



# Embracing the Journey 2023 Strategic Plan

*"Truly I tell you, whatever you bind on earth will be bound in heaven, and whatever you loose on earth will be loosed in heaven. Matthew 18:18*

## Table of Contents

<b>Introduction</b>	<b>3</b>
<b>Vision</b>	<b>3</b>
<b>Mission</b>	<b>3</b>
<b>Strategic Planning Process</b>	<b>3</b>
<b>Plan Monitors</b>	<b>4</b>
<b>Schedule of Review</b>	<b>4</b>
<b>Participants</b>	<b>4</b>
<b>Messaging</b>	<b>4</b>
<i>What will we say?</i>	4
<i>Who will we tell?</i>	4
<i>Where will we share?</i>	4
<b>Environmental Assessment</b>	<b>6</b>
<b>Our Vision – “What if?”</b>	<b>8</b>
<b>The Barriers – “Why not?”</b>	<b>9</b>
<b>Strategic Directions – “Where to?”</b>	<b>10</b>
.....	10
<b>Strategic Direction #1</b>	<b>10</b>
<b>Strategic Direction #2</b>	<b>11</b>
<b>Strategic Direction #3</b>	<b>12</b>
<b>First Year Accomplishments – “How to?”</b>	<b>13</b>
<b>First-Year Timeline</b>	<b>16</b>
<b>90-Day Implementation Plans</b>	<b>17</b>
<b>Appendices</b>	<b>20</b>

# Strategic Plan

October 2023 – September 2027

---

## Introduction

Founded in 1986, St. Mark's was one of the first Episcopal Churches to establish a strong presence in the southside of Corpus Christi. The Diocese of West Texas and parishioners from local Episcopal churches committed two years to planning the church and Father Doug Stormont was called as first Rector. St. Mark's set a record for growing from Mission (less than 200 members) to Parish (more than 200) status in two years. Major milestones include the completion of the Fellowship Hall (in 1989), the calling of John Hardie called as second Rector (1999), the calling of Michael Porter as the first Youth Minister (2000). In 2001, the church was blessed by an anonymous donor who paid off the \$334,000 capital debt, allowing St. Mark's construct a sanctuary and open the doors even wider. The following year, St. Mark's received a land gift that doubled the church's property and lead to the formation of the King's Forrest. The sanctuary was completed in 2009 and has the capacity to hold 185. St. Mark's is an evolving mid-sized congregation of people of all ages, backgrounds, and abilities. We are blessed with an unusual number of people who work in health care, education, and construction. Many have discovered that we are a wonderful bridge church for individuals and families with Roman Catholic and Protestant backgrounds. Our parishioners are community focused, as evidenced by our ministry initiatives such as the Access Plus Ramp Building Ministry and the Sea Gulf Villa Thanksgiving Meal delivery. Called in 2023, Father Doug Wasinger is prayerfully partnering with the St. Mark's community to explore new and exciting ways to fulfill our vision and mission.

## Vision

"That all who connect with St. Mark's experience the unconditional love of Jesus."

## Mission

"Prayerfully encouraging real faith for real life by taking Christ's ministry to people."

*\*Statements were approved at 6/19/23 Vestry meeting.*

## Strategic Planning Process

Through a series of focused conversations and consensus workshops, the participants:

- Confirmed the **Identity of St. Mark's Episcopal Church**. The group reviewed and revised core messaging to ensure that the strategic planning processes align with identity statements that are current and relevant.
- Conducted an **Internal Assessment** – The group assessed the organization's internal strengths, weaknesses, opportunities, threats, and achievements (SWOTA). The group then identified priorities to address during the strategic planning process.
- Created a **Practical Vision** for St. Mark's Episcopal Church. The group developed a vision of what it wants to see in three years as a result of its strategic actions. Conversations were focused on concrete "accomplishments" rather than vague ideas.
- Discussed the **Underlying Barriers**– The group identified blocks and barriers that could prevent the organization from realizing its vision. The group recognized that unlike problems that can be solved, underlying barriers are deeply rooted issues that the organization may strategically respond to, impact, or avoid.
- Developed **Strategic Directions**– The group outlined broad strategies that St. Mark's Episcopal Church is committed to implementing over the planning period. The group recognized that consistently prioritizing the agreed upon strategic directions will contribute to the successful achievement of goals and objectives.
- Created a **Focused Implementation** plan – Finally, the group established measurable goals and objectives for each year of the strategic planning period. The group then agreed upon specific courses of actions to ensure St. Mark's Episcopal Church's commitment to ongoing accountability and achievement of strategic plan goals.

The group identified the following strategic directions with specific implementation steps outlined for each:

1. **Fostering Spiritual Growth**
  - a. Speak God's Will
  - b. Provide Strong Foundations for Children and Youth
  - c. Offer Life-Changing Adult Programs
  
2. **Growing and Connecting God's Kingdom**
  - a. Increase Visibility and Awareness
  - b. Foster Meaningful Engagement
  - c. Strengthen Church Relationships
  
3. **Increasing Our Capacity to Serve**
  - a. Grow Financial Resources
  - b. Ensure a Safe, Inviting Campus
  - c. Get Things Done

Although this strategic plan is intended to cover a three-year period, it is broken down into one-year increments, each containing specific accomplishments that, if addressed, will move St. Mark's towards its vision. To ensure that this plan remains current and relevant, St. Mark's acknowledges the importance of completing 90-day reviews and action planning sessions throughout the 3-year period.

## Plan Monitors

1. Father Doug Wasinger (Rector)
2. Judy Netek (Parish Administrator)

## Schedule of Review

Every 90 days with a full review at the end of Year 1. Reviews will occur during Board meetings.

## Participants

- **Staff:** Fr. Doug Wasinger, Judy Netek
- **Vestry:** John deMontel, Doug Wayland, Dayna Chimelski, John Wandel, Lori Jones, Penny Hughes, Chrystal Wilkey
- **Parish members:** Bill Wright, Gay deMontel, Jeremy Wilkey, Melanie Buchi, Mark Hartlaub, and Teresa Bacon

## Messaging

*What will we say?*

- "We have God's plan to move forward."
- "We will accomplish this plan through everyone's involvement."

*Who will we tell?*

- Our parishioners and our other stakeholders

*Where will we share?*

1. Parish meetings--first one the end of August to present the plan. Then periodic meetings thereafter.  
plan?
2. Email list/e-news
3. During church services/activities/events
4. Website and social media (possibly post videos)
5. Key speaking engagements
6. Media (press release, social media, radio, etc.)
7. Donor packets / impact reports



# Environmental Assessment

*What are some of the facts and basic data that describe our current situation?*

## STRENGTHS

- Welcoming new comers, friendly
- Congregation shows up whenever there's a need
- We show hospitality well, ex. Potlucks
- Congregation follows through on giving pledges
- Strong leadership
- Chance for new beginning
- Fr. Doug is approachable and welcoming
- Family feel is evident
- Strong children's ministry
- Worship music is very moving
- Congregation loves serving the Lord
- Strong outreach focus
- 7.5 acres for open for use
- New oven in the kitchen
- Strong administrative staff (Judy) - knows where the bodies are laid
- Strong community connections - Fall Festival / Breakfast with Santa
- Location on the Southside
- We have an attractive campus/building/well located
- Prayer chain is a strength
- Separating business and praying parts of the church (world/spirit work separated)
- Not having the elders has helped everyone to feel more equal
- Strong sense of ownership among many church members
- We have used our courtyard well over past years
- Prayer ministry is well known
- We have a talented long-term pianist (20 yrs)
- Beginning to use technology during services
- Our acolytes love to serve
- We are open to receiving people from different cultures (Africa, Mexico, etc.)

## WEAKNESSES

- Poor evangelizing skills
- Lack of finances
- Politics in the nation creating a church divide
- Building back after the pandemic (people left)
- Unwillingness to change
- Unwillingness to participate in more contemporary services
- Communication weakness from congregation back to the office
- No Sunday school for children
- To many different platforms of communication (can be confusing)
- Visibility from the street is poor (sign, building)
- Lack of commitment from volunteers for ministry service
- Lack of young adults
- Execution of funds (Delays in action)
- Internal pastoral care response is often inconsistent/not timely
- Groups not clearly identified to respond to needs
- Lack of opportunities for young adults
- An effective process of integrating new members
- More involvement from volunteers to help with outreach
- Burnout – need more people to share the work
- Need more teams for Access Plus Ministry
- The current kitchen setup is a problem
- We only offer one type of worship service
- No formal, consistent adult formation opportunities (i.e., The Chosen, studies, etc.)
- Congregation is too small to fulfill all our missions

## OPPORTUNITIES

- Adaptability and flexibility with worship
- Younger congregation (established 1986) - history not yet written
- Adventurous spirit open to new ideas
- Strong relationship with neighbors - nursing homes and assisted living
- Explore outdoor growth - Kings Forest, courtyard, 2 acre plot, etc.
- University ministry - new campus close by
- Ability to find more hands on work
- Newer building
- Expand musical services
- Good community outreach
- Expand to non episcopal members
- Elementary school is close by (ministry opportunity)
- Corpus is growing around our church location
- Explore expanding services to more than one Sunday service
- Expanding on prayer - making more of a focus
- Expanding to offer pre-school/Mothers Day Out
- Asking for members to join ministries
- Create a legacy fund
- Create a long term-facility plan
- We could better explore church member talents
- Consider reviewing Parish profile
- Integrate newcomers better
- We have the opportunity to explore new beginnings-new ways
- College Ministries
- Military Ministries

## THREATS

- Volunteer burn out
- Run out of money
- Personality conflicts amongst volunteers
- Disagreement about how to move forward
- Inability/unwillingness to get "unstuck from the past"
- Lack of timeliness/engagement in certain types of church activities
- Overcoming habits formed during COVID (engagement, mindsets)
- Lack of enthusiasm to invite
- Lack of effective space for children and youth ministry
- Lack of advertising
- Strong-minded people might be overly critical and makes others not want to participate
- Have heard that other families have been run off
- National politics causing division in the church
- Lack of prayer can negatively impact
- Overcommitment/ overwhelmed by too many ministries and events. Too busy.
- Security / physical safety from intruders
- Overdependence on current administrative staff

## ACHIEVEMENTS

- The church gives 10% of tithes to outreach
- New rector onboarded in October 2022
- We have diversity in the congregation
- Continued through COVID to search for a new rector and establish a path forward
- We have a successful Access Plus Ministry
- We get it done
- Met challenges with enthusiasm
- WE love each other - a family that can overcome disagreements
- We have newer buildings for future growth
- Variety of personal strengths
- Strong prayer ministers
- Host successful outreach that reached the community, fall festival, etc.
- Strong piano choir leaders, piano concerts
- Security in financial needs (as the physical plant)
- Seeing growth in membership
- Offered an outdoor service that was popular during COVID
- We continue to be welcoming (not a "cliquish church")
- We are DEBT FREE!
- We were successful in hosting a diocesan council (exceeded expectations)

## Our Vision – “What if?”

*What do we want to see in place in the next 3 to 5 years as a result of our actions?*

### **Fully Utilized Campus**

#### **Campus**

- Enclosed hallway between Sanctuary and multi-purpose room
- Optimizing outdoor space

### **Robust Spirit-Filled Evangelism**

#### **Evangelism**

- Including daycare participants and inviting them to our church
- Sanctuary to be filled to capacity
- Everyone feels they want to participate in St. Mark’s

### **Focused impactful Outreach**

#### **Outreach**

- Focused outreach with true involvement
- Food pantry in operation
- Mission trip opportunities

### **Growing, Engaging Children/Youth Ministries**

#### **Children/Youth Ministries**

- Mother’s Day Out available
- Thriving, active youth group

### **Meaningful Well-Attended Adult Ministries**

#### **Adult Ministries**

- College and young adult ministry
- More participation in practical ministries
- Maintaining more small groups
- Small group Bible studies being offered
- Participation in prayer groups
- Increasing whole church fun activities
- Congregation that is content with direction

### **Ample Sustainable Finances**

#### **Finances**

- Achieve financial stability
- Daycare bringing extra funds to church
- Stewardship faith/energy/time



## The Barriers – “Why not?”

*What might block us from moving toward our vision?*

### **Shifting Values Blocks Engagement**

#### **Spirituality**

- Spiritual connecting to tithing unclear
- Not spiritually grounded
- Shift in values

### **Limited Personal Mindsets Can Impede Commitments**

#### **Mindset**

- Belief that someone else will do it
- People’s belief that they do not have time
- Perception of exclusiveness
- Defeatist attitude (we’ve tried that)
- History / We are ....
- Fear of change
- Apathy to participation
- Fearful fundraising mindset

### **Community Demographics Hinders Growth and Consistency**

#### **Demographics**

- Cyclical population due to military, college and snowbirds
- Aging population
- Polarized politics

### **Unpredictable Economy Impacts Resources**

#### **Economics**

- Inflation affecting pocketbooks
- Construction cost

### **Overwhelming Number of Options Restricts Participation**

#### **Culture**

- Bigger churches with established programs
- Volume of other local events
- New Sunday habits from COVID
- 1800+ nonprofits in the community
- Burnout
- Not enough dedicated help
- People are overcommitted

## Strategic Directions – “Where to?”

*What consistent, substantial actions will deal with the underlying barriers and move us toward our vision?*

### Strategic Direction #1

#### Fostering Spiritual Growth



We intend to:

- **Seek God’s Will**
  - Seriously pray over everything we do
  - Study scripture to learn what God says
  - Impact spiritually for personal transformation
  - Ask those we are intending to serve what they need and how we can help
  - Understand ebb and flow of visitors
- **Provide Strong Foundations for Children and Youth**
  - Ensure quality leadership for youth and children
  - Partner with other churches for youth activities
  - Offer after school help (programs) (homework)
  - Provide consistent nurturing Sunday School for children
- **Offer Life-Changing Adult Programs**
  - Offer options for different Bible Study formations
  - Have college/young adult group meet regularly
  - Have consistent Sunday School programs
  - Offer contemporary service

## Strategic Direction #2

### Growing and Connecting God's Kingdom



We intend to:

- **Increase Visibility and Awareness**
  - Develop community awareness
  - Invite other to activities/church
  - Try to appeal to a wide demographic
  - Host "Table Talk" on locations
  - Market our church during community events
  - Create a new sign for Airline Road
- **Foster Meaningful Engagement**
  - Encourage people to develop their talents
  - Spread the work around
  - Communicate ministry needs to congregation
  - Develop mentor and succession plan
  - Share engagement testimonials
  - Streamline volunteer management
- **Strengthen Church Relationships**
  - Continue and grow Newcomer Ministries
  - Continue to grow the congregation
  - Implement more family involvement opportunities
  - Retain our parishioners
  - Create video bios of congregants to share
  - Maintain transparency
  - Engage in relationships to foster trust, that leads to commitment
  - Focus on the need for intentional small groups
  - Offer/sponsor events or activities specifically for Baby Boomers
  - Provide more consistent pastoral care



Increasing Our Capacity to Serve

We intend to:

- **Grow Financial Resources**
  - Occasionally offer financial planning sessions
  - Communicate financial needs to congregation
  - Educate on ways of planned giving
  - Set financial goals to meet our needs
  - Open our space to other groups
  - Share stewardship stories/testimonials
  - Implement fundraising plan
  - Plan income related opportunities building/space
  - Educate spiritual connection to tithing/giving
- **Ensure a Safe, Inviting Campus**
  - Simplifying landscape in King's Forest
  - Establish preventative maintenance fund
  - Develop long term plan for campus
  - Building for youth and nursery connected to Sanctuary
  - Develop spiritual spaces "3<sup>rd</sup> spaces"
  - Ensure wheelchair accessibility to King's Forest
  - Utilize our spaces better
- **Get Things Done**
  - Obtain congregation buy-in for activities and ministries
  - Explore and utilize Fr. Doug's gifts
  - Encourage smaller engagement opportunities for growth
  - Regularly communicate progress – strategic plan, ministries, etc.

## First Year Accomplishments – “How to?”

*What specific, measurable tasks will we accomplish in the first year?*

*Accomplishment Chart: #1*

Fostering Spiritual Growth		
CURRENT REALITIES	1 <sup>st</sup> YEAR ACCOMPLISHMENTS	2-3 YEAR SUCCESS INDICATORS By Sept. 30, 2026
<ul style="list-style-type: none"> <li>• We have a strong prayer chain</li> <li>• We host 1 regular small weekly prayer group</li> <li>• Pray at every meeting</li> <li>• Invite everyone to add to POP</li> <li>• We average 2-3 volunteer youth leaders</li> <li>• 10 youth YTD (grades 6-12)</li> <li>• No formal youth partnerships</li> <li>• Offer ‘children’s chapel’ every Sunday</li> <li>• No after-school program or day care</li> <li>• Offer nursery age 3 and under on Sundays</li> <li>• Avg. 10-15 children (age 3 to 5<sup>th</sup> grades)</li> <li>• Inconsistent Bible study formations</li> <li>• No consistent adult Sunday School</li> <li>• No contemporary service</li> <li>• Offer 1 traditional service each Sunday</li> <li>• Offer men’s reunion group</li> <li>• No college/young adult engagement</li> <li>• Have a phenomenal pianist and choir</li> <li>• Beautiful liturgy</li> </ul>	<ul style="list-style-type: none"> <li>• Adult annual spiritual formation plan established (for 2024-2025)</li> <li>• Children/youth annual spiritual formation plan established (2024-2025)</li> <li>• College/young adult annual spiritual formation plan established (2024-2025)</li> </ul>	<ul style="list-style-type: none"> <li>• Adult annual spiritual formation goals being achieved</li> <li>• Children/youth annual spiritual formation goals being achieved</li> <li>• College/young adult annual spiritual formation goals being achieved</li> </ul>

## Growing and Connecting God's Kingdom

CURRENT REALITY	1 <sup>st</sup> YEAR ACCOMPLISHMENTS	2-3 YEAR SUCCESS INDICATORS By Sept. 30, 2026
<ul style="list-style-type: none"> <li>• Broadcast weekly services on FB</li> <li>• Send out weekly e+news</li> <li>• Special event banners by the road</li> <li>• Host a 1 wk VBS each Summer (approx.. 18-25 kids)</li> <li>• Place yard signs for Easter service</li> <li>• Access plus trailer is branded</li> <li>• Build 12-13 handicap ramps annually</li> <li>• Some church partnerships (access plus ministry)</li> <li>• Host a successful Fall harvest (300-400 people)</li> <li>• Avg Sunday attendance = 75</li> <li>• Approx. 200 'members on the books'</li> <li>• 600+ people in our contact list</li> <li>• 2 FTE staff (Fr. Doug and Judy), 2 PTE (choir director and nursery worker)</li> <li>• Approx. 20-50 core volunteers</li> <li>• No succession plan</li> <li>• Inconsistent impact reporting</li> <li>• July manages all volunteers</li> <li>• Volunteer mgmt. systems need improvement</li> <li>• Have developed a pilot 'Newcomer Ministry' process</li> <li>• Mediocre job on maintaining transparency</li> <li>• No Baby Boomer support activities</li> <li>• Positive relationships with CCNRC and Senior Apt.</li> <li>• Minimal contact with college and military bases</li> </ul>	<ul style="list-style-type: none"> <li>• Signage permit from the city approved</li> <li>• Initial evangelism plan developed</li> <li>• Focused outreach plan in place</li> <li>• Volunteer management has been offloaded from Judy</li> <li>• Impact and integrity reporting process in place</li> </ul>	<ul style="list-style-type: none"> <li>• Visible permanent sign on main roads in place</li> <li>• Annual evangelism goals being achieved</li> <li>• Formal marketing plan being utilized</li> <li>• Strong, naturally beneficial outreach partnerships established (Impact goals TBD)</li> <li>• All volunteer slots are consistently filled</li> <li>• Consistent impact and integrity reporting occurring</li> <li>• Parishioners are reporting high satisfaction and meaningful engagement</li> </ul>

## Increasing Our Capacity to Serve

CURRENT REALITY	1 <sup>st</sup> YEAR ACCOMPLISHMENTS	2-3 YEAR SUCCESS INDICATORS By Sept. 30, 2026
<ul style="list-style-type: none"> <li>• Average \$400K annual church budget</li> <li>• Annual audits, stewardship</li> <li>• Conduct annual drives</li> <li>• Parishioners who give are generous</li> <li>• Receive \$12K/year for parking lot lease</li> <li>• Approx.. \$3K/year in bequests</li> <li>• Have been operating in deficits</li> <li>• No formal development</li> <li>• No formal planned giving plan</li> <li>• No formal maintenance plan (only \$3K annually allocated)</li> <li>• Vestry is in charge of all finances</li> <li>• Current campus is ADA accessible indoors and the campus includes 7 acres, a courtyard, Fellowship Hall, sanctuary and storage building, 1 nursery, 4 offices, 1 library, playground, King’s Forest, BBQ pavilion, kitchen</li> <li>• Doug Wayland is actively volunteering in maintenance</li> <li>• Grounds crew = all-volunteer church members</li> <li>• Reactive campus development plan</li> <li>• No formal campus needs/usage assessment</li> <li>• Pre-school/childcare is a critical need the church could respond to</li> <li>• No direct connection to our senior center neighbors</li> <li>• Currently need 18 volunteers for Sun. service and 9 for the music group</li> <li>• Our volunteer pool = 36 people</li> <li>• Fiscal policies in place</li> </ul>	<ul style="list-style-type: none"> <li>• First formal development (fundraising) plan drafted</li> <li>• Initial donor cultivation plan drafted</li> <li>• Community conversations initiated to clarify potential needs and scope of campus enhancements</li> <li>• Effective communication norms/systems implemented</li> </ul>	<ul style="list-style-type: none"> <li>• Annually operating ‘in the black’</li> <li>• Intentional donor cultivation and marketing plan being utilized</li> <li>• Staffing assessment completed</li> <li>• Fully staffed</li> <li>• Community/campus needs assessment completed</li> <li>• Campus enhancement plan proposed</li> <li>• Effective communication systems being actively utilized (open, click, stats and response rates)</li> </ul>

# First-Year Timeline

What is our timeline for the First-Year Accomplishments?

	Q 4 2023			Q 1 2024			Q 2 2024			Q 3 2024		
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
Fostering Spiritual Growth				<ul style="list-style-type: none"> <li>College/young adult annual spiritual formation plan established (2024-2025) <i>*Chrystal Wilkey and Lori Jones, Fr. Doug, Mark Hartlaub</i></li> </ul>			<ul style="list-style-type: none"> <li>Children/Youth annual spiritual formation plan established (2024-2025) <i>*Sally Buck and Molly Wandel, Michelle Markert, Chrystal Wilkey</i></li> </ul>			<ul style="list-style-type: none"> <li>Adult annual spiritual formation plan established (2024-2025) <i>*Fr. Doug, Pam Cater, Vestry, Parish</i></li> </ul>		
Growing and Connecting Gods Kingdom	<ul style="list-style-type: none"> <li>Focused outreach plan in place <i>*Jeremy Wilkey, John DeMontel, Judy Netek</i></li> <li>Volunteer Management has been offloaded from Judy <i>Teresa Bacon and Sally Buck</i></li> </ul>			<ul style="list-style-type: none"> <li>Signage permit from the city approved <i>*Bill Wright and Doug Wayland, Vestry and Junior Warden</i></li> <li>Meaningful Engagement Initiative established with parishioners (i.e., survey, small groups, etc.) <i>*Fr. Doug and Judy Netek and Jeremy Wilkey, Melanie Buchi</i></li> </ul>			<ul style="list-style-type: none"> <li>Initial evangelism plan developed <i>*Judy Netek and Dayna Chimelski, Penny Hughes, Fr. Doug</i></li> <li>Impact and Integrity reporting process in place <i>*John DeMontel and John Wandel, Vestry, Fr. Doug, Lori</i></li> </ul>					
Increasing Our Capacity to Serve	<ul style="list-style-type: none"> <li>First formal development (fundraising) plan drafted for 2024 budget <i>*Doug Wayland, John Wandel, Stewardship and Finance Committee</i></li> </ul>			<ul style="list-style-type: none"> <li>Initial donor cultivation plan drafted <i>*Stewardship-Financial Committee</i></li> <li>Effective communication norms/systems implemented <i>*Judy Netek, Communications Committee</i></li> </ul>						<ul style="list-style-type: none"> <li>Community conversations initiated to clarify needs and scope of campus enhancement <i>*John DeMontel, Gay DeMontel, Chrystal Wilkey</i></li> </ul>		

**\*Indicate job titles of individuals who most likely participate in implementing the above accomplishments. The first name listed indicates the person who will spearhead the task, and subsequent names indicate supporting team members. Review and edit assignments as needed.**



## 90-Day Implementation Plans

What are implementation steps for the first-quarter accomplishments?

<b>STRATEGIC DIRECTION:</b> Fostering Spiritual Growth		<b>ACCOMPLISHMENT TITLE</b> ( <i>what</i> ):		
INTENT ( <i>why</i> ):		START DATE: END DATE:		
IMPLEMENTATION STEPS ( <i>how</i> ):		WHO:	BY WHEN:	WHERE:
1.				
2.				
3.				
4.				
COORDINATOR: TEAM MEMBERS:	COLLABORATORS/PARTNERS	EVALUATION MEASURES	BUDGET	NEXT MEETING

<b>STRATEGIC DIRECTION:</b> Fostering Spiritual Growth		<b>ACCOMPLISHMENT TITLE</b> ( <i>what</i> ):		
INTENT ( <i>why</i> ):		START DATE: END DATE:		
IMPLEMENTATION STEPS ( <i>how</i> ):		WHO:	BY WHEN:	WHERE:
2.				
2.				
3.				
4.				
COORDINATOR: TEAM MEMBERS:	COLLABORATORS/PARTNERS	EVALUATION MEASURES	BUDGET	NEXT MEETING

<b>STRATEGIC DIRECTION:</b> Growing and Connecting God's Kingdom		<b>ACCOMPLISHMENT TITLE (what):</b> Focused Outreach Plan		
<b>INTENT (why):</b> To clarify our vision, focus, and define stewardship priorities.		<b>START DATE:</b> August 5, 2023		<b>END DATE:</b> December 30, 2023
<b>IMPLEMENTATION STEPS (how):</b>		<b>WHO:</b>	<b>BY WHEN:</b>	<b>WHERE:</b>
1. Meet to review and prioritize outreach ministries		Jeremy, John D., John W., Judy	September 1	In-person
2. Confirm focus of outreach efforts		Jeremy, John D., John W., Judy	September 19	In-person
3. Draft proposed distribution list and budget		Jeremy, John D., John W., Judy	October 1	In-person
4. Present proposed plan to church and solicit feedback		Team and Parrish	October 8	In-person
5. Present a final plan to Vestry for approval		Jeremy, John D., John W., Judy	October 16	In-person at Vestry Meeting
6. Implement the plan		Jeremy, John D., John W., Judy	December 30	Hand Deliver
<b>COORDINATOR:</b> Jeremy Wilkey, John DeMontel	<b>COLLABORATORS/PARTNERS:</b> Vestry, Parish	<b>EVALUATION MEASURES:</b> Outreach Plan is in place		<b>BUDGET:</b> In-kind support
<b>TEAM MEMBERS:</b> Judy Netek, John W.		<b>NEXT MEETING:</b> By Sept. 1		

<b>STRATEGIC DIRECTION:</b> Growing and Connecting God's Kingdom		<b>ACCOMPLISHMENT TITLE (what):</b> Volunteer management off loaded from Judy		
<b>INTENT (why):</b> To free up time for Judy for pastoral care		<b>START DATE:</b> 8/22/23		<b>END DATE:</b> 10/11/23
<b>IMPLEMENTATION STEPS (how):</b>		<b>WHO:</b>	<b>BY WHEN:</b>	<b>WHERE:</b>
1. Update Worship Participant List, create Worship Participant email group in volunteer email or volunteer computer, and write up "how to" instructions		Judy	8/22/23 11:00 am	Office
2. Create and send out Doodle calendar for Sept to worship participants		Judy, Teresa, Sally	8/22/23 11:00 am	Office
3. Create Sept schedule, send draft to participants, ask for help to fill OPEN slots		Judy, Teresa, Sally	8/29/23 11:00am	Office
4. Update the schedule weekly on Tuesday		Judy, Teresa, Sally	Tuesdays 11:00 am	Office
5. Create and send out Doodle calendar for Oct to worship participants		Teresa & Sally	9/20/23 11:00 am	Office
6. Create Oct schedule. Send draft to participants, ask for help to fill OPEN slots		Teresa & Sally	9/27/23 11:00 am	Office
<b>COORDINATOR:</b> Teresa Bacon	<b>COLLABORATORS/PARTNERS:</b> None	<b>EVALUATION MEASURES:</b> Schedule produced & volunteers managed. Judy making pastoral visits.		<b>BUDGET:</b> \$0
<b>TEAM MEMBERS:</b> Sally Buck & Teresa Bacon		<b>NEXT MEETING:</b> 8/22/23		

<b>STRATEGIC DIRECTION:</b> Increasing Our Capacity to Serve		<b>ACCOMPLISHMENT TITLE (what):</b> Set Operations Expense Budget for 2024		
<b>INTENT (why):</b> Set Operations Expense Budget for 2024		<b>START DATE:</b> 8/15/2023 <b>END DATE:</b> 12/18/2023		
<b>IMPLEMENTATION STEPS (How):</b> 1.Meeting of Finance & Stewardship Committees to form the 2024 budget fundraising TEAM		<b>WHO:</b> Members of both groups	<b>BY WHEN:</b> August 15 & 17	<b>WHERE:</b> Fellowship Hall
2. Second meeting of the 2024 budget fundraising TEAM		All members of the TEAM	September 5	Fellowship Hall
3. Start dedicated Fundraising program		Whole Parish	September 24	Sanctuary
4. Offering Estimate of Giving cards by family & members of St. Mark's		Whole Parish	November 5	Sanctuary
5.Giving in Gratitude Dinner and reveal of initial Estimate of Giving total		Whole Parish	November 5	Fellowship Hall
6.Reconile expenses with Estimate of Giving total & create 2024 budget to send to the Vestry for approval		All members of the TEAM	December 17	Fellowship Hall
7.Approve 2024 Budget		Vestry Members	December 18	Fellowship Hall Library
<b>COORDINATOR:</b> Doug Wayland & John Wandel <b>TEAM MEMBERS:</b> Judy, Stewardship & Financial Committees	<b>COLLABORATORS/PARTNERS</b>	<b>EVALUATION MEASURES</b>	<b>BUDGET</b> \$0	<b>NEXT MEETING</b> August 15 & 17

<b>STRATEGIC DIRECTION:</b> Increasing Our Capacity to Serve		<b>ACCOMPLISHMENT TITLE (what):</b>		
<b>INTENT (why):</b>		<b>START DATE:</b> 8 <b>END DATE:</b>		
<b>IMPLEMENTATION STEPS (how):</b>		<b>WHO:</b>	<b>BY WHEN:</b>	<b>WHERE:</b>
1.				
2.				
3.				
4.				
5.				
6.				
<b>COORDINATOR:</b> <b>TEAM MEMBERS:</b>	<b>COLLABORATORS/PARTNERS</b>	<b>EVALUATION MEASURES</b>	<b>BUDGET</b>	<b>NEXT MEETING</b>

# Appendices