

ST ANDREWS VESTRY RETREAT

FEBRUARY 25, 2023

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Bill Ricketts



STRATEGIC PLAN

Environmental Scan
Mission, Vision, Core Values
Goals and Strategies
Organizational Structure

Introduction

A strategic plan is necessary for St Andrews Episcopal Church (SAEC) to full fill its vision.

This short presentation will cover how SAEC strategic plan will be developed over the next year.

The Big Picture



Elements of Effective Strategic Planning

Create Our Mission

Define Our Vision

Set Our Core Values

Develop Goals & Objectives

Implement Strategies

Outline Our Approach

Get Down to Tactics



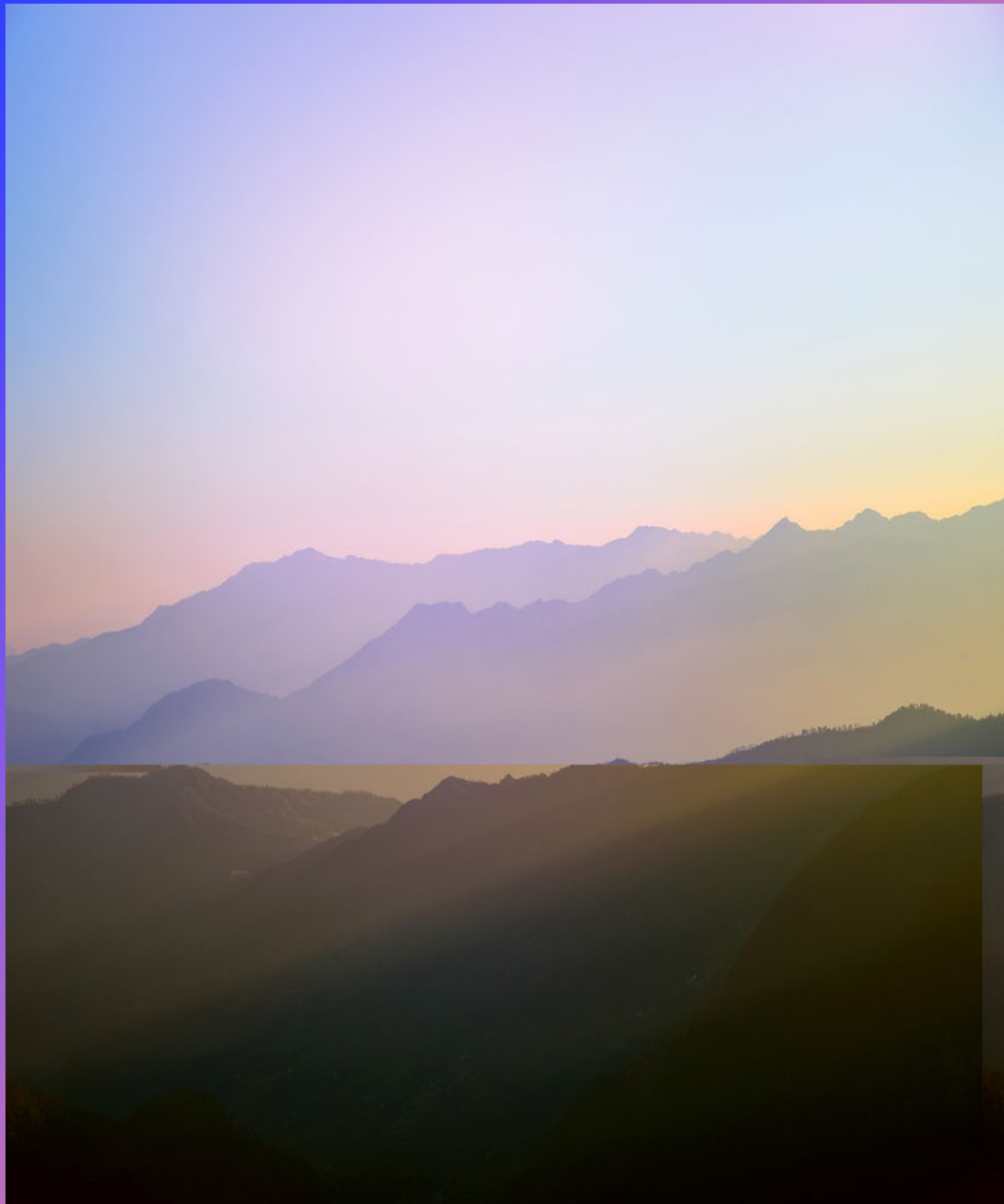
Proposed SAEC Strategic Plan format

1. Introduction
2. Organizational Mission, Vision, Values
3. Environment Scan
4. Goals, Planned Accomplishments, and Strategies (1 – 5 years)
5. Monitoring and Review Process
6. Annual Plan
7. Attachments (Appendices)



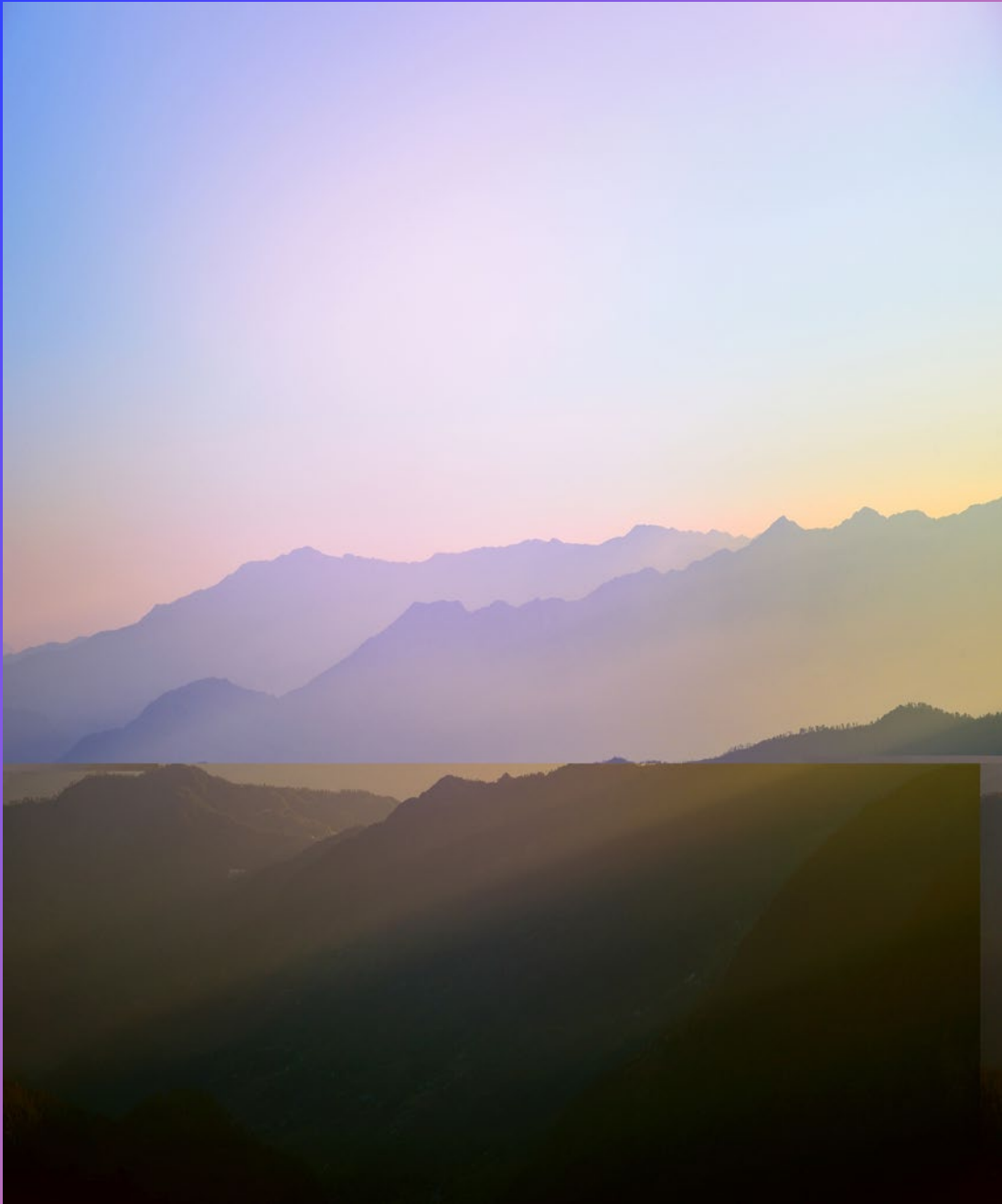
MISSION, VISION, AND VALUES

Setting the Vision



The way to get started is to quit talking and begin doing.

Walt Disney



Mission Statement:

We will start this process today

Community Vision

Needs to be developed

Guiding Values and Principles

Needs to be developed

Organizational Structure

Draft presented today



ENVIRONMENTAL SCAN



Collecting the Data

Environmental Scan

Reviewing the works of SAEC committees, i.e., Parish Profile, Rector Search, Renewal Works Surveys Part 1 & 2, Bylaws, Policy and Procedures, and other documentation.

Data to still be collected: SWOT/GAP analysis, Parish Focus Groups (?), Parish-wide surveys(?).

Discussions with SAEC Ministries



Renewal Works Findings 2019

Demographics

Ages	SAEC	Episcopal Norm	All Churches
50 +	80%	77%	50%
30 - 49	16%	20	39
19 - 29	3%	3%	10%

Renewal Works Findings 2019

Spiritual Continuum Profile

Spiritual Continuum	SAEC	Episcopal Norm	All Churches
Exploring	10%	18%	9%
Growing	53%	53%	40%
Deeping	30%	24%	26%
Centered	7%	5%	24%

Renewal Works Findings 2019

Faith in Action

Spiritual Continuum	SAEC	Episcopal Norm	All Churches
Attendance at Principal Service	85%	73%	89%
Satisfaction with Principal Service	61%	60%	60%
Small Group (1 – 2x monthly)	45%	37%	50%

Renewal Works Findings 2019

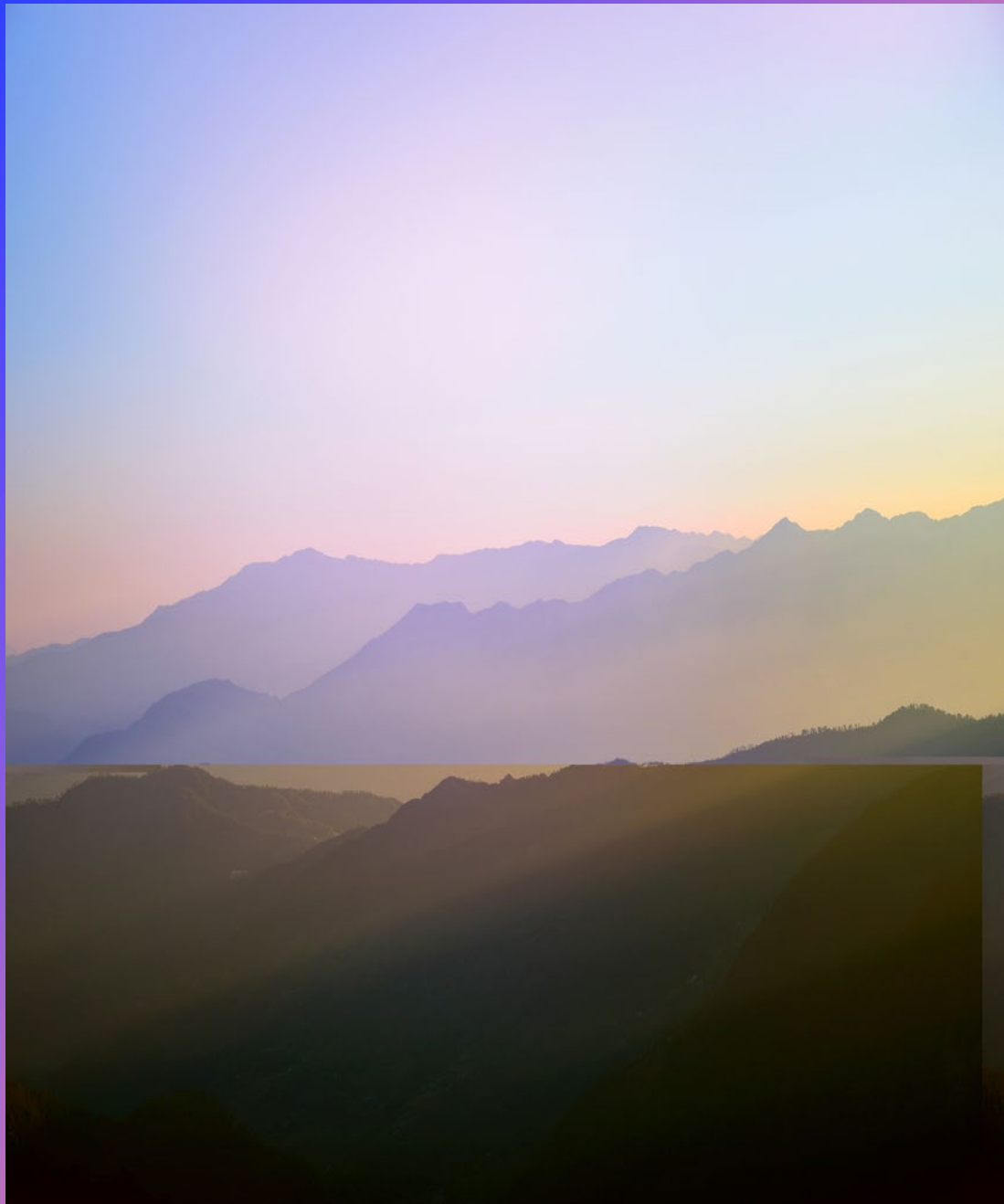
Satisfaction (Church's Role in Spiritual Growth)

% Extremely or Very Satisfied	SAEC	Episcopal Norm	All Churches
Total	37%	46%	47%
Exploring	33%	31%	35%
Growing	35%	45%	50%
Deepening	36%	55%	51%

GOALS AND STRATEGIES

Tactical Planning



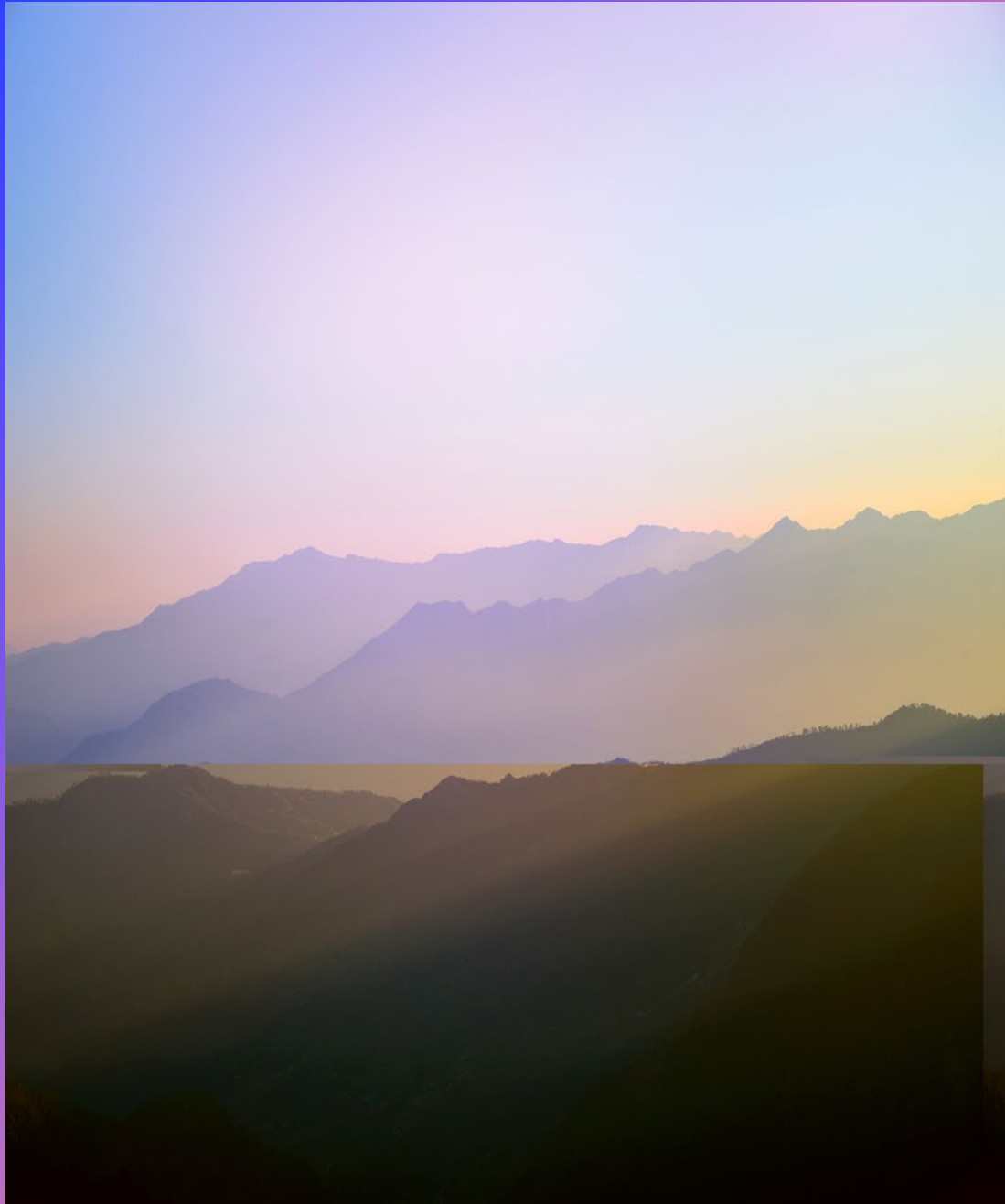


Setting 1- to 5-year Goals &
Objectives
Corresponding Strategies
Tactical plans
Monitoring and review



ORGANIZATIONAL STRUCTURE

Tactical Planning



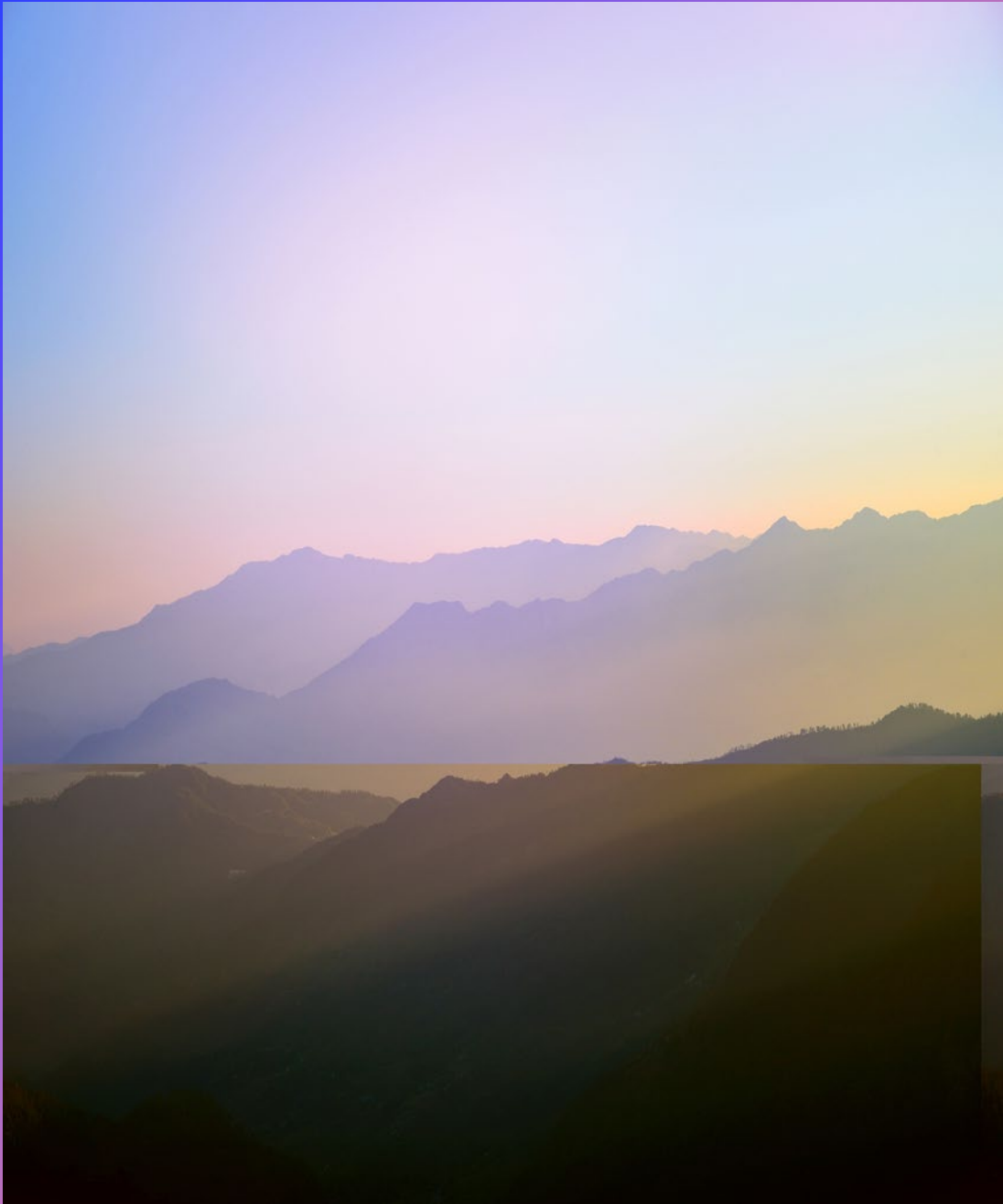
Proposed Organizational Chart

Presented this afternoon

Purpose is to have increased communication between ministries and vestry

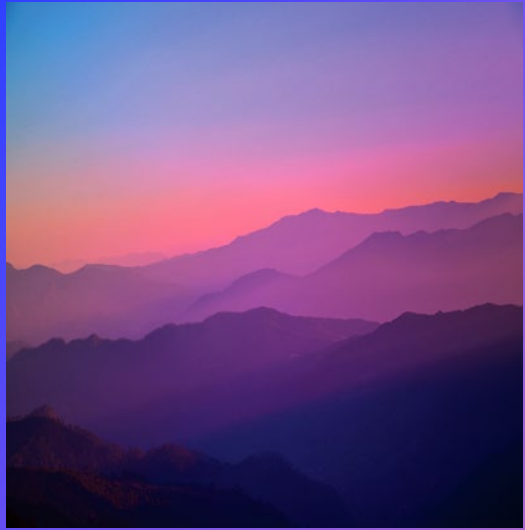
Proposed Timeline





Call to Action

1. Refine/finalize Mission statement
2. Refine/finalize Vision/Values statements
3. Finalize org chart, sync with By-laws
4. Finalize the prioritized gap/swot analysis



Summary

The time frame is of course flexible, and a year seems like a long time, but it will go fast.

Suggestion: Vestry appoints a strategic/long-range planning committee.

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THANK YOU

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