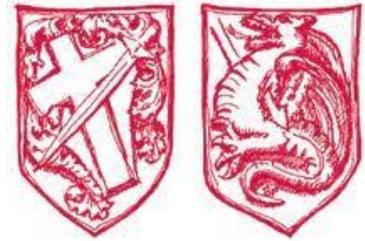
- **Our Vision:** The Church of St Michael & St George transforms lives through Christ.
- **Our Mission:** Live Christ's life into the world through the Anglican traditions of worshipping God with reverence, joy, and awe; serving and caring for our community; and leading spiritual formation for all ages.

Fact-Finding Work Completed



- We conducted over 30 staff/lay one-on-one interviews.
- We interviewed 10 other large Episcopal churches.
- We conducted focus groups with 90 parishioners.
- We fielded a parish-wide survey and received participation from 231 respondents.
- We formed a committee of 15 which has grown to 28 parishioners.
- We have invested an estimated 1000+ total hours in the plan's development.

Five Year Goal

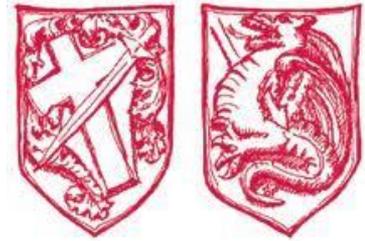


Through all of the exploration, examination and discernment, we established ONE major goal, that will set the foundation for our specific, recommended actions, as follows:

To increase spiritual formation at our church, by

1. Operating the church in such a way as to help the clergy fulfill their roles most effectively, and
2. Enlisting and engaging many more parishioners to use their time and talent to help build spiritual formation.

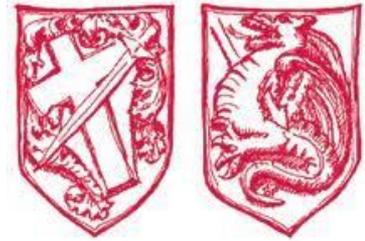
Recommendations



In order to accomplish these two goals, we have specific recommendations broken into seven priorities, as follows:

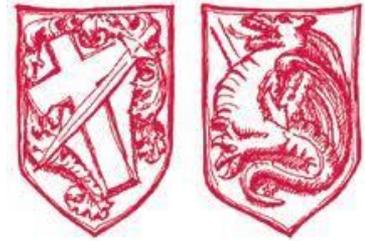
- Worship
- Parishioner Engagement
- Community Development
- Communications
- Operations
- Stewardship
- Church + St. Michael School

Worship



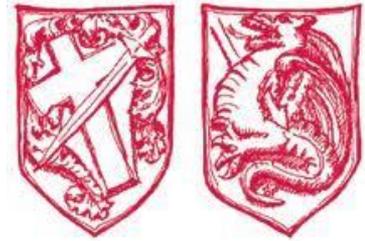
- Further study adopting the summer schedule year-round
- Consider using the 5:30pm service to appeal to a younger audience.
- Expand congregational participation in our worship services.

Parishioner Engagement



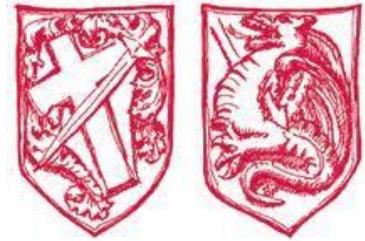
- Adopt the Welcome plan that has been constructed by Director of Parish Life Laurie Brown.
- Conduct lay leader training sessions ongoing.
- Put together a year-round curriculum of classes relevant to the parish.

Community Development



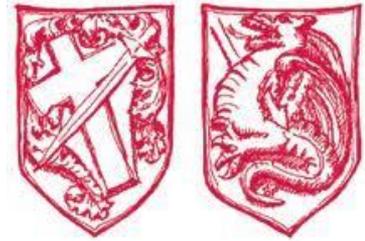
- Relaunch the “Faith In Action” outreach steering committee
- Consider aggregating local outreach efforts into one bigger effort

Communications



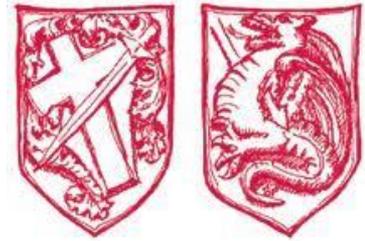
- Embrace REALM
- Improve all digital communications
- Organize communications with a lead staff person and a parishioner steering committee
- Focus on communications improvements: a) among internal staff, b) to the parish, and c) to our community.

Operations



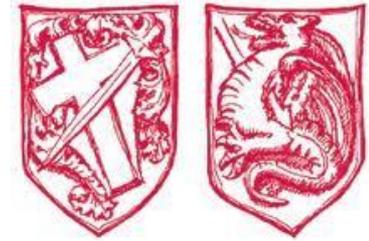
- Design a more effective organizational structure, with a business manager responsible orchestrating tactical day to day efforts.
- Create clear and documented end-to-end procedures
- Migrate from paper-based to digital across all staff functions.
- Increase the availability of ongoing financial information.
- Form a task force to build a church master facilities plan and to help the business manager manage the major projects

Stewardship



- Design and install an end-to-end procedure for handling all donations and gifts, run by Alexis Posnanski, Director of Stewardship.
- Redesign how we conduct the annual Every Member Canvass, with a year-round Stewardship planning committee led by the Director of Stewardship
- Increase emphasis on major gifts throughout the year.
- Plan for a capital campaign to ‘save’ our building.

Church + Day School



- Form a cross-collaborative committee with church and school representatives to strengthen this relationship
- Regularly communicate school highlights to the church parishioners.
- Conduct joint space planning and security/safety initiatives (as part of the building & grounds effort).

The Church of St. Michael & St. George 2020-2025 Strategic Plan

Our Vision: *The Church of St Michael & St George transforms lives through Christ.*

Our Mission: *Live Christ's life into the world through the Anglican traditions of worshipping God with reverence, joy, and awe; serving and caring for our community; and leading spiritual formation for all ages.*

Our five-year goal is to build on the gift that is our church by increasing our ability to more effectively transform lives through Christ, and live Christ's life into the world. The Vestry has approved the following priorities:

Worship: Further study adopting a Sunday schedule that opens availability and participation to all members of the congregation.

Parishioner Engagement: Adopt the Welcome plan that has been constructed by Director of Parish Life; conduct lay leader training sessions; put together a year-round curriculum of classes relevant to the parish.

Community Development/Outreach: Relaunch the "Faith In Action" outreach steering committee; consider aggregating local outreach efforts into one bigger effort

Communications: Embrace REALM; improve all digital communications; organize communications with a lead staff person and a parishioner steering committee; focus on communications improvements: a) among internal staff, b) to the parish, and c) to our community.

Operations: Design a more effective organizational structure, with a business manager responsible for creating and overseeing clear and documented end-to-end procedures; migrate from paper-based to digital across all staff functions; increase the availability of ongoing financial information; form a task force to build a church master facilities plan and to help the business manager manage the major projects

Stewardship: Design and install an end-to-end procedure for handling all donations and gifts, run by the Director of Stewardship; redesign how we conduct the annual Every Member Canvass, with a year-round Stewardship planning committee led by the director of stewardship; increase emphasis on major gifts throughout the year; plan for a capital campaign to 'save' our building.

Church + Day School: Form a cross-collaborative committee with church and school representatives to strengthen this relationship; regularly communicate school highlights to the church parishioners; conduct joint space planning and security/safety initiatives