

All Saints' Memorial Church 2016 Strategic Plan

Mission Statement: All Saints' Memorial Church is a welcoming multicultural Episcopal congregation that strives to grow in the love of God and respond to the spiritual and human needs of our neighboring communities.

Vision Statement: All Saints' Memorial Church is a visible and known beacon that engages people in their spiritual journeys and nurtures their minds and souls.

Goals to fulfill mission and realize our vision:

1. "Grow in the love of God"

Strategies to achieve this goal:

a) Be intentional about our spiritual journeys

Possible action items:

i) Invite Maria DeCarvalho to engage us in conversation about our spiritual journeys and how to keep moving.

ii) Invite leaders from other faith traditions to educate us about similarities and differences: an Imam and Rabbi

b) Strengthen our community and stretch our minds

Possible action items:

i) Organize parish sports outings: Pawsox games; Willcia basketball games

ii) Develop a multi-year speaker series addressing cultural and historical topics
Episcopalians and Race: The Rev. Dr. Gardiner (Tuck) Shattuck

History of Jazz: Ferd Jones

Bishop Henshaw and others associated with All Saints': Anne Tait

Center for Reconciliation: James DeWolf Perry

Others that address different cultural traditions represented in our parish

iii) Plan a July 24th service and celebration of Liberian Independence Day,
inviting the larger Liberian Community

iv) Encourage the development of a Sunday morning discussion table where
interested parishioners can gather to talk about such topics as:

Caring for older family members and friends: sharing learnings

The Liberian Experience: 1980 to the present

A book group to read and discuss books of interest (examples might include
"All The Light We Cannot See", "Waking Up White")

2. "Respond to spiritual needs of our younger adults and our neighboring communities"

Strategies to achieve this goal:

a) Understand the needs of the neighboring communities

Possible action items:

- i) Review national church data about our neighborhood and engage a student to interview members of the community to understand more fully its needs
- ii) Consider parishioner conversations with key informants: WBNA and local businesses/non-profits
- b) Understand the needs of our younger members (20s-30s-early 40s)

Possible action items:

- i) Identify and convene them
- ii) Learn what they want and what would attract their peer groups
- iii) Understand how different types of social media might be useful

3. “Respond to human needs of our neighboring communities”

Strategies to achieve this goal

a) Understanding their needs

Possible action items:

- i) Review national church data about our neighborhood and engage a student to interview members of the community to understand more fully its needs
- ii) Consider parishioner conversations with key informants: WBNA and local businesses/non-profits

b) Develop a sustainable arts and music program

Possible action items:

- i) Identify new groups/building users, including the potential of a resident instrumental group
- ii) Continue to cultivate the groups with whom we have relations (RIC, CMW, and NUA)

c) Develop partnerships with community-based organizations to develop new programs related to a) and b) above

d) Maintain our current outreach efforts to assist those in need in our neighboring communities, with periodic evaluation of the effectiveness of our efforts.

4) Undertake one new capital improvement project each year

Possible action items:

- i) Develop and prioritize a list of exterior and interior needs
- ii) Create a fund raising group charged with developing new income streams to target children's programs, the arts, outreach, and capital needs

5) Develop a clergy succession plan

Action item:

- i) Vestry to meet with Canon Linda Grenz (scheduled for May 15)
- ii) Develop a timeline and action plan, including further meetings with Canon Grenz
- iii) Continue to develop new income streams (see above)