

## **Strategic Plan Executive Summary**

### ***"The Fruits of The Harvest"***

### **Launch for the 2008/2009 Season**

#### **Introduction**

The Vestry of St. Paul's Episcopal Church in Delray Beach, Florida, has commissioned the creation of this Strategic Plan to help guide our church's journey over the next five years. Organized and implemented via ministry-driven initiatives, the Strategic Plan is a formal statement of who St. Paul's is today and where we see St. Paul's in the future. A year-long process of listening to the input of the congregation allowed us to create a road map to achieve the church's Mission, Vision and Goals.

To that end, it is our goal that St. Paul's in 2013 will excel as a spiritual community leader providing for personal faith development, promoting justice, advancing diversity, with open doors for all, and a loving teacher of God's word based on the Baptismal Covenant and Christ's Summary of the Law – Love the Lord your God with all your heart, with all your soul, and with all your mind, and love your neighbor as yourself.

#### **Our Primary Goals**

As we look to the future with the Baptismal Covenant at the core of our beliefs and purpose, we see the primary goals of St. Paul's as the following:

- To provide and promote high quality opportunities for Christian spiritual formation, education, fellowship and worship
- To proclaim and live God's message of love and reconciliation in the broken places of our world and lives
- To proclaim the Good News of Jesus Christ in all that we do and to make our church and its ministries (activities) well known and welcoming to the community
- To continually improve existing programs and develop new ones in response to the needs of our community and God's call to us
- To promote peace and justice through our prayers, words, and actions

#### **List of Committees, Their Functional Teams and New Priority Initiatives**

In an effort to best achieve our ambitious goals, ministry-driven teams were organized to address priorities during the 2008/2009 season through existing/established initiatives and new initiatives. Other initiatives have and will be identified for implementation over the following two through five years into the Strategic Plan. For 2008/2009 the Vestry and Strategic Planning Team have received extensive input from the membership of St. Paul's and offer the following:

**Committee One – Worship, Education, Fellowship, and Stewardship (WEFS)**

**WEFS Liaisons:** *From Vestry:* Bob Chapin, Tom Vuicich; *From Strategic Planning Team (SPT):* Roy Talbot (talbotent@aol.com), Jack Chadam (jack.chadam@gmail.com), Sherry Fleming (slfccf@aol.com)

**Ministry Groups within WEFS:**

- Worship Team
- Music Team
- Christian Education Team
- Fellowship Ministries Team
- Stewardship Team

**WEFS's New Priority Initiatives for 2008/2009 (in addition to existing/established initiatives):**

1. Form the following:
  - i. Christian Education Team
  - ii. Fellowship Ministries Team
  - iii. Worship Taskforce
2. Continue to strengthen and grow the 11:15 AM Sunday Service
3. Form and launch a Capital Funds sub-team
4. Develop and implement an ongoing leadership identification program
5. Launch "Working Professionals Networking Group"
6. Assist and support development of Learning and Media Center
7. Support fundraising initiatives for youth trips, pilgrimages, etc.
8. Develop a written plan that identifies Heritage Society and their objectives
9. Constitute a Remote Ministry Team
10. Conduct an Every Member Canvas (EMC)
11. Tap ministry groups for web site input and technology utilization

**Committee Two – Mission and Outreach (M&O)**

**M&O Liaisons:** *From Vestry:* Tim Kilpatrick, Tom Vuicich, Mike Armstrong; *From Clergy:* The Reverend Kathleen Gannon; *From SPT:* Deborah Cartwright-Clough (cartwrightclough@yahoo.com), Jill Reece (jwreece@adelphia.net)

**Ministry Groups within M&O:**

- Paul's Place
- Family Promise
- Literacy Program
- Shared Ministry
- Turnover Shop
- Community Ministries
- International Outreach Ministry

**M&O's New Priority Initiatives for 2008/2009 (in addition to existing/established initiatives):**

1. Promote Turnover Shop as a full ministry of the church
2. Establish an interfaith dialogue within the community
3. Establish relationship with a church in Haiti
4. Create relationship with one of our international companion dioceses
5. Build on our existing relationship with the Little Roses Orphanage in Honduras

6. Ensure that we have programs that adhere to the Millenium Development Goals
7. Review and expand our relationship with ministries in the community
8. Develop consistent method to track M&O contributions
9. Expand Literacy Group to include "I Want to Learn English"

### **Committee Three – The Message and The Welcome (M&W)**

M&W Liaisons: *From Vestry:* Gigi Twist, Diana Ferguson, Sue Taylor; *From Staff:* Susan Stokes; *From SPT:* Roman 'Rusty' Rustia (rrustia@browardcenter.org), Christine Ennis (ctennis\_adelphia1@comcast.net); *Assisting SPT:* Kathy Dorey (ckdorey@gmail.com)

#### Ministry Groups within M&W:

- Hospitality
- Welcoming
- Senior Singles
- Couple Care
- Men's Group
- Prayer Shawl Ministry

#### M&W's New Priority Initiatives for 2008/2009 (in addition to existing/established initiatives):

1. Welcoming Initiatives:
  - i. Include all ages as greeters
  - ii. "Brainstorming" sessions for greeters
  - iii. Create Worship Companions
  - iv. Identify Coffee Hour Hosts
  - v. Identify specific hosts for key events
2. Create additional "Singles Groups"
3. Incorporate "Magnetic Church" model into how we attract new members
4. Facilitate development and monitoring of growth goals for St. Paul's
5. Develop membership tracking goals/tasks:
  - i. Follow-up cards for visitors
  - ii. Follow-up notes or calls encouraging activity participation
  - iii. Create a Church Directory

### **Committee Four – Membership and Community Programs (MC)**

MC Liaisons: *From Vestry:* Susan Chase, Rhonda Brown, Tom Horner; *From SPT:* Sherry Fleming (slfpcf@aol.com), Punch Peterson (cherylpete@verizon.net)

#### Ministry Groups within MC:

- Daughters of the King
- Small Group Ministry
- Stephen Ministers
- St. Paul's Day School
- Community Programs
- Cursillo

#### MC's New Priority Initiatives for 2008/2009 (in addition to existing/established initiatives):

1. Provide transportation program for seniors

2. Provide respite care (activities and fellowship) for seniors
3. Provide mentoring program for Paul's Place youth
4. Have two Ministry Fairs – in the fall and at Annual Meeting
5. Heighten awareness and encourage participation in Cursillo events and initiatives
6. Conduct Small Group Leader workshops and training sessions
7. Recruit, train, and dispatch Lay Eucharistic Ministers

**Committee Five – Administration (ADMIN)**

ADMIN Liaisons: *From Vestry:* Bob Chapin; *From Clergy:* Father Chip Stokes (chipper141@aol.com);  
*From SPT:* Chris Herin (cherin@geosyntec.com)

Ministry Groups within ADMIN:

- Staff
- Finance
- Personnel

ADMIN's New Priority Initiatives for 2008/2009 (in addition to existing/established initiatives):

1. Explore a Public/Media Relations staff person
2. Develop and articulate goals of a Public/Media Relations staff person
3. Cut operating budget reliance on reserves by 20% (compared to prior year)
4. Proactively review operating budget
5. Assist Rector and Staff with a review of key responsibilities/initiatives undertaken by each key staff member
6. Explore the feasibility of calling a new Deacon

**Committee Six – Buildings, Grounds & Technology (BG&T)**

ADMIN Liaisons: *From Vestry:* Tom Vuicich; *From Staff:* Bill Hurd (wch17@bellsouth.net); *From SPT:*  
Roy Talbot (talbotent@aol.com); *From Past Vestry:* John Meade (committee chair)

BG&T's New Priority Initiatives for 2008/2009 (in addition to existing/established initiatives):

1. Assist with development of "B&G Budget and Plan for Long-Term Growth and Expansion"
2. Define an annual budget for maintenance of existing buildings
3. Assist in development of budget for any remodeling
4. Consider new technologies with building plans
5. Plan and implement short-term updates and maintenance

### **Committee Seven – Strategic Planning Team (SPT)**

**SPT Liaisons:** *From Vestry:* Chris Herin, Sherry Fleming; *From Clergy:* Father Chip Stokes; *From SPT:* Roy Talbot (talbotent@aol.com), Jack Chadam (jack.chadam@gmail.com), Punch Peterson (cherylpete@verizon.net), Roman 'Rusty' Rustia (rrustia@browardcenter.org), Christine Ennis (ctennis\_adelphia1@comcast.net), Deborah Cartwright-Clough (cartwrightclough@yahoo.com), Jill Reece (jwreece@adelphia.net)

#### **SPT's New Priority Initiatives for 2008/2009 (in addition to existing/established initiatives):**

1. Meet on a regular basis to oversee the Plan, its progress and its committees
2. Act as a liaison to the committees for guidance and explanation
3. Report to the Vestry on a regular basis with updates
4. Identify and articulate new initiatives when needed
5. Develop a process to identify, train and nurture leaders
6. Develop a growth goal for St. Paul's

*NOTE: The Vestry is not listed as a committee. All of these committees and ministry groups report through the Vestry.*

### **In Conclusion**

Strategic Plan implementation is the responsibility of all St. Paul's members through St. Paul's ministry groups with empowerment assistance through the Vestry, Clergy, and Strategic Planning Team. Among other priorities, Strategic Plan implementation needs to focus on:

- Leadership identification and growth;
- Integration of the "Four Keys" and "Five Principals"; and
- Achieving the Millennium Development Goals.

The Strategic Plan was developed through hard and thorough work by the members of the Strategic Planning Team in association with our Clergy, Vestry, ministry groups and St. Paul's membership. We are excited about how implementation of the Strategic Plan by St. Paul's members can help our church achieve its goals. The full version of the Strategic Plan 2013 "*Fruits of the Harvest*" is available at [www.stpaulsdelray.org](http://www.stpaulsdelray.org) or by contacting the St Paul's at (561) 276-4541.

We thank you for your dedication and prayers in sharing with the "*Fruits of the Harvest.*"

Signed, Members of the Strategic Planning Team:

Rev. Chip Stokes  
Chris Herin  
Sherry Fleming  
Punch Peterson  
Deborah Cartwright-Clough  
Jill Reece  
Rusty Rustia  
Christine Ennis  
Roy Talbot  
Jack Chadam