

St. Andrew's Episcopal Church

We Share
God's Love



Sharing God's Love

Mission Statement, Vision, and Goals

Strategic Planning Committee, August 25, 2019

St. Andrew's Episcopal Church
300 Third Street
Elyria, Ohio 44035



Planning St. Andrew's Future

To: The Vestry of St. Andrew's

From: St. Andrew's Episcopal Church
Strategic Planning Task Force

September 12, 2019

The Holy Spirit has been moving among the people of St. Andrews, helping us with guidance and direction for our Church mission. In recent years we fell into some uncertainty about our mission, with parishioners and small groups doing things on their own, sometimes without coordination or a specific sense of purpose. It has taken a toll on some, who were getting burned out and lost. It had become evident that more coordination of mission was needed for St. Andrew's. A plan of action was needed for our parish and for the needs of our community. A direction for our future needed to be addressed.

The journey began in Autumn of 2016 when members of St. Andrew's Stewardship and Finance Committees attended a day long workshop directed by Reverend Eric F.H. Law which was based on his book "**Holy Currencies-Six Blessings for Sustainable and Missional Ministries**". Rev. Law has identified six characteristics, or blessings, that together generate a positive, sustainable mission-based parish:

Currency of Time and Place

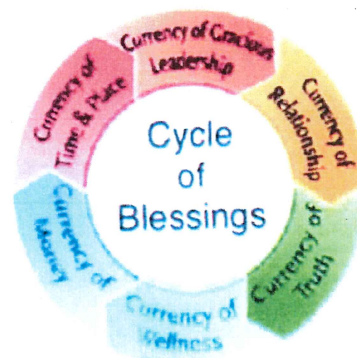
Currency of Gracious Leadership

Currency of Relationship

Currency of Truth

Currency of Wellness

Currency of Money



Several members of the group that attended the workshop were impressed by the program. With support from the Vestry and the Diocese, in January 2017 the Stewardship 365 group registered for a series of 6 webinars led by Rev. Law that explored his approach in more depth. Members

who participated in the webinars discerned a new way for St. Andrews to both internally and externally interact with our members and our community with the goal of reaching sustainability of our mission and ministry.

The circle of the Holy Currencies was likened to a flowing river; if water isn't flowing and moving, it becomes stagnant. Following the path of the Holy Currencies, it became evident that there was a need for a new strategic plan.

On October 14, 2018, an identity conversation was led by the Reverend Dr. Brad Purdom. This conversation served as a catalyst for establishing a strategic plan for St. Andrew's. From that conversation a commitment was made to complete the strategic planning process.

The parishioners of St. Andrew's met on February 9, 2019 for the "Casting the Light" planning meeting and discussed as a Church:

Who we are.

What we have done.

Where we might consider going.

Parishioners were asked for their input regarding the vision and mission of St. Andrews. The parish responded with a wide breadth of insights and hopes for the life of our church. We received feedback from a good representation of the parish and trusting one another and God's guidance, the first steps toward establishing a new strategic plan were taken.

The Strategic Planning Task Force (the "Task Force") began its work on March 24, 2019. Its first charge was to review the current Mission Statement (why are we doing what we are doing?) and revise or develop a new mission statement based on the input provided from the "Casting the Light" parish meeting.

Following the development of the new mission statement, the Task Force identified vision statements (where are we going?) in support of the new mission statement. In subsequent meetings the Task Force developed clear and measurable short term and long term goals and objectives, determined resources, and identified commissions and/or church leaders that will be responsible for each of the identified goals.

During this entire process, the Task Force has strived to represent the wishes of the parish as we plan for the needs of the future. There were several common themes identified from the information gathered at the "Casting the Light" parish meeting. The members of St. Andrew's want the church to be a place that helps us develop a stronger sense of community among our fellow parishioners and also with our neighbors in the community and in the larger world. This Strategic Plan offers opportunities to pursue both outreach and in-reach with equal vigor. We also want to continue to be active in creating a just and inclusive society. It is our calling to be an increasingly inviting and welcoming church for all of God's people.

At its heart, this Strategic Plan lays out the vision of how as a church we wish to grow in our capacity to come to know, love and serve our own church family and our neighbor's.

In the coming years we seek to “**Share God’s Love**” by building up the common life we share as neighbor’s with one another and with those in our community and beyond. With this backdrop, and together as a parish, we will walk boldly into the future with passion and confidence.

May God grant us the strength and courage to accomplish all that we seek to Share God’s Love through the mission and ministries of St. Andrew’s Episcopal Church. May God who has given us the will to do these things give us the grace and power to perform them.

Strategic Planning Task Force

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Shannon Von Gunten

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Mission

We Share God's Love By:

- † *Offering opportunities to grow spiritually and to share our gifts.*
- † *Stimulating and meeting the needs of our congregation and our extended community through outreach, education, and engagement.*
- † *Being leaders in our community for justice and inclusion for all people, showing compassion without judgment.*



Visions Statements and Goals

To be agents of change in our community.

Encourage the Rector and Parish leaders to ongoing participation in groups focusing on advocacy.

Accountability assigned to the Vestry.



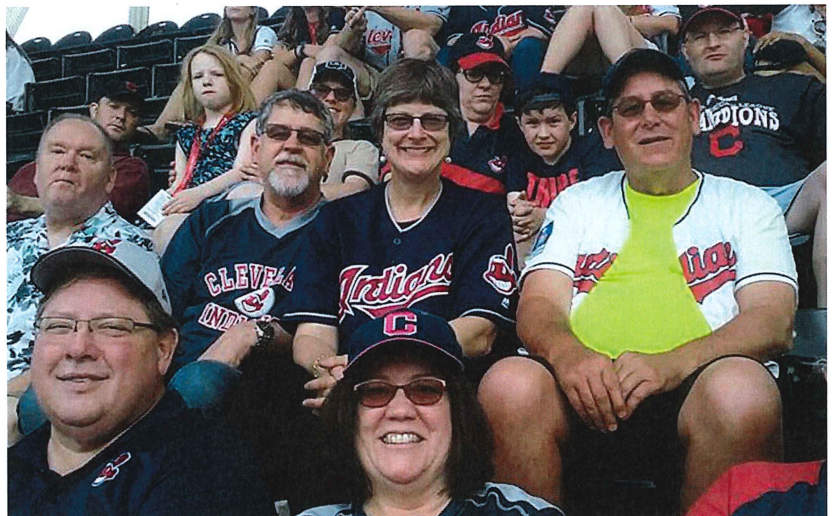
To experience joy in our spiritual journey.

Provide more opportunities to come together in celebration and gratitude.

Accountability assigned to the Parish Life Commission.

Embrace and inform new members.

Accountability assigned to the Inviting and welcoming Commission.



To improve our service to our neighbors.

Identify our neighbors' needs by 2020 and yearly thereafter.

Accountability assigned to the Connecting Communities Guiding Team.

Publicize the services we provide and those available in the community.

Accountability assigned to a new "Communications Team" in conjunction with the Rector and Parish Administrator.

Develop programs in response to the identified needs.

Accountability assigned to the Rector and Vestry.



To be a voice for those who have no voice.



Ensure that our in-home members are represented in the matters and life of the church.

Accountability assigned to the Pastoral Care Commission

Participate with and support community groups who advocate for those who have no voice.

Accountability assigned to the parish.

To cultivate those in our faith community who are questioning and/or seeking spiritual well-being.

Provide a safe place for asking questions, expressing views and seeking answers.

Accountability assigned to the Rector.

Encourage the formation of small groups.

Accountability assigned to the Rector and Parish.



To continue our commitment to our Youth Ministry Program.



Develop lay leadership.

Accountability assigned to the Rector and Vestry

Form a Youth Ministry Commission.

Accountability assigned to the Rector and Vestry.

Ensure an ongoing presence of a Youth Minister.

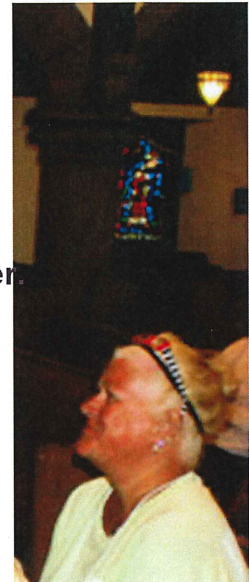
Accountability assigned to the Vestry and Finance Commission.

Encourage and support youth from our parish and our communities and their families growing participation.

Accountability assigned to the Youth Minister and Youth Ministry Commission.

Continue to work to integrate our youth in all aspects of our parish life.

Accountability assigned to the Youth Minister and Youth Ministry Commission.



To be good stewards of our resources.

Balance the budget by 2022 without withdrawing from savings or exceeding the diocesan investment spending rule of 4.5%.

Accountability assigned to the Finance Commission.

Provide ongoing education and encourage action regarding stewardship including capital, environmental, and financial resources.

Accountability assigned to the Stewardship and Finance Commissions.

Establish a three-year capital improvements plan.

Accountability assigned to the Building & Grounds and Finance Commissions.

Increase utilization of the building each year by 2%.

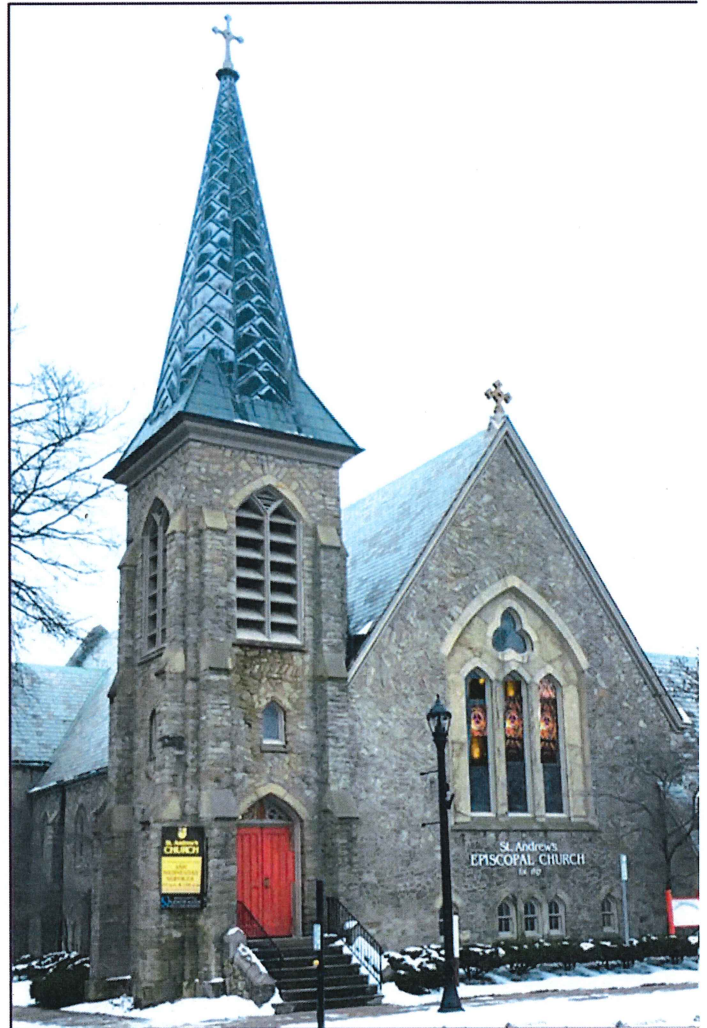
Accountability assigned to the Rector.

Provide an open and welcoming presence in our neighborhood.

Accountability assigned to the Building & Grounds and Inviting and Welcoming Commissions.

Ensure continuous accountability and establish a semi-annual review by the Vestry of the Strategic Plan with all commissions, groups and staff to determine if we are meeting our goals.

- a. How are we progressing, are we on target?
- b. Is corrective action needed?
- c. Reevaluate the plan, do we need to make changes in the plan?



To grow our congregation.



Explore new ways to engage current and potential new members through Social Media and Technology.

Accountability assigned to the Rector and the Inviting and Welcoming Commission.

Experience a growth of the average Sunday attendance of 4% over the next three years.

Accountability assigned to the Rector and the Inviting and Welcoming Commission.

Review and look at our church services with a fresh eye.

Accountability to be assigned to a new task force consisting of intergenerational and diversified representatives.

