

Church of the Redeemer Strategic Plan Year Two

The Key Things We've Learned About Implementation That We Want to Remember for Year Two

Plan - Be Ready to Take Risks	Engagement Grows Commitment	Openly Listen, Adapt	Information Leads to Opportunity	Face to Face Drives Our Work & Improves Outcomes
Get Started - step one	Find where people can become involved	Be open to feedback and ideas	Data helps make better decisions	Planning does work—ongoing meetings keep momentum
Things that seem insurmountable usually aren't	A sense of inclusion can be as simple as a name tag	Have to adapt to reality with regard to scheduling	4pm Christmas Eve is an opportunity for families/elders	Online collaboration is secondary to face to face
Having fun regenerates commitment	Continue to connect the sinews of the congregation	Difficulty of changing cultural patterns of church/religion	Need to integrate with diocese	How to coordinate strategic direction
It takes 3-4 months of repetition for involvement momentum	Same people get involved - how to change that	Vestry mtgs don't work for updating the strategic plan	Pay more attention to visual impacts	
We can accomplish our goals	Ask for help beyond the core group of doers	In order to communicate effectively, it must be targeted, frequent, visual	Need to up our social media presence	
First things first -- goals	We do well around giving opportunities	Look for parishioners passionate commitment		
Deciding that things are a priority even when inconvenient	Not everyone will be on board	Change is not that scary - but can be good		
Small frequent commitments are greater than on big bang				

Implementation Second Year Accomplishments

Strategic Direction:

Engaging With the Outside

Current Reality	Second Year Accomplishments	2- Year Success Indicators
<ul style="list-style-type: none"> • We have a website • Good search engine optimization • Postcards - Seasonal • Welcome packets • Getting word out to groups to use space • Steady stream of visitors • Don't retain large numbers of newcomers • Ton of new people moving in • Kid bag • Community breakfast <p>Team: <i>Matt, Cathy, Cindy, Jen K., Lance</i></p>	<ul style="list-style-type: none"> • 20 new families joined the congregation • Hung an attention-grabbing banner with info about the church & plus A-frames • Had 6 stories in local papers including articles about music & choir • Completed PR campaign that says what we do (including pancake and other dinner(s)) • Local small businesses paid to advertise in the bulletin • New permanent signage 	<ul style="list-style-type: none"> • 30 new families pledging • Active youth group • Active children's group • Became anchor church in Kenmore • Hosted community event every quarter, 6 months, or year • Church was used daily

Implementation Second Year Accomplishments

Strategic Direction:

Rebooting Our Organization

Current Reality	Second Year Accomplishments	Success Indicators
<ul style="list-style-type: none"> • Have an organization • Engaged Vestry • Self-organizing groups • Ad hock meetings • Lack of communication • Lack of buy-in • Lack of “margin” (time) for busy ppl • Low-rate of communication/news-sharing • Engaging with the inside <p>Team: <i>Sarah, Anne, Steve</i></p>	<ul style="list-style-type: none"> • Reviewed the website • Reviewed all digital communication • Stories were written on our congregation’s rebooting efforts • Breakfast reports resulted in ppl knowing what was going on • More people joined the flower committee • Revitalized the Bulletin Board • Identified where our language doesn’t communicate (jargon) 	<ul style="list-style-type: none"> • Flourishing church-school program • New alliance of groups doing the same thing • Any newcomer can ask a question and everyone can answer or refer to the person who can • More information in the Bulletin • Livelier Bulletin • Maintained the same rate of involvement or better.

Facilitated by Teresa Lingafelter, Ph.D.

Implementation Second Year Accomplishments

Strategic Direction:

Discovering New Depths

Current Reality	Second Year Accomplishments	Success Indicators
<ul style="list-style-type: none"> • Women's Retreat • Labyrinth • Eucharistic Ministers • Great Book/Study club • Adult education • Continue to look at the congregation's special interests • Wide variety of spiritual paths • Connect with outreach - less money for outreach • Stay focused on the mission/vision <p>Team: Teri, Lee, Debi L.</p>	<ul style="list-style-type: none"> • Increased publicity • More people joined the parish • Developed and completed survey • Held another book club • Completed successful Women's Retreat • Men included • Completed "foot souls" event • Creative mind map 	<ul style="list-style-type: none"> • Current projects still going • Drawn more ppl to the Labyrinth • People volunteer to keep things going • Weeknight education - eg "how to draw an icon" • New funds for outreach

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Implementation Second Year Accomplishments

Strategic Direction:

Rebuilding Our Sacred Space

Current Reality	Second Year Accomplishments	Success Indicators
<ul style="list-style-type: none"> • Signed contracts • Funding in hand for current projects • Project ongoing • Pile of dirt represents a blank canvas • Future funding not secured • Getting rid of the pews • Mobility & accessibility (ADA) issues • Eagerness new project • Small bathroom • Sunday school space renewed <p>Team: Bill, Mike, Debbie H, Roger, Tom</p>	<ul style="list-style-type: none"> • Chair lift • Next 5 year plan & funding plan completed • Involved parish in 5 year plan • Consecration of space • Completed Spring Landscape Event • Got the work done • Fixed up the bathrooms • Remediated trip space (fixed divot) • Layered new floor 	<ul style="list-style-type: none"> • Contracted work completed • Using new space • Grounds & Garden • New signage • Bathroom done • Next funding secured • Painted the nave • Annual plan for ongoing replacement • Feasibility study - connecting floor 1 & 2

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Year 2 Timeline

		Quarter 1			Quarter 2			Quarter 3			Quarter 4		
	Work Team	Jan 2017	Feb 2017	March 2017	April 2017	May 2017	June 2017	July 2017	Aug 2017	Sept 2017	Oct 2016	Nov 2017	Dec 2017
Engaging with the outside	MH CH CM JL LD	*Seasonal Banner			*Postcard - Easter *Organized Sunday School (training, teacher, space)			*Community Open House (blessing, secular)			*Postcard - Christmas		
Rebooting our organization	SP AW SD	*Write 4 stories for Font, website, bulletin board on 4 task forces, vestry plan * Gap analysis of congregational participation			*Bulletin Board Redone to reflect the organization			*Formulate a way to clearly communicate the Episcopal tradition			*Planned stewardship campaign		
Reviving our Sacred Space	TH LD DL	*Complete current contracts & consecrate the space			*Landscape spring event			*Fix up the bathrooms (&fix the trip hazard)			*Start 5 year plan & engage parish		
Discovering New Depths	BMc TB DH RC MH	*Outreach - Women's Retreat *Foot Washing (foot souls)			*Survey			*Episcopal 101 (newcomers/all) *Book Study *Mind Map					

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