St Alban's Episcopal Church Strategic Plan 2023 - 2025

Our mission is to be a vibrant, Christ-centered church, witnessing God's love for all people, through worship, education, stewardship, outreach and pastoral care. We believe that God calls us to live our lives as Christians, not just as individuals, but as a community — part of the larger body of Christ. We are called to witness God's love for people everywhere, nearby and afar. We believe God does not want us ever to be comfortable and complacent, but rather to be vibrant ... "vigorous, lively, and vital."

The new Strategic Plan reflects the actions that we believe will guide us successfully into the future and to answer God's calling while remaining true to our mission. The work is divided into Five Focus Areas or Pillars: Spiritual Growth and Renewal; Discipleship and Christianity; Service and Community; Vibrance and Relevance and Christian Education and Learning.

Having designated the key areas of focus is a critical step in supporting the future growth of our parish. The Strategic Plan is a living document to be used in determining priorities in terms of programs and services and budgeting for resources both human and financial. It is not static, and it will evolve over the years. The work plan below includes both short and long-term goals and objectives. As the years of the plan continue, the completed activities will be replaced with next level activities in each pillar.

Effort: E-high, e-low Resources: R-high, r-low

Pillar	Activities	2023	2024	2025
Expand Spiritual	Expand Adult & Christian Education	Bring back scheduled education events		
Growth and			Vestry Orientation & Handbook – E/r	
Renewal		Update Worship Schedule to Expand time for education		
Key concepts: Joy,		Offer a book club		
Celebrate, Spiritual		Ensure that Vestry members promote		
Growth, Gratitude, Worship, Music		and participate in educational activities e/r		
		Introduce lay member presentations E/r		
		Schedule Weeknight Dinners with		
		Programming E/r		
	Support Shrine Mont	Continue Offering Scholarships		
		Provide Group Transportation		
		Shrine Mont "Buddy" e/r		
		Promote Childcare Support Option e/r		

Pillar	Activities	2023	2024	2025
	Implement Renewal Works Recommendations	Start all church activities/meetings		
	Provide Additional Pilgrimage/ Adult Mission Trip Opportunities	with a prayer – vestry role e/r Holyland Pilgrimage E/R	Adult Mission Trip – TBD E/R Silent Retreat/Pilgrimage E/R	Adult Mission Trip – TBD E/R Silent Retreat/Pilgrimage E/R
	Small group discipleship	Small group discipleship programs		
Support	programs	(training) E/r		
Discipleship/	Lenten worship programs	Lenten worship programs E/r	Lenten worship programs E/r	Lenten worship programs E/r
Christianity	Liturgy programs throughout the week	Liturgy programs throughout the week. Compline, special services, Tues am eucharist		
Key concepts: Beacon of Light, Christian, Love,	Sunday morning healing prayers	rues am euchanst	Sunday morning healing prayers E/r	
Seek Christ in all, God's	Lay-led pastoral care			Lay-led pastoral care E/R
Kingdom, Disciples	High mass service	Ascension Day?	High mass service E/r	
	Incorporate BCP/Bible into worship	Incorporate BCP/Bible into worship		
	Canterbury-light program at NVCC	NA		
Embody Service	Christmas Bazaar	Christmas Bazaar E/R	Christmas Bazaar E/R	Christmas Bazaar E/R
and Community	Hypothermia Programs	Hypothermia Programs -2 weeks! E/r	Hypothermia Programs E/r	Hypothermia Programs E/r
Key concepts:	School Feeding Programs	School Feeding Programs E/R	School Feeding Programs E/R	School Feeding Programs E/R
Neighbors, Safe,	Coffee Hour Adjustments	Coffee Hour Adjustments – high	,	,
Community, Diverse,	Expand Use of Frizzell Hall	boys/tops, sign-up sheets Train more volunteers to use kitchen –		
Welcoming, Inclusive,	Expand OSC OF FIREE HOR	2 certified to date, certification		
Belonging, Friendly,		inspection		

Pillar	Activities	2023	2024	2025
Ministry, Outreach, All	Increase Rentals	Enhance outreach to community		
Ages, Supportive, Gathering	Increase Number of Volunteers	Volunteer to volunteer recruitment – acolytes, coffee hour, other Pair current volunteers with new volunteers – buddy system		
	Develop an affordable pre- school	Research	Planning	Develop an affordable pre- school
	Create a summer program for at risk youth	NA		
	Summer Music Program	Summer Music Program E/R		
	Create a Food Pantry/ Distribution	NA		
	Social Justice into Action – outreach to Annandale community to attend/ participate in activities, increased promotion/outreach	Increased promotion/outreach- E/R	Increased promotion/outreach	Increased promotion/outreach
	Grocery Program	Grocery Program Rethink E/R	Grocery Program	
Remain Vibrant &	Expanded music programs for youth and adults	Begin a choirsters program E/R		
Relevant	Keep Clark in action!	EEEE/RRRR		
Key concepts: Growth Humor, You Belong, Vibrant, Fun, Growing,	Increase swag and advertising (t-shirts/swag)	Increase swag and advertising (t-shirts/swag) Annandale Today (email/blog)		
	Expand Social Media presence		FB, IG, Next Door expansion – Alex E/r	
	Increase volunteer recognition	Ideate - Buttons, dinner? e/R		
Relevant	Young adult activities Young Family activities	Theology on tap E/r	Reestablish Family Dinners e/r	
	Newcomer recognition	Newcomers class		
	Monthly Movie night w/dinner		Monthly Movie night w/dinner?? E/r	
	Lay leaders as part of announcements			
	Offer Episcopal 101 E/r Continue EFM E/R	Offer Episcopal 101 E/r		

Pillar	Activities	2023	2024	2025
Enhance Christian	Movie Discussion Series E/r			
	Music Camp E/R	Music Camp E/R		
Education &	Lay led teaching sessions on			
	Christianity E/r			
Learning	VBS or Summer Camp E/R			
Learning	Increase Engagement of Lay			
Key concepts:	leaders in Teaching Sunday			
Spirituality Involvement	School E/r			
Spirituality, Involvement,				
Connection, Teaching,				
Learning, Engagement				

Green: completed in the designated year