

St. Paul's Strategic & Spiritual Plan (2004 – 2014)

Vision Statement

*We are one people of God who see Christ in all persons;
celebrate the mystery of God's love for all;
break down barriers that separate us from one another;
provide a home for everyone on their spiritual journey;
and equip the saints to do ministry in the world.*

Every plan starts with a vision. A statement of mission shapes the vision into a plan. The Book of Common Prayer describes the mission of the Episcopal Church as restoring all people to unity with God and one another in Christ, and this accomplished through the ministry of its members.

Mission Statement

The mission of St. Paul's is to encourage and support people as they identify and practice their ministries.

Preamble

We, the people of St. Paul's, believe that everyone is gifted and called by God to do ministry. We acknowledge that we are a constantly changing and developing Christian community. In keeping with our mission to encourage and support people as they identify and practice their ministries, we seek to remain a welcoming and friendly church; a church committed to outreach and to being open and affirming. We seek to help one another see the world through eyes that reflect the abundance of creation and the opportunities to do ministry. And, we see it as our work to equip people to do ministry in the church and the world by supporting them and affirming their ministries.

As in the Celtic tradition, we have identified three circles of ministry in the life of our parish; hospitality, fellowship and ministry development. We see our life together at St. Paul's in the context of those sacred circles; or the places we meet other Christians on their journey. In the "ministry circles" Christian community is formed and nurtured.

In the outer circle (***Hospitality***), we meet each other, our guests and visitors and people in transition. We are *all* ministers of hospitality. Some are called to be Hospitality Hosts, Greeters, Ushers, and Pastoral Care ministers. Hospitality encompasses our welcoming and our social activities, along with our efforts to help direct people into the fellowship of our parish.

The middle circle (***Fellowship***) is the foundation of St. Paul's. It is in fellowship and community where we live out our purpose by engaging in the full life of the parish. All ministries are born of this circle. The ministries of St. Paul's fellowship circle include: Administration, Christian Formation, Facilities, Fellowship, Finances, Hospitality and Pastoral Care, Liturgy, Arts & Worship, Music, Outreach, and Stewardship.

The center circle (*Ministry Development*) is open to all; it is where we discern our gifts and learn to practice our ministries. This is where we engage one another in a deeper, more profound way and where we learn to meet the challenges of living as Christians, leading us back to the outer circle of hospitality.

The Strategic & Spiritual Plan is a plan for *ministry development*. The plan is divided into ten Ministry Focus Areas: Administration, Christian Formation, Facilities, Fellowship, Finances, Hospitality and Pastoral Care, Liturgy, Arts & Worship, Music, Outreach, and Stewardship. Each Ministry Focus Area is defined and includes specific goals and objectives.

This is a plan of the people of St. Paul's. Listening to parishioners has been the touchstone of this process. The goals and objectives reflect the priorities identified by the parish and affirmed by the Vestry. We acknowledge that the plan is a reflection of what has been unfolding at St. Paul's for years. We intend for this plan to be viewed as a guide to identify our most important work at this time.

During the summer (2004), the Vestry identified, through a process of discernment, five areas to focus on in the coming year, including:

- ? Christian Formation
- ? Communications
- ? Congregational Growth
- ? Finances
- ? Stewardship

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(2004 – 2014)

Ministry Focus Areas
(in alphabetical order)

1. ***Administration*** (*). This Ministry Focus Area includes Communications, Office Coordinator, Historian, Parish Administrator, Treasurer, and Vestry.

Communications (2004 – 2005 / Year One)

1. Develop comprehensive and dynamic marketing plan (M)
2. Identify and support communication projects (e.g. updating web site, identify newsletter layout editor, develop electronic (email) distribution lists) (F)
3. Identify and call people, including a team leader, gifted in the ministry of communications (MD)
4. Encourage ministry leaders to communicate and market to the greater Bremerton community about active ministries at St. Paul's (MD)

Vestry (2004 – 2005 / Year One)

1. Focus on the support of ministry leaders in the areas of Finance, Christian Formation, Communications, Congregational Growth, and Stewardship (MD)
2. Adopt the Strategic and Spiritual Plan for St. Paul's and encourage and support all who execute the plan (MD)

2. ***Christian Formation*** (*). This Ministry Focus Area includes the Nursery, Catechesis of the Good Shepherd, J2A and Rite 13, Adult education, Confirmation and Newcomers (Episcopal 101) classes, Youth, and Christian leadership. This area is at the heart of ministry development as it provides the tools we need to employ our gifts and discern our work.

Christian Formation (2004 – 2005 / Year One)

1. Conduct gifts discernment class in fall, 2004 (F)
2. Revitalize/expand Youth Group (F)
3. Call Christian Formation Director (MD)
4. Call teachers and leaders from congregation in all levels of Christian formation (MD)
5. Follow-up with ministry discernment class in winter, 2005 (MD)

Christian Formation (2009 – 2010 / Year Five)

1. Move first level Atrium to existing Nursery space (relocating nursery to shared space with Olympic College daycare) (F)
2. Relocate second and third level Atriums in existing Atrium space (F)
3. Begin offering to the community of Bremerton mid-week Catechesis of the Good Shepherd pre-school program in new First Level Atrium (MD)
4. Catechists complete level three training (MD)
5. Send second “wave” of volunteers to begin training as leaders in Catechesis, Rite 13, J2A and youth ministries (MD)

Christian Formation (2010 – 2015 / Year Ten)

1. Establish at St. Paul’s a Regional Training Center for Catechesis of the Good Shepherd (H)
2. Relocate second and third level Atriums to storage space behind altar (F)
3. Create St. Paul’s Youth area in loft space (formerly First and Second Atriums) (F)
4. Establish Children’s/Youth ministries office in classroom in loft (F)
5. Call stipend Director(s) of Children’s/Youth Ministries (MD)

3. **Facilities.** This Ministry Focus Area includes the Sexton and the Vestry (Junior Warden), and the maintenance of the physical plant.

Facilities Plan (2004 – 2005 / Year One)

1. Create a comprehensive facilities maintenance and project plan (F)
2. Develop a capital improvements budget (Mary Shannon Fund) (F)
3. Maintain the physical plant (F)

4. **Fellowship** (*). This is small group ministry and includes the ECW, cell groups, group reunions, social functions, and informal gatherings.

Social Events (2004 – 2005 / Year One)

1. Plan three parish-wide (both family and adult) social events in 2004 – 2005 (H)
2. Encourage participation by newer members in planning social events (H)

5. **Finance** (*). This Ministry Focus Area includes the Finance Committee, Treasurer and Vestry.

Finance Team (2004 – 2005 / Year One)

1. Identify and call people, including a team leader, gifted in the ministry of finances (MD)

Financial Reporting (2004 – 2005 / Year One)

1. Regularly communicate to the parish and the diocese the status of St. Paul's finances (F)

Diocesan Assessment (2004 – 2005 / Year One)

1. Develop a plan to pay our diocesan assessment in 2005 (H)

Fundraisers (2004 – 2005 / Year One)

1. Work with Stewardship team to identify and plan special fund raising activities (F)
2. Call grant writers and write grants to offset costs associated with hosting Jubilee Ministries (MD)

6. **Hospitality/Pastoral Care** (*). This Ministry Focus Area includes Hospitality Hosts, Greeters, Ushers, Pastoral Care ministers, Prayer Ministers and Prayer Chain, Eucharistic Ministers, Deacon, and Priest and transitional care for people entering the community and for those looking for support while engaging in ministry development.

Hospitality (2004 – 2005 / Year One)

1. Expand support for hospitality ministries by inviting newer members to participate as Hospitality Hosts, Greeters, Ushers, and Pastoral Care ministers (MD)

Pastoral Care (2004 – 2005 / Year One)

1. Emphasize the importance of our understanding that we are *all* hospitality ministers (F)
2. Emphasize the purpose of hospitality as being the care shown to people who are in transition as they integrate into our community (F)

7. **Liturgy, Arts & Worship.** This Ministry Focus Area includes the Acolytes, Altar Guild, Chalice Bearers, Flower Guild, Eucharistic Ministers, Lectors, Oblation Bearers, Lay Ministers, Deacon, and Priest. There is strong leadership on the Liturgy, Arts & Worship Committee, the group responsible for oversight of these areas of ministry.

Liturgy & Arts (2004 – 2005 / Year One)

1. Support the liturgical arts ministers and their plans to decorate the worship space (MD)

Training (2004 – 2005 / Year One)

1. Conduct regular, required training for Acolytes, Chalice Bearers, Eucharistic Ministers, Ushers and Lectors (MD)

Labyrinth (2005 – 2010 / Year Five)

1. Purchase or construct Labyrinth (F)

8. **Music.** This Ministry Focus Area includes the Bell Choir, Instrumentalists, Music Director, Soloists, and Vocal Choir.

Music Ministries (2004 – 2005 / Year One)

1. Support and expand vocal choir, bell choir, instrumentalists, and soloists (F)

Piano & Organ Maintenance (2004 – 2005 / Year One)

1. Establish a plan for annual maintenance, repair and tuning of piano and organ (F)

Gala Event (2004 – 2005 / Year One)

1. Support and expand annual gala event (F)

Children's Choir (2005 – 2010 / Year Five)

1. Form Children's Choir (F)

9. **Outreach.** This Ministry Focus Area includes support for the Jubilee social and outreach ministries and our participation as a member of the greater Episcopal Church (e.g. Diocesan Assessment, World Relief, Episcopal Relief Fund, HYC/JYC).

Mission and Outreach (2004 – 2005 / Year One)

1. Affirm and support the Jubilee ministries hosted by St. Paul's (H)
2. Regularly (once a year) host HYC & JYC weekends (H)
3. Communicate to the larger community our commitment to social justice and human rights (H)
4. Support and expand participation in interfaith Coalition on Homelessness (MD)

Mission and Outreach (2010 – 2015 / Year Ten)

1. Develop St. Paul's as a "hub" church (H)

10. Stewardship (*). This Ministry Focus Area includes the Congregational Growth Committee, Stewardship education, Pledge Drive, Estate Planning, and Diocesan Assessment.

Congregational Growth (2004 – 2005 / Year One)

1. Establish three galvanizing, parish-wide events that will build community by encouraging participation by all the members of the congregation (F)
 - a. Winter 2004 / HYC (H)
 - b. Spring 2005 / Silent Auction to benefit community outreach (Jubilee Ministries) (H)
 - c. Summer 2005 / VBS (H)

Education (2004 – 2005 / Year One)

1. Teach people about stewardship (F)
2. Develop a mission statement for St. Paul's that reflects the vision (MD)

Stewardship Team (2004 – 2005 / Year One)

1. Identify and call people, including a team leader, gifted in the ministry of stewardship (MD)

Pledge Drive (2004 – 2005 / Year One)

1. Conduct a comprehensive stewardship drive in the fall, with the goal of 100% parish participation (F)

() Denotes focus areas for St. Paul's during 2004 – 2005*