

A Simple Model for Strategic Planning

- Model taken from Trinity Church, Sarnia
- An attempt to make Strategic Planning accessible to all
- This model is a five year repeatable cycle

Teasing Out the Heart of the Community

- Coffee Clusters
 - Invite all members of the congregation to a coffee meeting. Keep the groups small – a maximum of twelve persons. Keep the meeting short – a maximum of one and one-half hours.
- Ask the group three Questions
 - Always ask your questions in a positive manner. Three suggested questions might be:
 - What do you enjoy most about our church?
 - Tell us one thing that would make your experience of the church community better?
 - What exciting new ministry/outreach would you support with enthusiasm, prayer, energy and money?
- Posting the responses on newsprint in the parish hall and invite further comment

Listening to the Spirit of God

- A day long Parish Council Retreat
 - This gives the Council an unhurried and prayerful opportunity to consider what God's Spirit is saying through the congregation.
- The Council prepared a vision and course of action to be made to vestry
- A vestry decision

Implementation

- Wardens and Staff prepare a set of goals for the coming year
 - Please remember the definition of staff will vary from congregation to congregation. In many cases lay people in key leadership roles might be defined as staff.
- The goals are presented to Parish Council for modification and acceptance.
- The goals are communicated to the congregation.
- Action items for the goals are assigned to staff, wardens, Parish Council etc.

Annual Review

- Staff and Wardens meet to review whether goals are achieved or not.
- Two important questions:
 - What exciting but unexpected things happened this year? (This can tell you where God's Spirit is moving even when you didn't plan or expect it. It's always wise to get on board with what God is doing.)
 - What disappointments did we experience this year? (Disappointments are not always failures. They can tell you important things to address to keep things on an even keel)
- Keeping the Five Year plan in mind new goals are set for the next year
- The New goals were taken to Parish Council

After Five One Year Cycles

- Repeat the Implementation and Annual Review steps once a year for five years.
- Start fresh once again teasing out the heart of the community.
 - Visions change and circumstances change. A fresh vision may well be need to keep the congregation excited and engaged.