

STRATEGIC PLAN **UPDATE**

What is St. Bart's Strategic Plan?

A Strategic Plan is a long-range planning tool to help guide the overall direction of an organization, set and achieve goals and bring focus to our mutual mission.

St. Bart's Strategic Plan was developed to strengthen its existing ministries while preparing the church for ministry in the 21st Century.

The Plan was created over the course of eleven months with the input of more than 200 parishioners, staff and clergy. The Plan was adopted in January 2016 and focuses on 4 key areas of our life known as the "Pillars."

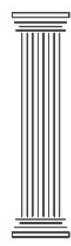
The good news is that 11 months into our Strategic Plan, we have a LOT of progress to celebrate! Over the next couple of months, we will be sharing that good news by focusing on one of our pillars each week.

Want to get involved?

Contact Beth Dean, bdean@stbartschurch.org or 858-487-2159, if you want to learn more about our strategic planning process or if you would like to offer your gifts to our work.

MISSION: We are called to be disciples of Christ, revealing His Life, Love and Light to the World.

VISION: St. Bartholomew's Episcopal Church is a radically welcoming, inclusive faith family – sharing and teaching the love of Jesus Christ through our worship, actions and outreach – transforming ourselves and the world.



Radical Hospitality & Outreach

St. Bart's leads the development of community for one another and the global community through service, evangelism and advocacy for social justice - profoundly changing ourselves by seeking to see and serve Christ in everyone we meet.

St. Bart's Vestry approved merging the Radical Hospitality and Outreach Strategic Pillars to better realize and leverage common goals and activities. A new leadership team formed incorporating representatives from Vestry, Radical Hospitality and Outreach ministries with co-leaders Kate McKone-Sweet and Judy Macemon. Goals and objectives merged and updated with the following progress, and long-range plans are being developed.

GOAL:

Welcome and engage all newcomers and visitors.

Great progress is being made to formalize visitor and newcomer welcome with welcome message at each service, St. Bart's coffee mug visitor gift and intentional welcome connection on the patio. To continue newcomer engagement and onboarding the following actions are now a formal newcomer process:

- Regular schedule for newcomer welcome brunches followed up with a time and talent inventory that is entered into the parish database.
- Over 130 newcomers received a personal call to attend one of the One Bread, One Body small group dinners with 37 joining one of the groups.
- Formalized the process for newcomer invitations to join in ministry and connect with St. Bart's members/families with a lead coordinator for newcomer ministry. Using the Pastoral Care ministry team model, assign teams to follow-up with newcomers using a monthly check-in model now.
- Develop and coordinate leadership training for ministry leaders to provide support for running successful meetings, member engagement, inviting and onboarding new members.

GOAL:

Engage our parishioners by matching their time and talent to new and ongoing ministries.

All newcomers complete a time and talent inventory survey with those results entered into the new parish database. Moving forward the time and talent survey will be rolled out to the entire parish to provide a doorway to extend St. Bart's hospitality and service from our parish to the local community. New co-leaders were identified for coordination of all receptions and parish events - Sandy Morrison and Liz Mahon. Moving forward additional actions are planned to support all parish engagement.

- Roll out the all-parish time and talent surveys during the Lenten Season and include the data in the St. Bart's parish database.
- Expand and promote programs for small groups to continue the deepening of relationships and making new connections. 80 members of St. Bart's signed up for the One Bread, One Body dinners that met over four weeks to share a pot luck meal and sharing conversation about life situations of faith.
- Reorganize and expand parking ministry that is providing Bartmobile support to cover all parking flow and Bartmobile schedule for every service and parish event (concerts, Lenten University, memorial receptions, etc).
- Organize and rotate support for events and receptions with ministries, bible study groups, confirmation classes, newcomers.



GOAL:

Share St. Bart's hospitality, service and the good news with our local and global communities.

At St. Bart's we serve and support local and global communities, providing time, talent and financial support. In addition to expanded outreach funding, a process for selection and approval of outreach support was implemented to ensure alignment of resources to St. Bart's goals and objectives. With the new process over \$80,000 was distributed to traditional local and international non-profits and the Haiti school project. The following actions and future plans reflect hospitality, outreach and evangelism focus.

- As we endeavor to take our Worship & Music Share evangelism in our Poway/Rancho Bernardo/4S Ranch/Scripps Ranch/Escondido communities with St. Bart's teams out in the communities - Ashes to Go, Animal Blessings to Go, Halloween Community Event, with possible expansion to new events that reach our local communities.
- Develop and maintain Serving Hearts teams to support local neighbors. Deepen our partnerships with Interfaith Community Services (ICS), Refugee Net, St. Mark's City Heights, Vida Hoven, and St. Bart's Thrift Shop.
- Cultivate our community partnership in Haiti - build and support school in Lorenette (Haiti) and organize ongoing ministry teams for travel to Haiti to support that community (youth, families, music, etc.). Continue to support ongoing global mission trips and ministries.
- Provide support (time, talent, treasure) for ongoing outreach opportunities - regular collections, St. Mark's, Thrift Shop, ICS, Refugee Net, and other local and global service/ministry projects.



The Radical Hospitality and Outreach team is encouraged by the progress made and what the future holds as we support and enhance our St. Bartholomew's family, our local neighbors and the global community.